

SURREY POLICE AND CRIME PANEL**FEEDBACK ON PERFORMANCE MEETINGS****7 February 2020****INTRODUCTION**

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. David Munro has set up a governance framework to discharge this duty. The main part of this framework is to hold six-weekly Performance Meetings where the Chief Constable 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.

Every other performance meeting is webcast for the public and partners to view. The PCC chairs the meeting which is also attended by the Chief Executive and Treasurer 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.

This report provides an update on the meetings that have been held and what has been discussed in order to demonstrate that arrangements for good governance and scrutiny are in place.

PERFORMANCE MEETINGS

Since the last report on performance meetings to the panel, one Performance Meetings has been held – December 2019.

16 December 2019 – Private Meeting

Agenda items were:

- Performance Scorecard
- Budget and precept planning
- Mental health demands
- ICT Strategy Update
- Efficiency Review
- Police Recruitment
- Police Education Qualifications Framework
- Value for Money Profiles
- Climate Emergency

The overall scorecard was presented, together with four supporting papers on high harm positive outcomes. On the scorecard, The PCC asked about the unplanned leaver rate and retention measures in place. The Chief Constable (CC) spoke about a recent national police survey on wellbeing and some initial concerning results with regard to Surrey staff sleep quality and workloads. More work was being done to understand the results and see what actions could be put in place to further support staff. There had been a drop in public confidence on the national measure. But this measure lags behind the local confidence measure which has shown a recent recovery. Burglary levels were showing a slight increase, but this is felt to be seasonal. A comms campaign on burglary would be coming out shortly.

Detailed reports were discussed on performance of four specific areas: domestic abuse, child abuse, sexual offences and hate crime. Volumes of reports for domestic abuse (DA) had increased, following the national trend. A review was being carried out on the investigation model for DA. The force had increased its training for spotting the signs of child abuse and neglect, complemented with an internal comms campaign. Rape and Serious Sexual Offences had seen a reduction in reports. The CC said that this could be the force seeing the end of reporting of historical offences. A digital evidence management approach is being brought in next year which should speed up processes and keep victims on board. There are signs of the backlog of cases going to court reducing and the CPS wants to take on more cases. An issue was raised with high numbers of people on the waiting list for counselling from the rape and sexual support service in Surrey. This was to be raised with the new Health and Wellbeing and Community Safety Board. A report on hate crime showed a small decline overall but an increase in homophobic and anti-transgender offences.

The Force Finance Director presented the budget report covering the different scenarios for Government grant and local precept. The medium term financial plan scenario shows the budget for a static grant and 1.99% precept uplift. Inflation and required project funding were built in. The PCC and CC discussed the options for the budget on which to go out to public consultation. The latest workforce plan for the future was discussed. With 78 extra police officers being funded through central grant, the force would like to invest in front-line specialist police staff. Particularly for the Safeguarding Investigation Unit (SIU), DA outreach, the Resolution Centre, Digital Forensics, Demand Analysis and Criminal Justice.

The CC presented a report on Mental Health and the local profile. As agreed in the actions update the PCC would write a letter to the Policing Minister on mental

health provision. The College of Policing is looking at the different force division models such as health presence in police contact centres and Joint Response Units to evaluate what works. There is some evidence that whilst helping with short term resourcing these programmes don't address the problem long term.

A report was taken updating on the force ICT strategy. The CC said that head of ICT had reviewed all ICT projects and most remained as before but there was more focus on network improvements and ICT to support future working, including better connectivity for staff. The PCC requested further information on ICT costs and savings.

An efficiency board was set up last year. The formal structure has now lapsed but moving forward the efficiency review will go into the new DCC's Strategic Board. In terms of recent efficiencies, the new Body Worn Video (BWV) system is now in place. The PCC asked for an update on the BWV at a future meeting.

The PCC asked about national recruitment processes and how Surrey compares with others. The CC reported that Surrey could be better at their recruitment processes and the head of HR was looking at how improvements can be made. The recruitment team is working really hard to get the new officers in. This includes holding leadership sessions which will include emphasising that all managers are recruiters.

A paper was presented on the Police Education Qualifications Framework (PEQF). This was starting in January in Surrey. The CC said that PEQF hadn't always been explained clearly and that the messaging from the college could be clearer. The PCC asked for more information around total costs.

A paper was presented on the HMICFRS (Her Majesty's Inspectorate for Constabulary and Fire & Rescue Services) Value for Money profiles and areas where Surrey Police were an outlier. A number of areas were discussed. Some could be explained by different ways that forces code and report information. Other areas required more in-depth consideration. These were costs of ICT, support services, fleet, HR, and custody detention officers. The force would report back once these had been looked at in more detail.

The CC presented a paper which outlined the force plans to become carbon neutral by 2030. This is an ambitious programme across all areas of the business. The CC said he was confident that environmental plans and Building the Future were co-ordinated and would check with regard to other projects such as fleet. The CC would take away recommendations with regard to governance,

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decision making and ensuring links to other major projects and report back. The PCC requested that the force report back on progress in developing the environmental strategy.

RECOMMENDATION

That the Police and Crime Panel note the update on the PCC's Performance Meetings.

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