

Public Document Pack

Sussex Police and Crime Panel

Members are hereby requested to attend the meeting of the Sussex Police and Crime Panel, to be held at **10.30 am** on **Friday, 25 June 2021** at **County Hall, Lewes**.

Tony Kershaw

Clerk to the Police and Crime Panel

17 June 2021

Webcasting Notice

Please note: This meeting will be filmed for live or subsequent broadcast via East Sussex County Council's website on the internet – at the start of the meeting the Chairman will confirm that the meeting is to be filmed. Generally the public gallery is not filmed. However, by entering the meeting room and using the public seating area you are consenting to being filmed and to the possible use of those images and sound recordings for webcasting and/or training purposes. The webcast will be available via the link below: <http://www.eastsussex.public-i.tv/core/>.

Agenda

10.30 am 1. **Appointment of Independent Members**

The Police Reform and Social Responsibility Act 2011 requires the Panel to have a minimum of two Independent Co-opted Members. Independent Co-opted Members have one-year terms and can be re-appointed annually for up to five years.

The term of Mr Peter Nightingale having expired, and the term of Mrs Susan Scholefield being due to expire in summer 2022, a recruitment process was undertaken which identified 20 candidates, of which six were invited for interview. The interview panel comprised Cllr Mitchell, Cllr Denis and Cllr O'Quinn.

The interview panel considered appointments to three roles:

Independent member to be appointed on 25 June 2021, for a five-year term, renewed annually.

Independent member to be appointed in summer 2022, for a five-year term, renewed annually.

Substitute independent member to be appointed 25 June 2021, for a five-year term, renewed annually.

In line with the recommendations of the interview panel, The Panel is asked to:

1. Confirm the appointment of Mr Keith Naphthine as an Independent Co-opted Member of the Panel, for a one-year term, renewable for up to five years.

2. Renew the appointment of Mrs Susan Scholefield, Independent Co-opted Member, for a one-year term. To note that Mrs Scholefield will be the proposed candidate for a further five-year term when her current term expires in summer 2022.
3. Confirm the appointment of Mrs Sarah Peacock as a substitute Independent Co-opted Member of the Panel, for a one-year term, renewable for up to five years.

10.35 am 2. **Appointment of Chairman and Vice Chairman**

The Panel will be invited to appoint a Chairman and Vice Chairman for the 2021/22 municipal year.

10.40 am 3. **Declarations of Interest** (Pages 5 - 6)

Members and officers must declare any pecuniary or personal interest in any business on the agenda. They should also make declarations at any stage such an interest becomes apparent during the meeting. Consideration should be given to leaving the meeting if the nature of the interest warrants it. If in doubt contact Democratic Services, West Sussex County Council, before the meeting.

10.43 am 4. **Minutes of the Previous Meeting** (Pages 7 - 14)

To confirm the minutes of the previous meeting on Friday 12 March 2021 (cream paper).

10.44 am 5. **Urgent Matters**

Items not on the agenda which the Chairman of the meeting is of the opinion should be considered as a matter of urgency.

10.45 am 6. **Annual Review of Membership and Proportionality** (Pages 15 - 22)

Report by the Clerk of the Police and Crime Panel.

The Panel is required to undertake an annual review of proportionality to take account of any changes to the political composition of constituent authorities during the course of the previous year. The attached report provides the latest political composition of local authorities in Sussex and a calculation of proportionality of the Panel.

The Panel is required to consider the appointment of the additional member from Brighton and Hove City Council, and any additional appointments from the county councils to best address an imbalance in political proportionality.

10.53 am 7. **Public Questions to the Commissioner** (Pages 23 - 28)

Written questions may be submitted by members of the public up to two weeks in advance of a meeting. The Chairman of the Panel or the Commissioner will be invited to provide a response by noon of the day before the meeting. Questions, together with as many responses as possible, will be published on the Panel's website (www.sussexpcp.gov.uk).

A question has been received from one correspondent. The Panel is invited to note the response.

Two questions concerning operational matters were received. The Commissioner's office is facilitating responses from Sussex Police, which will be published on the Panel's website once received.

10.56 am 8. **The Commissioner's Annual Report and Financial Outturn Report 2020/21** (Pages 29 - 72)

The Police and Crime Panel is required to scrutinise the Commissioner's Annual Report. The Commissioner will briefly outline the attached annual report which provides an update on performance against the priorities, objectives and measures set out in the Police and Crime Plan for the period 1 April 2020 – 31 March 2021.

The Financial Outturn section of the Annual Report presents a summary of the revenue and capital outturn for 2020/21, subject to audit for the overall police fund under the direction of the Police and Crime Commissioner.

The Panel is asked to review, put questions to the Commissioner, and make recommendations on the Annual Report if necessary. Following the meeting the Panel will publish a report from the Chairman to the Commissioner, and the Commissioner's subsequent response.

11.26 am 9. **Annual Report from the Host Authority** (Pages 73 - 76)

Report by the Clerk to the Police and Crime Panel.

The Host Authority is required to submit to the Panel an annual budget report detailing income and expenditure of the Panel during the previous year. The report also includes a summary of the main achievements of the Panel over the last year.

The Panel is asked to note the report.

- 11.27 am 10. **Quarterly Report of Complaints** (Pages 77 - 78)
- Report by the Clerk to the Police and Crime Panel.
- The report provides details of the correspondence received and the action taken.
- The Panel is asked to consider the report and raise any issues or concerns.
- 11.28 am 11. **Working Group Appointments** (Pages 79 - 80)
- The Panel is asked to agree the membership of the Budget and Precept Working Group to act as a critical friend in development of the precept.
- The Working Group will likely meet two to three times between November 2021 and January 2022.
- 11.33 am 12. **Date of Next Meeting and Future Meeting Dates**
- The next meeting of the Panel will take place on Friday 24 September 2021 at 10.30 a.m. at County Hall, Lewes.
- Future meeting dates below:
- Friday 28 January 2022
Monday 14 February 2022 (if required)
Friday 25 March 2022

To all members of the Sussex Police and Crime Panel

Sussex Police and Crime Panel – 25 June 2021

The Panel is asked to agree the table of personal interests below.

Any interests not listed which members of the Panel feel are appropriate for declaration must be declared under agenda Item 1, Declaration of Interests, or at any stage such an interest becomes apparent during the meeting.

Table of standing personal interests

Panel Member	Personal Interest
Bob Standley	
Jacky Pendleton	
Michael Jones	
Kevin Boram	
Sean McDonald	
Judy Rogers	
Claire Vickers	
Lizzie Deane	
Roy Briscoe	Member of Joint Arun and Chichester Community Safety Partnership
Johnny Denis	Co-Chair of Lewes and Eastbourne Community Safety Partnership Lead Member for Community Safety at Lewes District Council Member of Lewes District Council – Community Safety Partnership – Joint Action Group
Susan Scholefield	A serving Magistrate Chair of the Competition Appeal Tribunal and Competition Service Senior Independent Director of Surrey and Borders Partnership NHS Foundation Trust
Dee Simson	Member of Brighton and Hove Community Safety Partnership Member of Woodingdean Neighbourhood Watch

Norman Webster	Member of Mid Sussex Community Safety Partnership
Rebecca Whippy	Co-Chair of Lewes and Eastbourne Community Safety Partnership Lead for Community Safety at Eastbourne Borough Council Member of Eastbourne Borough Council Joint Action Group Member of Eastbourne Neighbourhood Watch CEO of Embrace East Sussex Independent SEND Litigator
Tricia Youtan	Member of Horsham Community Safety Partnership Cabinet Member for Community Safety at Horsham District Council
Carolyn Lambert	Vice-Chair of East Sussex Fire Authority Member of Fire Commission
Philip Lunn	Chair of Safer Wealden Partnership Member of Sussex Safer Communities Board
Jackie O'Quinn	Lead Member of Brighton & Hove Community Safety Partnership
Brian Drayson	Co-Chair Safer Rother Partnership
Paul Barnett	Co-Chair Safer Hastings Partnership

Sussex Police and Crime Panel

12 March 2021 – A virtual meeting of the Panel held at 10.30am.

Present:

Cllr Bill Bentley (Chairman)	East Sussex County Council	Cllr Gill Yeates	Arun District Council
Cllr Johnny Denis	Lewes District Council	Cllr Carolyn Lambert	East Sussex County Council
Cllr Philip Lunn	Wealden District Council	Cllr Norman Webster	Mid Sussex District Council
Mr Peter Nightingale	Independent Member	Mrs Susan Scholefield	Independent Member
Cllr Val Turner	Worthing Borough Council	Cllr Dee Simson	Brighton & Hove City Council
Cllr Paul Barnett	Hastings Borough Council	Cllr Jackie O'Quinn	Brighton & Hove City Council
Cllr Tricia Youtan	Horsham District Council	Cllr Jay Brewerton (Substitute)	Rother District Council
Cllr Rebecca Whippy	Eastbourne Borough Council		

Apologies were received from Cllr Dave Simmons (Adur District Council), Cllr Brenda Smith (Crawley Borough Council), Cllr Brian Drayson (Rother District Council), Cllr Roy Briscoe (Chichester District Council) and Cllr Christian Mitchell (West Sussex County Council).

Present from the Office of the Police and Crime Commissioner (OSPCC): Commissioner Katy Bourne (PCC), Mark Streater (Chief Executive & Monitoring Officer), Iain McCulloch (Chief Finance Officer) and Mervin Dadd (Chief Communications and Insight Officer).

Part I

59. Declarations of Interest

59.1 In accordance with the Code of Conduct, members of the Panel declared the personal interests contained in the table below.

Panel Member	Personal Interest
Bill Bentley	Lead Member for Communities and Safety Chairman of East Sussex Safer Communities Board

	Chairman of East Sussex Civil Military Partnership Board Chair of Heathfield Community Safety Action Group (CSAG)
Roy Briscoe	Member of Joint Arun and Chichester Community Safety Partnership
Johnny Denis	Co-Chair of Lewes and Eastbourne Community Safety Partnership Lead Member for Community Safety at Lewes District Council Member of Lewes District Council – Community Safety Partnership – Joint Action Group
Susan Scholefield	A serving Magistrate Chair of the Competition Appeal Tribunal and Competition Service Senior Independent Director of Surrey and Borders Partnership NHS Foundation Trust
Dave Simmons	Chairman of Adur and Worthing Safer Communities Partnership Sussex Partnership NHS Foundation Trust Council
Dee Simson	Member of Brighton and Hove Community Safety Partnership Member of Woodingdean Neighbourhood Watch
Brenda Smith	Cabinet Member for Public Protection at Crawley Borough Council Chair of Safer Crawley Partnership
Val Turner	Member of Safer Communities Partnership, Adur and Worthing
Norman Webster	Member of Mid Sussex Community Safety Partnership
Rebecca Whippy	Co-Chair of Lewes and Eastbourne Community Safety Partnership Lead for Community Safety at Eastbourne Borough Council Member of Eastbourne Borough Council Joint Action Group Member of Eastbourne Neighbourhood Watch CEO of Embrace East Sussex Independent SEND Litigator
Gill Yeates	Chairman of Safer Arun Partnership Member of Joint Arun and Chichester Community Safety Partnership
Tricia Youtan	Member of Horsham Community Safety Partnership Cabinet Member for Community Safety at Horsham District Council
Carolyn Lambert	Vice-Chair of East Sussex Fire Authority Member of Fire Commission
Philip Lunn	Member of Safer Wealden Partnership

Jackie O'Quinn	Lead Member of Brighton & Hove Community Safety Partnership
Brian Drayson	Co-Chair Safer Rother Partnership
Paul Barnett	Co-Chair Safer Hastings Partnership

60. Minutes of the Previous Meeting

- 60.1 Resolved – that the minutes of the previous meeting held on 29 January 2021 be approved as a correct record and confirmed electronically by the Chairman following the meeting.

61. Correspondence between the Panel Chairman and Sussex Police & Crime Commissioner

- 61.1 The Panel noted the correspondence between the Panel Chairman and Commissioner regarding the Panel's agreed recommendations in relation to the Police & Crime Plan 2021/24 and Proposed Precept 2021/22.

62. Public and Panel Questions to the Commissioner

- 62.1 The Panel noted a published version of written public and Panel questions with answers from the Commissioner (copy appended to the signed minutes). The Panel had two supplementary questions in respect of the public questions:
1. Q: In reference to Question 2, concerns were raised that despite a review of the Force's stop and search powers concluding that there are no faults with the current procedures – will the Commissioner elaborate on her written response in terms of what more can be done to address the long-standing issue of alleged racial profiling?
A: Commissioner Bourne re-affirmed her response in that proportionality is taken very seriously and took issue with accusations of discrimination. She added that her answer offered future reassurance to the public.
 2. Q: Clarification was sought regarding the alleged policy issues upon submitting a Freedom of Information (FOI) request and whether the outcome of the investigation will be reported back to the Panel?
A: Mr Streater understood that this question is linked to two separate matters: 1) The specific case in question and the individual's issue with the Force's handling of data provision and 2) The Force's generic response to FOI requests. Regarding point two, Mr Streater explained this is something the Commissioner scrutinises very closely at her Performance

and Accountability Meetings (PAMs) and the Chief Constable has given her assurance that further investment in office staff has helped to meet growing demand. Mr Streater added that as Monitoring Officer, he is responsible for all FOI requests submitted to the OSPCC and is confident that the Office is maintaining high standards around timeliness following a recent audit.

3. Q: Concern was raised that the figures relating to stop and search appear discriminatory and disproportionate in Sussex, in comparison to other areas of Sussex. It was suggested that the Force improves its recruitment rate of BAME (Black, Asian and Minority Ethnic) officers and the Commissioner was asked how black residents can participate in one of the Chief Constable's procedural panels/groups that looks at how the powers are exercised

A: Commissioner Bourne acknowledged that there was a 24% increase in stop and searches across Sussex in 2019/20. Local figures rose in part due to 475 stop and searches carried out at an international motorcycle event alone in June 2019. The Commissioner reported that the Force's three Tactical Enforcement Units and single Special Enforcement Unit have been successful in proactively targeting the Sussex road network. Trainee and existing officers have been given improved training and employ the GOWISELEY approach (Grounds, Object, Warrant, Identity, Station, Entitlement, Legal, You) when conducting stop and searches. On addressing the disproportionality of BAME stop and searches, the Commissioner highlighted increased tourist levels from city areas to the county's coastline as a contributing factor since the summer lockdown restrictions were eased. The Commissioner reported that the Force's most recent staff intake was almost twice as representative as the population of BAME residents in Sussex (6.3%). She also assured the Panel that her and the Chief Constable meet to review officer body camera footage at random and consider whether proportionality is respected when undertaking stop and searches. The PCC concluded by reminding the Panel that the Force has one Independent Advisory Group (IAG) in each of its three divisions and one strategic IAG across the whole Force. She encouraged members to invite their BAME communities to come forward and get involved. It was suggested that a special briefing on stop and search is presented to the Panel at a future meeting.

4. Q: Concern was raised regarding the number of officers within Force subject to misconduct hearings – will the Commissioner inform the Panel of hers and the Chief Constable's plans to tackle the issue and is there evidence of improved performance following those verdicts?

A: Commissioner Bourne explained that a recent change to the regulations has allowed for the media to attend serious misconduct panels and hearings instead of being dealt with internally within the Force, which in

turn has raised the profile of some cases in the public domain. She added that her Office (OSPCC) has facilitated conversations with the media across Sussex to explain the process and improve transparency. The Commissioner noted the Chief Constable has reported more officers feel empowered to report both in their own name and anonymously. She concluded by adding that the Force is proactive in terms of raising awareness among staff of reporting channels and reassured the Panel that mandatory training around good conduct is undertaken by officers on a rolling basis.

5. Q: In her position as Chairman of the Criminal Justice Board, does the Commissioner have an opinion on the current backlog of court cases and the impact of the pandemic on frontline officers and staff?

A: The Commissioner admitted the Board has shared concern following a recent meeting, however she did commend magistrates' courts for leading the way in improving their backlogs. She highlighted the old age of many Sussex courts as an issue due to them not being able to operate in a Covid-secure manner. During the pandemic, 6 out of 10 crown courts have been in operation Sussex-wide - two additional crown courts are scheduled to open in Chichester at the end of April and May respectively. Commissioner Bourne also admitted that the pandemic has inevitably been challenging and a strain for staff working across the Force, with more employees working 12-hour shifts and less annual leave being taken. She paid tribute to the Force's frontline officers and back office staff for their work ethic in policing during lockdown. At present, 21,000 victims and witness are in the system waiting for their cases to be heard for various forms of crime. The Commissioner also praised the Victim and Witness Care Unit for managing their high caseload and giving witnesses and victims the confidence to provide evidence despite the increased waiting times. Pressures are also being felt by the Crown Prosecution Service (CPS) and courts staff with a knock-on effect to prisons probation services.

5. Q i): There has been a decline in the number of rape cases referred to the CPS in the last three years despite the fact that reported rape has increased – has the Commissioner noticed that this national trend is mirrored by Sussex Police?

ii) Does the Commissioner have a view on rape victims being forced to hand over their mobile phones for police evidence, even when the offender has confessed to the crime, and do you think it will deter them from coming forward and reporting incidents?

A i): The Commissioner recognised that on average around 30-35 reports of serious sexual assault are reported across Sussex on a weekly basis. She noted that many cases involve complex domestic situations in addition to random 'stranger rape'. Analysis carried out by the Force

showed that 50% of offences reported are not pursued by victims and in many cases the trauma suffered by victims has meant they're unable to follow through supporting and engaging with the Force. Commissioner Bourne informed the Panel that recent figures show 94% of reported rape and serious sexual offences in Sussex result in convictions – 16% above the national average and a 40% improvement on figures in 2017/18. It was highlighted that the Force is working closely with the CPS to improve the quality of case files. Where victims are willing to support the police, this enables the Force to present their case to the CPS for early advice once the victim's account has been obtained and the suspect(s) arrested. As a result, this aids the prosecution team's understanding and informs potential lines of enquiry as well as speeding up for the process for the case hearing.

ii): The Commissioner acknowledged that a high-profile national case prompted considerable work carried out by national policing bodies and the CPS, resulting in new guidelines being put in place in terms of going forward. The PCC's stance is that she does not support victims being required to hand over their mobiles to aid investigations.

6. Q: Is the Commissioner confident of the links and connections established by the Force's Rural Crime Unit (RCU) and local intelligence?

A: The Commissioner recognised that the RCU is still in its infancy and remains a work in progress. The team size has grown to 18 members and it's the biggest of its kind in the South East. She commented that the RCU has been well-received by rural communities, and farmers in particular. Mention was also given to a pilot project in Wealden District which has seen nearly 1,000 residents and businesses sign up to report crimes and provide evidence via 'Disc' (online cloud-based crime management system).

7. Q: A new multi-agency initiative has been launched to tackle some of the worst incidents of domestic abuse. It is it being led and monitored by the OSPCC – could the Commissioner provide an insight in terms of the type of activities involved?

A: The Domestic Abuse Perpetrator Programme (DAPP) is working across Sussex with the highest-risk perpetrators, while the Force works closely with the probation service to identify those perpetrators who cause the most harm. The average perpetrator has 6 to 7 victims and the purpose of the initiative is for specialist professionals to work with them in attempt to change their behaviour. In addition, the DAPP ensures that victims/survivors are supported and no longer at risk through liaison with an Independent Domestic Violence Advocate (IDVA).

8. Q: Neighbourhood disputes have increased by 16% during lockdown – what is the impact on referrals made to the Sussex Mediation Alliance (SMA) following the recent award of a £200,000 grant.

A: The Commissioner explained that when she was first elected as PCC, the five mediation services in Sussex worked independently of each other, yet all sought funding from the OSPCC. She said that her Office has since encouraged them to amalgamate their services and the SMA is now in receipt of long-term funding via the PCC's funding framework. The OSPCC has agreed 12 ways of measuring public confidence for its funded service providers to monitor performance.

- 62.1 Councillor Yeates temporarily left the meeting at 11.35am.

63. Police Complaints Reform – Update on Reviews

- 63.1 The Panel considered a report introduced by Mr Streater, on behalf of the PCC.
- 63.2 It was questioned whether the Commissioner compared notes with PCC colleagues in the other 42 regional police forces, in particular those who did not adopt Model 1?
- 63.3 The Commissioner re-affirmed her strong support for Model 1, one year on from adoption, and belief that the right choice has been made for the Force. She noted that Sussex Police was in the majority of forces to adopt Model 1 (38) and a small minority of Forces alternatively opted for Model 2 (3) and Model 3 (1). She added that Mr Streater is part of a group of Chief Executives who are currently carrying out a review of the adopted models on behalf of the Association of PCCs.
- 63.4 The Panel queried whether this process has resulted in unforeseen or increased costs to the OSPCC which may impact on future council tax requirements?
- 63.5 The Commissioner confirmed this was not the case and commented that an increased workload has been absorbed by the OSPCC's governance departments and is managed within her Office.
- 63.6 Resolved - the Panel noted the report.
- 63.7 Councillor Yeates returned to the meeting at 11.59am.

64. Quarterly Report of Complaints

- 64.1 The Panel considered a report from the Clerk to the Panel, providing an update on complaints received in the last quarter.
- 64.2 Resolved – the Panel noted the report.

65. Date of next Meeting and Future Meeting Dates

- 65.1 The Chairman thanked Mr Nightingale for his contribution and service upon fulfilling his five-year term on the Panel as an Independent Member.
- 65.2 The Chairman announced that this was also his last meeting in the role as he opted not to re-stand as a county councillor at the upcoming local elections on 6 May. Councillor Bentley thanked the Commissioner, all of her staff and the Democratic Services teams at East and West Sussex County Councils. He also thanked the Vice Chairman, Councillor Mitchell, for his support since assuming the role in 2017 and Ninesh Edwards, for his professional guidance as Senior Advisor to the Panel.
- 65.3 The Commissioner thanked Mr Nightingale for his contribution, particularly on the Panel's working groups, and Councillor Bentley for his support as Chairman of the Panel before wishing them luck in their future endeavours.
- 65.4 The next meeting of the Panel would take place on 25 June 2021 at 10.30am via Microsoft Teams or at County Hall, Lewes/County Hall, Chichester – subject to Government guidance.

The meeting closed at 12.05pm.



Sussex Police and Crime Panel

25 June 2021

Annual Review of Membership and Proportionality

Report by The Clerk to Sussex Police and Crime Panel

Recommendations

That the Panel:

1. Agrees that Brighton and Hove City Council be invited to appoint a Labour second representative to the Panel (2.5).
2. Agrees that both East and West Sussex County Councils should each be invited to appoint an additional local authority member (see para 2.7), for a one-year period of office; and
3. Subject to agreeing recommendations 1 and 2, agrees the appointment of a Liberal Democrat councillor from East Sussex County Council and a Liberal Democrat councillor from West Sussex County Council (see 2.8 and 2.9), to take effect immediately.

1. Background

- 1.1 The Constitution of Sussex Police and Crime Panel requires it to review its political make-up and size once a year, at its annual meeting.
- 1.2 To inform this consideration, following May's local authority (LA) elections, officers in each of the 15 local authorities in Sussex provided the host authority with details of the political make-up of their authority, summarised in Appendix 1.
- 1.3 For comparison, Appendix 2 gives the equivalent data for 2019/20 (the last year for which the data was collected, the requirement to have an annual meeting being suspended in 2020/21, in line with the Local Authorities and Police and Crime Panels (Coronavirus) (Flexibility of Local Authority and Police and Crime Panel Meetings) (England and Wales) Regulations 2020

2. Discussion

- 2.1 The Panel at its annual meeting must consider the political composition of borough, county, district and unitary authorities across Sussex to ensure that the political proportionality of the Panel mirrors (as closely as is practical) the

political make-up of Sussex as a whole. During the review of the membership the Panel must agree: if it approves the reappointment of the independent co-opted members (see item 1 of this agenda); the political affiliation of the second Brighton and Hove City Council representative if the county councils in Sussex should provide a second representative; and the political affiliation of any additional county council members.

Additional Local Authority Members

- 2.2 Schedule 6, paragraph 31 of the Police Reform and Social Responsibility Act 2011 requires the Panel to consider ("from time to time") whether available seats could be assigned to additional local authority (LA) members to enable the balanced appointment objective to be met, or more effectively met. If so, the Act requires the Panel to exercise this option. The balanced appointment objective is that the LA Members of the Panel (when taken together) represent the political make-up of the relevant local authorities (when taken together).
- 2.3 The Panel can have no more than 20 members. Given that two must be Independent Members, the Panel can have a maximum of 18 LA Panel Members.
- 2.4 The Constitution grants Brighton and Hove City Council (BHCC) an additional seat, to address geographical imbalance. The additional seat needs to be re-appointed by BHCC annually, and must be used, as far as possible, to redress any political imbalance.
- 2.5 Referring to appendix 1, BHCC having no Liberal Democrat councillors, the allocation of the second BHCC seat to a Labour councillor for 2021/22 is the most effective means of contributing towards the balanced appointment objective.
- 2.6 For clarity, (including an additional Labour member from BHCC, based on the recommendation set out in para 2.5) a 16-councillor Panel (15 principal members + the second BHCC appointment) for 2021/22 would comprise:

Conservative:	9
Labour	3
Liberal Democrat:	1
Green	2
Association of Independents	1

Total "core" LA members: 16
- 2.7 The Panel Constitution states that additional Local Authority Members may be appointed from each of the county councils on the agreement of the Panel, to address any perceived imbalance in political proportionality. Such members will have a one-year period of office. The Panel should today review its proportionality against the political make-up of Sussex and determine the arrangement it wishes to operate for 2021/22.
- 2.8 In 2019/20 East Sussex County Council was invited to appoint an additional Liberal Democrat councillor. Considering the data in appendix 1, and assuming under recommendation 1 that the Panel agrees that the additional member from BHCC for 2021/22 be a Labour councillor, the most politically proportionate Panel would arise if both of the county councils were to each appoint a Liberal Democrat councillor.

- 2.9 For clarity, make-up of the resulting 18-councillor Panel, by political party, will be as below:

	2021/22	2019/20
Conservative:	9 (9.32)	9 (8.98)
Labour	3 (2.68)	3 (3.13)
Liberal Democrat:	3 (3.18)	3 (2.56)
Green	2 (1.30)	1 (1.04)
Association of Independents	1 (0.33)	1 (0.34)

Note:

1. Shown in parenthesis is the politically proportionate aspiration
2. Data for the 17-councillor Panel in 2019/20 shown too, for reference

3. **Resource Implications and Value for Money**

- 3.1 For 2021/22, the Home Office will provide up to £920 per Panel Member for travelling expenses.

4. **Risk Management Implications**

- 4.1 The Panel must strive to be politically and geographically proportionate. Failure to adequately do so risks breaching the relevant terms of the Act.

5. **Other Considerations – Equality – Crime Reduction – Human Rights**

- 5.1 Not applicable.

Tony Kershaw

Clerk to Sussex Police and Crime Panel

Contact:

Ninesh Edwards
(T) 0330 222 2542
(E) ninesh.edwards@westsussex.gov.uk

Appendices

Appendix 1 - Political Make-up of Sussex Local Authorities (21/22)

Appendix 2 - Political Make-up of Sussex Local Authorities (19/20)

This page is intentionally left blank

Political Make-Up of Sussex Local Authorities (May 2021)

Authority	Principal Member's Party	Con	LD	Lab	Green	AOI ₂	Arun Ind Group	Ind Dem	CDC Local Alliance	LDC Ind Group	Ind ₁	Shoreham Beach Residents' Assoc	Vacancy	Total
Adur	Conservative	19		7	1						1	1		29
Arun	Conservative	24	16	1	2		4				7			54
Brighton & Hove	Green	13		17	20						4			54
Chichester	Conservative	17	10	1	2				2		3		1	36
Crawley	Labour	18		17							1			36
East Sussex	Conservative	27	11	5	4			2			1			50
Eastbourne	Lib Dem	9	18											27
Hastings	Labour	12		19	1									32
Horsham	Conservative	32	13		2						1			48
Lewes	Green	19	9	3	8					2				41
Mid Sussex	Conservative	34	13		3						3		1	54
Rother	Association of Independents	14	7	3	1	12					1			38
Wealden	Conservative	32	5		2			4			2			45
West Sussex	Conservative	48	10	9	1				1		1			70
Worthing	Conservative	19	3	15										37
Total		337	115	97	47	12	4	6	3	2	25	1	2	651
Proportionality		51.77%	17.67%	14.90%	7.22%	1.84%	0.61%	0.92%	0.46%	0.31%	3.84%	0.15%	0.31%	
Seats	16	8.28	2.83	2.38	1.16	0.29	0.10	0.15	0.07	0.05	0.61	0.02	0.05	
Seats	17	8.80	3.00	2.53	1.23	0.31	0.10	0.16	0.08	0.05	0.65	0.03	0.05	
Seats	18	9.32	3.18	2.68	1.30	0.33	0.11	0.17	0.08	0.06	0.69	0.03	0.06	

Summary of 15 Principal Members:

Conservative	9
Labour	2
Liberal Democrat	1
Green	2
Assoc of Independent	1

Notes:

Ind₁ Proportionality calculated for a group. However, since this category comprises several separate independent members, the actual proportionality is lower

AOI₂ Association of Independents

This page is intentionally left blank

Political Make-Up of Sussex Local Authorities (May 2019)

Authority	Principal Member's Party	Con	LD	Lab	Green	AOI ₂	Arun Ind Group	Ind Dem	Green and Ind Burgess Hill*	ESCC Ind Group	UKIP	CDC Local Alliance	LDC Ind Group	Ind ₁	Shoreham Beach Residents' Assoc	Vacancy	Total
Adur	Cons	16		8							1			2	2		29
Arun	Lib Dem	21	22	1	2		7							1			54
Brighton & Hove	Lab	14		20	19									1			54
Chichester	Cons	18	11	2	2							2		1			36
Crawley	Lab	17		19													36
East Sussex	Cons	30	11	4				2		3							50
Eastbourne	Lib Dem	9	18														27
Hastings	Lab	8		23										1			32
Horsham	Cons	32	13		2									1			48
Lewes	Green	19	8	3	9								2				41
Mid Sussex	Cons	34	13						4					3			54
Rother	AOI	14	8	3		13											38
Wealden	Cons	34	4		2			4						1			45
West Sussex	Cons	56	9	5													70
Worthing	Cons	22	3	10							1			1			37
Total		344	120	98	36	13	7	6	4	3	2	2	2	12	2		651
Proportionality		52.84%	18.43%	15.05%	5.53%	2.00%	1.08%	0.92%	0.61%	0.46%	0.31%	0.31%	0.31%	1.84%	0.31%		
Seats	16	8.45	2.95	2.41	0.88	0.32	0.17	0.15	0.10	0.07	0.05	0.05	0.05	0.29	0.05		
Seats	17	8.98	3.13	2.56	0.94	0.34	0.18	0.16	0.10	0.08	0.05	0.05	0.05	0.31	0.05		
Seats	18	9.51	3.32	2.71	1.00	0.36	0.19	0.17	0.11	0.08	0.06	0.06	0.06	0.33	0.06		

Summary of 15 Principal Members:

Conservative	8
Labour	3
Liberal Democrat	2
Green	1
Assoc of Independents	1

Notes:

Ind₁ Proportionality calculated for a group. However, since this category comprises several separate independent members, the actual proportionality is lower

AOI₂ Association of Independents

* This was updated following the statutory despatch, there is no change to proportionality.

This page is intentionally left blank

Sussex Police and Crime Panel - Public Questions to the Commissioner

25 June 2021

Report by the Clerk to the Police and Crime Panel

Below is a schedule of the questions received prior to this meeting and where possible responses have been included. Responses will be tabled at the meeting that were not available at the time of despatch. Written questions must be received 2 weeks before a meeting of the Panel and the Commissioner or Panel Chairman is invited to provide a response by noon of the day before the meeting.

Two questions relating to operational matters of Sussex Police were received and passed to a relevant officer at Sussex Police for a response and the questions and answers are provided below. For the current meeting, one question has been received for a response by the Panel.

1. Written question from Cathy O'Neill of Eastbourne.

Question:

We are informed that part of the role of the PCC is:

Making the Police answerable to the communities they serve.
Improving local relationships through building confidence and restoring trust.

and under the Nolan Principles:

To Act Solely in terms of the public interest
To be accountable to the Public for their decisions and actions and to submit themselves to the scrutiny necessary to ensure this

and that

Information should not be withheld from the Public unless there are clear and lawful reasons for doing so.

However, under the current rules, each member of the Public participating in these meetings, is restricted to asking only two questions.

This approach only allows for surface questions and prevents the deeper, searching questions, which are normally part of any process, where there has been valid reason for concern and which is genuinely geared towards a satisfactory conclusion.

Therefore, if the role of the PCC as described, is to be properly fulfilled , such restrictions should be lifted and Public concerns dealt with in a fair, direct, open and thorough manner.

The current strict limitations and barriers, can only serve to further diminish Public trust and confidence in the Police.

Consequently, we wish to pursue matters of concern directly, without any such constraint(s) in the future and without any intervening persons or conditions. Only in this way can the Public truly be fully and fairly involved in the process.

Any prohibitive approach is in itself is a legitimate matter of concern. Please therefore ensure, that any impediment to direct and unrestricted questioning by the Public, is removed for future meetings.

Answer:

You refer to the Sussex Police and Crime Panel's standing provision on meeting agendas for members of the public to pose questions to the Sussex Police and Crime Commissioner (PCC) on issues within the PCC's remit, or pose questions to the Police and Crime Panel.

It is important to firstly note that there is no legal requirement for the Panel to have this agenda item. The provision has been in place since the introduction of the new accountability structures for policing in 2012, with the consent and cooperation of the Commissioner. Many panels/commissioners offer no such facility, but in Sussex it is felt that this provision helps both parties meet their general duties towards transparency.

In short, there is no restriction on the number of written questions a member of the public may pose in advance of a formal meeting, so long as these are received in writing no less than two weeks before the meeting. Although there is no provision for public questioners to pose supplementary questions (in respect of their written question(s)) at the meeting, Panel members can, and we always provide questioners with the contact details of their local representatives on the Panel in case a more detailed discussion with them about the concerns raised in the written question(s) would be useful.

The public can also contact the Commissioner directly, without having to wait for the next meeting of the PCP. Further information about the ways you can get involved and have a say in local policing and crime in Sussex can be viewed on the PCC's website through the following link:

<https://www.sussex-pcc.gov.uk/get-involved/>

Two **operational** questions were also received and answered by Sussex Police:

1. Question:

I am aware of a number of raids in Sussex and elsewhere involving large

numbers of policemen (8 or more) forcing entry into homes with battering rams and arresting people on the basis of false information.

Under what circumstances are such teams deployed and what level of authorisation do they require?

Answer:

There are a number of different powers that the police may use to enter premises, with the circumstance surrounding police attendance likely to dictate exactly which legislation is used. The most commonly used police powers in this respect include:

Section 18: Police and Criminal Evidence Act 1984 – Entry and search after arrest

On authority by an officer of at least the rank of an inspector, a police constable may enter and search any premises occupied or controlled by a person who is under arrest for an indictable offence if they have reasonable grounds to suspect there is evidence in that address which is related to the offence, or similar offence of which the detained person was arrested.

Further information about this particular section can be viewed through the following link: <https://www.legislation.gov.uk/ukpga/1984/60/section/18>

Section 17: Police and Criminal Evidence Act 1984 – Entry for purpose of arrest

Police constables have the power to enter an address to arrest a person for an indictable offence or other specified offence, for executing a warrant, recapturing a person who is unlawfully at large or to enter to save life or limb of any person within that premises. The key difference within the powers in this legislation is that the constable needs reasonable grounds to 'believe' the individual is within, other than to save life or limb where the level of knowledge is reasonable grounds to 'suspect'.

Further information about this particular section can be viewed through the following link: <https://www.legislation.gov.uk/ukpga/1984/60/section/17>

Section 8: Police and Criminal Evidence Act 1984 – Power of justice of the peace to authorise entry and search of premises

A justice of the peace (JP) can authorise a warrant for a constable to enter and search a premises if they are satisfied that there are reasonable grounds for believing that an indictable offence has been committed and there is material on that premises likely to be of substantial value to the investigation and that material is likely to be relevant evidence.

Further information about this particular section can be viewed through the following link: <https://www.legislation.gov.uk/ukpga/1984/60/section/8>

Section 23: Misuse of Drugs Act 1971 – Powers to search and obtain evidence

A JP can authorise a warrant for a constable to enter and search a premises in relation to drug offences or if there are reasonable grounds for suspecting that any controlled drugs are in the possession of a person on any premises, or any connected documentation is in the possession of a person on any premises. This authorises officers to enter the premises named on the warrant by force, if necessary. It is an offence to obstruct officers in the execution of the powers under this section, conceal any controlled drugs or documentation relating or without reasonable excuse fails to provide and documentation where their production is demanded.

Further information about this particular section can be viewed through the following link: <https://www.legislation.gov.uk/ukpga/1971/38/section/23>

Section 117: Police and Criminal Evidence Act 1984 – Power of constable to use reasonable force

Conveys a power for a constable to use reasonable force, if necessary, in the exercise of any power within the Police and Criminal Evidence Act 1984.

Further information about this particular section can be viewed through the following link: <https://www.legislation.gov.uk/ukpga/1984/60/section/117>

Any application to a JP for a warrant under the above offences will require the requesting officer to provide sufficient intelligence to support the application.

The number of officers deployed, whether persons other than police officers are required and the tactics utilised will depend on the nature of the offence, the available intelligence and information on any occupants of an address and the risk assessment completed for members of the public, officers deployed and occupants of the addresses.

The method used to enter a premises will also be dependent on the information, intelligence and risk. Police officers will use a range of options to gain entry to a premises – from keys to the address through to forcing entry to the property. Rapid entry can be used to prevent the potential for the disposal of evidence whilst officers secure entry too.

The exercising of these powers always needs to be lawful and proportionate.

2.

Question:

If a policeman conducts an interview and then writes a transcript which is a false representation of the interview this may result in sanctions being taken against someone who is innocent. How confident are you that all transcripts are an accurate representation of interviews and what measures are in place to prevent such abuse of police powers?

Answer:

Interview processes for all police force areas in England and Wales are governed by the Codes of Practice set out within the Police and Criminal Evidence Act 1984 (PACE). Almost all PACE interviews in Sussex are digitally recorded – either by audio or a combination of audio and video depending on the type of investigation – and follow the Authorised Professional Practice determined by the College of Policing. Further information can be viewed through the following link: <https://www.app.college.police.uk/app-content/investigations/investigative-interviewing/>

An interview(s) forms part of the evidence in any case and cannot be changed or edited from the master recording once completed. Interviews are not routinely transcribed at this point because it is a lengthy process. Instead, summaries of interviews are supplied to police decision makers or the Crown Prosecution Service (CPS) to assist them in disposal decisions by the officer in the case (OIC) or the individual conducting the interview. If a person is not charged or in cases where a defendant is charged and pleads guilty, a transcript will never be produced.

In a not guilty plea case at court, a transcript will be created by either a typist or another police officer or staff member – depending on the crime type and the mode of hearing. This task will be completed by independently listening to the master recording, using fully auditable software, before it is sent to the OIC to check, acknowledge its accuracy and accept it as an exhibit in the court process. It is, therefore, easy for supervisors or the Professional Standards Department (PSD) to check any transcripts against the original recordings should any conflict arise.

The quality assurance and monitoring of the transcripts produced is carried out by the OICs (and senior investigating officers, if applicable) through the standard chain of command. For a trial to proceed to court, a police report form must be submitted with certification from an officer and supervisor regarding the veracity of the material, recognition that nothing has been held back that may assist the defence in the early preparation of the case, and confirmation that the file build has been prepared to the required national standard.

Should any discrepancies or material inaccuracies in the interview or transcribing process be identified by any person in the course of the criminal justice proceedings, the appropriate route for investigating this would be through the established chain of command, and could include PSD if necessary.

Any activity, such as the scenario described in your question above, would be subject to the same expectations, safeguarding measures and consequences that govern all police-related activity in terms of professionalism and integrity. It is also worth emphasising that there are several criminal or disciplinary offences available to the police service for any individual(s) who proffers information in a criminal investigation or court proceeding, knowing or believing it to be false.

Ends

This page is intentionally left blank



SUSSEX POLICE & CRIME PANEL

Sussex Police and Crime Panel

25 June 2021

Sussex Police and Crime Commissioner's Annual Report and Financial Outturn Report 2020/21

Report by The Clerk to Sussex Police and Crime Panel

Recommendations

That the Panel:

1. Reviews, puts questions to the Commissioner, and makes recommendations on the Annual Report and draft Financial Outturn Report for 2020/21.

1. Background

- 1.1 In accordance with the Police Reform and Social Responsibility Act 2011, the Commissioner must provide the Panel with their Annual Report, and the Panel must question the Commissioner and review it.
- 1.2 Following the meeting, the Panel must make and publish a report to the Commissioner. The Commissioner must respond to the report and publish the response.

2. Discussion

- 2.1 The applicable Police and Crime Plan in place for the reporting period is that for 2017/21, which can be found here: <https://bit.ly/3f5aCKt>
- 2.2 The four objectives set out in the Plan are:
 - Strengthen local policing
 - Working with local communities and partners to keep Sussex safe
 - Protecting our vulnerable and helping victims cope and recover from crime and abuse
 - Improving access to justice for members of the public
- 2.3 The content and structure of the Annual Report should be determined on the basis of local preferences and need, and might include:
 - How the PCC has exercised and fulfilled their statutory duties and functions in each financial year

- The progress that has been made in the year in meeting the objectives in the PCC's Police and Crime Plan (see 2.2)
- End-of-year performance against any targets set, including exception reporting on any areas in which performance has substantially fallen short of, or exceeded, expectations
- Performance outcomes in relation to specific crime, community safety or criminal justice grants or feedback on delivery at a geographical area or departmental level
- End-of-year financial positions, including how resources have been allocated, details of any significant under or overspend and the decisions made with regard to council tax precept
- Aims and aspirations for the following year, based on any re-evaluation of local need.

2.4 Following the meeting, a report by the Panel will be prepared in consultation with the Chairman, and dispatched and published within two working days.

Tony Kershaw

Clerk to Sussex Police and Crime Panel

Contact:

Ninesh Edwards

(T) 0330 222 2542

(E) ninesh.edwards@westsussex.gov.uk



To:	The Sussex Police & Crime Panel
From:	The Sussex Police & Crime Commissioner
Subject:	The Sussex Police & Crime Commissioner's Annual Report and Financial Outturn Report 2020/21
Date:	25 June 2021
Recommendation:	That the Police & Crime Panel note the report.

1.0 Introduction

- 1.1 This report provides an update on performance against the policing and crime objectives set out in the Police & Crime Plan 2017/21 for the period 1 April 2020 to 31 March 2021.
- 1.2 The report also sets out the draft financial outturn position for 2020/21, ahead of the audited accounts being published.

2.0 Annual Report 2020/21

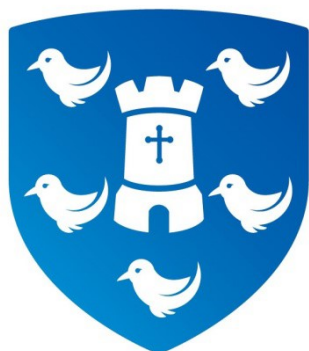
- 2.1 The Police & Crime Commissioner (PCC) has a statutory duty to produce an Annual Report as set out in Chapter 3 – Section 12(1) of the Police Reform and Social Responsibility Act 2011.
- 2.2 The Act prescribes that the content of the Annual Report should include:
 - (a) the exercise of the elected local policing body's functions in each financial year; and
 - (b) the progress which has been made in the financial year in meeting the policing and crime objectives in the body's Police & Crime Plan.

3.0 Progress made in 2020/21

- 3.1 The achievements, areas of work and progress made by the PCC and her office in 2020/21 are summarised in the Annual Report under each of the four policing and crime objectives of the previous Police & Crime Plan.
- 3.2 The draft financial outturn position for the year ended 31 March 2021 is also included within the report, ahead of the audited accounts being published.

Mark Streater
Chief Executive & Monitoring Officer
Office of the Sussex Police & Crime Commissioner

This page is intentionally left blank



**Sussex
Police & Crime
Commissioner**

**2020/21
Annual Report**

Contents

1. Introduction

2. Progress Made Against the Policing and Crime Objectives

2a. Strengthen local policing

2b. Work with local communities and partners to keep Sussex safe

2c. Protect our vulnerable and help victims cope and recover from crime and abuse

2d. Improve access to justice for victims and witnesses

3. Managing Resources

3a. Summary of financial context 2020/21

3b. Summary of financial performance 2020/21

3c. Summary of financial headlines 2020/21

3d. Financial outlook for 2021/22 and beyond

4. National Contribution

5. Sussex Police: Workforce Diversity

6. Summary of Funding Allocated to Victims' Services in Sussex

1. Introduction

Welcome to my 2020/21 Annual Report.

This is my 9th Annual Report highlighting the range of statutory activities and funding I am responsible for as your elected Police & Crime Commissioner (PCC) along with some of the achievements and progress I have made against these.

I was honoured to be re-elected to serve another term as your Police & Crime Commissioner. It is a responsibility that I take extremely seriously, and I look forward to continuing to deliver on the priorities mattering most to people across our county.

2020 saw the established world order challenged by the health and economic consequences of the COVID-19 pandemic. With our everyday routines stopped and our movements curtailed, police forces were faced with a sensitive balancing act to enforce emergency health legislation whilst retaining the consent and support of members of the public.

Sussex Police deserve our thanks and praise for the way they adapted and responded. The residents of Sussex should be recognised for a fantastic response, with their acknowledgement and appreciation for the policing approach of 'Four Es' – engaging, explaining and encouraging compliance [with COVID-19 regulations] and enforcement only being used as a last resort.

As lead members of the Local Resilience Forum, Sussex Police were at the forefront of the combined multi-agency response whilst also dealing with the increases in lockdown-driven domestic abuse and cyber-enabled crime, including stalking and fraud.

We started 2020 with great plans to continue rebuilding neighbourhood policing and launching enforcement units to target roving criminals, as well as recruiting 129 police officers as part of the Government's [Operation] Uplift programme to recruit 20,000 extra officers over three years. There was broad public support for my proposal to raise more funds from the police element of council tax to pay for 50 extra police officers, 100 extra Police Community Support Officers (PCSOs) and 50 specialist staff.

However, social distancing restrictions meant that the Force had to adapt its recruitment and training programmes in order to stay safe. Despite the hurdles this raised, Sussex Police recruited an additional 179 police officers during 2020/21. This meant that the Tactical and Specialist Enforcement Units could be launched, and a dedicated Rural Crime Team created. The increase to the Force's complement of PCSOs also meant that every parish in the county now has a named PCSO again.

In June last year, I was delighted to appoint Jo Shiner as the first woman to lead Sussex Police as Chief Constable, with a command team that also includes four female officers, showing that gender is no obstacle to the highest ranks in policing. The Force is also making every effort to attract more recruits from diverse backgrounds to improve the representation of Black, Asian and Minority Ethnic (BAME) individuals across the workforce as part of ongoing recruitment intakes.

The public told me that they wanted a visible policing presence and the ability to be able to report crimes and concerns more efficiently and effectively. Although the Force had made online reporting more accessible, the waiting times for non-emergency 101 number were still too high, often deterring people from calling and leading to abandoned calls and a general lack of confidence. I am delighted that through major investment and a concerted effort, waiting times reduced further to three minutes and 25 seconds in 2020/21. This represents a notable achievement in comparison to the waiting times of 14 minutes and 16 seconds demonstrated in 2018/19.

Agenda Item 8

Appendix 2

After a rise in fatal stabbings in London and urban areas, my office secured nearly £2m from Government to tackle serious violence and knife crime and for multi-agency prevention programmes. 'Surge funding' of £870k provided nearly 3,000 extra policing days last year for street-focused operations to take knives and violent offenders off the streets. The Sussex Violence Reduction Partnership received an additional £880k for youth intervention and education programmes across the year too.

I also invested £700k into our own Early Intervention Youth Programme – REBOOT – which diverted more than 400 young people away from crime last year. I am delighted to report that following its success, the programme has now been transferred and embedded within Sussex Police to deliver moving forward. In addition, my office secured £965k from the Safer Streets Fund to target acquisitive crime in two areas of the county, working on designing-out crime opportunities through lighting, CCTV and physical security measures, including alley-gating.

The Safer Sussex Business Partnership I launched last year has driven some Sussex-specific improvements in how the police respond to business crime as well as assisting businesses to help themselves and each other. A 'One Touch' crime reporting system has been piloted with 22 Co-Op stores, and an intelligence and crime reporting app – DISC – is being used by small and rural businesses across the Wealden district. To highlight the abuse and assaults experienced by frontline retail workers were experiencing, my office also created the 'Keeping Christmas Kind' campaign that was shared by PCC offices and business groups throughout England and Wales.

In 2020/21, I secured and was allocated £3.7m in funding to help 41,000 victims of crime referred to the services that were commissioned and quality assured through my office. Victim Support contacted 23,000 of these victims to offer them support following referrals to Safe:Space Sussex – our online directory for support services. Victims of domestic abuse, rape and sexual violence and stalking and harassment also had access to specialist providers in order to receive enhanced support.

Our Estates programme is working to reduce energy consumption and waste through greener photovoltaic electricity generation and energy efficient lighting solutions. Our Fleet programme aims to decrease emissions and the use of fossil fuels, with electric vehicles already in use and hydrogen fuelled transport being trialled.

Last year saw the successful completion of the Video Enabled Justice (VEJ) Programme that delivered Video Remand Hearings across Sussex, Surrey, Kent, Norfolk, and Suffolk for Her Majesty's Courts and Tribunals Service. Remote hearings meant that detainees, defence, prosecution, witnesses and court staff could all work safely and remotely during the pandemic.

The VEJ Programme also installed safe consultation video booths in custody suites across the Sussex and Surrey Police estate that were used 1,432 times by defence solicitors and detainees. Further work by the team enabled police witnesses to provide evidence by 'Live Link' video, contributing towards the saving of thousands of hours of police officer time.

I am delighted that my Video Enabled Policing (VEP) Programme – working with the Police Digital Service – will take this to the next level across all police forces as part of the National Enabling Programme in a ground-breaking initiative to minimise officer travelling and waiting time to give evidence in court.

My ongoing engagement and consultation with members of the public is essential to ensure that I know exactly where Sussex Police need to focus their attention. The social distancing requirements and stay at home messaging in place for most of 2020/21 meant that, like many organisations, we used video and online channels to reach out to and hear from residents and their local representatives.

We held 32 focus groups across the year – representing 350,000 residents – as well as roundtables and video call-ins about rural crime, anti-social behaviour and road safety. In April 2020, we added a sentiment meter on our website that asked people to rate feelings of safety and confidence, before developing this further and adding a 'Policing Challenge' game in autumn to better understand public priorities.

I use the feedback and data from this engagement and from correspondence and telephone surgeries to inform the questions I put to the Chief Constable in my monthly webcast Performance & Accountability Meetings. Transparency and accountability are two key aspects of the Police & Crime Commissioner role and it has been more important than ever to discharge these effectively in light of the additional policing powers given to the Force during these unprecedented times.

As we look forward to the year ahead, with the challenges for society and the economy opening up again, I will be scrutinising police performance and testing public confidence more robustly than ever.

I would like to thank the members of staff in my office for their professionalism and selfless dedication to the people of Sussex as well as all the partners and volunteers who have stepped forward and stepped up over the past year. I would also like to thank the magnificent residents of Sussex for their patience and self-control during very difficult times.

I remain committed to delivering for all Sussex residents and making sure your concerns and ideas are heard and articulated. I look forward to continuing to build on our collective achievements over the next year and developing my effective working relationship with the Force further still to make Sussex an even safer place to live and work for all.

Thank you for helping me and Sussex Police to keep us all Safer in Sussex.

Katy Bourne OBE
Sussex Police & Crime Commissioner

2. Progress Made Against the Policing and Crime Objectives

2a. Strengthen local policing

- *Ensure local policing services are accessible.*
- *Provide effective specialist capabilities to support local policing.*
- *Maintain engagement in the delivery of local policing services to improve public confidence.*

New Chief Constable: Appointed – The PCC appointed the first female Chief Constable for Sussex, Jo Shiner, who commenced the role in June 2020.

Recruitment: More Police Officers, Staff and PCSOs – Following a public consultation, the PCC was given public support to increase the policing part of the Council Tax for 2020/21. This added an extra £10 a year per Band D property and was supported and endorsed by the Police & Crime Panel at their meeting in January 2020.

This approach prioritised investment in three key areas: more enforcement; increased investigation and an even greater policing presence in towns, villages and online. This additional investment will also ensure that there are 250 more Police Constables, 100 extra Police Community Support Officers (PCSOs) and 50 additional specialist staff in post by March 2023 – a total increase of 400 individuals compared to March 2018.

The Government also announced that Operation Uplift – the campaign to recruit 20,000 new police officers in England and Wales by the end of March 2022 – would continue as planned. This included the recruitment of an additional 129 police officers for Sussex Police from the 6,000 officers recruited nationally during 2020/21. Added to the 250 more officers the Force is already recruiting, it means that Sussex will benefit from 379 more police constables in total.

The 2021/22 funding settlement has given the PCC additional ring-fenced investment to recruit a further 121 police officers in Sussex, plus six officers for the South East Regional Organised Crime Unit, as part of the national uplift programme.

LOOKING AHEAD: In 2021/22, the PCC increased the precept by £15 per year for an average Band D property. This extra investment will ensure that Sussex Police is able to accelerate the local recruitment programme, improve outcomes for victims of crime, prepare the Force to respond to any increased demand and emerging threats, and meet the expectations of residents, taxpayers and visitors to Sussex.

Public Contact: Continued Improvements – The PCC supported Sussex Police to undertake a major Contact Transformation Programme to improve the capacity of the Force to manage contact, reduce repeat calls and engage with members of the public.

The public are continuing to contact Sussex Police in different ways, with a distinct shift from telephone contact to online digital. The Force has undertaken significant activity to improve public contact across all platforms, following precept investment in recent years.

The further recruitment of more call handlers, improved triage processes and the expansion of Single Online Home capabilities (a common platform that allows the public to report, transact and contact the police online) has contributed to these significant improvements in non-emergency call handling times.

These reduced from an average of 7 minutes and 9 seconds per call in 2019/20 to 3 minutes and 25 seconds in 2020/21. These improvements are highlighted further when compared to the average of 14 minutes and 16 seconds per call demonstrated by the Force in 2018/19, prior to the commencement of the Contact Transformation Programme.

LOOKING AHEAD: In 2021/22, Sussex Police will introduce a modern telephony and public contact communication system to further improve the efficiency of the call handling and dispatch processes, provide more channels for members of the public to contact the Force and increase the accessibility of policing services.

Rural Crime Team: Created – On 1 June 2020, Sussex Police launched a dedicated Rural Crime Team (RCT) to tackle crime, incidents and unlawful behaviour that affects the rural and isolated communities most. This team was funded by an increase to the police precept in 2020/21 secured by the PCC.

The team consists of 18 individuals, comprising: two sergeants; 8 police constables; six PCSOs and two special constables operating out of bases at Heathfield (East Sussex) and Midhurst (West Sussex). The RCT provides specialist knowledge, engagement, intelligence gathering and enforcement activity across the county. The support and reassurance provided to individuals, rural communities and businesses is demonstrated through an increased visible policing presence, including a combination of officers and PCSOs, targeting the crimes and offences that are either prevalent or a concern in these areas and generating community intelligence through proactive policing patrols.

In the first 10 months, the RCT focussed on establishing, building and developing links with rural communities and businesses to generate a collaborative approach towards sharing information, improving communication networks and working together to reduce rural crime. The team has now moved into the pursue phase and will include more proactive, targeted and intelligence-led policing.

Since its inception in June 2020, the RCT has already carried out significant operational activity, including: hundreds of intelligence reports generated following visible policing patrols; numerous stop and searches carried out and arrests made; enforcement of warrants to recover stolen property, heavy machinery and animals; proactive stops, checks and recovery of vehicles and trailers on false number plates and investigations into illicit metal detecting and the recovery of stolen coins on private land. All of the operational activity in respect of rural crimes, incidents and offences is recorded and collated by Sussex Police through a marker – Operation Tracker.

The use of technology and equipment has further assisted the Force to modernise its approach to rural policing through the provision of heightened response, search and prevention capabilities.

The RCT is also leading on the response to dog thefts in Sussex. Tackling this area is a priority for the team and all reports received by the Force are passed to dedicated police officers to scan, analyse and review the intelligence received. Any information of interest is disseminated to officers and PCSOs within the team to investigate, including proactive policing patrols at identified hotspots and targeting suspicious vehicles and/or persons.

The team is also proactively working with partner agencies, including the Royal Society for the Prevention of Cruelty to Animals, Trading Standards, DogLost and the National Farmers' Union, to gather intelligence and cross-reference information about dog theft, found dogs and puppy farming. The RCT is seeking to educate and provide crime prevention advice to the dog owning community to enable them to better protect themselves and their pets.

LOOKING AHEAD: In 2021/22, the PCC will support the Chief Constable to maintain and develop the RCT further still, providing rural communities with greater protection from and swifter outcomes to rural crime and incidents. This will include looking at expanding the team further still through the greater use of volunteers and special constables.

Serious Violence: Tackling Knife Crime and Reducing Violence – The PCC was successful in securing funding worth more than £2.45m during 2020/21 to tackle serious violence in Sussex, as follows:

£870,960 in Serious Violence 'Surge' Funding: Secured – The PCC successfully secured further funding of £870,960 from the Serious Violence Fund to tackle serious violence and knife crime in Sussex for the second year running.

The surge funding was used to enhance the operational policing response to incidents of violence across the county, after Sussex was one of 18 police force areas in England and Wales identified as having an increased risk of serious violence. These funds supported proactive police deployments, insight work to understand better the root causes of the problems relating to serious violence in Sussex and increased support for investigations activity to ensure crime reports were progressed to positive outcomes, with all activities recorded as part of 'Operation Safety'.

During 2020/21, this surge activity in Sussex resulted in the delivery of an additional 2,983 days of policing (equivalent to 23,864 hours) and 3,784 different police operations. This activity demonstrated the following outcomes:

- Operation Safety engagement vehicle deployed 40 times – both within local communities and schools, colleges and other educational establishments for lessons.
- 4,378 knives surrendered through the sustained provision of amnesty bins.
- 243 uniformed and plain clothed proactive police patrols to 'hotspot' locations resulted in: 758 stop and searches, 1,647 intelligence logs submitted, 332 arrests and the seizure of 322 weapons.
- 404 separate premises were visited to carry out test purchases – with advice offered to retailers and enforcement activity as required.
- 70 knife sweeps of public places were completed with 88 weapons found and seized.

INFOGRAPHIC 1: £870,960 to support enforcement activity in Sussex.

INFOGRAPHIC 2: 758 stop and searches, 332 arrests and 322 knives surrendered.

LOOKING AHEAD: The PCC has supported a supplementary application to the Home Office for repeat surge funding in 2021/22 to increase the operational capacity and capability of Sussex Police in this area further still.

Early Intervention Youth Programme – REBOOT: Sustained – The PCC invested £700,965 to sustain REBOOT – the Early Intervention Youth Programme during 2020/21. The programme aims to divert away from crime young people at risk of becoming involved in serious violence, through the utilisation of strength-based approaches.

The programme engages positively with those aged between 10-17 years of age who are at risk of committing serious violence, and those who have already come to the attention of the police through anti-social behaviour and low-level criminality.

REBOOT is a five-stage supportive, behavioural intervention model with escalating stages should any of the young people continue to find themselves 'at risk'. It also offers one-to-one strength-based coaching focussing positively on the interests and lives of young people, rather than what is negative and absent.

During 2020/21, REBOOT received 711 referrals, of which 421 young people (59%) were accepted onto the programme and progressed through the five stages, as follows:

Stage 1: 421 young people (100%) received a letter home, hand delivered by a PCSO.

Stage 2: 97 young people (23%) were visited by a Prevention Youth Officer and offered further support, including a referral to coaching and/or a mental health nurse.

Stage 3: One young person (<1%) signed an Acceptable Behaviour Contract.

Stage 4: One young person (<1%) was referred to the Youth Offending Service.

Stage 5: One young person (<1%) received a civil injunction through the courts.

Despite the COVID-19 restrictions, REBOOT continued to accept an average of 15 children and young people onto the programme each week throughout the year. Those deemed unsuitable to participate in the programme had committed crimes relating to serious violence and were dealt with robustly through existing criminal justice processes.

In 2020/21, the PCC secured a further £78,000 in funding from the Youth Endowment Fund to expand the remit of the REBOOT programme further – to support families to understand why their child or young person may be ‘acting up’ – through ‘Teen Aid’ run by Changing Chances.

A cohort of 35 families took part in the course which focussed on learning about the teenage brain using a range of practical tools and visual props. Following completion of the course, all participating families reported that they felt more in control, knowing the best ways to manage the challenging behaviours of their child and how to support them towards improved life changes. Families also reported a reduction in stress and increased positivity about the future.

In addition, Inspector Chris Varrall, REBOOT Programme Manager, received an MBE in the Queen’s Birthday Honours List in June 2021 for his concept and work to develop, build and deliver the programme in Sussex.

LOOKING AHEAD: The PCC has extended funding support for REBOOT in 2021/22 and, due to its success, the programme will transfer across to Sussex Police to lead and manage.

Violence Reduction Unit: Maintained Support – The PCC secured a further £880,000 from the Home Office to maintain and support a Violence Reduction Partnership (VRP) and Violence Reduction Units (VRUs) in Sussex.

The Sussex VRP was established in July 2019 to bring together specialists from police, local government, health, probation services and community organisations to tackle serious violence and the underlying causes of violent crime. The VRP provides a range of activities to tackle serious violence in Sussex including: interventions with young people in schools, colleges and other educational establishments through Outreach; provisions of training to parents and professionals; and more intensive work with families and young people involved in serious violence.

During 2020/21, these activities included a number of interventions commissioned through the VRUs in Brighton & Hove, East Sussex and West Sussex. Examples of this work included: detached city-wide youth work; supporting, signposting and diverting young people away from serious violence; working with Youth Justice Service staff to reduce school exclusions; provision of mentoring services for young people; collaborative projects that aim to build community engagement in solutions to serious violence, and specific support for young people leaving care.

Despite the additional challenges of the COVID-19 restrictions in place, the funded interventions still engaged with approximately 3,000 young people and families across Sussex, through a combination of online and face-to-face contact. Outcomes included reductions in school exclusions and criminality in targeted educational settings, increased support for young people struggling with mental health and emotional issues – as a result of the lockdown restrictions – and reductions in offending for some of the most vulnerable and high-risk individuals.

LOOKING AHEAD: The PCC has applied for repeat funding in 2021/22 to continue the work to tackle serious violence and to reduce further the risks to individuals and communities throughout Sussex.

INFOGRAPHIC: £880,000 to maintain a Violence Reduction Unit.

Tactical Enforcement Units: Expanded – In December 2019, Sussex Police launched a Tactical Enforcement Unit (TEU) to carry out high profile disruption and enforcement activity across Sussex.

The TEUs provide each of the divisions with additional capacity and capability to carry out high-profile disruption and enforcement activity, targeting serious, organised and high-impact crime. The TEUs are tasked locally by the divisions and provide public reassurance through an enhanced and visible policing deterrent by tackling the offences that the communities want them to respond to through the execution of planned warrants and enforcement activity.

In 2020/21, the Force expanded the TEU model across each of the three policing divisions in Sussex – Brighton & Hove and East Sussex (both July 2020) and West Sussex (May 2020).

The TEU is dedicated to capturing some of Sussex's most wanted and prolific offenders and comprises officers with specialist skills in proactive policing who are equipped to carry out targeted disruption, enforcement and patrol activities, where they are most needed.

The team provides a visible and proactive deterrent that enhances the work of local policing teams, using intelligence provided by communities to disrupt the criminal activities of those causing the most harm. The three TEUs carried out 522 stop and searches, made 387 arrests and generated 1,320 intelligence reports through proactive policing patrols during 2020/21.

INFOGRAPHIC: TEUs made 522 stop and searches, 387 arrests and 1,320 intelligence reports.

Specialist Enforcement Unit: Launched – In January 2021, Sussex Police launched a Specialist Enforcement Unit (SEU) to carry out proactive countywide disruption and enforcement operations on the roads across the county – targeting complex and critical issues and those involved in serious, organised and violent crime.

The SEU targets individuals using the road network for criminality, focussing on combatting organised acquisitive crime and providing dedicated resources to reduce those killed or seriously injured on the roads in Sussex. The unit consists of three separate uniformed teams, totalling 30 police officers, and is led by one inspector.

The SEU also consists of an Investigative Team of seven police officers to support the policing divisions with investigations. The SEU is tasked by the Tactical Tasking and Coordinating Group based on information and intelligence received. This can also extend to the 'real-time' deployment of resources through the Force Contact Command and Control Department to provide an instant response to any crimes in action.

The individuals within the SEU have more advanced driving skills and safe stop tactics (such as tactical pursuit and containment) in order to support existing teams across the Force. The SEU also has dedicated support from the Dog Unit and the capability to move to locations based on threat, risk and harm and to provide an enhanced visibility on the roads, with the ability to target those offenders using it. The SEU supports and supplements the three TEUs through the provision of dedicated resources with enhanced roads policing capabilities to target criminality and those causing the most harm in Sussex on the road network.

The SEU carried out 197 stop and searches, made 116 arrests and generated 347 intelligence reports through proactive policing patrols during the three-month period it was operational during 2020/21.

The unit also demonstrated the following policing activity and intervention in that time:

- ✓ Over 5,600 hours delivering proactive policing across each of the three divisions.
- ✓ Commodities seized (including drugs with a street value of more than £43,000, the recovery of over £25,000 in cash and various weapons).
- ✓ Over 80 traffic offences dealt with (including drink-and-drug driving offences and tackling disqualified drivers) and 67 vehicles seized.
- ✓ 20 pre-emptive vehicle tactics successfully deployed, reducing the risk to the public and increasing investigative opportunities.

INFOGRAPHIC: SEU made 197 stop and searches, 116 arrests and 347 intelligence reports.

Public Engagement: Extensive – Due to the restrictions imposed by the COVID-19 pandemic, the PCC's engagement moved online in 2020/21 to enable face-to-face contact to take place virtually.

Focus Groups

From April to June 2020, the OSPCC carried out 32 online discussions with town and parish councils across the county, in lieu of the physical focus groups that would normally be held, in conjunction with the Sussex Association of Local Councils. These online focus groups were held with clerks and councillors from the following areas:

East Sussex – Barcombe, Battle, Bexhill, Camber, Crowborough, Hailsham, Lewes, Ninfield, Peacehaven, Polegate, Rye, Salehurst and Robertsbridge, Sedlescombe, Telscombe, Uckfield and Wadhurst.

West Sussex – Billingshurst, Bramber, Broadbridge Heath, Burgess Hill, Chichester, Haywards Heath, Lancing, Littlehampton, Midhurst, Petworth, Pulborough, Rustington, Selsey, Southbourne, Turners Hill and the Witterings.

The sessions focused on police engagement with local communities (highlighting the important role of PCSOs, in particular), contact with Neighbourhood Policing Teams and the quality of information fed back to local communities by the police. Additional points discussed included: roads policing, the Rural Crime Team and the difficulties (and perceptions of difficulties) sometimes experienced in reporting crime.

The elected members who took part in these discussions represented approximately 350,000 Sussex residents. A report summarising the findings of the focus groups was presented to Sussex Police in June 2020.

In November and December 2020, the discussions were repeated through further online focus groups to understand the improvements and progress made in respect of police engagement with local communities. The results were, again, fed back to the Force.

In addition, the PCC continued to provide an oversight voice in parallel to Sussex Police throughout the pandemic by actively supporting police messaging to reduce unnecessary demand on the Force. This included using a combination of print and social media and weekly newsletters to actively encourage members of the public to follow the 'Stay at Home' measures, signposting individuals to police and partner support services and providing information and clarification about the guidance issued in respect of essential travel, daily exercise and social distancing measures.

In addition, the PCC provided regular fortnightly briefings to Members of Parliament (MPs) in Sussex on the policing response to COVID-19. These briefings were delivered in partnership with the Chief Constable, separate to the arrangements in place with the Local Resilience Forum, to provide MPs with reassurance, information and messaging from the police, together with a forum for questions and answers.

LOOKING AHEAD: In 2021/22, the 32 online focus groups will be repeated in May/June and November/December 2021, with the remit of the discussions and the number of communities involved in the engagement exercise widened and expanded to include neighbouring parishes.

INFOGRAPHIC: 32 online focus groups – representing 350,000 Sussex residents.

Sentiment Meter

On 1 April 2020, the PCC launched a new sentiment meter on the website to ask residents to rank their feeling of safety on a sliding scale of 0 (very unsafe) to 100 (very safe) – providing a 'live' temperature test of public confidence. This information was monitored on a monthly basis and shared with Sussex Police throughout the year, allowing them to gain vital insight into community feeling and react accordingly. The average monthly sentiment for each district can be viewed through the following link: <https://www.sussex-pcc.gov.uk/your-area/>

During 2020/21, the sentiment meter received 4,946 responses from each of the policing districts throughout Sussex. The majority of areas received an average score of 'quite safe' (56–70 on the sliding scale), with three districts (Chichester, Crawley and Hastings) receiving a slightly lower average score of 'neither safe nor unsafe' (46–55 on the scale).

LOOKING AHEAD: The PCC will continue to use the sentiment meter in 2021/22 and beyond to allow for the continued collection and collation of valuable information to provide a tangible measurement of public confidence in Sussex Police over time.

The Policing Challenge

The pandemic also meant that the PCC's annual engagement programme – #TalkSussex – was unable to take place as previously planned. For both practical and safety reasons, this community consultation was moved online where it took the form of a game – The Policing Challenge – and challenged users to distribute virtual 'tokens' to the community safety topics most important to them. This approach encouraged members of the public to consider the different challenges faced by Sussex Police whilst simultaneously providing information about the most important priorities for residents in Sussex.

After assigning their tokens, players were provided with information about ongoing work to tackle the topics identified as their priorities, with the results fed through to the 'Your Area' mapping tool on the PCC website.

LOOKING AHEAD: The PCC will continue to use The Policing Challenge game as part of a wider face-to-face engagement programme once this is allowed to safely resume in 2021/22.

Other Engagement and Evaluation

As in previous years, the PCC took part in a number of telephone surgeries during 2020/21 to provide residents with greater access and the ability to speak to their elected representative directly. Online 'roundtable' meetings were also held with representatives across Sussex to discuss the policing approach and response to rural crime, business crime and road safety.

The OSPCC has an established evaluation process to understand where and how the work of the PCC is reported in the media, newspapers, broadcast and online. This platform considers the proportion of media coverage about policing and crime objectives set out in the Police & Crime Plan and demonstrated the highest levels of coverage for the last 8 years.

Safer Sussex Business Partnership: Established – The PCC recognises that strong and safe businesses and the economic wellbeing of an area are vital. In 2019/20, the PCC established the Safer Sussex Business Partnership (SSBP) to develop stronger links between Sussex Police and local businesses in order to make Sussex a safer place in which to shop and work.

The Partnership provides a forum to: recognise better the impact of crime on businesses and the wider community; to share knowledge, information and intelligence; to provide advice and guidance on measures to prevent people from becoming a victim of business crime; and to cut crime, stop repeat offences and catch and detain those responsible.

In 2020/21, the SSBP made the following improvements:

- ✓ Sussex Police introduced a 'one touch' reporting pilot in 22 Co-op stores to facilitate easier and quicker reporting of crime.
- ✓ The expansion of DISC – a reporting and intelligence-sharing app – to small businesses in Wealden district.
- ✓ The delivery of a 'Keeping Christmas Kind' campaign – facilitated by OSPCC – to highlight verbal abuse and physical assault against shopworkers.
- ✓ Productive liaison with representatives on the SSBP to ascertain vital feedback about issues affecting businesses in Sussex, including the training of contact handlers in the Force Contact Command and Control Department in response to reports of business crime.

LOOKING AHEAD: In 2021/22, the SSBP will build on its initial success and progress made by focusing on demonstrating improved support for victims of business crime, providing a clearer picture of business crime in the county, and continuing to strengthen links between Sussex Police and the business community in order to improve confidence in the policing response to business crime in Sussex.

HMICFRS: Inspections – All inspection activity undertaken by Her Majesty's Inspectorate of Constabulary and Fire & Rescue Service (HMICFRS) was paused in 2020/21 in response to the COVID-19 pandemic.

The inspection timetable is scheduled to recommence in 2021/22, including a further review of the police effectiveness, efficiency and legitimacy (PEEL) of each police force area in England and Wales.

In 2018/19, HMICFRS judged the Force to be 'good' in respect of reducing crime and keeping people safe and at how it treats the public and its workforce. The report found that Sussex Police 'requires improvement' in operating efficiently and providing sustainable services to the public.

In the absence of a more recent inspection, the PCC has continued to hold Sussex Police to account against the PEEL assessment framework to improve the policing service delivered to people in Sussex.

As per her statutory obligation, the PCC has also responded to all other HMICFRS reports that relate to Sussex Police and other national inspections. These responses can be viewed through the following link:

<https://www.sussex-pcc.gov.uk/performance/hmicfrs-inspection-reports/>

LOOKING AHEAD: The PCC will work with the Chief Constable to improve the grading of Sussex Police at the next PEEL inspection scheduled in 2021/22.

Performance & Accountability Meetings: Scrutiny – The PCC continued to use publicly webcast monthly Performance & Accountability Meetings (PAMs) to hold the Chief Constable to account for the performance of Sussex Police.

The PAMs continue to provide scrutiny and transparency over a broad range of police functions and decisions. In 2020/21, challenges raised at the PAMs included: non-emergency call handling times; solved crime rates; road safety (including drink-and-drug driving and using mobile phones and other driver distractions when driving); dog thefts and collaboration. As part of the continued police officer, staff and PCSO recruitment activity during the year, there was also a particular focus at the PAM on 22 January 2021 around the ongoing work of the Force to attract more recruits from diverse backgrounds to improve the representation of Black, Asian and Minority Ethnic (BAME) individuals across the workforce.

The PCC also used this forum to provide the communities of Sussex with assurances regarding the Force response to the pandemic throughout the year. This included monitoring and challenging the decisions taken by the Chief Constable to ensure that a fair, proportionate and consistent approach to policing was demonstrated throughout.

The PAMs continue to be recognised as good practice nationally by both the Home Secretary and the Minister of State for Policing and Crime. Each of the PAM sessions are archived and, together with the summary minutes from the meetings, can be viewed in full through the following link:

<https://www.sussex-pcc.gov.uk/get-involved/watch-live/>

Police Complaint Reviews: New System Implemented – In February 2020, the PCC introduced a new process for reviewing 'low level' police complaints in Sussex in the capacity of oversight and appeal body. The revised process, determined by the Policing and Crime Act 2017, introduced a significant change to the police complaints system, building on the previous reforms to both the complaint and conduct systems.

The complaint reviews are now undertaken by the OSPCC in accordance with the Independent Office for Police Conduct Statutory Guidance and consider whether the outcome of the handling of the initial complaint by Sussex Police was reasonable and proportionate. This includes determining whether sufficient enquiries were conducted by the Force to resolve the complaint and whether the outcome provided was fair, rather than a re-investigation of the original case or the complaint. At the conclusion of the process a detailed outcome letter is sent to the complainant setting out the findings.

As the oversight body, the complaint review process also provides the PCC with an opportunity to identify any organisational learning before this is fed back to Sussex Police for consideration and action as appropriate.

Between 1 February 2020 and 31 March 2021, the OSPCC received 200 reviews, with 187 of these reviews assessed as valid (94%). The number of reviews received by the office increased as the year progressed with a significant number of reviews received during the months of August 2020 (24 reviews), December 2020 (26 reviews) and March 2021 (21 reviews) respectively. Each of the reviews received by the OSPCC during 2020/21 was acknowledged, progressed and completed, with 18 reviews upheld (10%) and 169 reviews not upheld (90%).

Transparency: Quality Mark Awarded – The OSPCC was awarded the Transparency Quality Mark 2021 by Comparing Police & Crime Commissioners (CoPaCC).

The Mark is awarded to Offices of Police & Crime Commissioners in England and Wales in recognition of the information made available to members of the public on their websites.

2b. Work with local communities and partners to keep Sussex safe

- *Encourage and support local communities to prevent crime and disorder.*
- *Work with partners to reduce offending and reoffending.*
- *Catch criminals and prevent serious and organised crime and terrorism.*

Safer in Sussex Community Fund: Further Grants Allocated – The PCC allocated £138,420 from the Safer in Sussex Community Fund (SiSCF) in 2020/21 to support 48 local projects across Sussex to tackle crime and improve community safety.

The SiSCF provides financial support (grant awards up to £5,000) to a diverse range of local organisations and community projects that aim to reduce crime and improve community safety.

In total, £1.798m has been allocated to support 394 community projects since the SiSCF was created. This has included support for young and older people, homelessness, scams and fraud awareness and businesses affected by crime. A list of each of the successful applications to the SiSCF can be viewed through the following link:

<https://www.sussex-pcc.gov.uk/get-involved/apply-for-funding/>

INFOGRAPHIC: £1.798m for 394 community projects.

Community Safety Partnerships: Funding Protected – In 2020/21, the PCC protected community safety funding in Sussex for the 8th year running and allocated £1.215m to Brighton & Hove City Council, East Sussex County Council and West Sussex County Council and each of the 12 District and Borough Community Safety Partnerships (CSPs).

Many of the CSPs continued to explore opportunities to work more collaboratively across 2020/21 and it is evident that strong relationships exist with wider partnership members and the local communities. The PCC continues to fully support the CSPs to respond dynamically to emerging threats and issues in line with their strategic objectives and implement local activity as required.

LOOKING AHEAD: The PCC has made a further commitment to protect community safety funding again in 2021/22.

Safer Streets Fund: Extra Funding Secured – The PCC successfully secured £965,366 of extra funding for St Leonards, Hastings and the Redoubt area of Eastbourne.

During 2020/21, £25m was made available to PCCs in England and Wales to bid for through the Safer Streets Fund. PCCs were asked to work with partners to design and deliver local crime prevention plans with the outcome of reducing acquisitive crimes through situational prevention. The objectives of the fund were to:

- ✓ Reduce acquisitive crime in areas that receive funding – making residents safer and reducing demand on the police to focus on more complex crimes.
- ✓ Build evidence about the impact of targeted investment in situational prevention in high crime areas to strengthen the case for future investment, both at a local and national level.
- ✓ Grow local capability to undertake data-driven problem-solving and capture evidence and practical learning about how best to implement interventions to prevent crime.

The PCC has worked closely with partners in these areas to develop and deliver local crime plans including community engagement, improvements to residential and business security, greater provision of closed-circuit television and enhancements to local imaging.

LOOKING AHEAD: The PCC will support further applications to the Safer Streets Fund from other local authorities in Sussex in anticipation of delivering similar projects in 2021/22.

Sussex Restorative Justice Partnership: Ongoing Support to Victims – The Sussex Restorative Justice Partnership (SRJP) continued to provide ongoing support to victims of crime seeking restitution, rather than a criminal justice outcome, by confronting perpetrators and describing the impact of the crime upon them and their families.

The SRJP – established by the PCC in May 2014 – comprises more than 20 statutory and voluntary sector organisations across Sussex and continues to be recognised as good practice nationally. Restorative justice brings those harmed by crime and those responsible for the harm into communication with each other, enabling all parties affected by an incident to find a positive way forward and repair the harm caused.

The SRJP remained active during the pandemic by adapting its working practices in line with national guidance. Whilst all 'direct' restorative justice activity was temporarily suspended at intervals throughout 2020/21, practitioners within the three Restorative Justice Hubs – Brighton & Hove, East Sussex and West Sussex – continued to accept limited numbers of new referrals and facilitate restorative justice and community resolution cases remotely where no direct interaction was required. This approach ensured that a service for victims in Sussex was maintained and delivered throughout.

In 2020/21, 93 referrals were made to the SRJP and taken forward by the three Hubs in Sussex, with a further 544 referrals received through the Youth Offending Service (YOS). A total of 42 restorative outcomes were delivered by the Hubs and 272 by the YOS throughout the year. Across the SRJP, there were four direct and 38 indirect outcomes delivered through shuttle mediation and the exchange of letters between victims and offenders – with satisfaction levels remaining at 100% throughout.

The SRJP continues to support Out of Court Disposals delivered through the Community Remedy process, with 338 cases resolved through this option during 2020/21 – representing an 18% increase compared to last year. This improvement builds on a similar increase in 2018/19, with the volume of referrals and outcomes demonstrated by the SRJP remaining in line with the national average, despite the pandemic.

In November 2020, a new Code of Practice for Victims of Crime in England and Wales was published, articulating the importance of ensuring that all victims of crime are made aware of the key entitlements and services available to them. The SRJP undertook a review of its Service Delivery Model to ensure the services delivered in Sussex adhered to the Code and that it was able to continue to provide a high-quality service for victims.

INFOGRAPHIC 1: 93 referrals made to the Sussex Restorative Justice Partnership.

INFOGRAPHIC 2: 338 out of court disposals supported – an 18% increase in activity.

Independent Custody Visiting Scheme: Improvements Made – The PCC continued to oversee an established and effective Independent Custody Visiting (ICV) Scheme. The Scheme has 35 dedicated volunteers who, prior to the national lockdown, were visiting the detainees in each of the five police custody centres in Sussex: Brighton, Crawley, Eastbourne, Hastings and Worthing.

The social distancing restrictions resulted in the Scheme having to adapt its approach to provide the ICVs with a remote way of safeguarding those individuals detained in police custody. The volunteers committed to providing continued scrutiny of the custody environment through online audits completed at a range of times during a 24-hour period, in line with the requirements of physical visits, with audit reports submitted to the ICV Scheme Manager for review and action as appropriate.

The safeguarding and welfare of detainees has also been pursued through ad-hoc inspections of custody records to ensure that a complete overview of the custody environment is maintained during the pandemic. The ability for ICVs to return to physical visits in Sussex is anticipated to recommence in 2021/22, once it is recognised to be safe for detainees, volunteers, police officers and staff.

Throughout the year, the custody estate in Sussex has undergone significant refurbishments – as part of Operation Fanfare – in order to allow for essential upgrades to be completed in line with HMICFRS requirements. This investment resulted in each of the custody blocks being closed for a period of 8 weeks, on a rotational basis. The ICVs responded to the additional demand placed on the remaining custody blocks by increasing the number of remote visits carried out. This approach ensured continuity of detainee welfare at a time when Sussex Police was already under increased pressure from the unprecedented demands of the pandemic.

In May 2019, the ICV Scheme successfully achieved the highest possible 'Platinum' status for its Quality Assurance Framework awarded by the Independent Custody Visiting Association – one of only two schemes in England and Wales to achieve this status. Due to the impact of the pandemic, the re-accreditation process planned for last year was deferred to 2021/22.

A number of positive changes to detainee care were introduced by the ICV scheme during 2020/21, including: implementing a wider range of reading materials (including low literacy material) in all custody suites (and a quarantine system to manage this process); introducing decaffeinated drinks to assist with calming anxiety and stress; investing in distraction packs for each custody suite; increasing the range of self-care items for detainees (including deodorant wipes, under garments and other personal items) and promoting the availability of 'easy read' guides about the police custody experience for all detainees.

LOOKING AHEAD: The PCC will seek to secure the highest level of accreditation for the Scheme in Sussex again when the process recommences in 2021/22.

INFOGRAPHIC – ICV scheme awarded 'Platinum' status.

Sussex Criminal Justice Board: Coordinated Activity – The PCC continued to chair the Sussex Criminal Justice Board (SCJB) to coordinate the activity of local criminal justice agencies and provide an effective and efficient criminal justice system for Sussex.

The SCJB comprises senior leaders from key criminal justice organisations who meet on a quarterly basis to coordinate activities through two overarching priorities: improving justice outcomes for victims, witnesses, suspects and offenders, and reducing re-offending and transforming rehabilitation.

The outbreak of coronavirus and the resulting impact on the criminal justice system meant that these priorities operated within an extraordinary environment during 2020/21. This included partners carrying increased caseloads – with a significantly stretched workforce – over extended periods of time, and victims, witnesses and defendants waiting longer for their cases to be heard following the closure of many courts.

Organisations implemented exceptional delivery models to enable and support recovery from the pandemic and continue to deliver multi-agency work in order to return to acceptable levels of performance and deliver further improvements through the SCJB. In response to COVID-19, the PCC initiated a new sub-group within the partnership that had a specific focus on Crown Courts, working closely with the senior judiciary. The SCJB agreed to an increased focus on the quality of prosecution files, timely justice and effective data sharing between partners to support the work in this area.

It is recognised that there is still an acute shortage of accommodation for offenders in Sussex, with housing provisions for ex-offenders diminishing in recent years through reductions in national budgets. Tackling the problem of homelessness remains an integral part of the SCJB approach to reducing reoffending, with housing and rough sleeper initiatives in East and West Sussex expanded to include additional capacity for homeless offenders and prison leavers. The restructuring of the National Probation Service should also support the work of the SCJB and build on the Community Accommodation Service initiatives developed in Sussex, Surrey and Kent to support further offender management.

The pandemic forced criminal justice partners to work differently to improve access to justice for victims and witnesses. During 2020/21, the Video Enabled Justice Programme was expanded to develop further the technological solutions available to enable more vulnerable victims and witnesses to give evidence remotely through secure 'Live-Link' video facilities and the implementation of Video Remand Hearings to enable detainees held in police custody – and refused bail – to undertake first hearings without physical attendance in the courtroom (see *2d. Improve access to justice for victims and witnesses* for more information).

LOOKING AHEAD: The PCC is leading on work to develop a new Criminal Justice Visualisation Tool with local and national partners to improve the data sharing arrangements in 2021/22.

Anti-Social Behaviour: Tackling Through Mediation – Last year, the PCC conducted a formal procurement process for the consistent provision of mediation services in Sussex. The Sussex Mediation Alliance (SMA) was successful in securing the £210,000 contract to provide mediation services over the next three years from 1 April 2020. The SMA is made up of four service providers: Brighton & Hove Independent Mediation Service; Hastings and Rother Mediation Services; Mediation Plus and West Sussex Mediation Service.

In 2020/21, the SMA received 200 referrals directly from Sussex Police for resolution through mediation to prevent the conflict from escalating any further, distributed across Sussex as follows: 35 in Brighton & Hove, 77 in East Sussex and 88 in West Sussex. Anti-social behaviour was the most common type of dispute and accounted for 84 cases (and 42%), followed by neighbour disputes (47 cases and 24%) and property disputes (42 cases and 21%). A total of 76 of these referrals resulted in successful mediations and face-to-face actions, whilst a further 75 received support over the telephone – reducing the demand placed upon Sussex Police.

INFOGRAPHIC: 200 referrals for mediation services.

Modern Slavery: Increased Focus – The PCC has continued to work with law enforcement agencies, local authorities, non-governmental organisations and charities to coordinate the local, regional and national response to modern slavery through the National Anti-Trafficking and Modern Slavery Network (NATMSN).

NATMSN brings together PCCs from across England and Wales, the Independent Anti-Slavery Commissioner, National Police Chiefs' Council (NPCC) and the Modern Slavery Unit within the Home Office to understand, improve and deliver a more cohesive response to all forms of modern slavery.

In October 2020, that commitment was further demonstrated by the PCC and Chief Constable in Sussex through the endorsement of the United Nations Anti-Slavery Pledge. Activity has commenced to launch an online hub for modern slavery to support this local network, delivering seminars and workshops and providing a local resource for operational partners. A Modern Slavery and Immigration Crime Scrutiny Panel was also introduced in 2020/21 to monitor and improve service delivery in this area.

Throughout the year, Sussex Police has also enhanced its operational response to this complex area of criminality in line with the Strategic Policing Requirement, policing standards set by the NPCC and the strategic priorities of the Independent Anti-Slavery Commissioner. This has included integrated training for police officers and investigators to improve knowledge and understanding.

A significant proportion of referrals to the National Referral Mechanism are generated from the two Immigration Removal Centres (IRCs) at Gatwick Airport. During 2020/21, Sussex Police recorded 364 modern slavery offences – this represented a 45% reduction (and 299 fewer offences) in comparison to the same period a year earlier and was attributed to reduced occupancy levels at the IRCs in Sussex because of the pandemic.

Routine proactive operational activity by local authorities, law enforcement agencies and other relevant partners also reduced significantly due to the restrictions in place to prevent the further spread of coronavirus, providing fewer opportunities for agencies to identify and safeguard victims during this period. This generated a requirement for the PCC and Sussex Police to find alternative ways to identify potential victims and any associated risk.

The PCC continued to support the Sussex Anti-Slavery Network – comprising of key stakeholders – to ensure that victims are identified, offences are reported, and enforcement is provided as part of any response. The Network has invested in enhanced training for its members to improve the capacity, capability and interoperability of all partner agencies to respond.

South East Regional Integration Partnership: Change Projects Delivered – The South East Regional Integration Partnership (SERIP) has continued to identify and deliver business, process and technical change projects across Sussex, Surrey, Hampshire and Thames Valley police forces, since its formation in 2018.

In 2020/21, SERIP focused on the change projects that each of the forces had the capacity and capability to deliver, including Transforming Forensics, PRONTO and the Emergency Services Mobile Communications Programme (ESMCP).

The Transforming Forensics work continued to test the suitability of the technological solutions available to determine whether they still provide the most efficient and effective approach for the four SERIP forces or if enhancements are required.

In 2020/21, a regional governance board was established for PRONTO – the simplification and streamlining of a range of disparate paper-based and resource-intensive business processes into an efficient, effective, mobile and interconnected solution – to provide a single platform for developing future enhancements with the supplier to reduce costs, share learning and best practice and build greater functional alignment.

Nationally, the business case for ESMCP – a collaborated approach to replacing the radio systems used by police forces – is being refreshed. This pause in activity has afforded SERIP with an opportunity to develop a legal agreement between the four forces to ensure that the most efficient, effective and appropriate approach is taken to manage this change to communications systems.

2c. Protect our vulnerable and help victims cope and recover from crime and abuse

- *Commission high quality services which support victims.*
- *Prioritise access to services for vulnerable victims.*
- *Enhance our understanding and meet the needs of victims in Sussex.*

Victim Support Services: Continued Commissions – The PCC has a statutory responsibility to provide victim support services in Sussex and continued to commission a range of services to support victims throughout the county.

In 2020/21, a total of 40,921 victims were referred to these commissioned support services in Sussex, with 10,969 individuals representing new cases (not known to the service already) and requiring one-to-one support. Of those individuals supported during the year, 5,187 victims received a single incidence of support, with a further 9,605 receiving ongoing emotional support and, in some cases, advocacy through associated criminal justice system processes.

As one of the commissioned support services, Victim Support hold the contract for providing multi-crime support in Sussex. In 2020/21, Victim Support contacted 23,306 of the aforementioned victims of crime to offer them support following referrals, with 1,567 victims receiving single incidences of support and 1,499 individuals receiving ongoing emotional support. Each of the other victims were referred to local specialist service providers to receive enhanced support, including domestic abuse, stalking and sexual violence. A further 7,688 individuals remain in receipt of ongoing support.

In addition, the PCC funds Victim Support to deliver services to support victims of fraud and hate crime in Sussex. The Sussex Fraud Case Workers supported 669 victims over the last 12 months, many of whom had experienced substantial financial loss and have additional needs – such as physical frailties and adult social care issues – which make them more vulnerable to becoming repeat victims. Last year, Sussex Police received 286 reports of ‘romance fraud’ – with victims deceived into sending money to criminals who go to significant lengths to gain their trust and convince them that they are in a genuine relationship – representing a 68% increase from 2019/20.

During 2020/21, the hate crime service was expanded across Sussex to provide a consistent service throughout the county. The service supported 983 victims in Sussex targeted because of a prejudice towards their disability, gender identity, race or ethnicity, religion or belief and/or sexual orientation.

INFOGRAPHIC 1: 40,921 victims contacted, with 9,605 receiving ongoing support.

INFOGRAPHIC 2: Sussex Fraud Case Workers supported 669 victims.

INFOGRAPHIC 3: 983 victims supported by the hate crime service.

Domestic Abuse: Tackling Head On – The PCC has continued to serve on the National Oversight Group for Domestic Abuse, Stalking and Harassment – following her appointment by the Home Secretary – to inform national policy, advise and set the direction for policing nationally. This involvement has contributed to the development of a range of interventions to tackle stalking and campaign for this crime to be recognised at the same level as domestic abuse nationally.

In previous years, the PCC co-commissioned a domestic abuse specialist support service – The Portal – in partnership with Brighton & Hove City Council and East Sussex County Council. The service provided independent advice and guidance to protect and support male and female victims identified to be at the most significant risk of harm from domestic abuse perpetrators.

In 2020/21, 5,119 referrals were made to The Portal, with 3,700 individuals receiving support. Feedback from users of the service confirmed that 86% of victims reported feeling safer and able to cope better following support from the service, with 98% of users complimentary about the ‘effective service’ received.

In October 2020, the PCC successfully secured £402,075 from the Home Office and committed a further £239,800 in local match-funding to deliver a Sussex-wide Domestic Abuse Perpetrator Programme, alongside the police and local authorities. The programme is offered on a pan-Sussex basis and builds on the learning from the Drive Project pilot, previously delivered in West Sussex between April 2016 to September 2019.

The programme consists of three elements: a targeted high-harm perpetrator multi agency intervention, a wider behaviour change intervention for perpetrators motivated to change, and a stalking perpetrator intervention programme, aligned with Stalking Protection Orders. The Domestic Abuse Perpetrator Programme went live in Sussex on 1 March 2021 and each of these components will be formally evaluated during 2021/22.

Last year, the PCC identified a gap for victims of domestic abuse requiring legal support and commissioned The Daisy Chain Project to provide victims with pro bono legal advice and guidance donated by legal firms across Sussex. This support includes applications for non-molestation orders (NMOs), child contact arrangements and divorce proceedings, for those in domestic abuse situations and dependent on the individual circumstances of the victim. During 2020/21, The Daisy Chain Project supported 1,002 victims of domestic abuse in Sussex, following receipt of 3,662 referrals for NMOs from Sussex Police.

During the pandemic, the PCC played a significant role in coordinating consistent countywide messaging in relation to important areas including domestic abuse. This involved taking nationally developed campaign materials and creating bespoke information about the domestic abuse support services available in Sussex, together with proactive communication about these. Examples of these communications included leaflets, banners in supermarkets and printed messages on the bags used by pharmacies.

The PCC also provided written evidence to the Home Affairs Select Committee on the '*Home Office preparedness for COVID-19: domestic abuse and risks of harm within the home*'. The full publication can be viewed through the following link:
<https://publications.parliament.uk/pa/cm5801/cmselect/cmhaff/321/32102.htm>

LOOKING AHEAD: New domestic abuse, sexual abuse and stalking support services will go live in Sussex from 1 April 2021 to provide consistency across the county and allow more victims to access the support they need. This has been co-commissioned by the PCC, in partnership with Brighton & Hove City Council, East Sussex County Council and West Sussex County Council.

During the pandemic, £1,140,555 in grant funding was secured by the PCC from the Ministry of Justice and provided to domestic abuse and sexual abuse services to increase resources and adapt services to support victims throughout the year. This funding was used to provide victim support services in Sussex with additional support through the COVID-19 pandemic. It was put towards sourcing extra staff to support an increase in demand, purchasing information technology and obtaining personal protective equipment – including face masks and protective screens – to facilitate remote and secure ways to work with victims (see 6. *Summary of Funding Allocated to Victims' Services in Sussex* for more information).

INFOGRAPHIC 1: 5,119 referrals to The Portal, supporting 3,700 victims.

INFOGRAPHIC 2: Daisy Chain Project worked with 1,002 victims of domestic abuse.

Stalking and Harassment: Increased Reporting – Following previous increases to the precept, the PCC has ensured that Sussex Police is now better funded, equipped and trained to recognise and respond to stalking and harassment.

As a result of this additional investment and improvements to training, the Force has seen a 371% increase in reports of stalking and harassment since 2015/16 – with 13,554 reports received in 2020/21. There was also a 288% increase in detections across the year, with 694 of these crimes solved, compared to 241 in 2019/20.

In response to the increased number of stalking reports received, the PCC has continued to fund a local, specialist advocacy service – Veritas Justice – to assist victims of stalking in Sussex through the criminal justice process. This service also supports victims with their recovery and raises awareness about the risks associated with stalking behaviours.

In 2020/21, Veritas Justice provided intervention and support to 1,866 high-risk victims of stalking. This included advice and guidance about keeping safe online, safety planning and ongoing support through the police investigation and court appearances. A further 400 individuals benefited from a new online chat support service providing information, advice and tips about staying safe in cyberspace.

LOOKING AHEAD: A new stalking screening tool was developed and piloted by Sussex and Surrey Police and Cheshire Constabulary this year, in conjunction with the College of Policing. This risk-assessment screening tool is scheduled to be made available to police force areas throughout England and Wales during 2021/22.

INFOGRAPHIC: 1,866 high-risk victims supported by Veritas Justice.

Rape, Sexual Violence and Exploitation: Funding Support – During 2020/21, the PCC continued to invest in a number of organisations throughout Sussex to assist victims and survivors with their recoveries from rape, sexual violence and exploitation:

Lifecentre – This service provides counselling support for victims of any age or gender who have experienced rape, sexual violence or abuse – whether non-recent or current. In 2020/21, 638 victims and survivors were provided with counselling support by Lifecentre, of whom 55% reported feeling healthier and better able to manage their existing relationships and 50% had increased hope for the future following the conclusion of their intervention.

ManKind Initiative – The service provides men who have suffered from rape or sexual abuse with the opportunity to receive advice, guidance and counselling. It is still recognised that far fewer men report these offences or seek help and support, in comparison to women. In 2020/21, ManKind Initiative supported 117 men in Sussex, with the majority requiring support for abuse suffered as children.

Survivors' Network – This provider supports survivors of sexual violence and abuse in Sussex through a number of different projects. During 2020/21, a Children's Independent Sexual Violence Advisor (CISVA) ensured that 172 children, young people and their families were able to receive counselling support throughout police investigations, court appearances and beyond to assist them in their recoveries – representing an increase of 161% from the previous year.

Streetlight – This charity supports women who are sexually exploited through prostitution. With the use of an outreach worker, the charity's activity has contributed to an increase in the number of women engaging positively with police interventions and operations into suspected exploitation, thereby increasing the likelihood of a successful prosecution. During 2020/21, Streetlight supported 368 women in Sussex, including a number of women trafficked into the county from overseas.

INFOGRAPHIC 1: Counselling support for 638 victims.

INFOGRAPHIC 2: 117 male sexual abuse survivors supported.

INFOGRAPHIC 3: 172 children and young people referred to the CISVA.

INFOGRAPHIC 4: Support for 368 women subjected to sexual exploitation.

Safe:Space Sussex: Online Directory Developed – The PCC continued to develop Safe:Space Sussex – the online directory of victim support services available throughout Sussex – to enable victims to find the most relevant support service for them, through a safe and confidential route.

Safe:Space Sussex provides a mechanism for Sussex residents to seek help and guidance and supports the Code of Practice for Victims of Crime which entitles all victims to receive appropriate support, regardless of whether they choose to report this to the police or not. In 2020/21, the site received 3,941 new visitors, completing 11,780 sessions – representing a 110% increase in activity compared to the previous year. The most visited pages on the site included information about different types of crime, advice about reporting a crime, types of support services available and access to these services.

In response to the pandemic, the PCC launched a revised version of Safe:Space Sussex for vulnerable individuals to access advice, guidance and support about a range of different offences, including rape, sexual violence, scams and fraud, together with general information about keeping safe online. Tailored guidance was shared across social media platforms setting out how victims could access the website covertly – using incognito tabs and safety buttons – to protect victims who might have been living with their perpetrators during lockdown and having their search history monitored as a result.

The PCC was also successful in securing funding worth £576,000 from the Ministry of Justice to provide additional funding for victim and survivor charities in Sussex which lost significant income as a result of reduced fundraising activity and other costs associated with changes to working practices because of the pandemic. This funding provided some stability at a time of significant uncertainty and ensured that these valuable support services could continue to be delivered.

INFOGRAPHIC 1: 3,941 new visitors to Safe:Space Sussex.

INFOGRAPHIC 2: 11,780 sessions completed representing a 110% increase in activity.

Vulnerable Victims and Witnesses: Four Remote Witness Suites – The PCC continued to seek to reduce the risk of vulnerable victims and witnesses travelling long distances to give evidence at court and improve the overall experience of vulnerable victims and witnesses in the criminal justice system.

Last year, an additional remote witness suite was introduced in Sussex to enable more vulnerable victims and witnesses to give evidence through secure 'Live-Link' video facilities without the need to physically attend court. There are now four of these facilities established throughout Sussex to ensure appropriate support is provided to vulnerable victims and witnesses who may otherwise find the experience of attending court intimidating. The four Live Link suites supported 86 trials during 2020/21: 24 Central Sussex, 33 East Sussex and 29 West Sussex.

Throughout the year, the Video Enabled Justice Programme Team worked closely with Sussex Police to ensure that the remote witness suites remained COVID-19-secure, in line with Government guidance. This important work ensured the continuation of summary and crown court trials during a period of significant challenge for the system.

The PCC remains committed to ensuring victims and witnesses have the most positive experience of the criminal justice system and supported 118 young people attending court this year, either as victims of crime or witnesses to it, through the Young Witness Service.

LOOKING AHEAD: During 2021/22, Sussex Police will take over responsibility for the administration, operation and facilitation of the Live Link trials, in partnership with the Young Witness Service and Citizens Advice.

INFOGRAPHIC 1: 86 'Live Link' trials in Sussex.

INFOGRAPHIC 2: Young Witness Service supported 118 victims and witnesses.

Funding Network: Assured Service Quality – The PCC continued to invest in funding projects to support some of the most vulnerable victims as part of an ongoing commitment to develop a diverse landscape of support services in Sussex.

During 2020/21, more than £1m was invested into these support services. This comprised of more than £400,000 provided to specialist support services – through a competitive funding tranche – together with an additional £650,000 made available to specialist commissioned services.

The Safe:Space Sussex Funding Network was launched in 2017/18 and continues to grow and develop. There are currently 33 'approved' providers of specialist support services within the Funding Network who have each been able to demonstrate the high levels of quality standards and assurance required. Further information about the Funding Network can be viewed through the following link: <https://www.sussex-pcc.gov.uk/get-involved/apply-for-funding/>

INFOGRAPHIC 1: More than £1m invested in Safe:Space Sussex Funding Network.

2d. Improve access to justice for victims and witnesses

- *Ensure victims and witnesses have the most positive experience of the criminal justice system.*
- *Support vulnerable victims and witnesses.*
- *Maximise the use of technology to improve access to justice for all.*

Video-Enabled Justice Programme: Successfully Delivering – Over the last four years, the PCC led the Video-Enabled Justice (VEJ) Programme on behalf of criminal justice partners.

Following the outbreak of COVID-19, the VEJ Programme supported Her Majesty's Courts and Tribunals Service by implementing Video Remand Hearings (VRHs) across the five police force areas of Sussex, Surrey, Kent, Norfolk and Suffolk.

The introduction of VRHs enabled detainees held in police custody – and refused bail – to undertake first hearings without physical attendance in the courtroom. It also meant that prosecution, defence, probation, youth offending teams and interpreters could discharge their responsibilities in court from the safety of their own homes, supported by the technical solution of the programme.

The installation of 'safe consultation video booths' in police custody centres in Sussex and Surrey provided another alternative to face-to-face contact during the pandemic. These booths – funded by the respective PCCs – facilitated VRHs and private legal consultations between defence solicitors and detainees, both before and after hearings. There were 1,432 VRHs facilitated in Sussex between 21 April and 23 October 2020.

In response to the pandemic, the VEJ Programme was also funded by the Home Office to develop and deploy its technical solution to facilitate interviews under the Police and Criminal Evidence Act 1984 remotely by video across each of the five police force areas. The provision of this unique and sustainable solution supported the needs of the police service and enabled interpreters and defence solicitors to join interviews remotely and safely – responding directly to concerns expressed regarding the risks associated with continued attendance in police custody suites during the pandemic.

During 2020/21, the VEJ Programme maintained and streamlined the practice of police witnesses giving evidence remotely by Live Link video in summary trials at Magistrates' Courts across Sussex, Surrey, Kent, Norfolk and Suffolk. This approach negated the requirement for these witnesses to physically attend court and ensured that, where trials did not proceed on the day or when pleas were changed to guilty, automatically-generated notifications were sent to police officers and witnesses to prevent unnecessary travel to court. In this way, officers could be redeployed to operational duties almost immediately, contributing to further efficiency savings.

LOOKING AHEAD: The PCC secured funding from the Police Digital Service – part of the National Enabling Programme – to expand the technology successfully utilised by the VEJ Programme further during 2021/22.

The Video Enabled Policing (VEP) Programme will invest in innovation, technology and new ways of working to maximise productivity and efficiency gains for policing by developing technology solutions for police witness co-ordination and remote video interviews, leveraging the existing tools and infrastructure of the National Enabling Programme.

INFOGRAPHIC: 1,432 Video Remand Hearings were facilitated in Sussex.

Sussex Police Estate: Continued Investment – A total of £2.5m was invested in the Sussex Police estate in 2020/21. The PCC has also continued to ensure that no police facility with a public reception will be removed until a suitable local alternative is identified.

The PCC is responsible for the Sussex Police estate and, as the landlord, has developed an Estates Strategy to enable the effective governance of all land and property. The land and sites were valued at £158.4m as at 31 March 2020.

The Estates Strategy 2018/23 is a key element of the capital programme and aims to ensure that the property used for policing is in the right place, is fit for purpose and is efficient. The PCC closely scrutinised the revisions made to the Estates Strategy in 2020/21 through a regular Estates Board to ensure that it continued to provide a working environment fit for 21st century policing, was cost effective and demonstrated an accessible community footprint. Where the estate is under-used, the PCC continues to examine options for sharing with partners and disposal for redevelopment.

Throughout the year, the custody estate in Sussex underwent significant refurbishments – as part of Operation Fanfare – to allow for essential upgrades to be completed in line with HMICFRS requirements. This investment resulted in each of the custody blocks being closed for a period of 8 weeks, on a rotational basis.

Other delivery highlights in 2020/21 included: refurbishments to Burgess Hill and Crawley Police Stations and the sale and disposal of [former] Lancing Police Station. Plans have also been approved for further investment in facilities to support increased opportunities for agile working, the opening of a new police station in Crowborough and the sale of land at Chichester during 2021/22.

In 2020/21, the PCC worked closely with the Joint Commercial Planning Manager for Sussex Police to secure an additional £74,272 from district and borough councils across Sussex through Section 106 Agreements and the Community Infrastructure Levy (CIL). This funding was used to support further investment and improvements in the Sussex Police estate and existing policing infrastructure. In total, £1.94 million has been secured for Sussex Police through Section 106 Agreements and CILs since 2017/18.

The Force has also continued to work with the National Police Estates Group to ensure that the police and other emergency services are a primary consideration within the existing planning system for any new developments throughout the country.

LOOKING AHEAD: In 2021/22, the Estates Strategy will be reviewed to ensure that it remains appropriate for the anticipated increases to police officers, PCSOs and specialist staff through the continued local and national (Operation Uplift) investment. Consideration will also be given as to whether the existing publicly accessible estate could be transformed to provide better community information, assurance and engagement.

INFOGRAPHIC 1: £1.94m extra funding secured from commercial planning by councils.
INFOGRAPHIC 2: £74k secured from new developments.

ECINS: Improved Information Sharing – The PCC continued to jointly fund the Empowering Communities Inclusion & Neighbourhood management System (ECINS) with Sussex Police across 2020/21.

ECINS is a multi-agency case management system which facilitates real-time information sharing between police and local authority partners in a secure and General Data Protection Regulation compliant way. ECINS provides a central hub where practitioners can task and inform one another, dramatically speeding up processes and enabling support to be quickly and effectively offered to victims. Last year, the PCC made the decision to extend the funding for ECINS until March 2023.

Mobile Data Terminals: Increased Functionality – The PCC has ensured that Mobile Data Terminals (MDTs) – otherwise known as smartphones – have continued to be provided to all frontline police officers and PCSOs so they have access to the information they need as and when they need it. This intuitive platform provides users with information and reminders about the law, operational policies and Force expectations in different circumstances, together with the ability to populate a range of forms straight from the MDT.

The Force continues to see increased usage of MDTs – indicating that officers and staff have embraced the technology and the new agile ways of working that the devices afford them. During 2020/21, the capability and functionality of the MDTs was substantially increased and enhanced. This included the ability to take fingerprints (via a plug-in device) and to report a sudden death, missing person or an individual experiencing a mental health crisis.

Sussex Police also used the MDTs to support the policing response to COVID-19 by providing individuals with access to the most up-to-date public health guidance and information about the current restrictions in place, together with the ability to issue Fixed Penalty Notices in respect of breaches of the Coronavirus Act 2020 as required.

Body Worn Video: Continued Investment – The PCC has continued to invest in the use of Body Worn Video (BWV) technology to ensure that all frontline police officers and staff are equipped with personal-issue cameras.

The BWV cameras are an established way of capturing and securing real-time evidence in an easy to use and accessible digital format. This technology is particularly useful for increasing the number of convictions for domestic abuse crimes (including victimless prosecutions where the victim does not want to support a prosecution) by using the evidence captured through BWV. This platform also ensures that interactions with members of the public are professional and accountable at all times and helps to safeguard officers and staff by reducing the number of assaults.

Digital Evidence Management System: Successful Implementation – Sussex and Surrey Police implemented a Digital Evidence Management System during 2020/21 that enables both forces to ingest and share video captured through BWV more efficiently, effectively and securely – removing the need for portable digital media.

This new solution has already been successfully introduced to 96% of the sites set out in the business case, with the remaining integration set to be completed during 2021/22.

Driver Vehicle Management System: Savings Identified – During 2020/21, Sussex and Surrey Police achieved significant reductions of £43,000 in their insurance costs following continued developments to the Driver Vehicle Management System.

This has included the installation of proactive telematics systems within police vehicles to positively influence driver behaviour with the aim of improving safety and saving money. The system has also been used to improve the location and deployment of police vehicles, including the identification of any excessive or under-used fleet.

Data Analytics: Developed Use – The PCC has supported Sussex Police in the development and use of data analytics tools that overlay different sources of police and partner data to make it easier for police officers and staff to extract information from systems – saving time and achieving swifter operational outcomes.

A comprehensive schedule of development is in place and data analytics have now been adopted by almost every operational area throughout the Force.

Enterprise Resource Planning: Scoping – Sussex Police was part of a collaborative programme with Surrey Police and Thames Valley Police to develop and implement Equip – a new Enterprise Resource Planning (ERP) solution.

In December 2020, it was agreed that Sussex and Surrey Police – in collaboration – and Thames Valley Police would pursue separate paths to upgrade these legacy systems. This decision will contribute towards reductions in organisational and operational risks, whilst simultaneously creating opportunities for future systems integrations, wherever appropriate.

LOOKING AHEAD: Work is ongoing within Sussex and Surrey Police to scope the most efficient and effective way to implement a new ERP solution in 2021/22.
--

3. Managing Resources

3a. Summary of financial context 2020/21

The Police Reform and Social Responsibility Act 2011 created two separate corporations' sole: the PCC and the Chief Constable.

The PCC is responsible for: all of the finances; receiving all income and funding; making all payments from the overall Police Fund and control of all assets, liabilities and reserves.

The functions of the Chief Constable are fulfilled under this Act. The annual budget is set by the PCC in consultation with the Chief Constable. A scheme of delegation is in operation between the two bodies determining their respective responsibilities, as well as local arrangements in respect of the use of the PCC's assets and staff.

Financial planning sits at the heart of good public financial management. Alongside budget preparation, performance management and reporting, the ability to look strategically beyond the current budget period is a crucial process to support the PCC's resilience and long-term financial sustainability.

The four-year strategic financial planning tool – the Medium-Term Financial Strategy (MTFS) – is one of the key planning tools that helps identify available resources and options for delivering the PCC's Police & Crime Plan priorities and the national Strategic Policing Requirements.

2020/21 Budget

Following a consultation with Sussex residents, the PCC was given public support to increase the policing part of the Council Tax for 2019/20. This added an extra £10 a year per Band D property and was supported and endorsed by the Police & Crime Panel at their meeting in January 2020.

Following the 2020/21 police funding settlement and the £10 precept increase, the Chief Constable presented the PCC with an investment case that would allow Sussex Police to meet more demand and accelerate recruitment plans. The plan was supported by the PCC and prioritised investment in three key areas: more enforcement, increased investigation and an even greater policing presence in towns, villages and online.

The Government also announced that Operation Uplift – the campaign to recruit 20,000 new police officers in England and Wales by the end of March 2022 – would continue as planned in 2020/21. This included the recruitment of an additional 129 police officers in Sussex from the 6,000 officers recruited nationally during the year, in addition to the 250 officers the Force was already recruiting.

The 2020/21 revenue budget was approved by the PCC in February 2020 at £309.9m. This consisted of the following:

- Government grant for Sussex in 2020/21 of £183.7m – increased from previous year's figure of £162.8m.
- The precept was increased by £10, generating £7.6m of additional income – the majority of this was invested into public protection, investigations, specialist crime, custody, contact, rural crime and road policing.
- Provision for increases in pay and prices, including growth, inflation and cost pressures of £20.1m.
- The requirement to make a further £3.1m of savings.
- The PCC delegated a budget of £298.6m to the Chief Constable for 2020/21 to enable the discharge of operational activities under police direction and control.

Revenue Budget	2020/21
	£'000
Operational Delivery Budget	298,597
Office of the PCC	1,517
Community Safety	1,700
Victim Support, Restorative Justice	613
Reboot	710
Video Enabled Justice	461
Other OPCC Financing Budgets including reserves transfers	6,254
Total Net Budget Requirement	309,852

The capital and investment budget for 2020/21 was approved by the PCC in February 2020 at £15.2m. During the year, budget virements were agreed that resulted in a revised capital budget of £16.6m.

Throughout the year, the PCC has closely scrutinised the spending of the precept, delivery of the policing investment and performance. Scrutiny has been provided through a variety of publicly webcast Performance & Accountability Meetings, monthly Local Policing Accountability Board meetings, internal financial monitoring meetings and other monitoring within the scheme of governance.

* Includes ill health pension payments, employee expenses, training and restructure costs
 ** Includes third party payments to other government bodies, partnerships and external initiatives

Page 63

3c. Summary of financial headlines 2020/21

The key financial headlines from the revenue and capital outturn for 2020/21 can be summarised as follows:

- £0.5m (0.2%) overspend on the revenue budget of £309.9m.
- £1.5m (0.5%) underspend on the operational delivery budget, including an underspend of £1.3m in income relating to COVID-19 transferred to a reserve.
- £0.03m underspend on the OSPCC budget.
- £0.7m underspend on the community safety, victim support services, restorative justice, REBOOT and Video Enabled Justice Programme.
- £2.8m overspend on financing and reserves, including revenue to capital contributions and the transfer of £1.3m in COVID-19 income to a reserve (as above).
- £1.0m budgeted transfer to general reserves, maintained at 4% in line with the reserves strategy.

Precept Investment

The precept and Operation Uplift investment approved for 2020/21 allowed for the continued increase in police officer and staff recruitment. The following table demonstrates the forecast position against the investment provided.

Expected increase at March 2021	Investment provided	Forecast At 31/03/21
Employee Group	FTE	FTE
Precept Police Officers - growth	52	52
Precept Police Staff - growth	85	85
Uplift Police Officers - growth	129	129
Uplift Police Staff - growth	4	4
Total	270	270

The Statement of Accounts includes further details of the financial performance of 2020/21. The draft accounts subject to audit can be viewed here.
[LINK TO BE ADDED WHEN PUBLISHED].

3d. Financial outlook for 2021/22 and beyond

The MTFS 2021/22 – 2024/25 continues the investment into the strengthening of Sussex Police that the PCC started in 2018/19 and has maintained to date. It also addresses the public priorities set out in the PCC's new Police & Crime Plan 2021/24.

The pandemic created an unprecedented financial challenge in 2020/21 – this is expected to continue into 2021/22 and beyond. The PCC worked closely with the Chief Constable and her senior team to understand the operational requirements of Sussex Police for the coming year along with the financial pressures. The decision to increase the police precept to fund operational policing was based on these extensive discussions and results from the substantial online public consultations, including 64 focus groups with parish, town and district councillors.

In November, the Government Spending Review announced that PCCs could increase their precept by up to £15.

In preparing the revised Police & Crime Plan, the PCC took the opportunity to ask members of the public to rate their policing priorities and to provide their views on precept levels.

Policing priorities and funding survey and the Policing Challenge: To reach the widest audience in Sussex, including younger residents, an online 'Policing Challenge' game was designed as an interactive way to highlight public priorities and to ask questions about increases to the precept.

Reaching audiences across the county: The poll was promoted from 10 December 2020 to 10 January 2021 through a range of channels and partner agencies – this approach contributed towards the greatest possible media coverage throughout Sussex. The survey options were featured 49 times across local papers and television and achieved a reach of 644,804, with 97% of the coverage positive.

What the public want: A combined total of 4,465 responses were received to both the survey and the game. The top five priorities were: serious violence and knife crime; rape and sexual assault; drug dealing and county lines; burglary and neighbourhood policing.

Support for £15 precept increase: Combining the results from both polls, it was apparent that 75% of respondents were in favour of any increase in the precept; 51% were in favour of a £15 increase; 19% were in favour of a £10 increase and 25% did not support an increase. The margin of error across this sample size was 1.46%.

Chief Constable's Investment

The 2021/22 police funding settlement provided the PCC with additional ring-fenced investment to recruit a further 121 police officers in Sussex, plus six to the South East Regional Organised Crime Unit, as part of Operation Uplift. This is in addition to the 250 more police officers that Sussex Police was already recruiting through the previous rises in the precept to increase the number of frontline officers.

The new police officers, PCSOs and specialist staff have started to have a positive impact in Sussex by strengthening resources in policing districts, improving public contact and modernising the policing response. The uplift in frontline officers has also increased the capacity and capability of the Force to respond to neighbourhood crime and anti-social behaviour more effectively, as well as having a positive impact on tackling serious and organised criminality.

The formation of new units including the Rural Crime Team, Tactical Enforcement Unit and the Specialist Enforcement Unit are starting to have a significant impact. The uplift has also provided a more visible policing presence and better engagement with communities (both physically and online) which has proved to be vital in the past year.

Agenda Item 8

Appendix 2

However, the Chief Constable has made a strong case for further targeted resource investment from the £15 precept increase in 2021/22 to be able to maintain this success, respond effectively against rapidly increasing demand and to deal with new and emerging threats.

Through a detailed and careful assessment of the policing requirement to confront the post-pandemic landscape, the Chief Constable has identified what additional resources are required to equip the Force with the capability and resilience it requires to properly meet these threats.

Following the 2021/22 police funding settlement and the £15 precept increase, the Chief Constable has agreed to invest the additional resources in the following areas:

- Uplift Sergeant and Inspector posts in the Response and Criminal Investigation Department to increase capacity in local policing, provide better supervision of officers and improved management of incidents and investigations, particularly serious violence and knife crime.
- Further investment in the Rural Crime Team, providing greater protection from and swifter outcomes to rural crime and incidents.
- Provide more investigators with a focus on catching more criminals, increasing solved crimes and preventing repeat offending.
- Expand the successes of the Investigation & Resolution Centre and Local Resolution Team to improve early investigative processes for volume crime, providing a better service for victims and enabling swifter identification of linked and repeat offences and organised criminality.
- Increase the number of officers managing some of the Force's highest harm perpetrators on the Violent and Sex Offender Register to address hidden harm, prevent re-offending and ensure sustained public protection.
- Introduce a new Public Confidence Team to listen to and learn from complaints and feedback and resolve issues swiftly.
- Increase the capacity to process and respond to requests for information from members of the public.
- Provide long term support to Operation Centurion – a successful operation working closely with the Metropolitan Police Service to share intelligence, investigate county lines and the dealing of controlled substances – closing drug dealers down at source.
- Sustain joint investment in Outside Enquiry Team detectives to support historic investigations. This will enable the Major Crime Team to progress unsolved homicides, maintain and build investigative momentum and seek further opportunities to progress and conduct those enquiries that are likely to lead to a prosecution. This is anticipated to lead to an increase in the number of resolved homicide enquiries, improved public confidence and ongoing support for the National Homicide Reduction Plan.
- Invest in anti-corruption capability to deliver the highest possible professional standards.
- Deliver a Digital Investigation Improvement Programme that will substantially improve the way all officers and staff manage the online element of investigations, including: capture of evidence; extraction of digital data from devices; interrogation and processing of digital information; management of digital disclosure and advice for victims. Almost all crimes now have a digital footprint, making this initiative critical to protect the public and catch criminals.
- Enhance the use of data analytics to enable better management of information and intelligence to target activity to catch criminals.
- Improve tools for victim surveying to provide better feedback to the Force and enable continuous improvement of services.
- Initiate a pilot to reduce internal demand and generate efficiencies using robotic process automation. This will ensure that police officer and staff time is better spent on strategic and operational priorities, rather than administration.

Further information about the investment plans and other key financial information can be viewed through the following link:

https://www.sussex-pcc.gov.uk/media/5496/sussex-pcc-mtfs-21_25-final-08022021-002.pdf

Financial Implications of COVID-19

The financial impact of COVID-19 on the Force during 2020/21 was mitigated to some extent by the specific one-off grant funding that was made available. No additional resources have been announced for 2021/22 and any further policing costs that are incurred through the 'road map' towards easing the lockdown in England or from any supplementary waves of infections will need to be managed within existing budgets.

The financial impacts of COVID-19 on the precept income in future years is also under close review and will continue to be revised during the year as data on council tax collection becomes clearer.

The MTFS may be revised to consider the known and forecast financial and other impacts of COVID-19 or additional financial pressures during the year.

4. National Contribution

In addition to her work in Sussex, the PCC made the following contributions nationally in 2020/21:

- Chair of the Association of Police & Crime Commissioners (APCC) [*until 15 July 2020*]
- Board member for the Police ICT Company [*now the Police Digital Service*]
- Co-Chair of the Home Office Law Enforcement Portfolio Technology Allocation Scrutiny Group
- Board Member for the National Policing Board
- Member of the Prime Minister's Criminal Justice Roundtable
- Board Member for the Criminal Justice System Integration Board
- PCC representative on the Home Secretary's National Oversight Board for Domestic Abuse, Stalking and Harassment
- APCC Lead for Police Technology and Digital
- Attends the APCC/NPCC Police Reform and Transformation Board
- Attends the APCC Criminal Justice System and Victims Standing Group
- APCC Police Technology and Digital Portfolio Group
- Attends the APCC Technology and Reallocations Scrutiny Board
- Attends the NPCC National Stalking and Harassment Offences Working Group
- Attends the NPCC Digital Policing Board
- Attends HMICFRS strategic briefings following inspections of Sussex Police

The PCC also attended the following national events throughout 2020/21:

April 2020: PCC attended the APCC Criminal Justice System and Victims Standing Group Meeting about COVID-19, participated in the Digital Policing Board and attended Strategic Change and Investment Board workshop.

May 2020: PCC participated in the virtual Hidden Harms Summit chaired by the Home Secretary and attended the Police Reform and Transformation Board.

June 2020: PCC chaired APCC Police Technology and Digital Portfolio Group and attended the National Stalking and Harassment Offences Working Group.

July 2020: PCC spoke at the All-Party Parliamentary Group (APPG) on Retail Crime and attended the Reform – *The justice system after the lockdown* webinar.

August 2020: PCC attended the Home Office Comprehensive Spending Review teleconference chaired by the Director General – Crime, Policing & Fire Group.

September 2020: PCC spoke at the TechUK – *Building the Smarter State* conference.

October 2020: PCC provided input to the Alice Ruggles Trust – *Stalking amongst young people* virtual conference and attended the APPG on Policing and Security – National Policing Response to COVID-19.

November 2020: PCC chaired the APCC Retail and Business Crime Portfolio Meeting and spoke at the Union of Shop, Distributive and Allied Workers – *Freedom from Fear* roundtable event.

December 2020: PCC delivered input to the National Association of Business Crime Partnerships – Campfire Chat via live streaming and attended the National Stalking and Harassment Offences Working Group.

January 2021: PCC attended the APPG on Policing and Security – Domestic Abuse and participated in the Road Peace – *Tackling road crime* webinar.

February 2021: PCC took part in a Plenary Panel Discussion – *Blue Lights and Beyond: Developing UK Police and Security Technology Capabilities* and attended the National Rural Crime Network – Annual General Meeting.

March 2021: PCC met with the representatives from the Home Office to discuss the results of the APCC Dog Theft Survey and participated in the APPG on Perpetrators of Domestic Abuse.

5. Sussex Police: Workforce Diversity

As at 31 March 2021, Sussex Police comprised 2,961 police officers and 2,715 police staff (including PCSOs) – a total workforce of 5,676 individuals (headcount).

Ethnicity

- 96 police officers identified as either Black, Asian or from a Minority Ethnic (BAME) background (3%), 2,687 identified as white (91%), 92 preferred not to say (3%) and 86 individuals did not disclose their ethnicity (3%).
- 60 police staff identified as BAME (2%), 2,421 identified as white (89%), 59 preferred not to say (2%) and 175 individuals did not disclose their ethnicity (6%).

Sex and Gender

- 1,050 police officers identified as female (36%) and 1,911 identified as male (64%).
- 1,639 police staff identified as female (60%) and 1,076 identified as male (40%).
- 17 police officers and staff identified their gender identity as trans, two identified as non-binary and 43 identified as other. A further 197 officers and staff preferred not to say, and 1,361 individuals did not disclose their gender identity.

Religion

- 13 police officers identified as Buddhist (0.4%), 818 as Christian (28%), 7 as Hindu (0.2%), 5 as Jewish (0.2%), 13 as Muslim (0.4%), 53 as other (2%) and 1,068 as none (36%). A further 200 officers (7%) preferred not to say and 783 individuals did not disclose their religion (26%).
- 8 police staff identified as Buddhist (0.3%), 893 as Christian (33%), 7 as Hindu (0.3%), 4 as Jewish (0.2%), 11 as Muslim (0.4%), 2 as Sikh (0.1%), 88 as other (3%) and 1,125 as not having a religion (41%). A further 124 staff preferred not to say (5%) and 453 individuals did not disclose their religion (17%).

Age

- 164 police officers identified as being 16-24 years old (6%), 759 as 25-34 years old (26%), 1,136 as 35-44 years old (38%), 822 as 45-54 years old (28%) and 80 as 55-64 years old (3%).
- 192 police staff identified as 16-24 years old (7%), 650 as 25-34 years old (24%), 552 as 35-44 years old (20%), 702 as 45-54 years old (26%), 556 as 55-64 years old (20%) and 63 as 65 years and over (2%).

Disability

- 183 police officers identified as having a disability (6%), 1,799 had no disability (61%), 106 preferred not to say (4%) and 873 individuals did not disclose (29%).
- 184 police staff identified as having a disability (7%), 2,016 had no disability (74%), 49 preferred not to say (2%) and 466 individuals did not disclose (17%).

Sexual Orientation

- 65 police officers identified as bisexual (2%), 148 as gay or lesbian (5%), 1,810 as heterosexual (61%), 7 identified as other (0.2%), 176 preferred not to say (6%) and 755 individuals did not disclose their sexual orientation (26%).
- 38 police staff identified as bisexual (1%), 117 as gay or lesbian (4%), 1,995 as heterosexual (73%), 3 identified as other (0.1%), 99 preferred not to say (4%) and 463 individuals did not disclose their sexual orientation (17%).

6. Summary of Funding Allocated to Victims' Services in Sussex

Ministry of Justice funding allocated to victims' services in Sussex.

Name of Organisation	Name of Project	Funding
Brake	Sussex Support	£2,149
Brighton Women's Centre	Trauma First Aid Hubs	£30,000
Cats Protection	Paws Protect	£5,000
Counselling Plus Community	Counselling East Sussex	£20,000
Lifecentre	West Sussex Sexual Violence Counselling	£10,000
Lifecentre	Nurture and Belong	£50,941
ManKind	Sexual Violence Support	£40,000
Multi-agency*	Domestic Abuse Perpetrator Programme	£79,282
My Sisters' House	Stronger Futures and Complex Needs	£51,310
Oasis Project	Sex Workers Outreach Project	£15,000
Rape Crisis Surrey and Sussex	Vital Support Services	£32,250
Rape Crisis Surrey and Sussex	Disabilities Outreach	£28,750
Safe in Sussex	West Sussex Male Domestic Abuse Support	£34,925
StalkInc	Stalking Risk Profile Training	£7,646
Survivors' Network	Complex Needs Independent Sexual Violence Advisors (ISVA)	£112,500
Survivors' Network	West Sussex ISVA Provision	£95,000
Survivors' Network	Children ISVA	£69,070
Survivors' Network	Trans, Non-Binary and Intersex (TNBI) Survivors	£20,000
Survivors' Network	Strengthening and Widening Front Door	£21,127
Survivors' Network	East Sussex Outreach	£28,750
The Daisy Chain Project	Pro Bono Legal Advice for Domestic Abuse Victims	£50,000
The Portal	Specialist Domestic Abuse and Sexual Violence Provision for Brighton & Hove and East Sussex	£215,000
Veritas Justice	Stalking Advocacy Service	£185,295
Veritas Justice	Tech Connect	£18,359
Victim Support	Multi-Crime Type Support Provision	£490,000
Victim Support	Young Witness Service	£71,379
Victim Support	Hate Incident Support Service	£98,247
Victim Support	Vulnerable Victims of Fraud Caseworkers	£57,745
West Sussex County Council	Independent Domestic Violence Advisor (IDVA)	£100,000
YMCA DownsLink Group	What is Sexual Exploitation?	£51,583
YMCA DownsLink Group	Parent and Carer Worker for Child Sexual Exploitation Victims	£25,000
Total		£2,116,308

* Brighton Housing Trust, Change Grow Live, Cranstoun, Seetec Justice Interventions Alliance and Worth.

Ministry of Justice funding allocated to victims' services in Sussex to provide additional support through the COVID-19 pandemic.

Name of Organisation	Funding
Bramber Bakehouse	£816.03
Brighton Women's Centre	£47,200.28
Brighton Yoga Foundation	£1,040.00
Change Grow Live	£42,950.00
Friends, Families and Travellers	£9,397.00
Home Start East Sussex	£6,104.00
Lifecentre	£234,115.56
ManKind	£67,771.32
My Sisters' House	£65,403.69
Oasis Project	£33,239.00
Off the Fence	£13,729.03
Refuge, Information, Support and Education (RISE)	£224,925.00
Safe in Sussex	£86,183.18
Streetlight UK	£17,500.00
Survivors' Network	£127,617.77
Sussex Community Development Association	£16,959.00
The Daisy Chain Project	£25,393.88
Veritas Justice	£38,524.55
Victim Support	£43,224.98
Waves Seaford	£19,960.76
YMCA DownsLink Group	£18,500.00
Total	£1,140,555

This page is intentionally left blank



Sussex Police and Crime Panel

25 June 2021

Annual Report from the Host Authority

Report by The Clerk to Sussex Police and Crime Panel

1. Background

- 1.1 The Panel incurred the costs below in respect of its operation in the period 1 April 2020 to 31 March 2021.

- £69,663 for administrative expenses.
- £18 for members' expenses.

Total: £69,681

In line with the terms of the grant, the Host Authority (West Sussex County Council) submitted a claim for this amount in June 2021.

- 1.2 The Panel is required to publish a summary of its operating costs every year. A breakdown of expenses can be found on the Panel's webpage:
<https://sussexpcp.gov.uk/about/>

2. Discussion

- 2.1 While the work of the Panel in 2020/21 was shaped by the pandemic, the Panel was able to undertake all of its planned formal and informal work virtually, a significant achievement in itself. The Panel met formally four times in 2020/21. All of its statutory duties were fulfilled.
- 2.2 The Panel's Annual Meeting was held virtually in June 2020. Despite the challenges of coordinating such a meeting for the first time, with participants across 18 different local authorities and public bodies, the meeting met all the legal requirements for a formal meeting, and the Panel was able to successfully undertake two key statutory duties (known as "special functions") – scrutiny of the Police and Crime Commissioner's (PCC's) Annual Report, and the review of the proposal to appoint a Chief Constable. 174 people viewed the webcast.
- 2.2.1 Scrutiny of the PCC annual report considered performance against the four strands of the Police and Crime Plan, and delivery of initiatives funded by previous precept increases. Members also questioned the Commissioner about use of Stop and Search powers, equalities issues, and tackling rural crime.

- 2.2.2 As part of Chief Constable's confirmation hearing, the candidate was invited to set out her five-year vision for Sussex Police, prior to answering the Panel's questions. Following the hearing, the Panel unanimously recommended that Jo Shiner be appointed.
- 2.3 At the Annual Meeting the Panel considered the PCC's report about her role in Sussex Police's response to COVID-19. Issues covered included morale/welfare, funding, preparedness, changing patterns of crime, and personal protection equipment. The Panel continued to question the PCC throughout the year on this issue, as the policing response to the pandemic adapted in step with legislation and government guidance.
- 2.4 The Panel worked with the Commissioner's officers, in three Working Group meetings, to consider development of the 2021/22 budget and precept. The remit of the Group was this year expanded to include acting as a critical friend as the Commissioner developed a 2021-2024 Police and Crime Plan.
- 2.4.1 In relation to development of a proposed precept, the Group examined issues including the following:
- How funds raised from previous precept increases had been spent, and the progress in implementing the associated plans/projects.
 - 21/22 funding settlement
 - Income generating opportunities
 - Recruitment targets
 - Assumptions underlying the Medium-Term Financial Strategy
 - Council tax collection fund
 - Budget pressures
 - Reserves levels compared to other forces
 - Progress against savings plans
 - Financial impact of COVID 19
 - Precept consultation
 - Precept options
- 2.4.2 The Group made numerous recommendations and comments to guide the Commissioner's office in their development of the Plan, and which were taken up as the work progressed. For example, a recommendation that provision be made in the reserves to mitigate against any unforeseen impacts of COVID 19.
- 2.5 Informed by the Working Group's final report, the Panel reviewed and supported the PCC's proposed precept in January 2021, another "special function" (see 2.2).
- 2.6 Despite several lockdowns, members were able to undertake one tour during the year. A limited number of local members were able to visit the newly refurbished Chichester Custody Suite in September 2020, the future of which having been previously raised by the Panel.
- 2.7 The Panel's website continues to operate effectively. For example, for the period 1 June 2020 to 31 May 2021:
- There were 7,448 visits to the site, with pages viewed 14,291 times in total

- The average visits per day was approx. 20, however on 4th March 2021 there were 236 visits to the site (the day on which papers for the 12 March meeting were published).
- The most popular page is the homepage, as expected, with the “meetings” pages the second most popular, suggesting the site is largely used to provide info on forthcoming meetings and to access minutes and agendas.

Funding for 2021/2022

- 2.8 The Home Office has confirmed that funding will remain unchanged for 2021/22, comprising £53,300 for Panel administration costs, and up to £18,400 (20 x £920), available for members’ allowable expenses. The two sums are not ring-fenced.
- 2.9 The funding will be paid in arrears, in six-monthly instalments. The PCP must publish details of all Panel expenditure, including administration costs and individual Panel member claims for expenses, on its website. Per para 1.2, the Panel has complied with this requirement.
- 2.10 It is anticipated that the staff costs of administering the Panel will be achieved within the envelope of funding provided by the Home Office for the forthcoming year.

3. Resource Implications and Value for Money

- 3.1 The Constitution of Sussex Police and Crime Panel states that its total running costs shall be contained within the funding provided by the Home Office.

4. Risk Management Implications

- 4.1 None

5. Other Considerations – Equality – Crime Reduction – Human Rights

- 5.1 Not applicable

Tony Kershaw

Clerk to Sussex Police and Crime Panel

Contact:

Ninesh Edwards

(T) 0330 222 2542

(E) ninesh.edwards@westsussex.gov.uk

This page is intentionally left blank



Sussex Police and Crime Panel

25 June 2021

Complaints about the Police and Crime Commissioner

Report by The Clerk to Sussex Police and Crime Panel

Focus for Scrutiny

That the Panel considers any complaints against the Commissioner, and any action that the Panel might take in respect of these.

1. Background

- 1.1 In accordance with the Elected Local Policing Bodies (Complaints and Misconduct) Regulations 2011, Sussex Police & Crime Panel (PCP) is responsible for the initial handling of complaints against Sussex Police and Crime Commissioner (PCC).
- 1.2 At its meeting of 26 November 2012 the Panel decided to delegate its initial handling duties to the Clerk to Sussex Police and Crime Panel, and to consider a report of the complaints received, quarterly.
- 1.3 Serious complaints (those alleging criminal conduct) are referred automatically to the Independent Office for Police Conduct (IOPC). Regarding non-serious complaints, a sub-committee can meet to consider any of these which in the Panel's view require informal resolution.

2. Correspondence Received from 25 February 2021 to 10 June 2021.

- 2.1 The Panel takes the view that all correspondence raising issues with policing in Sussex should be recorded, whether or not the issues fall within the Panel's statutory remit.
- 2.2 During the subject period, five people contacted the Panel to raise new matters (either directly, referred via the IOPC, or referred by the Office of the Sussex Police and Crime Commissioner (OSPCC)).

Complaints

- 2.3 During the subject period no one raised issues which constituted a serious complaint, as defined by the Regulations (see 1.3).

Correspondence Recorded, but not Considered by the Clerk to be a Complaint within the Panel's Remit:

- 2.3.1 Five people contacted the Panel to complain about operational policing issues. The complainants were signposted to Sussex Police's provision for reporting complaints about operational policing matters.

Correspondence Recorded, and Considered by the Clerk to be a Non-Serious Complaint within the Panel's Remit:

- 2.3.2 Nothing received.

Serious Complaints (allegations of criminal conduct)

- 2.3.3 None received

3. Resource Implications and Value for Money

- 3.1 The cost of handling complaints is met from the funds provided by the Home Office for the operation and administration of Sussex Police and Crime Panel.

4. Risk Management Implications

- 4.1 It is important that residents can have confidence in the integrity of the system for handling complaints against the Sussex Police and Crime Commissioner and their Deputy (where one has been appointed).

5. Other Considerations – Equality – Crime Reduction – Human Rights

- 5.1 Not applicable

Tony Kershaw

Clerk to Sussex Police and Crime Panel

Contact:

Ninesh Edwards

(T) 0330 222 2542

(E) ninesh.edwards@westsussex.gov.uk

Terms of Reference for the Budget and Precept Working Group

Aim

The aim of the Precept Working Group is to act as a critical friend to the Police & Crime Commissioner in the development of the proposed precept for 2022/23, challenging the underlying assumptions and aspirations, and reporting its findings to the Panel.

Purpose

The role of the Working Group is to meet with the Commissioner and/or officers from the Office of the Sussex Police & Crime Commissioner (OSPCC), in order to scrutinise and monitor the development of the proposed precept, on behalf of Sussex Police and Crime Panel. As such, the Group will also be engaged in the development of the proposed budget for 2022/23.

The findings of the Group will be presented to the Panel at its meeting on 28 January 2022, when the Panel undertakes its statutory duty to review the proposed precept and make reports to the Commissioner.

Membership

To be agreed

NB. Substitutes - the substitutes of participating members will be entitled to attend meetings of the working group when the principal member is unavailable.

Review

The final report of the Working Group will be presented to the Panel at its meeting on 28 January 2022, for adoption of its recommendations by the Panel, and to inform statutory scrutiny of the proposed precept by the Panel.

This page is intentionally left blank