

**MINUTES** of the meeting of the **SURREY POLICE AND CRIME PANEL** held at 10.30 am on 30 June 2021, at Council Chamber, Woodhatch Place, 11 Cockshot Hill, Reigate, Surrey, RH2 8EF.

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

**Members:**

(\*Present)

- \*Councillor David Reeve (Chairman)
- \*Councillor Bruce McDonald (Vice-Chairman)
- \*Councillor Paul Kennedy
- \*Councillor Victor Lewanski
- \*Councillor John Furey
- \*Councillor Fiona White
- \*Councillor John Robini
- \*Councillor Valerie White
- \*Councillor Will Forster
- \*Councillor Bernie Spoor
- \*Councillor Keith Witham
- \*Councillor Mick Gillman
- \*Mr Philip Walker
- \*Mr Martin Stilwell

**38/21 ELECTION OF CHAIRMAN [Item 1]**

Councillor David Reeve was proposed by Councillor Victor Lewanski and seconded by Councillor John Robini.

**RESOLVED:**

The Panel agreed the appointment of Councillor David Reeve as the Surrey Police and Crime Panel Chairman for the Council Year 2021/2022.

The Chairman:

- Welcomed all to the Annual meeting of the Surrey Police and Crime Panel, held at Surrey County Council's new headquarters.
- Welcomed the newly elected Police and Crime Commissioner for Surrey (2021-2024), Lisa Townsend.
- Welcomed the following from the Office of the Police and Crime Commissioner for Surrey (OPCC): Alison Bolton - Chief Executive, Kelvin Menon - Chief Finance Officer and Ellie Vesey-Thompson - proposed appointment to the role of Deputy Police and Crime Commissioner for Surrey.
- Welcomed the following new Panel Members: Cllr Paul Kennedy - Mole Valley District Council, Cllr Bruce McDonald - Elmbridge Borough Council, Cllr Valerie White - Surrey Heath Borough Council, Cllr Mick Gillman - Tandridge District Council and Cllr Keith Witham - Surrey County Council.
- Recorded thanks to outgoing Panel members and particularly to the previous Vice-Chairman, Cllr Hazel Watson.

**39/21 ELECTION OF VICE-CHAIRMAN [Item 2]**

One nomination had been received in advance of the meeting:

1. Councillor Victor Lewanski was proposed by Councillor David Reeve and seconded by Councillor John Furey.

A further nomination was made at the meeting:

2. Councillor Bruce McDonald was proposed by Councillor John Robini and seconded by Councillor Fiona White.

A Panel member noted that it would be useful for each of the nominations to provide background information about themselves, to which Councillor Lewanski and Councillor McDonald did.

As there was more than one nomination a vote was taken by show of hands, with 7 votes For Councillor Bruce McDonald and 3 votes For Councillor Victor Lewanski.

**RESOLVED:**

The Panel agreed the appointment of Councillor Bruce McDonald as the Surrey Police and Crime Panel Vice-Chairman for the Council Year 2021/2022.

**40/21 APOLOGIES FOR ABSENCE [Item 3]**

No apologies had been received.

Councillor Bernie Spoor joined the meeting at 11.17 am, he noted his apologies for his late arrival.

**41/21 MINUTES OF THE PREVIOUS MEETING: 22 MARCH 2021 [Item 4]**

Referring to minute item 33/21: Building the Future - Update, a Panel member asked whether approval could be delayed for that item until after the upcoming Part 2 item 21: Building the Future Update as a result of possible contradiction in relation to statements made by the previous PCC.

In response the Chairman noted that the minutes were correct at the time of writing, therefore:

The minutes of the meeting held on 22 March 2021 were agreed as a true record of that meeting.

Referring to page 15, minute item 24/21: Public Questions, Annex A: Question submitted by Paul Kennedy, concerning the previous Police and Crime Commissioner for Surrey's response, a Panel member noted that there was no evidence to prove "that there is a significant number of residents who are passionate to see them introduced" concerning an increase in 20mph speed limit areas in Surrey. He requested that the Panel note the misleading elements of the previous PCC's response, unless the previous PCC was aware of evidence for his statement and asked for that number to be quantified and shared with the Panel.

A Panel member also referring to page 15, minute item 24/21: Public Questions, Annex A: Question submitted by Paul Kennedy, concerning the previous PCC's

response, explained that his question concerning the increase in 20mph speed limit areas in Surrey was triggered by a petition submitted by Oxshott residents to Elmbridge Local Committee, and a motion passed by Godalming Town Council. He asked whether the PCC would give a similar response to her predecessor.

**Actions/further information to be provided:**

**R9/21** - The OPCC will look to quantify the previous PCC's response: "that there is a significant number of residents who are passionate to see them introduced" and the PCC to confirm whether she would give a similar response to her predecessor, regarding minute item 24/21, regarding page 15, minute item 24/21: Public Questions, Annex A: Question submitted by Paul Kennedy.

**42/21 DECLARATIONS OF INTEREST [Item 5]**

There were none.

**43/21 PUBLIC QUESTIONS [Item 6]**

Two public questions had been received and the responses can be found attached to these minutes as Annex A.

As the responses referred to operational matters, the Chairman noted that there would be no supplementary questions to ask of the PCC from members of the public.

A Panel member referred to item 6 - Public Questions, noting that Surrey Police's response to Hazel Watson's question on static acoustic cameras was unsatisfactory as it suggested that the commitment by the previous PCC was stuck in a review by the Chartered Institute of Public Finance and Accounting (CIPFA). He asked whether the PCC had proposals to move that commitment along.

- The PCC noted the question and would consider ways of moving the previous PCC's commitment along - see item 46/21, key point 10 and action R11/21 where the Panel requested the CIPFA report.

**44/21 INTRODUCTION FROM THE SURREY POLICE AND CRIME COMMISSIONER 2021-2024 [Item 7]**

**Witnesses:**

Lisa Townsend - Police and Crime Commissioner for Surrey

**Key points raised in the discussion:**

1. The newly elected Police and Crime Commissioner for Surrey (PCC) congratulated and welcomed the Panel's Chairman and Vice-Chairman for 2021/22.
2. The PCC thanked the Committee Manager (SCC) for preparing the agenda and the OPCC for its support in her first few weeks.
3. The PCC noted that it was a pleasure to meet the Panel and looked forward to working with Panel members going forward particularly on the development and consultation of the new draft Police and Crime Plan; which she hoped Panel members would contribute to and share the views of their residents - the Panel would receive the draft Plan in the autumn.

4. A Panel member asked the PCC to take note of two items which were regularly raised by local residents:
  - The lack of speeding enforcement by Surrey Police and support for the Community Speed Watch scheme.
  - The reduction in coverage by local newspapers over the last eighteen months of crime reporting. He asked whether the PCC would consider using an OPCC staff member to publicise court convictions via social media channels.
5. Referring to crime reduction, prevention and design, a Panel member sought assurance on whether there would be full-time crime reduction and Crime Prevention Design Advisors (CPDAs).
6. A Panel member noted that he read more on Facebook about local crimes committed such as burglary than he was informed by Surrey Police and queried how the publicity of crimes could be increased to local communities.
7. Since taking office in May, a Panel member asked what the PCC had learnt about policing in Surrey.
  - The PCC emphasised how hard Surrey Police worked throughout the county, noting the many dedicated unsung heroes and the police staff in the Contact Centre responding to enquiries twenty-four hours a day, seven days a week.
  - The PCC recognised the enormous responsibility of her role in keeping Surrey safe and feeling safe by working closely with Surrey Police ensuring that it was resourced adequately and that the Chief Constable was held to account, and by working closely with the Panel.
8. The Panel member further asked the PCC what her aspirations and top priorities were for the next three years.
  - The PCC noted the importance for Surrey to feel safe through tackling antisocial behaviour, speeding and Violence Against Women and Girls (VAWG) and that her top priorities would reflect those of Surrey's residents.
9. The Panel member further asked the PCC how she would be the voice of Surrey's residents and engage with them going forward, asking whether there would be a similar level of public engagement events as there had been previously.
  - The PCC explained that she would be the voice of residents by listening to them and echoing their concerns as raised in the upcoming consultation on the draft Police and Crime Plan.
  - The PCC recognised the good level of engagement undertaken by her predecessor, noting that she intended to have an even higher level of engagement. She stressed that her door was open to all and would make greater use of social media and other methods to reach those digitally excluded, and would continue to engage with various groups having already met with domestic abuse groups and the Surrey Minority Ethnic Forum (SMEF).
10. A Panel member raised a re-occurring issue to be considered in relation to the disconnect between Surrey Police's county-wide priorities issued by the Chief Constable and the priorities issued and delivered by the Borough Inspectors.
11. A Panel member welcomed the PCC's commitment to engaging with local communities, but noted concern that engagement between the PCC and local communities would undermine local accountability and asked how the PCC planned to involve local representatives including Panel members and councillors across Surrey in those discussions.
  - The PCC reiterated that she intended to consult widely on the consultation on the draft Police and Crime Plan and encouraged Panel

members to include the views of their local residents. She added that meetings would shortly be set up with councillors across Surrey.

**RESOLVED:**

That the Panel noted the verbal introduction by the PCC for 2021-24 and asked questions of the PCC for her to consider going forward.

**Actions/further information to be provided:**

None.

**45/21 POLICE AND CRIME COMMISSIONER FOR SURREY ANNUAL REPORT 2020-21 [Item 8]**

**Witnesses:**

Lisa Townsend - Police and Crime Commissioner for Surrey

**Key points raised in the discussion:**

1. Referring to page 28, Key Performance Measure (KPM): 'Solved Rate for crimes against vulnerable people (sexual offences, domestic abuse, child abuse, hate crime)', a Panel member noted that the Panel had raised its concerns on the KPM with the previous PCC and OPCC and reiterated that it was unacceptably low. The Panel member asked whether increasing the solved rate would be a priority for the new PCC and Surrey Police over the next three years and what the target level would be for it to be judged as a priority.
  - In response the PCC agreed that the solved rate was unacceptably low and had been clear about that during her election campaign, she noted that she would not provide a target level, explaining that increasing the solved rate would be a priority.

**RESOLVED:**

Members of the Police and Crime Panel commented on the Annual Report prior to its formal publication.

**Actions/further information to be provided:**

**R10/21** - The Panel will formally write to the PCC with the comments and feedback raised in the discussion.

**46/21 SURREY POLICE GROUP UNAUDITED FINANCIAL REPORT FOR 2020/21 [Item 9]**

**Witnesses:**

Kelvin Menon - Chief Finance Officer (OPCC)

## Key points raised in the discussion:

1. The Chief Finance Officer (OPCC) highlighted that the accounts concerning 2020/21 were unaudited and noted that there could be some changes as a result of the audit that was underway.
2. The Chief Finance Officer (OPCC) provided a summary of key areas:
  - Revenue budget - was predicted to have a £1.6 million underspend, representing 0.6% of the total Surrey Police Group budget, partly due to unanticipated Covid-19 grants including £750,000 received in January and the phasing of the recruitment of officers pushed back to later in the year.
  - Increase in the number of Police Officers and Staff - the total increase from Operation Uplift and Precept investment was 156.5 individuals, with fewer Police Staff recruited from the Precept investment as at March 2021 - 38.5 compared to the investment provided of 52.5 - the target had since been reached.
  - Covid-19 costs - the total cost was £6.7 million however the costs were not all additional costs as for example officers doing a particular task had been reassigned to Covid-19 tasks. £4.3 million of the total costs had been funded by the Government, primarily in relation to Personal Protective Equipment (PPE) and marshalling costs.
  - Capital budget - as in previous years several projects had slipped into the current year which was in line with Surrey Police's multi-year capital budgeting system, £6.74 million would be carried forward from 20/21 to 21/22.
  - Reserves - increased slightly from £19.5 million to £19.6 million, highlighting the transfer of £750,000 Government surge funding into the Covid-19 reserves. Out of the Surrey Police Group's overall budget of around £250 million, the reserve amount was small at around 3% which was at the lower end nationally.
3. A Panel member queried the earmarked and unearmarked reserves noting the low level for an organisation the size of Surrey Police and asked whether there were plans to increase the reserve levels.
  - In response the Chief Finance Officer (OPCC) agreed that the level was low compared with nationally, noting that the only way to increase the level would be to impact on the delivery of services.
  - The Chief Finance Officer (OPCC) highlighted the need to make substantial savings over the next three years, however Government funding if better than predicted could be used to increase reserves. Although the reserve level did not provide much flexibility for addressing shocks, if there was another large crisis the Government would step in with funding.
4. Referring to section 3 - Capital Financial Performance for the Year, a Panel member highlighted the notable underspend in the ICT Strategy as most organisations tended to overspend in that area and asked whether that was due to delays in projects because of Covid-19.
  - In response the Chief Finance Officer (OPCC) explained that several ICT projects had been carried forward from the previous year due to capacity issues in relation to staffing and Covid-19 had been a factor. Surrey Police would look to have a more coherent ICT strategy going forward.
5. Referring to Appendix A - Detailed Capital Budget and Outturn for 2020/21, Commercial and Finance Services - Automatic Number Plate Recognition (ANPR) project, the Panel member noted the significant overspend.

- The Chief Finance Officer (OPCC) explained that a reason for the overspend was due to having more cameras put in place than had been budgeted.
6. The Chairman noted that the Panel had previously received a presentation on ANPR in which Surrey had a volume of such cameras due to its proximity to London, noting that a future presentation might be useful for new Panel members.
  7. A Panel member highlighted the £3.3 million spent on Temporary or Agency Staff, he stressed the need to minimise that expenditure going forward.
    - The Chief Finance Officer (OPCC) explained that such staff were recruited to cover gaps in staffing due to Covid-19 such as in the Contact Centre, support for the Enterprise Resource Planning (ERP - Equip) system and ICT projects, as well as temporary investigative assistants to improve crime detection rates - he anticipated that the spend should be less in the coming year.

*Councillor Bernie Spoor joined the meeting at 11.17 am, he noted his apologies for his late arrival*

8. The Vice-Chairman commented on the Temporary or Agency Staff, noting the challenging recruitment market whereby Agency Staff had become more attractive to hire and commended the work on scrutinising overtime.
9. A Panel member referred to paragraphs on pages 39, 41 and 43 which highlighted the £3.7 million overspend in Capital financing in relation to the transfer from revenue to capital to fund the development of ICT initiatives, the ICT Strategy total slippage of £2.6 million and the delay in progress for a number of Capital projects, particularly those related to ICT. The Panel member requested the report concerning the review of a number of Surrey Police's Capital projects - particularly ICT projects - which it looked to reduce in order to improve delivery.
10. The Chairman referred back to a Panel member's query concerning item 6 - Public Questions, noting Surrey Police's response to Hazel Watson's question on acoustic noise cameras which stated that the static noise monitoring equipment was one of the projects being scrutinised by the Chartered Institute of Public Finance and Accounting (CIPFA) and endorsed the above Panel member's request that the CIPFA report on the Capital projects and their issues be provided.

**RESOLVED:**

The Panel noted the report.

**Actions/further information to be provided:**

**R11/21** - The CIPFA report concerning the review of Surrey Police's Capital projects, particularly ICT projects as well as the static acoustic cameras - see item 43/21, third paragraph - will be provided and the PCC would consider ways of moving the previous PCC's commitment along regarding the static acoustic cameras.

## 47/21 OFFICE OF THE POLICE AND CRIME COMMISSIONER END OF YEAR FINANCIAL REPORT FOR 2020/21 [Item 10]

### Witnesses:

Kelvin Menon - Chief Finance Officer (OPCC)

### Key points raised in the discussion:

1. The Chief Finance Officer (OPCC) introduced the report which set out the predicted financial outturn for the OPCC for 2020/21, split into a section on operational costs and the other on grants and money paid to third party providers and services.
2. The Chief Finance Officer (OPCC) noted that the total underspend of approximately £100,000 was detailed on page 48, some of that underspend had been used to give more grants to various organisations and during year over £3 million had been used to fund Community Safety, domestic and sexual abuse services and the Victim and Witness Care Unit.
3. The Chief Finance Officer (OPCC) explained that the OPCC had also received additional grants from the Ministry of Justice and from the Government's Safer Streets Fund - going forward the strategy was to access more of those grants.
4. A Panel member referred to the additional £500,000 for third sector partners agreed by the previous PCC and asked who those partners were and who had been consulted on that spend.
  - The Chief Finance Officer (OPCC) noted that he would provide a list in due course and explained that the partners included the third sector and voluntary organisations that the OPCC worked with.
  - A further Panel member noted that the additional grants to partners particularly during the Coronavirus crisis was important and supported the provision of further detail on the spend of those grants and the monitoring process.
5. The Vice-Chairman referred to the PCC Operational Costs highlighting the variance within Governance and Audit due to the change in responsibility for funding for Police Cadet posts and the double accruing of the OPCC's and Surrey Police's internal audit costs - to which he asked for further detail.
  - In response the Chief Finance Officer (OPCC) explained in the previous year 2019/20 the internal audit costs were accrued by both Surrey Police and the OPCC. When the accrual was brought forward to 2020/21, Surrey Police paid those internal audit costs, giving a large credit to the OPCC.
6. Referring to Surrey Police taking on responsibility for funding of the Police Cadet posts, a Panel member asked for assurance on whether that change in responsibility would be accounted for in next year's outturn.
  - In response the Chief Finance Officer (OPCC) confirmed that the switch was built into the budget going forward for 2021/22.

### RESOLVED:

The Panel noted and commented on the financial performance of the Office of the Police and Crime Commissioner for Surrey for the 2020/21 financial year.

**Actions/further information to be provided:**

**R12/21** - The Chief Finance Officer (OPCC) will provide a list of the third sector partners given an additional funding as part of the £500,000 allocation to cope with the financial challenges of Covid-19, who had been consulted on that spend and the monitoring process undertaken.

**48/21 PCC DECISIONS AND FORWARD PLAN [Item 11]****Witnesses:**

Alison Bolton - Chief Executive (OPCC)  
Kelvin Menon - Chief Finance Officer (OPCC)

**Key points raised in the discussion:**

1. Referring to Appendix A - OPCC Decision Log 2021, a Panel member suggested that it would be helpful to have a column indicating the spend on those items.
  - In response the PCC was happy for that to be added for the next meeting where appropriate.
2. A Panel member referred to Appendix B - OPCC Forward Plan and queried when the outstanding items from May 2021 including the GDPR audit and CIPFA Return would be completed.
  - In response the Chief Finance Officer (OPCC) explained that he would need to check whether the CIPFA Return had been completed - the OPCC Forward Plan would be updated.
  - Regarding the GDPR audit the Chief Executive (OPCC) responded that she believed it to be completed along with the ICV Annual Training, adding that the GDPR audit would go to an upcoming OPCC and Surrey Police's Joint Audit Committee agenda, all reports were published publicly unless official sensitive.

**RESOLVED:**

The Panel noted the report.

**Actions/further information to be provided:**

**R13/21** - A column indicating the spend where appropriate on the items in the OPCC Decision Log 2021 would be added for the next meeting.

**49/21 COMMISSIONER'S QUESTION TIME [Item 12]**

There were none.

**50/21 SURREY PCP BUDGET 2020-21 [Item 13]****Witnesses:**

Amelia Christopher - Committee Manager (SCC)

**Key points raised in the discussion:**

1. The Committee Manager (SCC) noted that the Surrey Police and Crime Panel received an annual grant from the Home Office of £66,180, the report showed the expenditure for 2020/21.
2. The Committee Manager (SCC) explained that the report had been originally scheduled for September's Panel but was brought forward to align the Budget information as contained in the PCP Annual Report 2020-2021.
3. The Committee Manager (SCC) highlighted that the total spend for 2020/21 of £39,415 was significantly less than the 2019/20 total of £50,811 as a result of savings due to Covid-19.
4. The Committee Manager (SCC) noted the increased level of public engagement over the past year whilst meetings had been remote as a result of Covid-19; noting that the total webcasting hits for meetings between June - February 2020/21 was six times greater than compared to the 2019/20 figures, the figures for the February 2021 Precept meeting were over ten times greater than the previous year.

**RESOLVED:**

That Panel noted the report.

**Actions/further information to be provided:**

None.

**51/21 SURREY POLICE AND CRIME PANEL ANNUAL REPORT 2020-2021 [Item 14]****Witnesses:**

Amelia Christopher - Committee Manager (SCC)  
 Lisa Townsend - Police and Crime Commissioner for Surrey

**Key points raised in the discussion:**

1. The Committee Manager (SCC) noted that it was the second of such reports brought to the Panel since being introduced last year and it provided a summary of the Panel's activity during June 2020 - May 2021.
2. The Committee Manager (SCC) further noted that the report was provided in accordance with best practice for scrutiny and transparency as noted in Schedule 3 – In-Year Monitoring Information Requirements of the Home Office Grant Agreement.
3. The Committee Manager (SCC) highlighted that the report included the newly introduced Chairman and Vice-Chairman's foreword which summarised that despite the sudden change from in person meetings to remote meetings the Panel continued to act as a 'critical friend' to the PCC, it held its Complaints Sub-Committees, it recruited two new Independent Members in September, Panel members attended virtual events such as the was used for the PCP Ninth National Conference in November and received full Panel training in January to investigate its scrutiny approach going forward.
4. The Chairman thanked Panel members for their work over the past year.
5. The Chairman suggested that Panel members used the report to publicise the work of the Panel to their respective Borough and District Councils, and local areas; adding that the Panel's dedicated website would be upgraded to

provide a central location for Panel information and documents available to the public.

6. A Panel member noted that in respect of raising awareness of the Panel, he noted that when Woking Borough Council appoint a representative to an outside body such as the Panel, a report is submitted to Council annually summarising the Panel's work. He asked whether other Panel members representing District and Borough Councils did something similar or could do going forward.
7. The Chairman noted that it would be useful if Panel members promoted the Panel's Annual Report at their respective Borough and District Councils particularly in advance of a visit from the PCC; and welcomed any suggestions from Panel members in terms of raising awareness of the Panel's work.
8. A Panel member noted that the earlier queries he posed to the PCC were reflective of two key issues raised by residents in response to his posts on various local Facebook pages last weekend where he noted his opportunity to question the PCC on behalf of residents.
9. The Chairman requested that the Committee Manager (SCC) re-circulate the Panel's Annual Report document to Panel members so it could be easily shared.
10. A Panel member noted that he had submitted three of the four Public Questions last year, noting that the lack of Public Questions showed that the work of the Panel was not widely known.
  - In response the Chairman confirmed that role of Panel members was to encourage Public Questions and to make the PCC's and Panel's work more visible to residents.
11. The Vice-Chairman commented on the process of accountability, highlighting the mismatch between the level of interest that social media exposure generated with making the formal structure of the Panel more visible as a channel of communication on behalf of residents and for Panel members to reflect on that point.
12. The PCC agreed with Panel members' comments, noting that the OPCC had publicised the Panel's meeting on social media. She emphasised that it was important that all residents knew that they could contact her and the OPCC, she encouraged all Panel members to continue to publicise their roles and vice versa so that issues could be raised and responded to.

#### **RESOLVED:**

That Panel members noted the Surrey Police and Crime Panel's Annual Report 2020-2021.

#### **Actions/further information to be provided:**

1. **R14/21** - Panel members will look at using the Panel's Annual Report 2020-21 the report to publicise the work of the Panel to their respective Borough and District Councils, and local areas; and look to publicise the work of the Panel further.
2. **R15/21** - The Committee Manager (SCC) will re-circulate the Panel's Annual Report document to Panel members so it can be easily shared.

**52/21 COMPLAINTS RECEIVED SINCE THE LAST MEETING [Item 15]****Witnesses:**

Amelia Christopher - Committee Manager (SCC)

**Key points raised in the discussion:**

1. The Committee Manager (SCC) explained that the Complaints Sub-Committee had received one complaint since the last Panel meeting as noted in Appendix A, which set out the details of the complaint and the action taken; the complainant and the PCC were informed of the outcome on 1 June 2021.
2. The Committee Manager (SCC) noted that it was standard practice for the Director of Law and Governance (SCC) to attend the Complaints Sub-Committee to provide legal advice.

**RESOLVED:**

The Panel noted the report and Appendix A: that the Complaints Sub-Committee had received one complaint since the last Panel meeting.

**Actions/further information to be provided:**

None.

**53/21 RECOMMENDATIONS TRACKER AND FORWARD WORK PROGRAMME [Item 16]****Witnesses:**

Amelia Christopher - Committee Manager (SCC)

**Key points raised in the discussion:**

1. The Chairman explained that the Recommendations Tracker included detailed responses to actions agreed at Panel meetings.
2. The Committee Manager (SCC) highlighted the additional Annexes A-C to the Recommendations Tracker concerning items: R1/21, R4/21 and R7/21.
3. The Committee Manager (SCC) thanked the OPCC for providing comprehensive responses and would continue to work with the OPCC to complete their allocated outstanding actions.
4. The Chairman reminded Panel members that he welcomed any suggestions for items to be added to the Forward Work Programme.

**RESOLVED:**

The Panel noted the Actions & Recommendations Tracker and the Forward Work Programme.

**Actions/further information to be provided:**

None.

**54/21 RE-ESTABLISHMENT OF THE COMPLAINTS SUB-COMMITTEE 2021/22 [Item 17]**

**Witnesses:**

Amelia Christopher - Committee Manager (SCC)

**Key points raised in the discussion:**

1. The Chairman explained the role of the Complaints Sub-Committee including its chairmanship, noting that Panel members were required to attend meetings at short notice - within four weeks of a complaint being recorded - and that the frequency of meetings varied.
2. The Chairman noted the seven nominations put forward for the Sub-Committee and that as it had to be convened at short notice, he asked whether any other Panel members would wish to join.
  - In response Councillor Kennedy confirmed to the Committee Manager (SCC) that he would join the Complaints Sub-Committee as a substitute member.
3. The Chairman informed the Panel that the Complaints Protocol would be reviewed in the coming months, ensuring the logical ordering of the sections such as in relation to the handling of the disapplication of the Regulations - by the Panel's Chairman or by the Complaints Sub-Committee.

**RESOLVED:**

1. Agreed the Terms of Reference for the Complaints Sub-Committee.
2. Appointed the following members to the Complaints Sub-Committee for the 2021/22 Council year, having filled the vacancies:
  - Councillor David Reeve - Chairman
  - Councillor Bruce McDonald - Vice-Chairman
  - Councillor John Furey
  - Councillor Valerie White
  - Councillor John Robini
  - Councillor Bernie Spoor
  - Independent Member - Mr Philip Walker
  - Councillor Paul Kennedy (substitute)
3. Agreed the Surrey Police and Crime Panel Complaints Protocol, and the Complaints Handling Flowchart.

**Actions/further information to be provided:**

**R16/21** - A review of the Complaints Protocol will be undertaken.

**55/21 RE-ESTABLISHMENT OF THE FINANCE SUB-GROUP 2021/22 [Item 18]**

**Witnesses:**

None

**Key points raised in the discussion:**

1. The Chairman explained that whilst not meeting as frequently as the Complaints Sub-Committee, the Finance Sub-Group was intensive around the

time of Precept-setting currently scheduled to meet once in February with the Chief Finance Officer (OPCC).

2. The Chairman noted the four nominations put forward for the Sub-Committee and he asked whether any other Panel members would wish to join to fill the two vacancies.
  - In response Councillor Gillman volunteered himself as a member, filling in one of the vacancies.
  - The Chairman responded that the remaining vacancy would look to be filled by or at the next Panel meeting.
3. The Chairman noted that in addition to the February meeting of the Finance Sub-Group a few days before the Panel meeting, as agreed last year the Finance Sub-Group would look to meet in the autumn to have an initial review, if possible, of the PCC's upcoming budget.

#### **RESOLVED:**

1. Agreed the Terms of Reference for the Finance Sub-Group.
2. Appointed the following members to the Finance Sub-Group for the 2021/22 Council year, with one vacancy remaining:
  - Councillor David Reeve - Chairman (ex-officio)
  - Councillor Bruce McDonald - Vice-Chairman (ex-officio)
  - Councillor Paul Kennedy
  - Councillor Mick Gillman
  - Vacancy
  - Independent Member - Mr Martin Stilwell

#### **Actions/further information to be provided:**

1. **R17/21** - The remaining vacancy on the Finance Sub-Group will look to be filled by or at the next meeting of the Panel.
2. **R18/21** - A meeting of the Finance Sub-Group will be scheduled in the autumn to have an initial review, if possible, of the PCC's upcoming budget.

### **56/21 CONFIRMATION HEARING: APPOINTMENT OF A DEPUTY POLICE AND CRIME COMMISSIONER FOR SURREY [Item 19]**

#### **Witnesses:**

Lisa Townsend - Police and Crime Commissioner for Surrey

Ellie Vesey-Thompson - Proposed appointment to the role of Deputy Police and Crime Commissioner for Surrey (DPCC)

#### **Key points raised in the discussion:**

1. The Chairman:
  - Welcomed the proposed appointee to the role of Deputy Police and Crime Commissioner for Surrey (DPCC), Ellie Vesey-Thompson.
  - Noted that the Panel received informal notification on the proposed appointment to the role of DPCC on 27 May 2021 and formal notification was provided from the PCC on 22 June 2021 - date of agenda publication.

- Noted that following notification from the PCC, the Confirmation Hearing had been convened in accordance with Schedule 1 of the Police Reform and Social Responsibility Act 2011, in order for Panel members to question the proposed appointment on whether she had the professional competence and personal independence to exercise the role.
  - Referred Panel members to the Surrey Police and Crime Panel - Confirmation Hearing Protocol for the DPCC, included as Appendix C in the agenda.
  - Further noted that after the Panel had dealt with the remaining items, Panel members would go into a private closed session under Part 2 (item 22) to decide upon its recommendation to the PCC, which may include a recommendation as to whether the individual should or should not be appointed.
  - Concluded that following the decided recommendation, he would then write to the PCC with the Panel's recommendation.
2. The Panel began with asking the PCC to introduce the proposed appointment:

In response the PCC stated that:

- The Police Reform and Social Responsibility Act 2011 provides, under section 18(1), that the PCC for a police area may appoint a person as the DPCC for that area.
  - It was understood that the Home Office would bring forward legislation to mandate that each PCC must appoint a DPCC, rather than wait she noted that she wished to appoint a DPCC and in her view was fortunate that the perfect candidate was willing.
  - Miss Vesey-Thompson brought a lot to the role and complemented her own competencies, she was passionate about public service and around 75% of her time would be spent on issues of youth and crime prevention - tackling problems such as antisocial behaviour, school exclusions, speeding - which the PCC noted were areas of focus lacking in the OPCC.
  - Miss Vesey-Thompson assisted her on her election campaign, where she saw her commitment to liaising with the public and with young people in the community, stressing that a young person could be both a victim and perpetrator of crime.
  - She was delighted to nominate Miss Vesey-Thompson and looked forward to working together with the Panel.
3. The Chairman asked the PCC whether her proposed appointment of DPCC would be identified as her preferred successor and whether she was assured that Miss Vesey-Thompson had the required skills, experience and knowledge to effectively discharge the functions of her office in such an event.
- In response the PCC noted that it was not Miss Vesey-Thompson's intention to succeed her in the role of PCC, but in the event that the PCC was absent, then yes, the proposed DPCC did have the required skills to take on the role.
4. A Panel member asked the PCC what procedures (with key dates and details of persons consulted over matters such as setting the specific role responsibilities and selection criteria, interviews, references and

assessments) were adopted prior to her decision to propose Miss Vesey-Thompson for appointment as Surrey's DPCC.

- The PCC noted that the appointment to the role of DPCC was exempt from Section 7 of the Local Government and Housing Act 1989 which stipulated that all staff appointments should be made on merit.
  - However, the PCC noted that she had spoken to number of staff members in the OPCC and wider Conservative Party who knew Miss Vesey-Thompson and were satisfied that she was the perfect candidate.
5. The Panel member referred to the following criteria used by the OPCC to assess the candidate's suitability: 'ability to complement the PCC's own experience, background and skills'; asking whether it was a valid assumption that the candidate and PCC appeared similar in their backgrounds.
- The PCC explained that Miss Vesey-Thompson would complement her skills by spending around 75% of her time on working with young people, drawing on her previous work experiences.
6. Panel members were invited to question Miss Vesey-Thompson and a summary of the questions and responses can be found below:
- Asked Miss Vesey-Thompson to outline what experience she would bring to the role, particularly in relation to interacting with young people in communities, noting the importance of genuine interaction between the police and young people.
    - Miss Vesey-Thompson explained that she had previously represented her peers in the UK Youth Parliament, had worked for the National Citizen Service Trust which offered programmes for young people to re-engage them in their own communities, worked closely with schools giving presentations on her career path.
    - She agreed with the importance of engaging with young people across a broad spectrum including groups that struggled to engage and access services, noting her previous work with young carers.
  - Stressed the importance of the Safe Drive Stay Alive campaign and hoped that both she and the PCC would support the campaign.
    - Miss Vesey-Thompson noted that she had discussed the campaign yesterday with the PCC when visiting the Surrey Safer Roads Partnership.
    - She had previously received the Safe Drive Stay Alive roadshow which had a lasting impact on her and she valued other workshops delivered by the emergency services in schools such as on cybercrime and internet safety.
  - Referring to the three most recent jobs Miss Vesey-Thompson had since leaving university, asked how that experience would help her be Surrey's DPCC.
    - Miss Vesey-Thompson noted that her job history since leaving university had been a combination of supporting young people and representing the public; noting a past role in Parliament representing an MP and dealing with resident enquiries.
  - During the PCC's election campaign and since becoming the PCC's proposed appointment for DPCC, asked how she resolved a dispute with the PCC if an issue arose or she took a different view.
    - Miss Vesey-Thompson noted that she had not had any major disagreements with the PCC and that should any issues arise

- discussions would be had to reach an agreed conclusion, noting that the DPCC would respect the PCC's authority.
- In response to the Panel Member's further question, she explained that in her previous roles she had disagreed with employers but noted that she respected the views of those she had been representing and she provided assurance of political neutrality.
  - Asked if Miss Vesey-Thompson was to become the DPCC, whether she could fulfil the roles and criteria stated in law, such as living in Surrey and undergoing checks on any past criminal convictions.
    - The Chairman highlighted that Miss Vesey-Thompson's signed declaration of office regarding her eligibility was included in the agenda as Appendix A.
    - Miss Vesey-Thompson confirmed that she lived in Chertsey, Surrey and had undergone background vetting checks.
  - Asked whether she had any previous experience in contacting the police or looking into crime prior to her proposed appointment to the DPCC role, and if not how she would gain such practical experience.
    - Miss Vesey-Thompson noted that in undertaking her law conversion at university she spent time as a voluntary advisor in a family law clinic handling emotive cases in relation to women suffering domestic abuse.
    - She added that having witnessed a domestic abuse incident last week she had provided a formal statement to Surrey Police.
    - She explained that she had met police officers already and that her experience and knowledge of policing would increase in the role, with a key focus on victim support.
  - Noted concern that although Miss Vesey-Thompson lived in Chertsey, there were eleven distinct Boroughs and Districts in Surrey and asked how well she knew the county or proposed to make herself more widely known.
    - Miss Vesey-Thompson explained that she knew Surrey fairly well as she had travelled with the PCC across Surrey throughout her election campaign and had developed relationships with representatives across the county.
    - She noted that she was keen to spend time integrating with local communities and councillors; and would take a lead on consulting with councillors concerning the draft Police and Crime Plan.
  - Highlighted that there were a number of hard-to-reach residents in the county and asked for examples of how she had worked with such individuals.
    - Miss Vesey-Thompson explained that she was not an expert on liaising with hard-to-reach individuals and noted that she valued the input from as many residents as possible on the draft Police and Crime Plan.
    - She welcomed support in relation to reaching as many individuals as possible across the county and would strive to reach them, noting that she had previously worked with young carers and those with addictions at the National Citizen Service Trust.
  - Noted that whilst the DPCC's role was not politically restricted, the roles of both the PCC and DPCC were to remain politically independent and asked how she would maintain that.
    - Miss Vesey-Thompson explained that she had worked in both politically restricted and non-restricted roles and would work equally with all councillors across Surrey irrespective of their political party, their values and needs would be considered equally by herself and the PCC.
  - Asked what she saw herself doing in five years' time.

- Miss Vesey-Thompson noted that her current plan was to return to law school and to join the family and criminal bar.
- Stressed that Surrey had a serious problem with drugs; treated as a county lines crime. Noted that there was a fine line between young people being a victim of crime or being guilty of crime concerning drugs and asked how that could be addressed to stop young people getting involved with drugs.
  - Miss Vesey-Thompson noted that she had identified work underway with officers across the county with children and young people, however the quality of that delivery was inconsistent across Surrey.
  - She recognised the fine line between victim and perpetrator and noted that a key priority was to level out the provision of high-quality services to young people from an early age, noting the importance of prevention.
- The Vice-Chairman asked for her to highlight an example in her previous experience concerning strategy formulation and its evaluation as well as a performance monitoring framework.
  - Miss Vesey-Thompson recalled her role at the National Citizen Service Trust where she supported the lead individual in the process that the Trust went through for obtaining Royal Charter, requiring a large evidence base, oversight and the identification of improvements.
- Noted that rural crime in Surrey was an issue different to urban crime, asked what experiences or knowledge she had of rural crime.
  - Miss Vesey-Thompson explained that she grew up in a rural part of England, she noted a personal experience of a rural crime concerning a theft.
  - That during the PCC's election campaign, she had spoken with the National Farmers Union and organisations from the rural sector; and recognised the challenge of rural crime in Surrey.
- Noted that should the PCC become incapacitated the DPCC may be asked to step up as the acting PCC, therefore asked what experience she had of organisational management and strategic decision-making.
  - Miss Vesey-Thompson noted that whilst she was willing to step up if needed, she did not have any ambition to take on the role of PCC.
  - That throughout previous political campaigns she found herself as the senior officer needing to make rapid decisions involving high profile people.
  - That the OPCC was effective at providing required information and recommendations for decision-making, should the need arise to act up as PCC she was confident in the OPCC's support.
- Noted that as she would spend around 75% of her time working with young people, asked if appointed what she would do in the next three months if Surrey Police had different priorities.
  - Miss Vesey-Thompson commented that every police officer she had met had been delighted that someone would be focusing on youth crime and prevention.
  - She explained that the first three months would be split into supporting the PCC on genuine consultation on the draft Police and Crime Plan with councillors, representatives, young people and headteachers and spending time on the ground with police officers engaging with young people through schools.
- Asked how much time she could commit to rural crime and whether it was a good strategic fit with the other responsibilities she would be given.
  - Miss Vesey-Thompson explained that she and the PCC would be working on different briefs, freeing up the PCC to look at other areas of

crime including rural crime which had been an issue raised by councillors she had met.

- Noted confusion in the OPCC's press release which noted that the DPCC if appointed would lead on rural crime and whether that remained a responsibility.
  - The PCC noted concern with the distinction between urban and rural crime as both were crimes occurring in different settings rather than categories.
  - The PCC highlighted that Miss Vesey-Thompson had taken a lead on responding to questions sent into the OPCC on rural crime.
- Noted that she had been a former office holder at Conservative Future which was disbanded after the suicide of a young member as a result of bullying, asking what she learnt from that experience in terms of personal resilience.
  - Miss Vesey-Thompson noted the above awful situation, which she had learnt from in terms of greater personal resilience, the willingness to be bold to stand up to bullying and an understanding that young people were vulnerable often in ways that they did not always realise.
  - In response to a Panel member's further question, Miss Vesey-Thompson noted that the PCC would be taking a lead on the OPCC's relationship with the Home Office, the PCC would continue to fight for fairer funding for Surrey.
- Asked if she was subject to any commitments or financial obligations to the Conservative Party.
  - Miss Vesey-Thompson explained that she was not subject to any financial obligations nor expectations and would challenge the party should they place such expectations on her.
  - Miss Vesey-Thompson noted that within the Conservative Party she had agreed to be the campaign support officer for the Runnymede and Weybridge Conservative Women's Organisation.
- Queried that other than the above role in the Runnymede and Weybridge Conservative Women's Organisation, whether she would be politically active and if yes how she would ensure that her political activities - such as attending conferences or election campaigning - would not affect the PCC's political independence.
  - Miss Vesey-Thompson did not share the Panel member's view that attending conferences showed preference to a political party as noting the current Conservative Party administration, it was important that the PCC was represented at conferences or other forums where decision-makers were present.
  - Miss Vesey-Thompson noted that she may consider attending a political campaign day in the future but not in the capacity as DPCC.

Panel members asked further questions of the PCC:

7. A Panel member asked the PCC how many people she considered for the role of DPCC and when she first met Miss Vesey-Thompson.
  - The PCC explained that she had met Miss Vesey-Thompson when she was selected as a PCC candidate earlier in the year. Although a number of individuals during the campaign were willing to put themselves forward as DPCC, Miss Vesey-Thompson did not put herself forward. However, it was clear to the PCC that she was the right candidate.

8. A Panel member asked the PCC that as soon as she discovered Miss Vesey-Thompson's suitability to the role as DPCC, why she did not highlight Miss Vesey-Thompson in her campaign.
- The PCC noted that PCCs do not run on a joint ticket and that she waited to see the outcome of the May elections before making a proposed appointment to DPCC - there was no requirement on her to announce her proposed appointment to the role of DPCC whilst campaigning.
9. The Chairman:
- Concluded the item by thanking Miss Vesey-Thompson for answering the questions asked of her by Panel members and asked whether she would like to clarify any of the answers she had given or had any procedural questions going forward.
    - Miss Vesey-Thompson provided a clarification on initial areas of focus in her brief such as rural crime, explaining that until the consultation had ended on the draft Police and Crime Plan, both her and the PCC's briefs would vary until residents' priorities had been established.
  - Noted that in line with the Confirmation Hearing Protocol, he would contact the PCC by the next working day with the Panel's recommendation regarding the appointment.
  - Explained that in item 22 the Panel would hold a closed session in Part 2 to agree its recommendation to the PCC on whether or not to appoint the candidate as DPCC.
  - Noted that the Police Reform and Social Responsibility Act 2011 allowed the PCC the right to accept or reject the Panel's recommendation; however, the PCC must inform the Panel of her decision.
  - Noted that it was recommended that a period of five working days should elapse before the recommendations of the Panel were made public, although the information could be released at an earlier stage if there was mutual agreement between the Panel and PCC.

#### **RESOLVED:**

That the Panel noted the responses provided to their questions by Miss Vesey-Thompson as the PCC's proposed appointment to the role of DPCC, and noted the responses provided by the PCC.

#### **57/21 EXCLUSION OF THE PUBLIC [Item 20]**

The Chairman proposed the exclusion of the public for consideration of items 21 (Building the Future Update) and 22 (Closed session: to Discuss the Proposed Appointment of a Deputy Police and Crime Commissioner for Surrey).

One Panel Member noted that the report for item 21 contained no commercially sensitive information and requested that this item be considered in public, given the strong public interest in the matter.

Another Panel Member agreed that the paper for item 21 contained no inherently sensitive material but felt it would be better for the discussion to be held in private in case any exempt material was discussed - to which the Chairman supported.

Following a vote, it was:

**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 paragraphs 1 and 3 of Part 1 of Schedule 12A of the Act.

**PART 2 – IN PRIVATE**

**58/21 BUILDING THE FUTURE UPDATE [Item 21]**

**Witnesses:**

Lisa Townsend - Police and Crime Commissioner for Surrey  
Kelvin Menon - Chief Finance Officer (OPCC)

**Key points raised in the discussion:**

1. The Part 2 report was discussed.

*Councillor John Furey left the meeting at 1.13 pm*

**RESOLVED:**

That the Panel noted the Part 2 report.

**Actions/further information to be provided:**

**R19/21** - The Panel will be notified when the information contained in the Part 2 report is to be put into the public domain, receiving a detailed report within the standing item of Building the Future - Update at a future Panel, including the results of the strategic assessment.

*The meeting was adjourned for a comfort break at 1.17 pm*

*The meeting was resumed at 1.29 pm*

**59/21 CLOSED SESSION: TO DISCUSS THE PROPOSED APPOINTMENT OF A DEPUTY POLICE AND CRIME COMMISSIONER FOR SURREY [Item 22]**

The Panel deliberated over the questions and responses provided and then voted, recommending that Miss Vesey-Thompson should not be appointed to the position of DPCC.

*(Prior to the vote, the Chairman asked if there was any request for a recorded vote. No Panel member requested it - three Panel members are required to request a recorded vote - see 3.7 of the Panel's Constitution)*

A summary of Panel members' concerns and reasons for not recommending the appointment would be provided in the Panel's formal letter of response for consideration by the PCC by the next working day in line with the below point from the Panel's Confirmation Hearing Protocol:

- 3.3 The Panel is invited to question the candidate in order to confirm they have the necessary professional competence and personal independence to carry out the role.

**RESOLVED:**

**R20/21** - The Panel will formally write to the PCC with its recommendation noting the concerns raised in the discussion (see Annexes B and C).

That the Surrey Police and Crime Panel recommends that the Police and Crime Commissioner for Surrey does not appoint the proposed candidate, Miss Vesey-Thompson, to the position of Deputy Police and Crime Commissioner for Surrey.

The Panel recommended that a period of five working days should elapse before its recommendation was made public.

**60/21 PUBLICITY OF PART 2 ITEMS [Item 23]**

**RESOLVED:**

The Panel agreed that no confidential information within the items considered under Part 2 of the agenda should be made available to the Press and Public.

**61/21 DATE OF NEXT MEETING [Item 24]**

The Panel noted that its next public meeting would be held on 15 September 2021 at Woodhatch Place, Reigate.

Meeting ended at: 2.04 pm

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**Chairman**