

Public Document Pack

Sussex Police and Crime Panel

Members are hereby requested to attend a virtual meeting of the Sussex Police and Crime Panel to be held at **10.30 am** on **Friday, 26 June 2020**.

Note: In accordance with regulations in response to the current public health emergency, this meeting will be held virtually with members in remote attendance. Public access is via webcasting.

Items 1 to 10 in Part I of the agenda will be available to watch via the Internet at this address: <http://www.eastsussex.public-i.tv/core/>

Items 11 to 13 in Part II of the agenda contain exempt information, as indicated, and therefore will not be broadcast.

Tony Kershaw

Clerk to the Police and Crime Panel

18 June 2020

Agenda

Part I

- | | | |
|----------|----|---|
| 10.30 am | 1. | <p>Declarations of Interest (Pages 5 - 6)</p> <p>Declarations of interest should be made by members at the start of the meeting, but interests usually/previously declared are included in a table attached.</p> |
| 10.35 am | 2. | <p>Minutes of the previous meeting of the Panel (Pages 7 - 14)</p> <p>To confirm the minutes of the previous meeting on 31 January 2020 (cream paper).</p> |
| 10.40 am | 3. | <p>Public and Panel Questions to the Commissioner (Pages 15 - 18)</p> <p>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).</p> <p>Questions have been received from three correspondents. The Panel is invited to note the responses.</p> |
| 10.45 am | 4. | <p>The Sussex Police and Crime Commissioner's role in Sussex Police's response to COVID-19 (Pages 19 - 30)</p> <p>The role of the Sussex Police and Crime Commissioner in</p> |

ensuring Sussex Police provides an effective response to the COVID-19 pandemic.

The Panel is asked to scrutinise the role of the Commissioner, and make recommendations as appropriate.

- 11.30 am 5. **The Sussex Police and Crime Commissioner's Annual Report and Financial Outturn Report 2019/20** (Pages 31 - 64)

The Police and Crime Panel is required to review the Commissioner's Annual Report. The Commissioner will outline the attached annual report which provides an update on the performance against the priorities, objectives and measures set out in the Police and Crime Plan for the period 1 April 2019 – 31 March 2020.

The Financial Outturn Report presents a summary of the revenue and capital outturn for 2019/20 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 and Financial Outturn Report if necessary. All recommendations agreed by the Panel will be published in a report from the Chairman to the Commissioner.

- 12.15 pm 6. **Quarterly Report of Complaints** (Pages 65 - 68)

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.

12.25pm - Lunch break

- 1.30 pm 7. **Procedure to be followed at Confirmation Hearings** (Pages 69 - 74)

The attached report sets out the procedure to be followed at confirmation hearings.

The Panel is asked to note the procedure.

- 1.35 pm 8. **Confirmation Hearing for the proposed Chief Constable of Sussex Police** (Pages 75 - 100)

On 9 June the Panel was formally notified of the proposal of Sussex Police and Crime Commissioner to appoint a Chief Constable of Sussex Police.

The attached report by the Clerk to the Panel provides details of the Panel's role in the confirmation hearing for the proposed appointment of the Chief Constable of Sussex Police.

The appendices and annexes to the report comprise information from the Police and Crime Commissioner regarding the proposed appointment.

The Panel is to ask the candidate questions relating to their professional competence and personal independence, based on the background information provided, and request details on how the candidate meets the requirements in the role profile.

2.20 pm 9. **Part II Matters**

Members are asked to indicate at this stage if they wish the meeting to consider bringing into Part I any items on the Part II agenda.

The Panel is asked to consider in respect of the following items whether the public, including the press, should be excluded from the meeting on the grounds of exemption under Part I of Schedule 12A of the Local Government Act 1972, as indicated below, and because, in all the circumstances of the case, the public interest in maintaining the exemption of that information outweighs the public interest in disclosing the information.

Exempt: Paragraph 1, Information about individuals

2.20 pm 10. **Date of Next Meeting and Future Meeting Dates**

The next meeting of the Panel will take place on 25 September 2020 at 10.30 a.m. at County Hall, Lewes.

Future meeting dates below:

29 January 2021

15 February 2021 (Reserve)

2.25pm - Comfort break (20 minutes)

Part II

2.45 pm 11. **Exclusion of Press and Public**

The Panel is asked to consider in respect of the following item(s) whether the public, including the press, should be excluded from the meeting on the grounds of exemption under Part I of Schedule 12A of the Local Government Act 1972, as indicated below, and because, in all the circumstances of the

case, the public interest in maintaining the exemption of that information outweighs the public interest in disclosing the information.

Exempt: Paragraph 1

- 2.45 pm 12. **Restricted Background Papers: Job Application Form**
(Pages 101 - 106)

The following job application form, as completed by the candidate for Chief Constable of Sussex Police, is attached for **members of the Panel only:**

i) Chief Constable of Sussex Police

Exempt: paragraph 1, information about individuals.

- 2.50 pm 13. **Private Determination of Recommendations to the Police and Crime Commissioner**

The Panel to agree its recommendations to the Police and Crime Commissioner regarding the proposed appointment.

Exempt: paragraph 1, information about individuals.

To all members of the Sussex Police and Crime Panel

Table of standing personal interests

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.

Panel Member	Personal Interest
Bill Bentley	Lead Member for Communities and Safety Chairman East Sussex Safer Communities Civil Military Partnership Board
Roy Briscoe	Member of Joint Arun and Chichester Community Safety Partnership
Johnny Denis	Co-Chair of Lewes and Eastbourne Community Safety Partnership
Susan Scholefield	A serving Magistrate Chair of the Competition Appeal Tribunal and Competition Service Non-Executive 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 of Governors Member of Sussex Crimestoppers
Dee Simson	Member of Brighton and Hove Community Safety Partnership
Brenda Smith	Cabinet Member for Public Protection 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

Agenda Item 1	<p>Member of Safer Arun Partnership</p> <p>Member of Joint Arun and Chichester Community Safety Partnership</p>
Tricia Youtan	<p>Member of Horsham Community Safety Partnership</p> <p>Cabinet Member for Community Safety at Horsham District Council</p>
Carolyn Lambert	<p>Vice Chair of East Sussex Fire Authority</p> <p>Member of fire commission</p>
Philip Lunn	<p>Member of Safer Wealden Partnership</p>

Sussex Police and Crime Panel

31 January 2020 – At a meeting of the Panel held at 10.30 am at County Hall, Lewes.

Present:

Cllr Bill Bentley (Chairman)	East Sussex County Council	Cllr Christian Mitchell (Vice-Chairman)	West Sussex County Council
Cllr Dave Simmons	Adur District Council	Cllr Gill Yeates	Arun District Council
Cllr Roy Briscoe	Chichester District Council	Cllr Carolyn Lambert	East Sussex County Council
Cllr Johnny Denis	Lewes District Council	Cllr Norman Webster	Mid Sussex District Council
Cllr Phillip Lunn	Wealden District Council	Cllr Jim Sanson	Horsham District Council (substitute)
Miss Susan Scholefield	Independent member	Mr Peter Nightingale	Independent member
Cllr Val Turner	Worthing Borough Council	Cllr Jackie O'Quinn	Brighton and Hove City Council
Cllr Judy Rogers	Hastings Borough Council (substitute)	Cllr Brian Drayson	Rother District Council (substitute)

Apologies were received from Cllr Tricia Youtan (Horsham District Council), Cllr Colin Fitzgerald (Hastings Borough Council), Cllr Jay Brewerton (Rother District Council), Cllr Rebecca Whippy (Eastbourne Borough Council).

Absent: Cllr Brenda Smith (Crawley Borough Council).

Part I

22. Declarations of Interest

22.1 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 East Sussex Safer Communities Board Chairman of the Civil Military Partnership Board
Jay Brewerton	Co-Chair of Safer Hastings and Rother Partnership
Roy Briscoe	Member of Joint Arun and Chichester Community Safety Partnership
Johnny Denis	Co-Chair of Lewes and Eastbourne Community Safety Partnership

Colin Fitzgerald	Employed by Solace Women's Aid Charity Co-Chair of Safer Hastings and Rother Partnership
Susan Scholefield	A serving Magistrate Chair of the Competition Appeal Tribunal and Competition Service Non-Executive 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 of Governors Member of Sussex Crimestoppers
Dee Simson	Member of Brighton and Hove Community Safety Partnership
Brenda Smith	Cabinet Member for Public Protection Chair of Safer Crawley Partnership
Val Turner	Member of Safer Communities Partnership, Adur and Worthing
Norman Webster	Member of Mid Sussex Community Safety Partnership NHS Foundation Trust East Grinstead.
Rebecca Whippy	Co-Chair of Lewes and Eastbourne Community Safety Partnership
Gill Yeates	Member 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
Judy Rogers	Safeguarding and Ethics Manager for Table Tennis England.

23. Minutes

23.1 Resolved – that the minutes of the last meeting held on 27 September 2019 be approved as a correct record and that they be signed by the Chairman.

24. Public and Panel Questions to the Commissioner

24.1 The Panel considered a tabled version of the written public questions with answers from the Commissioner (copy appended to the signed minutes). The Panel had no supplementary questions in respect of the public questions.

24.2 The Chairman invited questions from the Panel for the Commissioner. A summary of the main questions and responses were as follows:

1. Q: Following media reports on mental health within the emergency services (locally and nationally), has the Commissioner taken up the issue nationally as part of her role as the Chair of the Association of Police and Crime Commissioners, and has there been any collaborative work locally between Sussex Police and the fire and rescue services to share resources and expertise?

A: Matthew Scott (Kent Police and Crime Commissioner), is the national lead for mental health issues, and works closely with fire and rescue services and ambulance services at the national level. The government has recently announced funding for mental health support for police officers. Locally, Sussex Police are very engaged in this area. East Sussex Fire and Rescue Service (ESFRS) have recently taken on Sussex Police's wellbeing agenda, and Sussex Police provide occupational health services to ESFRS.

2. Q: Following a visit to the Cyber Centre at Haywards Heath, it was apparent that only a small number of officers worked to combat online fraud (even taking into account that the team works in partnership with other forces). Given the rapidly growing nature of crime in this area, can the Commissioner update the Panel on what is being done locally?

A: Fraud is the fastest growing crime type nationally. Locally, a particular focus is the older population, who on average lose £20k per victim. Sussex Police has established Operation Signature, whereby older victims receive a personal visit from a police officer or member of police staff to explain, and help them through, the process. This has been well received. In addition, several fraud case workers have been funded by the Commissioner's office from grants to support victims of crime. These staff are specially trained and work alongside Sussex Police to provide additional support to victims.

Follow up Question: Students are increasingly being targeted by online fraud. Are Sussex Police working with young people?

Follow up Response: One challenge historically faced by Sussex Police is the number of agencies working in this area, all using different language and terms, and causing confusion for victims over where to report crimes. The Commissioner is keen for there to be "one front door", which was the original idea behind "Action Fraud". The Police liaise closely with universities on the welfare of young people.

3. Q: The "101 service" call waiting times – members are still hearing though residents associations and community groups of delays in calls being answered. Is the Commissioner still monitoring performance, and is she still pushing for improvement?

A: Sussex Police has put a huge amount of work into this. In the last year, average waiting times are down by 72%, and average waiting time was

now less than 5 minutes. Calls are now free of charge. Work is ongoing. At the same time there has been an increase in the number of people reporting online. The Commissioner was pleased with the progress, due in part to increased investment funded by recent precept rises. Members are encouraged to feed back any reports from residents still experiencing overly lengthy holding times.

Follow up Question: What is the average waiting time for an report made online?

Follow up Response: There is no response to an online report, but the reported information is logged, and an automatic email acknowledgement is generated.

4. Q: Does the Commissioner work closely with local authorities about the lack of support from children's services, in respect of young offenders?
A: The Commissioner raised issues experienced by Sussex Police with the Leader of West Sussex County Council, and was pleased with his response. The REBOOT programme is working well to prevent young people being drawn into crime in the first place.
5. Q: Regarding REBOOT, what can the Commissioner do to maintain funding for this valuable scheme once funding from government comes to an end?
A: Meetings have already been held with partners to consider the sustainability of the programme. The Commissioner has allocated some funding so the scheme could be run for an additional six months. The government had now announced new funding streams, for which agencies could bid. The Commissioner would also be working with the Community Safety Partnerships, recognising that some areas of Sussex derived greater benefit than others.

Follow up Question: The government has funded pilot studies in mental health around our school areas. Has the Commissioner looked into linking into that, considering the links between mental health and youth offending.

Follow up Response: Definitely, the team had looked creatively into what funding streams could be accessed for this purpose.

6. Q: There appears to be public confusion around recruitment numbers of police officers, police community support officers, and other police staff. Has the Commissioner considered producing a "myth buster" to make it clear exactly what plans are, including how those leaving the force are accommodated in the plans.

A: 379 police officers, 100 PCSOs, 50 specialist staff, will be in post by 2023, all above the current establishment levels. Communications were designed to make this as clear as possible.

Follow up Question: How is the community being succinctly informed of the plans?

Follow up Response: There is good coordination between the PCC's office and Sussex Police, to ensure messaging was consistent, and frequent. It

will take time, but the more the public see the additional police, the more they will understand the additional investment which has been made.

7. Q: Will the new officers be a visible policing presence?

A: The Commissioner has been reassured by the Chief Constable that the new officers will be working on the frontline, which is what the public have told her is what they want.

25. Final Report of the Precept Working Group

25.1 The Panel considered a report by the Chairman of the Precept Working Group.

25.2 The Chairman of the Working Group advised the wider Panel of the following key points:

- The group met twice, once in December 2019 and once in January 2020.
- The group were shown how previous precept increases had been invested and were pleased to see this in respect of recruitment and training.
- Seeing spending in practice was helpful.
- As there was no settlement announcement prior to either of the working groups, options were considered without this information.
- The question of whether an increase was justified was considered.
- Members of the group were impressed by the expert advice and detail from staff of both the Commissioner's office and Sussex Police.

25.3 Resolved – that the Panel notes the recommendation of the Precept Working Group.

26. Proposed Precept 2020/21

26.1 The Panel considered a report by the Sussex Police and Crime Commissioner. The report was introduced by Katy Bourne, the Police and Crime Commissioner who thanked the Working Group for recognising the hard work of her officers. The Commissioner outlined key points regarding the proposed precept and the Panel heard the following points in addition to those detailed in the report:

- In one day, Sussex Police would receive on average over 2500 contacts, 700 of those would be emergency calls, 550 would be digital contacts resulting in 1324 incidents. 307 of those incidents would be non-crimes but with potential of high harm including 122 safety concerns, 37 mental health incidents and 35 missing people. Crime related incidents with a potential of high harm included 39 domestic crimes, 13 residential burglaries and 9 sexual offences. Of 360 total crimes, 123 were violence against a person, 73 theft, 38 criminal damage and 5 rapes.
- The Commissioner sought a 5.3% precept increase (£10 per year on a Band D property). The Chief Constable's investment case would prioritise more enforcements, more investigation and a greater policing presence.
- A snap poll was undertaken to canvass the views of the public on the increase between 23 and 30 January 2020. A total of 6489 responses were received of which 66% supported an increase and 34% did not. To

account for any duplicate responses and random sample was analysed with the result at 69% in support of an increase and 32% against.

26.2 The Chairman requested the Panel note the Commissioners proposed Revenue and Capital budget for 2020/21 in the context of broader investment plans for policing in Sussex. The Chairman invited questions from the Panel, a summary of the key themes and responses include those that follow:

- Members asked if the Commissioner had undertaken an equality impact assessment (EIA) when considering a proposed precept increase. Iain McCulloch, Chief Finance Officer for the Commissioner, advised as a policing body they did not carry out an impact assessment but that the council tax system did support those on a low income such as means tested reduction schemes.
- The Panel asked the Commissioner how she felt operational policing had changed and was purposeful through these maximum precept investments. The Commissioner advised that despite the increases, Sussex remained the 5th lowest policing body in England. She added that in previous years she had returned to the Panel with demonstrable results of the investments, including increased number of officers, the 101 service and call-handling, enforcement, improved solve rates and the compiling of better case files.
- Members noted the Commissioner's emphasis on enforcement and suggested this wasn't supported in terms of the availability of custody suites in the Western area of Sussex, long processing times and what the cost of reopening Chichester custody suite would be. The Commissioner advised that with more officers there were more arrests and subsequently custody suites were filling up. £1.2m was invested in Hastings custody suite, and a review was being undertaken at Chichester with the outcome known about the future of the suite shortly. In addition, the government had allocated £85m into the Crown Prosecution Service and around £100m in prisons in recognition of the increase in enforcement.
- The Panel asked the Commissioner if she planned to continue investing in communication and technology. The Commissioner advised she was and national technology programmes were having a positive impact on the force.
- The Chairman asked if of the number of initiatives put forward by the Commissioner, she had any concerns that some were not deliverable. The Commissioner advised her role was to represent the priorities of the public and was doing so by investment in enforcement and road safety, for example.
- Members noted the value in Whatsapp groups as a source of intelligence for PCSO's, particularly in rural communities. The Commissioner advised Sussex Police were looking to roll out officer involvement and access to social media programmes for intelligence. She added she felt extra investment in this area would give confidence to those in rural communities.
- A member representing the Hastings area advised of disappointment that no EIA was undertaken, citing an increase of people living in working poverty and social deprivation. The Panel heard that people in the Hastings area did not feel they were seeing the 'beat on the street' and highlighted the importance of education and prevention methods before

enforcement became a necessity. The Commissioner advised increased funding had been put into Hastings Community Safety Partnership and that social problems were not the sole responsibility of the police but the local authority as well. The Commissioner added that from the poll results, 66% of respondents from the Hastings area appeared to support an increase in the precept.

26.3 A motion was proposed and seconded to agree the proposed precept. The Panel voted by a majority to accept the motion, with a caveat that policing going forward must be visible.

26.4 Resolved – that the Panel agrees a proposed precept rise of £10 (on a Band D property), equivalent to an increase of 5.3%.

27. Sussex Police and Crime Commissioner Estates Strategy

27.1 The Panel considered a report by the Police and Crime Commissioner. The Chairman invited the Panel to consider if they felt the Estates Strategy delivered value for money for Sussex taxpayers and whether it provided any constraints for Sussex Police to meet unforeseen challenges in the future. A summary of the key points raised in discussion and their responses were as follows:

- Members asked if the Commissioner was likely to sell any property no longer in use, such as Crowborough Police House. The Commissioner advised Crowborough Police Station would be moved into the recently purchased town hall as it was in a more central and visible location. Different options would be considered for the existing site.
- The Panel asked the Commissioner how well she felt the Estates Strategy recognised the non-financial benefits of a community policing presence. The Commissioner advised community presence was very important, and that if any stations were to be sold, they would be replaced in the community with the same or a better facility to maintain public confidence.
- The Panel noted it might have been useful to see information in terms of future plans for each property against the asset schedule. The Commissioner advised she had a monthly estates board where each estate was considered and challenged, however this was an internal process and conversation as part of the Commissioner's role.
- Members noted the sharing of accommodation which was positive and hoped it continued.
- The Panel asked the Commissioner what plans she had in the Estate Strategy to adapt it in the context of what has been considered a climate emergency. The Commissioner advised LED lights were being used in stations and that there was an Environmental Committee which worked within the police and estates team, looking at electric cars and other things. Sussex Police had the lowest emissions of any force per m² in the country.

27.2 The Chairman advised the Panel that a visit to Hastings Custody Suite was being organised.

27.3 Resolved – that the Panel considers the Commissioner’s Estates Strategy.

28. Quarterly Report of Complaints

28.1 The Panel considered a report from the Clerk to the Panel, providing an update on complaints received in the last quarter.

28.2 Resolved – that the Panel notes the complaints against the Commissioner.

29. Reflection on London Gatwick visits

29.1 The Chairman invited the Panel’s reflections on the recent visits to London Gatwick, and noted how the airport and policing services manage a healthcare emergency was particularly interesting in light of recent events. The following points were also made:

- Members were impressed with the organisation of the visit and felt that officers were well supported and had good expertise.
- Members were pleased to see the excellent care of the dogs at the unit and that their welfare was well considered.
- The tour was informative and all questions were answered professionally.

30. Date of Next Meeting

30.1 The Panel heard that the meeting on 17 February would not be required and therefore the next meeting of the Panel would take place on 26 June 2020 at 10.30am at County Hall, Lewes.

The meeting ended at 13.02.

Chairman

Sussex Police and Crime Panel

26 June 2020

Public and Panel Questions to the Commissioner

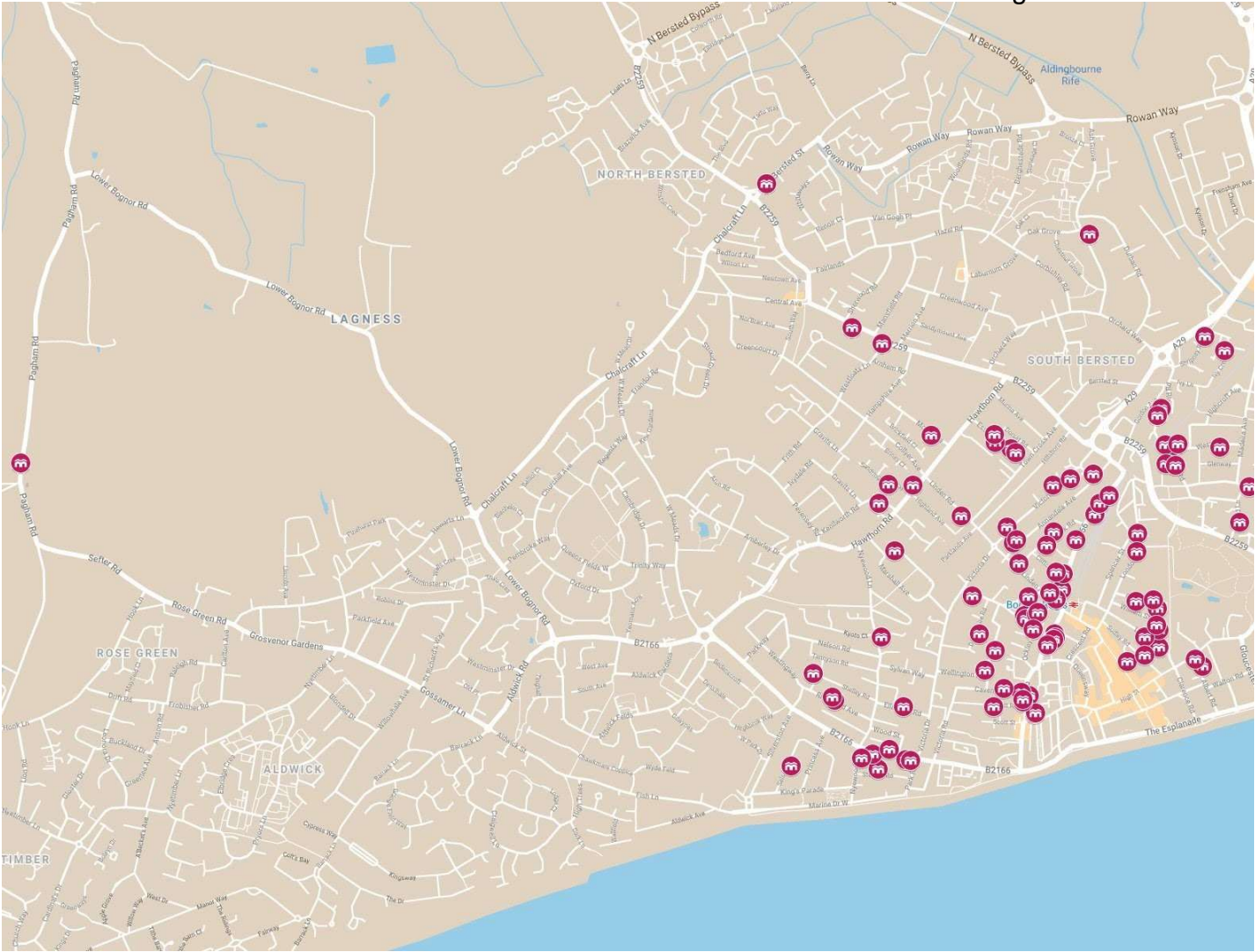
Report by the Clerk to the Police and Crime Panel

The table below provides 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.

Questions that relate to operational matters of Sussex Police will be passed to a relevant officer at Sussex Police for a response and a brief summary of the question will be provided below. For the current meeting, three questions have been received for a response by the Commissioner.

Question	Response
<p>1.</p> <p>I have been contacted by numerous residents with regarding to a current planning application to convert and expand a care home to a House in multiple occupation (HMO) for in excess of 50 people.</p> <p>Please find attached a map*, and I would like to draw your attention to the cluster of HMOs around and surrounded by Nyewood Lane, Stocker Road and Wood Street.</p> <p>In the Commissioner's experience, what effect (if any) does/could clusters of HMOs such as this have on local crime statistics and anti-social behaviour?</p> <p>Councillor Matt Stanley, Arun District Council</p> <p>*Refer to map on Page 17</p>	
<p>2.</p> <p>During the lockdown cycling has been a pleasure, with little traffic and it has been great to see so many people out on their bikes. However, those taking up cycling will now inevitably be put off by the reckless and dangerous driving of a minority of car and van users. I cycle every day, and without fail some drivers will pass me at speed within inches, anything rather than slow down and wait to pass.</p> <p>We do lack the infrastructure to make cycling safe but can do something to improve standards of driving and respect for cyclists. Other authorities have used police time to stop such dangerous behaviour by</p>	

<p>drivers, by using officers to cycle and notify colleagues to stop offenders. This policy and some publicity attached to it is at least a start.</p> <p>I did write to your office before about this issue but this was dismissed as the responsibility of the local authority, who clearly do not have the powers to undertake such a project, and who also lack the funds to provide proper and sufficient cycle routes.</p> <p>Mr Burford of Lancing</p>	
<p>3.</p> <p>Previously I have expressed concern at the escalation of antisocial behaviour such as fire lighting, alcohol consumption by minors and drug dealing in isolated parks and open spaces. You undertook to raise the issue with the Chief Constable. Whilst there has been a noticeable and welcome increase in neighbourhood policing, especially during the pandemic, it now seems there is an epidemic of nitrous oxide abuse with dozens of spent canisters left lying around along with evidence of excessive alcohol consumption.</p> <p>What powers do the police have and will you please raise residents' concerns with the new Chief Constable?</p> <p>Councillor Norman Webster, Panel member representing Mid Sussex District Council</p>	



This page is intentionally left blank



Sussex Police and Crime Panel

26 June 2020

The role of the Police & Crime Commissioner in response to the COVID-19 pandemic

Report by The Clerk to Sussex Police and Crime Panel

Focus for scrutiny/Summary

The Panel is asked to scrutinise the work of the Commissioner and comment and make recommendations as appropriate.

1. Background

- 1.1 Following the World Health Organisation designating the outbreak of COVID-19 as a pandemic, the government on 23 March imposed a lockdown banning all "non-essential" travel and contact with people outside one's home (including family and partners), and shutting almost all schools, business, venues, facilities, amenities and places of worship. Those showing symptoms, together with their household, were to self-isolate, and those over 70 and those suffering from certain pre-existing conditions were to shield themselves. The impact of the illness and of the consequent lockdown has been profound and will have presented significant challenges for Sussex Police.
- 1.2 The Chairman requested that a report be brought to the Panel, setting out the Commissioner's role in Sussex Police's response to the pandemic.

Tony Kershaw

Clerk to Sussex Police and Crime Panel

Contact:

Ninesh Edwards

(T) 0330 222 2542

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

Appendices:

Appendix A – Mark Streater (Chief Executive & Monitoring Officer, OSPCC) - The role of the Police and Crime Commissioner in response to the COVID-19 pandemic

This page is intentionally left blank



To:	The Sussex Police & Crime Panel
From:	The Sussex Police & Crime Commissioner
Subject:	The role of the Police & Crime Commissioner in response to the COVID-19 pandemic
Date:	26 June 2020
Recommendation:	That the Police & Crime Panel note the report

1.0 Introduction

- 1.1 This report sets out the role of the Sussex Police & Crime Commissioner (PCC) in response to the coronavirus (COVID-19) pandemic and provides a summary of the activity that has been undertaken in this area.
- 1.2 The report also provides an outline of the Sussex Police response to COVID-19 and the measures that have been taken by the PCC to hold the Chief Constable to account for ensuring that the police response remains efficient, effective and responsive to the needs of the public.

2.0 Chronology for COVID-19 in the UK

- 2.1 The basic chronology for the COVID-19 pandemic in the United Kingdom (UK) can be viewed below:

29 January – First two patients in the UK tested positive for COVID-19;

5 March – First death of a UK patient with COVID-19 was confirmed;

11 March – World Health Organisation declared the outbreak a pandemic;

20 March – The impact of the pandemic was declared a 'major incident' by the Sussex Local Resilience Forum;

23 March – Government introduced 'lockdown' restrictions on the freedom of movement for a period of "at least" three weeks;

25 March – The Coronavirus Act 2020 was introduced – granting the Government emergency powers, including additional enforcement powers for the police service;

16 April – Government extended the lockdown restrictions for "at least" another three weeks;

10 May – The Prime Minister set out a roadmap for easing the 'lockdown' restrictions in the UK after they were again extended by "at least" another three weeks.

28 May – The Government eased further the lockdown measures in the UK and extended these by "at least" another three weeks.

- 2.2 As at 17 June 2020, there have now been more than 298,000 confirmed cases of COVID-19 recorded in UK, which have resulted in more than 41,960 deaths.

3.0 Role of the Police & Crime Commissioner

- 3.1 The role of the PCC in response to the COVID-19 pandemic has comprised of two distinct elements – locally and nationally – in her capacity as both the elected Sussex Police & Crime Commissioner and Chair of the Association of Police & Crime Commissioners (APCC).
- 3.2 Local role of the Sussex Police & Crime Commissioner
 - 3.2.1 The PCC has supported the Chief Constable and Sussex Police to deliver a professional, structured and coordinated response to the COVID-19 civil emergency.
 - 3.2.2 This has included regular discussions with the Chief Constable about funding, resourcing levels, police powers and equipment required to ensure that the local policing delivered in Sussex continues to remain efficient, effective and responsive to the needs of the public.
 - 3.2.3 From the outset, the PCC expressed concern for frontline police officers and staff and stressed the importance of securing sufficient Personal Protective Equipment (PPE) to enable these individuals to carry out their duties safely. This included: understanding better the existing PPE provisions; contingency stocks held; supply lines in place and securing additional equipment for Sussex and Surrey Police to ensure that both forces were able to continue to respond to the demands and challenges they were presented with, in a safe and secure manner.
 - 3.2.4 The PCC also approved the use of £2.1m by the Chief Constable as part of a national response to secure PPE for both Sussex and Surrey Police, as well as other police force areas within England and Wales.
 - 3.2.5 The PCC also has a statutory responsibility to provide support services to victims of crime in Sussex – a position that has remained unchanged during the pandemic. In order to discharge this function, a senior member of the Office of the Sussex Police & Crime Commissioner (OSPCC) has been a core member of the Tactical Coordinating Cell for 'Vulnerable People and Wellbeing' as part of the Sussex Local Resilience Forum response to COVID-19 (see 4.3 for more information).
 - 3.2.6 The main contribution of the OSPCC through this Cell has been to monitor how the available services are continuing to support vulnerable individuals across the county. This has included receiving updates about how these services are being delivered differently as a result of the social distancing measures introduced – via the telephone or the internet – and changes to the contact details for support services as a result of staff working from home. In addition, data has been shared with partners to assist with identifying any trends and patterns to enable support to be planned and directed to where it is needed most.

- 3.2.7 The OSPCC has played a significant role in coordinating consistent countywide messaging in relation to important areas, including domestic abuse. This involved taking the nationally developed campaign materials and creating bespoke information about the domestic abuse support services available in Sussex and the proactive communication of these. Examples of these communications included revised leaflets, a series of 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 (Coronavirus): domestic abuse and risks of harm within the home*'.
- 3.2.8 In addition, the PCC launched a revised online directory of the support services available through Safe:Space Sussex. This website sets out the broad range of services available for vulnerable individuals to access advice, guidance and support on offences from rape and sexual violence through to scams and fraud, together with general information about keeping safe online. In particular, tailored guidance has been shared across social media platforms setting out how victims can access the website covertly – using incognito tabs and safety buttons – to protect victims of domestic abuse who might be living with their perpetrators during 'lockdown' and monitoring their search history as a result. The services available on the website can be viewed in full through the following link: <https://safespacesussex.org.uk/>
- 3.2.9 The OSPCC has worked closely with the Ministry of Justice (MoJ) to gather information about the issues affecting victim support services in Sussex. This included hosting a weekly conference call with service providers to collate and share information and to deliver local and national updates. As a result of this activity, an application was submitted to the MoJ for additional funding on behalf of victim and survivor charities in Sussex who lost significant income as a result of reduced fundraising activity and other costs associated with changes to working practices because of the pandemic. The PCC was awarded £576,000 to ensure that these valuable support services could continue to be delivered.
- 3.2.10 REBOOT, the PCC's Early Intervention Youth Programme to divert young people away from crime, developed a contingency plan in response to the pandemic. This approach transferred the responsibility for delivering the programme from Sussex Police to the REBOOT Coordinators who continued to contact parents and children at each of its five escalating stages using telephone and video conferencing. REBOOT also developed a weekly schedule of physical activities alongside Active Sussex that were broadcast through YouTube and a 'Lockdown Support Schedule' was sent to all families on the programme. Despite the measures and restrictions in place, REBOOT has continued to accept an average of 15 children and young people onto the programme each week.
- 3.2.11 The Sussex Restorative Justice Partnership has remained active during the COVID-19 pandemic by adapting its working practices in line with national guidance. Whilst all 'direct' restorative justice activity has been temporarily suspended, practitioners within the three Restorative Justice Hubs in Sussex have continued to accept new referrals and facilitate restorative justice and community resolution cases remotely where no direct interaction has been required. This approach has ensured that a service for victims in Sussex has continued to be delivered throughout.

- 3.2.12 The PCC has continued to remain in communication with community safety leads at local authority, district and borough councils. A multi-agency response to protect communities and provide essential support for those individuals deemed to be vulnerable or shielding was quickly established through 'Community Hubs' and 'Community Response Teams', with community safety personnel redirected to address the new priorities. This meant that some strands of existing community safety work had to be temporarily suspended and, as the lockdown measures and restrictions are eased, these work streams will recommence.
- 3.2.13 As a result of COVID-19, the PCC signed a Memorandum of Understanding with the Lord Chancellor to extend the original scope of the Video-Enabled Justice (VEJ) Programme. This extension enabled both Sussex and Surrey Police to join Kent, Norfolk and Suffolk Police in using the video manager and scheduling functionality of the VEJ/GTL tool that enables all parties (except for the judiciary and legal advisor) to participate fully with Video Remand Hearings (VRHs) remotely during the pandemic.
- 3.2.14 The introduction of VRHs has enabled detainees held in police custody, and refused bail, to undertake first hearings without physical attendance in the courtroom. It also means that prosecution, defence, probation, youth offending teams and interpreters can carry out their roles in court from the safety of their own homes, supported by video received through the platform. The installation of 'safe consultation video booths' in police custody centres in Sussex, Surrey and Kent provided another alternative to face-to-face contact during the pandemic. These booths have facilitated VRHs and private legal consultations between defence solicitors and detainees, before and after hearings. Through this capability, 261 VRHs were facilitated in Sussex between 22 April and 28 May 2020. Further information about the process can be viewed through the following link: <https://www.youtube.com/watch?v=o1Al72NTZGA&feature=youtu.be>
- 3.2.15 The VEJ Programme was funded by the Home Office to develop and deploy the VEJ/GTL technology solution to enable interviews under the Police and Criminal Evidence Act (PACE) 1984 to continue, remotely and safely by video, across Sussex, Surrey, Kent, Norfolk and Suffolk. This responded to concerns expressed by defence solicitors regarding the risks associated with their attendance in police custody suites during the pandemic. The PACE interview solution through the VEJ/GTL tool provides a unique and sustainable application to support policing needs beyond the emergency response to COVID-19. Presently, there is no solution supported by agreed business processes, to facilitate police forces undertaking remote PACE interviews across the country. Offenders arrested in different police force areas to the one circulated on the Police National Computer, means that police officers have to travel to process them or convey them back to the original police force area. This solution has the potential to realise significant cashable and non-cashable benefits for policing nationally.
- 3.2.16 The PCC has 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 has included using a combination of print and social media and the PCC's weekly newsletters to actively encourage members of the public to follow the Government's 'Stay at Home' measures, signposting individuals to police and partner support services and providing further information and clarification about the guidance issued in respect of essential travel, daily exercise and social distancing measures.

- 3.2.17 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 LRF, to provide MPs with reassurance, information and messaging from the police, together with a forum for questions and answers.
- 3.2.18 The PCC also established fortnightly conferences with criminal justice partners through the joint Surrey & Sussex Criminal Justice Partnership to understand better the impact of COVID-19 on the criminal justice system.
- 3.2.19 Some of the areas covered at these MP briefings included: public contact; crime recorded; policing and partner response to domestic abuse; Sussex Police response to COVID-19; additional enforcement powers and Fixed Penalty Notices, provision of PPE and the availability of testing. The key messages and content from these discussions was disseminated by many of the MPs to their constituents through their own individual newsletters and social media accounts.
- 3.2.20 The PCC and her office retained full functionality throughout the period of the pandemic, with staff continuing to carry out their duties – by working from home – to ensure that the PCC remained accessible to members of the public and that appropriate assistance was provided to support services.
- 3.2.21 The PCC has continued to consult with local communities throughout this period. To date, 32 online discussions have been carried out with town and parish councils across Sussex to gauge levels of local police engagement and contact. This work has been carried out in partnership with the Sussex and Surrey Association of Local Councils.
- 3.2.22 A further statutory responsibility of the PCC is to hold the Chief Constable to account for delivering efficient and effective policing in Sussex that is responsive to the needs of the public. The PCC has continued to use her monthly Performance & Accountability Meetings (PAMs) to scrutinise and challenge the Chief Constable about the Sussex Police response to COVID-19 on behalf of members of the public.
- 3.2.23 This theme was raised at the PAMs on: 20 March 2020; 17 April 2020; 22 May 2020 and 19 June 2020, respectively. The areas of challenge at these PAMs included: public confidence and reassurance; additional enforcement powers; recorded crime and changing demand; PPE; expenditure and use of technology. None of these sessions were webcast, to enable senior officers to focus on delivering an effective operational policing response to the pandemic. Instead, summary minutes of each of the PAMs can be viewed through the following link:
www.sussex-pcc.gov.uk/get-involved/webcasting/

3.3 Sussex Police & Crime Commissioner National Role in COVID-19 response

- 3.3.1 As Chair of the APCC, the national association for all PCCs in England and Wales, the PCC has used her ability to influence and change how policing services are delivered, including the national response to the pandemic, by working with colleagues at a national level.
- 3.3.2 The PCC has a number of regular and standing appointments with the APCC Secretariat, including twice-weekly calls with the Chief Executive and APCC Board, as well a separate weekly media call with the APCC Head of Communications and the Chief Communications & Insight Officer within the OSPCC. As a result of the pandemic, additional appointments were established by the PCC, including: a weekly call with the Chair of the National Police Chiefs' Council (NPCC) and bi-weekly calls with the Ministry of Justice and relevant ministers to discuss issues, data and messaging relating to Local Criminal Justice Boards during this time.
- 3.3.3 The PCC used her role as Chair of the APCC to be an integral and important part of the national, regional and local police messaging in support of the public health measures announced by the Government.
- 3.3.4 Mrs Bourne was asked to provide advice, views and information on how the police would approach lockdown legislation and public movement restrictions, and what the public could and should do to reduce virus transmission opportunities and to minimise unnecessary demand on the police.
- 3.3.5 The PCC used a large number of media opportunities to reinforce the message that the police were still tackling crime and that some crimes, such as domestic abuse, child sexual exploitation and cyber-enabled crime, were increasing. Media appearances were also used to signpost individuals to specialist support services for domestic abuse and stalking victims, including unique webchat services in Sussex, as well as promoting additional funding for victims' services.
- 3.3.6 From 13 March (when the PCC elections were postponed) to 31 May 2020, Mrs Bourne featured in 640 pieces of coverage across newspapers, TV and radio. This included debates with pandemic experts on Sky News and Newsnight, interviews on national ITV, BBC and Channel 4, as well as dozens of regional TV slots, and national and local radio. This had a combined reach of 81 million and was received as 98% positive. Online search results for PCCs also now show the Sussex PCC site at the top of the results.

4.0 Role of Sussex Police in response to COVID-19

- 4.1 Public Health England (PHE) is responsible for coordinating the local and national response to COVID-19. It is the role of Sussex Police to support the strategy set by the Government to protect life and prevent the further spread of COVID-19.
- 4.2 The Sussex Police response to the pandemic has comprised of two distinct elements: Sussex Local Resilience Forum (LRF) and Operation Apollo.

4.3 Sussex Local Resilience Forum

- 4.3.1 The LRF is a multi-agency partnership with statutory responsibilities, under the Civil Contingencies Act 2004, to work together to prepare, respond to and recover from emergencies and major incidents, including pandemics.
- 4.3.2 The Strategic Coordinating Group of the LRF is jointly chaired by Assistant Chief Constable Dave Miller (Sussex Police) and Assistant Chief Fire Officer Mark Andrews (East Sussex Fire & Rescue Service). Membership of the LRF includes representation from: emergency services; PHE/National Health Service; local authorities and other government representatives; Environment Agency; military and support from the voluntary sector. The PCC has been represented at the LRF throughout the pandemic via the Chief Executive and Monitoring of the OSPCC.
- 4.3.3 The aim of the LRF is “to maintain sustained public safety and confidence through an effective multi-agency response to COVID-19 across Sussex”. The LRF has continued to meet on a daily basis and has used a number of Tactical Coordinating Cells to organise activity in this area. These cells have included: Logistics and Supply Chain; Escalation; Vulnerable People and Wellbeing; Volunteers; Death Management Processes and Recovery.

4.4 Operation Apollo

- 4.4.1 Operation Apollo is the joint Sussex and Surrey Police response to support the national PHE response to COVID-19.
- 4.4.2 The main policing priorities of Operation Apollo are:
- To continue to provide an effective policing service through call handling and response to calls;
 - To support the vulnerable in local communities;
 - To support LRF partners to deliver a collective response to communities during the COVID-19 pandemic and be ready for a return to normality; and
 - To provide reassurance to the public and staff during this challenging period to maintain trust and confidence in policing.
- 4.4.3 The command structures and resources in place across both police force areas have continued to remain flexible as the COVID-19 pandemic has developed, often at fast pace. This flexible approach, together with the working arrangements in place with multi-agency partners through the LRF, has ensured that an effective and resilient police service continues to be delivered to local communities in Sussex and Surrey.

5.0 Monitoring the financial impact of COVID-19

- 5.1 The financial impact of COVID-19 on all police force areas is likely to be significant. Sussex Police is continuing to monitor regularly its financial planning and additional expenditure incurred as a result of the policing response to the pandemic through bespoke budget codes aligned to Operation Apollo.

- 5.2 PCCs in England and Wales are working with Government through the APCC Financial Portfolio to have the costs incurred reimbursed in full. The PCC and her Chief Finance Officer are sighted on these additional costs in accordance with financial regulations and have been in contact with the Home Office to secure the reimbursement of these costs, including the coordination of regular submissions of cost summaries to support any claim.
- 5.3 It is worth emphasising that savings have been generated for Sussex and Surrey Police in respect of fuel costs whereby British Petroleum (BP) has provided free fuel for police vehicles worth £166,000 through the Allstar fuel card (comprising £91,000 for Sussex and £75,000 for Surrey).
- 5.4 The APCC has also been in close contact with the Home Office throughout the pandemic to highlight the financial pressures faced by police forces. This has led to the early release of grant funding to assist with the cash flow implications of the COVID-19 costs incurred. Locally, the PCC has ensured that Sussex Police settle all invoices to suppliers promptly.
- 5.5 Sussex Police incurred net additional costs of £3.6m during March and April 2020 related to their response to COVID-19. The Force estimates that a further net £1.6m will be incurred during May and June 2020, bringing the total cost to £5.2m. The APCC and NPCC have made representations to the Home Office for the costs of the COVID-19 response to be met in full and are awaiting a decision.
- 5.6 In the interim, the Home Office has released certain grant payments earlier than planned to assist with the demands on working capital to enable PCCs to pay suppliers promptly in accordance with the COVID-19 Public Procurement Notices. It has also repurposed the national recruitment grant for Operation Uplift, known as the Performance Grant, to meet the additional costs and lost income incurred in the short-term.
- 5.7 In addition, the Force has put in place arrangements to monitor the other financial implications of the pandemic on the police service, including the loss of several income streams and the risk of delays to some of the savings programmes planned across 2020/21.
- 5.8 The PCC has commissioned a review of the 2020/21 budget with the Chief Constable to identify how the short, medium and long-term financial effects of the pandemic could impact on the existing spending and savings plans, together with proposed mitigations.
- 5.8.1 **The short-term:** This is related to the impact of responding to the early phases of the emergency period, the lockdown and the return to the 'new normality', anticipated to follow. These are largely short-term costs and are expected to cover the first three months. This will also include the risk that not all COVID-19 costs are reimbursed by the Home Office.
- 5.8.2 **The medium-term:** This is from the end of the short-term period until the end of the current financial year. This is the period where adjustments to the new normality and more strategic shifts in the "in year" funding for policing are expected, including income.

- 5.8.3 **The long-term:** This is the period that begins with the police settlement in 2021/22 where the impact of public spending changes, collection deficits and tax base contraction is expected to be known. Whilst the Government retains an ambition for a Spending Review, it is possible that due to the current uncertainties there may again be a one-year extension granted. The APCC and NPCC team working on the Spending Review are expected to provide further updates on this work moving forward.

6.0 Impact of COVID-19 on Police & Crime Commissioner Elections

- 6.1 As a result of COVID-19, the Government took the decision to postpone the PCC elections scheduled for 7 May 2020 by a year. The rearranged elections will now take place on Thursday, 6 May 2021.
- 6.2 The Home Office has confirmed that the current Police & Crime Plans set by each of the elected PCCs in England and Wales will remain in place until the election next year.
- 6.3 At this point, the newly elected or re-elected PCC must issue a new Plan as soon as is practicable after taking office and by 31 March 2022, at the latest.

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

This page is intentionally left blank



Sussex Police and Crime Panel

26 June 2020

Sussex Police and Crime Commissioner's Annual Report and Financial Outturn Report 2019/20

Report by The Clerk to Sussex Police and Crime Panel

Focus for Scrutiny

The Panel is asked to review, put questions to the Commissioner, and make recommendations on the Annual Report and draft Financial Outturn Report for 2019/20.

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 content and structure of the 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 during the year in meeting the objectives in the PCC's Police and Crime Plan
 - 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.

2.2 Following the meeting, a report 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

Appendices:

Appendix A – Mark Streater (Chief Executive & Monitoring Officer, OSPCC) - Covering report by the Office of the Sussex Police and Crime Commissioner

Appendix B – Annual Report 2019-20

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 2019/20
Date:	26 June 2020
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 2019 to 31 March 2020.
- 1.2 The report also sets out the draft financial outturn position for 2019/20, ahead of the audited accounts being published.

2.0 Annual Report 2019/20

- 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 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 2019/20

- 3.1 The achievements, areas of work and progress made by the PCC and her office in 2019/20 are summarised in the Annual Report under each of the four policing and crime objectives in the Plan.
- 3.2 The draft financial outturn position for the year ended 31 March 2020 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**

**2019/20
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 2019/20

3b. Summary of financial performance 2019/20

3c. Summary of financial headlines 2019/20

3d. Financial outlook for 2020/21 and beyond

4. National Contribution

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

1. Introduction

Welcome to my 2019/20 Annual Report.

Looking back over the last year, we have seen how Sussex Police continued to strengthen local policing across our rural and urban areas in a return to confidence-boosting visibility in the neighbourhoods and communities of Sussex.

This is my 8th Annual Report highlighting the range of statutory activities and funding that I am responsible for as your elected Police and Crime Commissioner (PCC) and some of the achievements and progress I have made against these.

Additional Police Constables and Police Community Support Officers (PCSOs) were warmly welcomed by the public, whilst huge improvements were also made to 101 non-emergency call waiting times and the handling of online reports, putting Sussex Police in a better position to manage the impact of the coronavirus (COVID-19) pandemic now and in the months ahead.

One of the most high-profile developments from earlier precept investments was the Tactical Enforcement Unit that Sussex Police has deployed since December 2019 – to great effect – bringing quicker and tougher interventions to target and remove high-risk and harmful offenders.

My key statutory duty is to ensure that the public receive efficient and effective policing in Sussex so I hold monthly, webcast Performance & Accountability Meetings to provide transparency over a range of crime and policing areas that really concern members of the public, including: call handling times; anti-social behaviour; drink-and-drug-driving and, of course, police officer recruitment.

Listening to you informs how I challenge Sussex Police on your behalf so I attended a number of public meetings, held focus groups and telephone surgeries and hosted online surveys, to hear what you had to say, as well as delivering roundtable discussions on rural crime, business crime and road safety.

For the last 8 years, my Safer in Sussex Community Fund has been supporting local solutions to local problems with £1.7m allocated to support 346 community projects. During 2019/20, I made a further £150,000 available for 54 projects in Sussex ranging from: youth crime diversion activities; raising awareness of fraud and helping businesses affected by crime.

In response to concerns raised by rural and farming communities, Sussex Police expanded their Rural Crime Network which now includes six dedicated rural PCSOs – one for each of the policing districts in Sussex – together with the 40 'Single Point of Contacts' identified throughout the Force previously. This Network will be bolstered further by investment from this year's policing precept.

With concerns over knife attacks in major cities last year, Sussex was one of 18 police force areas allocated an extra £1.34m to fund an additional 824 days of policing – equivalent to 2,117 officers being deployed. I also secured £880,000 to create a Violence Reduction Unit to bring together specialists to tackle serious violence and the underlying causes of violent crime.

One of the most significant early intervention programmes we have run in Sussex is REBOOT which offers one-to-one coaching and phased interventions for young people at risk of being drawn into crime or violence. During 2019/20, the REBOOT programme supported 938 young people to focus on positive interests, rather than low-level crime and anti-social behaviour. We will be extending this support further to families in 2020/21 and I am immensely grateful to Insp Chris Varrall and my Head of Partnerships John Willett and his team for their hard work and determination in making REBOOT such a success for so many.

Agenda Item 5

Appendix B

Despite cost pressures across the Office of the Sussex Police & Crime Commissioner (OSPPCC) budget, I ensured that the Community Safety Partnerships (CSPs) in Sussex had their funding protected for the 7th year running. I am delighted that CSPs are now collaborating and sharing best practice, wherever possible, and was particularly pleased to be able to provide them with an extra share of £182,000 from the Serious Violence Fund to expand their youth diversionary activities.

Restorative justice remains an option for victims of crime in Sussex and our award-winning Restorative Justice Partnership continued to successfully deliver mediations between victims and offenders with satisfaction levels remaining at 100% throughout.

Last year, my office commissioned a new model to support victims of crime with complex needs more effectively. Victim Support was successful in securing this contract and I am pleased to confirm that 39,440 individuals were offered support through this service during 2019/20, with 2,497 vulnerable victims provided with tailored, face-to-face support.

With fraud continuing to rise and spiking during 'lockdown', I am pleased that I have been able to fund and support Fraud Case Workers in Sussex thus helping more than 1,000 victims over the last 12 months and protecting these individuals from becoming repeat victims of fraud.

I am still serving on the Home Secretary's National Domestic Abuse and Stalking Oversight Group to help Ministers and officials set the direction for national policy and improve our collective response. I am immensely proud that the Victim's team in my office, ably led by Lucie Venables, is also shaping how police forces in England and Wales respond to stalking and harassment and, together, we are actively campaigning for stalking to be recognised at the same level as domestic abuse nationally.

As Chair of the Sussex Criminal Justice Board, I am pleased to see the continued commitment from criminal justice partners to ensure that perpetrators of domestic abuse, rape and serious sexual offences are adequately dealt with and that we treat victims in accordance with the Code of Practice for Victims of Crime.

Last year saw the successful delivery of the Video-Enabled Justice (VEJ) programme (sponsored by me under the focussed leadership of Programme Director Steve Curry) on behalf of criminal justice partners and police forces across Sussex, Surrey, Kent, Norfolk and Suffolk. VEJ means that defendants do not have to appear in court for remand hearings – something that has become even more important during the pandemic. My VEJ team and Sussex Police also installed a further two, bespoke witness suites to enable vulnerable witnesses to give evidence through 'Live-Link' video facilities, supporting 54 trials in 2019/20.

My office also invested £530,000 in the Safe:Space Sussex Funding Network which now has 32 'approved' specialist support service providers who meet the highest quality standards required by us.

I am delighted to report that our Independent Custody Visitor (ICV) Scheme achieved 'Platinum' status for its Quality Assurance Framework awarded by the Independent Custody Visiting Association (ICVA) in May last year. There was also an 11% year-on-year increase in the number of detainees who accepted visits by our ICV volunteers. My thanks go to Sarah Friend who has adeptly managed this scheme on my behalf throughout this year.

Just as we ended the last financial year and before the onset of the COVID-19 pandemic, I convened a roundtable discussion with business leaders which led to us launching the Safer Sussex Business Partnership – aiming to share intelligence and best practice in a more coordinated and comprehensive approach to tackling retail crime, in particular.

Public Health England guidance meant that the Government postponed the PCC elections due to take place on 7 May this year until 2021. As a consequence, my current term has been extended by a year, with all elected PCCs serving a term of three years next time around, instead of four.

In the meantime, the office (OSPCC) and I remain completely committed to ensuring that the policing and crime concerns of the public are appropriately articulated and that the Chief Constable has everything required to deliver efficient and effective policing. This is in addition to the unprecedented requirements of supporting the necessary public health measures in place to respond to the pandemic. I am enormously indebted to the amazing team who support me throughout the year (especially to my Head of Performance Graham Kane and my senior team Chief Executive & Monitoring Officer Mark Streater, Chief Finance Officer Iain McCulloch and Chief Communications & Insight Officer Mervin Dadd) for their professionalism and selfless dedication to the people of Sussex.

I look forward to continuing to build on our collective achievements over the next year. 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.*

Recruitment: Police Officer, PCSO and Specialist Staff – Following a public consultation, the PCC was given public support to increase the policing part of the Council Tax for 2019/20. This added an extra £24 a year per Band D property and was supported and endorsed by the Police & Crime Panel at their meeting in January 2019. This extra investment will ensure that, by March 2023, there are 250 more Police Constables, 100 extra Police Community Support Officers (PCSOs) and 50 additional specialist staff than there were in March 2018 – a total increase of 400 individuals.

LOOKING AHEAD: In 2020/21, I increased the precept by £10 per year for an average Band D property. This extra investment will ensure that Sussex Police is able carry out more enforcement activity, has improved investigative capabilities and provide an even greater policing presence, particularly in towns, villages and online.

The Government also announced a campaign to recruit 20,000 new police officers in England and Wales over the next three years as part of Operation Uplift. This means an initial recruitment of 6,000 officers nationally by the end of March 2021 with Sussex Police receiving 129 police officers. Added to the 250 more officers the Force is already recruiting to, it means that Sussex will benefit from 379 more Police Constables in total.

Public Contact: 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 contacting Sussex Police in different ways, with a clear shift from telephone contact to online digital. Following precept investment in 2019/20, significant activity was undertaken by the Force to improve public contact across all platforms.

The 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) throughout the year contributed to non-emergency call handling times reducing significantly. These reduced from an average of 14 minutes and 16 seconds per call in 2018/19 to 7 minutes and 21 seconds in 2019/20.

LOOKING AHEAD: In 2020/21, Sussex Police will continue to develop and invest in improvements to its contact handling processes to increase the accessibility of policing services for the public and further reduce call-waiting times.

Under-Reported Crimes: Increased Reporting – The PCC has continued to seek an increase in the reporting of under-reported crimes to ensure that:

- victims have more confidence to report these crimes to Sussex Police
- vulnerable victims identified can be fully supported
- offenders are brought to justice for their actions

INFOGRAPHIC 1: 2,984 more reports of domestic abuse (+17%)

INFOGRAPHIC 2: 251 more reports of serious sexual offences (+7%)

INFOGRAPHIC 3: 520 more reports of hate crimes (+21%)

INFOGRAPHIC 4: 377 more reports of modern slavery (+132%)

INFOGRAPHIC 5: 3 more reports of human trafficking (+7%)

INFOGRAPHIC 6: 111 more reports of child sexual exploitation (+13%)

Rural Crime: Continued Commitment – The PCC remains strongly committed to ensuring that rural crimes are taken as seriously as urban crimes in Sussex.

During 2019/20, the PCC has reviewed the Sussex Police Rural Crime Strategy to ensure that it continues to deliver the best possible outcomes for all rural residents and stakeholders in Sussex. The Strategy recognises both the specific crime types which can affect rural communities as well as the unique vulnerabilities of those who live and work in rural areas. The Strategy provides an enhanced understanding of rural-specific crimes and the scale and impact that these crimes can have.

In April and September 2019, the PCC held two roundtable meetings with representatives from across the county to look in depth at the policing approach and response to rural crime. This included discussions about face-to-face engagement with the police, processes for reporting incidents and offences and the feedback provided about ongoing investigations.

Last year, the 'Rural Crime Network' was developed to raise awareness about rural crime and its impact amongst police officers and staff. The Network was expanded further in 2019/20 and now includes six dedicated rural PCSOs – one for each of the policing districts in Sussex – together with the 40 'Single Point of Contacts' identified throughout the Force previously.

LOOKING AHEAD: In 2020/21, 10 additional police officers will be added to the six existing PCSOs to form a dedicated Rural Crime Team to tackle crime and incidents that affect the rural communities most. This team will provide specialist knowledge, engagement, intelligence gathering and enforcement activity across the county, with officers distributed across Sussex, together with the ability to come together to deliver targeted 'days of action' when needed.

Serious Violence: Tackling Knife Crime and Reducing Violence – The PCC was successful in securing funding worth more than £3.1m to tackle serious violence in Sussex, as follows:

£1.34m for 'surge' enforcement activity – The PCC successfully secured funding of £1.34m from the Serious Violence Fund to support enforcement activity to tackle serious violence in Sussex, with a particular focus on knife crime. Sussex was one of 18 police force areas in England and Wales identified as having an increased risk of serious violence.

This funding was used to enhance the operational policing response in this area, with all activities taking place as part of 'Operation Safety'. This included the purchase of resources to assist Sussex Police in their operational activity (including knife arches) insight work to understand better the root causes of the problems relating to serious violence in Sussex and increased policing activity in 'hotspot' areas where serious violence was identified as being more likely to occur.

During 2019/20, the surge activity in Sussex resulted in the delivery of an additional 1,824 days of policing (equivalent to 14,598 hours) and 967 different police operations (equivalent to 2,117 officers being deployed). This activity demonstrated the following outcomes:

- Engagement vehicle deployed 44 times – generating interactions with 6,724 individuals at community events.
- Knife arches used on 18 occasions with 5,125 individuals passing through them.
- 1,935 knives surrendered through the sustained provision of 'amnesty bins'.
- 63 visits made to schools, colleges and other educational establishments to speak about serious violence and knife crime – reaching 9,861 children and young people.

Agenda Item 5

Appendix B

- 471 uniformed and plain clothed police patrols to 'hotspot' locations resulted in: 1,220 stop and searches, 1,667 intelligence logs submitted, 435 arrests and the seizure of 196 weapons.
- 113 separate premises were visited to carry out test-purchases – with advice offered to retailers and enforcement activity as required.
- 16 bail enforcement checks completed for suspects involved in serious violence offences.

From the £1.34m allocation for surge law enforcement activity, a further £158,000 was allocated to REBOOT to increase capability and capacity and £181,995 was allocated to Community Safety Partnerships to increase youth diversionary activities (see below and 2b. Work with local communities and partners to keep Sussex safe for more information).

INFOGRAPHIC 1: 1.34m to support enforcement activity in Sussex.

INFOGRAPHIC 2: 1,220 stop and searches, 435 arrests and 1,935 knives surrendered.

LOOKING AHEAD: The PCC has applied to the Home Office for repeat funding in 2020/21 to replicate the activities successfully undertaken this year.

£891,616 to establish Early Intervention Youth Programme: REBOOT – In November 2018, the PCC secured a total of £891,616 from the Home Office to establish an Early Intervention Youth Programme to divert young people away from crime as part of a two-year programme.

The PCC used the funding to establish REBOOT – a collaborative partnership of 16 organisations – with a shared objective to: reduce the risk to young people becoming the victim or suspect of future serious violence – utilising strength-based approaches.

The programme engages positively with those aged between 10-17 years of age, 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. The partnership is made up of statutory, Voluntary Community and Social Enterprise (VCSE) and private sector organisations.

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 2019/20, REBOOT received 1,329 referrals, of which 938 young people (71%) were accepted onto the programme and progressed through the five stages, as follows:

Stage 1: 769 young people (100%) received a letter home, hand delivered by a PCSO.
Stage 2: 211 young people (27%) were visited by a Prevention Youth Officer and offered further support, including a referral to coaching and/or a mental health nurse.
Stage 3: 15 young people (2%) signed Acceptable Behaviour Contracts.
Stage 4: Six young people (1%) were referred to the Youth Offending Service.
Stage 5: Two young people (0.3%) received civil injunctions through the courts.

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.

A further £158,000 from the £1.34m allocation received from the Serious Violence Fund was allocated to local council-run Community Safety Partnerships to increase youth diversionary activities in those localities.

LOOKING AHEAD: Due to the success of REBOOT, the PCC extended funding support for the programme in 2020/21. The PCC also secured a further £50,070 from the Youth Endowment Fund to deliver family-centred interventions within the REBOOT programme across 2020/21, in partnership with 'Changing Chances'.

£880,000 to create a Violence Reduction Unit – The PCC secured £880,000 from the Home Office to create and support a Violence Reduction Unit (VRU) in Sussex.

The Sussex VRU 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 VRU 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.

In 2019/20, the VRU engaged with thousands of young people across Sussex, with a specific focus on young people under the age of 25 and those individuals who are most vulnerable and at risk. The funding also supported training for National Health Service (NHS) staff who may come into contact with young people attending hospital with a violence-related injury to ensure that they are able to provide advice and guidance at the 'teachable moment' in order to influence positive change.

LOOKING AHEAD: The PCC has applied for repeat funding in 2020/21 to continue the work tackling serious violence and to reduce the risks to individuals and communities throughout Sussex.

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

Tactical Enforcement Unit: Tackling Sussex's Most Wanted – In December 2019, Sussex Police launched a Tactical Enforcement Unit (TEU) to carry out high profile disruption and enforcement activity across Sussex, supporting colleagues to target serious, organised and high impact crime.

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 it is 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 TEU carried out 150 stop and searches, made 76 arrests and generated 190 intelligence reports through proactive policing patrols in the three and a half month period it was active during 2019/20.

LOOKING AHEAD: In 2020/21, Sussex Police will expand the TEU model across Sussex to form three enforcement teams – one on each of the policing divisions.

INFOGRAPHIC: TEU made 150 stop and searches, 76 arrests and 190 intelligence reports.

Agenda Item 5

Appendix B

Public Engagement: Extensive – The PCC continued to participate in #TalkSussex – an extensive public engagement programme providing residents with the opportunity to inform local policing and budget decisions and discuss any issues directly.

Over the last year, the OSPCC attended a number of events and carried out online surveys and polls to provide further opportunities for the public to have a say about local policing and crime issues in Sussex – with responses received from more than 14,000 local residents across the county. The OSPCC works closely with the Sussex & Surrey Association of Local Councils (SSALC) and attends regular meetings throughout Sussex to present the results, findings and recommendations of these public consultations.

During 2019/20, the OSPCC ran a series of 15 geographically-based focus groups to understand better the public's views about policing issues in their area. These groups were held in: Arundel; Battle; Bognor Regis; Burgess Hill; Crawley; East Grinstead; Heathfield; Horsham; Lancing; Midhurst; Rye; Seaford; Storrington; Ticehurst and Uckfield.

As in previous years, the PCC took part in a number of telephone surgeries, allowing residents greater access and the ability to speak to their PCC directly. Roundtable meetings were held with representatives from across the county to discuss the policing approach and response to rural crime, business crime and road safety. An extensive public consultation also took place about the plans to convert the Town Hall into a new police station for Crowborough.

The OSPCC has an established evaluation process to see where and how the work of the PCC is reported in the media, newspapers, broadcast and online. This measures the proportion of media coverage about objectives set out in the Police & Crime Plan and showed the highest levels of coverage for the last seven years.

Business Crime: Pledge – In February 2020, the PCC convened a roundtable meeting to address crime concerns of local businesses. This included senior members of Sussex Police, business crime experts, representatives from Tesco, Sainsbury's, Marks & Spencer and the Co-op, together with representatives of smaller local and retail stores. It culminated in the formation of the Safer Sussex Business Partnership.

The PCC recognises that strong and safe businesses and the economic wellbeing of an area are vital. The Partnership was established 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.

LOOKING AHEAD: The Safer Sussex Business Partnership will report on the progress made against the actions and recommendations in 2020/21.

INFOGRAPHIC: Establishment of the Safer Sussex Business Partnership.

HMICFRS: Inspected – The PCC continued to hold Sussex Police to account for police effectiveness, efficiency and legitimacy (PEEL) to improve the service provided to people in Sussex.

In 2018/19, Her Majesty's Inspectorate of Constabulary and Fire & Rescue Service (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.

The inspection report for Sussex was subject to extensive scrutiny by the PCC at her webcast Performance & Accountability Meeting (see below) on 21 February 2020. As per her statutory obligation, the PCC has continued to respond to all HMICFRS reports that relate to Sussex Police and other national inspections – these can be viewed through the following link: <https://www.sussex-pcc.gov.uk/performance/hmicfrs-inspection-reports/>

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 transparency over a broad range of police functions and decisions.

In 2019/20, challenges in the PAM included: non-emergency call handling times; anti-social behaviour; stalking and harassment; drink-and-drug-driving; and police officer and PCSO recruitment. As a result of this scrutiny, improvements were made to the processes, procedures and interventions used by Sussex Police to protect the safety of all stalking victims and the quality of the case files presented to the Crown Prosecution Service for charge.

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 minutes from the meetings, can be viewed in full through the following link: <https://www.sussex-pcc.gov.uk/get-involved/watch-live/>

LOOKING AHEAD: The PCC is working with Sussex Police to improve the grading at the next HMICFRS PEEL inspection.
--

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: More Grants Awarded – The PCC allocated £150,000 from her Safer in Sussex Community Fund (SiSCF) in 2019/20 to support 54 local projects across Sussex to tackle crime and improve community safety. This included support for young and older people, homelessness, scams and fraud awareness and businesses affected by crime.

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, £1.659m has been allocated to support 346 community projects since the SiSCF was created. 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: £1.66m for 346 community projects.

Community Safety Partnerships: Funding Protected for 7th Year – The PCC protected community safety funding in 2019/20 for the 7th year running. A total of £1.2m was allocated 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) in Sussex.

Many of the CSPs have been working more collaboratively across 2019/20 and it is evident that strong relationships exist with wider partnership members and the local communities.

A further £181,995 (taken from the £1.34m allocation received from the Serious Violence Fund) was allocated to CSPs to increase youth diversionary activities (see 2a. Strengthen local policing for more information).

The PCC continues to fully support the CSPs to implement activity and to respond dynamically to emerging threats and issues in line with their strategic objectives. The PCC has also made a further commitment to protect the community safety funding in 2020/21.

Sussex Restorative Justice Partnership: Outstanding Ongoing Contribution – The PCC's Sussex Restorative Justice Partnership (SRJP) continued to provide successful outcomes for victims of crime who were seeking restitution, not from a criminal justice outcome, but rather by confronting perpetrators and describing the impact of the crime upon them and their family. The SRJP follows national best practice and brings together more than 20 statutory and voluntary sector organisations across Sussex with a joint commitment to: "create and offer a complete, victim-focused restorative justice service at different stages in the criminal justice system for all victims of crime."

The SRJP is an award-winning service delivery partnership that has attained the Restorative Justice Council's national 'Quality Mark'. During 2019/20, the Partnership's lead trainer and founding member was recognised by the Howard League for Penal Reform for an 'Outstanding Ongoing Contribution to Restorative Justice in Sussex'. The PCC remains committed to supporting innovation and the development of restorative justice and associated practices across the county and hosted a number of 'Continual Professional Development' events over the year to ensure delivery of a quality service by skilled practitioners.

In 2019/20, 132 referrals were made to the SRJP and taken forward by the three Restorative Justice Hubs in Brighton & Hove, East Sussex and West Sussex, with a further 518 referrals received through the Youth Offending Service (YOS). A total of 48 restorative outcomes were delivered across this period by the Hubs and 175 by the YOS. Across the SRJP, there were 68 face-to-face conferences and 257 indirect outcomes through shuttle mediation and the exchange of letters between victim and offender – with satisfaction levels remaining at 100% throughout.

The SRJP continues to support Out of Court Disposals delivered through the Community Remedy process, with 286 cases resolved through this option – representing a 19% increase compared to the number of resolutions delivered in 2018/19. The volume of referrals and outcomes demonstrated by the SRJP remains in line with the national average.

Sussex Police is currently developing the range of available Out of Court Disposal options further through the pilot scheme 'Checkpoint' – an early intervention programme that aims to divert individuals away from the criminal justice system by considering alternative approaches to prosecution. Instead, individuals are given the opportunity to take responsibility for their offending behaviour and rehabilitation with the aim of achieving desistance from their criminal activities. The programme will be evaluated in 2020/21 with a view to expanding its availability.

INFOGRAPHIC 1: Outstanding Ongoing Contribution to Restorative Justice in Sussex.

INFOGRAPHIC 2: 286 out of court disposals supported (+19%).

Independent Custody Visiting Scheme: 'Platinum' Status – The PCC continues to oversee an established and effective Independent Custody Visiting (ICV) Scheme. The Scheme has up to 45 dedicated volunteers who visit the detainees in each of the five police custody centres in Sussex: Brighton, Crawley, Eastbourne, Hastings and Worthing. In September 2019, Hastings Custody Centre was reopened by the PCC following a period of extensive refurbishment.

The ICV Scheme successfully achieved the highest possible 'Platinum' status for its Quality Assurance Framework awarded by the Independent Custody Visiting Association (ICVA) in May 2019. The scheme remains one of only two in England and Wales that has achieved this prestigious accolade.

There was an 11% increase in the number of detained persons who accepted visits from the ICVs in 2019/20, in comparison to the year before. A small reduction was apparent in the number of visits conducted across the year (-14%) and was attributed to the decision taken to stop all ICV visits in March 2020 as a direct result of the COVID-19 pandemic.

A number of positive changes were introduced thanks to members of the ICV Scheme during 2019/20 including: doubling the thickness of the mattresses available in all custody suites; introducing calmer coloured green cells (for those suffering with neuro-diverse issues); improving the drinking water provisions for detainees to 'self-serve' in some cells; and presenting distraction packs for detainees.

INFOGRAPHIC: Awarded 'Platinum' status by ICVA.

Sussex Criminal Justice Board: Coordinated Activity – The PCC continued to chair the Sussex Criminal Justice Board (SCJB) to convene and coordinate the activity of local criminal justice agencies. The SCJB aims to improve access to justice, reduce offending, and expand the use of restorative justice across Sussex.

The SCJB remains committed to increasing the number of domestic abuse, rape and serious sexual offences that are progressed through the criminal justice system and continued to scrutinise the level of support provided and performance in these areas in accordance with the Code of Practice for Victims of Crime.

Agenda Item 5

Appendix B

It is recognised that there is an acute shortage of accommodation for offenders in Sussex. Tackling the problem of homelessness remained an integral part of the SCJB approach to reducing reoffending through Integrated Offender Management during 2019/20 – working closely with key partners to reduce crime. The provision of accommodation for homeless offenders will continue to remain a focus for the SCJB in 2020/21.

The PCC continues to lead the innovative Video Enabled Justice Programme which enables police officers and staff to give evidence remotely from a police station without the need to physically attend court through the provision of 'Live Links' across the Sussex Police estate. During 2019/20, this remit was extended to focus on police remand hearings to link defendants in police custody with the courts directly through video links (see 2d. Improve access to justice for victims and witnesses for more information).

The PCC continues to provide an effective voice for victims and witnesses in her role as Victim and Witness Advocate for Sussex. Through the SCJB, the PCC has overseen the development of a consistent approach to seek views from victims and witnesses on their experience of support services and the criminal justice system.

LOOKING AHEAD: The PCC has been re-elected by the members to lead the SCJB for another three years.

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.

The SMA also provided the mediation services in 2019/20, with 135 referrals made directly by Sussex Police for resolution through mediation to prevent the conflict from escalating any further – with 39 in Brighton & Hove; 42 in East Sussex and 54 in West Sussex. Anti-social behaviour was the most common type of dispute and accounted for 64 cases (and 47%), followed by neighbour disputes (32 cases and 24%) and property (21 cases and 15%). A total of 63 (and 46%) of these referrals resulted in successful mediations and face-to-face actions, whilst a further 67 (49%) received support over the telephone – reducing the demand placed upon Sussex Police.

INFOGRAPHIC: 135 referrals to mediation.

Modern Slavery: Increased Reporting – 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.

Previously, the PCC created and funded a dedicated Modern Slavery Delivery Manager post to work with partners across Sussex to raise awareness of modern slavery, develop a coordinated response and to provide support to local communities in tackling modern slavery. The PCC has continued to build on the momentum that was generated through support and investment in this area in 2017/18.

Throughout the year, Sussex Police has developed and improved its operational response to this complex area of criminality in line with: the Strategic Policing Requirement; policing standards set by the National Police Chiefs' Council (NPCC); and the strategic priorities of the Independent Anti-Slavery Commissioner. This has included the delivery of specialist training to senior officers and investigators and the provision of bespoke inputs to other departments to improve officers' knowledge and understanding in this area.

During 2019/20, Sussex Police recorded a total of 663 modern slavery offences – an increase of +377 offences in comparison to the same period a year earlier – which represented an increase of 132%.

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

INFOGRAPHIC: 377 more reports of modern slavery (+132%).

South East Regional Integration Partnership: Change Projects – In 2018, Sussex, Surrey, Hampshire and Thames Valley police forces, with the backing of the Sussex PCC and regional PCC colleagues, formed the South East Regional Integration Partnership (SERIP) to identify and deliver business, process and technical change across the four police force areas.

A wide variety of change projects were originally identified within the areas of contact management, regional forensics, digital intelligence and investigations, data exchange and interoperability and scalable Enterprise Resource Planning for the police and other emergency services (to automate back-office functions). During 2019/20, the programme was reviewed to identify and improve progress for those change projects that each of the forces had the capacity and capability to deliver.

This included change projects to: transform and enhance existing forensic capabilities through the use of technology (Transforming Forensics); simplify and streamline a range of disparate paper-based and resource-intensive business processes into an efficient, effective, mobile and interconnected solution (PRONTO); and a collaborated approach to replacing the radio systems used by the four forces through the Emergency Services Mobile Communications Programme (ESMCP).

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.*

Victims' Services: Multi-Crime Support – Data from the last five years has highlighted that 62% of victims contacted by services have the necessary resilience to cope with the crimes committed against them, without requiring support from an external agency. The remaining 38% of victims presented with complex needs that required more time and specialist skills to assist them to cope and recover. During 2018/19, the PCC used this information and undertook a formal procurement process to commission a new model to support those with complex needs more effectively. Victim Support was successful in securing this contract and the service commenced on 1 October 2019.

In 2019/20, Victim Support contacted 39,440 victims of crime to offer support following referrals, with 31,962 victims offered advice and guidance and 2,497 individuals provided with face-to-face and ongoing support. In addition, more than 800 victims were subsequently referred to local specialist service providers to receive enhanced support, including domestic abuse, stalking and sexual violence.

The PCC also funds Victim Support to deliver services to support victims of fraud and hate crime in Sussex. The Sussex Fraud Case Workers supported 1,013 victims over the last 12 months. Many of these victims have experienced substantial financial loss and have various additional needs – such as physical frailty and adult social care issues – which make them more vulnerable to becoming repeat victims. During 2019/20, the hate crime service supported 470 victims in Sussex targeted because of a prejudice towards their: disability; gender identity; race or ethnicity; religion or belief; or sexual orientation.

INFOGRAPHIC 1: 39,440 victims contacted – 2,497 received face-to-face support.

INFOGRAPHIC 2: Sussex Fraud Case Workers supported 1,013 victims.

INFOGRAPHIC 3: 470 victims supported by hate crime service.

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

The PCC, in partnership with Brighton & Hove City Council and East Sussex County Council, has co-commissioned a domestic abuse specialist support service – The Portal. The service provides 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 2019/20, 6,315 referrals were made to The Portal, with 1,996 individuals receiving ongoing support, including 391 men. The data available confirms that more than 85% of victims reported feeling safer and able to cope better following support from the service.

In September 2019, the domestic abuse perpetrator programme pilot called 'Drive', which the PCC had been leading on for the last three years, came to an end. Drive sought to reduce the number of child and adult victims of domestic abuse by holding the perpetrator to account through a range of enforcement tactics that supported long-term behavioural change. The Drive programme supported 249 of the highest-risk perpetrators who were associated with 273 victims and 313 children over the three-year period, with 67% of perpetrators engaged in Drive able to demonstrate a reduction in harmful behaviour following a robust evaluation by the University of Bristol.

Part of the legacy of Drive included the provision of training to a range of agencies working with domestic abuse perpetrators. In total, 48 professionals from local authorities, probation, drug and alcohol services and the charitable sector throughout Sussex completed the training and are now 'Domestic Abuse Perpetrator Champions' within their own organisations.

LOOKING AHEAD: The PCC is actively looking for sustainable grant funding to create a long-term provision to tackle the behaviour of perpetrators of domestic abuse in Sussex – utilising the learning from Drive. In February 2020, the PCC organised a conference attended by more than 100 partner agencies from across Sussex who each committed to a joined-up approach to tackling perpetrators in 2020/21.

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, child contact arrangements and divorce, depending on the individual circumstances of the victim. During 2019/20, The Daisy Chain Project worked with 283 victims of domestic abuse in Sussex.

INFOGRAPHIC 1: 1,996 high-risk victims of domestic abuse supported, including 391 men.

INFOGRAPHIC 2: Work with 249 high-risk perpetrators supported 273 victims and 313 children.

INFOGRAPHIC 3: Daisy Chain Project worked with 283 victims of domestic abuse.

Stalking and Harassment: Increased Reporting – Following an increase to the precept in 2019/20, 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 for officers and prosecutors, Sussex Police has seen a 1,277% increase in reports since 2015/16 – with 2,011 reports received in 2019/20, compared to only 146 reports four years earlier. A total of 241 of these crimes were solved across the year, compared to 188 in 2018/19 – representing a 28% increase in solved crimes.

In response to the increased demand, 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 2019/20, Veritas Justice provided significant intervention and support to 790 high-risk victims of stalking in terms of: safety planning; advice and guidance on keeping safe online and ongoing support through the police investigation and court appearances.

In 2018/19, the PCC commissioned HMICFRS to undertake a thematic inspection into the Sussex Police response to stalking and harassment. The inspection report identified a gap in the assessment of risk for victims who are stalked by someone other than a current or former intimate partner. As a result, a new stalking screening tool has been developed – in conjunction with the College of Policing – and is currently being piloted by Sussex, Surrey and Cheshire Constabularies. It is anticipated that, subject to evaluation, this risk-assessment screening tool will be made available to police force areas throughout England and Wales during 2020/21.

In April 2019, the PCC held a national policy roundtable in Parliament with PCC colleagues and national leads to work towards providing victims of stalking with the greatest possible protection and support. The PCC was joined by two female victims of stalking from Sussex whose experiences were used to inform national recommendations.

INFOGRAPHIC 1: 1,277% increase in reports of stalking since 2015/16.

INFOGRAPHIC 2: 790 high-risk victims supported by Veritas Justice.

Rape, Sexual Violence and Exploitation: Funding Support – During 2019/20, the PCC invested in a number of organisations throughout Sussex to assist victims and survivors with their recoveries from rape, sexual violence and exploitation, as follows:

Lifecentre – provides counselling support for victims of any age or gender who have experienced rape, sexual violence or abuse, whether non-recent or current. In 2019/20, 1,130 victims and survivors were provided with counselling support by Lifecentre, of whom 83% reported feeling healthier and able to manage their existing relationships better and 67% felt able to cope better at the end of their intervention.

ManKind Initiative – is a service exclusively for men who have suffered from rape or sexual abuse. It is recognised that far fewer men report these offences or seek help and support, in comparison to women. The service provides men with the opportunity to receive advice, guidance and counselling. In 2019/20, ManKind Initiative supported 216 men in Sussex, with the majority of these men requiring support for abuse suffered as children.

Survivors' Network – supports survivors of sexual violence and abuse in Sussex through a number of different projects. During 2019/20, the provision of a Children's Independent Sexual Violence Advisor (CISVA) ensured that 66 children and young people and their families were able to receive counselling support throughout the police investigation, court appearance and beyond to assist them in their recovery. The majority of individuals referred into the service (76%) were children aged 12 years and under.

Streetlight – supports women who are being sexually exploited through prostitution. The charity has supported a number of police operations into suspected exploitation and, with the use of an outreach worker, has contributed to an increase in the number of women engaging positively with the police intervention – increasing the likelihood of a successful prosecution. During 2019/20, Streetlight supported 412 women in Sussex, including a number of women trafficked into the county from overseas.

INFOGRAPHIC 1: Counselling support for 1,130 victims.

INFOGRAPHIC 2: 216 male sexual abuse survivors supported.

INFOGRAPHIC 3: 66 children and young people referred to the CISVA.

INFOGRAPHIC 4: Support for 412 women subjected to sexual exploitation.

Safe:Space Sussex: Online Directory – The PCC continued to develop 'Safe:Space Sussex' – the online directory of victim support services throughout Sussex.

In 2016/17, the PCC launched the directory - the first of its kind – to enable victims to find the most relevant support service for them, through a safe and confidential route. Since November 2019, Sussex Police signposted all victims of crime to Safe:Space Sussex in the emails and letters it sent out.

In 2019/20, the site received over 1,897 new visitors, completing 5,610 sessions – representing a 29% increase in activity compared to 2018/19. The top three pages accessed on the site were: Advice on reporting a crime; Information about different types of crime; and How to access local support services. Safe:Space Sussex complements 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.

INFOGRAPHIC: 1,897 new visitors to Safe:Space Sussex (+29%).

Vulnerable Victims and Witnesses: Additional Suites – The PCC continued to seek to reduce the risk of vulnerable victims and witnesses travelling long distances to give evidence at court.

During 2019/20, two additional vulnerable witness suites were introduced at locations in central and East Sussex to enable vulnerable witnesses to give evidence through secure 'Live-Link' video facilities without the need to physically attend court. This approach ensured countywide access to these facilities and followed the successful introduction of a similar facility in West Sussex opened during 2017/18 – one of only a handful of such witness suites in England and Wales at the time (see *2d. Improve access to justice for victims and witnesses* for more information).

The closure of some Magistrates' Courts and Crown Courts across Sussex has led to witnesses having to travel greater distances to give evidence. The availability of three remote witness suites across the county has provided vulnerable victims and witnesses the opportunity to give their evidence in safe and secure locations, within more reasonable distances from where they reside. The three vulnerable witness Live Link suites supported 54 trials during 2019/20 – 11 Central Sussex, 19 East Sussex and 24 West Sussex.

The PCC remains committed to ensuring victims and witnesses have the most positive experience of the criminal justice system and supported 94 young people attending court this year, either as victims of crime or witnesses to it, through the Young Witness Service.

INFOGRAPHIC 1: 54 'Live Link' trials in Sussex.

INFOGRAPHIC 2: Young Witness Service supported 94 victims and witnesses.

Funding Network: Assured Service Quality – The PCC invested over £550,000 in funding projects to support some of the most vulnerable victims and help inform her commissioning strategy, as part of a commitment to develop further a diverse landscape of support services.

The Safe:Space Sussex Funding Network was launched in 2017/18 and continues to grow and develop. There are currently 32 '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 – representing an increase of 5 providers from last year. Further information about the Funding Network can be viewed through the following link: <https://www.sussex-pcc.gov.uk/get-involved/apply-for-funding/>

During 2019/20, 12 new domestic abuse and sexual violence projects received funding from the Network to provide 2,649 victims, children and young people and family members with specialist advice, support and guidance. The Funding Network was also a finalist for a 'Public Finance Award for Alternative Service Delivery Model of the Year' in 2019.

INFOGRAPHIC 1: £550,000 invested in Safe:Space Sussex Funding Network.

INFOGRAPHIC 2: An additional 2,649 victims provided with specialist advice and support.

Agenda Item 5

Appendix B

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 three years, the PCC has led the £12.3m Video-Enabled Justice (VEJ) Programme on behalf of criminal justice partners including police forces across Sussex, Surrey, Kent, Norfolk and Suffolk.

The programme, funded from the Home Office Police Transformation Fund, has successfully embedded innovative digital, technical and process solutions into the criminal justice system and maximises the use of video technology. This approach has also removed the requirement for defendants to appear in court for remand hearings and, since June 2018, more than 12,590 first appearance hearings have taken place through this technical solution.

During 2019/20, 'Live Links' video end points and a VEJ Video Manager solution were introduced into specially adapted rooms across the estate of the five police force areas – streamlining the practice of police witnesses giving evidence in summary trials at Magistrates' Courts without the need to physically attend court. This approach has provided police witnesses with a better experience, contributing to significant efficiencies, both in time not wasted and financial savings.

After encountering some initial resistance and reduced numbers of applications for police witnesses to give evidence via Live Links, a multi-agency improvement plan was developed in collaboration with criminal justice partners. As a result, the number of applications for police witnesses to appear at court via this platform increased significantly and, in some weeks, accounted for 100% of summary trials at Magistrates' courts. Since April 2019, 1,609 police witnesses across the five force areas have given Live Link evidence at court through the Video Manager solution.

Where trials did not proceed on the day or when pleas were changed to guilty, automatically-generated early notifications to police officers and witnesses prevented unnecessary travel to court – enabling officers to be redeployed to operational duties almost immediately and contributing to further efficiency savings.

In 2019/20, 185 police witnesses in Sussex gave evidence at summary trials using Live Links. This saved more than 800 hours of police time – equivalent to 100 shifts – based on an average saving of four-and-a-half hours per officer per court appearance.

Two additional Live Link suites for vulnerable witnesses were also introduced during the year in central and East Sussex to provide more individuals the opportunity to give evidence remotely, following the successful introduction of a similar facility in West Sussex previously.

LOOKING AHEAD: The five police forces continue to work with the VEJ team and Her Majesty's Courts & Tribunals Service in order to get the best experience for all users of the criminal justice system in 2020/21.

INFOGRAPHIC: 1,609 police witnesses given evidence at court through Live Links.

Sussex Police Estate: Investment – A total of £7.68m was invested in the Sussex Police estate in 2019/20. 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 site was 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 2019/20 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 underused, the PCC continues to examine options for sharing with partners and disposal for redevelopment. This approach has resulted in Brighton Police Station now accommodating individuals from the Crown Prosecution Service, with staff from the Multi-Agency Safeguarding Hub, Business Crime Reduction Partnership and Veritas Justice scheduled to move in later this year. Hastings Custody Centre was reopened in September 2019 following a £1.6m refurbishment to update and improve the detention facility to Home Office standards.

Further refurbishments were made to Sussex Police Headquarters in Lewes, contributing to the co-location of Operations Command, improved working environments for officers and staff and the availability of two additional classrooms for training. Other delivery highlights in 2019/20 included: refurbishments to Steyning Police Station; the acquisition of alternative accommodation for Crowborough Police Station and changes to vehicular access and parking at Chichester Police Station, enabling the sale of the land adjacent, together with the disposal of another site at Polegate. Refurbishment plans have also been approved for Crawley Police Station in 2020/21.

In 2019/20, the PCC worked closely with the Joint Commercial Planning Manager for Sussex Police to secure an additional £185,318 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, £1.9m has been secured for Sussex Police through Section 106 Agreements and CILs since 2017/18. The Force is also working with the National Police Estates Group to lobby the Government for increased recognition of policing and other emergency services within the existing planning system.

LOOKING AHEAD: In 2020/21, 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 (see 2a. Strengthen local policing for more information). Consideration will also be given as to whether the existing publicly accessible estate could be transformed to provide better community information, assurance and engagement. A revised Strategy will be published later this year.

INFOGRAPHIC 1: £1.9m extra funding secured from commercial planning by councils
INFOGRAPHIC 2: £185k secured from new developments

Agenda Item 5

Appendix B

Information Sharing: Improved – The PCC continued to jointly fund the Empowering Communities Inclusion & Neighbourhood management System (ECINS) with Sussex Police across 2019/20.

ECINS is a multi-agency case management system which facilitates real-time information sharing between police and local authority partners. The highly effective system was relaunched during 2019/20 to allow these organisations to share information in a secure and General Data Protection Regulation (GDPR) compliant way in order to wrap support around the 'whole person'. Last year, the PCC took the decision to extend the funding for this multi-agency case management system until March 2021.

Mobile Data Terminals (MDTs) – otherwise known as smart phones – have been provided to all frontline police officers and PCSOs to ensure that they have access to the information they need as and when they need it. This intuitive platform also provides users with information and reminders about the law, operational policies and the expectations of the Force in different circumstances. Productivity has reportedly increased by up to 20% as a result of officers embracing the MDTs and the new agile ways of working they provide.

A programme of developments is in place to update these devices and enhance their capabilities. During 2020/21, the functionality of the MDTs will be increased to include the ability to take fingerprints (via a plug-in device) and to report a sudden death, missing person and those experiencing a mental health crisis.

Body Worn Video: 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 securing and capturing 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 using evidence captured through BWV, including victimless prosecutions where the victim does not want to support a prosecution. BWV 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.

Sussex and Surrey Police are embarking on the implementation of a collaborated capability between both police force areas. This will be supported by the integration of an improved Digital Evidence Management System that will enable the forces to ingest and share the video captured more efficiently, effectively and securely, removing the need for portable digital media.

3. Managing Resources

3a. Summary of financial context 2019/20

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
- 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.

Where We Have Come From

By 2016/17, Sussex Police had made savings and efficiencies totalling £76m to balance the books because of reductions in core grants, limited increases to the precept and inflationary increases to costs since 2010/11.

In 2017/18, the four year MTFS set out a challenging financial situation in which further reductions of £26.5m and the loss of a further 476 police officer posts were essential to balance the books, despite the opportunity to increase the precept by £5. Faced with such a significant reduction in budget, the PCC authorised the release of £17m of reserves to provide the Chief Constable with one-off cash so he could defer the immediate impact of the loss of those posts.

The PCC lobbied hard during 2017/18 to secure the best possible funding arrangements for policing. This paid off with the Government allowing PCCs to raise the police precept above the previous limit per household of £5 to £12 per household, per annum. The Government indicated that this £12 increase would be available in 2019/20 too if PCCs and the police could demonstrate ongoing efficiencies and transparency in the use of its reserves.

With Sussex Police facing such significant reductions in monies and people, this extra funding was an opportunity to be seized. The PCC worked with the Chief Constable to develop a new MTFS for 2018/19 to 2021/22 that reduced the overall savings target to £3m, protected the 476 posts that would have been lost and provided resources to recruit an additional 200 officers and replace 600 officers over the four years of the plan. The strategy achieved the majority of the resources needed for this with precept increases of: £12 for 2018/19; £12 in 2019/20; £5 in 2020/21 and £5 in 2021/22.

Agenda Item 5

Appendix B

2019/20 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 £24 a year per Band D property and was supported and endorsed by the Police & Crime Panel at their meeting in January 2019.

This extra investment will ensure that, by March 2023, there are 250 more Police Constables, 100 extra Police Community Support Officers (PCSOs) and 50 additional specialist staff than there were in March 2018 – a total increase of 400 individuals.

This approach will also see police officer numbers increase to 2,750 funded posts and PCSOs increase to 296 funded posts, over the period of the MTFS.

The 2019/20 revenue budget was approved by the PCC in February 2020 at £287.54m. This consisted of the following:

- Government grant for Sussex in 2019/20 of £168.60m, increased from previous year of £162.80m.
- The precept was increased by £24 generating £16.204m of additional income, the majority of which was invested into Police Constables, PCSOs, Specialist Investigations, Response and Prevention.
- Provision for increases in pay and prices, including growth, inflation and cost pressures of £18.30m.
- The requirement to make a further £1.50m of savings.

Revenue Budget Summary 2019/20	Gross £m	Grants £m	Income £m	Net £m
Chief Constable's Operational Delivery Budget	341.904	(6.584)	(49.254)	286.066
Office of the Sussex Police & Crime Commissioner	1.334			1.334
Community Safety	1.635			1.635
Victim Support Services and Restorative Justice	2.034	(1.955)		0.079
Financial Provisions	4.226			4.226
Treasury Management Interest	0.201		(0.500)	(0.299)
Transfers to/(from) Earmarked Reserves	0.593		(6.094)	(5.501)
Total Net Budget Requirement 2019/20	351.927	(8.539)	(55.848)	287.540

The capital and investment budget for 2019/20 was approved by the PCC in February 2019 at £19.3m. During the year, budget virements were agreed which resulted in a revised capital budget of £33.7m.

Throughout the year, the PCC has closely scrutinised the spending of the precept, delivery of the policing investment and performance set out in the Transformation Strategy 2018/22. Scrutiny has been provided through a variety of public-facing Performance & Accountability Meetings (PAMs), monthly Local Policing Accountability Board meetings, internal financial monitoring meetings and other monitoring within the scheme of governance.

3b. Summary of financial performance 2019/20

Sussex Police & Crime Commissioner Direct Operating Costs		Cost £	Total Cost £
Sussex Police & Crime Commissioner – Direct Operating and Commissioning Costs	Democratic representation Community Safety Victim Support and Restorative Justice Early Intervention Youth Programme: REBOOT Violence Reduction Unit Video Enabled Justice Programme Office of the Police & Crime Commissioner <i>Less Government Grant funding</i> Victims & Restorative Justice Grant Early Intervention Youth Fund Grant Violence Reduction Unit Grant Video Enabled Justice Grant	0.1m 1.6m 2.4m 0.8m 0.9m 3.8m 1.2m (1.9m) (0.8m) (0.9m) (3.8m)	3.4m
Policing services provided by Sussex Police	Police Officers Police Staff (including PCSOs) Other Employee Costs* Buildings Transport Supplies and Services Third Party Payments** <i>less Sussex Police income</i>	161.8m 91.7m 7.4m 15.1m 6.5m 70.3m 2.7m (65.7m)	289.8m
Capital Financing	Capital financing costs <i>Less interest income on balances</i>	3.8m (0.2m)	3.6m
Planned transfers to/(from) reserves			(9.2m)
Total Cost of Services			287.6m
Funded by	<i>Funding from Government</i> <i>Council Tax</i> <i>Total funding</i>	(168.6m) (118.9m)	(287.5m)
Net revenue (under)/overspend			0.1m

* Includes ill health pension payments, employee expenses, training and restructure costs

** Includes third party payments to other government bodies, partnerships and external initiatives

The figures shown in the above table are as per the draft Statement of Accounts 2019/20. They include all office costs and services commissioned by the PCC, and the cost of all activities carried out by Sussex Police.

Agenda Item 5

Appendix B

3c. Summary of financial headlines 2019/20

The key financial headlines from the revenue and capital outturn for 2019/20 can be summarised as follows:

- A net underspend of £0.091m (0.03%) on the revenue budget.
- £2.062m overspend on the Operational Delivery Budget delegated to the Chief Constable.
- The PCC authorised the release of £1.5m of the Local Policing Transition reserve to support: the revenue budget for the planned over-recruitment of police officers; the new detective allowances and additional planned overtime enabling the Force to have a coordinated response to operations relating to high-profile events and casework.
- £0.259m underspend on the OSPCC budget.
- £0.178m underspend on the Community Safety, Victim Support Services, Restorative Justice and the Drive Project budgets.
- £1.534m net underspend on other budgets.
- £33.061m was spent on capital investment. There was a net underspend of £0.714m (-2%) with a request approved to carry forward £0.690million of capital slippage to 2020/21.
- General Reserves were increased to £11.379 to maintain at 4% of the 2019/20 net budget, in line with the reserves strategy.
- The amount of investment interest achieved for the year was £0.413m. This was lower than anticipated (£0.087m) due to a smaller portfolio and lower than expected interest rates being achieved during the year, as follows:
 - Average investment interest rate of return at 31 March 2020 was lower – 0.82% compared to 0.84% at 31 March 2019.
 - Average investments at 31 March 2020 of £50m were held in year compared against £70m in the previous year.

Precept Investment

The Sussex Police Transformation Strategy 2018/22 is a four-year plan set by the Chief Constable which outlines how the Force will strengthen key areas to meet increasing demand and new challenges. The 2019/20 precept uplift has enabled Sussex Police to continue implementing this plan with growth in police officer, staff and PCSO numbers. The investment was in strengthening local policing, public contact and modernising policing.

The precept increase provided by the PCC was employed to continue to deliver transformation, which will enable Sussex Police to invest in strengthening local policing, improve public contact (including new ways to contact the Force) and modernising policing by investing in technology that makes the Force better at tackling crime, reduces costs, makes it easier for officers and staff to do their jobs or supports work with partners and other agencies, wherever possible. The additional funding provided an additional 185 posts, of which 50 are police officers, 35 are specialist staff and 100 are PCSOs. In addition, a further 75 posts were temporarily funded through one-off investment in the year of 9 officers and 66 specialist staff.

The Statement of Accounts includes further details of the financial performance of 2019/20. The draft accounts subject to audit can be viewed here.
[LINK TO BE ADDED WHEN PUBLISHED].

3d. Financial outlook for 2020/21 and beyond

The MTFS 2020/21 – 2023/24 continues the investment into the strengthening of Sussex Police that the PCC started in earnest in 2018/19 and has continued to date.

Additionally, the new Government announced a determination to strengthen the police service in England and Wales with Operation Uplift - a campaign to recruit 20,000 new police officers over the next three years. This includes the provision of £45m of additional funding for the recruitment of 6,000 additional officers for England and Wales by the end of March 2021.

The United Kingdom General Election in December 2019 led to a delay in the date of the announcement of the provisional police funding settlement – it was eventually announced on 22 January 2020.

The 2020/21 funding settlement gave the PCC additional, ring-fenced investment to recruit a further 129 police officers for Sussex Police through Operation Uplift, in addition to the 250 more officers the Force is already recruiting.

The additional funding from Government, together with the provisions made for PCCs to increase the policing precept by £10, means that up to an extra £1.1 billion will be available nationally for investment in the policing system in 2020/21. This would represent an increase of 8% funding on top of 2019/20 levels and is the single biggest increase in Government investment in policing for a decade.

Chief Constable's Investment

In the context of the 2020/21 national policing settlement and the £10 precept increase, the Chief Constable has agreed to invest the additional resources to allow Sussex Police to meet more demand and accelerate their recruitment plans to reduce crime, deal robustly with criminals, improve outcomes for victims and meet the expectations of visitors, residents and tax payers.

The Chief Constable's plan, supported by the PCC, prioritises investment in the following three areas:

More enforcement

- Increases in the number of divisional Tactical Enforcement Units (TEUs) to accelerate high-visibility, pro-active policing across the county. This will enable more disruption of local crime groups, an increase in arrests, seizures, searches and warrants.
- More investment to tackle organised crime groups, disrupt county lines activity, arrest more violent offenders and increased targeted activity to bring criminals to justice through the creation of a central TEU.
- More funding for Roads Policing to enable more officers to keep us safer on the roads, tackling dangerous and anti-social drivers and criminals using the roads.
- Further funding for the Police Dog Unit.

Increased investigation

- Substantially increased investigative teams with more Detective Constables and Investigators, as well as specific roles to tackle complex crimes like modern slavery and county lines. This will provide the Force with the capability to act on additional intelligence and improved enforcement activity.
- More support for criminal investigations – to improve the quality of the case files submitted and to secure more convictions.
- Investing in local Investigations and Resolution Centres – improving the service that is provided to victims of hidden crimes, including domestic abuse and stalking, and enabling a better focus on victims and a service tailored to their needs.

Even greater policing presence in towns, villages and online

- Further investment into the rural crime team.
- Better intelligence officer capability.
- Investment into community engagement, both in person and online, particularly through social media – the fastest growing means that the public are engaging with the police.

In addition, the PCC has invested further resources into services for victims and continued to fund the Early Intervention Youth Programme REBOOT that was successfully piloted during 2019/20.

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/4645/sussex-pcc-mtfs-2021_2324-final.pdf

Financial Implications of COVID-19

The financial impact of COVID-19 on the Force is likely to be significant and work is underway to determine both the additional costs incurred and how these will be funded with the resources available. PCCs in England and Wales are working actively with Government to provide funding to reimburse the additional costs incurred in full, although local financial contingency plans are being worked on should this not be the position.

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

The MTFS will be revised to take into account the known and forecast financial and other impacts of COVID-19, including a revised risk assessment, during the summer of 2020.

4. National Contribution

In addition to her work in Sussex, the PCC has made the following contributions nationally:

- Chair of the Association of Police & Crime Commissioners (APCC)
- Chair of the Police ICT Company (until 22 October 2019)
- Non-Executive Director of the Police ICT Company
- 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/ National Police Chiefs' Council (NPCC) – Police Reform and Transformation Board
- Attends the APCC – Criminal Justice System and Victims Standing 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 2019/20:

- **April 2019:** PCC hosted a roundtable event in Parliament with PCC colleagues and national leads from policing and the Voluntary Community and Social Enterprise (VCSE) sector to protect and support victims of stalking.
- **May 2019:** PCC spoke at Reform roundtable event: *Using data to improve public safety*
- **June 2019:** PCC spoke at Home Office – Serious Violence engagement event in Sussex and attended the Home Office – National Serious Violence Taskforce meeting
- **August 2019:** Attended the Prime Ministerial Roundtable event: *Role of criminal justice system in deterring and preventing crime*
- **September 2019:** PCC spoke at the Police Superintendents' Association Annual meeting
- **October 2019:** PCC chaired the Home Affairs Panel at the Conservative Party Conference and delivered a session on: *Violence against women online – solutions to encourage more women to stand* and *Tackling violence against shop workers*. The PCC also spoke at the Blue Light Leaders event: *Communicating effectively with political leaders*
- **November 2019:** PCC spoke at Blue Light Estates Development Conference; Cityforum – Digital Policing Summit: *Capability, Capacity, Confidence* and Association of Police Communicators Conference: *Stalking and harassment – a personal and professional perspective*
- **February 2020:** PCC provided input to the College of Policing – Strategic Command Course and spoke at the NPCC/APCC – Partnership Summit
- **March 2020:** PCC attended the Home Office Ministerial – Tackling Crime Forum

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

Name of Organisation	Name of Project	Funding
Barnardo's	One to One Parent Support	£40,000
	Dice Programme for Families of Child Sexual Exploitation Victims	£51,376
Brake	Supporting Road Crash Victims	£7,112
Brighton Women's Centre	Capacity Building	£7,018
Cats Protection	Paws Protect	£11,137
Change Grow Live	Kick into Positive Action	£12,445
Counselling Plus Community	Counselling for Sexual Abuse Victims in East Sussex	£28,334
Cranstoun	East Sussex Families and Carers Team	£21,032
Home Office	HMICFRS - Stalking and Harassment inspection	£20,079
Home Start East Sussex	Lotus Programme	£20,000
Lifecentre	Counselling for Sexual Abuse Victims in West Sussex	£28,750
ManKind Initiative	Sexual Violence Support	£28,750
My Sisters' House	Stronger Futures	£40,000
Rape Crisis Surrey & Sussex	Reaching Survivors, Changing Lives	£21,000
	Disabilities Outreach Worker	£28,750
Refuge, Information, Support and Education	Regroup and Economic Abuse Recovery Project	£39,368
Safe in Sussex	Adverse Childhood Experiences Recovery Toolkit	£35,775
Safe Lives	The DRIVE: Domestic Abuse Perpetrator Programme	£63,000
Sussex Community Development Association	Rural Project	£32,276
SignHealth	DeafHope	£5,000
Streetlight UK	Supporting Victims of Human Trafficking	£43,000
Survivors' Network	Supporting the Supporter	£9,877
	East Sussex Survivors Drop In	£23,047
	East Sussex Outreach Worker	£28,750
	Child Independent Sexual Violence Advisor	£69,070
The Daisy Chain Project	Legal Advice Service for Domestic Abuse Victims	£50,000
The Portal	Domestic Abuse and Sexual Abuse Support	£215,000
University of Gloucestershire	Theory of Change	£5,975
Veritas Justice	Tech Connect	£40,000
	Stalking Advocacy Service	£169,492
Victim Support	Hate Crime Independent Victims Advocate	£33,000
	Sussex Fraud Case Worker	£57,745
	Young Witness Service	£71,379
	Initial Assessment and Support	£540,000
West Sussex County Council	Hate Incident Support Service	£35,247
YMCA DownsLink Group	WiSE Project	£51,583
	Grand Total	£1,984,366



Sussex Police and Crime Panel

26 June 2020

Complaints about the Police and Crime Commissioner

Report by The Clerk to Sussex Police and Crime Panel

Focus for Scrutiny

That the Panel considers the 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 20 January 2020 to 12 June 2020.

- 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, eight people contacted the Panel to raise new matters (either directly, referred via the IOPC, or referred by the Office of Sussex Police and Crime Commissioner (OSPCC)).

Complaints

- 2.3 During the subject period one person raised issues which constituted a serious complaint, as defined by the Regulations (see 1.3 and 2.4.1).

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

- 2.3.1 Three people contacted the Panel to complain that their correspondence to the Commissioner had gone unanswered. In two of these cases no trace of any correspondence could be found. In the third case the response was expedited.
- 2.3.2 Two people contacted the Panel to complain about operational policing issues. Both were signposted to Sussex Police's provision for reporting complaints about Sussex Police officers.
- 2.3.3 Two people contacted the Panel to complain about operational policing issues involving Kent Police officers. Both were signposted to Kent Police's provision for reporting complaints about Kent Police officers.

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

- 2.4 Nothing received.

Serious Complaints (allegations of criminal conduct)

- 2.4.1 A serious complaint was received, alleging that the Commissioner initiated a criminal inquiry against the complainant at the behest of Mr Andrew Stansfeld, Police and Crime Commissioner for Thames Valley. The Clerk to the Panel considered that this constituted a serious complaint, and it was referred to the IOPC on 29 April.
- 2.4.2 The IOPC wrote back to the Panel on 9 June, finding that, upon review of the complaint, it was not considered that the allegations were supported, and that there was no indication that Mrs Bourne had committed a criminal offence. Consequently, having no remit in respect of the matter, the complaint was returned to the Panel, to be dealt with in accordance with Part 4 of the Elected Local Policing Bodies (Complaints and Misconduct) Regulation 2012. Options include entering a process known as "informal resolution", and taking no further action.
- 2.4.3 To inform the Panel's decision on how best it might proceed in respect of the Regulation, the Clerk wrote to the OSPCC on 10 June, seeking the Commissioner's comment on the complaint. Progress will be reported to the next meeting of the Panel.

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

This page is intentionally left blank



SUSSEX POLICE & CRIME PANEL

Sussex Police and Crime Panel

26 June 2020

Chief Constable Confirmation Hearing Procedure

Report by The Clerk to Sussex Police and Crime Panel

Focus for scrutiny/Summary

The Panel is to note the legal context and the procedure to be followed at Proposed Chief Constable Confirmation Hearings of the Sussex Police and Crime Panel

1. The Panel's Role in Confirming Senior Appointments

- 1.1 Senior appointments are those of Chief Executive, Chief Finance Officer and Deputy Police and Crime Commissioner made by the Police and Crime Commissioner (PCC). It is the duty of the Police and Crime Panel to hold a public confirmation hearing and to review, make reports and recommendations in respect of proposed senior appointments and to publish their reports or recommendations.
- 1.2 The Panel is also required to hold a public confirmation meeting to review and make reports on the proposed appointment of the Chief Constable including, if necessary, the use of the power of veto by a two thirds majority of the current membership of the Panel, and to publish its reports.

2. The Rules Relating to Confirmation Hearings

- 2.2 The rules concerning confirmation hearings are set out in Schedules 1 and 8 of the Police Reform and Social Responsibility Act.
- 2.3 Schedule 1 concerns the appointment of the PCC's Chief Executive, Chief Finance Officer and any Deputy Police and Crime Commissioners.
 - i) Confirmation hearings are meetings of the Panel held in public;
 - ii) The PCC must notify the Panel of proposed senior appointments;
 - iii) The Panel shall review the proposed senior appointment and make a report to the PCC, including recommendations relating to the candidate's appointment;

- iv) This process must take place within a period of three weeks of the receipt of notification from the PCC;
- v) The candidate may be requested to appear for the purpose of answering questions relating to the appointment; and
- vi) The PCC must respond to the report and recommendations of the Panel to confirm whether they accept or reject the recommendation. There is no duty upon the PCC to give reasons for their decision.

2.4 Schedule 8 covers the appointment of the Chief Constable. The procedure and rules shall be as above except for two important differences.

- vii) The Panel has a power of veto over the appointment of the Chief Constable. A two thirds majority of current membership is needed. The Panel can recommend that the PCC does not make the appointment but if the Panel exercises the veto the candidate cannot be appointed; and
- viii) If the Panel fails to conduct a confirmation hearing and report to the PCC within the three-week period then the appointment of the candidate can be made.

3. **The Procedure for Confirmation Hearing of a Proposed Chief Constable is set out below:**

Notification of Proposed Appointment

3.1 The PCC will notify the Panel of the proposed Chief Constable appointment in writing to the Chairman of the Panel and to the Clerk. The notification of a proposed senior appointment from the PCC should be accompanied by background information such as a CV or a personal statement to assist the Panel in its assessment of professional competence and personal independence of the candidate. At the very least the PCC is required to provide the following information:

- Name and contact details of the candidate
- Criteria used to assess the suitability of the candidate for the appointment
- How the candidate satisfies those criteria and
- The terms and conditions on which the candidate is to be appointed.

Personal independence is defined in the guidance relating to confirmation hearings as a candidate's ability to act in a manner that is operationally independent of the PCC.

Arrangement of Confirmation Hearing and Notifying the Candidate

- 3.2 Following the receipt of notification from the PCC a confirmation hearing will be arranged, which will take place within three weeks of the date of receipt of notification. The Chairman of the Panel or the Clerk will write to the candidate to confirm the date of the hearing and notify them of the principles of professional competence and personal independence on which they propose to evaluate the candidate. The letter will set out the legislative provisions underpinning the hearing and inform the candidate that any information they provide during the hearing will be placed in the public domain.
- 3.3 If the candidate's references are to be distributed to the Panel, it is the responsibility of the PCC to inform relevant referees of the placing of references in the public domain.

The Hearing

- 3.4 Confirmation hearings will be short and focused. The hearing will be a two-stage process:
 - The Panel will question the candidate to determine if he/she meets the criteria set out in the role profile and whether they possess the professional competence and personal independence to carry out the role; and
 - The Panel will determine whether to endorse the candidate's appointment, to recommend that the candidate should not be appointed or to use its power of veto. This second stage of the hearing will be held in closed session (see below).
- 3.5 At the start of the hearing the Chairman will outline the order of business and will explain the process and powers of the Panel. The candidate will be permitted to ask any procedural questions before the questioning starts.
- 3.6 The Panel will question the candidate and will ensure that the candidate is treated fairly and politely at all times. At the end of the session the candidate will have the opportunity to clarify any answers that he or she has given in the course of the hearing, and ask any procedural questions of the Panel, for example about the next steps or the decision-making process.

The Decision-making Process

- 3.7 Immediately following the completion of questioning and points of clarification, the Panel will go into closed session to take its decision and prepare any recommendations to the PCC.

- If the Panel is content with the proposed appointment, it can agree to report to the PCC its endorsement of the appointment.
- In the event that the Panel determines that the candidate may not meet the requirements for the post, the Panel may provide advice and recommendations to the PCC in its report.
- If the Panel determines that the candidate does not meet the standards required in the role profile it can use the veto. A veto must be a by a two thirds majority of the current membership (13 members, based on the current membership of 19). It is envisaged that the veto will only be used in exceptional situations.

- 3.8 Where the candidate meets the standards, but the Panel has concerns about their suitability, such concerns can form part of the Panel's report and recommendations to the PCC. This provides an effective alternative to the use of the veto.

Making recommendations on proposed appointments

- 3.9 The Panel will decide whether to recommend to the PCC that the appointment be made, or that it not be made. A recommendation that an appointment is not made is not the same as a veto; the PCC can exercise the right to make the appointment despite a recommendation that the candidate be not appointed.
- 3.10 The Chairman of the Panel will write to the PCC on Monday 29 June (latest) following the confirmation hearing to outline the decision and recommendations of the Panel. The candidate will also be sent a copy of the letter.
- 3.11 The Panel and the Commissioner's office will wait until noon on Tuesday 30 June before publishing any information about the recommendation unless it is agreed with the PCC that this information can be released at an earlier stage. The Panel will ensure that the PCC has received and acknowledged receipt of the Panel's recommendations before making its recommendations public.

Applying the veto

- 3.12 Where the veto is exercised, the PCC may not appoint the candidate. The veto will be reported to the PCC on the next working day following the hearing, at the latest. The PCC will be responsible for notifying the candidate.
- 3.13 The Panel will publish its veto at noon on Tuesday 30 June, and the PCC, alongside this information, will publish information setting out the steps that will be taken to make another appointment. If, however the candidate's interests would be better served by a quicker release of information, this can be discussed and agreed with the PCC.

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

26 June 2020

Confirmation Hearing for the proposed Chief Constable of Sussex Police

Report by The Clerk to Sussex Police and Crime Panel

Recommendations

- a) That the Panel considers the attached reports provided by the Office of Sussex Police & Crime Commissioner and, following questioning, agrees a recommendation to the Commissioner on whether or not to appoint the proposed Chief Constable of Sussex Police.
- b) That the Panel delegates to the Clerk to Sussex Police and Crime Panel, in consultation with the Panel Chairman and Vice Chairman, the development and submission of the reports to the Commissioner containing the Panel's recommendations.
- c) That the Panel agrees an embargo on the release of the outcomes of the confirmation hearing until 12.00 noon, Tuesday 30 June to be observed by members of the Panel and the Office of the Police and Crime Commissioner.

1. Background

- 1.1 The Police Reform & Social Responsibility Act 2011 (the Act) requires that Police & Crime Panels hold confirmation hearings for certain key appointments to be made by the Police & Crime Commissioner. These requirements are detailed within two Schedules of the Act.
- 1.2 The confirmation hearing of 26 June is for the proposed appointment to the role of Chief Constable for Sussex Police, under Schedules 1 and 8 of the Act.

2. Confirmation Hearings for the Proposed Chief Constable

- 2.1 The Police & Crime Commissioner must provide the Panel with the following information (see the supporting attachments):
 - i. The name of the person whom the Commissioner is proposing to appoint

- ii. The criteria used to assess the suitability of the candidate for the appointment;
- iii. Why the candidate satisfies those criteria
- iv. The terms and conditions on which the candidate is to be appointed.

3. The Panel's Role

- 3.1 Under the terms of the Act, the Panel is required to:
 - i. Review the proposed appointment
 - ii. Make a report to the Commissioner on the proposed appointment
 - iii. Include within the report a recommendation to the Police & Crime Commissioner as to whether or not the candidates should be appointed
 - iv. Publish its report in a manner of its own determination
 - v. In respect of the confirmation hearing for the Chief Constable the Panel has the power of veto by a two thirds majority, if necessary
- 3.2 The Panel is invited to question the candidate in order to confirm they have the necessary professional competence and personal independence to carry out the role.
- 3.3 The Panel will arrive at a conclusion on the proposed candidate during a closed session following the hearing, and then publish a report on the proposed appointment to the Commissioner, with a recommendation as to whether or not the candidate should be appointed.
- 3.4 The Act allows the Police & Crime Commissioner the right to accept or reject the Panel's recommendation. However, she must inform the Panel of her decision. In the event of the Panel exercising the power of veto over the appointment of the Chief Constable the Police and Crime Commissioner must not appoint the candidate.

4. Resource Implications and Value for Money

- 4.1 The cost of this hearing is met from the funds provided by the Home Office for the operation and administration of Sussex Police and Crime Panel.

5. Risk Management Implications

- 5.1 It is essential that residents can have confidence in the soundness and integrity of the recruitment process for senior appointments to public bodies. Scrutiny of the proposed candidate will help inform the PCC's final decision, without influencing the impartial process that preceded that decision.

- 5.2 The hearing must be conducted within the bounds of employment law, and must not stray into unwarranted intrusion, or lines of questioning that might be unfair or unreasonable.

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

- 6.1 The Panel's positive obligations under the Human Rights Act have been considered in the preparation of these recommendations but none of significance emerges.
- 6.2 Equality and diversity principles apply to an appointment process, in order to ensure compliance with the public sector equality duty.

Tony Kershaw

Clerk to Sussex Police and Crime Panel

Contact:

Ninesh Edwards

(T) 0330 222 2542

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

Appendices:

Appendix i) - Report by the Office of the Police and Crime Commissioner - Proposed PCC appointment to the position of Chief Constable of Sussex Police

This page is intentionally left blank

To:	The Sussex Police & Crime Panel
From:	The Sussex Police & Crime Commissioner
Subject:	Proposed Sussex Police & Crime Commissioner appointment to the position of Chief Constable of Sussex Police
Date:	26 June 2020
Recommendation:	That the Police & Crime Panel commend the proposed appointment of Jo Shiner as Chief Constable of Sussex Police

1.0 Introduction

- 1.1 This report sets out the proposed Sussex Police & Crime Commissioner (PCC) appointment to the position of Chief Constable of Sussex Police.
- 1.2 The report also provides an overview of the assessment, selection and recruitment process used by the PCC, further details about the demonstrable evidence of the proposed candidate to meet the role profile and person specification, together with the terms and conditions for the appointment.

2.0 Appointment of a Chief Constable

- 2.1 On 4 March 2020, Chief Constable Giles York announced his intention to stand down from the position of Chief Constable of Sussex Police on 2 July 2020.
- 2.2 The Police Reform and Social Responsibility Act 2011 (Chapter 5 – Section 38) prescribes that the PCC for a police area must appoint the Chief Constable of the police force for that area.
- 2.3 Paragraph 3 of Schedule 8 of the Act requires the PCC to notify the Sussex Police & Crime Panel (the Panel) of her proposed appointment to the post.
- 2.4 The PCC must include the following information in the notification:
 - a) The name of the person whom the PCC is proposing to appoint (the candidate);
 - b) The criteria used to assess the suitability of the candidate for the appointment;
 - c) The reasons why the candidate satisfies those criteria; and
 - d) The terms and conditions on which the candidate is to be appointed.
- 2.5 Paragraph 4 of Schedule 8 sets out that the Panel must review the proposed appointment and make a report to the PCC on the proposed appointment, including a recommendation to the PCC as to whether or not the candidate should be appointed. The report should be made within a period of three weeks, beginning with the day on which the Panel receives notification from the PCC of the proposed appointment.
- 2.6 In accordance with Paragraph 5 of Schedule 8, the Panel may, having reviewed the proposed appointment, veto the appointment of the candidate in exceptional circumstances. The decision must be made by the required majority of at least two-thirds of the members of the current Panel membership at the time the decision is made.

3.0 Assessment, Selection and Recruitment Process

- 3.1 'Home Office – Circular 013/2018' outlines the legal requirements and principles for the appointment of chief officers. For the appointment of Chief Constables, it is for the PCC to decide how they wish to run their recruitment process and which candidate they wish to appoint. The PCC should involve an independent member during assessment, short-listing and interviewing of candidates for Chief Constable positions.
- 3.2 The vacancy was advertised on the 'Senior Leaders Hub' on the College of Policing website for five weeks between the period 23 March and 1 May 2020. In addition, the PCC wrote to every Chief Constable in England and Wales asking that the opportunity to apply be brought to the notice of qualified chief officers. Four applicants were shortlisted for the role and invited to interview on 1 June 2020.
- 3.3 The PCC was joined on the interview Panel by Lynne Owens, Director-General of the National Crime Agency and Air Vice-Marshal Robert W. Johnson (ret'd). Mrs Owens served as Assistant Commissioner of the Metropolitan Police Service and the Chief Constable of Surrey Police from 2012 to 2015. Air Vice-Marshal Johnson spent more than 34 years in the Royal Air Force and is now an independent consultant for leadership development, coaching, crisis and resilience.
- 3.4 The PCC also appointed Mrs Di Newton as the independent member. Mrs Newton has been involved in the selection and appointment of a range of senior policing roles previously, through her position as an Associate Assessor for the College of Policing, including: Senior Police National Assessment Centre (PNAC), High Potential Development Scheme (HPDS) and Direct Entry Inspector and Superintendent programmes. Mrs Newton was also used as the independent member by the PCC for the recruitment of the current Chief Constable in 2014.
- 3.5 Mrs Newton has submitted a full report setting out the details of the recruitment process (Appendix A). The report provides full details about the selection and decision-making processes, as well as a statement that the process fully met the principles of fairness and openness and that the appointment recommendation was based on merit.

4.0 Proposed Appointment

- 4.1 The PCC has selected Deputy Chief Constable Jo Shiner as her proposed candidate. Jo has worked for Sussex Police as Deputy Chief Constable since November 2018 and spent four years as Assistant Chief Constable with Kent Police heading up the local policing command prior to that.
- 4.2 All applicants were assessed against the Competency and Values Framework (CVF) and Policing Professional Profile (PPP) – developed by the College of Policing.
- 4.3 The PPP defines the expectations and accountabilities for all police officers and staff roles. The CVF sets out nationally recognised behaviours and values, with six competencies contained within three groups, set out on the following page:

Resolute, compassionate and committed

- ✓ We are emotionally aware
- ✓ We take ownership

Inclusive, enabling and visionary leadership

- ✓ We are collaborative
- ✓ We deliver, support and inspire

Intelligent, creative and informed policing

- ✓ We analyse critically
- ✓ We are innovative and open-minded

- 4.4 Further information about the PPP and the CVF for the role of Chief Constable can be viewed through the following link:
<https://profdev.college.police.uk/professional-profile/chief-constable/>
- 4.5 Deputy Chief Constable Shiner provided strong evidence in both her application and at interview that she met the expectations, accountabilities and competencies set out in the CVF and scored 'consistently high' or 'good performance' in each of the areas that the Panel assessed her on: personal statement; presentation and interview.
- 4.6 A copy of the completed application form and curriculum vitae received from Deputy Chief Constable Shiner is attached in Part II of the papers for this meeting.
- 4.7 The Panel is asked to review the proposed appointment and make a report to the PCC on the proposal, including a recommendation as to whether or not the candidate should be appointed. Until the conclusion of this process, Deputy Chief Constable Jo Shiner remains the preferred candidate for the appointment.

5.0 Terms and Conditions for the Appointment

- 5.1 Subject to the acceptance of the proposed candidate by the Panel, Deputy Chief Constable Shiner will be appointed for a period of five years at a salary of £162,840 per annum (TBC), in line with the chief officer pay structure for England and Wales.
- 5.2 Annual increment progression will be made on the anniversary of the appointment, subject to satisfactory performance in post. The salary and employer on-costs for this position will be provided for within existing budgetary provisions. A copy of the provisional offer letter is included is included in Appendix B.
- 5.3 The PCC reviewed the '*Chief Constable Benefits Policy*' in May 2020. A copy of the Benefits Policy is included in Appendix C.

Mark Streater

Chief Executive & Monitoring Officer

Office of the Sussex Police & Crime Commissioner

Appendices:

Appendix A – Mrs Di Newton – Independent Member Report

Appendix B – Provisional offer letter to the proposed candidate

Appendix C – Chief Constable Benefits Policy

**Chief Constable – Sussex Constabulary
Appointment Process**

Independent Member Report

Di Newton

12 June 2020

Report of the Independent Member on the Selection and Appointment Process for the role of Chief Constable for Sussex Constabulary

Introduction

1 Home Office Circular 20/2012 outlines that it up to the Police and Crime Commissioner (PCC) to decide on the process to use in the appointment of their Chief Constable and which candidate to appoint subject to the confirmation of the Police and Crime panel. However, they should involve an Independent Member in the assessment, shortlisting and interviewing of candidates and that member should provide a report on the process for submission to the Police and Crime Panel.

2 This is my report as the Independent Member on the selection and appointment process for the next Chief Constable of Sussex which is the responsibility of Police and Crime Commissioner Katy Bourne. It aims to provide background information about the processes used and an objective assessment of the extent to which the appointment decision was based on the key principles of:

- Merit
- Fairness
- Openness

It also discusses the extent to which the appointments panel was able to fulfil its responsibility to challenge and test candidates' suitability against the agreed requirements.

Roles and Responsibilities

3 The College of Policing (the College) has developed detailed guidance and supporting documentation to support those involved in the selection and appointment of chief officers. It applies nationally and can be adapted to meet local needs and is regularly updated. The guidance includes a wide range of templates and information and gives specific advice on the roles and responsibilities of those involved and are described in the following paragraphs.

Independent Member (IM) Role

4 The role of the IM is to monitor that the selection process is conducted fairly, openly and based on merit. IMs should be suitably experienced and competent in assessment and selection practices. I have a strong background in selection and appointments in a range of roles, including as an HR director, Independent Police Authority member and in a professional capacity as a consultant. I am trained in the use of a range of psychometric and personality assessment tools and a variety of selection and assessment mechanisms. Until 2018 I was an associate assessor of the College of Policing and involved with a range of senior selection and assessment programmes. Further details of my experience are at the Annex.

Appointment Panel

5 The role of the appointment panel is to challenge and test that the candidate meets the necessary requirements to perform the role. PCCs are responsible for ensuring that panel membership is diverse, suitably experienced, and competent in selection practices. For this exercise the membership comprised:

- Katy Bourne, PCC (chair)
- Bob Judson FRAeS – Management Consultant and Director Deloitte UK
- Lynne Owens CBE QPM– Director General, National Crime Agency
- Di Newton FCIPD, Observer and Independent member

6 All panel members have worked at senior levels within their respective fields and had previous training and experience of appointing senior police officers. They brought with them a range of relevant skills and knowledge. Lynne Owens, in addition to her wide experience of police recruitment and training, brought a high level of professional policing skills and extensive knowledge of policing at national and local level. Lynn was able to provide valuable policing insights to the panel at a strategic and operational level. Members had been briefed on the requirements and were provided with copies of the relevant documents and guidance.

7 Mark Streater as CEO was responsible for supporting the PCC and the panel and ensuring the appointment process overall was properly conducted in line with the key principles of fairness, openness and selection on merit.

Application Process

8 I was invited to join the panel at the shortlisting stage at which point the application pack, including the job description and person specification had been developed. This was not an issue as Mark Streater gave me access to all the documentation that had been used and was readily available to answer any questions that I had. Through this approach I was able to review retrospectively all the steps taken in the design and attraction phases. It was evident that there was a commitment from the outset to having an open and robust system in place, for example, the CEO had involved the College at an early stage so that they could offer support and he and his team had made good use of their guidance and templates. .

9 The advertising and communication strategy was open and transparent with the PCC taking steps to ensure that the vacancy details were widely circulated. Details were advertised online via a number of relevant websites including, the National Police Chiefs Council (NPCC) Office of the Police and Crime Commissioner for Sussex, the College of Policing senior leaders portal. The PCC also demonstrated her desire to attract a wide field by writing to every Chief Constable in the UK asking them to circulate the advert to their chief officers.

10 Candidates were invited to apply by submitting the following documents;

- an up to date CV
- a two 2 page “personal statement’ describing their suitability for the role and referring where appropriate to the values set out in the Policing Competency and Values Framework and Policing Professional Profile for a Chief Constable
- a self-disclosure form giving details of any disciplinary matters, outstanding allegations or ongoing investigations

Shortlisting

11 The vacancy attracted four applications, three from external candidates and one from an internal candidate. Whilst this may not seem a large number of responses in comparison with other sectors it is a good response in senior policing terms where campaigns regularly attract only one or two candidates. Key factors impacting on the number of applicants for CC vacancies include the changes to pension legislation that potentially reduces the financial incentive for promotion and reluctance to relocate to the area of the vacancy. The number of candidates applying for this vacancy reflects the efforts made to attract a wide range of candidates.

12 The panel considered the four applications via a virtual shortlisting meeting held on 7 May. Whilst Lynne Owens was unable to join the meeting she had send comments in advance. Using a three point scale, candidates were assessed using evidence from their application on the extent to which they demonstrated the six competences from the Policing Professional Framework (PPF) –

- Innovative and open minded,
- Analyses critically
- Ability to deliver, support and inspire,
- Works collaboratively,
- Takes ownership,
- Emotionally Aware

13 After assessing the evidence, panel members agreed that all four candidates had provided sufficient evidence of meeting the requirements to merit an invitation to the final selection stage. Arrangements to ensure that all interview candidates had every opportunity to access information about the force via a familiarisation day had to be revised in the light of Covid19. As a first step, candidates were invited to initially contact the Chief Constables office to discuss how best to share relevant information on an individual basis.

Final Selection

14 The final selection process comprised two elements, a 10 minute presentation with the topic to be provided in advance followed by 10 minutes of questions and a formal interview. Panel members were consulted on the presentation topic and reached a consensus view that the selected topic was an open one that would not disadvantage any candidate. In a previous appointment exercise, the PCC had involved stakeholder panels as a third element in the selection process however this was not a practical or appropriate option given the current pandemic.

15 In addition to the assessment exercises further information on each of the candidates was obtained by the use of a psychometric/personality questionnaire. The outcomes from this process were used to inform the areas of questioning at the final interview stage.

16 The interviews took place on 1 June and due to the relaxation of some of the restrictions relating to Covid19, candidates and panel members were able to attend in person, subject to social distancing requirements. Living beyond daily travel distance, I was unable to be present in person but joined the panel for the full day via a teleconferencing facility.

17 On the day panel members met an hour and half before the first presentation and interview to be briefed by Helen Slimmon, senior psychologist from the College on the outcomes from the personality questionnaires and to agree the final areas of questioning. At this session members made good use of the opportunity to ask questions and clarify their understanding of the results and, how these might be used to inform the interview process. The questionnaire provides useful information about candidates' preferred operating styles and provides an indicator of areas that might be explored and probed at interview.

Personality Questionnaire

18 The assessment tool used for this exercise was the NEO PI-R, a widely used broad based measure of the personality. The assessment comprised a number of stages starting with each candidate completing an online self-report – a reflection of how they perceived themselves. This self-assessment was against those facets of personality which based on the role profile were deemed to be the most relevant to the role of Chief Constable of Sussex. The candidates had a telephone confirmatory discussion with Helen to verify how their preferences affected the way in which they operate within the workplace. In addition, the feedback explored any counterbalancing strategies the individual had in place to manage the less desirable impact of their preferred approach. Panel members had sight of the individual candidates reports and a report from the senior psychologist providing an overview of all candidates against the traits measured by the profiling tool for comparative purposes.

Presentation and Interview

19 Candidates were given advance notice of the presentation topic “*What does success look like in the next five years as the Chief Constable for Sussex?*” This was a broad topic that allowed candidates to demonstrate a range of competences and approaches. Where candidates had made use of presentation materials copies of these were given to the panel. A ten minute question session followed giving panel members the opportunity to probe the candidate's thinking and reasoning.

20 Final interview questions were agreed and allocated at the pre-panel meeting ensuring that the areas for exploration took account of the feedback from the personality questionnaires. The questions were designed to be open and to elicit evidence against the key competency requirements of the role.

21 Whilst one panel member took the lead on each question other panel members had the opportunity to pick up and probe any further points. Members took full advantage of this and as a result the panel was able to challenge and thoroughly test the candidate's responses against all the criteria. I took an observer role during the interview and was able to focus on all the panel questions and candidates' responses.

22 The panel used a 5 point rating scale as recommended by the College to assess the evidence from candidates against each competence areas. It was agreed not to use arithmetic totals or average scores as part of the scoring system as these could skew the evidence based outcomes. Where there was a difference in member's individual views on the appropriate rating for each competency all were prepared to justify, clarify and evidence their assessment before reaching a consensus rating.

23 Candidates presentations and interview responses were assessed individually against the relevant competence areas. There was a diverse range of candidates all with strengths in different areas and with differing development needs. The panel scores in isolation did not produce a clear preference. On balance and following careful assessment of all the evidence obtained from the assessment exercises against the role requirements, it was agreed that Deputy Chief Constable Jo Shiner was the preferred candidate. DCC Shiner was clearly appointable; she demonstrated that she met the requirements of the role and that she fully merited the appointment.

Conclusion

24 The selection and appointment process took place against a background of the Covid19 lockdown. This meant that some changes had to be made to the original plans and these were made in good time. The changes showed a high level of commitment to ensuring that candidates were treated fairly, supported and kept informed throughout. The process operated smoothly and effectively with appropriate use made of virtual meetings. Mark Streater ensured that panel members were well briefed and had access to a range of documentation and guidance

25 Good use was made of the template documents and rating systems designed by the College of Policing specifically to help in chief officer selection exercises nationally. These reflect, "best practice in recruitment and provide a firm foundation on which to plan and implement a fair and merit based process.

26 The advertising strategy attracted a good field of candidates and the selection process enabled them to be rigorously challenged and tested against the requirements. Panel members were involved at the shortlisting, presentation and interview stages ensuring consistency, fairness and transparency. Members were able to engage in robust debate and discussion on the evidence before reaching conclusions.

27 Having had the opportunity to review the documentation and personally observe and be involved in the process from the shortlisting stage onwards I am confident that the process fully complied with the regulations and was based on the principles of fairness, openness and merit.

Appendices:

- Annexe 1 – Independent Member background information
- Annexe 2 – Shortlisting scoring scale
- Annexe 3 – Interview scoring scale

Annex

Di Newton FCIPD

Background Experience

Having worked for eight years as an HR director in the public sector, I established a successful small consultancy business, Di Newton Associates, specialising in working with organisations going through mergers and organisational restructuring. Clients included public, private and charitable sector organisations. I

I have wide experience of independent quality assurance and reporting on selection and appointment processes gained from my involvement with a range of organisations. This includes having been a registered independent assessor with the Office for the Commissioner of Public Appointments, the NHS Appointments Commission and the Welsh Assembly Government. I have worked successfully with chairs from a variety of organisations on the appointment of Non Executive Directors, CEOs, specialist advisers and governors. I am trained in a range of assessment techniques and a Fellow of the Chartered Institute of Personnel and Development.

I have a long standing interest and involvement in policing and the justice system stemming from nine years as an independent member of the Leicestershire Police Authority, including lead member for HR and member of the Appointments Panel. During my time with the Authority I was closely involved with a range of senior appointments, from ACC to CC level. On their abolition in 2012 I continued to work with the PCC and constabulary as an interim member of the Joint Audit Risk and Assurance Panel pending recruitment of the permanent panel members. From 2012 to 2019 I was an associate assessor with the College of Police College and gained experience of police assessment on a wide range of programmes including the High Potential Development Scheme (HPDS), the senior Police National Assessment Centre (PNAC) and the Direct Entry schemes

From December 2013-2018 and following a formal application and selection process I was one of six individuals appointed to the Policing College register of accredited, Independent Members and through this was invited by a number of Police Commissioners and Chief Constables to join their appointment processes as an independent panel member. Since the College's change of focus and abolition of this register in 2018 I have been contacted directly by a number of PCCs and Chief Officers and invited to be the independent member for their senior appointments panels.

In addition to an independent and business focused approach to selection I bring a strong background in employment law and a personal commitment to fairness and diversity. As a member of the Employment Tribunals Service in the East Midlands I have gained a real breadth of knowledge and experience of employment law and its practical application in business environments. As a lay advisor to the East Midlands Lord Chancellors Advisory Committee I work with magistrate colleagues on the selection and appointment of new magistrates in the region and am currently working with a project group aimed at improving diversity within the local magistracy

This page is intentionally left blank

Shortlisting scoring scale

A = Strong Evidence - the candidate provides evidence of many descriptions within the quality / competency area at an appropriate level for the role, with direct relevance to the policing priorities as set by the PCC/CC and answers the question.

B = Acceptable Evidence - the candidate provides some evidence of the descriptors within the quality / competency area at an appropriate level for the role, has some relevance to the policing priorities as set by the PCC/CC and / or does not respond to all the issues in the question.

C = Evidence Not Provided - the candidate provides insufficient evidence or the evidence is at a level below that required for the role applied for or does not have relevance to the policing priorities as set by the PCC/CC.

This page is intentionally left blank

Scoring Scale

Marking should be on a scale of 1-5 with 1 being the highest score and 5 being the lowest. Candidates must score a minimum of 3 in every area to be deemed acceptable.

1 = CONSISTENTLY HIGH PERFORMANCE. The candidate has maintained a consistently high level of performance across all aspects of the described values area/leadership behaviour/technical skill. In some respects their performance is outstanding. Very limited room for improvement.

2 = GOOD PERFORMANCE. The candidate has maintained a consistently good level of performance across the described values area/leadership behaviour/technical skill. There are some definite areas for improvement, but it should be possible for the candidate to address these following experience in the role.

3 = SUITABLE PERFORMANCE. Overall, an acceptable performance across the described values area/leadership behaviour/technical skill has been achieved. There are some definite areas for improvement, but it should be possible for the candidate to address these following experience in the role.

4 = UNSATISFACTORY PERFORMANCE. In some respects the candidate's performance may have been acceptable, but further development is required to bring the overall performance within the described values area/leadership behaviour/technical skill to a satisfactory level.

5 = CONSISTENTLY UNSATISFACTORY PERFORMANCE. The candidate has maintained a consistently unsatisfactory performance across the described values area/leadership behaviour/technical skill. Substantial development is required to bring the candidate to an acceptable level.

This page is intentionally left blank

Katy Bourne OBE
Sussex Police & Crime Commissioner

Tel: 01273 481561
Email: pcc@sussex-pcc.gov.uk
www.sussex-pcc.gov.uk

The Office of the
Sussex Police &
Crime Commissioner
Sackville House
Brooks Close, Lewes
East Sussex, BN7 2FZ



**Sussex
Police & Crime
Commissioner**

Deputy Chief Constable Jo Shiner
(via email)

5 June 2020

Dear Jo

I am pleased to confirm that, under Schedule 8 of the Police Reform and Social Responsibility Act 2011, I propose to appoint you as Chief Constable of Sussex Police.

I will be notifying the Police and Crime Panel of this decision. You will be required to attend a 'confirmation hearing' of the Police and Crime Panel on Friday 26 June 2020.

You will be appointed as Chief Constable on an initial contract of 5 years and I will shortly confirm your start date and salary, which will be in line with the chief police officers pay structure. Annual incremental progression will be made on the anniversary of your appointment, subject to satisfactory performance in post.

The Sussex Chief Constable Benefits Policy, which I reviewed in May 2020, will apply with respect to your appointment in this post.

I look forward to working with you and am excited for both the future of the Force and the safety of all those who live, visit and work in Sussex.

Yours sincerely

Katy Bourne OBE
Sussex Police & Crime Commissioner

This page is intentionally left blank



Chief Constable Benefits Policy

Introduction

The Police Reform and Social Responsibility Act 2011 sets out the Police & Crime Commissioner (PCC) responsibility for the Chief Constable's appointment and terms and conditions. The Chief Constable has responsibility for the appointment of the Deputy Chief Constable, Assistant Chief Constables and Directors and in establishing their terms and conditions, in consultation with the PCC. This policy document sets out the benefits available to the Chief Constable.

Removal and Relocation Expenses

Where the Chief Constable relocates their home (based on the assumption that the Chief Constable was the owner of the former home) the following relocation package is offered, subject to agreement by the PCC, and detailed in accordance with Police Regulations 199:

- a. The reasonably incurred cost of removal including removal fees, against estimates agreed beforehand.
- b. Provision of accommodation or payment up to half maximum rent allowance or half housing allowance for a maximum of 26 weeks.
- c. Disposal costs on sale of premises including legal and agent fees reasonably incurred in disposing of former home, against estimates agreed beforehand.
- d. Solicitors fees, Estate Agents fees and Stamp Duty reasonably incurred in acquiring a new property, against estimates agreed beforehand.
- e. Mortgage payments on the former main home for a maximum of 26 weeks. This reimbursement is subject to a maximum limit of 40% of the relevant officer's annual salary, calculated at the top point of the incremental scale at the time of appointment.

An estimate should be provided and agreed with the PCC before any commitments are entered into. Three quotations must be obtained for removal fees – reimbursement will be made on the basis of the lowest quote.

Value: Removal and relocation expenses will be reimbursed up to a maximum limit of 40% of the relevant officer's annual salary, calculated at the top point of the incremental scale at the time of appointment.

Tax position: Expenses above £8000 are subject to tax and national insurance under HMRC rules. Tax will be payable under the P11D arrangements. Qualifying removal expenses under £8,000 currently do not attract a tax or NIC liability.

NPCC Subscriptions

The Force will meet cost of annual membership subscriptions to the National Police Chiefs' Council (NPCC) and the cost of the Chief Police Officers' Staff Association Insurance Premiums.

Value: Annual rate as set by NPCC

Tax position: Not taxable

Agenda Item 8

Appendix C

Medical Screening

Medical screening is undertaken every two years at a local Nuffield hospital. Medical screening is conditional upon the Chief Constable's agreement to provide the medical report to the Force Medical Adviser (FMA), as well as to the PCC and, if they wish, their GP.

The FMA will review the report on the Chief Constable to determine whether there are any issues affecting that officer's medical fitness to have command. Administration of the medical screening arrangements is undertaken by the Chief Constable's Staff Officer who will be responsible for arranging appointments (including reminders), authorising payment and ensuring that the provider issues screening reports to the FMO.

Value: N/A

Tax position: Not taxable

Health Care Subscriptions

The PCC will reimburse the Chief Constable's privately-arranged health care insurance subscriptions and other costs subject to an annual ceiling, up-rated annually and subject to periodic reviews. Within the respective ceiling individuals may include the cost of health insurance for spouses/partners and dependent children under the age of 18. Expenditure that is not eligible for reimbursement includes glasses and dental fees.

Value: £2,096 per year

Tax position: Taxable

Vehicle Scheme

The Chief Constable is required to travel extensively around the county and to be readily available for on call or recall to duty in urgent situations.

1. Cash Allowance Option

The Sussex Police Chief Officer Vehicle Scheme provides an annual 'cash allowance option'. The cash allowance is paid monthly with salary and is taxed at source. The value of the allowance is up-rated annually in line with the Chief Officer Pay award made in the previous September.

Value: £10,113 per year

Tax position: Taxable

In exceptional circumstances, the Chief Constable, if in receipt of the cash allowance and with specific command responsibility may occasionally have use of a role equipped operational vehicle provided as part of the Sussex Police fleet. Chief Officers should not use these vehicles for general business purposes (including general on call duties) and private use is not permitted. These vehicles are part of the Sussex Police vehicle fleet and are rotated to meet force requirements.

No travel claims for business vehicle mileage undertaken in private vehicles are permitted under this policy. However, the Chief Constable, if they wish to, may reduce his/her personal tax liability if they undertake business mileage in their own vehicle.

Her Majesty's Revenue and Customs (HMRC) currently allow business travel expenses that are not reimbursed by an employer to be used in the calculation of individuals' tax liability. This means that, in effect, under current rules, the HMRC will reduce individuals' tax assessment for business miles at the rate of 45p per mile for the first 10,000 miles and certain other expenses that are not reimbursed by the employer. Claim forms and further details are available from the HMRC website as follows <http://www.hmrc.gov.uk/forms/p87.pdf>.

The Chief Constable must maintain a record of business mileage in order to support claims to the HMRC.

2. Provided Car Option

In line with the Assisted Vehicle Scheme for Superintendents, the provided car option is a 'provided' car serviced, insured, taxed and maintained as part of the Force fleet. Vehicles that are purchased for the Chief Constable are replaced in line with the core fleet replacement policy. This policy provides an enhanced vehicle specification (to include high performance vehicles) but conforms to all the other terms and conditions of the Assisted Vehicle Scheme. The vehicle is available for the Chief Constable's private use for which a charge is made (see below). The vehicle may also be used by any authorised driver when the officer is off duty.

As the vehicle is provided as part of the Force fleet, it must be suitable for operational purposes. The choice and specification of the vehicle must therefore be commensurate with Force requirements. Requirements will be managed by the Head of Joint Transport Service who will determine the choice of vehicles available and, if necessary, with guidance from the Director of Finance. The vehicle will be covertly fitted with suitable radio and public warning equipment,

In line with the Business Travel and Subsistence Policy, published on the Sussex Police intranet, the Force will recharge the cost of all personal travel, monthly in arrears, at the prevailing rate through Payroll. The Chief Constable is responsible for the cost of all travel commuting between their home and normal place of work; circumstances that represent exceptions to this rule are outlined in section 10 of the Business Travel and Subsistence Policy. The rate for private mileage is set annually in accordance with the HMRC Advisory Fuel Rates + VAT. Rates are detailed in Appendix 1. Records of private mileage have to be submitted monthly in order that the appropriate salary deduction can be made.

The provided car option represents a taxable benefit. The tax treatment is determined by the HMRC.

Insurance is arranged as part of the Force fleet. Cover is comprehensive subject to an excess as set out in the Assisted Vehicle Scheme for Superintendents and these arrangements extend to include authorised drivers, including family members. Details need to be provided to the Head of Insurance Services in the Finance Department.

If the provided car option is chosen, the Chief Constable is required to complete and sign the Assisted Vehicle Scheme agreement.

A vehicle log book, recording business and private mileage is required. The log book has to be submitted for inspection at no less than monthly and not more than three monthly intervals. The inspection is to ensure completion of the log book and compliance with the need to record private mileage.

Tax position: Taxable

Home Telephone

If the Chief Constable lives in or moves to an area where mobile or internet connections are either not available or very poor, the costs of the rental of one home telephone line will be met subject to the approval of the PCC. The cost of business calls made from home will be reimbursed.

Tax position: Taxable benefit for the rental for one home telephone line and business calls made from home

Sussex Police Mileage Rates

Appendix 1

The current Sussex Police mileage rates for the Chief Constable Benefits Policy can be viewed in the table below:

Fuel Type	Engine Size	Amount per mile
Petrol	1400cc or less	10 pence
	1401-2000cc	12 pence
	Over 2000cc	17 pence
Diesel	1600cc or less	8 pence
	1601-2000cc	9 pence
	Over 2000cc	12 pence
Liquid Petroleum Gas (LPG)	1400cc or less	6 pence
	1401-2000cc	8 pence
	Over 2000cc	11 pence
Electricity	Electricity is not a fuel for car fuel benefit purposes.	4 pence

These rates are in line with HMRC Advisory Fuel Rates and are accurate as at 1 June 2020.

HMRC review these rates quarterly on: 1 March; 1 June; 1 September and 1 December.

Further information about mileage rates can be viewed through the following link:

http://www.hmrc.gov.uk/cars/advisory_fuel_current.htm

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank