MINUTES of the meeting of the **SURREY POLICE AND CRIME PANEL** held at 10.30 am on 5 April 2019 at Ashcombe Suite, County Hall, Kingston upon Thames, Surrey KT1 2DN.

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

Members:
(*Present)

*Cllr Andrew Povey
*Cllr Ken Harwood
*Cllr Josephine Hawkins
*Cllr David Reeve
*Cllr Graham Ellwood
*Cllr Margaret Cooksey
*Cllr Beryl Hunwicks
*Mr Bryan Cross
*Mr David Fitzpatrick-Grimes

Apologies:

Cllr Andrew Burley
Cllr Victor Broad
Cllr Peter Waddell
Cllr Pat Frost

Absent:

Cllr Daxa Patel

Attendees:

Mr David Munro, Police & Crime Commissioner
Mr Gavin Stephens, Temporary Chief Constable
Alison Bolton, Chief Executive, Office of the Police & Crime Commissioner
Lisa Herrington, Interim Chief Executive

14/19 APOLOGIES FOR ABSENCE [Item 1]

Apologies were received from Councillors Pat Frost, Victor Broad, Andrew Burley and Peter Waddell.

15/19 MINUTES OF THE PREVIOUS MEETING [Item 2]

The Minutes of the meeting held on 4 February 2019 were approved as a correct record and signed by the Chairman.

16/19 DECLARATIONS OF INTEREST [Item 3]

There were no declarations of interest.

17/19 PUBLIC QUESTIONS [Item 4]

Two questions were submitted by Mr Jonathan King for the Panel's response. These and the responses are attached as Annex A.

18/19 CONFIRMATION HEARING FOR APPOINTMENT TO THE ROLE OF CHIEF CONSTABLE OF SURREY POLICE [Item 5]

The Chairman welcomed Mr Gavin Stephens to the meeting and stated that this was the formal confirmation hearing for the proposed appointment of Chief Constable of Surrey Police.

He informed the Panel that on 18 March he had received formal notification that the Police and Crime Commissioner wanted to appoint Mr Gavin Stephens as Chief Constable of Surrey Police and that in accordance with Schedule 8 of the Police Reform and Social Responsibility Act 2011, the public confirmation hearing had been convened in order for Panel Members to consider the proposed appointment of Chief Constable.

He explained that the Panel was invited to question the candidate on whether he had the professional competence and personal independence to exercise the role. He said that following the question and answer session, the Panel would go into a private session to decide upon the recommendation to the Commissioner and that following this he would write to the Commissioner with the Panel's recommendation.

The Police and Crime Commissioner stated Mr Stephens had undergone a thorough selection process. He paid tribute to all those involved in the process and thanked them for the advice that they had provided him with. He said that he firmly recommended that Mr Stephens be appointed to the Chief Constable role.

Panel Members were invited to question Mr Stephens and a summary of the questions and responses can be found below.

- Mr Stephens was asked to elaborate on his role of preventative policing and he explained that part of his national role with the Police Chiefs Council was community policing. They had produced guidelines for neighbourhood policing which was evidence based. Studies had shown that one of the key things for preventative policing was problem solving with communities and local partners; to identify and understand the problem and cause and finding sustainable solutions together. He went on to say that it was important for communities to feel safe and visible/engaged policing was a part of that.
- A Member asked how Mr Stephens would deal with the conflict between provision of visible policing and the changing nature of crime. Mr Stephens explained there had been research into reassurance versus crime reduction, which showed visible policing to be effective when using data to inform targeted activity, that was sustained.
- In response to a question regarding communicating with staff regarding the new headquarters Mr Stephens explained the approach to modern agile working and stated that he was realistic that not all

staff would want, or could, move to a different location. He explained that communication with staff had been taking place for 18 months now and included regular written material, short videos produced with Commissioner and had been on BBC radio Surrey.

- Mr Stephens was asked what strategies he would use to ensure a diverse workforce to replicate the diverse communities of Surrey. He replied that he was on the Equalities Board and had developed a mentoring scheme, encouraged flexible working and had invested in staff to recruit directly from underrepresented communities. He also said that he could not do this alone and that Members also had a role to play.
- In response to a question about how he would stop the spread of knife crime he explained that violent crime as a whole was on a long term downward trend but knife crime was on the rise. He went on to speak of a seminar arranged with partners including education and health partners to look at this issue. He went on to say that he was working with schools in east Surrey with the St Giles Trust to educate young people and that there would be one strategy covering the whole county for all agency partners and they would also pool data to better understand the full nature of problem. He stated that it was important to reassure young people that never go anywhere near knives that Surrey was a safe place to live and explained that there were no pictures posted of seized knives on the police social media. Mr Stephens went on to explain work undertaken with gangs and the need for robust enforcement and rehabilitation.
- When asked about his work experience outside of Surrey Mr Stephens explained that he was at Cambridge for three years at the start of his career before moving to Surrey. He acknowledged that it was unusual for someone to have gone through the ranks in their own force and to compensate for that he had been and was very engaged in national work which had taken him to all of the forces in the country.
- In response to a question regarding crime statistics going down i.e. anti-social behaviour and positive outcomes and improving public confidence Mr Stephens stated that Surrey had performed well nationally and that he recognised the police had to maintain the confidence of the public. He went on to say that a recent survey had shown a downward trend on what was provided for example with anti-social behaviour and that the police needed to work with local authorities to combat this. The increased precept would also mean more investment in neighbourhood officers which he hoped would have an impact on the figures.
- Mr Stephens was asked how he would balance the future of partnership working and various collaborations with Surrey Police also remaining its own entity. Mr Stephens highlighted some of the many partnerships available and said that his role was to choose which would be more successful in partnership than going it alone. He also explained about co-location of police with teams and partners and sometimes when partnerships were needed for short sharp interventions.
- In response to a question regarding 101 calls and responses to them Mr Stephens explained how the call handler assessed risk and found resources to deal with that call. He acknowledged that the police needed to improve at telling the public what had happened to reported information when cars were not sent out.

- A Member raised an issue about the Mole Valley JET team who were co-located with officers but did not have close collaborative working. Mr Stephens would raise this issue with the borough commander.
- Mr Stephens was asked if he saw the good collaborative work undertaken in Sussex i.e. County Lines, percolating to other counties e.g. Kent and Hampshire in order to control Child Sex Exploitation and Slavery which was a rising problem in Guildford. Mr Stephens spoke of pooling data and information on regional and national levels. He also spoke of Lead officers for particular issues. Surrey also had a partnership with the Metropolitan Police and gave examples of good working.

The Chairman brought the discussion to a close by thanking Mr Stephens for attending and answering the questions put to him.

RESOLVED:

That the Panel noted the responses provided to their questions by Mr Gavin Stephens as the Police and Crime Commissioner's candidate for the role of Chief Constable of Surrey Police.

19/19 POLICE AND CRIME PLAN UPDATE [Item 6]

Key points raised during discussion:

In response to Member queries the Commissioner explained that:

1. Borough Commander's had increased responsibilities and he was not against calling them district commanders in the districts.
2. With regards to keeping children safe the Commissioner explained that there were over 300 schools in the county and was quite a task to visit them all. There was much work being done but it was acknowledged that there was more to do.
3. The report talked about SE Regional integrated policing and the Commissioner stated that there was an emphasis on regional collaborative working and that a Memorandum of Understanding was to be signed by four county forces and that he would be happy to bring a report back to a future meeting.
4. The Commissioner agreed that the number crimes solved was of personal concern to him but that he was encouraged by the temporary Chief Constable's response and explanation as to why the numbers had gone down.
5. The Police Women's Network was a group open to all women who worked for police including the Commissioner's Office. The Vice Chair of the network was a police officer.
6. The Interim Chief Executive explained the term Street Homeless Navigator which was a project that involved wrap-around care for vulnerable people and to make everyone count and to prevent crime. Homelessness was a big issue in crime and Navigators help with that project.

RESOLVED:

That the report be noted.

Actions/Further information to be provided:

That a report on regional collaborative working as well as the Memorandum of Understanding be put on the Work Plan.

20/19 POLICING RESOURCES [Item 7]

Key points raised during discussion:

1. The Commissioner explained that he had so far held engagement meetings at three boroughs which had had good attendance and received feedback from them. A Member asked if the Commissioner would check with the districts/borough councils to see what was going on before the Commission confirmed dates of engagement events.
2. In response to a Panel query the Commissioner confirmed that there were no savings to be made from CCTV monitoring following the rise in the precept. He also explained that to improve the CCTV offer a pan-county partnership was needed.
3. The Panel asked if there was a strategy on how CCTV was monitored and used across the county as it was noted there was no overall strategy on what systems were used across the county which may have a detrimental effect when needed to provide evidence. The Commissioner explained that he was to attend a meeting that afternoon to discuss this topic. He stressed that a wider partnership working was needed to move this forward and he hoped to bring a strategy to the Panel in the future.
4. A Member praised the improvement of the 101 service but expressed concern about the number of civilian people leaving the police service and that it was not stabilised. The Commissioner said that he was not happy with the figures but they were better than a few years ago and continued to monitor the situation.
5. A Member gave good account of the engagement event he had attended but asked that this be broadened to include all public rather than just neighbourhood watch. The Commissioner explained that public engagement was at the fore of police work and that there were some hard to reach groups and a cost involved but would seek to be as inclusive as possible.
6. One Member asked that a recommendation be made, as a Panel, to district and borough councils to encourage collaborative working on CCTV which each Panel Member could take back to their respective councils.

RESOLVED:

1. That the report be noted.
2. That all Members of the Panel will take back to their respective districts/councils this Panel's request that collaborative working on CCTV be taken forward.

Actions/Further information to be provided:

That all Members of the Panel will take back to their respective districts/councils the need for collaborative working on CCTV.

21/19 HMICFRS INSPECTION REPORTS [Item 8]

Key points raised during discussion:

1. The Commissioner stated that the national report on fraud contained hard hitting criticisms on a national basis. The Commissioner would take these on board but was of the belief that the problem was a national one and therefore should be dealt with on a national basis and not locally.

RESOLVED:

The Panel noted the report.

Actions/Further information to be provided:

None.

22/19 VIDEO ENABLED JUSTICE [Item 9]

Key points raised during discussion:

1. The Panel discussed the complexities around the provision of this service in terms of availability and national linkage. The Commissioner explained that issues were recognised nationally and that a lead was looked for from central government on improving the situation.
2. The Chairman offered to write a letter to Government, on behalf of the Panel, in support of the need to improve the service nationally. The Commissioner thanked the Chairman and would contact the Chairman further on this.

RESOLVED:

The Panel noted the report.

Actions/Further information to be provided:

The Commissioner to contact the Chairman further with regards to writing a letter to Government on this service.

Cllr Graham Ellwood left the meeting for the next three items and returned to the room at the start of the Forward Plan item.

23/19 FEEDBACK ON PERFORMANCE MEETINGS [Item 10]

Key points raised during discussion:

1. The Panel received a report on management meetings between the Commissioner and Chief Constable.
2. A Member asked what resources had been put into rural crime to which the Commissioner responded that there was a new person in the post of rural crime liaison officer. He also said that some of the extra 100 police to be taken on with the increased precept would be directed to deal with rural crime.
3. The Commissioner was asked what was meant by ‘commercial robbery’ to which he replied that this was crimes against businesses but would provide more information to the Panel.

4. The Panel asked if the rise in the number of times the custody suite was closed had a direct link on the drop of number arrested and detained? The Commissioner stated that the two were not related but a fuller explanation would be given to the Panel.

RESOLVED:

To note the report.

Actions/Further information to be provided:

That the Commissioner would provide fuller responses to the questions relating to commercial robbery and the link between closure of the custody suite vs drops in numbers arrested.

24/19 COMMISSIONER'S QUESTION TIME [Item 11]

Key points raised during discussion:

1. There were no questions put to the Commissioner.
2. The Commissioner stated that there would be a Part 2 update on the new police headquarters to the next meeting.

RESOLVED:

That the Forward Plan and Tracker be noted.

Actions/Further information to be provided:

To add a Part 2 item on the Forward Plan for an update on the new police headquarters.

25/19 COMPLAINTS RECEIVED SINCE THE LAST MEETING [Item 12]

Key points raised during discussion:

The Complaints Sub-Committee has not received any new complaints since the last Panel meeting but there was one outstanding from September 2018 which had now been resolved.

RESOLVED:

The Panel noted the report.

26/19 RECOMMENDATIONS TRACKER AND FORWARD WORK PROGRAMME [Item 13]

Key points raised during discussion:

1. The Panel noted that all tracker items were now completed.
2. The Vice Chairman requested a future item on police recruiting and more on the process of recruitment. The Commissioner asked for this to broadened as he had recently asked the police for a report on workforce planning. Another Member asked for this to include joint recruiting. The Commissioner and Chairman agreed.

RESOLVED:

That the Forward Plan and Tracker be noted.

Actions/Further information to be provided:

That an agenda item on police recruitment/work planning be added to the Forward Plan.

27/19 VOTE OF THANKS [Item]

Key points raised during discussion:

The Chairman explained that the next meeting of the Panel was the AGM and that following local elections there may be a change of membership and therefore thanked Members of the Panel for their conduct stating that it had been a pleasure to Chair the Panel.

The Panel wished Alison Bolton good luck with her impending birth and welcomed Lisa Herrington as the temporary Chief Executive.

RESOLVED:

1. That the Panel extended good luck to Alison Bolton with her impending birth.

2. That thanks to the Panel Members from the Chairman be noted.

28/19 DATE OF NEXT MEETING [Item 14]

RESOLVED:

That the next meeting would be held on 27 June 2019 was noted.

29/19 EXCLUSION OF THE PRESS AND PUBLIC [Item 15]

RESOLVED that under Section 100(A) of the Local Government Act 1972, the public be excluded from the meeting during consideration of the following items of business on the grounds that they involve the likely disclosure of exempt information under paragraph 1 of Part 1 of Schedule 12A of the Act.

30/19 CLOSED SESSION TO DISCUSS PROPOSED APPOINTMENT TO THE ROLE OF CHIEF CONSTABLE OF SURREY POLICE [Item 16]

The Panel deliberated over the questions and responses provided and then voted, to recommend that Mr Gavin Stephens be appointed to the position of Chief Constable of Surrey Police.

RESOLVED:

That the proposed candidate, Mr Gavin Stephens, be recommended to be appointed to the position of Chief Constable of Surrey Police.

Meeting ended at: 12.45 pm

Chairman

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Annex A

Police & Crime Panel

5 April 2019

Item 4: Public Questions to the Panel

1. Question from Mr King

Why did the Police and Crime Panel refuse to record or investigate and not decide to refer complaints about PCC Munro to the IOPC as legislated in The Elected Local Policing Bodies (Complaints and Misconduct) Regulations 2012… when the complaints may appear to involve crimes, not least Misconduct In Public Office - as defined: *Public officers carry out their duties for the benefit of the public as a whole. If they neglect or misconduct themselves in the course of those duties this may lead to a breach or abuse of the public's trust?*

Response:

I would refer you to the complaints outcome responses you have received.

2. Question from Mr King

Since PCC Munro has now been deselected as Conservative candidate for the position, would the panel please urge him to continue Gavin Stephen's position only as Temporary CC, until the next elected PCC either confirms his permanent appointment to the post or decides to interview other candidates?

Response:

Your question has been noted.

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