


Notice of Meeting

Surrey Police and Crime Panel



 We're on Twitter:
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Date & time
Friday, 3 February
2023
at 10.30 am

Place
Woodhatch Place,
Reigate, Surrey

Contact
Julie Armstrong, Scrutiny Officer
07816 091463
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If you would like a copy of this agenda or the attached papers in another format, e.g. large print or braille, or another language please email julie.armstrong@surreycc.gov.uk.

This meeting will be held in public. If you would like to attend and you have any special requirements, please contact Julie Armstrong, Scrutiny Officer on 07816 091463.

Please note that the meeting will also be webcast live, which can be accessed via the Surrey Police and Crime Panel page on the Surrey County Council website.

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<https://mycouncil.surreycc.gov.uk/ieListMeetings.aspx?CId=250&Year=0>

Members

Cllr Hannah Dalton	Epsom & Ewell Borough Council
Cllr Paul Kennedy	Mole Valley District Council
Cllr Victor Lewanski	Reigate & Banstead Borough Council
Cllr Barry Cheyne	Elmbridge Borough Council
Cllr John Furey	Runnymede Borough Council
Cllr Richard Morris	Guildford Borough Council
Cllr John Robini (Chairman)	Waverley Borough Council
Cllr Valerie White	Surrey Heath Borough Council
Cllr Ellen Nicholson	Woking Borough Council
Cllr Satvinder Buttar	Spelthorne Borough Council
Cllr Keith Witham	Surrey County Council
Cllr Mick Gillman (Vice-Chairman)	Tandridge District Council
Mr Martin Stilwell	Independent Member

1 APOLOGIES FOR ABSENCE

The Chairman to report apologies for absence.

2 MINUTES OF THE PREVIOUS MEETINGS: 21 NOVEMBER 2022 AND 17 JANUARY 2023

(Pages 1 - 30)

To approve the minutes of the meetings held on 21 November 2022 and 17 January 2023 as a correct record.

3 DECLARATIONS OF INTEREST

All Members present are required to declare, at this point in the meeting or as soon as possible thereafter

- (i) Any disclosable pecuniary interests and / or
- (ii) Other interests arising under the Code of Conduct in respect of any item(s) of business being considered at this meeting

NOTES:

- Members are reminded that they must not participate in any item where they have a disclosable pecuniary interest
- As well as an interest of the Member, this includes any interest, of which the Member is aware, that relates to the Member's spouse or civil partner (or any person with whom the Member is living as a spouse or civil partner)
- Members with a significant personal interest may participate in the discussion and vote on that matter unless that interest could be reasonably regarded as prejudicial.

4 PUBLIC QUESTIONS

The deadline for public questions is seven days before the meeting (27 January 2023).

Note:

A written response will be circulated to Panel Members and the questioner.

5 CHAIRMAN'S COMMENTS

For the Chairman to provide any updates and comments to the Panel.

6 VANGUARD ROAD SAFETY TEAM BRIEFING

(Pages 31 - 42)

To provide a briefing on the work of the new road safety team launched in 2022, with the aim of reducing the number of fatal five offences.

7 SURREY POLICE GROUP (OPCC & CHIEF CONSTABLE COMBINED) FINANCIAL REPORT FOR MONTH EIGHT OF FINANCIAL YEAR 2022/23

(Pages 43 - 48)

The purpose of this report is to inform the Police & Crime Panel of the Surrey Police Group (i.e. OPCC and Chief Constable combined) financial position at the end of November 2022 as well as a prediction for the situation at the end of March 2023.

8 2023/24 BUDGET AND PROPOSED PRECEPT

(Pages 49 - 82)

The Police and Crime Panel is required to consider and formally respond to the Police and Crime Commissioner's Proposed Precept for 2023/24. The purpose of this item is to allow the Commissioner to outline her proposals in more detail and answer any questions that Panel Members might have.

Following consideration of the Commissioner's proposed precept, the Panel must either:

- a) agree the precept without qualification or comment;
- b) support the precept and make comments or recommendations concerning the application of the revenues generated; or
- c) veto the proposed precept.

Note:

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

- (a) The Commissioner must notify the Panel of her proposed precept by 1 February 2023;
- (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 2023;
- (c) If the Panel vetoes the precept, the Commissioner must have regard to and respond to the Panel's report, and publish her response, including the revised precept, by 15 February 2023;
- (d) The Panel, on receipt of a response from the Commissioner notifying it of her revised precept, must review the revised precept and make a second report to the Commissioner by 22 February 2023
(there is no second right of veto);
- (e) The Commissioner must have regard to and respond to the Panel's second report and publish her response by 1 March 2023.

9 PERFORMANCE MEETINGS

(Pages 83 - 86)

This report provides an update on the performance meetings between

the PCC and the Chief Constable that have been held and what has been discussed in order to demonstrate that arrangements for good governance and scrutiny are in place.

10 PCC FORWARD PLAN AND KEY DECISIONS

(Pages 87 - 92)

This report provides information on the key decisions taken by the PCC from November 2022 to present and sets out details of the Office's ongoing Forward Plan for 2023.

11 COMMISSIONER'S QUESTION TIME

(Pages 93 - 94)

For the Panel to raise any issues or queries concerning crime and policing in Surrey with the Commissioner.

Note:

The deadline for Member's questions is 12.00pm four working days before the meeting (30 January 2023).

12 COMPLAINTS RECEIVED SINCE THE LAST MEETING

(Pages 95 - 96)

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.

13 RECOMMENDATIONS TRACKER AND FORWARD WORK PROGRAMME

(Pages 97 - 108)

To review the Recommendations Tracker and Forward Work Programme.

14 DATE OF NEXT MEETING

The next public meeting of the Police and Crime Panel will be held on Tuesday, 18 April 2023.

**Joanna Killian
Chief Executive**

Published: Thursday, 26 January 2023

MOBILE TECHNOLOGY AND FILMING – ACCEPTABLE USE

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MINUTES of the meeting of the **SURREY POLICE AND CRIME PANEL** held at 10.30 am on 21 November 2022 at Woodhatch Place, Reigate, Surrey.

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

Members:

(*Present)

- * Councillor Satvinder Buttar
- * Keith Witham
- * District Councillor Mick Gillman (Vice-Chairman)
- * District Councillor Paul Kennedy
- * Borough Councillor Victor Lewanski
- * Borough Councillor Valerie White
- * John Furey
- * John Robini (Chairman)
- * Mr Martin Stilwell
- * Borough Councillor Barry J F Cheyne
- * Borough Councillor Hannah Dalton Councillor Ellen Nicholson
- Councillor Julia McShane

68/22 APOLOGIES FOR ABSENCE [Item 1]

Apologies were received from Cllr Ellen Nicholson and Cllr Julia McShane.

69/22 DECLARATIONS OF INTEREST [Item 2]

None received.

70/22 MINUTES OF THE PREVIOUS MEETING: 26 SEPTEMBER 2022 [Item 3]

The minutes of the meeting held on 26 September 2022 were agreed as a true record of the meeting.

71/22 PUBLIC QUESTIONS [Item 4]

None received.

72/22 CHAIRMAN'S COMMENTS [Item 5]**Witness:**

Councillor John Robini, Chairman of Surrey Police and Crime Panel

1. The Chairman thanked the current Chief Constable for his work with Surrey Police and looked forward to working with the newly appointed Chief Constable in 2023. The Chairman noted the importance of the Force having policies in place to protect the vulnerable during the current economic climate, where crime was likely to rise as a result.

73/22 APPOINTMENT OF CO-OPTED INDEPENDENT MEMBER [Item 6]

1. The item was deferred due to unforeseen procedural issues.

74/22 SURREY POLICE GROUP UNAUDITED FINANCIAL REPORT FOR THE PERIOD TO 31 AUGUST 2022 [Item 7]**Witness:**

Kelvin Menon, Chief Finance Officer (Office of the Police and Crime Commissioner)

Key points raised in the discussion:

1. The Chief Finance Officer (CFO) clarified typographical errors in the report, explaining that there was an underspend of £2.2 million at the end of August which was largely related to staffing. There were a large number of vacancies with police staff and the timing of recruitment of uplift police officers. The Force were unable to attract candidates in specialist areas, such as IT, due to being unable to compete with private sector salaries. A number of capital schemes had been delayed, such as IT schemes, which contributed to the projected underspend. In the recent budget announcement the Government confirmed that the spending review, which was announced in 2021, would be honoured, however, any additional funding would go to fund police officer uplift. No new funding was announced to cover inflation and the referendum limit of £10 for the precept was not increased. Surrey had approximately £20 million of reserves, and it was likely to remain around that figure by the end of 22/23 financial year. The level of reserves was towards the lower end when compared with other Forces.

2. A Panel Member enquired if the value of the Leatherhead site was included in the capital figures. The CFO explained that the table in paragraph five showed the capital expenditure for the year and the Leatherhead site was purchased a few years ago and so was on the balance sheet as an asset. The Panel Member asked about the increase in expected funding gap for 2023/4 compared to 2022/23 and 2024/25. The CFO explained that it included an assessment of inflation and wage increases. It had been assumed that inflation would fall back and a wage cap would be established in later years although this may have to be revised.
3. A Panel Member questioned whether the CFO was comfortable with the level of reserves. The CFO explained that he would like to have more reserves, however, this was not possible in the current financial envelope as there was not enough surplus resources. There was a balance to be struck between having a good level of reserves whilst not needing to making cuts to services to maintain or increase them.
4. A Panel Member asked whether the Force was likely to be in the same situation next year in terms of struggling to recruit staff and therefore have an underspend. The CFO explained that the savings at the moment through vacancies were unplanned rather than being part of a strategic plan these savings were not sufficient to cover the funding gap and the Force would need to reduce staff numbers with a targeted approach. The Panel Member queried whether the Panel could expect to see a detailed analysis of staffing reductions in the budget paper. The CFO shared that it was a legal requirement to present a balanced budget and any reductions in staff would be included in the report.
5. In response to a question on expected borrowing for the redevelopment of Mount Browne Police Headquarters, the CFO explained that the original financial assessment included £40 million from capital receipts and £35 million from borrowing. The financial model was being reviewed. The focus would remain on affordability and this could mean a smaller scheme and hence less borrowing or a different phasing.
6. A Panel Member asked how many more recruitments were needed to reach the police officer uplift target for the current year and how many reclaims were expected. The CFO would find out the number following the meeting but assured the Panel that the Force tracked the uplift recruitment carefully. As a result no grant reclaims were anticipated although these could be quite substantial. Missing the target by 1 officer would result in the loss

of £175k. Missing the target by 25% of the requirement (26 Officers) would see all of the funding (£1.75m) forfeited.

7. A Panel Member questioned whether the borrowing in respect of the Leatherhead site would be repaid or put into reserves. The CFO responded that the Public Works Loan Board (PWLb) loan was entered into for 25 years; it would be retained as part of the Mount Browne funding. A Panel Member asked whether the Force was subject to the same restrictions as Local Authorities in respect of borrowing for investment and had led to some Government enquiries. The CFO explained that PWLB rules were recently changed to make it more difficult to borrow solely for commercial investment. However, the borrowing for Mount Brown would be for operational investment and so would not be caught by this restriction.

Actions/requests for further information:

1. **R22/22** – The Chief Finance Officer to provide the number of recruitments required for the end of the financial year to meet the uplift target.
2. **R23/22** – The Chief Finance Officer to provide the original budget for the redevelopment for Mount Browne and the amount spent so far.

RESOLVED:

The Panel noted the report.

75/22 CALL IT OUT SURVEY [Item 8]

Witnesses:

Lisa Townsend, Surrey Police and Crime Commissioner
Damian Markland, Head of Performance and Governance (Office of the Police and Crime Commissioner)

Key points raised in the discussion:

1. The Head of Performance and Governance introduced the report, explaining that the survey was launched in the period following the murder of Sarah Everard when women were sharing their experiences online. The Office of the Police and Crime Commissioner (OPCC) and the Force had other sources of data to track residents' perception of safety as well, but the survey was useful in providing a snapshot for that current point of time.

2. The Chairman asked about the number of detectives in the rape investigation team, the percentage of posts filled in the sexual offences team, and how many more rape cases were making it to court since the increase in detectives. The Head of Performance and Governance would provide those figures following the meeting. In terms of the team, vacancy rates were quite high as it was a competitive recruitment market. The Force had utilised agency staff to fill capacity, but this was not a sustainable position and was monitored closely. The OPCC supported people through the criminal justice process, ensuring they had access to high quality victim and witness care. The Police and Crime Commissioner (PCC) added that it was known that victims of rape, sexual assault and domestic abuse often withdrew support for prosecution and that supporting people whilst they awaited their case to be heard was essential, especially with current court delays. However, the position in Surrey was better compared to some neighbouring areas.
3. A Panel Member asked about the use of the StreetSafe tool in Surrey. The Head of Performance and Governance shared that the tool provided granular insight into where issues took place. Initially there was a large uptake and it had decreased since. The OPCC was working with the Force to try to readvertise the tool again. They had used the data for work with victims and to support bids to government for additional commissioning funding.
4. In response to a question on who had responsibility for streetlighting, the PCC confirmed it was Surrey County Council. The PCC stated that there was often a misconception that the decision rested with the Police, but they had no direct control over lighting, though may be consulted. A Panel Member added that the Council introduced a policy to turn off some streetlights in residential roads and residents could request for decisions to be reconsidered. If the Force supported residents' requests, then the lights would be turned back on. The Panel Member would raise the issue again with the Leader of the Council from a county-wide perspective. The PCC shared that the Force would not disagree with residents if they wanted the lights turned on and said that any police consultation should not cause delay.

Cllr Satvinder Buttar jointed the meeting at 11:10am.

5. Responding to a question on plans to repeat the survey and comparable figures from other Forces, the Head of Performance and Governance explained that not all other Forces ran the survey and those which did had slightly different questions, which made it

difficult to make comparisons. The Force were interested in running the survey again, however, it was unlikely they would receive the same level engagement again and the benefit of the first survey had been it had helped capture the views of harder to reach groups, including young people that didn't always engage with traditional surveys. The Panel Member also asked about measures to demonstrate whether men's behaviour is changing. The Head of Performance and Governance shared that the OPCC had invested heavily in perpetrator schemes, related to stalking, harassment, and domestic abuse. These had created positive change; however, it was the start of the journey and a whole societal shift was required.

6. A Panel Member asked how the OPCC were helping to improve reporting rates for rape, harassment and sexual assault cases. The Head of Performance and Governance explained that there had been work with schools on the PSHE curriculum about what behaviour was acceptable and what was not. It was with the responsibility of all partners to ensure that residents feel empowered to call out inappropriate behaviour. The Force took this seriously, however, sometimes there were more appropriate routes for people to report such behaviour, such as through GPs, teachers or social workers. The PCC added she wanted to see an increase in reporting and highlighted the opportunities of partners such as the fire service, who entered residents' homes.
7. A Panel Member noted that the number of respondents seemed low. The Head of Performance and Governance explained that if the survey was unique in that it prompted a very organic response and more specific targeting would likely have skewed the sample. The survey was also pushed out quickly due to the societal context at the time.
8. A Panel Member shared an experience of young men waiting around a train station late at night and queried whether a greater police presence would help. The PCC explained that the Force could not police for uneasiness, and it would not be the best use of their resources. It was about educating men on their behaviour so that women did not feel intimidated in these circumstances.

Actions/requests for further information:

1. **R24/22** – The Head of Performance and Governance to provide the quantitative information requested by the Chairman regarding detective numbers, percentage of sexual offence posts filled, and number of rape cases making it to court.

RESOLVED:

The Panel recommends:

1. That the PCC makes an application to round 5 of the Home Office's Safer Streets Fund, and any other potential funding sources, using the StreetSafe tool and Call it Out survey findings as evidence.
2. That the OPCC reviews specific areas perceived as unsafe by users of the StreetSafe tool and Call it Out survey respondents and the Commissioner recommends to Surrey County Council that night-time LED streetlighting is reinstated in these locations as a priority, as the College of Policing finds violent and property crime reduced on average by 21% in areas where street lighting was improved relative to areas where it was not.
3. That the findings of Call it Out and Streetsafe are shared in full with Panel Members so their respective local authorities can lobby Surrey County Council in relation to areas perceived as unsafe.

76/22 POLICE AND CRIME PLAN PROGRESS [Item 9]**Witnesses:**

Lisa Townsend, Surrey Police and Crime Commissioner

Alison Bolton, Chief Executive (Office of the Police and Crime Commissioner)

Damian Markland, Head of Performance and Governance (Office of the Police and Crime Commissioner)

Key points raised in the discussion:

1. The Head of Performance and Governance shared the performance hub to the Panel, noting that it was due to be launched in early December 2022. An early access version could be circulated to the Panel.
2. A Panel Member asked about the recruitment of a Violence Against Women and Girls (VAWG) Policy and Commissioning Officer and how this would differ from the DPCC's role. The Chief Executive explained that the PCC and DPCC were supported by a team of staff in the Office to deliver against their statutory responsibilities. The Office has brought in over £1 million of funding for VAWG and consequently, this produced more work, including implementation of services, contract management and reviewing delivery. This post would complete that work.

3. A Panel Member asked whether the average speed camera scheme in Pirbright Bends had succeeded in reducing drivers' speed. The Panel Member representative for Surrey County Council explained that the average speed cameras were not yet operational. Surrey Highways first needed to make a legal order and there were some technical issues to navigate.
4. In response to a question on 101 waiting times, the PCC stated she was applying pressure for these to improve. The Head of Performance and Governance explained that the Home Office data demonstrated that the Force's 999 response times were among the best in the country and as a result, the focus on emergency calls came at the expense of 101 response times. The Force were attempting to channel shift callers to digital contact methods which led to an increase in abandonment rates. The OPCC was working closely with the Force to gauge public perception and understanding of the 101 service. The Panel Member raised that some residents view the live chat as a less legitimate contact method. The Head of Performance and Governance recognised that it was important to change the mindset around live chat and digital contact methods.
5. A Panel Member asked whether the performance hub measured against the same objectives as included the Police and Crime Plan. The Head of Performance and Governance explained there was qualitative information as well as quantitative and that data was based around the Plan's priorities, with a selection of policing measures used to demonstrate progress. There was still scope for refinement and feedback was welcomed.

RESOLVED:

1. In the Commissioner's progress reports on the Police and Crime Plan, the Panel recommends that for each objective, relevant KPIs are included to evidence what progress has been delivered.

77/22 CCTV IN SURREY [Item 10]

Witnesses:

Lisa Townsend, Surrey Police and Crime Commissioner

Ellie Vesey-Thompson, Surrey Deputy Police and Crime Commissioner

Damian Markland, Head of Performance and Governance (Office of the Police and Crime Commissioner)

Key points raised in the discussion:

1. A Panel Member asked about the PCC's view on the effectiveness of CCTV in crime reduction, prosecutions and locating missing persons. The PCC explained that in some cases, the evidence did not back up the usefulness of CCTV. Ring doorbell footage was often more useful for a recent missing person case. It was noted that in areas with a night-time economy, CCTV was still seen as beneficial. However, it was made challenging as District and Borough Councils took different views on CCTV and its provision.
2. In response to a question on the new CCTV Strategy, the PCC explained that this was a decision for each of the District and Borough Council Leaders. The Force would not take a lead on this work going forward and encouraged the Panel Member to ask the Chief Constable about it. A Panel Member added that the District and Borough Councils needed a policy from the Force. The PCC emphasised that CCTV had been devolved to District and Borough Councils and whilst the Force would work with local councils, it was not appropriate for them to lead on CCTV.
3. A Panel Member asked about the responsibility of CCTV on highways and the use of personal CCTV in rural areas. The DPCC explained that Automatic Number Plate Recognition was used actively by the Force. They had also been trialling mobile CCTV units. The Force had a good relationship with farmers and landowners in rural parts of the county.

Actions/requests for further information:

1. **R25/22** – The Office of the Police and Crime Commissioner to reshare the funding formula for financial support from Surrey Police for CCTV.

RESOLVED:

1. The Panel recommends the Police and Crime Commissioner for Surrey takes a lead on renewing the county's CCTV strategy, in partnership with local authorities, and publishes the renewed strategy within the next three months.

78/22 SURREY PCP BUDGET MID-YEAR CLAIM 2022 [Item 11]

Key points raised in the discussion:

1. None.

79/22 PERFORMANCE MEETINGS [Item 12]

Witnesses:

Lisa Townsend, Surrey Police and Crime Commissioner
 Damian Markland, Head of Performance and Governance (Office of the Police and Crime Commissioner)

Key points raised in the discussion:

1. The Head of Performance and Governance noted that there had not been a private meeting between the Chief Constable and PCC prior to when the report was written.
2. A Panel Member asked whether the public accountability meeting should have assessed the Force's performance against other police and crime objectives beyond the national policing priorities. The PCC explained that the national priorities were set by the Home Office. Some were more relevant to Surrey than others. For example, there was a focus on homicide, however, Surrey was the second safest county for homicides. Every part of the national strategy would have a place in the local strategy. The Panel Member asked about the main conclusions from the Private Resources and Efficiency meeting. The PCC shared that the conversation focused on finances.

80/22 PCC FORWARD PLAN AND KEY DECISIONS [Item 13]

Witnesses:

Alison Bolton, Chief Executive (Office of the Police and Crime Commissioner)

Kelvin Menon, Chief Finance Officer (Office of the Police and Crime Commissioner)

Key points raised in the discussion:

1. A Panel Member noted that some of the links were not working and asked what decisions 34/2022 and 25/2022 related to and

why they had not been published yet. The Chief Executive explained that there were still some teething issues with the new website which should be resolved shortly. The decisions were linked to two funding decisions. The officer had not yet finalised the decision with the PCC and therefore they were not yet published. The Panel Member also asked about the internal audit progress report. The Chief Executive explained that the management actions were minor issues, such as publishing the PCC and DPCC's gift and hospitality register on a monthly basis, rather than bi-monthly. The Chief Finance Officer added that the IT action related to the ERP system; the system was fine, but quite old and currently out for tender to upgrade it. Virtualisation related to putting servers onto the cloud and the decision-making related to a review of the forward plan on a regular basis.

81/22 COMMISSIONER'S QUESTION TIME [Item 14]

Witnesses:

Lisa Townsend, Surrey Police and Crime Commissioner

Ellie Vesey-Thompson, Surrey Deputy Police and Crime Commissioner

Damian Markland, Head of Performance and Governance (Office of Police and Crime Commissioner)

Key points raised in the discussion:

1. One question was received from Cllr John Furey and no supplementary questions were asked.
2. One question was received from Cllr Keith Witham. The Panel Member clarified that his question was in reference to local roads and explained that he would be grateful for any further support. The Deputy Police and Crime Commissioner (DPCC) assured the Panel that she was against road racing. The DPCC was not aware of those specific cases, however, offered to look at them outside of the meeting.
3. One question was received from Cllr Mick Gillman. The Panel Member noted that residents would disagree that the Force did act quickly and appropriately. The PCC explained that the Force had to ensure that the police officers were kept safe when getting protestors down from the gantry. Sometimes the protestors would play dead which made it more difficult to remove them at pace. Road closures were an issue for National Highways. The PCC

emphasised that she fully supported Surrey Police's approach to the protests and felt that they had dealt with the issue well.

4. Two questions were received from Cllr Paul Kennedy. A Panel Member queried when the response inspection to the inspection results would be published. The Head of Performance and Governance shared that there was a formal 56-day return which was likely to be available in late December. The response to the Casey report was expected in two weeks. A Panel Member asked whether there were any remaining backlogs of the service level agreements. The PCC responded she would check with the Force.

Actions/requests for further information:

1. **R26/22** – The Office of the Police and Crime Commissioner to confirm whether there are any remaining backlogs of the service level agreements.

82/22 COMPLAINTS RECEIVED SINCE THE LAST MEETING [Item 15]

Key points raised in the discussion:

None.

83/22 RECOMMENDATIONS TRACKER AND FORWARD WORK PROGRAMME [Item 16]

Key points raised in the discussion:

None.

84/22 DATE OF NEXT MEETING [Item 17]

The Panel noted that its next public meeting would be held on Friday, 3 February 2023.

Meeting ended at: 12.39 pm

Chairman

Questions to Surrey Police and Crime Panel – 21 November 2022

The recent HMICFRS report on vetting, misconduct, and misogyny in the police service contained shocking findings about police forces across the country. Those findings included cases where new and transferred officers and staff had not been properly vetted, where cases of misconduct had not been properly dealt with, and where a culture of misogyny, sexism and predatory behaviour towards female officers and staff, and members of the public, still exists and is even prevalent in many forces. In light of this report:

1. How confident is the PCC that Surrey Police is addressing the concerns raised in the report so as to provide assurance to the public that the officers and staff they deal with meet the high standards expected of Surrey Police; and to female officers and staff that they will not be subjected to misogyny, sexism and predatory behaviour by their male colleagues?
2. In relation to vetting, is the PCC satisfied with Surrey Police's
 - a) performance against agreed service levels for vetting officers and staff;
 - b) progress in tackling backlogs in vetting officers and staff;
 - c) programme for re-vetting officers and staff?

Cllr Paul Kennedy, Mole Valley District Council

Response:

As noted, HMICFRS has published the results of its inspection looking at vetting, misconduct and misogyny in the police service – delivering a total of 43 recommendations and noting that “it is too easy for the wrong people both to join and to stay in the police”.

Prior to this, on 17 October 2022, Baroness Casey published an interim report as part of her review of standards and internal culture at the Metropolitan Police - commissioned as part of the Force's response to public outrage following the kidnap, rape and murder of Sarah Everard.

Naturally, at a time when all forces are under extraordinary pressure to meet their officer uplift targets, the suitability of our vetting and disciplinary processes are paramount.

As such, I met formally with the Chief Constable and Deputy Chief Constable in November to discuss the above findings, and to seek high level assurances around the issues identified by HMICFRS. Based on these discussions I am confident that Surrey Police are well-placed to address the recommendations and have historically been proactive in doing so.

The Force and my office will be preparing a formal, detailed response to HMICFRS setting out work being undertaken to address their findings, and this will be published on the OPCC website, as is the case with all HMICFRS inspections concerning Surrey.

I have also requested a written response from the Chief Constable on the findings of the interim Casey report, and what we can learn from the issues identified in the Met. I am happy to share these with the Panel once the response has been received.

Lisa Townsend, Surrey Police and Crime Commissioner

Many residents of Tandridge know I am a member of the Police and Crime Panel and as a result I have been asked by several why more action is not being taken by the police with the protesters that block the M25? The disruption at J6 on the M25 has a significant impact over the whole of the Tandridge district. I have found it impossible to provide them with a satisfactory answer to explain when laws are being broken the police are not acting. I have been quoted laws by residents that make it clear it is an offence to block the public highway but no action has been taken and there have even been pictures of the police handing water to those blocking the road instead of moving them on and arresting them. Residents expect the police to apply the law without fear or favour and there is strong feeling that lack of decisive action by police when the protests started have only encouraged more protests as those involved feel they can get away with this. Can I have an assurance that you will be using all your influence with the police to insist they now apply a zero-tolerance approach to any protesters who block or disrupt the highway?

Cllr Mick Gillman, Tandridge District Council

Response:

What we have seen in Surrey and elsewhere over recent weeks goes way beyond peaceful protest. What we are dealing with here is co-ordinated criminality by determined activists. The actions of this group are becoming more and more reckless, and I have publicly called on them to halt these dangerous protests immediately.

I fully share the anger and frustration of those who have been caught up in this activity. We have seen stories of people missing vital medical appointments and family funerals and NHS nurses unable to get into work – it is completely unacceptable.

However, I would strongly disagree with the assertion that Surrey Police are 'not acting'.

I have been out and witnessed the operation myself, and our police teams have been working extremely hard and I fully support their efforts to combat these protests. We have had teams patrolling the M25 from the early hours to try and disrupt the activities of this group, detain those responsible and ensure that the motorway can be reopened as soon as possible.

Having dealt with similar behaviour earlier this year, Surrey Police and Sussex Police's joint Operations Command team confidently led the policing response which required support from multiple teams across both forces. Ahead of the operation, a significant number of officers and staff were stood up, drawing in specialisms including the Roads Policing Unit, Protester Removal Teams, Public Order officers, Evidence Gathering

Teams and the Media team. Surrey worked with neighbouring forces too, and pre-emptive arrests were made on those planning activity.

However, despite a positive operational response, this is nevertheless diverting our resources and putting an unnecessary strain on our officers and staff at a time when resources are already stretched. I will therefore continue to do everything in my power to resolve the situation.

Lisa Townsend, Surrey Police and Crime Commissioner

Runnymede's full Council meeting on 20 October 2022 debated a motion about tackling discrimination against women, girls, men and boys and considering acts of misogyny and misandry a hate crime.

1. As the Police & Crime Commissioner has identified this Committee as the most appropriate forum to discuss the matter, could full details be provided about Surrey Police's current action plan to tackle discrimination against women, girls, men and boys, what further steps can be taken and how Runnymede can support these steps at a local level.

Cllr John Furey, Runnymede Borough Council

Response:

In 2021 Surrey Police became one of the first forces in the UK to launch a Violence Against Women and Girls Strategy, helping to harmonise and develop a consistent approach across multiple areas including domestic abuse, sexual offences, peer-on-peer abuse in schools and Harmful Traditional Practices.

The strategy was formally recognised by HMICFRS as good practice, with Surrey Police working closely with partners to disrupt and proactively target those using abusive and violent behaviours. The Force has also invested heavily in its dedicated Rape Investigation Team, doubling the number of Detectives. Work is also underway to address serial domestic abuse perpetrators, including the creation of problem profiles to better target activity.

As detailed in my update report to the Police & Crime Panel, in October 2022 Surrey Police won the annual Tilley Award, set up by the Home Office in 1999 to celebrate problem oriented projects that have achieved success in resolving issues faced by the police, partners and/or the community. The award was in recognition of work undertaken to ensure the safety of women and girls using the Basingstoke Canal in Woking, following a number of indecent exposures and suspicious incidents since 2019.

The above is a good example of how my office continues to be proactive in seeking out additional funding for projects and initiatives, working with local partners to ensure

successful delivery. Naturally, my office and I are always happy to hear from our Borough & District colleagues about potential initiatives.

Lisa Townsend, Surrey Police and Crime Commissioner

1. Would the Police and Crime Commissioner set out her views regarding the issues of organised “road racing” at locations across the County and the response re any discussions she has had with Surrey Police regarding this ongoing problem that greatly concerns residents in the roads affected.

Cllr Keith Witham, Surrey County Council

Response:

Surrey is home to some of the busiest stretches of motorway in the UK with significant numbers of vehicles using the county’s road network every day. Road safety is understandably a significant concern for Surrey residents, and a key focus of my Police and Crime Plan. It is also an issue that has been raised during public meetings between myself and the Chief Constable.

Since becoming Police and Crime Commissioner I have spent a considerable amount of time out on patrol with our Roads Policing Unit (RPU) to understand the challenges faced by officers. Surrey police have established a new policing team dedicated to cutting the driving offences that lead to the most death on Surrey roads. Known as “the fatal five offences”, the new team focusses on combatting careless driving, drink and drug driving, not wearing a seatbelt, using a mobile phone and speeding.

As detailed in my Deputy’s letter to you on 19th September, during 2021/22 Surrey Police issued 556 Section 59 warnings in relation to the anti-social use of vehicles, with 32 vehicles subsequently seized through the Force’s vehicle recovery service.

I would strongly encourage residents to report incidents of illegal racing to help the Police build intelligence and ultimately take appropriate action.

Lisa Townsend, Surrey Police and Crime Commissioner

MINUTES of the meeting of the **SURREY POLICE AND CRIME PANEL**
held at 10.30 am on 17 January 2023 at Woodhatch Place, Reigate,
Surrey.

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

Members:

(*Present)

Councillor Satvinder Buttar
Councillor Keith Witham
* Councillor Mick Gillman (Vice-Chairman)
* Councillor Paul Kennedy
* Councillor Valerie White
* Councillor Victor Lewanski
Councillor John Furey
Councillor John Robini (Chairman)
* Councillor Barry Cheyne
* Councillor Hannah Dalton
* Councillor Ellen Nicholson
* Councillor Richard Morris
* Mr Martin Stilwell

1/23 APOLOGIES FOR ABSENCE [Item 1]

Apologies were received from Cllr Keith Witham.

Cllr John Robini and Cllr John Furey joined remotely, so were unable to vote. Cllr Mick Gillman chaired the meeting.

2/23 DECLARATIONS OF INTEREST [Item 2]

None received.

**3/23 CONFIRMATION HEARING FOR APPOINTMENT TO THE ROLE OF
CHIEF
CONSTABLE OF SURREY POLICE [Item 3]**

Witness:

Tim de Meyer, Proposed appointment to the role of Chief Constable for
Surrey Police (Assistant Chief Constable, Thames Valley Police)

Key points raised in the discussion:

1. Mr de Meyer introduced himself and provided a brief overview of his professional background. The Chairman noted that Mr de Meyer would be coming straight from his current role as Assistant Chief Constable, having not served as Deputy Chief Constable, and asked what his approach would be to building confidence within his team, particularly with senior colleagues. Mr de Meyer clarified that he had served as temporary Deputy Chief Constable on two occasions at Thames Valley Police (Thames Valley) and he considered this supported his credibility when applying for this role. Within his time at Thames Valley, Mr de Meyer improved investigative and criminal justice outcomes, as well as leading nationally on work in this area. Mr de Meyer had introduced new ICT systems across the region and was the Gold Commander for the policing operation of HM Queen Elizabeth II's funeral in Windsor. Mr de Meyer hoped that his professional background, combined with his clear vision, would provide the senior team with confidence. His vision involved preventing crime at every opportunity, protecting the vulnerable, serving victims tirelessly, investigating crime thoroughly, and pursuing criminals relentlessly.
2. A Panel Member asked what experience the proposed appointee had of increasing public confidence in policing and how he would look to do this in the Chief Constable role, especially with resource constraints. Mr de Meyer explained that he had particular experience related to violence against women and girls (VAWG), rural crime, and serious crimes and homicide. In 2019, Mr de Meyer held the National Police Chiefs Council (NPCC) portfolio for disclosure, at a time where the NPCC, the College of Policing, and the Metropolitan Police were being taken to judicial review by the Centre for Women's Justice regarding 'digital strip searches' of rape victims. Mr de Meyer led the response on behalf of the police service, whereby the judicial review was resolved. This resulted in reform of the process and improved public confidence in how Police deal with VAWG. Mr de Meyer was holding over 100 talks to officers within Thames Valley, setting out what needs to be improved in this area and he had also given this talk to external partners, such as sixth form colleges. Mr de Meyer explained that he felt it was his responsibility to influence the internal culture and to promote public understanding of the issue.
3. A Panel Member queried how the proposed appointee would approach the issue of retaining staff under a tight budget. Mr de Meyer explained that he had concerns about productivity and would seek to improve this by better realising the benefits of

technology, training officers adequately, ensuring that officers were literate in investigations, and he would personally engage with partners across sectors to better manage unreasonable demands on policing. It was also crucial to recognise the work of officers and staff and reward them for it. The Force needed a sense of belonging, whereby they put service before self.

Cllr John Furey joined the meeting remotely at 10:47am.

4. In response to a question on partnership working, Mr de Meyer explained that he felt that one key partner of the Force was the Crown Prosecution Service (CPS) and that Surrey Police needed to increase the number of criminals it charged, particularly for the most serious crimes. Thames Valley was the first to introduce embedded detective inspectors with the CPS which substantially increased the rate of charges for rape and sexual offences. Mr de Meyer also represented policing nationally on a Joint Operational Improvement Board with the Director of Public Prosecutions, which had been instrumental in forming key operational policy across the Criminal Justice System (CJS). Mr de Meyer explained that Thames Valley had taken a public health approach to the reduction of serious violence, which involved preventing young people who were at risk in getting involved with serious crimes.
5. The Chairman asked how the proposed appointee would engage with staff and officers of all levels to involve them in the Force's future direction and how he would build morale in the workforce. Mr de Meyer explained that he would provide the workforce with a vision and would work to earn the trust and confidence of partners and the public. He also intended to visit every single department within the first six months and use funding in the most effective way. It was important to ensure that officers had a voice in crucial decisions and to identify their good work by calling or writing to them to reward good work. In Thames Valley, Mr de Meyer used the approach of encouraging staff to imagine that a hypothetical victim was a loved one, as sometimes they could get desensitised to crime when dealing with it every day.
6. A Panel Member asked how the proposed appointee would seek to understand and meet the needs of diverse communities and make them feel involved. Mr de Meyer emphasised the importance of trust from communities, as then they were more likely to share useful information with the Force. He would ensure that the Force was listening to communities and keeping them updated. Mr de Meyer gave an example of his experience with the gypsy, Roma, traveller community in Thames Valley, whereby he put himself into the community and engaged with them over a

long period of time. Mr de Meyer also expressed the importance of working with sports partners to engage with young people and help them realise their potential and not turn to crime.

7. In response to a question on making Surrey Police a more diverse workforce, the proposed appointee explained that there were three reasons to illustrate the importance of a diverse workforce. One reason was that there was a tough recruitment market, and it was crucial to utilise the skills of all communities, another was that it contributed to the Force's legitimacy, and to ensure that the Force was representative of communities. Mr de Meyer explained that often individuals joined the Force due to a pre-existing connection to policing and this did not always exist within underrepresented groups. Therefore, he would strive to encourage those people to apply and help ensure they had support with their application and mentor through their careers. Mr de Meyer also discussed the work he had done within Thames Valley to increase the progression of women and noted that over 70% of their new detective recruits were women.
8. A Panel Member asked about a time when the proposed appointee had to deal with a new threat or a public safety concern. Mr de Meyer explained that during his national work in respect of VAWG, he was able to predict issues that Thames Valley were likely to experience and was able to improve their work regarding VAWG, especially in terms of domestic abuse. He made representations to the Chief Constable to appoint a dedicated Senior Superintendent. This resulted in an increase in the arrest rate in this area and a reduction in the disengagement of women during their cases. This was an example of taking national learning and applying it locally.
9. A Panel Member asked about the most challenging situation the proposed appointee had encountered to date, regarding public and media scrutiny. Mr de Meyer responded that when he was the Gold Commander for the London Bridge Operation he worked closely with the military, the Cabinet Office, and other statutory partners to ensure there was a safe, proper and dignified family funeral for HM Queen. This process involved extensive planning and delivery of the funeral within 10 days, which required long working days away from home. During this process, Mr de Meyer had to deliver a national and international media briefing on the funeral to provide reassurance and encouragement to the public, whilst recognising the operational sensitivity of the plans. Mr de Meyer described the extensive scrutiny which he received from Cabinet in the upcoming months to the funeral.

10. A Panel Member asked about the proposed appointee's experience of dealing with rural crime and how it could be applied across Surrey. Mr de Meyer explained that in 2021, he was the Chief Superintendent for neighbourhood policing and partnership in Thames Valley. He explained the importance of addressing rural crimes and how organised criminals operated in rural areas. Mr de Meyer chaired the Rural Crime Partnership and in Thames Valley they had made considerable progress by introducing a dedicated crime fighting rural crime team and resources to tackle organised crime in rural areas. Mr de Meyer noted the importance of earning and maintaining the trust and confidence of those living in rural areas within Surrey and the businesses whom the residents depend on.
11. A Panel Member enquired into the steps that would be taken by the proposed appointee if they felt that the Commissioner was straying into operational policing. Mr de Meyer explained that there were three aspects involved in creating policing policy, which included the evidence base, professional judgement in interpreting the evidence, and representation of the public's voice (the PCC's role). He would give all three aspects appropriate value. There was a clear line in the legislation regarding the Commissioner's role and he would be comfortable asserting his authority if such an occasion arose.
12. In response to a question on responding to political pressure, Mr de Meyer explained that during the London Bridge project, he would have to dial in daily to COBRA meetings and brief ministers on the plan for the funeral. This involved challenging questions whereby he had to provide robust operational assurance to ministers. During his time at Thames Valley, their Commissioner had challenged the Force in respect of its performance to knife crime, especially in Milton Keynes where there had been a number of homicides. Mr de Meyer launched Operational Citadel which resulted in the Force improving its identification of habitual knife carriers and greater engagement with young people who appeared to be at risk.
13. The Chairman asked how the proposed appointee would work with the Commissioner to deliver her Police and Crime Plan objectives whilst maintaining the independence of the Force. Mr de Meyer explained that a relationship of trust would be required, as well as credibility, reliability, transparency, and selflessness. They shared a common purpose of the public interest, achieving value for money, and a focus on those most at risk.

4/23 DATE OF NEXT MEETING [Item 4]

The Panel noted that its next meeting would be held on Friday, 3 February 2023.

5/23 EXCLUSION OF THE PRESS AND PUBLIC [Item 5]

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.

**6/23 CLOSED SESSION TO DISCUSS PROPOSED APPOINTMENT TO THE
ROLE OF CHIEF CONSTABLE OF SURREY POLICE [Item 6]**

The Panel deliberated over the responses provided to their questions and then voted unanimously to recommend that Tim de Meyer be appointed to the position of Chief Constable of Surrey Police.

RESOLVED:

That the Police and Crime Panel recommend the appointment of Tim de Meyer as the new Chief Constable of Surrey Police.

Meeting ended at: 11.48 am

Chairman

Contact: Julie Armstrong
 Tel: 07816 091463
 E-mail: julie.armstrong@surreycc.gov.uk



Lisa Townsend
 Surrey Police and Crime Commissioner
 Office of the Police and Crime Commissioner for Surrey
 PO Box 412
 Guildford
 Surrey
 GU3 1YJ

Surrey County Council
 Democratic Services
 Woodhatch Place
 11 Cockshot Hill
 Reigate
 Surrey
 RH2 8EF

18 January 2023

Sent by email to Lisa.Townsend@surrey.police.uk

Dear Mrs Townsend,

Outcome of the Confirmation Hearing for the role of Chief Constable

In accordance with Schedule 8 of the Police Reform and Social Responsibility Act 2011, I write to inform you of the Surrey Police and Crime Panel's recommendation with regard to the proposed appointment of Tim de Meyer as Chief Constable.

On the basis of the information provided by you, and the proficiency evident in his answers at the confirmation hearing on 17 January 2023, the Panel agreed that Mr de Meyer is an excellent candidate.

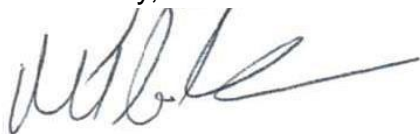
I am therefore pleased to inform you that following the hearing, the Panel unanimously agreed the following recommendation:

That the Police and Crime Panel recommend the appointment of Tim de Meyer as the new Chief Constable of Surrey Police.

On behalf of the Panel, I would like to thank Mr de Meyer for his attendance. We look forward to working with the new Chief Constable and wish him all the best in his new role.

At the request of your Office we shall forgo the suggested five working day delay between the hearing and publication of this information.

Yours sincerely,

A handwritten signature in dark ink, appearing to be 'Mick Gillman', with a long horizontal stroke extending to the right.

Councillor Mick Gillman, Vice-Chairman of Surrey Police and Crime Panel cc
Tim de Meyer



18th January 2023

Sent via email

Dear Cllr Gillman,

Appointment of Tim de Meyer as Chief Constable of Surrey Police

Thank you for your letter confirming the Police & Crime Panel's recommendation that I should appoint Tim de Meyer as Chief Constable of Surrey Police. I am obliged by the Police Reform & Social Responsibility Act 2011 to formally respond to this recommendation.

I would like to thank members of the panel for their constructive questioning at the hearing. I wholeheartedly agree that Mr de Meyer is an excellent candidate and he will, I'm sure, be an outstanding leader of Surrey Police.

Mr de Meyer will take up his post in early April, when current Chief Constable, Gavin Stephens leaves Surrey Police.

Yours sincerely,

A handwritten signature in black ink that reads 'Lisa Townsend'.

Lisa Townsend
Police and Crime Commissioner

Cllr Mick Gillman
Vice Chairman, Surrey Police & Crime Panel

Office of the Police & Crime Commissioner for Surrey

PO Box 412 Guildford Surrey GU3 1YJ

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Vanguard Road Safety Team

Sgt 3564 Dan Pascoe



Served with Surrey Police for
over 18 years

Over 16 years experience on the
Roads Policing Unit

Created digital solutions to
ensure efficient processes for
recording collisions and traffic
related processes

Lead investigator for Fatal
collisions



Vanguard Road Safety Team



- Surrey's Killed or Seriously Injured (KSI) collision numbers increased in 2018 and that concerning trend continued – even through lockdown.
- Traditional Roads Policing teams constantly committed on responding to or dealing with collisions, crime prevention & detection activities or abstracted on other incidents.
- This resulted in the Roads Policing Unit not having the resources or time to effectively target individuals suspected of being a threat to themselves or others through their driving behaviour.
- Equally they were not always able to patrol known problem areas to prevent or deal with road related offending.



Vanguard Road Safety Team

- Funded under the PCC's Op Uplift initiative
 - Supports the PCC's Police and Crime Plan to ensure safer roads in Surrey
- 10 Constables and 2 Sergeants
- Equipment, vehicles, training and office space funded through Surrey's Safety Camera Partnership
- Dedicated team of officers, working across Surrey to target suspected individuals or known problem areas
- Deploy a variety of tactics – from unmarked cars, pedal cycle patrol, static enforcement etc
- Coined the phrase 'We can't be everywhere, but could be anywhere'

The Vanguard Road Safety Team focus on preventing collisions through Education, Engagement and Enforcement with a strong priority on the 'Fatal 5' offences.



The Fatal 5 are the 5 offence types which play a significant factor in Fatal or Serious Injury collisions

These factors were significant in 80% of Surrey's KSI

Fatal 5	2019 - 2021
Drink and/or Drug driving	10%
Distracted driving (use of handheld mobile phone etc)	4%
No seatbelt	11%
Speed related (both excessive or inappropriate)	32%
Careless / dangerous driving	23%



The team also target and investigate:

- Disqualified and unlicensed drivers
- Uninsured drivers – Op Tutelage / Op Tutelage Plus
- Car meets to ensure minimal community impact and the safety of those attending
- Support neighbourhood Policing by patrolling and taking action in known issue areas

Current status

Soft launch in June 2022

- 5 Constables and 2 Sergeants

Recruited a dedicated Researcher in July 2022

Full launch in October 2022

- 10 Constables and 2 Sergeants

Currently only operating with two vehicles (plus Brompton) due to manufacturing delays.







Results from 2022...



- 60% of all targets stopped – up from low 20% prior to Vanguard
- Over 40% of those resulted in an arrest or vehicle seizure
 - Others offences dealt with by traditional 'tickets'
- Over 650 Fatal 5 offences dealt with
- Over 450 other offences (licence and insurance etc) dealt with
- 93 individuals arrested
- 130 vehicles seized
- Several thousand people spoken to over 9 days at the five events attended



2023 and beyond...

- Continue with excellent intercept rate of targets
- Develop further tactics and strategies
 - Support Highways England's Op Tramline initiative
- Increase presence by attending more events
- Make use of Social Media to reach individuals who we would otherwise miss
- Provide additional support to neighbourhood teams for car meeting issues
- Work hard to drive down the number of people seriously injured or killed on Surrey's roads

Vanguard Road Safety Team



Sgt Dan Pascoe



Surrey
RoadSafe

 Surrey Road Safe

 @SurreyRS

SURREY POLICE AND CRIME PANEL

3 February 2023

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SURREY POLICE GROUP FINANCIAL REPORT FOR THE 8 MONTHS ENDED 30 NOVEMBER 2022

SUMMARY

1. This report sets out the financial performance of the Surrey Police Group (i.e., OPCC and Chief Constable combined) as at the 30 November 2022 with a forecast to the 31 March 2023.
2. At the moment it is predicted that the Group will have a £2.5m Revenue underspend and £2.0m Capital underspend at the year end. Further details are given later on in this paper

RECOMMENDATIONS

3. The Police and Crime Panel is asked to note and comment on the report as appropriate.

BACKGROUND INFORMATION/PAPERS/ANNEXES

4. The attached report – Annexe A – sets out the results in more detail

CONTACT INFORMATION

Name: Kelvin Menon
Title: Chief Financial Officer – Surrey OPCC
Email: kelvin.menon@surrey.police.uk

Financial Report as at 30 November 2022

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Introduction

5. The period to the 30 November 2022 covers more than half of the year and as such should be a reasonable indicator as to the outturn for the year. The revenue budget is predicted to be £2.5m underspent which is equivalent to 0.9% of the budget. The underspend has arisen mainly as a result of underspends in wages, driven by an increasing number of vacancies, coupled with additional income, from things such as operations and seconded staff. This has been offset in part with some increased costs in areas such as overtime, utilities, and transport.
6. Capital is predicted to be underspent by £2m. This is due to the rephasing of some projects, particularly in respect of ICT and Estates. The Force intends to ask the PCC to roll these budgets (and projects) forward in to 2023/24.
7. Finally, the Force remains confident that it will reach its uplift target of 104 officers (including 6 regional) by the 31 March 2023 and all the savings for 2022/23 have been achieved.

Group Revenue Financial Performance as at the 30 November 2022

8. The Surrey Police Group, which consists of the Force and the OPCC, has a revenue underspend of £2.5m for the year as shown in the table below:

Surrey	Total 2022/23 Budget £m	Total 2022/23 Outturn £m	Variance £m
PCC Budget	3.2	3.1	(0.1)
Operational Delivery Budget	275.9	271.4	(4.5)
Total 2022/23 Budget	279.1	274.5	(4.6)
Funding	(279.1)	(277.0)	(2.1)
Grand Total	(0.0)	(2.5)	(2.5)

9. As can be seen in the table above the predicted actual operational underspend is £4.6m but it has been assumed that £2.1m will be used on Change projects rather than these being funded from reserves as was originally intended. This however is subject to PCC approval.

Further detail on the Month 8 revenue budget

10. The table below sets out a breakdown of the estimated year end variance as at Month 8

Nov-22	Year to Date	Full Year		
	Actual £'000	Forecast £'000	Budget £'000	Variance £'000
Payroll	158,380	226,708	229,504	(2,796)
Premises Related Expenditure	7,185	12,472	12,015	457
Transport Related Expenditure	3,911	4,583	3,960	623
Supplies & Services	21,971	41,095	40,644	451
Capital financing and Financial Reporting	5,614	8,736	7,865	870
Grants & Income	(18,724)	(19,122)	(14,860)	(4,262)
Total	178,337	274,471	279,127	(4,656)

Wages and Salaries

11. Payroll is the largest expense incurred by the Force and is broken down in the table below:

Nov-22	Year to Date	Full Year		
	Actual	Forecast	Budget	Variance
Cost Type	£m	£m	£m	£m
Police Officer Pay	96.9	131.0	135.6	(4.6)
Police Officer Overtime	4.2	6.9	5.5	1.4
Police Staff Pay	50.9	76.0	77.0	(1.0)
Police Staff Overtime	1.4	2.2	1.3	0.9
PO Injury, Ill Health & Death Pensions	1.5	2.1	2.3	(0.2)
Other Employee Expenses	2.1	3.3	3.1	0.2
Agency Staff	0.4	0.8	0.5	0.3
Professional & Organisational Development	0.9	4.3	4.2	0.1
Total	158.4	226.7	229.5	(2.8)

12. Police Officer pay is underspent mainly due to the phasing of officer numbers and recruitment compared to the budget. Average officer numbers up to November were 67 under budget giving a variance of 3% or just slightly over the 2% vacancy margin budgeted for.

13. For Police staff the underspend is as a result of vacancies. Overall, there were 238 vacant posts, giving a variance of 12% which is in excess of the 8% vacancy margin included within the original budget. As a result of these vacancies overtime is predicted to be over budget with the biggest spend in Neighbourhood Policing and contact.

Non-Pay Budgets

14. The current actuals and projected outturn for these budgets are summarised in the table below:

Nov-22	Year to Date	Full Year		
	Actual £'000	Forecast £'000	Budget £'000	Variance £'000
Premises Related Expenditure	7,185	12,472	12,015	457
Transport Related Expenditure	3,911	4,583	3,960	623
Supplies & Services	21,971	41,095	40,644	451
Capital financing and Financial Reporting	5,614	8,736	7,865	870
Grants & Income	(18,724)	(19,122)	(14,860)	(4,262)
Total	19,957	47,763	49,623	(1,860)

15. The main reasons for significant variances are as follows:

- Premises costs reflects an overspend on Utilities
- Transport costs are over budget due to increasing fuel and maintenance costs
- Supplies and Services variance is made up of a number of items of which the largest is an increase in PSD legal costs.
- Financing variance includes a transfer to the insurance and Ill health reserves following a review
- Income is above budget due to additional grants received for areas such as victim services, secondments for officers posted to regional units and reimbursement of mutual aid operations such as London Bridge

Delivery of Savings for 2022/23

16. Savings of £2.9m were included in the 2022/23 budget and these have all been achieved during the year.

Uplift Investment

17. 2022/23 marked the last year in a 3-year national program to recruit an additional 20,000 police officers. The allocation for Surrey for 2022/23 was an increase of 98 local officers and 6 regional officers. Given this is a net increase the numbers actually recruited are significantly higher as they need to replace officers retiring or leaving the service. The Force is focussed on achieving the Uplift target by the 31 March 2023 and has a recruitment stream in place. As a result, it is predicted that the target will be achieved and there will be no clawback of grant as a result.

Capital Expenditure as at the 30 of November 2022

18. At the beginning of the year a capital budget of £7.4m was agreed together with carry forward of £10.8m from 21/22 giving a total of £18.2m. During the year the budget was increased by £2.0m for Change and other Projects but there has also been slippage in to 2023/24, mainly for estates, of £5.3m giving a budget of £14.9m.

19. Details of actual and estimated spend against budget are shown in the table below:

Capital Summary	2022/23 Total Budget £000	2022/23 Total Forecast £000	Variance £000
DDaT Strategy	4,011	3,006	(1,004)
ERP	740	740	-
Commercial and Finance Services	5,965	5,751	(214)
Specialist Crime	1,006	988	(18)
Operations	397	315	(81)
Corporate Services	2,298	1,548	(750)
Local Policing	466	486	20
Total	14,882	12,835	(2,047)

20. The Force runs a flexible programme managing schemes over a rolling 2-year period enabling schemes to be brought forward or deferred.

The main variances are as follows:

- ICT – Delays in the delivery of projects such as Surrey DCS upgrade and the Joint Service Management Platform.
- Commercial Services – Slippage in replacement of vehicles, Caterham roof and change projects.
- Corporate Services – Rephasing of the Estates strategy including the purchase of agile hardware. This will slip into next year.

21. The Home Office provides no funding for Capital hence it has to be funded by revenue contributions, asset sales or borrowing. Although no additional external borrowing has been taken out to date this may be required to fund the remainder of the capital program.

Conclusions and Challenges

22. Based on the forecast made the Surrey Police Group should finish the year under budget. This will enable the change program to be funded from revenue and also provide a one-off surplus to put against the budget gap for 2023/24 whilst more sustainable options are considered. Although the underspend is financially beneficial it does have an impact in terms of posts not filled. Indeed Police staff

posts in particular have not been deliberately kept vacant but rather the Force is unable to attract staff to posts at the rates of pay it can afford to pay in such a buoyant labour market. Whilst this has not had the same impact on officer recruitment the pool of potential recruits is certainly getting smaller although it should not impact the achievement of Uplift for this year.

23. The underspend on capital is mainly due to the rephasing of projects rather than savings but this could reduce the level of potential future borrowing. Policing has a significant requirement for capital in terms of vehicles, facilities, IT etc and funding this will become increasingly difficult in the future.
24. Risks remain for this year in terms of inflation, utility and fuel costs. Estimates have been made in the projected outturn for these however this actual impact may be different. This will only become apparent at the year end.



SURREY POLICE AND CRIME PANEL

PROPOSED PRECEPT 2023/24 3 February 2023

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SUMMARY

1. February 2023 marks the second time I have set the precept for Surrey residents and the budget for Surrey Police. The direct impact of the pandemic fortunately has now passed but this has now been replaced with new concerns and challenges.
2. The national economy has taken a hit due to a number of factors out of our control and as a result this has led to sharply increased utility and fuel prices and inflation at levels not seen for 20 years or more. This is not only affecting the direct cost of providing policing in areas such as transport and operating costs but is also impacting residents who are finding it increasingly difficult to make ends meet. Indeed, many of our Officers and staff are under financial pressures and this makes it increasingly difficult to retain new constables and recruit skilled staff as they can get better paid jobs in the private sector. Coupled to this there is a concern that as some residents struggle even further, they may be drawn into crime as a solution to their financial difficulties or indeed take out their frustration on family members putting more pressure on the Force
3. I continue to support the Government's initiative to put an additional 20,000 Police on the streets by the end of 2022/23. In Surrey we are on target to have 260 additional officers by 31 March 2023 who bring new perspectives and skills to the Force but also challenges in terms of experience and training. However, whilst the Government has increased Police funding by £176m nationally for 2023/24 this is all for Uplift and the £1,900 pay rise given to officers in 2022/23 following a pay freeze the previous year – there is no additional funding to cover cost pressures in 2023/24. The Government clearly expects these costs to be picked up by local Council taxpayers and indeed increased the referendum limit to £15 to try and address this. Such is their confidence in this solution that they include an assumption that all PCCs will increase their precepts by £15 in their public police funding announcements.
4. The outgoing Chief Constable has been very clear in his commitment to my Police and Crime Plan and keeping Surrey residents safe. There has been investment in services to make accessing the Police easier, such as digital 101, and work is being done to increase detection rates and to provide more visible policing. Indeed, the Force and my office were recently recognised nationally with their work on catching catalytic converter thieves and making the Basingstoke canal safer for women and girls. However, hidden crime continues to rise with increases in cyberfraud and domestic violence demanding specialist officers. The Extinction Rebellion protests diverted significant resources from other policing activities during the year (for which no funding was provided) not to mention

officers being required for the Commonwealth games, COP and Operation London Bridge. Despite everything Surrey still remains one of the safest areas in the country and both the Chief and I are committed to it staying that way. That said the financial pressures the Force finds itself under are unprecedented. Even budgeting for a 2% pay increase, which is well below inflation, and assuming a maximum £15 precept increase the Force will still need to find £17m of savings - this is in addition to the £80m that has already been taken out over the last 10 years. Hence apart from ensuring that net officer numbers stay the same throughout the year the precept will be needed just to sustain the services that we already have. I have however been clear that this does not mean that we cannot review what we spend your money on to reflect your concerns more closely. I will be working with the new Chief Constable to ensure that resources are targeted at areas which concern residents the most and deliver better value whilst ensuring that we continue to meet our statutory obligations.

5. It is my responsibility to ensure that the Chief Constable has the resources he needs to continue to keep the residents of Surrey as safe as possible and to deliver the requirements of my Police and Crime Plan and the Strategic Policing Requirement. Even with a maximum precept increase there will need to be some reductions in Police Staff. These staff form the backbone of the Force and provide services such as Forensics, investigations and Contact that support frontline officers in their work. The Chief Constable has made it clear for every £1 I do not increase the precept this puts at risk a further 30 Police Staff that perform these vital roles and thereby impact the service he is able to deliver. That said I also recognise the pressures residents are under at this time and would rather not have to increase the burden they already have to shoulder. However, my primary responsibility to residents is to ensure they have a Police Force that will keep them safe and enable them to go about their daily business without fear. Given the Chief Constable's concerns and the financial situation the Force is in I feel, regretfully, I have no alternative other than to recommend an increase of £15 per year. This is equivalent to just over 5% which is well below the rate of inflation
6. In order to understand residents views I have also carried out a public consultation and this indicated that over 57% of residents who responded were supportive of an increase in the precept of £15 a year.
7. As well as setting the budget and precept for the coming year, I also have a responsibility to ensure that the Force remains financially sustainable and resilient for the future, despite the uncertain times that we live in. The Medium-Term Financial Strategy (MTFS) – later in this report - estimates the financial challenges the Force faces over the next 4 years. Even with a £15 increase, the Force will still need to make savings. However, this increase does reduce, but not eliminate, the impact of these challenges in the future.

RECOMMENDATION

8. **I, the Police and Crime Commissioner for Surrey, recommend to the Surrey Police and Crime Panel that they endorse/report on my proposal to increase the Band D Surrey Police and Crime Commissioner Precept by £15, a 5.07% increase, for 2023/24 to take the Band D precept from £295.57 to £310.57.**

SUPPORTING INFORMATION FOR RECOMMENDATION

WHERE HAVE WE COME FROM

9. In 2018/19 Government funding for the Police began to increase after many years of zero growth at best. In addition, following intensive lobbying by PCCs at the time, the Government allowed PCCs to increase the Band D precept above inflation. In 2019 the Government announced its objective to recruit an additional 20,000 officers (Project Uplift) over the 3 years to March 2023. This meant in the last 10 years the budget rose from £209m in 2012/13 to £279m in 2022/23.
10. Each Force was given its own allocation of Uplift officers, based on the formula grant, and this is shown in the table below. It is worth stating that as Surrey has the lowest formula grant in the country this meant that it also had the smallest proportionate share of new Uplift officers as well. The table also includes new officers paid for with additional precept from residents

Police Officers Increase	2020/21	2021/22	2022/23	Total
Op Uplift - Local	78	73	98	249
Op Uplift - Region		5	6	11
Precept	26	10	0	36
Total	104	88	104	296

11. At the end of March 2023, it is forecast that there will be 2,263 officers in post compared to 1,874 in March 2019. It is worth stating that it is a condition of the Uplift programme that at least 2,253 officers remain in post for the whole of 2023/24. This means the Force will continue to recruit and train significant numbers of officers to replace those that leave or retire. If this figure is not maintained financial penalties are imposed on the Force by Government.
12. In the last 3 years, because of both Precept and Uplift investment, the Force has significantly increased its resources as shown in the table below. This has had a real impact in the many areas by providing not only more officers on the ground but also the staff to support them in their work. The investment in staff has been funded by increases in the precept.

OFFICIAL

Priority	Team	2019/20		2020/21		2021/22		2022/23	Team Total	Priority Total
		Officers	Staff	Officers	Staff	Officers	Staff	Officers		
Violence against women & girls	Safeguarding Teams (CAT, DAT, HHPU)	3		37	14	19.5	10	8	91.5	135.5
	POLIT & SOIT	1	10	1	2	1	5	24	44	
Protecting people from harm	Intelligence	2				5	13	6	26	214.5
	Divisional Proactive Teams			27		6			33	
	Problem Solving Team	3	3						6	
	Operational Dogs & Drones			4				0.5	4.5	
	Divisional Investigations (CID, NPIT, IRT)	17		21	9	18	18	5	88	
	Op Centurion, DISU & DFT	7			8.5	12	5	10.5	43	
	Firearms & Explosives Licensing							2	2	
	Divisional Performance Teams							3	3	
Communities feeling safe	Custody & Criminal Justice			1	5	1	1	1	9	74
	Specialist Neighbourhood Teams	33		8	4			22	67	
	Volunteer Team			2	2				4	
	Rural Crime Team					3			3	
Relationships with communities	Contact & Deployment				6	2	4		12	15
	Corporate Communications						3		3	
Safer Roads	Roads Policing (Op Vanguard)					12			12	12
Organisational Effectiveness	Professional Standards Dept			1			4	4	9	16
	Police Federation							1	1	
	Corporate Development				3		3		6	

Key: CAT – Child Abuse Team; DAT – Domestic Abuse Team; HHPU – High Harm Perpetrator Unit; POLIT – Peadophile Online Investigation Team; SOIT – Sexual Offences Investigation Team; CID – Criminal Investigation Department; NPIT - Neighbourhood Policing Investigation Team; IRT – Incident Review Team; DISU – Digital Investigation Support Unit; DFT – Digital Forensics Team.

13. These extra officers and staff have been essential in meeting the increased demands on the Force, in particular protecting people from harm by providing more local policing resources as well as improving its diversity. Due to the large number of officers recruited in a very short space of time this has also given the Force a younger age profile with more graduates in the ranks but also with less experience and policing knowledge.

WHERE ARE WE NOW

14. The police service has faced extraordinary challenges and pressures during the Covid pandemic which fortunately looks to have receded in 2022/23. As the country came out of lock down crime started to increase with rises in serious sexual offences, domestic abuse and serious violence as victims felt more confident reporting crime. Burglary and vehicle crime did not recover their pre pandemic volumes probably reflecting the change in working arrangements as a result of the pandemic. Due to a shortage of detectives and investigative officers, which the Force is addressing through training, and continued delays in the Justice system outcome rates continued to be low.
15. Surrey is especially vulnerable to criminality related to our proximity to London, our strategic road network and our relative affluence. County lines drug dealing is a relatively modern form of drug dealing which has a highly resilient business model. The overwhelming majority of lines are controlled from London using easily replaceable 'runners'. Dedicated investment to tackle county lines in partnership with Metropolitan Police has resulted in 151 separate disruptions against 58 county lines. By working with MPS colleagues we are able to act against those who control the lines, rather than simply targeting the street-level dealers many of whom are vulnerable youngsters.

16. The M25 and its services have become a focal point for environmental protests which have been highly disruptive and attract significant media attention. Surrey Police, through our collaboration with Sussex, can quickly mobilise specialist officers to police such protests to bring these to a swift conclusion, however this is a new type of protest activity which seems to be attractive to activists who have no other criminal background but who are willing to be arrested and gain a criminal record.
17. As the economy recovered labour shortages began to impact the Force. This was evidenced not only by increased difficulty in attracting new officers for Uplift, although it is predicted the Force will achieve the 2022/23 the target, but also by the rising number of vacancies in Police Staff leading to a short fall against establishment of 249 by October 2022. This shortfall was particularly felt in areas such as contact which resulted in increasing answering times for 101.
18. The changing nature of technology and its use presents new demands and challenges to policing. It is now unusual for a crime not to have a digital element to it, and as such data and technology literacy are now core foundation skills for policing. Equally many people now prefer digital methods of contact rather than telephone or in person. This provides significant new opportunities for engagement and digital transformation, all of which require investment in technology and training.
19. New ways of working, adopted as a result of the pandemic, have now become the norm. Remote working has been adopted by large numbers of officers and staff resulting in a reduction in space required for the new HQ. In addition, more applications have been made available to officers to enable them to do their job more easily whilst out and about rather than having to return to the office. Despite continued investment in ICT there have been challenges given the large number of old applications the Force uses and the difficulty in attracting suitably qualified staff – this has meant that some initiatives have not advanced as quickly as the Force would have liked.
20. Increases in demand and complexity has impacted almost every area of our business. Recorded Crime has increased by 7% over the year as the lockdown has ended to 71,120. This does not mean that Surrey has become more dangerous but rather residents find it easier to report crime. Surrey still remains one of the safest places in the country – however this is not a reason to be complacent. For example, work on stopping county lines has ensured that drug offences have continued to fall since the pandemic.
21. During the year an HMICFRS inspection graded Surrey in a number of areas as follows:

Theme	Grade
Engaging with the public with fairness and respect	Good
Preventing Crime and anti-social behaviour	Outstanding
Responding to the public	Adequate
Investigating Crime	Good
Protecting Vulnerable People	Good
Managing suspects and offenders	Requires Improvement
Building Supporting and protecting the Workforce	Adequate
Strategic Planning, organisational management and value for money	Adequate

Despite there being a few areas which need to be improved overall this was a very good result especially in areas likely to be of particular concern to residents such as “Preventing Crime and ASB” and “Engaging with the public”.

22. As a result of a number of factors out of the Force’s control public finances have continued to be squeezed. The Government has said that there will be zero growth in public spending, with the exception of Health and education, in order to reduce the level of borrowing. This freeze on funding coupled with double digit inflation has put severe pressure on Police finances. In addition, as criminals become more sophisticated and increasingly international the cost of investigating these crimes is also rising. This has made it increasingly challenging to balance the public’s expectation around traditional police activity against ‘hidden’ crimes such as modern slavery, cyber, fraud, domestic abuse, and child sexual exploitation.
23. Surrey Police continues to focus on making Surrey a county that is safe and feels safe, in line with “Our Commitments”, setting out the Force’s strategy as commitments to our communities, our Force and our people. The Force continues to use this framework to focus activity and governance:
- Our Communities
 - Prevent crime
 - Protect our communities
 - Pursue offenders
 - Our Force
 - Prevention
 - Partnership
 - Potential
 - Our People
 - Professional
 - Proud
 - Inclusive

These commitments complement my Police & Crime Plan priorities and form part of a joint vision of a Force fit for the future.

24. In the autumn of 2021, the Government announced a 3-year spending review for the Police. This stated that direct Police Funding would rise by £550m in 2022/23, £650m in 2023/24 and £800m in 2024/25. The Chancellor announced in his mini budget that this would be honoured but there would be no new funding for inflation. However, allocations for each Force are only released on an annual basis which makes financial planning difficult. A special grant was given to help with the cost of the pay increase awarded in 2022/23 funded by cutting other expenditure grants awarded by the Home Office.
25. The Government has continued to work on its review of the Police Funding Formula. This is due to be completed in time for the next election. A consultation on some of the principles is due to take place early in 2023 with more detailed exemplifications later in the year. The PCC supports an updating of the formula but recognises that a fundamental redesign could have negative implications for Surrey depending on the methodology employed. She will continue to lobby local MPs and Ministers to ensure that Surrey is not disadvantaged, given we already have the lowest level of funding per head in the country, when the final formula is revealed, and decisions are being made.

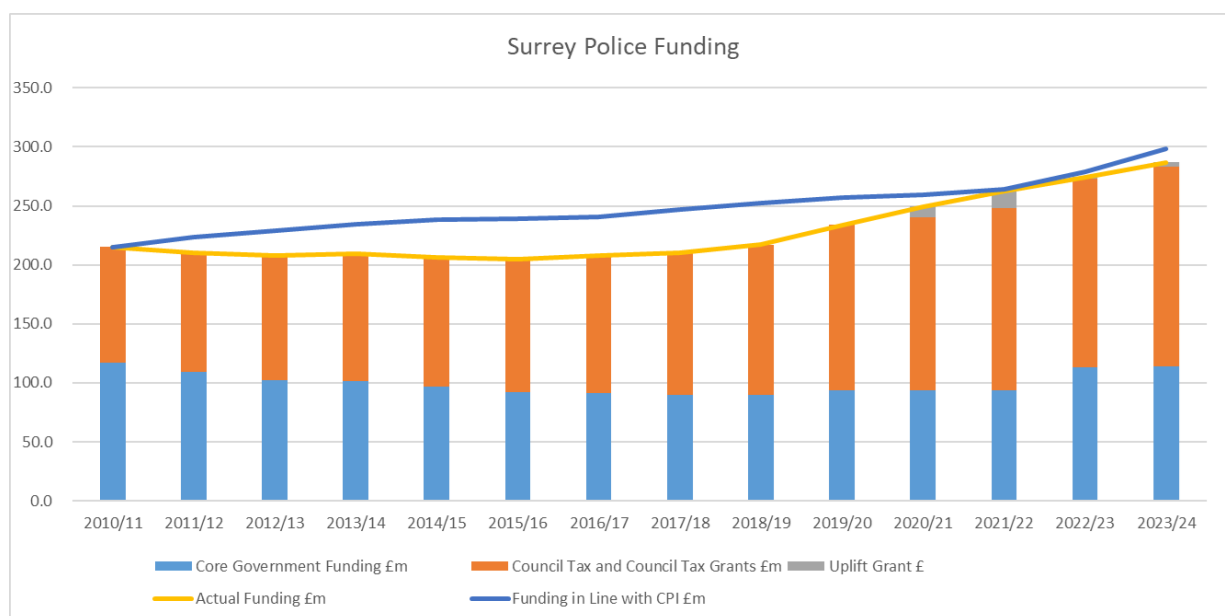
CURRENT FUNDING POSITION

26. As stated above the Government announced a 3-year funding settlement for public services, including the Police, in December 2021. This set out the total funding envelope for each year together with a commitment to set the referendum limit for Council Tax at £10pa. In the 2022 Autumn Statement the Chancellor confirmed that the funding settlement would be honoured.
27. In November 2022 the National Police Chief's Council (NPCC) conducted a survey across all Forces to gain a better understanding as to the forthcoming pressures on Police Finances in 2023/24. This indicated that there was a £492m budget gap, due to pay, inflation and energy, and this was used as evidence to make representations to government.
28. As a result of representation from the Association of Police & Crime Commissioners (APCC) and the NPCC the Government agreed on the 12 December 2022 to increase the Council Tax referendum Limit to £15. However, the Minister made it clear that precept flexibility was not meant to be used in place of "sound financial management" such as reporting budgets and efficiencies. That said a £15 increase was assumed in all of the funding announcements made by Government.
29. On the 14 December the Minister of State for Policing and Crime, Mr Chris Philp, announced the Provisional Police Grant report for 2023/24. In it the Minister said:
- "This settlement will support the police to do their vital job to cut crime and keep people safe. I would like to express my gratitude and pay tribute to our dedicated police officers and staff for their exceptional commitment and bravery."*
30. Government funding to PCCs increased by £174m to £9.8bn. The increase was made up of £100m for Uplift, £140m for the 2022/23 Pay increase less £66m for the 1.25% increase in national insurance that was cancelled. This increase equated to 1.8%. Hence there was no additional funding, save for the £100m Uplift already announced, to cover additional costs and inflation in 2023/24. These would all need to be met by increases in Council Tax and efficiencies.
31. £1.114bn was top sliced from Police funding to fund national programs such as technology, the Regional Organised Crime Unit (ROCU), Fraud etc. A further £1bn was put into counter terrorism.
32. Were all PCCs minded to take up the full £15 increase in precept, as has been assumed by Government in its announcements, this would result in an additional £349m being available for Forces bringing the total increase in funding to £523m or 3.6%.

33. For Surrey the actual settlement is shown in the table below:

Funding	2022/23 - Final £m	2023/24 – Provisional £m
Principal Funding	76.6	76.9
Revenue Support Grant	34.9	34.9
Legacy Council Tax Grants	9.2	9.2
Operation Uplift	1.7	3.6
Pension Grants	2.0	2.0
Total	124.4	126.6
Increase		2.2

34. The Uplift Grant is ringfenced and contingent on delivery and maintenance of Uplift headcount during the year. If Uplift is not maintained, for Surrey 2,263 officers throughout the year, then this grant is clawed back – details of the actual mechanism for this are still awaited. The additional money granted for the 2022/23 pay rise of £1.9m has been added to the Uplift ringfence even though it is not Uplift related. This means this money could be at risk in future years when Uplift finally ends. As can be seen given that £1.9m was awarded for 2022/23 pay rises and there are the new officer costs there has been no increase in funding to cover 2023/24 pay and cost pressures.



35. The Graph above shows the total funding for Surrey Police broken down between Council Tax (assuming a £15 increase for 2023/24) and Government Grant and compares this with what funding should be had it increased in line with CPI since 2010/11. What this shows is that there has been no real terms growth in funding up to 2021/22 and as inflation has started to increase a new gap is again starting to develop going forward. Given this was based on the inflation figures as at October 2022 the gap is likely to be much larger

36. It is also clear that over the years a greater proportion of the cost of Policing has fallen on Council Taxpayers rather than Government. Certainly between 2022/23 and 2023/24 Government funding has remained virtually flat with any increase in resources coming from Council Tax – especially now that the referendum limit has been increased to £15.
37. No capital grant funding is provided by Government to individual Forces and all capital expenditure has to be funded from revenue, asset sales and borrowing. £104.9m has been provided for national programs as follows:

Police Capital	2023/24
	£m
National Police Air Service	11.7
Arm's Length Bodies	5.4
Police Technology Programmes	72.2
Crime Reduction Programmes and Capabilities	15.6
Total	104.9

This represents a reduction of £84m when compared to last year.

38. Nationally the Home Office top sliced or made reallocations of the Police funding of £1,114m in 2023-24, a reduction of £260.0m, including the new capital reallocations of £104.9m.

Top Slicing / Reallocations	2022-23	2023-24
	£m	£m
PFI	72	71.6
Police Technology Programmes	607	526.4
Arms-Length Bodies	69	74.7
Top-Ups to NCA and ROCU's	33	
Police Special Grant	62	50.0
Police Uplift Programme	12	
National Policing Capabilities	11	
National Capabilities Programme	65	69.3
Police & CJS Performance	13	
National operational policing units	3	
Forensics	26	20.6
Police Now	7	
Crime Reduction Programmes	46	
Crime Reduction Capabilities	13	18.4
Fraud	23	18.1
Rape Review	12	
Serious Violence Strategy	50	45.6
Drugs / County Lines	30	30
Regional and Organised Crime		39.5
Counter Terrorism	32	
NPCC Programmes		9.5
Cyber Crime		14.1
Tackling Exploitation and Abuse		21.3
Capital Reallocations	188	104.9
Total	1,374	1,114

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39. PCCs and other interested parties were invited to respond to the Provisional Settlement by the 13 January 2023. I responded directly to the Minister setting out my concerns and in particular highlighting:

- the funding of spending pressures such as inflation and in particular pay;
- the continued shift of the cost of Policing on to residents through Council Tax and;
- the size of the financial penalties in respect of non-delivery of Uplift

The full response is attached as Appendix E

CHIEF CONSTABLE'S BUDGET REQUIREMENT FOR 2023/24

40. On the 13 December 2021 I launched my Police and Crime Plan for Surrey. This sets out the priorities I wanted the Chief Constable to concentrate on from 2021 to 2025. The full plan can be viewed by following this link: [Police-and-Crime-Plan-2021-25-1.pdf \(surrey-pcc.gov.uk\)](https://www.surrey-pcc.gov.uk/pcc-and-crime-plan-2021-25-1.pdf). The key priorities are:

- Preventing violence against women and girls in Surrey;
- Protecting people from harm in Surrey;
- Working with Surrey Communities so they feel safe;
- Strengthening relationships between Surrey Police and Surrey residents;
- Ensuring safer Surrey roads

41. The Force has an obligation to have regard to the nationally-set Strategic Policing Requirement which sets out the strategic priorities and threats that need to be addressed in the coming year, as well as meeting its statutory obligations

42. In preparing the 2023/24 budget for the Force, the Chief Constable has taken account of the priorities within my plan and operational requirements and the resources that are required to deliver them. This is reflected in his budget requirement for 2023/24 and the resulting precept increase this requires.

43. Last year I approved a total budget of £279.1m for Surrey Police and the OPCC. This year, in order to meet his operational requirements, the Chief Constable has proposed a budget of £288.7m representing a net increase of £9.6m as follows:

Category	£m	£m
2022/23 Revenue budget		£279.1
Adjustments:		
Pay Inflation	9.3	
Price Inflation	1.3	
Base assumptions	1.2	
Unavoidable costs	2.2	
Cost of Change funded from revenue	0.8	
One off items reversed from last year	(3.6)	
Total Cost Increases	11.2	

Less: Savings	(1.6)	
Total growth in budget		9.6
2023/24 Revenue Budget Proposed		£288.7

44. The main changes are as follows:

- Pay Inflation - Pay increase for 2022/23 not budgeted for plus 2% pay rise for 2023/24
- Price Inflation – Energy and fuel increases (£740k) plus other contractual increases
- Base Assumptions – Increases in South East and Shift allowances, increments less extra NI budgeted for in 2022/23 and fuel allowance
- Unavoidable costs – South East Regional Organised Crime Unit (Serocu) contribution, Estate's strategy costs, Training, Occ Health, People Services, External Audit and ICT licence costs

45. Officer pay is determined nationally by the independent Police Pay Review Body and the outcome of this is binding on all Forces. Police Staff pay increases usually mirror Police Officers although this is subject to separate negotiations. The Government, whilst not indicating its preferred percentage pay increase, has assumed 2% in the CSR and asked PCCs to budget “appropriately”. It has also asked the Pay Review Bodies to be mindful of inflationary pressures. With that in mind it has been assumed that pay will increase by 2% next year, based on the Government's own assumptions in the Spending Review, however there is a risk that it could be more. Were this to be the case each additional 1% would cost approximately £2.3m and need to be funded by reductions in Police Staff and efficiencies if additional Government funding was not provided. This would ultimately result in Police Officers doing more work which could be done by police staff, thereby reducing the number of officers on the street and increasing inefficiency. Whatever the financial constraints on pay the Force is finding it increasing difficult to recruit to skilled roles in a market where private sector pay is rising so fast. This has resulted in the number of vacancies rising over time.

46. It is proposed that the police budget will be funded as follows:

Category	2023/24 £m	2022/23 £m
Government Grants	126.6	124.4
Use of Reserves	1.0	3.7
Collection Fund	1.5	0.8
Council Tax	159.6	150.7
Total Funding	£288.7	£279.1

47. This funding (and the budget) assumes that I take full advantage of the Council tax flexibility given to me by Government as recommended by the Chief Constable.

48. In the context of the 2023/24 national policing settlement, my Police and Crime Plan and the Operational requirements of the Force, I believe that the Chief Constable has presented a compelling case to me for taking advantage of the full precept flexibility i.e., an increase of £15 a year should I be minded to do so.

49. Although not required for the purposes of this report, the Chief Financial Officer will be required to report on the robustness of the budget and precept calculations before I approve the budget and precept in accordance with section 25 of the Local Government Act 2003. He has said that there is a major risk in respect of pay where only a 2% increase has been budgeted for in line with Government assumptions within the settlement.

However reserves are available, should the independent pay review body approve a higher figure, in the short term and then further savings would be required. Having taken this in to account I can report that my Chief Finance Officer has given me an assurance that the estimates used are robust as they are based on the same methodology used successfully in previous years when consistently expenditure has been kept within budget. A schedule of projected reserves is included as Appendix C

50. A summary of the entire budget is shown in Appendix A.

SENSITIVITY OF ASSUMPTIONS

51. The assumptions within the budget are set out in Appendix B2. Any variations in these assumptions could lead to an increase or reduction in costs as set out in the table below:

Sensitivity Analysis	2023/24
1% Officer Pay	1.4
1% Staff Pay	0.9
1% Officer Pension	0.8
1% Staff Pension	0.7
1% Officer vacancy rate	1.2
1% Staff vacancy rate	0.8
1% Inflation non pay	0.5
1% Grant	1.2
1% Precept	1.5
£10 Precept = 3.4% increase from 2%	2.1

52. Any change in these assumptions would alter the level of savings required to balance the budget

BUDGET SAVINGS AND USE OF RESERVES

53. One of the ways the Force has continued to deliver growth to the front line has been through the delivery of savings and efficiencies. Whilst many efficiencies have been achieved, I believe that there is more that can be done as the Chief and I have a responsibility to ensure that residents' money is spent wisely. Since 2009/10, over £83m has been delivered in savings which has been reinvested into police services. Some of this has come about through major reorganisation and some through tactical actions. This is shown in the graph below



54. Given the level of savings that have already been achieved the Force, jointly with Sussex Police, Surrey Police has commissioned outside specialists to assist with a programme of transformational change. This used their wide-ranging expertise in public sector transformation and access to industry standard data within a critical, in-depth review of service delivery. This identified a range of opportunities for change and cashable savings, contributing to the following outcomes:

- A reduced and simplified IT estate with more shared use of systems
- Greater automation that frees up capacity and improves service delivery
- A workforce that has ready access to data and technology to do their jobs
- Better ability to manage and understand demand to ensure efficient use of the workforce
- Beneficial collaboration that works for both Forces
- Greater grip of assets and contracts that meet changing demand and are of best value
- A workforce that has clear purpose and the appropriate skills.

55. The 2022/23 budget includes a balancing figure of £1.4m of savings even with the maximum precept increase. This can, temporarily, be covered with the underspend in 2022/23 although a more sustainable solution will be required to be found over the year from a number of tactical reviews. It will be one of the main objectives of the new Chief Constable to put the Force on a financially sustainable footing. It is also worth reiterating that each 1% increase in the pay settlement above the 2% allowed for would increase the savings required by £2.3m

56. The table below shows the movement in earmarked reserves as a result of this:

*estimated	2022/23	2023/24	2024/25	2025/26	2026/27
	£m*	£m*	£m*	£	£
Earmarked Reserves					
OPCC Operational Reserve	1.0	1.0	1.0	1.0	1.0
PCC Estate Strategy Reserve	2.0	2.0	2.0	0.8	0.8
PCC Cost of Change Reserve	3.2	1.1	1.1	1.1	1.1
Chief Constable Operational Reserve	1.9	1.9	1.9	1.9	1.9
COVID19 Reserve	1.7	1.7	1.7	1.7	1.7
Insurance Reserve	1.9	1.9	1.9	1.9	1.9
Police Pension Reserve	0.8	0.8	0.8	0.8	0.8
Capital Receipts & Grants Combined	-	-	-	-	-
Total Earmarked Reserves	12.3	10.3	10.3	9.1	9.1

57. Reserves are divided between earmarked, which are set aside for a particular purpose, and general which are available for any unforeseen circumstances. It is best practice that Forces have as a minimum general reserve equivalent to 3% of their net budget. Surrey does fulfil this requirement however, this is contingent on the delivery of future savings to cover any current and future budget gaps.

OPCC BUDGET

58. The total budget set out earlier in this paper relates to the entire OPCC group i.e., includes both the OPCC and the Force. In 2022/23 the OPCC net budget was £3m which included not only the operational costs of the OPCC but also commissioned services. For 2023/24 it has been assumed the OPCC staff will receive a pay rise in line with Police staff leading to an increase in costs of £90k. Inflation in areas such as utilities and office costs has added a further £6k. In addition, the contribution to Police Federation subscriptions for Special Constables has doubled to £46k as it was originally assumed that these would be at a reduced rate, but this did not prove to be the case. Some of these increases have been offset by reductions in areas such as professional advice and legal fees giving an overall budget of £3.047m. This is summarised in the table below:

	2022/23 £m	2023/24 £m	Change £m
OPCC Net Operational Costs	1.454	1.540	0.086
OPCC Net Commissioned Services	1.551	1.507	(0.044)
Net OPCC Budget	£3.005	£3.047	0.042
%age of Group Budget	1.08%	1.06%	

IMPACT OF A REDUCED PRECEPT INCREASE

59. As PCC, I have a responsibility to residents as well as the Force when considering an increase in the precept. In my meetings with the Chief Constable, I have discussed in detail his requirements over the next year and in particular I have asked him to set out the impact of reducing the precept by £1 would have on Force operations.

60. He has told me that a £1 reduction in precept is equivalent to £0.5m and so, given Police Officers are ringfenced due to Uplift, the only place additional savings can be found is from Police Staff and other costs. Given there is already a lot of collaboration and indeed most enabling services, such as ICT, vehicles, estates, finance etc are already collaborated, savings could only be realised through a reduction in Police staff headcount of around 30 members of staff. Police staff form the backbone of the Force and provide a variety of different function to support the organisation as follows:



61. To put the reduction of 30 staff into context this could represent:

- 3 Victim and Witness Care Staff who deal with over 400 victims a year
- 6 Force control room operators which would be a reduction of more than one operator per shift
- 6 community support officers losing 17,000 hours of community engagement reducing ASB, violence and drug related crime
- 12 Contact Centre operators equivalent to 2 per shift leading to increase waiting times

62. Given the level of savings that already have to be delivered assuming a maximum precept the Chief Constable remains of the view that in order to fulfil his operational requirements, the budget needs to include the benefit of a full precept increase of £15.

63. Having considered the implications of adopting a reduced precept increase I am of the same view in that, whilst recognising the impact this has on residents, in order to sustain our operational capability and deliver my Police and Crime Plan the full increase of £15 needs to be applied. This also aligns with the assumptions made by Government in the funding they have announced for Forces across the country.

64. However, residents do expect to get value for the money from the resources they give the Force and so I will expect the Chief Constable to continue eliminating waste and driving efficiency in order to meet the financial challenges we have and prioritise the front line

65. Finally, it is worth noting that a £15 represents an increase of just over 5% which is well below the rate of inflation

COLLECTION FUND AND TAX BASE

66. Collection Fund and Tax Base information is still awaited from a number of Boroughs and Districts. Based on the information received there is likely to be at least a £1.5m surplus on the Collection fund that has been included within the budget. The information as received is reflected within the budget and is set out in Appendix D

THE 2023/24 CAPITAL BUDGET

67. Although there is no requirement for me to share the proposed Capital Budget with this Panel, in the interests of completeness and transparency I am including it for your information. Government funding for Capital has gone from £626k in 2019/20 to zero now. This means that all capital expenditure must be funded from a combination of capital receipts, revenue contributions and borrowing. The Force does not hold any capital receipts in reserves.

68. As capital schemes are managed over a longer period than one year, the capital budget for 2023/24 is set out within the context of a five-year planning period, which governs the overall management of the capital programme and influences the construction of each individual year's capital budget.

69. The table below outlines the proposed capital budget for next year (and an estimate of the 4 years beyond with totals given for each of the areas in which capital investments will be made).

Surrey Capital Programme Summary	Year 1	Year 2	Year 3	Year 4	Year 5
DESCRIPTION	2023/24	2024/25	2025/26	2026/27	2027/28
	£m	£m	£m	£m	£m
DDaT Renewals	0.9	1.6	1.6	1.6	1.6
DDaT New Schemes	0.2	0.2	0.2	0.2	0.2
Business Led IT Projects - ERP	1.4	0.7	-	-	-
Fleet Replacement and Equipment	6.1	6.1	6.6	5.4	5.4
Estate Strategy	4.9	17.9	23.0	21.0	0.1
Cost of Change	0.5	1.0	2.9	-	-
Equipment	0.4	0.2	0.2	0.2	0.2
Total	14.4	27.6	34.4	28.4	7.5

The main areas of spend proposed for 2023/24 are:

ICT – in accordance with the DDaT Strategy

- Hardware Refresh including servers
- WIFI Upgrades
- Update of legacy ERP systems

Fleet – in accordance with the Fleet Strategy

- Provision of replacement vehicles including adaptation for ANPR and telemetry. This includes some the initial costs of transitioning to net zero vehicles

Specific Capital Schemes – Operations

- Operations Command Equipment
- Drone Replacement
- ANPR

Estates

- Continued delivery of Surrey Estates strategy including the new HQ
- Chertsey and Reigate roof replacement
- Body Armour

70. The funding of Capital continues to be a challenge and schemes will need to be funded by revenue or borrowing. This means that any new proposal outside day-to-day operations will either need to generate sufficient returns to enable the borrowing to be financed or be funded from revenue.

71. Copies of the PCC's Capital Strategy and Treasury Strategy are available on the OPCC website

MEDIUM TERM FINANCIAL PLAN

72. Although not required to be presented to this Panel, I think it is important that Members are aware of the potential financial challenges the Force faces over the next 4 years. As I am sure members can appreciate, it continues to be difficult to make any predictions of the future given that although we have a 3-year spending review, detailed figures are only produced each year and the review period itself only has one more year to run. However, based on "best guess" assumptions the Force will need to find significant savings as set out in the table below:

	2023/24 £m	2024/25 £m	2025/26 £m	2026/27 £m	Total £m
Savings	1.6	7.5	3.5	4.4	17.0

73. Any reduction in the precept or cost increases would add to the savings required. Aside from the £150m within the spending review promised for 2024/25 any investment in service Improvement can only come from the delivery of efficiencies and the reinvestment of these in services. I will be working closely with the Chief Constable to continue to drive savings and efficiencies to maintain the frontline services residents' value and to ensure that the Force remains financially sustainable.

74. A summary of the MTFP, risks and associated assumptions is shown in Appendix B

PUBLIC ENGAGEMENT AND PRECEPT CONSULTATION

75. On the 20 December 2022 I launched my consultation on the Precept. This gave residents 3 options namely support an increase:

- up to £10,
- between £10 and £15
- £15 exactly.

Residents were also able to say what their policing priorities were and leave comments in a free text box. The survey was promoted as widely as possible through local media such as In the Know, Next Door, Facebook, Twitter, Force, Councillors and OPCC contacts etc.

76. In all 3,114 responses were received, compared with 2,645 last year, the results were as follows:

- 57% were supportive of an increase of £15
- 12% were supportive of an increase of between £10 and £15
- 31% were supportive if an increase of less than £10

Hence there is a clear majority for an increase of £15.

77. Only 1,612 respondents, just around half, left comments and the main topics were:

- 18% are supportive; many are reluctant and/or conditional on outcomes/visibility improving
- 13% are about visible policing – less than last year, but same level as 2021/22
- 10% mention cost of living pressures
- 10% are dissatisfied with the service

78. Respondents were also asked to list their priorities for Policing in the next year. The main areas mentioned were burglary and ASB, followed by drugs, neighbourhood crime prevention and serious and organised crime.

79. I would like to thank those residents that took the time to complete the survey and comment. I will read all the individual comments from residents so that I can take their concerns on board over the coming year.

LEGAL CONSIDERATIONS

80. The Police Reform and Social Responsibility Act 2011 requires the Police & Crime Commissioner (PCC) to notify the Police & Crime Panel of the proposed precept for the coming financial year by the 1 February. The Panel is required to respond with a letter to the PCC by the 8 February on the proposed precept, whether it vetoes or not.

81. If the Panel accepts my proposal or puts forward an alternative, but does not veto, then I must respond to their letter and can then decide to issue a precept notice for my original proposal, or the alternative recommended by the Panel.

82. In order to veto my proposal at least 2/3rds of the total membership of the panel, not just those present, would need to vote in favour of a veto and the panel must set out its reasons for the veto and proposals for a revised precept in a letter by the 8 February. I then have to respond to this, and issue a revised precept taking account of the panel's comments, by the 15 February. If the original precept was vetoed because it was too high, the revised precept cannot be higher and if the original precept was vetoed for being too low it cannot be any lower.
83. The panel must review the revised precept by the 22 February and indeed a meeting of the panel has been scheduled in for this on 17 February 2023. The panel must then make a second report to me by the 22 February indicating whether it accepts or rejects the revised precept and also whether it makes any recommendation on the precept to be issued.
84. I have to consider and respond to this report by the 1st March. However even if the Panel does not accept the revised precept, I can still issue it or a different one, considering the Panel recommendations. I have to do this by the 1 March to ensure that District and Borough Councils have time for billing. However, even this date will put pressure on Districts and Boroughs to print and issue bills in time for the new financial year so I hope that the panel will come to an agreement before that stage.
85. In addition, it should be noted that the Government has set the "Referendum Limit" at £15 for 2023/24. Any increase above this amount will be subject to a local referendum at the Force's expense. If a precept increase is set below this limit, it is not permitted to carry forward "unused" precept flexibility from one year to another.

CONCLUSIONS AND PRECEPT PROPOSAL

86. There is no doubt that the increase in the cost of living driven by rising interest rates and inflation is impacting people across Surrey. Hence asking residents to pay more for their Policing over the next year is incredibly difficult. That said our own Officers and Staff are also being impacted and the precept is required to maintain services as a result of increased pay, which our employees deserve, and rising costs.
87. In percentage terms a £15 increase is equal to 5.07% which is significantly less than inflation. Other than Uplift the Government has not increased its funding to the Force to cover increased costs for 2023/24 and indeed has assumed that all PCCs will increase their precept by £15 to meet these challenges
88. Residents across the county have consistently told me that they really value their police teams and feel reassured seeing them in our communities. In 2021, following a consultation with residents, I approved an ambitious Police and Crime Plan and major strides have been made to deliver this. However, it is the view of the Chief Constable that this progress may be put at risk if the precept is not increased. My consultation with the public has shown that 57% of respondents are in favour of an increase of at least £15 a year.
89. I have asked the Chief Constable what the impact of lower precept increase would be on the Force. He has set out clearly the operational impact this would have on the Force, the service provided to residents, the Strategic Policing Requirement and the delivery of my Police and Crime Plan. He remains of the view that only a £15 increase in precept will

sustain the services currently provided, even though savings will still be required, and that is his recommendation to me.

90. The Force has set out in the Medium-Term Financial Forecast the ongoing requirement for Surrey Police to continue to make additional savings. My Treasurer and the Force Chief Financial Officer are both of the view that given these financial challenges it is vital that Council Tax is increased by the maximum permitted this year, however difficult this may be, to enable the Force to remain financially sustainable for the future and reduce the level of savings required.

91. **Therefore, having considered all of the evidence presented to me I, as PCC, propose to increase the Band D Surrey Police and Crime Commissioner Precept by £15, which is 5.07%, for 2023/24 from £295.57 to £310.57 and I recommend that the Panel endorses this proposal.**

92. The table below shows the impact of the proposed precept by Council tax band:

Band	2022/23	2023/24	Change
A	197.05	207.05	10.00
B	229.89	241.55	11.66
C	262.73	276.06	13.33
D	295.57	310.57	15.00
E	361.25	379.59	18.34
F	426.93	448.60	21.67
G	492.62	517.62	25.00
H	591.14	621.14	30.00

RISKS

93. If the precept is not increased by the maximum permitted there is not only a risk to the delivery of the Police and Crime Plan and Strategic Policing Requirement but also to future financial sustainability. The most significant financial risk relates to inflation and/or pay increases higher than predicted. This would lead to significant savings being required resulting in significant staff reductions with the resultant impact on operations.

94. Other risks are set out in Appendix B3

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SURREY POLICE AND OPCC GROUP BUDGET FOR 2022/23

REVENUE BUDGET 2023/24

	2022/23 £m	2023/24 £m	Variation £m %	
Office Of Police & Crime Commissioner	3.3	3.3	0.0	0%
Police Force				
North Division	29.7	31.3	1.6	5%
East Division	32.4	34.1	1.7	5%
West Division	34.2	36.1	1.9	5%
Specialist Crime	42.1	44.0	1.8	4%
Operations	19.3	20.3	1.0	5%
Contact & Deployment	20.2	21.0	0.8	4%
Criminal Justice	13.2	13.8	0.5	4%
Volunteering	1.6	1.6	0.1	4%
sub total	192.9	202.2	9.3	5%
Chief Officers	1.9	1.9	0.0	2%
DCC	1.6	2.1	0.5	30%
PSD	3.4	3.5	0.1	4%
Corporate Communications	1.6	1.6	0.0	1%
Corporate Development	3.4	3.4	0.0	0%
Change Delivery	0.9	1.0	0.1	7%
sub total	12.8	13.6	0.7	6%
ICT	18.1	18.4	0.3	1%
Finance & Services	20.3	21.7	1.4	7%
People Services	13.3	15.3	2.1	16%
Corporate	18.4	14.5	(3.9)	(21%)
sub total	70.1	69.9	(0.2)	(0%)
Sub-Total Force	275.8	285.6	9.8	4%
GROSS BUDGET	279.1	288.7	9.6	3%
Grants				
Home Office Police Grant	(78.5)	(76.9)	1.7	(2%)
Formula Funding	(32.9)	(35.0)	(2.1)	6%
Legacy Council Tax Grant	(2.5)	(2.5)	0.0	0%
Council Tax Support Grant	(6.8)	(6.8)	0.0	0%
Police Officer Pension Grant	(2.0)	(2.0)	0.0	0%
Operation Uplift Performance Grant	(1.7)	(3.6)	(1.8)	104%
Total Grants	(124.4)	(126.6)	(2.2)	2%
Use of Reserves	(3.4)	(1.0)	2.4	
Local Council Tax Scheme Grant	0.0	0.0	0.0	
Collection Fund (Surplus) / Deficit	(0.5)	(1.5)	(1.0)	
NET PRECEPT REQUIREMENT	150.8	159.6	8.8	5.8%

where figures are rounded to 1 decimal place they may not cast correctly

SURREY POLICE GROUP MEDIUM TERM FINANCIAL STRATEGY

Precept £15 for one year then 2% with a 0% grant increase, police pay award at 2.0% Sep23 to Aug24 then 2.0%, staff pay increase at £1,900 from Sept 22 then 2.0% April each year, officer vacancy rate 1%, non pay 2%, future tax base 0.5%	2022/23	2023/24	2024/25	2025/26	2026/27
REVENUE COST BASE	£m	£m	£m	£m	£m
Base budget	261.7	279.1	288.7	290.2	295.5
Pay Inflation	6.3	9.3	5.0	4.7	4.8
Price Inflation	0.8	1.3	1.1	1.1	1.1
Base Assumptions	4.0	1.2	4.8	2.8	1.9
Unavoidable Costs	1.4	2.2	0.0	-	-
Cost of Change net	0.1	0.8	(1.4)	0.2	0.5
Service Growth	1.0	(2.3)	0.0	0.0	0.0
Estate Strategy Project Expenditure	0.6	(0.4)	(0.6)	0.1	(0.8)
Precept Investment	-	-	-	-	-
Operation Uplift	6.1	(0.9)	-	-	-
Total Cost Increases	20.3	11.2	8.9	8.8	7.4
Gross Budget Requirement	282.0	290.3	297.7	299.0	302.9
Annual Savings Requirement	(2.9)	(1.6)	(7.5)	(3.5)	(4.4)
Total Gross Budget	279.1	288.7	290.2	295.5	298.5
FUNDING	2022/23	2023/24	2024/25	2025/26	2026/27
	£m	£m	£m	£m	£m
Home Office Grant	78.5	76.9	76.9	76.9	76.9
Revenue Support Grant	32.9	35.0	35.0	35.0	35.0
Council Tax Support Grant	9.2	9.2	9.2	9.2	9.2
Operation Uplift Performance	1.7	3.6	3.6	3.6	3.6
Specific Grant	2.0	2.0	2.0	2.0	2.0
Local Council Tax Scheme Grant	-	-	-	-	-
General Reserves	(0.5)	(1.0)	-	-	-
Specific Reserves -					
Covid19	0.4	-	-	-	-
OPCC Operational Reserve	0.3	-	-	-	-
Local Council Tax Scheme	-	-	-	-	-
Estate Strategy	1.2	-	-	1.2	-
Cost of Change	2.1	2.1	-	-	-
Surplus/(deficit) on Council Tax Collection Fund	0.5	1.5	-	-	-
Base precept	143.3	150.8	159.6	163.6	167.7
Taxbase Improvement	2.3	1.1	0.8	0.8	0.8
Precept increase	5.1	7.7	3.2	3.3	3.4
Total Funding	279.1	288.7	290.2	295.5	298.5

SUMMARY OF ASSUMPTIONS FOR THE BUDGET AND MEDIUM-TERM FINANCIAL PLAN

Assumption		2022/23	2023/24	2024/25	2025/26	2026/27
Capital Grant	£m	£0.00	£0.00	£0.00	£0.00	£0.00
Home Office Grants		5.8%	1.8%	0.0%	0.0%	0.0%
Uplift Performance Grant	£m	£1.7	£3.6	£3.6	£3.6	£3.6
Precept		£15	2%	2%	2%	2%
Tax base increase		1.6%	0.50%	0.50%	0.50%	0.50%
Collection Surplus/(Deficit)	£m	£0.5	-£0.4	£ -	£ -	£ -
Police Staff Pension Employer Contribution rate		16.5%	16.5%	16.5%	16.5%	16.5%
Police Officer Pension Employer Contribution rate		31%	31%	31%	31%	31%
Police Officer pay inflation		5.0%	2.0%	2.0%	2.0%	2.0%
Police Staff pay inflation		6.7%	2.0%	2.0%	2.0%	2.0%
South East Allowance		£2,500	£3,000	£3,000	£3,000	£3,000
General Price inflation		2%	2%	2%	2%	2%
Income - Fees & Charges *1		No Change	No Change	No Change	No Change	No Change
Income – Specific Grants *2		No Change	No Change	No Change	No Change	No Change
General Reserve		3% NBR minimum	3% NBR minimum	3% NBR minimum	3% NBR minimum	3% NBR minimum
Vacancy Rates - Police Officer		2%	1%	1%	1%	1%
Vacancy Rates - Police Staff		8%	10%	10%	10%	10%
Vacancy Rates - PCSO		8%	10%	10%	10%	10%

RISKS WITH THE BUDGET AND MEDIUM-TERM FINANCIAL PLAN

ISSUE	ASSUMPTION	COMMENT
Maintaining & improving service performance levels	Resources sufficient to meet targets and priorities in the Police and Crime Plan and Chief Constable Priorities	The Chief Constables believe that there are sufficient resources to deliver future Police & Crime Plan priorities, Chief Constable Priorities and Strategic Policing Requirement. However there remains risk from the cost of major operations including counterterrorism, major incidents including pandemics, particularly if these are not fully funded nationally.
Pay and price budgets and establishment control	<p>Provision for national pay awards of 2%.</p> <p>Staff turnover and increments based on detailed analysis of current staff profile and trends.</p> <p>General price inflation of 2%</p>	<p>Whilst the number of police officer leavers is difficult to predict, recruitment and promotions are managed during the year to match staffing need and resources to budget.</p> <p>Detailed analysis of employee costs is carried out in setting the budget with close monitoring of the overall budget and management action to maintain financial discipline is particularly important to ensure resources are deployed to achieve the most effective and efficient service delivery. The DCC Strategic Planning Board / Force Organisational Board monitor all aspects of the financial and human resources including the recruitment progress and report to the PCC.</p> <p>Any increase above the rates budgeted will need to be funded from a combination of use of an earmarked reserves, tactical one-off savings, cashable savings, and efficiencies from service changes as there is no further government grant or precept available to meet the costs.</p>
Limits to Precept Increases	<p>£15 in 2023/24, £10 in 2024/25.</p> <p>Future precept planning assumption of a 2% increase. That said £10 already announced for 2023/24 but not clear beyond that</p>	<p>The provisional 2023/24 Police Funding Settlement allow PCC's the flexibility to increase the amount of precept by £15 for 2023/24.</p> <p>The Localism Act 2011 gives a statutory obligation for council tax referendums to be held should a precept higher than prescribed be approved by the PCC. The Secretary of State for Communities and Local Government set the level above which a referendum would be required.</p> <p>An increase in excess of the referendum level or precept 'cap' would result in the requirement to hold a referendum and the costs met by the OPCC.</p>
Grant Levels	<p>Main police revenue grant</p> <p>Capital Grant removed</p>	<p>Recently the settlements have been one year only settlements but for 2022/23 a three-year settlement was announced at the national level. However only allocations for 2022/23 at Force level have been provided. Whilst we know the values of the settlement for 2024/25, it is not yet known how this will be distributed. It is also not clear what will happen to ringfenced grants after 2023/24 although it has been assumed they will be maintained</p> <p>Capital Grant discontinued in 2021/22 and is now replaced through other resources including revenue or borrowing.</p>

Change to the Funding Formula	None at this time.	A review of the grant distribution method, known as the 'formula review', is being undertaken and is due to be completed, but possibly not implemented, by the end of this Parliament. Significant work has already been undertaken by PCCs and police to provide the body of evidence that will be used to design the new Formula and consultation on this are expected later this year. Although it is hoped that Surrey may do better rather than worse no assumptions regarding this have been included. Whatever happens it is expected that transitional arrangements will be implemented by the Home Office to smooth any change.
Council Tax	Collection rates advised by individual billing authorities	<p>The risk of council tax collection rates being lower than expected could impact on the collection fund balances and any surpluses payable to the PCC. Billing authorities' factor in prudent collection rates to mitigate this risk. The PCC works closely with billing authorities to monitor their key collection rates and contributes financially towards the costs of reviews of discounts, including the single person discount, and exemptions.</p> <p>The tax base is normally expected to increase during the MTFS period, but the assumptions could be impacted by changes to the mix of dwellings, discounts, and the impact of unemployment numbers within billing authorities' council tax reduction schemes or changes to the proportion of support provided</p> <p>The tax base for 2023/24 is estimated to increase by at least 0.5% with the collection funds as a whole in surplus. Future tax base increase assumptions are included in the MTFS at 0.5% growth per annum.</p>
Pandemic	Risks	The Force maintained a specific risk register in response to this public health emergency including the financial risks, which comprised of staffing, cash flow, in year direct financial costs to respond and the longer-term economic impact. These risks are mitigated by the control measures in the specific areas within this risk analysis document as the pandemic is ongoing, albeit hopefully reducing, risk into the new financial year.
Budget Estimates (Expenditure)	Provision for specific on-going cost pressures	<p>The budget estimates including all identified additional costs for 2023/24, supported by input and review by the Chief Financial Officers.</p> <p>All cost pressures are scrutinised internally by the Chief Finance Officers and also the DCC Strategic Planning Board / Force Organisational Board before inclusion in the financial plan.</p> <p>Risks of budget overspend are mitigated by the monthly budget monitoring process and formal monitoring reports to the PCC.</p> <p>The robustness of the overall budget setting process was reviewed by Internal Audit during 2022/23 and received a <u>substantial assurance opinion</u>.</p>
Savings Plan	Budget includes savings	<p>Recognising the need for future savings the Force has set up a Service Transformation Programme to review and identify where saving can be made. In addition to this a Tactical Savings Working Group has been set up to identify other tactical savings.</p> <p>The savings planned in the first year of the four-year plan could be met by reserves if not delivered however reserves</p>

		would be exhausted by 2026/27 if no savings were delivered.
National System charges	Delays with National Programs	Overruns in major national projects such as ESN and uncertainty over funding for NPAS could result in additional costs for keeping existing equipment going and further financial contributions. A national PCC and Police group has been established to scrutinise these costs before they are agreed.
Levels of Reserves	<p>Forecast to reduce over the term of the MTFS</p> <p>To mitigate this risk, the General Reserve is kept at a minimum of 3% of revenue expenditure.</p>	<p>Currently used to finance the capital and investment programme and major change initiatives. Although it remains a risk the level of general reserves is believed to be adequate to meet unplanned demand and unexpected costs. However they are at the lower end compared to other Forces</p> <p>Specific earmarked reserves are being employed to reduce the pressure on the revenue budget and to enable costs to be spread over several years.</p> <p>A reserve by its nature can only be employed as a one off cash injection The savings planned in the first year of the four year plan are within the reserves available but reserves would be exhausted if no savings were delivered in the full MTFF period.</p>
Interest rates, investment and borrowing	<p>Interest rates assumptions</p> <p>Borrowing at fixed rates.</p>	<p>Forecasts of investment income for 2023/24 onwards are based on estimated cash balances and interest rate forecasts as set out in the treasury management strategy. A prudent position has been adopted with regard to anticipating future increases in interest rates, to address the risk of interest rates being lower than expected and thereby leading to a shortfall in income.</p> <p>The risk of investment fund loss due to collapse of the financial institution where the deposit is placed, is limited by controls within the Treasury Management Strategy which focus on security rather than returns. Potential impact is mitigated by sharing this risk with Surrey County Council who in turn invest in a diverse portfolio with top credit rated institutions.</p> <p>As part of the borrowing strategy in support of financing long term assets the ability to use both internal and external borrowing has been established which will be instigated by the Chief Finance Officer for the PCC.</p>
Income Assumptions	Income budgets reduced for specific items.	There is some risk of achieving on-going level of income targets included in Divisional and Department budgets. This will be monitored during the year and appropriate action or mitigation agreed as necessary. Additional income may be received in-year due to unforeseen events, additional grants from Home Office or other third parties.

8

		reserve provides potential sources of funding if necessary. Should costs exceed 0.2% of net revenue budget they may be eligible for Bellwin compensation provided that the Government has deemed thus.
Operational Demands	Public protection	Key operational pressures include continuing demand and complexity of public protection cases (domestic abuse and vulnerable children/adults) plus changes in nature/type of evidence collection, with a growing range of digital devices having to be examined requiring additional forensic time/resource and cost to process. The Forensic Capability Network (a national group) are overseeing developments in the Forensic market including digital forensics.
Capital Programme	Latest plans	There is a risk of the capital programme being understated, or that overspending occurs, resulting in insufficient funding being available as planned. Slippage may also impact on operational demands. The capital plan is reliant on several sources of funding including capital receipts which are at risk of not being achieved either in quantum or timing. These risks are mitigated by regular review of all major projects including the Estates Strategy and DDaT projects, focus on key priorities agreed in advance, together with monthly budget monitoring and regular monitoring reports to the PCC. The Strategic Change Board to approves bids on an annual basis
Capital Financing	MRP is calculated on an asset-by-asset basis based on asset lives	This Capital Financing risk is of charges being greater than budgeted. This is mitigated by considering revenue and capital implications of major project spend within the capital and investment planning process and inclusion within the MTFF. The MRP debt repayment provision is calculated on individual assets and 100% of external borrowing is on a fixed interest rate. Borrowing is planned to finance the capital programme within this MTFS.
National ICT Programmes	Latest plans	There is a risk that delays to the implementation of national DDaT schemes including ESMCP, NLEDS & HOB present significant risk. These risks will be managed by regular review of all these major projects at both the Strategic Change Board and the DCC Strategic Planning Board / Force Organisational Board.
Local ICT Programmes	Project transition	There is a risk due to their nature that for major IT projects costs maybe underestimated or there is a lack of capacity to deliver to time. There is also an associated risk in the cost of maintaining legacy systems to ensure they remain fully operational.
Risk Management	Unidentified Risks	Financial consequences could result if all major risks have not been identified when the budget has been set. This is mitigated by robust risk management arrangements in place with formal reporting to the Joint Audit Committee, Organisational Reassurance Board chaired by the Deputy Chief Constable; comprehensive insurance arrangements in place; and holding a level of reserves as contingency.
Non-Pay Inflation	Current medium-term inflation is forecast to be 2%	The Bank of England is forecasting that inflation has peaked and will decrease rapidly early in 2023/24. Any significant fluctuation in costs will be monitored through the monthly forecasting process and at the monthly CFO Risk Meeting.

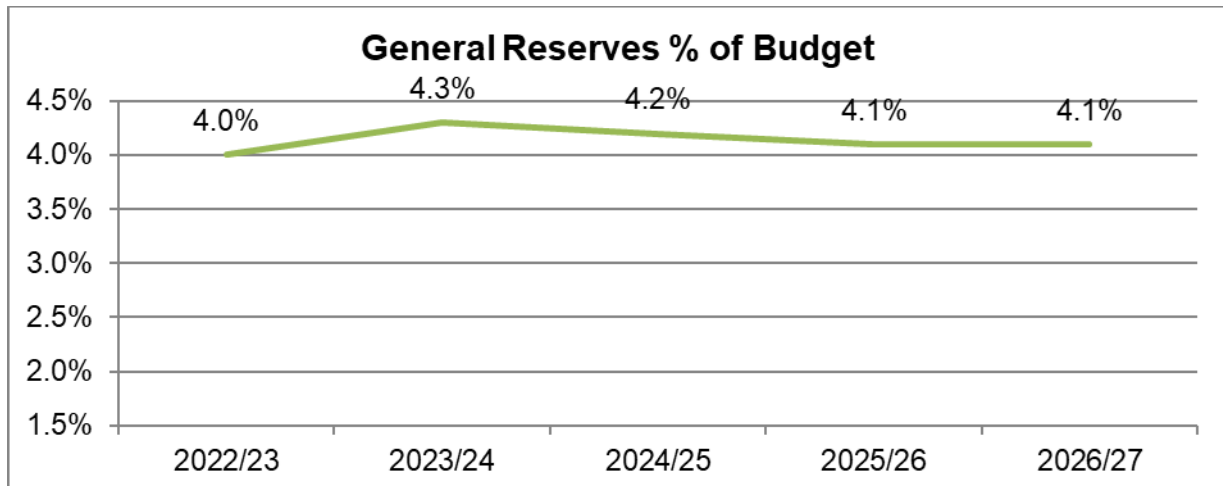
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Uplift Performance Grant	Ringfenced Grant	Loss of all or some of grant due to not achieving required Uplift targets. There is also a risk the grant may be abolished at some time in the future thereby leaving a financial hole.
Fuel Costs	Rising price of Oil	<p>Ongoing global fuel price pressures driven by Covid, Brexit, War in Ukraine, Dollar rates and refinery capacity continue to impact the Force along with the possibility of the Government increasing fuel duty during 2023.</p> <p>A budget increase has been allocated for 2023/24 to cover fuel increases, the cost of fuel and fleet mileage are monitored as part of the monthly budget monitoring process and steps are being taken to reduce mileage and used cheaper fuel suppliers where possible.</p>
Raw materials	Delivery of Capital Projects and Repairs	Due to high rates of inflation, there is a risk of the cost of materials increasing due to delays with project delivery. The Force monitors project delivery through various Change Governance Boards along with monthly financial monitoring.
Digital Forensic Costs (Investigation of electronic devices)	Outsourcing costs will increase by c25%	<p>Contract with current supplier is due for final year extension in January 23. Revised costs reflect a 25% increase due to increased staff costs in a competitive market and a desire for suppliers to make a better return than they have so far..</p> <p>There are still procurement steps to take in order to agree this revised pricing structure for the final year of this contract and there is still a significant risk around further increases as the procurement process continues.</p>
Physical Forensic Costs	Forensic fees will increase by significantly due to demand and cost pressures	<p>New physical forensic contracts were awarded earlier in 2022/23 and commenced in July 22. The Business Case included a 20.5% price increases across the consortium, as due to the level of past charges the market had become unstable one Supplier entering Administration and other Suppliers demonstrating financial distress. However recent data indicates that costs have in fact risen by 26% and indeed could rise higher. Uplift has also created further demand for Forensic services nationally putting more pressure on companies.</p> <p>The financial situation of each Supplier will also be under constant review to mitigate the impact of any failure</p>

SCHEDULE OF EARMARKED RESERVES

*estimated	2022/23	2023/24	2024/25	2025/26	2026/27
	£m*	£m*	£m*	£	£
Earmarked Reserves					
OPCC Operational Reserve	1.0	1.0	1.0	1.0	1.0
PCC Estate Strategy Reserve	2.0	2.0	2.0	0.8	0.8
PCC Cost of Change Reserve	3.2	1.1	1.1	1.1	1.1
Chief Constable Operational Reserve	1.9	1.9	1.9	1.9	1.9
COVID19 Reserve	1.7	1.7	1.7	1.7	1.7
Insurance Reserve	1.9	1.9	1.9	1.9	1.9
Police Pension Reserve	0.8	0.8	0.8	0.8	0.8
Capital Receipts & Grants Combined	-	-	-	-	-
Total Earmarked Reserves	12.3	10.3	10.3	9.1	9.1

GRAPH OF GENERAL RESERVES



COLLECTION FUND TABLES

Authority	Tax Base	Collection Fund Surplus/Deficit	Precept	Total Payments Due to Surrey Police
		£	£	£
Elmbridge	65,980.0	154,416.00	20,491,408.60	20,645,824.60
Epsom and Ewell	33,251.4	64,186.90	10,326,896.62	10,391,083.52
Guildford	58,335.9	163,502.28	18,117,383.57	18,280,885.85
Mole Valley	41,483.1	144,992.00	12,883,406.37	13,028,398.37
Reigate & Banstead	63,495.3	517,970.34	19,719,738.43	20,237,708.77
Runnymede	34,864.6	375,677.00	10,827,898.82	11,203,575.82
Spelthorne	39,223.0	(176,839.62)	12,181,487.11	12,004,647.49
Surrey Heath	39,613.4	132,859.69	12,302,733.64	12,435,593.33
Tandridge	38,692.9	(134,175.24)	12,016,853.95	11,882,678.71
Waverley	57,369.3	256,648.00	17,817,183.50	18,073,831.50
Woking	41,519.0	16,812.00	12,894,555.83	12,911,367.83
Total	513,828.0	1,516,049.35	159,579,546.43	161,095,595.78

Information is still awaited from those Boroughs highlighted in yellow

PCC Response to the 2023/24 Provisional Settlement

Rt Hon C Philp MP
Minister for Crime and Policing
Crime and Policing Group
6th Floor, Fry Building,
2 Marsham Street,
LONDON SW1P 4DF

Office of the Police & Crime Commissioner
PO Box 412
Guildford
Surrey, GU3 1YJ
Telephone: 01483 630200
Email: SurreyPCC@surrey.police.uk

policeresourcespolicy@homeoffice.gsi.gov.uk

13th January 2023

Dear Chris,

Provisional 2023-24 Police Settlement

As PCC for Surrey, I am writing in response to the consultation on the Provisional Police Settlement which was released on the 14th of December 2022.

Core Funding and Council Tax

I was pleased to see that the financial commitment made at the spending review last year and the additional grant for the 2022/23 pay increase was reflected in the settlement. This, less the deduction for National Insurance, provided an additional £174m for Policing. However, this increase in funding provided no additional money, save some uplift, to cope with funding pressures in 2023/24. At a time of almost 10% inflation an increase of only 1.8% in Government Funding does little address this. The NPCC requested an increase in grant funding of £300m to address inflationary pressures but this has not been forthcoming.

Following representation from my PCC colleagues to address this funding challenge you have proposed that the referendum limit be raised by £5 to £15. Whilst I welcome the extra resources this can provide, I do have concerns that year after year more and more of the burden for funding the Police is being passed on to Council Taxpayers. I feel this particularly keenly in Surrey where we have the highest Council tax in England, £310.57 if the full increase is taken, coupled with the lowest grant. This means that 56% of the cost of Policing falls on my Council Taxpayers compared with 43% in neighbouring Sussex and, at the extreme end, 21% in the West Midlands. This imbalance is something that I would expect to be addressed by the current Formula Funding review.

Over the last 10 years Surrey Council Taxpayers have seen their contribution to Policing increase by 56% whereas Government funding has only risen by 12% - and that includes Uplift. Having the highest level of Council Tax means that not only have I to face significant resistance from some residents to any increase but also I suffer the biggest proportionate funding reduction if I do not go to the maximum level.

Uplift Funding

There is no doubt the investment in new officers through uplift has delivered real benefits. In Surrey it has increased the diversity of our Force and brought in recruits with new skills and real enthusiasm for a career in Policing. Whilst I understand that the maintenance of an additional 20,000 Officers is a key Government commitment, I am saddened that the Home Office feels that they have to increase the penalty on Forces that don't manage to maintain these numbers.

The ringfenced grant PUP appears to have increased because the £140m for the pay award has been included within it. The £140m grant was meant to be a contribution towards the £1900 pay award to officers (and Surrey got the smallest amount because it was distributed on formula grant shares rather than headcount) and therefore is not part of PUP funding. Instead, I believe that the pay award grant

should be added to the core grant which is where it naturally sits. This will give forces the certainty required in the current financial environment that they are able to afford the pay award granted.

Forces have not seen the guidance yet as to how compliance with Uplift will be monitored. In Surrey we are on target to meet our Uplift requirement for 2022/23 but we have found that it is becoming increasingly difficult to attract recruits in a very challenging labour market. The type of recruits we want to attract can walk into a job with better pay and more sociable hours than policing – and that's before you take in to account the cost of local housing. Whilst we have been successful in attracting candidates who have a vocation to be Police officers numbers are not limitless, and I am sure you would not want us to lower our standards just to meet targets. Please can I be assured that local circumstances will be considered in the assessment of compliance with Uplift and that support will be available for those Forces that struggle to attract candidates such as ourselves.

Pensions

As in the last three settlements I am pleased that support for pension contribution increases has been maintained. However, it has been estimated that the cost for McCloud could be £28m across all Forces of which £7m has been provided by the Home Office. I would request that shortfall be looked at as part of the settlement as this is not a cost that should fall on UK Policing.

Pay

In your recent letter you stated that "PCCs should consider the pressures on their budgets, including the potential for a 2023-24 pay award above 2% next year, for which they should budget appropriately." As you are aware Forces are already facing huge inflationary pressures, and with around 80% of police budgets being spent on pay, any change in pay award can have huge ramifications. Most forces have taken the view that "appropriately" in this case means "affordable" and so we would ask that any assumptions that have been made in this provisional settlement regarding the pay award is shared. In Surrey every 1% increase in pay adds £2.4m to our costs which equates to more than the entire grant increase awarded for 2023/24 or just short of £5 on Council Tax. Hence, we would find it very difficult to fund any pay increase above 2% without having to make significant cuts in the numbers of Police Staff with potential impact on Policing performance and delivery.

Capital Funding

For the second year running the Government has not provided any Capital Funding grant directly to Forces. Here in Surrey, we are struggling not only with an old and tired estate but also with upgrades in technology and the move to net zero for vehicles. We were intending to borrow to improve our estate but the recent increase in interest rates has made this more challenging financially. Investment in capital assets is usually an enabler of improved productivity and efficiency. Hence, I would request that consideration be given to providing additional capital funding to enable improvements to be delivered coming out of the productivity review.

Productivity and Efficiency

As PCC I work closely with my Force looking for ways to achieve better value and outcomes for my residents. I will be interested to see the results of the productivity and efficiency review as it may point to areas which we have not considered before. However, over the last 10 years Surrey has already taken £80m out of its budget and our Medium-Term Financial Strategy indicates, even with a £15 increase in 2023/24, that a further £17.3m will be required over the next 4 years. This is on the assumption of only a 2% pay increase and maintaining current services. Hence whilst improved productivity and efficiency will be vital to deal with financial and demand pressures it is not likely to lead to a reduction in the overall resources required for Policing.

As APCC lead for mental health I am also keen to understand what can be done to ensure that Policing does not pick up the cost of functions that should be done by other agencies. The work done in

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Humberside shows that the amount of resource that could be released is quite substantial if this could be rolled out nationally.

Finally, I look forward to working with you over the coming year to ensure that Policing continues to protect and serve my residents despite the many challenges we face.

Yours sincerely,

Lisa Townsend

Police and Crime Commissioner

SURREY POLICE AND CRIME PANEL

3 February 2023

PERFORMANCE AND ACCOUNTABILITY MEETINGS

1 SUMMARY

- 1.1 One of the main responsibilities of the Police and Crime Commissioner (PCC) is to hold the Chief Constable to account for delivery of the Police and Crime Plan. Lisa Townsend has set up a governance framework to discharge this duty. The main part of this framework is to hold six-weekly meetings where the Chief Constable formally reports on progress against the Police & Crime Plan and other strategic issues. This is supplemented by workshops and one-to-one discussions between the PCC and Chief Constable, and other senior officers, when required.
- 1.2 Every other meeting is a private meeting to allow detailed scrutiny of resources and efficiency plans as well as sensitive performance issues. This is called a Resources and Efficiency Meeting.
- 1.3 Every other meeting is normally webcast for the public and partners to view and is focussed on performance and areas of public interest – called Accountability and Performance Meetings. The PCC chairs the meetings which are also attended by the Chief Executive and Chief Finance Officer from the Office of the Police and Crime Commissioner (OPCC). Other members of staff from the OPCC attend as required, depending on the agenda. The Chief Constable attends along with the Deputy Chief Constable and other force staff as required.
- 1.4 This report provides an update on the meetings that have been held and what has been discussed to demonstrate that arrangements for good governance and scrutiny are in place.

2. DETAILS

- 2.1 Since the last report on performance meetings to the panel two meetings have taken place:
 - **14 November 2022** – Private Resources and Efficiency Meeting
 - **7 December 2022** – Additional meeting to consider budget and precept proposals for 2023/24.

- 2.2 The **14 November** public meeting took place between the PCC and Chief Constable, with a focus on the following topics:
- **HMICFRS report into vetting, misconduct and misogyny in the police**
There was an initial discussion concerning findings. Since the meeting, a full response has been published and is available on the PCC's website.
 - **Financial Monitoring**
The PCC was provided an update on the latest revenue and capital forecast figures position and reviewed the annual activity and performance of the treasury management function.
 - **Budget & Precept 2023/24**
The PCC considered financial modelling by Surrey Police for the 2023/24 budget, and the implications of varying precept levels for 2023/24.
 - **Just Stop Oil Protest Update**
The PCC discussed the Force's response to the Just Stop Oil protests which was felt to have been both effective and proportional.
- 2.3 The meeting on **7 December** took place between the PCC and Deputy Chief Constable, looking exclusively at budget preparations. This and wider discussions helped inform the public consultation and the precept proposal that has been brought to the Panel.

3. FUTURE MEETINGS:

- 3.1 The PCC is currently working with Surrey Police to review the Office's approach to public Accountability and Performance meetings, to ensure that they provide a truly useful mechanism for the public to gain a greater insight into local policing. Dates will be confirmed shortly.
- 3.2 The next Resources and Efficiency Meeting with the Chief Constable is due to take place on 2 March 2022.

4. WIDER PUBLIC ENGAGEMENT

- 4.1 Whilst the above meeting-based approach provides a firm foundation for the PCC to scrutinise Force performance, the OPCC has been eager to explore additional forms of public scrutiny and has now formally launched a dedicated Data Hub, where members of the public, stakeholders and interested parties can explore key areas of Force performance.
- 4.2 The Hub can be accessed via <https://data.surrey-pcc.gov.uk> and is updated monthly with the latest force data. Additional data concerning OPCC activity – such as delivery of the ICV scheme, complaint oversight and commissioning – is also included, with both quantitative and qualitative data available.

- 4.3 Following feedback from some Panel members, the Hub has been updated to include some national comparisons, based on ONS data, to put the Surrey data in context.

5. RECOMMENDATIONS

The Police and Crime Panel note the update and work being undertaken to improve transparency.

LEAD/ CONTACT OFFICER:
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E-MAIL:

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damian.markland@surrey.police.uk

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SURREY POLICE AND CRIME PANEL**PCC Forward Plan and Key Decisions****3 February 2023****SUMMARY**

This report provides information on the key decisions taken by the PCC from November 2022 to present and sets out details of the Office's ongoing Forward Plan for 2023.

Decision Making and Accountability Framework

The Police & Crime Commissioner (PCC) has in place a framework of governance, underpinned by mechanisms for control and management of risk. This framework enables her to discharge her statutory responsibilities, take decisions and hold the Chief Constable to account. The PCC will keep this system under review to ensure it remains fit for purpose. It is reviewed on an annual basis.

Forward Plan 2023/2024

The PCC gives advance notice to the public of when certain decisions will be taken or key pieces of work undertaken through the publication of a forward plan. This plan is updated on a regular basis by all staff within the OPCC for their relevant areas of work. A copy of this plan can be found on the PCC's website and is shown at Appendix A. Some, but not all items on the forward plan will result in the publication of a 'key decision'.

Decisions: Making and Publicising Key Decisions

The PCC is required by the Elected Local Policing Bodies (Specified Information) Order 2011 (as amended), to publish a '*record of each decision of significant public interest arising from the exercise of the (the PCC's) functions*'. We refer to these as "key decisions" and these are published on our website so they can then be scrutinised by the public and the Police and Crime Panel (PCP).

Detailed information on each key decision is published at the following link on the PCC's website (<https://www.surrey-pcc.gov.uk/transparency/archive/decisions/>) unless the information relating to the decision is sensitive and exempt from public consumption. In these cases, the records are kept solely within the PCC's office.

All key decisions are recorded on our decision log. The PCC has signed off 14 key decisions since the last Panel meeting in November 2022 (see Appendix B).

RECOMMENDATIONS

The Panel is asked to note the report.

LEAD OFFICER: Sarah Gordon, PA to the PCC

TELEPHONE NUMBER: 01483 630 200

Appendix A - OPCC FORWARD PLAN

DATE	TITLE	KEY DECISION/ ACTION	LEAD OFFICER	Decision Notice
January 2023	Chief Constable Interviews	To recruit a new Chief Constable	AB	N
January 2023	Confirmation Hearing for Chief Constable preferred candidate with Police and Crime Panel	Confirmation hearing with Police and Crime Panel	AB	Y
January 2023	Joint Audit Committee	Agenda and Papers	SG	N
January 2023	Confirmation of JAC Chair	Confirm appointment of Chair Designate	AB/KM	Y
Feb/March 2023	Related Party Disclosures and disclosable interests	To circulate relevant paperwork	SG	N
February 2023	Joint Surrey/Sussex Pension Board 21/02/2023	Agenda & Papers	RL	Y (Agenda on Police website)
February 2023	Surrey Staff Side Pension Board 21/02/2023	Agenda and Papers	RL	N
March 2023	Surrey Criminal Justice Board	Agenda and papers	SG	N
March 2023	End of Year processing		RL/KM	N
March 2023	Update Allowance Scheme	Decision Paper & Allowance schemes	RL	Y

March 2023	Annual Review of Scheme of Governance	For approval by PCC and consideration by JAC	AB/KM	Y
April 2023	Joint Audit Committee	Agenda and papers	SG	N
June 2023	Surrey Criminal Justice Board	Agenda and papers	SG	N
July 2023	Joint Audit Committee	Agenda and papers	SG	N
September 2023	Surrey Criminal Justice Board	Agenda and papers	SG	N
September 2023	Arrange 2024 round of statutory meetings	Diary	PA	N
October 2023	Joint Audit Committee	Agenda and papers	SG	N
November	Budget and precept planning	Meetings with Surrey Police Chief Officers	DM	N
December 2023	Surrey Criminal Justice Board	Agenda and papers	SG	N
2024 – TBC	Recruitment of JAC Members	End of Term of Office for JAC members in December 2024	AB/KM	Y
2024 – TBC	Recruitment of Independent Members and Legally Qualified Chairs	To replace those IMs and LQCs reaching end of term	TBC	Y

Appendix B - OPCC Decision Log 2022

Decision no.	Title	Date Submitted to PCC	Lead officer	Agreed by PCC	Date Agreed	Protective marking (OFFICIAL/OFFICIAL SENSITIVE)	Published on website?	Spend/Amount
38	Interventions Alliance DA Prepetrator Fund	03/11/2022	Lucy Thomas	Yes	07/11/2022	Official	Yes	£502,600.82
39	I Choose Freedom - support worker	09/11/2022	Lucy Thomas	Yes	11/11/2022	Official	Yes	£19,394
40	Your Sanctuary - support worker	09/11/2022	Lucy Thomas	Yes	11/11/2022	Official	Yes	£7,500
41	Surrey Police - ECINS	09/11/2022	Lucy Thomas	Yes	09/11/2022	Official	Yes	£17,284.80
42	2nd Quarter 2022/23 Financial Performance and Virements	15/11/2022	Kelvin Menon	Yes	15/11/2022	Official	Yes	See report for specific figures
43	Increase in Shift Allowance	15/11/2022	Kelvin Menon	Yes	15/11/2022	Official	On hold	NA
44	Precept Funding Agreement Nov 22	25/11/2022	George Bell	Yes	25/11/2022	Official	Yes	£30,000
45	Children and Young People and Community Safety Fund Applications – November 2022	28/11/2022	Sarah Haywood	Yes	07/12/2022	Official	Yes	£66,582.12
46	PVSC - What works Fund	14/12/2022	Lucy Thomas	Yes	15/12/2022	Official	Yes	£75,501
47	Fire Governance Review	15/12/2022	Jo Burne	Yes	15/12/2022	Official	Yes	NA
48	SABP CISVA	19/12/2022	Lucy Thomas	Yes	20/12/2022	Official	Yes	£119,119.01
49	ESDAS COVID-19	19/12/2022	Lucy Thomas	Yes	20/12/2022	Official	Yes	£17,509.99
50	SABP CISVA	19/12/2022	Lucy Thomas	Yes	20/12/2022	Official	Yes	£62,146
51	Reducing Reoffending Fund December 2022	20/12/2022	George Bell	Yes	20/12/2022	Official	Yes	£90,000

TOTAL: £1,007,637.74

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SURREY POLICE AND CRIME PANEL

3 February 2023

COMMISSIONER'S QUESTION TIME

SUMMARY

At the 8 December 2016 Police and Crime Panel meeting it was unanimously agreed for an item called '*Commissioners Question Time*' to be included as a standing item to each Panel meeting agenda. The purpose of this item is for Police and Crime Panel Members to raise any issues or queries concerning crime and policing in Surrey with the Commissioner and also to provide an opportunity to ask further questions (for example questions relating to previous agenda items or urgent matters not included on the agenda).

Questions must be submitted in advance and must focus on strategic issues within the Commissioner's remit; questions regarding operational issues will be deemed inappropriate. There will be an opportunity for Panel Members to ask supplementary questions. Questions and responses will be appended to the minutes.

RECOMMENDATIONS

For the Police and Crime Panel to raise any issues or queries concerning crime and policing in Surrey with the Commissioner.

LEAD OFFICER: Julie Armstrong – Scrutiny Officer, Surrey County Council

TELEPHONE NUMBER: 07816 091463

E-MAIL: julie.armstrong@surreycc.gov.uk

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SURREY POLICE AND CRIME PANEL

3 February 2023

COMPLAINTS RECEIVED SINCE THE LAST MEETING

SUMMARY

This report sets out all complaints against the Police and Crime Commissioner that have been dealt with 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 Deputy Police and Crime Commissioner.
- 1.2 Where a complaint is received by the Panel¹, a report is produced for the next available meeting to share the outcome 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, as well as criminal complaints or conduct matters that are referred back to it by the Independent Office for Police Conduct.
- 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 (such as operational concerns and policy

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.

disputes) are referred to the most appropriate body for resolution instead of the Complaints Sub-Committee.

3.0 COMPLAINTS RECEIVED SINCE THE LAST MEETING

- 3.1 The Complaints Sub-Committee met on Monday 21 November 2022 to consider four related complaints (PCP 0048) received in October. These were progressed collectively in accordance with its established practice for multiple complaints regarding the same conduct. The Sub-Committee concluded that the PCC had not breached the provisions of the Code of Conduct and no further action would be taken. The complainants were advised of the outcome via email on Tuesday 29 November.
- 3.2 No complaints against the Police and Crime Commissioner have been received since the last meeting of the Panel.
- 3.3 No complaints against the Deputy Police and Crime Commissioner have been received.

4.0 EQUALITIES AND DIVERSITY IMPLICATIONS

- 4.1 It is vital that any complaints process is accessible to all residents and that each and every complainant is treated with respect and courtesy. A revised Complaints Protocol agreed by the Panel on 26 September 2022 provides a clear guide to the local complaints process which reflects learning from previous complaints and incorporates new operational guidance from the Independent Office for Police Conduct.

5.0 CONCLUSION AND RECOMMENDATIONS

- 5.1 The Panel is asked to note the report.

6.0 WHAT HAPPENS NEXT

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

SUPPORT OFFICER: Julie Armstrong, Scrutiny Officer (SCC)

E-MAIL: julie.armstrong@surreycc.gov.uk

TELEPHONE NUMBER: 07816 091463

SURREY POLICE AND CRIME PANEL

3 February 2023

RECOMMENDATIONS TRACKER AND FORWARD WORK PROGRAMME

SUMMARY

The updated Recommendations Tracker and Forward Work Programme are presented at each meeting of the Police and Crime Panel. The Recommendations Tracker lists all the information requested by the Panel at previous meetings. Substantial updates or reports relating to those actions are contained in the annex to the tracker. The Forward Work Programme is for Panel Members to discuss the details of items they wish to see at future meetings and the most relevant time to receive the reports.

RECOMMENDATIONS

For the Police and Crime Panel to raise any issues or queries concerning the information received on the Recommendations Tracker and to discuss the Work Programme to ensure the timeliness of reports to future meetings.

APPENDICES

Appendix 1: Recommendations Tracker

Appendix 2: Forward Work Programme

LEAD OFFICER: Julie Armstrong – Scrutiny Officer, Surrey County Council

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**POLICE AND CRIME PANEL
ACTIONS AND RECOMMENDATIONS TRACKER
FEBRUARY 2023**

The actions and recommendations tracker allows Panel Members to monitor responses, actions and outcomes against their recommendations or requests for further actions. The tracker is updated following each meeting. Once an action has been completed, it will be shaded green to indicate that it will be removed from the tracker at the next meeting.

KEY			
	No Progress Reported	Recommendation/Action In Progress	Recommendation/Action Implemented

Meeting	Item	Recommendation/Action	Responsible Officer/Member	Update/Response
March 2021	Hate Crime	R8/21 - The PCC will look into the results of Surrey Fire and Rescue Services' joint initiative in which residents could walk into designated fire stations to report hate crimes and look at extending that initiative to Borough and District Councils who he worked closely with.	OPCC	16/06/21 - Response from Surrey Police: The initiative stalled due to the Covid pandemic, and will be looked at again to progress once the Force is able to. 01/09/21 and 10/11/21, 18/02/22, and 08/09/2022 - This project is still on hold.
November 2021	Performance Meetings	R46/21 - All the routes of communication will be collated and included in the statistics for the 101 service, particularly the statistics around Facebook Messenger within the digital 101 service.	OPCC	18/02/22 - The Force are still collating data around digital contact. Once this is available it will be provided to the panel. 26/09/22 – A request for the information to also include data on call abandonment and response times at different points of the day. 04/11/22 – The OPCC is currently doing some work with the Force around 101 performance, including public perceptions. More details can be found here: https://www.surrey-pcc.gov.uk/have-

POLICE AND CRIME PANEL ACTIONS AND RECOMMENDATIONS TRACKER FEBRUARY 2023

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KEY			
	No Progress Reported	Recommendation/Action In Progress	Recommendation/Action Implemented

				your-say-commissioner-invites-views-on-101-performance-in-surrey/ . It is suggested that a paper on this comes to a future Panel meeting. 19/01/2023 – Meeting date tbc. 08/09/2022 – Not yet published. 04/11/2022 – Will be completed in conjunction with R21/22. 19/01/2023 – An item on this will be coming to the meeting on 18 April 2023.
June 2022	Commissioner's question time	R19/22 – The Police and Crime Commissioner to bring the guidance on unauthorised encampments to the Panel when published.	OPCC	
September 2022	Recent Inspection Outcomes	R20/22 – The Head of Performance and Governance to find out whether police officers had undergone training regarding managing registered sex offenders.	Head of Performance and Governance (OPCC)	

**POLICE AND CRIME PANEL
ACTIONS AND RECOMMENDATIONS TRACKER
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September 2022	Commissioner's question time	R21/22 – The Panel support officers to liaise with the Office of the Police and Crime Commissioner to organise a report and briefing on unauthorised encampments.	Support officers (SCC) and OPCC	04/11/2022 – The Chairman and Vice-Chairman to agree which meeting this report will come to. 19/01/2023 – An item on this will be coming to the meeting on 18 April 2023.
November 2022	Surrey Police Group Unaudited Financial Report for the Period to 31 August 2022	R22/22 – The Chief Finance Officer to provide the number of recruitments required for the end of the financial year to meet the uplift target.	Chief Finance Officer (OPCC)	20/01/2023 - As of 20 January 2022, the Force needs a net increase of 29 to meet the Uplift target. Once you take leavers into account to the end of the year (and this is estimated), then a gross intake of 70 or so in March is needed which the Force is on track to deliver.
November 2022	Surrey Police Group Unaudited Financial Report for the Period to 31 August 2022	R23/22 – The Chief Finance Officer to provide the original budget for the redevelopment for Mount Browne and the amount spent so far.	Chief Finance Officer (OPCC)	24/01/2023 - The budget for the redevelopment of MTB has been set at £79m. Up to December 2022 £1.147m had been spent on the MTB project mainly on Professional Fees etc.

POLICE AND CRIME PANEL ACTIONS AND RECOMMENDATIONS TRACKER FEBRUARY 2023

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November 2022	Call It Out Survey	R24/22 – The Head of Performance and Governance to provide the quantitative information requested by the Chairman regarding detective numbers, percentage of sexual offence posts filled, and number of rape cases making it to court.	Head of Performance and Governance (OPCC)	Response: Surrey Police maintains a specialist adult rape and serious sexual offence investigation team. The Sexual Offence Investigation Team (SOIT) consists of 26 Detective Constables, police staff investigators and a team of Sexual Offence liaison Officers (SOLOs). The SOLOs are victim focussed Investigating Officers, collecting the victim's evidence and acting as their single point of contact for the duration of an investigation through to trial. Recognising the impact of rape and serious sexual offences upon victims, their families and the wider community, we have ensured that our resource establishment is maintained. This has required the need to second officers from other areas of policing for short periods of time, however we continue to build and maintain a team of specialist investigators. In addition, responding to the increase in demand and acknowledge the importance of delivering an exceptional level of service and support to victims of sexual abuse, we have secured funding to increase our SOLO establishment by 60%. As set out within the 2021/22 RASSO Improvement Strategy, Surrey Police have launched the second part of our investigation structure review, focussing on the management of rape and serious sexual offences. The review continues to build on our existing
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**POLICE AND CRIME PANEL
ACTIONS AND RECOMMENDATIONS TRACKER
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				<p>model and approach (ISR 1) in continuing to create an effective investigative model delivering specialist investigations, carried out and supported by appropriately skilled investigators / supervisors. Our skilled, dedicated and resilient specialist investigation teams (SOIT / POLIT / CAU / CID / DAT / CAT) across Surrey Police, will bring offenders to justice, improve outcomes for victims and build confidence in policing.</p> <p>Surrey has moved to position 16th from 25th for solved outcomes for rape, compared to the previous year. However, with a solved outcome rate of 5.4% we acknowledge that there is more to do to bring dangerous perpetrators to justice and support victims of rape and sexual abuse.</p>
November 2022	CCTV	R25/22 – The Office of the Police and Crime Commissioner to reshare the funding formula for financial support from Surrey Police for CCTV.	OPCC	

**POLICE AND CRIME PANEL
ACTIONS AND RECOMMENDATIONS TRACKER
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November 2022	Commissioner's Question Time	R26/22 – The Office of the Police and Crime Commissioner to confirm whether there are any remaining backlogs of the service level agreements.	OPCC	
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Surrey Police and Crime Panel - Forward Work Programme 2023

The purpose of this document is to provide a summary of work due to be undertaken by the Surrey Police and Crime Panel. 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 the Panel Support Officer.

DATE	ITEM	Police and Crime Plan Priority	PURPOSE	OFFICER
18 April 2023	101 service	Strengthening relationships between Surrey Police and Surrey residents	Receive update on work being undertaken to improve performance and the results of the OPCC's public survey on user experiences.	Damian Markland - OPCC
18 April 2023	Unauthorised encampments	Working with Surrey communities so that they feel safe; Strengthening relationships between Surrey Police and Surrey residents	Investigate the consistency of the approach taken across the county for unauthorised traveller encampments.	Damian Markland - OPCC
18 April 2023	Police and Crime Plan Update (Twice yearly – April/Nov)	All	To consider progress made against the agreed Police and Crime Plan.	PCC
18 April 2023	Surrey Police Recruitment and Workforce Planning Update (Twice yearly – April/Sept)	All	The PCC to provide an update report every three months detailing the allocation of newly recruited officers as a result of the 20,000 uplift, how many officers were in training and how many were on patrol.	Damian Markland - OPCC
29 June 2023 – Annual meeting	Police and Crime Commissioner	All	The Police Reform and Social Responsibility Act (2011) places a duty on Police and Crime	PCC

	Annual Report 2022/23		Commissioners to produce an Annual Report. Members of the Panel are asked to comment on the report prior to its formal publication.	
29 June 2023	Police and Crime Panel Annual Report 2022/23	N/A	To report Panel business over the last financial year.	Scrutiny Officer / Democratic Services Assistant
29 June 2023	Surrey PCP Budget 2022/23	N/A	End of year report detailing the Panel's expenditure of the Home Office Grant.	Scrutiny Officer / Democratic Services Assistant
19 September 2023	Surrey Police Recruitment and Workforce Planning Update (Twice yearly – April/Sept)	All	The PCC to provide an update report every three months detailing the allocation of newly recruited officers as a result of the 20,000 uplift, how many officers were in training and how many were on patrol.	Damian Markland - OPCC
19 September 2023	Medium-Term Financial Plan Update 2023/24 to 2027/28	All	As part of the budget setting process, to show the Force is financially sustainable in the medium term.	Kelvin Menon - OPCC
19 September 2023	Commissioning and award of grant funding	Reducing violence against Women and Girls; Protecting people from harm in Surrey	Check outcomes of PCC's commissioning of services to help victims of crime	Damian Markland - OPCC
24 November 2023	Surrey PCP Budget Mid-Year Claim 2023	N/A	Mid-year report detailing the Panel's expenditure of the Home Office Grant.	Scrutiny Officer / Democratic Services Assistant
24 November 2023	Police and Crime Plan Update (Twice yearly – April/Nov)	All	To consider progress made against the agreed Police and Crime Plan.	PCC
24 November 2023	Budget Update (Twice per year – Feb & Nov) <ul style="list-style-type: none"> Surrey Police Group Financial Report for Month Six Financial Year 2023/24 	All	As agreed at the precept setting meeting on 6 February 2013, to allow the Panel to have oversight of the latest financial position.	Kelvin Menon - OPCC

STANDING ITEMS: these will appear on every agenda				
Subject/Title	Dates	Police and Crime Plan Priority	Purpose	Contact Officer
PCC Forward Plan and Key Decisions	All	All	<p>To review the key decisions made by the PCC in line with the Police Reform and Social Responsibility Act 2011, Section 28(6).</p> <p>Decisions – Office of the Police and Crime Commissioner for Surrey (surrey-pcc.gov.uk)</p> <p>To review the PCC's forward plan.</p>	OPCC
Performance Meetings	All	N/A	<p>To consider issues raised during monthly discussions between the PCC and the Chief Constable.</p> <p>To include the web link and notice of upcoming public meetings and most recent public performance report.</p>	Damian Markland - OPCC
Recommendations Tracker and Forward Work Programme	All	N/A	To monitor responses, actions and outcomes against recommendations or requests for further actions. 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/Democratic Services Assistant
Commissioners Question Time	All	N/A	For the Panel to raise any issues or queries concerning crime and policing in Surrey with the Commissioner – questions to be provided four working days in advance.	Scrutiny Officer/Democratic Services Assistant
Complaints	All	N/A	To monitor complaints received against the PCC and/or DPCC	Scrutiny Officer/Democratic Services Assistant

ITEMS KEPT UNDER REVIEW

ERP (Equip) Programme	Part 2	Part 2	Updates under Part 2 to be provided where appropriate.	OPCC
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Working Groups – re-established in June 2022:

Group	Membership	Purpose	Reporting Dates
Complaints Sub-Committee		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		To provide expert advice to the PCP on financial matters that falls within its remit.	Reports verbally to the formal precept setting meeting of the Panel in February.