

Notice of Meeting

Surrey Police and Crime Panel

Date & time
Thursday, 5
February 2015
at 10.30 am

Place
Ashcombe Suite,
County Hall, Kingston
upon Thames, Surrey
KT1 2DN

Contact
Victoria White or Andrew Baird
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This meeting will be held in public. If you would like to attend and you have any special requirements, please contact Victoria White or Andrew Baird on 020 8213 2583 Or 020 8541 7609.

Members

Dorothy Ross-Tomlin (Chairman)	Surrey County Council
Ken Harwood (Vice-Chairman)	Tandridge District Council
John O'Reilly	Elmbridge Borough Council
George Crawford QPM	Epsom & Ewell Borough Council
Richard Billington	Guildford Borough Council
Margaret Cooksey	Mole Valley District Council
Victor Broad	Reigate & Banstead Borough Council
Colin Davis	Spelthorne Borough Council
Charlotte Morley	Surrey Heath Borough Council
Terry Dicks	Runnymede Borough Council
Pat Frost	Waverley Borough Council
Beryl Hunwicks	Woking Borough Council
Bryan Cross	Independent Member
Anne Hoblyn MBE	Independent Member

PART 1 IN PUBLIC

1 APOLOGIES FOR ABSENCE

The Chairman to report apologies for absence.

2 MINUTES OF THE PREVIOUS MEETING

(Pages 1 - 12)

To approve the minutes of the meeting held on 12 December 2014 as a correct record.

3 DECLARATIONS OF INTEREST

To receive any declarations of disclosable pecuniary interests from Members of the Panel in respect of any item to be considered at the meeting.

4 PUBLIC QUESTIONS

To receive any public questions.

Note:

Written questions from the public can be submitted no later than seven days prior to the published date of the annual or any ordinary public meeting, for which the Commissioner will be invited to provide a written response by noon on the day before the meeting, which will be circulated to Panel Members and the questioner.

5 SURREY POLICE & CRIME COMMISSIONER'S PRECEPT SETTING PROPOSAL FOR THE FINANCIAL YEAR 2015/16

Papers to follow.

The Police and Crime Panel is required to consider and formally respond to the Police and Crime Commissioner's Proposed Precept for 2015/16.

Note:

In accordance with the Police and Crime Panels (Precepts and Chief Constable Appointments) Regulations 2012:

(a) The Commissioner must notify the Panel of his proposed precept by 1 February 2015;

(b) The Panel must review and make a report to the Commissioner on the proposed precept (whether it vetoes the precept or not) by 8 February 2015;

(c) If the Panel vetoes the precept, the Commissioner must have regard to and respond to the Panel's report, and publish his response, including the revised precept, by 15 February 2015;

(d) The Panel, on receipt of a response from the Commissioner notifying it of his revised precept, must review the revised precept and make a second report to the Commissioner by 22 February 2015 (there is no

second right of veto);

(e) The Commissioner must have regard to and respond to the Panel's second report and publish his/her response by 1 March 2015.

6 POLICE AND CRIME PLAN UPDATE (Pages 13 - 22)

To consider the Police and Crime Commissioner's proposed update to the Police and Crime Plan.

Note:

In accordance with the Police Reform and Social Responsibility Act (2011), before issuing or varying a Police and Crime Plan, a Police and Crime Commissioner must:

- (a) Prepare a draft of the plan or variation;*
- (b) Consult the relevant chief constable in preparing the draft plan or variation;*
- (c) Send the draft plan or variation to the relevant police and crime panel;*
- (d) Have regard to any report or recommendations made by the panel in relation to the draft plan or variation;*
- (e) Give the panel a response to any such report or recommendations;*
- (f) Publish any such response.*

7 DEPUTY AND ASSISTANT POLICE AND CRIME COMMISSIONERS' OBJECTIVES AND PERFORMANCE REVIEW (Pages 23 - 36)

The report sets out details of work that Jeff Harris, Shiraz Mirza and Jane Anderson have been undertaking and the outcomes they have achieved since the meeting of the Police and Crime Panel on 12 December 2014.

8 COMPLAINTS RECEIVED SINCE THE LAST MEETING (Pages 37 - 42)

To note complaints against the Police and Crime Commissioner and the Deputy Police and Crime Commissioner received since the last meeting of the Police and Crime Panel.

9 RECOMMENDATIONS TRACKER AND FORWARD WORK PROGRAMME (Pages 43 - 48)

To review the Recommendations Tracker and Forward Work Programme.

10 VERBAL UPDATE ON ONGOING INVESTIGATIONS INCLUDING DEEPCUT

Verbal strategic update on ongoing investigations including Deepcut.

11 DATE OF NEXT MEETING

The next meeting of the Police and Crime Panel will be held on Tuesday 21 April at 10.30 am.

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MINUTES of the meeting of the **SURREY POLICE AND CRIME PANEL** held at 10.30 am on 12 December 2014 at Ashcombe Suite, County Hall, Kingston upon Thames, Surrey KT1 2DN.

These minutes are subject to confirmation by the Committee at its meeting.

Members:

Mrs Dorothy Ross-Tomlin (Chairman)
District Councillor Ken Harwood (Vice-Chairman)
Borough Councillor John O'Reilly
Borough Councillor George Crawford QPM
Borough Councillor Richard Billington
District Councillor Margaret Cooksey
Borough Councillor Charlotte Morley
Mrs Pat Frost
Borough Councillor Beryl Hunwicks
Independent Member Anne Hoblyn MBE

Apologies:

Borough Councillor Victor Broad
Borough Councillor Terry Dicks
Borough Councillor Colin Davis
Independent Member Bryan Cross

57/14 APOLOGIES FOR ABSENCE [Item 1]

Apologies were received from Borough Councillor Victor Broad, Borough Councillor Colin Davis, Borough Councillor Terry Dicks, Independent Member Bryan Cross and Assistant Police and Crime Commissioner Shiraz Mirza,

58/14 MINUTES OF THE PREVIOUS MEETING [Item 2]

It was noted by the Panel that there was an error on page 5, paragraph 3 of the minutes. Pending this correction, the minutes were agreed as an accurate record of the meeting.

59/14 DECLARATIONS OF INTEREST [Item 3]

None received

60/14 PUBLIC QUESTIONS [Item 4]

None received

61/14 COMPLAINTS RECEIVED SINCE THE LAST MEETING [Item 5]

The Panel were informed that the outcome of a complaint considered by the Complaints Sub-Committee on 28 October 2014 could be found within the agenda pack.

RESOLVED: That,

1. The report be noted.

61/14 RECOMMENDATIONS TRACKER AND FORWARD WORK PROGRAMME [Item 6]

The Panel noted its Forward Work Programme and Recommendations Tracker. There were no further comments.

RECOMMENDATIONS:

None

ACTIONS/FURTHER INFORMATION TO BE PROVIDED:

None

PANEL NEXT STEPS:

None

62/14 POLICE AND CRIME PLAN QUARTERLY UPDATE [Item 7]

- The Police and Crime Commissioner (PCC) briefly highlighted some of the key points from the Office of the Police and Crime Commissioner's (OPCC) performance against the Police and Crime Plan. In particular, the Panel were advised that the numbers of theft and burglaries had fallen in the past quarter while a rise in the detection rates had also been recorded. The Panel's attention was drawn to the finalisation of a contract signed in conjunction with Sussex and Thames Valley police forces for the provision of £1.8 million worth of support for victims; the implementation of the Joint Enforcement Team (JET) initiative in Spelthorne which launched in December 2014; as well as updating the Panel on discussions with the District and Borough Councils for the implementation of the Community Trigger programme for reviewing anti-social behaviour complaints.
- The Panel requested information on how much money was still available from the Community Safety Fund allocation. The Deputy Police and Crime Commissioner (DPCC) indicated that £240k of the Community Safety Fund has not yet been allocated.
- Panel members drew attention to crimes such as violence with injury which have risen over the past quarter and asked the Commissioner to explain why serious crimes of this nature have increased. Reference was also made to the HMIC PEEL Report which highlighted inefficiencies in the way that Surrey Police record crime. The PCC advised the Panel that the PEEL report was not up to date but rather was based on crime statistics from the past. Since these samples were taken by HMIC, it was indicated that efforts had been made to improve the way in which Surrey Police record crime. The DPCC responded to the query about violence with injury and stated that additional funding received from the Proceeds of Crime Act 2002 had been distributed to each of the divisions to combat violent crime.
- The Panel requested information on the policing of the M25 and whether there is a specific strategy for dealing with travel disruption such as car crashes. The PCC confirmed that Surrey Police have a strategy for dealing with crashes which derives from the strategy developed by the British Transport Police and includes targets to get the M25 running normally again as soon as possible after a crash while also having access to the latest equipment in order to do this. The Panel was advised, however, that Surrey Police work in conjunction with the Highways Agency (HA) who have oversight of the condition of roads before they are re-opened. Subject to the same financial pressures that the rest of the public sector is currently experiencing, the PCC indicated that it sometimes takes longer than planned for the HA to assess the condition of the M25 following a

crash. It was highlighted that both Surrey Police and the HA are acutely aware of the importance of the M25.

- Panel members also drew attention to travel disruption caused by crashes on smaller roads in Surrey and suggested that it can often take the Police a long time to reopen roads wherever an accident takes place. The PCC advised that the British Transport Police are not always able to respond to these crashes and so indicated that the possibility of briefing all Surrey Police officers on responding to crashes and getting traffic moving after crashes is something that could be looked into to reduce travel disruption.
- The Panel asked whether there were plans for a public consultation on strategies to tackle anti-social behaviour. Panel members were advised that a consultation had already taken place with the public and community safety partners to discuss strategies and that the results of these consultations were in the process of being collated. The PCC further highlighted that the OPCC is continuing to work with local councils in Surrey to tackle anti-social behaviour
- Panel members made reference to conclusions from the HMIC PEEL report which suggested that Hampshire Police are one of the best performing forces and asked the PCC why Surrey had therefore chosen to collaborate with Sussex Police. The PCC advised that Surrey Police works closely and collaborates in certain areas of policing with all forces in the region and have worked with Hampshire Police on issues such as organised crime and counter-terrorism. The Panel were advised that Surrey Police carefully consider which forces they collaborate with to ensure they work together effectively and get the best deal for Surrey.
- The Panel inquired about the prospect of amalgamation between Surrey and Sussex police forces and indicated that the PCC's public comments appeared to suggest that this is on the table. The PCC clarified that no merger between the two forces is possible in the short to medium term due to the large discrepancy in the amount of money that the people of Surrey pay directly to the Police through the precept in contrast to the amount paid by Sussex residents which is significantly less. The Treasurer and Chief Finance Officer (TCFO) of the OPCC indicated that the gap in funding being faced by Sussex Police was considerably larger than that of Surrey Police and there was a danger that Surrey Police could end up subsidising Sussex, which also made closer collaboration between the two forces less attractive.

RECOMMENDATIONS:

1. To note the report.

RESOLVED:

1. To note the report.

ACTIONS/ FURTHER INFORMATION TO BE PROVIDED:

None

PANEL NEXT STEPS:

None

63/14 BUDGET QUARTERLY UPDATE [Item 8]

- The Panel asked whether a virement was possible for any excess funds from the PCC budget to the Surrey Police budget. The PCC stipulated that it wasn't possible to transfer funds between the PCC and Surrey Police budgets but indicated that the PCC provides a much better service for Surrey Police than the Police Authority had previously done. PCC staff are required to execute policy and fulfil various functions to assist the Police. The PCC stated that he would circulate a staff diagram to the Panel for their reference.
- Members drew attention to the training budget and asked the PCC why much of the training budget had still not been used. The PCC indicated that no training opportunities had arisen which he thought would be beneficial for either him or the DPCC to attend but highlighted that this money would be put back into the OPCC and would be allocated towards training for staff. The Assistant Police and Crime Commissioner for victims (APCC) advised the Panel that many of the events and conferences attended by members of the OPCC were in fact training of sorts for the PCC and his staff but that the money paid to attend these events was not listed as such in the budget.
- The Panel expressed reservations about the manner in which the PCC has been pushing for a referendum on raising the precept in Surrey and stated that people should not be scared into voting for a raise in the precept, especially given the PEEL report which suggests Surrey Police is well placed to deal with the pressures of austerity in comparison to other forces. The PCC advised the Panel that a decision on whether or not to move forward with a referendum on raising the precept still hadn't been made but reiterated that Surrey Police will face a significant funding gap over the next few years and that, without additional funding, frontline services would need to be cut

in order to balance the budget. The PCC advised the Panel that, as an elected official, he feels it is his duty to inform the public of the issues and their options for maintaining frontline services although the PCC agreed to look at the language used when discussing the precept with the public.

- Members asked why the costs of insuring Surrey Police had increased so significantly. The TCFO advised that Surrey Police is an insurance collective with a number of other forces in the region to share costs but unfortunately, insurance claims against the Police means that insurance premiums have been steadily increasing. The Panel were advised that a breakdown of the insurance costs paid by Surrey Police would be circulated to Members for their reference.

RECOMMENDATIONS:

1. To note and comment on the financial performance of the OPCC at Month 7 for the Financial Year 2014/15.
2. To note and comment on the Surrey Police Group Financial Report for Month 7 (October) 2014/15.

RESOLVED: That the Panel,

1. Note and comment on the financial performance of the OPCC at Month 7 for the Financial Year 2014/15
2. Note and comment on the Surrey Police Group Financial Report for Month 7 (October) 2014/15.

ACTIONS/ FURTHER INFORMATION TO BE PROVIDED:

1. The OPCC to circulate information on the amount of money paid on public liability and motor claims insurance.

PANEL NEXT STEPS:

None

64/14 VICTIM SERVICES COMMISSIONING UPDATE [Item 9]

- The APCC provided a broad overview of the background to the change in the commissioning of victims' services and highlighted the approach taken by the OPCC to develop services for victims that work for the County. The Panel were advised that generalist victims' services have been commissioned in concert with other police forces in the region to provide economies of scale and which had allowed for the allocation of greater funding to put towards commissioning specialist victims' services. It was highlighted that Central Government

had caused some problems due to the fact that they had held onto the commissioning of services for witnesses as well as funding the creation of a centre for victims of sexual offences in Surrey and Sussex at Croydon, which has undercut some of the work already done by the OPCC.

- Members asked how this would impact the Rape and Sexual Abuse Support Centre in Guildford. The APCC indicated that the centre in Croydon would not be adequate to cover all of Surrey and Sussex and that it would work in tandem with other services available in the County.
- The Policy Officer (Victims) (PO) highlighted that Surrey has emerged as one of the leaders in the commissioning of victims' services through informed discussions with partners and a focus on outcomes. The OPCC has successfully provided grants for the provision of victims' services across a broad range of areas. The Panel were advised that the OPCC had focused on using services that already existed in Surrey while also ensuring that the application process was not overly-bureaucratic so as not to discourage applications for funding. The PO further highlighted that Surrey OPCC had been called on to give evidence to an all-party parliamentary group enquiry on methods for commissioning victims' services and were now passing on advice and best practice to OPCCs across the country.
- The PO also indicated that the OPCC would ensure that services are being provided effectively and would work to identify emerging areas where victims' services will be required in the future. Providing support for victims of child sexual exploitation was flagged as an area that is currently being researched which will then be pulled together into a needs assessment. Discussions were also taking place to bring together services for victims of sexual violence in Surrey.
- The Panel asked how it was decided to prioritise victims and ensure that support is given to those most in need first. The PO advised that there is a lot of literature available on informing how to prioritise the provision of services to victims which exists in conjunction with the Victims' Code. It was further highlighted that, in conjunction with a number of other forces, a needs assessment had been commissioned from the University of Portsmouth which would also provide insights into which victims are most in need of support services.
- Panel members also asked what protocols were in place to measure successful outcomes in supporting victims of crime. The PO highlighted that since many of the funding had been granted to existing organisations, methods were already in place to measure outcomes. It was further indicated that the OPCC is working with the

Council to look at the measures support services already have in place to ensure that the right outcomes are being achieved for victims of crime.

- The Panel asked for more information on the number of people from outside Surrey who were using Surrey's victims' support services network and whether this was having an impact on people from Surrey getting access to these services. The APCC stated that support was only being given to individuals from outside Surrey that are in refuges within the county and that this was an arrangement that also benefitted victims in Surrey who had to be moved to another county. The APCC indicated that she would send details on how many people from outside Surrey were using victim support services and how many Surrey residents were receiving these services in another county.
- Members drew attention to an HMIC report which highlighted failings in the way that Surrey Police deal with victims of domestic violence. The APCC highlighted that efforts were being undertaken to improve the performance of Surrey Police in this area and that police officers were being given training to help them deal more effectively with victims of domestic violence while a multi-agency hub was being developed to join up services for victims of domestic violence. The PCC further highlighted that the officers were also being given training on recognising and tackling honour-based violence.
- The Panel requested information on steps that the PCC and Surrey Police have been taking to tackle the practice of Female Genital Mutilation (FGM) in the county. The APCC stated that funding had been given to tackle this and that instances of FGM were recognised and dealt with correctly but indicated that it doesn't appear to be as much of an issue in Surrey in contrast to other counties.

RECOMMENDATIONS:

None

RESOLVED:

None

ACTIONS/FURTHER INFORMATION TO BE PROVIDED:

1. The OPCC to circulate information to the Panel on the number of Surrey residents that receive victim support services outside of Surrey.

PANEL NEXT STEPS:

None

65/14 DEPUTY AND ASSISTANT POLICE AND CRIME COMMISSIONERS' OBJECTIVES AND PERFORMANCE REVIEW [Item 10]

- The DPCC drew Panel members' attention to the Community Safety Partnerships (CSP) funding and stated that there was still money available for this fund. Members were asked to make their colleagues in the District and Borough Councils aware that there was still funding available and to put applications in for the CSP if they were aware of a project that could be funded through this scheme.
- Discussions also took place around the Junior Citizens initiative which has been successful in a number of Districts and Boroughs. It was agreed that further discussions will take place at another time to discuss introducing the Junior Citizens programme to the Districts and Boroughs which have not yet adopted the initiative.

RECOMMENDATIONS:

1. To note the report

RESOLVED:

1. To note the report

ACTIONS/ FURTHER INFORMATION TO BE PROVIDED:

1. A meeting to be arranged between the representative on the Panel from Mole Valley District Council and the DPCC to discuss the Junior Citizens initiative.

PANEL NEXT STEPS:

None

65/14 FEEDBACK ON MANAGEMENT MEETINGS BETWEEN THE POLICE AND CRIME COMMISSIONER AND CHIEF CONSTABLE [Item 11]

- Panel members reiterated their concerns with the poor performance of the 101 service and asked if the PCC had discussed this with the Chief Constable. The PCC confirmed that he has brought this up with the Chief Constable on numerous occasions to make the case for improving the 101 service and that he would send some information through to the Panel on this. The DPCC advised the Panel vacancies in the 101 service were being filled and training being provided to staff which should improve the service.
- The Panel asked whether Surrey Police are losing staff to Sussex Police. The PCC indicated that Surrey Police lose staff to all forces in

the region due to the prohibitively high cost of living in Surrey and this includes loss of staff to Sussex Police. It was further advised that recruitment and training is a huge drain on the resources of the force due to the number of police staff that are lost to other forces or which leave the Police force entirely.

RECOMMENDATIONS:

1. To note the report.

RESOLVED:

1. To note the report.

ACTIONS/ FURTHER INFORMATION TO BE PROVIDED:

1. The OPCC to circulate further information on discussions between the PCC and Chief Constable in respect to the improvement of the 101 service.

PANEL NEXT STEPS:

None

66/14 VERBAL UPDATE ON ONGOING INVESTIGATIONS INCLUDING DEEPCUT [Item 12]

The PCC indicated that there was nothing significant to report to the Panel at this stage.

RECOMMENDATIONS:

None

RESOLVED:

None

ACTIONS/ FURTHER INFORMATION TO BE PROVIDED:

None

PANEL NEXT STEPS:

None

67/14 DATE OF NEXT MEETING [Item 13]

It was noted that the date of the next meeting of the Police and Crime Panel would be on 5 February 2015.

Meeting ended at: 1.00 pm

Chairman

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SURREY POLICE AND CRIME PANEL

Surrey Police & Crime Commissioner's Police and Crime Plan Update (Draft)

5 February 2015

Background

Police & Crime Plans are a statutory requirement for all police force areas introduced as part of the Police Reform and Social Responsibility Act 2011. Whilst every plan will be localised in nature, they will share a common aim in communicating a Commissioner's vision and objectives during his or her term of office. The plan is intended to set out a range of activities that will tackle crime and improve community safety in an efficient and effective way. It will impact upon a wide variety of stakeholders and has a number of different intended audiences including the public, victims of crime, Chief Officers of Police, the Secretary of State, private and voluntary sectors and partner agencies such as criminal justice and local authorities.

The Surrey Police and Crime Commissioner was required to issue a new Police & Crime Plan "as soon as practicable" after taking office in November 2012. The plan was duly published by the end of March 2013, after consulting with the Chief Constable and the Police and Crime Panel.

The PCC has reviewed the current Police and Crime Plan. The priorities have not changed and the underpinning plan remains relevant. However, he wishes to update it with some further actions for 2015/16. As such, this update needs to be presented to the Panel for review.

The PCC is also obliged to consult the Chief Constable on his revisions. Following comments from both the Panel and Chief Constable, the update to the plan will be published on the PCC's website. The published version will also include statutory information on Community Safety Grants, 2015/16 financial information and arrangements for consultation, once this is finalised. At present, the document remains in draft pending the Panel's consideration of this year's precept proposals.

Update to the Police and Crime Plan 2015

The PCC has set out four additional areas of focus for the PCC and his office. These four areas are:

- Funding for Surrey Police
- Joint enforcement teams

- Embedding victims services and developing support for young people
- Roads policing
- Counter terrorism

SUPPORTING INFORMATION

The draft Police and Crime Plan update is attached for the Panel's consideration and comments. The full plan can be viewed on the PCC's website.

RECOMMENDATION

That the Police and Crime Panel comment on the draft Surrey Police and Crime Plan Update for 2015.

LEAD/ CONTACT OFFICER:	Johanna Burne
TELEPHONE NUMBER:	01483 630200
E-MAIL:	Burne10675@surrey.pnn.police.uk

Kevin Hurley – Police and Crime Commissioner for Surrey**Police and Crime Plan Update 2015****Introduction**

I was elected as Surrey's first Police and Crime Commissioner in November 2012 and as part of my election campaign, I consulted widely on what people wanted from Surrey Police and other community safety partners in the county. This led to the development of the 6 People's Priorities for Surrey which now form the basis of the Surrey Police and Crime Plan.

The 6 People's Priorities are:

Take a Zero Tolerance Policing Approach

A relentless focus on those who blight our lives: anti-social louts, violent bullies, burglars and those who deal drugs to our young people. We will seize the profits of their crime.

More Visible Street Policing

Reduce expenditure on back office roles and use the ill-gotten gains of criminals to pay for patrol officers.

Put Victims at the Centre of the Criminal Justice System

Ensure that victims are given a quality service from reporting a crime to giving evidence. The professionals in the Courts and Police work for you, sometimes they forget.

Give You the Opportunity to have a Greater Say in how Your Streets are Policed

Set up local policing boards to bring decision making closer to neighbourhoods. You will be able to participate and have your views heard.

Protect Your Local Policing

Working with Police Chiefs to maintain the morale and ethos of service of your officers by supporting them against unreasonable criticism and ensuring their voice is heard. We cannot expect them to take on the criminals unless we back them.

I will be Uncompromising in the Standards You Expect from Your Police

With public support comes an expectation that your police deliver a quality service. We expect the Chiefs to inspire their officers and unlock their passion to deliver a professional, courteous and positive approach to policing. You pay for it; you have a right to expect it.

The Police and Crime Plan for Surrey details the actions I will take and those that I expect Surrey Police, community safety partners and partners in the criminal justice system to take to achieve these priorities on behalf of people who live and work in Surrey. The substantive Plan was reviewed by the Police & Crime Panel for Surrey in March 2013 and received its full support.

The full Plan can be viewed on my website www.surrey-pcc.gov.uk or a paper copy can be requested from my office by phoning 01483 630200.

Update to the Police and Crime Plan

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I had set the four year Police and Crime Plan to reflect public priorities for my term of office. Those priorities, set out above, remain. Each year I publish an update to the actions I will be taking to achieve the plan. Last year I updated the actions to include:

- **Joint Enforcement and Joint Working** – working more closely with partners to develop Joint Enforcement Teams (JETs) to share their powers to tackle local issues
- **Campaign for Better Funding for Surrey Police** – continuing my campaign for better funding for Surrey Police through a more equal level of government funding
- **Collaboration and Campaigning for National Mergers of Police Forces** – campaigning for putting more officers back on the beat by saving money on expensive overheads such as headquarters and management teams and to continue local work with collaborating with Sussex until national mergers can be achieved.
- **Safeguarding the Passion for Service of Police Officers and Staff** - doing everything I can to influence national policy on police pay and conditions and, locally, I will seek to keep the confidence of Surrey officers and staff.
- **PCC Actions to Support Crime Prevention** – working with partners in public and private sector on cybercrime prevention and using my position as PCC to raise the profile of the agenda to tackle issues such as child exploitation, domestic violence, human trafficking and sexual offences.
- **Commissioning of Victims' Services** - working with partners within Surrey and across the southeast region to commission high quality, value for money services and I remain committed to ensuring that victims are at the centre of the Criminal Justice system. Working to ensure that that specific and specialist needs of those who have suffered domestic abuse or sexual offences are met.

I remain committed to the 6 priorities and continue to work on those extra actions identified above. During the last year: two JET teams are up and running in Surrey; I have been consulting with the public on whether to hold a referendum for the funding of Surrey Police; I have continued to work closely with the Sussex PCC to deliver savings; I have spoken out on a number of occasions in support of local officers; the cybercrime prevention partnership has been developed and I have spoken publically on topics such as preventing and tackling child exploitation and Female Genital Mutilation; and together with the Sussex and Thames Valley PCCs I have commissioned Victim Support to provide victim referral services from April this year and have given grants to local specialist service victim support providers.

During the next year I will be in my last 18 months of my term of office. Areas of additional focus for me will be:

1. Funding for Surrey Police

Due to understandable austerity measures, the Government has cut the funding nationally for the police service. In addition, top-slicing has taken place from the national police budget to pay for inspection, the national body that oversee police complaints and the College of Policing. Surrey Police also receives one of the lowest government grants per head of population, second only to Dorset, a much more rural force. Surrey is one of the most efficient police forces in the country, as recognised by the Government's inspectors for policing and has made most of the big savings that can be made. All of this means that Surrey Police is facing a funding gap.

Surrey Police financial modelling shows that this gap is likely to lead to cuts in officers and staff over the next four years. It is my view that this gap will see a reduction in policing services and will mean that the Chief Constable will have to make some unenviable choices as she seeks to respond to the changing demand for policing. I am aware that she believes further investment to protect children, to defend against cybercrime and to prevent and respond to counter terrorism is necessary but this may necessitate reductions in other front line services.

To address the funding gap over the next few years, I have decided to consult with the Surrey Public on whether they want to see these cuts or would like to protect Surrey Police in the future and see a step change improvement in policing – instead of losing staff to see up to 350 officers and staff put into neighbourhood policing and those areas of investment highlighted above.

In discussions with members of the public, many have said that they would support an increase of around 99p a week on their local council tax for policing. I am proposing to the Police and Crime Panel that an increase is made for policing of 24%, equating to 99p a week for a Band D property. This proposed increase will trigger a referendum. The panel will discuss these proposals during February 2015. If a referendum is held and won, I will be working hard with Surrey Police to identify where the extra resources will be invested and will be reporting back on what has been achieved.

If I decide, following further public consultation and the views of the Police and Crime Panel, not to hold a referendum, or if a referendum is held and not supported by the Surrey voters, then my task over the next year will be to look at what else can be done to provide Surrey with the funds to protect policing. This will include continuing to campaigning for a fairer national funding formula for policing and continuing to push for a regional or national police service to make savings from not having 43 expensive Police Headquarters.

If a better funding deal cannot be reached or a more efficient national police service achieved, I will have to be discussing with the Chief Constable where cuts will take place over the next four years and considering what impact this will have on services delivered to local people. This is not what I would like to be doing – I stood as PCC for Surrey to make things better not to see them get worse but I may be left with no option.

2. Joint Enforcement Teams

Whatever the funding situation for Surrey Police, and partners in preventing crime and anti-social behaviour, I still believe that we can use our resources to best effect by working together. Joint Enforcement Teams, JETs, are now up and running in Reigate and Banstead and in Spelthorne Boroughs. These teams see police officers and council officers with legal powers (such as traffic wardens, housing officers and environmental health officers) collectively tackle issues of local concern.

Over the next year I will work with partners to get more JETs up and running in Surrey to tackle issues that the public tell me matter to them, such as poor driving and parking. I also wish to see these teams work with regional police colleagues to help

tackle organised crime groups operating out of local areas but using all possible powers available. I will provide some funding out of my PCC budget to support the establishment of these teams.

3. Embedding victims services and developing support for children

October 2014 saw the move away from central funding of victim support services to these services being funded locally by Police and Crime Commissioners. Together with my Sussex and Thames Valley PCC colleagues, we have commissioned Victim Support to provide our helpline and victim support services in Surrey, Sussex and Thames Valley. I have also provided funding to specialist services who provide support to victims and survivors of crimes such as sexual assault and domestic violence.

During the next year I will be reviewing how victims and survivors in Surrey are supported and looking at any areas where more funding and support is required. I have already identified that more help is needed for children who are vulnerable to grooming and exploitation and I will be looking at how children and young people can be supported.

4. Roads Policing

Over the last year we have seen a doubling of the people killed on Surrey's roads from around 15 a year to 30 a year. This loss of a loved one is one of the most traumatic things that can happen to a person or family and I am looking at what I can do to work with Surrey Police, Surrey County Council and others to reverse this increase. From education for new drivers and those caught speeding, to road design and enforcement on the roads, we need to do all we can to protect the lives of people who drive, ride motorbikes, cycle or walk on Surrey's roads. I will be looking at resources put into roads policing, in the context of the overall availability of resources for Surrey Police and the work that can be done partnership to make Surrey roads safer.

5. Counter Terrorism

We will all be aware that over the last few years we have seen an increase in extremist terrorist activity in the world. In Britain, measures to prevent, tackle and catch terrorist is a collective effort between national specialist units and local police forces. In the South East there is a regional Counter-Terrorist Unit, paid for out of local police budgets which then links up with local Surrey and Sussex firearms officers. Neighbourhood police work locally with partners and communities to prevent terrorist activity.

There is national work to review the counter terrorism strategy. I shall be working with the other South East Police and Crime Commissioners to collectively oversee the regional counter terrorist strategy.

External Funding and Grants for 2015/16

In my role as Police and Crime Commissioner, I can use my total budget to provide funding not only for Surrey Police but also for other community, voluntary and community safety organisations. However, that budget is reducing following cuts in government funding and I face difficult choices as to where I spend public money.

Last year, I maintained a Community Safety Fund of £623,370 as a local fund to ensure that we can support community safety projects. I was also granted £395,200 by the Ministry of Justice to commission specialist support services for victims of crime (including restorative justice) and successfully bid for just over £450,000 additional funds to support victims in Surrey.

In 2015/16, I will preserve the Community Safety Fund, it will total £633,645. I plan to set aside £350,000 to support PCC-led partnership projects, such as joint enforcement, cyber-enabled crime prevention, and support for victims of Anti-Social Behaviour.

Of the victims' fund, I expect to receive £1,229,000 from the Ministry of Justice to commission services to help victims to cope and recover from crime in Surrey. Approximately £408,000 will be used to commission the assessment of victims' needs and non-specialist support services from Victim Support. I have collaborated with the Police and Crime Commissioners in Sussex and Thames Valley to contract high quality services in a cost effective way. This will ensure that victims of crimes such as burglary will have their needs assessed and will receive a service to support them to cope and recover from their experience of crime.

In addition, £827,000 will be allocated to providing more specialist support for victims. This will include:

- Support for victims of domestic abuse – including specialist Outreach support and Independent Domestic Abuse Advisors
- Support for victims of sexual assault and rape – including specialist Outreach support and Independent Sexual Abuse Advisors
- Refuge provision
- Support for young and adult victim/witnesses at court

There are also emerging needs in Surrey, where the prevalence of the crime and the support needed is yet to be fully understood, such as child sexual exploitation. Many crimes may go un-reported and the OPCC will consult with victims, providers and partners to ensure support is easily accessible and tailored to the individual need.

This year I plan to streamline what is remaining from the Community Safety Fund and the Victim's Fund to create a flexible fund which supports local groups deliver against my priorities and support victims of crime cope and recover. This fund will total approximately £480,000.

Any organisations bidding for funds will be expected to show how their work supports the People's Priorities or helps victims to cope and recover from crime and what the expected outcomes will be. All applications will be assessed by a panel consisting of representatives from Surrey Police and the Office of the PCC as a minimum. Details of how to apply for funding can be found on my website: www.surrey-pcc.gov.uk.

2015/16 Budget and Finances

To be update following panel discussions on precept level.

As Police and Crime Commissioner, I receive all funding relating to policing in Surrey – both Government Grant and the police element of the local council tax precept. It is my role to set a revenue and capital budget for Surrey Police and determine the level of council tax precept (the amount raised locally for policing).

The Revenue Budget for Surrey Police

For 2015/16, I have set a revenue budget of £x million for Surrey Police. This budget is divided over the following broad expenditure headings:

Employee costs	£xm
Premises related costs	£xm
Supplies and Services	£xm
Transport and Travel	£xm
Income	(£xm)

Surrey receives one of the lowest levels of Government grant for policing and its funding continues to decrease and I have outlined my measures to tackle this inequality and the budget gap for Surrey Police.

The savings programme and budget reductions total £xm for 2015/16 (x% of the total budget). This is a substantial management and operational challenge. Much has already been achieved by working in collaboration with Sussex and other forces, reducing the ‘back office’, slimming down management structures and rationalising the police estate. I will be working with the Chief Constable to identify further savings and efficiencies and make better use of legislation which allows Surrey to seize the profits of crime from criminals.

Council Tax Precept

For 2015/16, the Surrey police precept will increase by either 24% or 1.99%, depending on the result of the scrutiny process with the Police and Crime Panel and the result of a referendum if this is held. This decision will follow a programme of consultation and meetings with local residents and organisations around the county. The Police and Crime Panel is required to review the proposals made by the Police and Crime Commissioner before a final decision can be made.

The increase will mean that the sum paid by a Surrey Band D household for policing for 2015/16 will rise from £x to £x. This represents an increase of approximately xp per week.

The Commissioner’s Budget

In total for 2015/6, I will receive £xm from the Government and a further xm council tax. An additional £xm is from reserves, giving a revenue budget of £xm. £xm of this is the Surrey Police budget. The remaining £xm remains with the PCC. I publish a detailed breakdown of the budget for the Office of the PCC, but in broad terms, this breaks down as:

- £x staffing costs, including salaries and on-costs for the PCC, Deputy/Assistant PCC and the team of support staff
- £x to discharge my statutory functions and responsibilities (e.g. consultation, communication, victims services) and provide a Community Safety Fund to support local projects
- £x for the running costs of the Office of the PCC
- £x for statutory audit functions

The budget for my office funds a small team of staff who support me in fulfilling my duties including partnership working, being engaged with and visible to the Surrey people, holding the Chief Constable to account, overseeing finances and audits, awarding grants and commissioning projects, dealing with correspondence and complaints and running the Independent Custody Visiting Scheme. This budget is comparable with the previous Police Authority budget, but with a large increase in engagement and responsibilities above those of the previous Police Authority.

Consultation

When I originally set out the People's Priorities, the budget for 2013/14 and the Surrey Police and Crime Plan, I undertook a series of consultation including surveys, four public consultation events and a large number of public and partner meetings. This built on considerable consultation and engagement during the election campaign for PCCs.

During the last year, my Deputy, my two Assistant Police and Crime Commissioners and I have been out engaging with Surrey people. We have attended over 150 meetings with community groups, including meetings at churches, mosques and other religious centres, neighbourhood watch groups, residents associations and 'youth shout' (which over 100 young people in Surrey attended). In addition, my office and I are active participants on Twitter.

This year I have also held Crime Summits in each borough and district. Generally, events have attracted between 80 and 100 residents with more people following on Twitter. At these summits, I have discussed the People's Priorities and budget for Surrey Police.

In addition, I have sought feedback from residents and businesses on the 2015/16 budget and the budget gap for Surrey Police over the next four years. As outlined above, I have been considering whether to propose a 24% increase in the police element of council tax in order to protect Surrey Police and see a step change in the service provided to the Surrey public. I have surveyed over 3,000 people with regard to their views on the Surrey Police budget and council tax levels and heard feedback at meetings. There has also been a facility on my website to provide feedback.

Contact

For more details contact my office on phone: 01483 630200, e-mail: surreypcc@surrey.police.uk, text phone: 07881 039131.

Kevin Hurley
Police and Crime Commissioner for Surrey

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SURREY POLICE AND CRIME PANEL

DEPUTY AND ASSISTANT POLICE & CRIME COMMISSIONERS' OBJECTIVES AND PERFORMANCE REVIEW 5 February 2015

7

SUMMARY

The Panel has requested details of how the Deputy Police & Crime Commissioner and the two Assistant PCCs are performing against the criteria set for them upon appointment.

The attached documents set out details of the work that Jeff Harris, Shiraz Mirza and Jane Anderson have been undertaking and the outcomes they have achieved. The PCC meets regularly with the Deputy and Assistant PCCs to review their work to ensure it is delivering against the People's Priorities.

RECOMMENDATIONS

Members of the Police and Crime Panel are asked to note the attached.

EQUALITIES AND DIVERSITY IMPLICATIONS

None arising.

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Deputy Police & Crime Commissioner Objectives for 2014/15 and Progress as at January 2015

The PCC holds regular meetings with the Deputy PCC. The following strategic objectives have been set for the Deputy PCC for the year 2014/15.

Objective	Key actions	Progress as at January 2015	Outcomes
<p>To support the PCC in delivering an efficient and effective police service for Surrey, obtaining best value for money and holding the Chief Constable to account for delivery of the Police & Crime Plan within the budget set for Surrey Police</p>	<ul style="list-style-type: none"> Keeping key Force change programmes (e.g. estates) under review 	<p>The DPCC has taken a lead for the PCC on a number of key change programmes. This includes a review of the Salfords custody programme, involvement in the Force estates strategy, the Siren ICT project, the collaboration programme with Sussex and other regional forces and internal reviews.</p>	<p>The Deputy PCC chairs alternate meetings of the Surrey/Sussex collaboration meetings. Business cases are now being progressed in the areas of search management, operational dogs, tactical firearms, public protection and cyber-crime.</p> <p>The programme of estates disposals has recommenced, following the Deputy PCC's review. By taking a slightly revised approach, additional revenue should be achieved.</p> <p>The PCC is leading a piece of work on behalf of the PCC to establish whether better use can be made of other property assets – e.g. police houses/section houses – particularly where this might support those who wish to join the Force but are prohibited from doing so due to high costs of living in Surrey.</p>

Objective	Key actions	Progress as at January 2015	Outcomes
	<ul style="list-style-type: none"> Attending regular management meetings with the Chief Constable to assess performance and budgetary information 	<p>The DPCC has attended webcast management meetings and contributed to discussions regarding Force progress against the priorities and budget</p>	<p>Outcomes of discussions can be viewed on the PCC's website. The meetings have allowed open and transparent scrutiny of performance against the People's Priorities: http://www.surrey-pcc.gov.uk/our-work/surrey-police-performance/webcasting/</p>
	<ul style="list-style-type: none"> Ensuring the PCC is aware of the views of the public, partners, businesses and victims of crime when discharging his key functions 	<p>The OPCC has now arranged Crime Summits in each Borough / District for 2014/15. The DPCC will continue to play a key part at each summit.</p> <p>He has also met and continues to meet with a raft of partner organisations including voluntary, community and charitable groups and private sector organisations with an interest in community safety issues.</p>	<p>One example is progress made on the Junior Citizens Scheme. Whilst 6 boroughs are participating in Junior Citizens, 5 currently are not. The DPCC is meeting individually with leaders from each of these boroughs to explore whether the PCC can help progress a scheme in these areas.</p>
	<ul style="list-style-type: none"> Cooperating with the Police & Crime Panel in its overview and scrutiny role 	<p>When possible the DPCC aims to attend all meetings of the Police & Crime Panel.</p>	<p>The Deputy PCC has continued to attend Panel meetings and updated members on his areas of work, such as engagement with partners and community safety funding.</p>
	<ul style="list-style-type: none"> Acting at all times with integrity and the highest ethical standards, abiding by the Code of Conduct for the PCC and DPCC 	<p>The DPCC continues to abide by the Code of Conduct and has ensured that information about his role and expenses have been published as required.</p>	

Objective	Key actions	Progress as at January 2015	Outcomes
<p>To develop strong working relationships with relevant partners to facilitate the delivery of the Police & Crime Plan and, in particular, ensure the PCC is able to fulfil his remit in respect of community safety and criminal justice activity</p>	<ul style="list-style-type: none"> • Represent the PCC or attend in his absence at partnership meetings, e.g. Surrey Leaders, Community & Public Safety Board etc 	<p>The DPCC has represented the PCC at key meetings such as the Community & Public Safety Board and the Criminal Justice Partnership to ensure partners are sighted on the PCC's plans.</p>	<p>The DPCC is a recognised member of the newly constituted Surrey Community Safety Board. He has also contributed views on and attends the newly configured Criminal Justice Partnership which brings together strategic leaders from across the criminal justice (CJ) sector.</p> <p>The DPCC's Cyber Safety Group continues to meet with a view to improving the preventative element of cyber-crime. He has been exploring how this work can be developed further and has been seeking additional funding from the Home Office (HO). The OPCC recently funded a project to provide key training schools on online / social media law and ethics. As part of the project, substantial data was gathered from a sample of almost 10,000 young people, providing a good overview of current trends in Surrey that will be used to inform future work. He is currently in discussions with the County to look at how this data can inform future work. Similar work has been commissioned for 2015/16.</p> <p>The DPCC recently contributed to a partner meeting concerning the introduction of the Anti-Social Behaviour (ASB), Crime and Policing Act and is due to attend an upcoming</p>

			<p>stakeholder event of Emergency Services Collaboration, ensuring that the views of the PCC are represented.</p> <p>The DPCC has recently been appointed as the final arbitrator for Community Trigger process and the OPCC are currently developing the processes that will allow this to happen.</p>
	<ul style="list-style-type: none"> Work with the PCC to set up Local Policing Boards/Summits in each borough and district 	<p>Summits have been held in every district and borough and the Deputy PCC has pushed for better publication of Force activity around Local Policing Boards.</p>	<p>Feedback from the summits has helped shape the Police & Crime Plan.</p> <p>The Force has made improvements to the way it advertises local policing boards as a result of comments by the DPCC.</p>
	<ul style="list-style-type: none"> Build links with Local Criminal Justice Board colleagues 	<p>The DPCC will be attending future meetings of the Criminal Justice Partnership and has met with colleagues from the CPS, Prisons, the Court Service and Probation</p>	<p>At the most recent meeting of the Criminal Justice Partnership, the board confirmed its delivery plan for the coming year, which is very closely aligned to the PCC's Police & Crime Plan. This followed comments from the DPCC encouraging better alignment.</p> <p>The DPCC recently facilitated a meeting with CJ partners to discuss difficulties in areas such as court waiting times. This resulted in a commitment to make improvements.</p>
	<ul style="list-style-type: none"> Ensure that the PCC is fully prepared to commission services, particularly services for victims for 2014. 	<p>This is an on-going piece of work.</p> <p>The DPCC is leading on the award of grants and has ensured that a number of grants</p>	<p>A full list of the diverse projects supported by grants awarded by the DPCC has been published on the PCC's website. The DPCC has agreed a</p>

		were made at the end of this financial year using an underspend identified in the budget of the OPCC	<p>strategy for the 2014/15 fund, which was recently shared with the Panel as part of the budgetary papers. http://www.surrey-pcc.gov.uk/wp-content/uploads/2013/04/Grant-Funding-Bids-for-Website.pdf</p> <p>Following the award of a recent grant from the Ministry of Justice (MoJ) in respect of victims commissioning and restorative justice, the DPCC is leading on a piece of work with probation and local authorities to use some funding to pay for the clean-up of war memorials by people doing community pay back.</p>
Work with the PCC to ensure Surrey's voice is represented at a national level	<ul style="list-style-type: none"> Work with PCC staff colleagues to feed into the Government's review of the police funding formula. 	An independent academic organisation has been commissioned to review the funding formula on behalf of Surrey (and hopefully other forces in the region) which will feed into the Government's review.	The work by Oxford Economics has now concluded and has been sent to the HO We await confirmation of the start of the HO review of the funding formula, although it has been indicated that this will not take place until the next parliament.
	<ul style="list-style-type: none"> Seek opportunities to lobby on key issues with partners, e.g. local authority leaders. 	The DPCC will continue to seek opportunities with partners and has also forged links with private and voluntary sector organisations where appropriate.	The DPCC continues to seek to reduce duplication of funding and effort in the voluntary and community sector.
	<ul style="list-style-type: none"> Attend meetings of the Association of Police & Crime Commissioners (APCC). 	The DPCC has attended a number of APCC meetings, including specific briefings on issues such as mental health	This work continues.

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Assistant Police & Crime Commissioner (Victims) Jane Anderson - Objectives for 2014/15 and Progress as at January 2015

Background – New Responsibilities for PCCs in relation to Victims

Care of victims and ensuring that they are at the centre of the Criminal Justice System is a key priority for the Police & Crime Commissioner.

Much of the APCC's work in recent months has been helping the Office of the PCC prepare to take on its new responsibilities in relation to Victim Services' Commissioning, and to ensure that the victims' needs are at the heart of any new services that will be provided. An update on the work the OPCC has undertaken to prepare for these new commissioning responsibilities was provided at the last formal meeting of the Panel.

Objective	Key actions	Progress as at January 2015	Outcomes
<p>Support the Police and Crime Commissioner in delivering his promise to <i>'put victims at the centre of the criminal justice system'</i> and to ensure that <i>'victims will be given a quality service from reporting a crime to giving evidence'</i></p>	<ul style="list-style-type: none"> • Following victims' journeys through the criminal justice system and feeding this information back to the PCC and other key stakeholders • Attendance at the Surrey Police Victims Board 	<ul style="list-style-type: none"> • APCC has spent time with the Contact Centre, with response teams, with neighbourhood officers and with CID talking and listening to victims • Report written and circulated to Criminal Justice (CJ) partners following consultation with victims of domestic abuse • Report written and circulated to CJ partners following consultation with young victims of domestic abuse • Consultation currently underway with victims of sexual assault • Programme of visits to domestic abuse refuges currently underway • Extended visits to court, to CIAG and to Housing Association to track the handling of 2 ASB cases • Specific issues and problems raised with relevant partners – e.g. delays to trials, failure to disclose documents on time, problems with transport for witnesses, layout of courts • Develop contacts with national agencies working on domestic violence (CAADA, Hampton Trust, Women's Aid) • Spoke at a national conference on Domestic Abuse (the PCC role) on 27 November 	<ul style="list-style-type: none"> • Reports used to inform the PCC's strategy for commissioning services for victims • Specific cases raised with senior police officers • Presentation on domestic abuse findings to Surrey Police leadership conference improved awareness and handling • Information regularly fed into the Victims Care Board held by Surrey Police to inform their dealings with victims of crime. • Both Safer Neighbourhood teams and Housing Association aware of PCC's emphasis on putting victims first • Gave presentation to East Surrey Domestic Abuse Services (ESDAS) AGM on importance of tackling DA.

Objective	Key actions	Progress as at January 2015	Outcomes
Operate as a member of the Criminal Justice Group in order to ensure that the needs of victims and witnesses are represented in key decision making	Attend meetings of the Local Criminal Justice Group	<ul style="list-style-type: none"> • Contributed to the review of the Local Criminal Justice Board arrangements in Surrey and Sussex • Ongoing comments and feedback to chairs and strand leaders for the structures currently being established to replace the local Criminal Justice Group 	<ul style="list-style-type: none"> • APCC ensures the OPCC is sighted on the new Criminal Justice partnership structures and helps identify relevant issues for the DPCC who attends • APCC continues to build relationships with CJS partners so there is a forum for raising victim issues
Champion victims' interests with the judiciary and other partners	Forging links with the courts and judiciary in Surrey	<ul style="list-style-type: none"> • Attendance at Surrey Local Criminal Justice Group where these groups are represented. • Met with Judge Critchlow and fellow judges on 7 October. • Gave the keynote speech at East Surrey Refuge 30th Anniversary on 8 October. • Met with Runnymede Housing Officers to address shortfall in sanctuary schemes for victims of DA 	<ul style="list-style-type: none"> • Feedback from court visits have been fed back to the LCJG for action • Presentation to senior CJP staff on victims' experiences at court – well received by HMCTS, CPS and Youth Services. • Providing written report to Guildford judges on victims' experiences at court, to be followed by meeting.
Ensure that victims are able to benefit from Restorative Justice (RJ) and contribute to the RJ strategy for Surrey	Help shape an appropriate Restorative Justice strategy for Surrey	<ul style="list-style-type: none"> • Jane sits on the 'out of court disposals panel' which provides scrutiny of those cases which are dealt with by means such as 'community resolution' • She also sits on the restorative Justice steering group 	<ul style="list-style-type: none"> • APCC's attendance at steering group ensures that we have proper oversight of this area of work • Attendance at scrutiny panel ensures victims' perspective represented

Objective	Key actions	Progress as at January 2015	Outcomes
Advise the PCC on future commissioning of victim services and advise on funding provisions required for supporting victims	Offer advice and experience from the victims perspective to inform the PCC's strategy	<ul style="list-style-type: none"> • The Office of the PCC has arranged workshops with victims of domestic abuse, attended by the Assistant PCC and DA outreach providers, as well as victims • Surrey is leading for the region on commissioning of victims services. Jane scrutinises and comments on the relevant proposals underpinning the tendering process • Chaired grant making panel for specialist services and will chair Victim Strategy Board on 19 November • Exploring need for new specialist victims' services • Visited organisations to whom we propose to give funding, or are giving grants (NAPAC, RASASC etc) 	<ul style="list-style-type: none"> • Surrey strategy for commissioning will be soundly based and reflect the reality of victims' experiences • APCC scrutiny of proposals supports the work of officers • The OPCC has successfully bid for a £450k grant from the Ministry of Justice, for partner agencies to spend on helping victims of DA and sexual assault.

Assistant Police & Crime Commissioner (Equality and Diversity) Shiraz Mirza - Objectives for 2014/15 and Progress as at January 2015

Background

The Assistant PCC (Equality & Diversity) was appointed to help the PCC reach out to communities who have historically been 'harder to reach' and to help the PCC build a network of stakeholders from minority groups. It is important that the PCC is able to undertake his role as a bridge between the police and the public of Surrey and the Assistant PCC is instrumental in achieving this aim. Some of the Assistant PCC's objectives are hard to quantify. While it may be difficult to measure tangible outcomes, the value of the Assistant PCC's role lies in breaking down barriers with minority groups and providing a voice for those who would not normally engage with the police or wider criminal justice system.

Objective	Key actions	Progress as at January 2014	Outcomes
Support the Police and Crime Commissioner (PCC) in delivering the priorities set out in the Police & Crime Plan for Surrey, with a particular focus on issues affecting minority groups	<ul style="list-style-type: none"> Attendance at Independent Advisory Group meetings (IAG). The IAG promotes community confidence, acting as a 'critical friend' to the Force in relation to major or critical incidents and in relation to the development of policing policy and strategy Meetings with staff groups Taking a political lead on the enforcement project with partners 	<ul style="list-style-type: none"> At the last IAG meeting members heard from T/ACC Twist on the Mental Health Concordat and Code of Ethics. At the subsequent wash-up meeting, it was agreed to receive an update from the PCC, DPCC and APCC on the work it was doing. The APCC met with representatives from Spectrum (disability group) and Unison. The APCC attended the Governance Board on 29 October. 	<ul style="list-style-type: none"> The OPCC and the Diversity Directorate are in contact about meetings. Discussion was made about council tax and improving resources. Spelthorne went live in December and other areas are interested in rolling this out further.

Objective	Key actions	Progress as at January 2014	Outcomes
Champion the interests of minority and hard to reach groups in Surrey, ensuring that they receive an excellent service from Surrey Police and other criminal justice partners	<ul style="list-style-type: none"> • Enable and facilitate meetings between Surrey Police and BME groups. • Ensure the PCC reaches and engages with BME groups. • Champions good practice. • Challenges the force on its recording and detection of hate crime. 	<ul style="list-style-type: none"> • The APCC has met with representatives from the Elmbridge Multifaith Forum, the Woking Baha's Community, the Bengali Centre, the Ahmadiyya Woking Branch, the Redhill Muslim Community, Woking Youth Centre. • The APCC attends StopWatch. 	<ul style="list-style-type: none"> • This has led to better community engagement. • Looking at ways to use social media to reach BME and other groups. • A large number of stop & searches are done for drugs. This power could be used more proactively.
Help ensure the PCC's business and policies reflect his statutory duty for equality and diversity	<ul style="list-style-type: none"> • Liaise with neighbouring forces and share best practice. • Challenges the force on its advertisement and recruitment of BME groups. 	<ul style="list-style-type: none"> • The APCC is involved in the BME recruitment Project Team, which reports to the Deputy Chief Constable. 	<ul style="list-style-type: none"> • Last meeting held on 1 December 2014. Meetings taking place every three weeks and reporting back to DCC. •
Represent the PCC at meetings and events and encourage minority groups to play an active role in consultation and engagement activity	<ul style="list-style-type: none"> • Meets with numerous minority groups, including gypsy and traveller groups, and has heard their views, concerns and complaints, and given reassurance to work with the Force to address them. 	<ul style="list-style-type: none"> • The APCC facilitated a meeting between members of the al-Hilli family and the Commissioner. 	<ul style="list-style-type: none"> • Work undertaken to engage more with Force on this matter.
Monitor Surrey Police's performance in respect of equality and diversity issues	<ul style="list-style-type: none"> • Receives quarterly Stop & Search figures and has an open invitation to feed in to Surrey Police's StopWatch group (which monitors stop and search activity) as required. • Meets with and challenges the IPCC on its findings. 	<ul style="list-style-type: none"> • At the last S&S meeting it was reported that the number of S&Ss were dropping. A rise in BME disproportionality in Reigate & Banstead was also noted. Concerns were also raised regarding new College of Policing training requirements. • Last met with the IPCC on 2 September. 	<ul style="list-style-type: none"> • The OPCC continues to monitor developments in this field. • Various appeals were considered and the workload and pressure this puts on the Force highlighted. The IPCC needs to be timely with its own investigations.

SURREY POLICE AND CRIME PANEL

COMPLAINTS RECEIVED SINCE THE LAST MEETING

5 February 2015

8

SUMMARY

This report sets out all complaints against the Police and Crime Commissioner and his Deputy that have been received since the last meeting of the Police and Crime Panel.

RECOMMENDATIONS

The Police and Crime Panel is asked to:

- (i) Note the content of the report.

1.0 INTRODUCTION AND BACKGROUND

- 1.1 The Elected Local Policing Bodies (Complaints and Misconduct) Regulations 2012 make Surrey's Police and Crime Panel responsible for overseeing complaints made about the conduct of the Police and Crime Commissioner and the Deputy Police and Crime Commissioner (DPCC).
- 1.2 Where a complaint is received by the Panel¹, a report is produced for the next available meeting, setting out the nature of the complaint(s) received and details of any action taken.

2.0 ANALYSIS AND PROGRESS

- 2.1 The Panel has a responsibility to informally resolve non-criminal complaints about the conduct of the PCC and DPCC, as well as criminal complaints or conduct matters that are referred back to it by the Independent Police Complaints Commission (IPCC).
- 2.2 For the above, the Panel agreed at its meeting on 13 December 2012 to delegate informal resolution of complaints to a Complaints Sub-Committee.
- 2.3 However, in accordance with the Regulations, complaints received by the Panel that do not relate to the conduct of the PCC or DPCC (such as operational concerns and policy disputes) are referred to the most appropriate body for resolution instead of the Complaints Sub-Committee.
- 2.4 Appendix A sets out details of the **two** complaints received by the Panel since its last meeting and the action taken.

3.0 COMPLAINTS RECEIVED SINCE THE LAST MEETING

- 3.1 Two complaints have been received by the Panel since its last meeting on 12 December 2014. Details are provided in Appendix A.

4.0 EQUALITIES AND DIVERSITY IMPLICATIONS

- 4.1 It is vital that any complaints process is open to all residents and that each and every complainant is treated with respect and courtesy. The Complaints Protocol agreed by the Panel on 13 December 2012 is designed to be an equitable process and will be monitored by the Panel's Support Officer to ensure that it is fit for purpose.

¹ At its meeting on 13 December 2012 the Panel agreed to delegate initial receipt / filtering of complaints to the Chief Executive of the PCC's Office.

5.0 CONCLUSION AND RECOMMENDATIONS

5.1 The Panel is asked to note the information in Appendix A.

6.0 REASONS FOR RECOMMENDATIONS

6.1 To allow the Panel to have oversight of complaints made against the Commissioner and his Deputy.

7.0 WHAT HAPPENS NEXT

7.1 Any future complaints will be reported to the next available meeting of the Panel.

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APPENDIX A

COMPLAINTS RECEIVED SINCE 12 DECEMBER 2014

Date received	Nature of complaint	Does the complaint, or an element of the complaint, relate to conduct of a relevant office holder?	Does the complaint, or an element of the complaint, relate to an alleged criminal offence?	Details / Action taken
17 December 2014	A complaint was received relating to the Commissioner's conduct.	Yes	No	At the request of the complainant this has been deferred until further notice.
17 December 2014	A complaint was received stating that the Commissioner and Assistant Commissioner had failed to contact the complainant despite assurances they would do so.	Yes	No	<p>A meeting of the Panel's Complaints Sub-Committee has been arranged and Members will be considering the matter on 30 January. Both the complainant and Commissioner have been invited to provide additional comments in order to inform the Complaint Sub-Committee's discussions.</p> <p>The outcome of the complaint will be reported to the next meeting of the Panel.</p>

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Surrey Police and Crime Panel Work Programme

The purpose of this document is to provide a summary of work due to be undertaken by the Surrey Police and Crime Panel and work that has recently been completed. It is provided for information purposes at each meeting of the Panel and updated between meetings by officers to reflect any future areas of work. Members can suggest items for consideration to the Chairman or at the Panel's informal meetings.

Date	Item	Purpose	Contact Officer	Additional Comments
05 February 2015				
05 February 2015	Police and Crime Commissioner's Proposed Precept for 2015/16	The Police and Crime Panel is required to consider and formally respond to the Police and Crime Commissioner's proposed precept for 2015/16.	Damian Markland/ Johanna Burne	
	+Standing items	<i>Standing items are considered at every meeting of the PCP. These are listed later on in the document. At this meeting, due to the importance of the precept item, the monthly meetings with Chief Constable feedback, and budget quarterly update will not be considered.</i>		

Date	Item	Purpose	Contact Officer	Additional Comments
If necessary: 19 February 2015	Police and Crime Commissioner's Proposed Precept for 2015/16	If the Panel veto the proposed precept on 05 February, the Police and Crime Commissioner will return on this date with a new proposed precept for 2015/16.	Damian Markland / Johanna Burne	
21 April 2015	Cybercrime update +<i>Standing items</i>	How the PCC intends to tackle cybercrime across Surrey. <i>Standing items are considered at every meeting of the PCP. These are listed later on in the document.</i>	Scrutiny Officer / Damian Markland	

Currently unscheduled future items

PEEL (Police Effectiveness Efficiency and Legitimacy programme) assessment for Surrey	Scrutiny Officer/ Damian Markland	
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Standing Items

Standing item	Complaints	To monitor complaints received against the PCC and / or the DPCC	Scrutiny Officer	
Standing item	DPCC & APCC Performance Monitoring	The PCC has agreed to provide the Panel with the outcome of the DPCC's appraisals as well as progress made by his two APCCs.	Damian Markland	
Standing item	Police and Crime Plan Quarterly Update	To consider progress made against the agreed Police and Crime Plan.	Damian Markland	
Standing item	Budget Quarterly Update	As agreed at the precept setting meeting on 6 February 2013, to allow the Panel to have oversight of the latest financial position.	Damian Markland / Ian Perkin	
Standing item	Feedback on monthly discussions with the Chief Constable	To consider issues raised during monthly discussions between the PCC and the Chief Constable.	Damian Markland	
Standing item	Actions and recommendations tracker	To monitor responses, actions and outcomes against recommendations or requests for further actions.	Scrutiny Officer	
Standing item	Draft forward work programme	To provide a summary of work due to be undertaken by the Surrey Police and Crime Panel and work that has recently been completed.	Scrutiny Officer	
Standing item	Verbal update on ongoing investigations including Deepcut.	Verbal strategic update on ongoing investigations including Deepcut.	Damian Markland	

Task and Working Groups

Group	Membership	Purpose	Reporting dates
Complaints Sub-Committee	<ul style="list-style-type: none"> • Cllr Victor Broad • Cllr Margaret Cooksey • Cllr John O'Reilly • Cllr George Crawford • Ind Anne Hoblyn + Chair & Vice-Chair	To resolve non-criminal complaints against the PCC and/or the DPCC.	Report to each meeting of the PCP, detailing any complaints dealt with since the last meeting.
Finance Sub-Group	<ul style="list-style-type: none"> • Cllr Charlotte Morley • Cllr Victor Broad • Ind Bryan Cross + Chair & Vice-Chair	To provide expert advice to the PCP on financial matters that fall within its remit.	Reports verbally to the formal precept setting meeting of the Panel in February.
Neighbourhood Policing Task Group (on hold)	<ul style="list-style-type: none"> • Ind Anne Hoblyn • Cllr Pat Frost • Cllr Margaret Cooksey • Cllr Ken Harwood 	To monitor any future changes / decisions in relation to the neighbourhood policing model.	Work of Task Group reached natural end and the Group is not currently active.
Rural Crime Task Group (on hold)	<ul style="list-style-type: none"> • Cllr Dorothy Ross-Tomlin • Cllr Pat Frost • Cllr Margaret Cooksey • Cllr Ken Harwood • Cllr Richard Billington 	To consider how the Police and Crime Commissioner can better serve rural communities.	The Task Group met with PCC and DPCC in September 2014 and felt that this session was sufficient in covering the area, so the Group is not currently active.

**POLICE & CRIME PANEL
ACTIONS AND RECOMMENDATIONS TRACKER 5 FEBRUARY 2015**

The recommendations tracker allows Police & Crime Panel Members to monitor responses, actions and outcomes against their recommendations or requests for further actions. The tracker is updated following each Committee.

Date of meeting and reference	Item	Recommendations/Actions	Responsible officer or member	Comments	Next progress check:
6 February 2014	Precept setting proposal for 2014/15	R6/14 The Panel receive details regarding expected savings made from collaboration with Sussex Police.	PCC	A workshop is being organised for the Deputy Chief Constable to provide details of the Collaboration project.	Ongoing
	Recommendation Tracker and Forward Work Programme	R8/14 That the Panel requests a future report on Community Safety Funding within Surrey, specifically in relation to the prevention of duplication of funding.	PCP	Request that the OPCC includes this information as part of the regular finance update at the next meeting of the Panel. Update: The OPCC suggest that this happens at the end of the financial year so that there would be a thorough overview of the process and what was funded. Otherwise, could only provide update for FYtD for 2014/15 if PCP would like to see it.	Ongoing

12 December 2014	Budget quarterly update	R23/14 The OPCC to circulate information on the amount of money paid on public liability and motor insurance claims and about the overspend against the Assistant PCC budget.	PCC	Information circulated to Panel via email on 15 January 2015.	Finished.
	Victim services commissioning update	R24/14 That the OPCC circulate information on the number of Surrey residents that receive victim support services outside of Surrey	PCC	Information circulated to Panel via email on 16 January 2015.	Finished.
	Deputy and Assistant Police and Crime Commissioners' Objectives and Performance Review	R25/14 That a meeting be arranged between the Mole Valley District Council representative and the DPCC to discuss the Junior Citizens' Initiative	DPCC	Meeting offered – if the Mole Valley DC representative wishes to take this forward, they should contact the DPCC directly.	Finished.
	Feedback on Management Meetings between the Police and Crime Commissioner and the Chief Constable	R26/14 That the OPCC circulate further information on discussions between the PCC and Chief Constable regarding the improvement of the 101 service.	PCC	Information circulated to Panel via email on 15 January 2015.	Finished.