

**Sussex Police and Crime Panel**

30 June 2017 – at a meeting of the Panel held at 10.30 a.m. at County Hall, Lewes.

Present:

Mike Clayden	Arun DC
Emma Daniel	Brighton and Hove CC
Eileen Lintill	Chichester DC
Michael Jones	Crawley BC
John Ungar	Eastbourne BC
Bill Bentley	East Sussex CC
Tricia Youtan	Horsham DC
Tony Nicholson	Lewes DC
Norman Webster	Mid Sussex DC
Eleanor Kirby-Green	Rother DC
Johanna Howell (1)	Wealden DC
Christian Mitchell	West Sussex CC
Val Turner	Worthing BC
Peter Nightingale	Independent
Susan Scholefield	Independent

(1) Substitute for Claire Dowling

Apologies for absence were received from David Simmons (Adur DC), Joe Miller (Brighton & Hove CC), Colin Fitzgerald (Hastings BC) and Claire Dowling (Wealden DC).

In attendance: Katy Bourne, Sussex Police and Crime Commissioner; Mark Streater, Chief Executive and Monitoring Officer of the Office of the Sussex Police and Crime Commissioner (OSPCC); Iain McCulloch, Chief Finance Officer of OSPCC; and Ninesh Edwards and Laura Johnston (Host Authority - West Sussex CC).

**Election of Chairman**

1. The Panel proposed and seconded Bill Bentley as Chairman of the Panel for the forthcoming year. The appointment was agreed by the Panel.
2. Resolved – that Bill Bentley is elected Chairman of the Sussex Police and Crime Panel for the ensuing year.

**Election of Vice-Chairman**

3. The Panel proposed and seconded Christian Mitchell as Vice-Chairman of the Panel for the forthcoming year. The appointment was agreed by the Panel.
4. Resolved – that Christian Mitchell is elected Vice-Chairman of the Sussex Police and Crime Panel for the ensuing year.

**Chairman's Welcome**

5. The Chairman welcomed all to the meeting.

**Declarations of Interest**

6. In accordance with the code of conduct members of the Panel declared the personal interests contained in the table below.

<b>Panel Member</b>	<b>Personal Interest</b>
Bill Bentley	Chairman of East Sussex Safer Community Board  Member of LGA Safer and Stronger Communities Board and LGA National Member Champion for domestic abuse
Emma Daniel	Member of Brighton and Hove Safe in the City Partnership Board
Eileen Lintill	Member of Chichester Community Safety Partnership
Tony Nicholson	Co-Chairman of Eastbourne & Lewes Community Safety Partnership
John Ungar	Co-Chairman of Eastbourne & Lewes Community Safety Partnership
Michael Jones	Chairman of Safer Crawley Partnership
Claire Dowling	Chairman of Safer Wealden Partnership
Val Turner	Member of Safer Communities Partnership, Adur and Worthing
Eleanor Kirby-Green	Member of Safer Rother Partnership
Susan Scholefield	A serving Magistrate  Chair of the Competition Appeal Tribunal Service
Tricia Youtan	Member of Horsham Community Safety Partnership  Cabinet Member for Community Safety at Horsham District Council
Norman Webster	Member of Mid Sussex Community Safety Partnership
Mike Clayden	Chairman of Safer Arun Partnership
Eleanor Kirby-Green	Chairman of Safer Rother Partnership

**Minutes**

7. Resolved – That the minutes of the meeting of the Sussex Police and Crime Panel held on 7 April 2017 be confirmed as a correct record.

**Urgent Matters**

8. There were no urgent matters.

### **Review of Panel Membership and Proportionality**

9. The Panel considered a report by the Clerk to the Panel which set out the political makeup of the Panel's constituent authorities (copy appended to the signed version of the minutes). The Panel was asked if it approved the appointment and reappointment of the independent co-opted members; if the County Councils in Sussex should provide an additional representative; and the political affiliation of any additional County Council members.

10. Resolved – that the Panel agrees:

- 1) To renew the appointment of Mr Peter Nightingale, Independent Co-opted Member, to take effect immediately;
- 2) The appointment of Mrs Susan Scholefield as an Independent Co-opted Member of the Panel for a one-year term, renewable for up to five years
- 3) Notes the appointment of Councillor Joe Miller as second representative for Brighton and Hove City Council
- 4) That either East or West Sussex County Councils should be invited to appoint an additional local authority member (see para 2.16), for a one-year period of office; and
- 5) The appointment of a Liberal Democrat councillor from East Sussex County Council to take effect immediately.

### **Public Question Time**

11. There were no public questions for the panel. The Chairman expressed his disappointment at the lack of public questions and encouraged panel members to think creatively of ways to engage members of the public in the work of the panel.

### **Police and Crime Commissioner's Annual Report**

12. The Panel considered the Commissioner's Annual Report (copy appended to the signed version of the minutes) which provided an update on performance for the period 1 April 2016– 31 March 2017 against the priorities and objectives set out in the Police and Crime Plan 2017/21.

13. The Commissioner introduced the report, which was based around four key priority areas, and highlighted that there was a statutory duty for Police and Crime Commissioner's to produce an annual report.

14. The Panel raised the following issues with the Commissioner:

- Previously outdated data had been used in the introduction to the report but this had now been removed so that the introduction contained no data. The Commissioner was asked to indicate whether the level of reported crime had gone up or down in the last year. *The Commissioner responded that the purpose of the report was to show what she had achieved as Commissioner but crime figures were available online, via Community Safety Partnerships and could be seen being discussed with the Chief Constable during her monthly Performance and Accountability Meetings (PAMs)*

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- The Panel further pressed the Commissioner on why she would not confirm whether the numbers of reported crimes had risen or fallen in Sussex. *The Commissioner said that it was nationally known that the numbers of reports of some crimes had increased and some had decreased. Changes to the way crimes are reported had made a difference to the figures. The Commissioner reiterated that this was not the purpose of the report but that she would be happy to share the details with the Panel.*
- The Panel asked the Commissioner what work is being undertaken to ensure that the Her Majesty's Inspectorate of Constabularies (HMIC) Inspection 'requires improvement' effectiveness judgement is down to the policing model changes and not another underlying cause. *The Commissioner had questioned the Chief Constable at her PAM on 24 March on the 'requires improvement' judgement, particularly around the response to investigate crimes, reoffending and protecting the vulnerable. The Commissioner and Chief Constable were being thorough with scrutiny. Both were disappointed with the outcome but grateful that HMIC recognised the challenges faced by Sussex Police during a period of significant change. Sussex Police would respond in an immediate and constructive manner and there was confidence that HMIC will see improvements in effectiveness as part of the 2017/18 inspection. The Commissioner highlighted the following as an example: an action plan had been drawn up to improve work with victims of domestic abuse and stalking and harassment including the initiation of a gold group. Training had also been rolled out to all frontline police and body worn video cameras had been provided to all neighbourhood policing teams to aid prosecutions.*
- The Panel questioned how the Force was managing the decision to increase the number of Armed Response Officers (AROs); specifically how many AROs did Sussex Police currently have and how close were they to meeting the target? *The Commissioner responded that there should be the target number of AROs across Surrey and Sussex within 18 months. The decision to increase the number of AROs formed part of the precept increase and was part of a national initiative. The training is intense and not all officers pass the training so reaching the required numbers would take time. Training programmes had been run in October 2016 and January 2017 of 16 initial applicants 9 and 10 passed the course respectively. Another started in May 2017 with 16 applicants and 14 currently remained. There would be five additional Armed Response Vehicles (ARVs) available within six months; two were currently available with a further three to be available within six months. The resources were flexible between Surrey and Sussex via the shared unit.*
- The Panel questioned how well placed Sussex Police were to respond to a complex incident given the vulnerabilities in the County with its ports, airport and crowded spaces such as Brighton Seafront following the terrible events in Manchester and London. *The Commissioner was clear that there was no specific intelligence to suggest there was a specific threat against Sussex. The national threat level remains at severe with the public being advised to remain cautious and report anything suspicious to the Police via 999, 101 or the National Counter Terrorism Hotline. The Commissioner had been questioning the Chief Constable for some time for a suitable response on this issue and had resulted in the increase in the precept to recruit more Firearms Officers. Specialist Counterterrorism Armed Response Officers are paid for by the National Policing Grant.*
- The Panel questioned whether the Commissioner could support the local authorities in enabling all year 8 students to see a live performance of

'Chelsea's Choice' a powerful drama performance about Child Sexual Exploitation (CSE), rather than some having to watch it online where it had less impact. *The Commissioner responded that she was happy to look at opportunities if it fits the priorities. Sussex Police's CSE campaign had hit the headlines.*

- The Panel raised their concern about cyber crime and other new types of crime, sought assurances that resources were not being reduced elsewhere and requested that more prominence be given to cyber crime in future reports to the Panel. *The Commissioner highlighted that Sussex Police was working closely with Hampshire, Thames Valley and Surrey Police forces to tackle cybercrime. Cyber crime was also being tackled nationally as one of the National Policing Strategic Priorities. Surrey and Sussex Police were the first forces to set up a joint cyber crime unit. Cyber crime is one of the emerging threads of the report but the report reflected the work of the Commissioner in her Police and Crime Plan. The Commissioner would welcome a working group on the issue.*
- The Panel commended the Commissioner on the input and output of the report but were concerned that the outcomes were not clearly defined. The Panel requested that successes are clearly defined in future reports so resources being expended could be identified, including clear supporting data. *The Commissioner highlighted that the Restorative Justice initiative had won three national awards and that data had been attributed to the section on Video Enabled Justice. The Commissioner agreed to look at how the report could be presented in the future.*

15. Resolved –

1. That the Panel made the following recommendations to the Commissioner:
  - i. That the Commissioner investigate the possibility of contributing to the funding of live performances of 'Chelsea's Choice' to allow all year 8 pupils to see a show
  - ii. That clearly defined outcomes and supporting data be included in next year's annual report
2. That the Panel noted the report

### **Financial Outturn Report 2016/17**

16. Iain McCulloch, Chief Finance Officer (CFO) of the Office of Sussex Police and Crime Commissioner (OSPCC), introduced the report and explained that it presented a summary of the revenue and capital outturn for 2016/17.

17. The Panel made the points below in the discussion that followed:

- The Panel was very concerned that the Commissioner was seeking to use already pressured Section 106 (S106) and Community Infrastructure Levy (CIL) budgets when they would usually be spent on schools, libraries, healthcare and highways. *The Commissioner responded that there were specific areas where S106 could be spent on policing and Sussex Police had not previously been proactive at applying. Monies could only be spent on, for example, automatic number plate recognition, vehicles to protect the community or police estates, but only if the subject development was*

*sufficiently large. The Commissioner noted the Panels concerns but all emergency services were entitled to apply.*

- *The Panel questioned the Commissioner's office budget increase? The CFO responded that the increase was due to the cost of developing the business case around the Fire and Rescue Service and legal costs but they had since received the legal costs back so there was actually an underspend. Currently the budget was £1.274m.*
- *The Panel sought absolute assurances that the underspends in police officer and police staff budgets, along with a reduction in numbers, was a one-off situation which would not be repeated next year. The CFO responded that he now sat on Sussex Police's 'Establishment Board' to keep a close eye on how they were monitoring recruitment and variations during the year. This would give the OSPCC a better understanding of the recruitment situation.*
- *The Panel was concerned that the capital outturn was inaccurate by 35% which made the financial position seem worse than it actually was. The CFO responded that capital estimates are always estimates until business cases are prepared, and will be amended during the year, but there would always be variations.*

18. Resolved – That the Panel noted the report.

### **Update to the Medium Term Financial Forecast**

19. Iain McCulloch, CFO of OSPCC, introduced the report and explained that it set out the key financial issues facing the PCC over the period 2017/18 to 2020/21 and provides options for delivering a sustainable budget and capital programme over the medium term.

20. The Panel made the points below in the discussion that followed:

- *The Panel expressed their concern that serious and organised crime and drug crime was increasingly spreading to rural areas. The Panel asked the Commissioner if she was satisfied that the initiatives highlighted in paragraph 7.1 compensate for the reduction in neighbourhood policing? The Commissioner replied that the initiatives were in places to assist and help the police work more smartly. It required a co-ordinated effort, including Community Safety Partnerships, to work more closely together, to tackle the problem.*
- *Some concern was expressed that some detail was lacking surrounding the savings. The CFO responded that the Commissioner had shared the report with the Panel for information and more detail would be forthcoming during the year.*

21. Resolved – That the Panel noted the report

### **Police Officer Recruitment and Diversity Outcomes 2016**

22. Mark Streater, Chief Executive Officer of the OSPCC, introduced the report and explained that it provided an update on the diversity outcomes following the two police officer recruitment campaigns that Sussex Police carried out in 2016. Mr Streater highlighted that Sergeant Michelle Palmer-Harris had been influential in the success of the recruitment campaigns, and would help co-ordinate a new campaign.

23. The Panel made the points below in the discussion that followed:

- The Panel congratulated Sergeant Palmer-Harris on her work to date but expressed concern that Sussex Police were ranked 35<sup>th</sup> worst for black and minority ethnic (BAME) diversity in the country. Surrounding counties were performing much better so the Panel questioned what learning had been taken from them. *The Commissioner responded that she was on the Board of the College of Policing where a lot of shared learning was undertaken. Surrey and Sussex Police Forces were also the first to join the 'He for She' Campaign. The Chief Constable was the workforce lead nationally for development so would take a lead role on this.*
- The Panel were encouraged by the steps being taken by the OSPCC but questioned if there were any plans in place for the retention of BAME officers? *The Commissioner responded that the College of Policing was developing a programme of Recruitment, Retention and Progression of BAME officers. Phase 1 ran from October 2016 to May 2017 and included a survey and evidence gathering. Phase 2 took place in June 2017 and included analysis of the data gathered in Phase 1; all the details were available on the College of Policing's website. The Commissioner regularly follows up with the Chief Constable.*
- The Panel questioned what happened to members of the Force that became disabled during service. *The Commissioner responded that Diversity Officers provided support to officers in this situation and there was a huge amount of support available.*

24. Resolved –

1. That an update on Police Officer Recruitment and Diversity Outcomes be presented to the Panel in a year's time.
2. That the Panel noted the report

### **Annual Report from the Host Authority**

25. The Panel considered the annual report from the Clerk to the Police and Crime Panel (copy appended to the signed copy of the minutes) which provided the annual budget report setting out the costs of the operation of the Panel over the course of the last year and a summary of the main achievements of the Panel.

26. Members of the Panel thanked the host authority for its effective support to the Panel.

The Panel requested training on how to identify strategic issues and ask strategic, rather than operational, questions.

27. Resolved – that the Panel:

1. Notes the budget outturn for 2016/17.

28. Cllr Howell left the meeting at this point.

### **Police and Crime Panel Work Plan 2017/18**

29. The Panel considered the Work Plan of the Panel for 2017/18 (copy appended to the signed minutes). The Chairman invited the Panel to make any comments on the topics highlighted in the Work Programme and make suggestions on any further topics that should be considered by the Panel.

30. Resolved – That the Panel agreed the Work Plan.

### **Quarterly Report of Complaints**

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

32. Resolved – that the Panel notes the report.

### **Written Questions**

33. The Panel noted that there had been no written questions received.

### **Commissioner's Question Time**

34. The Panel raised the following issues and questions of the Commissioner:

- The Panel expressed concern about the handling of 101 non-emergency calls, particularly the percentages of calls answered versus calls dropped. The Commissioner had previously stated that she was more concerned with how the calls were handled rather than focussing on targets for numbers of calls answered but the Panel did not feel this was a satisfactory response in holding the Chief Constable to account. The Panel requested that the figures be made public on a monthly basis. *The Commissioner responded that the 101 non-emergency number had received 440k calls in a year, 52% of calls were answered within 60 seconds. The Commissioner asked the Panel whether it was about the speed the call was answered or how happy the person was at the end of the call. The Commissioner was keeping a close eye on performance and had tasked the Deputy Chief Constable to monitor the situation. Additional staff had been recruited and the online reporting facility had been improved. Performance had been improving aside from a drop when technical issues had arisen and new recruits had been answering calls. A gold group had been established to monitor the situation. If there was a spike in 999 calls then 101 call handlers could switch to 999 calls and vice versa. Any planned savings for 2017 have been suspended as delivering a good service is critical and public feedback suggests improving consistency and the outcome of calls is more important than the time taken to answer them.*
- The Panel queried whether the Commissioner was satisfied that Sussex Police was still able to offer a satisfactory service given the extra demands on officers' time following the London terrorist attacks. The Panel also questioned whether there had been any impact on health and wellbeing. *The Commissioner informed the Panel that there had been no calls on Sussex Police to assist with the London attacks but when the threat level had been increased (Operation Temperer) police officers were working 12 hour shifts to cover the heightened security. The Chief Constable was aware of the additional strain this placed on staff and support was put in place.*

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- The Panel questioned when the Commissioner would publish the business case around the possible takeover of Fire and Rescue Services. *The Commissioner told the Panel that the business case had been written and the OSPCC was currently convening a meeting with the relevant authorities. Once this had taken place the business case would be published.*
- The Panel asked the Commissioner to keep a close eye on the changes to the Sussex Police following cuts to the 'preventative' strand of the Force. Whilst there were no compulsory redundancies being undertaken, concern was expressed that specialisms were no longer being valued. An example was given of previous changes to licensing officer arrangements resulting in a steep increase in alcohol related crime. *The Commissioner noted the Panel's comments and would pass them on.*
- The Panel noted that the Commissioner had been meeting with a wider group of forces and questioned whether she had identified any particular police forces to work collaboratively with aside from Surrey. *The Commissioner responded that Surrey, Sussex, Hampshire and Thames Valley Police had renewed their commitment to look at working closer together. The collaborative work with Surrey would continue as many units were shared.*

### **Commissioner's Response to Panel Recommendations from 7<sup>th</sup> April meeting**

35. The Panel noted the Commissioner's response to its recommendations from the 7 April meeting.

### **Working Group Appointments**

36. The Panel considered the membership of the working group to act as a critical friend in the development of the precept.

37. Resolved – that the Panel agrees the membership of the working group as follows:

- Bill Bentley, East Sussex County Council
- Eileen Lintill, Chichester District Council
- Tony Nicholson, Lewes District Council
- Peter Nightingale, Independent Member
- Dave Simmons, Adur District Council
- Norman Webster, Mid Sussex District Council
- Christian Mitchell, West Sussex County Council

### **Date of Next Meeting**

38. The next meeting date of 6 October 2017 was noted.

The meeting ended at 1.26 p.m.

Chairman