

Action List – Police and Crime Panel Meeting 28 June 2019

Agenda Item	Action	Responsibility	Status
Item 7 Annual Report	Funding to support female offenders is mentioned on page 26 of the annual report. The Commissioner agreed to forward more information on this to the Panel.	PCC	Copies of the Final Evaluation Report and Presentation for the Women's Step to Change Triage & Diversion Project were shared with the Panel, as requested. <ul style="list-style-type: none">• WSTC final evaluation presentation• WSTC final evaluation report COMPLETED.

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<p>Item 12 Commissioner's Question Time</p>	<p>The Commissioner agreed to forward more details to the Panel on Sussex Police's child-centred policing approach.</p>	<p>PCC</p>	<p>The aim of the Sussex Police child-centred approach to policing is "to improve the confidence that children and young people have in the police, to keep them safe from harm and ensure they feel supported and engaged for generations to come".</p> <p>The approach can be demonstrated through the following activity:</p> <ul style="list-style-type: none"> • Sussex Police currently has 20 Prevention Youth Officer (PYO) posts embedded within local Prevention teams who are dedicated to developing and maintaining working relationships with schools and other educational establishments. The PYOs replaced the Neighbourhood School Officer posts that performed this role previously. The PYOs work closely with multi-agency safeguarding and vulnerability teams to tackle any identified problems that arise and ensure that a more consistent and joined-up approach exists around information sharing and problem solving. • The Force has introduced 121 Youth Ambassadors made up of police officers and staff from across the organisation, who are readily identifiable by specially designed pin badges and are tasked with challenging colleagues and changing perspectives in respect of children and young people. • The importance of understanding and promoting child-centred policing at initial contact are two elements that have been included in the training packages delivered to all new police officers, Police Community Support Officers (PCSOs) and contact handlers. • Sussex Police are supportive of the Troubled Families programme. This is a national programme of targeted intervention for families with multiple problems including: crime; anti-social behaviour; truancy; unemployment; mental health and domestic abuse. • The Force has increased the use of Body Worn Video when attending incidents involving children and young people to assess their safety and associated behaviours.
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			<ul style="list-style-type: none">• Sussex Police has continued to develop partnership working in this area, including police representation at Local Safeguarding Children’s Boards throughout the county.• The Force has increased the number of safeguarding referrals that are made to partner agencies.• There are four, well-established Multi-Agency Safeguarding Hubs (MASHs) across Sussex. The MASHs are a single point of contact for all safeguarding concerns regarding children and young people. The MASHs are co-located with other areas of policing and enable strong partnership working to take place, with a commitment to sharing information and good practice central to this approach.• Multi-agency training on the use of Single Combined Assessment of Risk Forms (SCARFs) in the MASHs ensures that any decisions made are based on information received from all relevant partners.• Sussex Police produce a quarterly report about Child Sexual Exploitation (CSE) which is shared with partners to inform better multi-agency activity in this area. The Force has 16 ongoing CSE operations. Work to identify and counter CSE, grooming and the impact of cross-border ‘placements’ of children is also in place.• Operation Encompass directly connects the police with schools to secure better outcomes for children who are subject to or witness to police-attended incidents of domestic abuse. This rapid provision of support within the school environment means that children are safeguarded better against the short, medium and long-term effects of domestic abuse. Operation Encompass is now available in 90% of schools in West Sussex. This initiative went ‘live’ in Hastings at the beginning of December 2018 and the rest of East Sussex and Brighton & Hove will follow shortly. The Force is aiming for 100% coverage of schools in Sussex, including all primary and secondary schools, regardless of whether or not they are state or private schools.
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			<ul style="list-style-type: none">• Operation Stepping Stone is the Sussex Police initiative to “treat children as children first” and “to reduce the unnecessary criminalisation of children and young people”. The Force continue to work closely with the National Police Chiefs’ Council (NPCC) lead for children and young people and use Operation Stepping Stone to embed this ethos throughout Sussex.• Sussex Police has a centralised Public Protection command structure, including a specific shift pattern within the Special Investigations Unit (SIU) that was designed around profiling the anticipated demand for Public Protection resources.• There is increased supervision across the Force to ensure that effective and accurate Threat, Harm, Risk, Investigation opportunities, Vulnerability of the victim and the Engagement level required to resolve the issue (THRIVE) assessment processes exist.• Each year in Sussex 60% of the average 5,680 people reported missing to the police are children. These numbers are anticipated to increase in future and this demand is anticipated to present a challenge to Sussex Police.• Operation Rattle (Brighton & Hove and East Sussex) has been established to gather the intelligence received by: police officers; staff; schools; youth and social workers; parents and children. This approach enables Sussex Police to develop intelligence regarding repeat offenders, vehicles, times and locations which can then be used to plan, target and deploy police resources. <p>COMPLETED.</p>
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<p>Item 12 Commissioner's Question Time</p>	<p>The Commissioner agreed to provide Panel members with further information about the different types of stalking.</p>	<p>PCC</p>	<p>There a number of different types of stalker. A stalker could be a former or current sexual partner, an acquaintance, friend, colleague, neighbour or family member or a complete stranger to their victim. The different types of stalkers are listed below to help you recognise if you, or someone you know, may be being stalked:</p> <p>The Rejected Stalker – Rejected stalking arises in the context of the breakdown of a close relationship. Victims are usually former sexual intimates; however family members, close friends, or others with a very close relationship to the stalker can also become targets of Rejected stalking. The initial motivation of a Rejected stalker is either attempting to reconcile the relationship, or to exacting revenge for a perceived rejection. In many cases Rejected stalkers present as ambivalent about the victim and sometimes appear to want the relationship back, while at other times they are clearly angry and want revenge on the victim. In some cases of protracted stalking, the behaviour is maintained because becomes a substitute for the past relationship as it allows the stalker to continue to feel close to the victim. In other cases, the behaviour is maintained because it allows the stalker to salvage their damage self-esteem and feel better about themselves.</p> <p>The Resentful Stalker – Resentful stalking arises when the stalker feels as though they have been mistreated or that they are the victim of some form of injustice or humiliation. Victims are strangers or acquaintances who are seen to have mistreated the stalker. Resentful stalking can arise out of a severe mental illness when the perpetrator develops paranoid beliefs about the victim and uses stalking as a way of 'getting back' at the victim. The initial motivation for stalking is the desire for revenge or to 'even the score' and the stalking is maintained by the sense of power and control that the stalker derives from inducing fear in the victim. Often Resentful stalkers present themselves as a victim who is justified in using stalking to fight back against an oppressing person or organisation.</p>
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			<p>The Intimacy Seeking Stalker – Intimacy Seeking stalking arises out of a context of loneliness and a lack of a close confidante. Victims are usually strangers or acquaintances who become the target of the stalker’s desire for a relationship. Frequently Intimacy Seeking stalkers’ behaviour is fuelled by a severe mental illness involving delusional beliefs about the victim, such as the belief that they are already in a relationship, even though none exists (erotomantic delusions). The initial motivation is to establish an emotional connection and an intimate relationship. The stalking is maintained by the gratification that comes from the belief that they are closely linked to another person.</p> <p>The Incompetent Suitor – The Incompetent Suitor stalks in the context of loneliness or lust and targets strangers or acquaintances. Unlike the Intimacy Seeker, however, their initial motivation is not to establish a loving relationship, but to get a date or a short term sexual relationship. Incompetent Suitors usually stalk for brief periods, but when they do persist their behaviour is usually maintained by the fact that they are blind or indifferent to the distress of victim. Sometimes this insensitivity is associated with cognitive limitations or poor social skills consequent to autism spectrum disorders or intellectual disability.</p> <p>The Predatory Stalker – Predatory stalking arises in the context of deviant sexual practices and interests. Perpetrators are usually male and victims are usually female strangers in whom the stalker develops a sexual interest. The stalking behaviour is usually initiated as a way of obtaining sexual gratification (e.g., voyeurism targeting a single victim over time), but can also be used a way of obtaining information about the victim as a precursor to a sexual assault. In this sense the stalking is both instrumental and also gratifying for those stalkers who enjoy the sense of power and control that comes from targeting the usually unsuspecting victim.</p>
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			<p>When technology and electronic devices are used as a means to stalk victims, this is referred to as 'Cyber Stalking'. Any of the descriptions above can be facilitated by technology. Cyber stalking may also take the form of identity theft, posting false profiles, provoking others to attack others by attacking the victim, direct threats through email and messaging.</p> <p>You can find further information on the Stalking Risk Profile website.</p> <p>COMPLETED.</p>
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<p>Item 12 Commissioner's Question Time</p>	<p>The Commissioner agreed to provide Panel members with the number of leavers from the Force Contact Command and Control Department in the past year, together with the proportion of these leavers that were employed as contact handlers answering non-emergency telephone calls.</p>	<p>PCC</p>	<p>There were a total of 37 police staff leavers from the Force Contact Command and Control Department (FCCCD) between 1 July 2018 and 30 June 2019.</p> <p>Of those leaving the FCCCD during this rolling year period, 20 of these individuals were Contact Handlers.</p> <p>The FCCCD currently has an establishment of 435.04 FTE* police officers and staff and strength of 444.64 FTE police officers and staff, as at 30 July 2019. This equates to 9.60 FTE officers and staff over establishment, as set out in the table below:</p> <table border="1" data-bbox="1223 619 2078 786"> <thead> <tr> <th>Employee Type</th> <th>Establishment (FTE)</th> <th>Strength (FTE)</th> <th>Variance (FTE)</th> </tr> </thead> <tbody> <tr> <td>Police Officer</td> <td>50.00</td> <td>49.45</td> <td>- 0.55</td> </tr> <tr> <td>Police Staff</td> <td>385.04</td> <td>395.19</td> <td>+ 10.15</td> </tr> <tr> <td>Total</td> <td>435.04</td> <td>444.64</td> <td>+ 9.60</td> </tr> </tbody> </table> <p>* FTE = Full Time Equivalent is based on 40 hours a week for police officers and 37 hours a week for police staff. This does not equate to headcount.</p> <p>COMPLETED.</p>	Employee Type	Establishment (FTE)	Strength (FTE)	Variance (FTE)	Police Officer	50.00	49.45	- 0.55	Police Staff	385.04	395.19	+ 10.15	Total	435.04	444.64	+ 9.60
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