

Public Document Pack



Devon and Cornwall Police and Crime Panel

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DEVON AND CORNWALL POLICE AND CRIME PANEL

Friday 20 June 2014

10.30 am

Council House (Next to the Civic Centre), Plymouth

Members:

Councillors Barker (Teignbridge District Council), Batters (Cornwall Council), Inch (Torridge District Council), Geoff Brown (Cornwall Council), Croad (Devon County Council), Duncan (Isles of Scilly), Eddowes (Cornwall Council), Excell (Torbay Council), Hare-Scott (Mid Devon District Council), Haywood (North Devon District Council), James (Cornwall Council), Penberthy (Plymouth City Council), Rennie (Plymouth City Council), Rule (Cornwall Council), Saltern (South Hams District Council), Sanders (West Devon District Council), Sutton (Exeter City Council) and Wright (East Devon District Council).

Independent Members:

Yvonne Atkinson (Devon) and Vacancy (Cornwall and Isles of Scilly)

Members are invited to attend the above meeting to consider the items of business overleaf.

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DEVON AND CORNWALL POLICE AND CRIME PANEL

10.30 – 10.45

1. APPOINTMENT OF CHAIR OF DEVON AND CORNWALL POLICE AND CRIME PANEL

The panel will elect a Chair of the Devon and Cornwall Police and Crime Panel.

2. APPOINTMENT OF VICE-CHAIR OF DEVON AND CORNWALL POLICE AND CRIME PANEL

The panel will elect a Vice-Chair of the Devon and Cornwall Police and Crime Panel.

10.45 – 10.50

3. APOLOGIES

To receive apologies for non-attendance submitted by panel members.

10.50 – 10.55

4. MINUTES

(Pages 1 - 16)

To sign and confirm as a correct record the minutes of the meeting held on 7 February and 2 April 2014.

5. DECLARATIONS OF INTEREST

Members will be asked to make any declaration of interest in respect of items on this agenda.

10.55 – 11.20

6. PUBLIC QUESTIONS

To receive questions from (and provide answers to) members of the public that are relevant to the panel's functions.

Questions should be no longer than 100 words and sent to Democratic Support, Plymouth City Council, Civic Centre, Plymouth PL1 2AA or democratic.support@plymouth.gov.uk. Questions must be received at least 5 complete working days before the meeting.

11.20 – 11.45

7. POLICE AND CRIME COMMISSIONER'S REPORT ON THE POLICE AND CRIME PLAN DELIVERY MECHANISMS (Pages 17 - 34)

The Police and Crime Commissioner will introduce the delivery mechanisms and performance measures for the plan.

11.45 – 12.05

8. POLICE AND CRIME COMMISSIONER'S PERFORMANCE REPORT (Pages 35 - 38)

The panel will receive an update from the Police and Crime Commissioner in respect of performance against objectives in the Police and Crime Plan 2013/14.

12.05 – 12.15

9. SCRUTINY WORK PROGRAMME FOR 2014/15 (Pages 39 - 48)

Members will be asked to consider options for agreeing their next 'reactive' and 'proactive' scrutiny topics for 2014/15.

12.15 – 12.25

10. RECRUITMENT OF INDEPENDENT MEMBER FOR CORNWALL AND ISLES OF SCILLY (Pages 49 - 54)

The panel will be presented with the process and timescale for recruiting the independent (non-council) member.

12.25 – 12.40

11. POLICE AND CRIME COMMISSIONER'S CONSULTATION ON THE PROPOSED COMMUNITY REMEDY (Pages 55 - 58)

The Police and Crime Commissioner will present the consultation process which has commenced in response to the Anti-Social Behaviour, Crime and Policing Act, which places a duty on police and crime commissioners to consult with members of the public and community representatives on what punitive, restorative or rehabilitative actions they consider appropriate to be included in its Community Remedy document.

12.40 – 12.50

12. POLICE AND CRIME COMMISSIONER'S UPDATE REPORT (Pages 59 - 66)

The Police and Crime Commissioner has provided the panel with his regular report regarding the activities and decisions he has made to date. The report also details any forthcoming planned events.

12.50 – 13.00

13. REPORT FROM THE OFFICE OF THE POLICE AND CRIME COMMISSIONER IN RESPECT OF ANY NON-CRIMINAL COMPLAINTS ABOUT THE POLICE AND CRIME COMMISSIONER (Pages 67 - 68)

Members will consider the report and, after due consideration, agree the resolutions by the Chief Executive Officer of the Office of the Police and Crime Commissioner.

14. FUTURE MEETING DATES

The following are the scheduled dates for future meetings of the panel –

- 17 October 2014
- 19 December 2014
- 6 February 2015 (precept)
- 20 February 2015 (if precept veto'd)
- 10 April 2015 (provisional)

Devon and Cornwall Police and Crime Panel

Friday 7 February 2014

PRESENT:

Councillor Croad, in the Chair.

Councillor Rule, Vice-Chair.

Councillors Batters, Boyd, Geoff Brown, Eddowes, Excell, Hare-Scott, James, Owen (substitute for Councillor Sutton), Penberthy, Saltern, Williams and Wright.

Independent Representative: Yvonne Atkinson.

Apologies for absence: Councillors Barker, Duncan, Haywood, Sanders and Sutton and Mike Firbank (Independent Representative).

Also in attendance: Sarah Hopkins, Community Safety Partnership Manager, Lynn Clark, Police and Crime Panel Coordinator, Katey Johns, Democratic Support Officer, Tony Hogg, Police and Crime Commissioner, Andrew White, OPCC Interim Chief Executive, Duncan Walton, OPCC Treasurer, and Jan Stanhope, OPCC Senior Advisor.

The meeting started at 10.30 am and finished at 2.03 pm.

Note: At a future meeting, the Panel will consider the accuracy of these draft minutes, so they may be subject to change. Please check the minutes of that meeting to confirm whether these minutes have been amended.

31. **MINUTES**

Agreed the minutes of the meeting held on 20 December 2013.

32. **DECLARATIONS OF INTEREST**

The following declaration of interest was made in respect of items under consideration at the meeting –

Name	Minute No.	Reason	Interest
Councillor Excell	Minute Nos. 34 – 38	Executive Lead for Torbay's Safer Communities Partnership	Personal

33. **PUBLIC QUESTIONS**

One question was received from a member of the public, Mr Lloyd. Though the question was not in accordance with the "Panel Arrangements and Rules of Procedure", which state that questions posed to the Panel should be relevant to the 'Panel's Functions', it was accepted by the Chair in the interests of openness and

democracy and forwarded on to Mr Tony Hogg, the Police and Crime Commissioner, who responded as set out below.

Question No	Question By	Subject
I 13/14	Mr R Lloyd	Police and Crime Commissioner Achievements
<p>What has the Police and Crime Commissioner personally done, achieved or organised that could not have been done, achieved or organised by an already existing Chief Constable, senior Police Officer or any senior member, civilian or uniformed, of the police service?</p>		
<p>Response:</p> <p>“I always welcome the opportunity to explain more about the pioneering role of Police and Crime Commissioners and the influence and impact we can make as the public’s policing representatives.</p> <p>Before the inaugural PCC election in November 2012, police forces were held to account locally by Police Authorities. They were made up principally of local authority representatives and independent members. However they had no real public facing role.</p> <p>With this in mind the Government replaced Police Authorities with directly elected Police and Crime Commissioners. The aim was simple – to bring police and public much closer together. My manifesto and subsequent Police and Crime Plan includes policing priorities developed by me, but moulded and influenced by what the public tells me. They include protecting officer numbers, tackling alcohol related crime and misuse, domestic and sexual violence and giving a victims of crime a greater voice. I have engaged directly with many groups, partners, police and thousands of individuals over the last two years, before and after receiving the election mandate.</p> <p>With any new system there will inevitably be a ‘bedding in’ period and after more than a year in office, I believe that I am through this. Considerable work needed to be done in my first twelve months to enable an effective transition from the Police Authority and to manage a considerably larger workload and statutory responsibilities, including the commissioning of services for community safety, victims and restorative justice.</p> <p>An excellent example of how I can make a real difference is in maintaining police officer numbers above 3,000. Under the old Police Authority they were due to fall to 2,810. The public told me that they wanted to see ‘bobbies on the beat’ and I was able to raise the policing precept part of the council tax last year to enable me to stop this decline in numbers. Indeed, you will notice that I am recommending a similar rise for this purpose for 2014/15. This can only be done by an elected</p>		

representative.

In a democratic society it is imperative that there is transparent and effective scrutiny of our police force. I hold the Chief Constable to account for the delivery of the police and crime plan and more than ever before there is rigorous analysis of force performance which is carried out by the OPCC. Clearly it would be inappropriate for this work to be carried out internally by the police force themselves and, as PCC, I have the power to appoint and, in exceptional circumstances, dismiss the Chief Constable.

I am pleased with what we have achieved so far, whilst accepting that much new work lies ahead of us. I do accept that some people still have to be convinced about the merits of this PCC role. However I am confident that we are already proving how it effectively delivers what the Government set out to achieve. It provides a link to the public for police performance, scrutiny and transparent accountability and I have received plenty of positive feedback about how refreshing it is to have a genuine pathway for the public to influence the future shape of our policing.

It is inconceivable to see how the statutory responsibilities of Police and Crime Commissioners, and therefore the stated goals of Government policy on this issue could be achieved by senior officers within the force. My role is scrutinised by the Police and Crime Panel, and ultimately my performance will be reflected in the process of democratic accountability.”

Members noted that Mr Lloyd was not in attendance at the meeting and a copy of the response had been sent to him.

34. **CONSIDERATION OF THE DRAFT REFRESH OF THE POLICE AND CRIME PLAN - 2014-2017**

The Chair welcomed the Police and Crime Commissioner and his team who were in attendance to present the draft refresh of the Police and Crime Plan 2014-2017. Mr Hogg commented that he welcomed scrutiny of his plan, performance and budget today and, in these challenging times, he hoped to be able to present proposals which he believed were affordable, sustainable and able to meet the challenges ahead for policing.

The Panel considered the information regarding the Police and Crime Plan contained within the written report, submitted as part of the agenda pack, and within the presentation slides. Members heard that the Plan –

- remained under development;
- reflected the PCC’s experience of his first year in office;
- had been adjusted to reflect new and emerging risks;
- would clearly set out the PCC’s expectations of the OPCC, Chief Constable and partners;
- contained the PCC’s vision for Devon and Cornwall and the Isles of Scilly;

- identified the following six areas of priority –
 - to make our area safer
 - a focus on cutting alcohol-related harm
 - a renewed drive for efficiency and reducing cost
 - a more effective criminal justice system
 - establishing victim support services
 - to enable citizens to play their part in community safety
- set out the PCC's budget for 2014-2018, including the precept proposal for 2014-15 of a 1.99 per cent increase

Following a lengthy debate on this item, it was clear that there were a number of areas of concern which members shared around the content of the Plan. These were that the PCC should consider –

- (a) including within his Plan more prominently as a priority, the issues of rape, domestic violence and abuse, and sexual offences/violence;
- (b) including within his Plan how he was assessing the social value, impact and cost of crime;
- (c) including in his 'vision' the different and diverse communities that made up the population of Devon and Cornwall;
- (d) reinstating within his Plan "hate/mate" crime as a priority;
- (e) how he could strengthen relationships with the Crown Prosecution Service;
- (f) giving more prominence in his Plan to substance misuse (drugs and new psychoactive substances);
- (g) under the priority 'to reduce the crime and harm caused by the misuse of alcohol' to move the statement under 'I expect the Chief Constable to' which stated "Effectively deploy the range of legal measures that were available to them to address alcohol-related crime and disorder problems, such as Fixed Penalty Notices and Dispersal Notices" to sit under 'I will work with Partners';
- (h) developing a framework for demonstrating performance against the Police and Crime Plan for regular scrutiny by the Police and Crime Panel;
- (i) giving more prominence within his Plan reference to PCSOs;
- (j) how he could personally engage more widely with scrutiny arrangements, e.g. Licensing Committees, and councillors in order to express his vision and views and become involved in wider issues, e.g. gambling;
- (k) under 'making every penny count', reviewing and broadening this in light of the 'bigger picture' in relation to estate rationalisation and collaboration;

- (l) improving/refining definitions in respect of alcohol harm and the connection with violence (including domestic violence and abuse) and sexual violence;
- (m) providing the Panel with a copy of the Chief Constable's Delivery Plan when finalised;
- (n) providing his 'Communications Strategy' when drafted, including how he would improve the levels of Police staff who were aware of and understood the PCC's priorities.

Agreed that the Police and Crime Panel will review the Draft Refresh of the Police and Crime Plan 2014-2017, taking account of the comments and observations made today, as noted in the minutes and on the webcast, and will submit a formal response on this item to the Police and Crime Commissioner after the meeting.

(This item was taken in conjunction with minutes 35 and 36).

(Councillor Excell declared a personal interest in respect of the above item).

35. **POLICE AND CRIME COMMISSIONER'S PERFORMANCE REPORT**

Further to minute 34 above, Members heard from the Police and Crime Commissioner in respect of his Performance Report and were advised that –

- he was working with his team to try and simplify the way in which crime and performance measures, both from his office and the Police, were projected;
- another of his Performance and Accountability Boards, designed at improving public access and transparency to discussion and decisions, had taken place this week;
- the target of reducing crime by two per cent would not be achieved, despite there having been an overall reduction of -2.6 per cent compared to the twelve months to 31 December 2012. This was due to a +0.4 per cent increase in the nine months from 1 April to 31 December 2013.

During the discussion on this item, a number of issues were raised by Panel Members and responded to as follows –

- (a) the survey measures relating to leadership performance indicated a high level of disagreement amongst the Police workforce, this was a significant area of challenge and concern to the PCC and was one he was addressing with the Chief Constable;
- (b) a communications strategy was being worked up to ensure that the Police workforce were better informed of the PCC's priorities for Devon and Cornwall;
- (c) a policy decision had been taken by the PCC that cctv funding would no

longer be provided by the Police and any future funding requirements would have to be sought from local authorities;

- (d) morale amongst staff had been assessed as satisfactory and was not at the levels reported and hyped in the press;
- (e) the PCC acknowledged that the format of the report and the level of detail relating to performance could be improved and as, he had previously stated, he and his team were working together to improve it;
- (f) this report reflected the performance of the Police and not that of the Police and Crime Commissioner.

The Panel noted the report.

(This item was taken in conjunction with minutes 34 and 36).

(Councillor Excell declared a personal interest in respect of the above item).

36. **CONSIDERATION OF THE POLICE AND CRIME COMMISSIONER'S PROPOSED LEVEL OF PRECEPT FOR 2014/15**

Further to minutes 34 and 35 above, the Police and Crime Commissioner set out his proposals for the 2014-15 precept as submitted in the reports attached to the agenda and contained within the presentation slides.

The PCC reported that nationally it looked set to rise by five per cent in all but four of the 43 policing areas. However, he believed that his Crime Plan had served Devon and Cornwall and the Isles of Scilly well and that it remained a low-cost Force in terms of its level of policing. He was, therefore, proposing a 1.99 per cent increase. This would represent an average council tax contribution of £166.16 for Plymouth based on a Band D property (6.2 pence per week).

The Panel agreed –

- (1) the proposal to increase the precept by 1.99 per cent;
- (2) that the Police and Crime Commissioner keeps the Panel informed of his Estate Strategy and Review developments.

(This item was taken in conjunction with minutes 34 and 35).

(Councillor Excell declared a personal interest in respect of the above item).

37. **POLICE AND CRIME COMMISSIONER'S REPORT ON ACTIVITIES AND DECISIONS**

The panel briefly heard from the Police and Crime Commissioner regarding activities undertaken, decisions made to date and details of forthcoming planned events, as detailed in his report. Mr Hogg highlighted the following –

- delivering victim services continued to be a big issue;
- his frustration over further budget reductions of £2.5m in order to fund the expansion of major national policing projects;
- his disappointment that the Government review of the formula used to calculate police force funding would not be completed before the General Election and the fact that current funding arrangement took no account of the influx of tourists to the South West nor recognise the added complications of policing over 500 miles of coastline.

The Panel noted the report.

(Councillor Excell declared a personal interest in respect of the above item).

38. **REPORT FROM THE OFFICE OF THE POLICE AND CRIME COMMISSIONER IN RESPECT OF ANY NON-CRIMINAL COMPLAINTS ABOUT THE POLICE AND CRIME COMMISSIONER**

The panel noted that no complaints had been received against the Police and Crime Commissioner during the period 25 November 2013 – 22 January 2014.

(Councillor Excell declared a personal interest in respect of the above item).

39. **FUTURE MEETING DATES**

The Chair encouraged members to respond to the Democratic Support Officer with their availability on the dates circulated.

In response to Ms Atkinson's query regarding the next topic of scrutiny would be, it was agreed that the two remaining previously agreed topics would be circulated to the panel via e-mail.

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Devon and Cornwall Police and Crime Panel

Wednesday 2 April 2014

PRESENT:

Councillor Croad, in the Chair.

Councillor Rule, Vice Chair.

Councillors Barker, Batters, Boyd, Eddowes, Excell, Parsons (substitute for Councillor James), Penberthy, Saltern, Sanders, Toms (substitute for Councillor Brown) and Wright.

Independent Members: Ms Atkinson and Rev Firbank.

Apologies for absence: Councillors Brown, Hare-Scott, Haywood and Williams.

Also in attendance: Peter Aley (Head of Safer Communities), Sarah Hopkins (Community Safety Partnership Manager), Tony Hogg (Police and Crime Commissioner), David Shepperd (Head of Legal Services), Bernadette Smith (Senior HR Adviser), Jan Stanhope (Senior Advisor OPCC), Duncan Walton (Treasurer OPCC), Andrew White (Interim Chief Executive OPCC) and Nicola Kirby (Senior Democratic Support Officer)

The meeting started at 10.30 am and finished at 12.50 pm.

Note: At a future meeting, the Panel will consider the accuracy of these draft minutes, so they may be subject to change. Please check the minutes of that meeting to confirm whether these minutes have been amended.

40. **MINUTES**

As members had not had an opportunity to review the minutes of the last meeting,

Agreed that the minutes are submitted to the meeting of the panel in June 2014.

41. **DECLARATIONS OF INTEREST**

There were no declarations of interest made by members in respect of the items under consideration at the meeting.

42. **PUBLIC QUESTIONS**

Two questions had been received from a member of the public. Although the questions were not relevant to the panel's function, the Chair had allowed the questions to be submitted today and had asked the Police and Crime Commissioner to respond to them.

Mr Chris Boarland attended the meeting to put his questions and the Police and Crime Commissioner (PCC) responded as follows (a copy of the response had been sent to Mr Boarland in advance of the meeting) –

Question By	Subject
Mr Chris Boarland	Police and Crime Plan
<p>1. Police and Crime Plan. Could the PCC please explain what public consultation has been undertaken in respect of the proposed revision to the plan. I was notified in August 2013 of the intention to review the plan, a process which started in September of last year - therefore time was surely not an issue. The OPCC website refers to consultation with partners, but there is no reference to public consultation on which so much store was (rightly) placed when the original plan was published. I can find no reference to the draft (revised) plan on the OPCC website.</p> <p>2. Could the panel please ask the PCC again whether he could instruct the Chief Constable to publish his delivery plan, this being the mechanism by which we determine how the police will deliver the Commissioner's Police & Crime plan. . Without this, and a meaningful performance measurement regime, the plan is just a document of laudable statements of the PCC's intentions.</p> <p>(This was raised by members at the last PCP meeting and may be answered through the minutes and actions, however these have not been made public yet. The panel should also be aware that the PCC wrote to me on this issue on 20th February 2014, stating that the publication of the Chief Constable's delivery plan was not a matter for the PCC, rather the police. I strongly disagree.)</p>	
<p>Response from Mr Tony Hogg, the Police and Crime Commissioner:</p> <p>I write in response to the questions you have put to the Police and Crime Panel ahead of its meeting on 2 April. The questions have been passed to me and I have been asked by the panel to put my responses to you in writing.</p> <p>Turning first to your question regarding consultation on the Plan. As you acknowledge, over recent months I have been reviewing the Police and Crime Plan. In particular I wanted to reflect on experiences during my first year in office and ensure that the Plan meets the needs of our communities and suitably addresses emerging threats and challenges.</p>	

This review, which commenced slightly later than originally intended in October 2013. The review drew heavily on the experience gained from my first year in office the feedback I have received throughout the past sixteen months. The Police and Crime Panel and the Chief Constable were kept abreast of developments as the review progressed.

The review found that a central foundation of the inaugural Police and Crime Plan 'communities playing their part' did not need significant change. Equally, it found that the core priorities (a community partnership approach to tackling crime and anti-social behaviour, victim focus, strong leadership, listening to the public and investment for the future) remained relevant. However, it became clear that the Plan needed a sharper focus to drive progress and that it needed to better distinguish between the respective roles of the OPCC and the police force.

As in the first Plan, I am committed to retain the close linkages to the Peninsula Strategic Assessment. The PSA is a good body of work, constructed by our partners and drawing on a wide range of evidence and data sources to set out the most pressing community safety issues faced in Devon and Cornwall.

Early in the New Year, we consulted our statutory partners and community groups on the revised Plan priorities. This was not a closed process but the decision was taken not to undertake additional targeted consultation with the public, for several reasons.

Firstly, the key priorities in the revised Police and Crime Plan did not significantly alter from those originally published. Although there has been substantial change to the length and detail in the Plan, largely it does not divert from the original intentions published. These were subject to public consultation when we developed the Plan and have received strong support from the public over the last twelve months. It was not considered a wise use of public money to consult the public again for their views on these specific priorities for a second time within twelve months.

Secondly, my consultation with the public on priorities for the area is a continual process. During the course of the year, my team and I have met with many members of the public, individually through public surgeries and in one-to-one meetings. We have also engaged extensively through community and neighbourhood groups, public open meetings and radio phone-ins. These provide me and my team the opportunity to hear first-hand the experiences and expectations of the public and any concerns they may have. I have regularly reported upon this diverse range of engagement to the Police and Crime Panel and via the OPCC website. This is an improvement upon what the Police Authority did.

Since November 2012, my office has engaged with approaching 3,500 people. This is in addition to 1,900 public surveys completed and 1,200 pieces of correspondence received. I have also participated in numerous television and radio interviews and discussions. The breadth of this engagement was commended by CoPaCCI in the PCC and Public Engagement awards in March 2014. It has become evident from this wide engagement activity that the public wish to see local policing protected as far as possible with greater efforts to reduce bureaucracy and red tape. There are also calls for greater cross-agency working to sustain and improve services wherever possible.

Turning now to your second question. The Chief Constable's Delivery Plan does not form part of the Police and Crime Plan and technically speaking there is no obligation for it to be published. However I am fully committed to openness and transparency and see this as a core part of the role of the PCC. I publish all PCC information. As you acknowledge, we have exchanged correspondence on the subject of the publication of the Chief Constable's Delivery Plan before. When I wrote to you on this matter last month, I explained that the Chief Constable's Delivery Plan was part of a wider delivery plan for the force and therefore its publication is a matter for the Chief Constable, not the PCC. I have asked the Chief Constable to consider this matter and the Chief Constable advises me that he will give this consideration and in the meantime he will be in contact with you.

I accept that the performance mechanisms we adopted in the first year did not provide sufficient opportunity for the public to monitor progress and hold me to account. However, it is important that we move on.

For 2014 we have developed a more mature approach to performance monitoring. We will be establishing a series of delivery boards aligned to each of the priorities in the Police and Crime Plan. These will be jointly managed by the OPCC and the force and report directly to me and the Chief Constable. We will publish high level delivery plans for these boards and will provide regular progress updates on the OPCC website as well as reporting formally to the Police and Crime Panel regularly.

I hope that you will agree this is a big step forward in the continued drive for more meaningful openness and accountability.

Thank you for your continued interest and constructive challenge to the work of the OPCC.

The PCC added that he was committed to transparency although there may be some issues which were operationally sensitive. However he hoped that the delivery plan could be shared even if some of the information had to be redacted.

Mr Boarland asked a supplementary question emphasising the need for transparency on the Police and Crime Plan. The Interim Chief Executive indicated that the plan would be published on their website tomorrow and updates on the priorities would be published during the year.

43. **REVIEW AND CONFIRMATION HEARING OF THE PROPOSED APPOINTMENT OF THE POLICE AND CRIME COMMISSIONER'S CHIEF EXECUTIVE AND MONITORING OFFICER**

The Community Safety Partnership Manager submitted a report -

- (a) on the procedure for conducting a confirmation hearing to consider the Police and Crime Commissioner's proposed appointment to the position of Chief Executive and Monitoring Officer (as head of the Commissioner's staff);
- (b) indicating that the Police and Crime Commissioner (PCC) had notified the Chair of his proposed appointment of Mr Andrew White for the post;
- (c) appending additional information that the PCC was required to provide to the panel about the recruitment process, the candidate, the criteria used to assess the candidate, how the candidate satisfied that criteria and the terms and conditions of their employment.

The Chair welcomed Mr Andrew White (the preferred candidate) to the meeting and outlined the procedure for the confirmation hearing. After the hearing, the Panel would adjourn to consider the appointment, in private. The PCC would then be advised of the panel's decision and the PCP would seek to agree with the PCC how and when an announcement would be made.

In order to gain further information from Mr White on how he met the criteria for the post and his suitability for the role, with particular reference to personal independence and professional competence, Mr White responded to questions by members on –

- (d) the relationship between the PCC and the Chief Constable;
- (e) dealing with differing views between an elected representative and a senior professional;
- (f) difference of opinions between the panel and the PCC;
- (g) equality, diversity and human rights;
- (h) Improving poor performance in a large organisation;
- (i) improving police staff survey results on the knowledge of staff on

the PCC's priorities;

- (j) support to the PCC to meet budget cuts whilst keeping crime down;
- (k) working with partners and agencies;
- (l) implementation of the recommendations of the Centre for Public Scrutiny;
- (m) information exchange between the panel and the PCC;
- (n) the issuing of OPCC reports and comments (without having regard to the wider picture);
- (o) the role of the post in mediating between elected representatives and the OPCC.

At the end of the session, the Chair provided Mr White with the opportunity to add anything further and Mr White responded that this was a wonderful opportunity to work to improve community safety.

Agreed that under Section 100(A)(4) of the Local Government Act, 1972, the press and public are excluded from the meeting for the following item of business on the grounds that it involves the likely disclosure of exempt information as defined in paragraph 1 of Part 1 of Schedule 12A of the Act, as amended by the Freedom of Information Act 2000.

The panel adjourned to consider the suitability of the candidate for the post of the Chief Executive and Monitoring Officer.

Following the adjournment, the panel reconvened and the Chair advised that the panel had had the opportunity, in private session, to consider and review:

- the Police and Crime Commissioner's recruitment and selection process;
- details about the candidate;
- the criteria used to assess the candidate;
- how the candidate satisfied that criteria and their terms and conditions of employment;

in order to satisfy themselves as to whether or not Mr White was a suitable appointment.

The panel had reached a decision in respect of the Police and Crime Commissioner's proposed appointment of Mr Andrew White as Chief Executive and Monitoring Officer, and the PCC had been informed.

Following a vote,

Agreed that the panel confirms and recommends to the Police and Crime Commissioner that Mr Andrew White is appointed as Chief Executive and Monitoring Officer.

44. **REFRESH OF THE POLICE AND CRIME PLAN - 2014-2017: UPDATE**

The Interim Chief Executive submitted a report updating the panel on the Police and Crime Panel. He reported that -

- (a) following the recent scrutiny of the plan, some issues needed to be amplified and amendments recommended by this panel had also been made;
- (b) delivery of the six priorities would be through five delivery boards working jointly with the Chief Constable, and it was hoped that a level of independence would be achieved on each board;
- (c) one of the performance measures would relate to the staff awareness of the priorities and the overall direction of the police force;
- (d) he intended to work closer with the Health and Wellbeing Board in the future;
- (e) he had provided a copy of the plan to the Chair of the panel and would provide copies of the plan and the letter sent to the Chair, to all members of the panel. A summary document was also available and both documents would be available on the website;
- (f) the website needed to be reviewed for improvement.

Following a request by a member, the Chair undertook to incorporate the PCC's letter to the Chair (referred to in (e) above) into the papers for the meeting to enable public access.

The panel noted the report.

45. **REPORT FROM THE OFFICE OF THE POLICE AND CRIME COMMISSIONER IN RESPECT OF ANY NON-CRIMINAL COMPLAINTS ABOUT THE POLICE AND CRIME COMMISSIONER**

The Interim Chief Executive submitted a report indicating that no complaints had been made against the PCC under the Police Reform and Social Responsibility Act 2011 during the period 19 January to 12 March 2014.

The report also set out the number of complaints received and handled since the PCC's election on 15 November 2012.

46. **FUTURE MEETING DATES**

The panel noted the dates of the panel meeting for 2014/15 as follows and thanked Katey Johns (Democratic Support) for her work liaising on the proposed dates –

- 20 June 2014
- 17 October 2014
- 19 December 2014
- 6 February 2015 (Precept)
- 20 February 2015 (Only required if Precept veto'd)
- 10 April 2015 (Provisional)



**Police and Crime Panel Meeting
20 June 2014
Report of the Police and Crime Commissioner**

POLICE AND CRIME COMMISSIONER'S REPORT ON THE POLICE AND CRIME PLAN DELIVERY MECHANISMS

This report seeks to inform the Police and Crime Panel on how the Police and Crime Plan will be delivered. It explains the delivery mechanism that has been agreed with the Force and how progress will be tracked and published. It also sets out the approach adopted in the Plan to performance measures for 2014-2017.

The Police and Crime Plan sets out a clear programme of work for the PCC and his Office as well as for the force and our partners. This is an ambitious and challenging plan which will deliver real improvements for people living in Devon and Cornwall and the Isles of Scilly. The recent changes to the OPCC office structure and capacity will enable the OPCC to provide this enhanced support to the PCC in delivering his Plan.

The OPCC will take a leading role in many areas to drive forward progress against the Plan. This includes through our work on victims services, alcohol and volunteering. We will also continue to work on wider issues relating to crime and community safety through an improved partnership approach with the police, local authorities, the voluntary sector and criminal justice colleagues. The PCC's scrutiny of force performance and activity relating to the Plan will also be enhanced through changes to the Performance and Accountability Board.

A. DELIVERY MECHANISMS

Strategic Delivery Boards

The six priorities within the Police and Crime Plan are being delivered through five Strategic Delivery Boards with the Performance and Accountability Board managing Priority 1. These Boards will be responsible for progressing the actions within the Police and Crime Plan, working with partners to seek alignment with existing work and to report on achievements. Board membership comprises staff from the OPCC, representatives from the Force and a person independent of the OPCC and Force.

There is some discretion to the chair for how often to convene the Board and to arrange its operating arrangements, however each Board will report to the Police and Crime Commissioner and Chief Constable bi-monthly. Each Board will also publish regular update reports on the OPCC website. The Boards are developing their Action Plans and these will be published on the OPCC website once they have been signed off.

The five Plan Strategic Delivery Boards are:

1. *Reducing the harm caused by alcohol-related crime*
2. *Every Penny Counts - efficiency and long term financial security*
3. *An improved Criminal Justice System*
4. *High quality, accessible help for victims of crime*
5. *Greater public involvement in policing*

Enabling/ cross-cutting actions

A separate OPCC Action Plan is being finalised which captures cross cutting and enabling activities linked to the Plan. This Action Plan will also be published on the OPCC website and will be shared with the Police and Crime Panel.

The Enablers Action Plan will cover areas such as public engagement, scrutiny of force activity including complaints handling, OPCC Governance and Financial management, customer services and Integrity.

Management structures

The delivery of the Police and Crime Plan is supported through a renewed governance and accountability framework to track performance and report on progress of delivery plans.

The **Joint Management Board** is a coordinating and decision-making forum for the Police and Crime Commissioner working with the Chief Constable. The JMB provides the opportunity to consult on significant strategic issues that jointly affect the shape of policing and to discuss issues which determine the strategic direction of the Force and OPCC.

The Joint Management Board meets monthly and is responsible for the strategic oversight of the delivery of the Police and Crime Plan receiving regular reports from the Strategic Delivery Boards. Although constituted as a board, in nearly all instances the PCC and Chief Constable are the decision-makers as corporations sole.

The **Performance and Accountability Board** is the formal mechanism at which the PCC holds the Chief Constable to account for the performance of the Force. The

PAB meets bi-monthly in public in different locations across the peninsular and its membership comprises the PCC, PCC's senior advisor, Chief Executive and the Performance & Customer Services Manager. The Force is represented by the Chief Constable, Deputy Chief Constable and the Head of Performance and Analysis.

An assessment is conducted against the measures and actions falling to the Force within the Police and Crime Plan but the Board will also cover broader issues of policing and community safety as necessary. Where an area of performance is assessed as requiring more thorough examination or poses a specific level of risk, a 'deep dive' will be conducted. This presents a more detailed level of analysis on issues and threats. A 'deep dive' will result to the preparation of a joint action plan between the Force and the OPCC. The first of these focused on Safeguarding the Vulnerable and the key issues will be fed back to the public at the July Performance & Accountability Board meeting.

The Board also serves as the Strategic Delivery Board for the Priority 1 within the Police and Crime Plan - *Cutting crime, keeping Devon and Cornwall safe*. This priority comprises primarily of the role of operational policing and the extent to which crime reduction strategies are being effectively implemented.

B. THE NEW PERFORMANCE MANAGEMENT FRAMEWORK

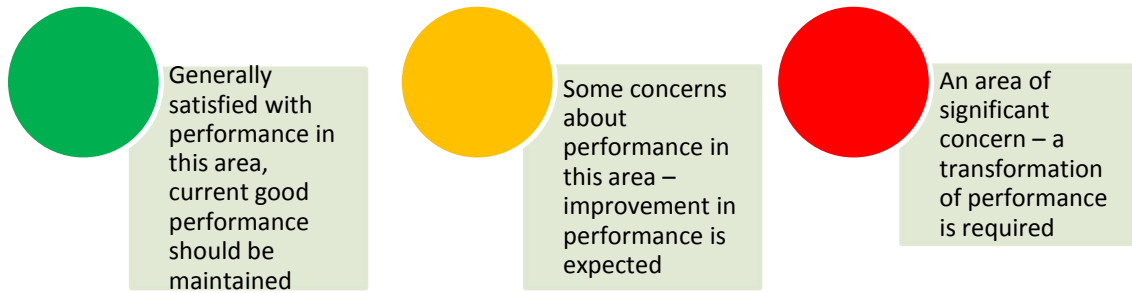
The Police and Crime Plan adopts a bold, new approach to performance management. It will allow the PCC, the public and the Police and Crime Panel to more effectively assess delivery against the objectives set out in Plan and enhance our understanding of the scope and scale of offending within our area.

The new framework provides greater depth of detail of the performance landscape, with many more aspects of police service provision being monitored than was previously the case. It also shifts the focus of our performance scrutiny towards a more effective understanding of the drivers of performance and a more sophisticated understanding of performance. In addition we have removed the potential for conflicting messages which can arise – for example when requiring decreases in volume crime at the same time as increases in reporting by vulnerable victims.

This model moves away from numerics that often lead to perverse incentives, are not sufficiently dynamic and operate on a single metric. Instead, our assessments will involve examination of absolute levels attained, the position against the Most Similar Group of Forces, the national position and a broader assessment of activity.

Our different approach to performance management is generating interest in other parts of the country. In a recent paper for the Association of Police and Crime Commissioners, Tim Passmore (PCC for Suffolk) has stated Devon and Cornwall OPCC's new performance management framework is an example of good practice.

The measures take a 3 tiered approach to provide a focused direction of travel as follows:



The revised approach has been risk assessed for reliability and validity. During this process it became clear that some measures require considerable further development in order to establish a valid baseline. In other areas we recognised as part of the risk assessment process that some of the measures lack robustness, as they do not properly distinguish those areas where we are actively seeking increased reporting, such as total crime per 1000 population. As a result of this the analysis the new performance framework adopts headline measures (those that are robust with available baseline information) and secondary measures (including those that require further development but which may become headline measures at a later point and those that are less robust).

The new OPCC performance management framework is presented at *Annex A*.

A report on the first quarter of 2014/15 will be published on the OPCC website along with progress reports on delivering the Plan priorities. A copy of this report will be sent to the Panel.

It is proposed that the new performance measures will be presented, in the format illustrated at Annex B. This example, which is taken from a recent Performance and Accountability Report draws upon data from 12 months to April 2014 and includes commentary from the force. We would welcome the Panel's views on the presentation of this information, noting that any similar report prepared for the Panel would include OPCC commentary not commentary from the force.

Andrew White

Chief Executive

Office of the Police and Crime Commissioner for Devon and Cornwall

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Report prepared 10 June 2014

OPCC PERFORMANCE FRAMEWORK

Outcomes	Headline Measure	Attainment	Secondary measure	Attainment	
To make our area a safer place to live work and visit - reducing the likelihood that people will become victims of crime	Victim based crime (excluding domestic and sexual abuse and hate crime)	Improvement in performance is expected*	Total number of recorded crimes per 1000 popn		
			Victim based crime specific to rural areas	Current good performance should be maintained	
			Victim based crime specific to urban areas	Current good performance should be maintained	
			Number of recorded domestic burglary offences per 1000 households	Current good performance should be maintained	
	Number of recorded DA crimes and non-crime incidents			Numbers of recorded repeat victims of domestic abuse as proportion of all recorded DA	Subject to baseline
				Measure of how effective the DASSP process is at identifying, managing and bringing to justice the most serious DA offenders	Subject to baseline
				Victim satisfaction with support and outcome	Subject to baseline
	Number of recorded sexual offences			Victim satisfaction with support and outcome	Subject to baseline

	Number of recorded hate crimes			
	%age of 101 callers satisfied with the overall service	Current good performance should be maintained	%age of 999 calls answered in target	Current good performance should be maintained
			%age of abandoned non-urgent FEC calls	Transformation of performance is required
	Police officer establishment (above 3000)	Minimum 3,000 officers required	Proportion of workforce allocated to operational frontline duties	Current good performance should be maintained
Outcomes	Headline Measure	Attainment	Secondary measure	Attainment
To reduce the crime and harm caused by the misuse of alcohol	Number of recorded violence against the person (excluding DA) offences per 1000 popn	Transformation of performance is required	Number of recorded alcohol-related violent crime offences per 1000 popn (excluding DA)	Transformation of performance is required
Outcomes	Headline Measure	Attainment	Secondary measure	Attainment
To make every penny count in protecting policing for the long term.	Cost /1000 population (VfM measure)	Current good performance should be maintained		
	Cost savings achieved through collaboration	Transformation of performance is required	Average number of working days lost through sickness	Current good performance should be maintained

Outcomes	Headline Measure	Attainment	Secondary measure	Attainment
To promote an effective criminal justice system for our area, delivering a high quality service for victims, witnesses and society	Public confidence from CSEW	Current good performance should be maintained	New outcomes framework measure(s)	To be developed
			Case outcome timeliness measure	Subject to baseline
Outcomes	Headline Measure	Attainment	Secondary measure	Attainment
To deliver a high quality victim support service across our area.	Victim satisfaction	Improvement in performance is expected	Satisfaction of victims of violent crime	Improvement in performance is expected
			Timelines of victim contacts and updates	Subject to baseline
			Complaints allegation rate per 1000 employees	Subject to baseline
Outcomes	Headline Measure	Attainment	Secondary measure	Attainment
To encourage and enable citizens and communities to play their part in tackling crime and making their communities safer.	Number of hours of service provided by special constables	Minimum of 150,000 hours required	Satisfaction of specials, volunteers and watch co-ordinators	Subject to baseline
	Number of /hours worked by volunteers	Transformation of performance is required		

PERFORMANCE TOWARDS THE POLICE AND CRIME PLAN –2014/ 2015 (PROPOSED REPORTING FORMAT)

Priority 1: To make our area a safer place to live work and visit - reducing the likelihood that people will become victims of crime

Victim Based Crime

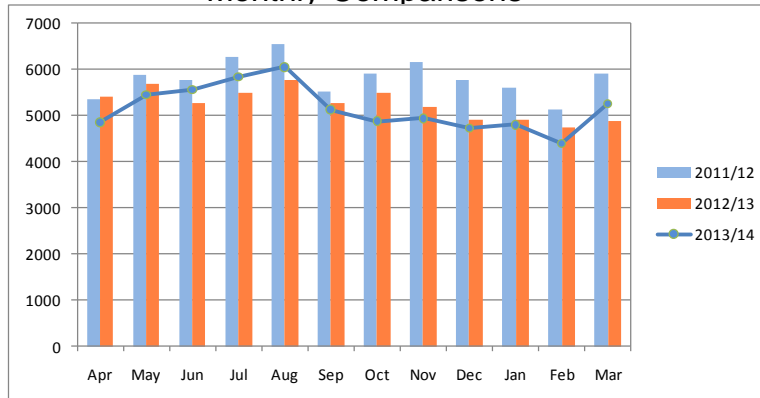


Homicide
 Violence with injury
 Violence without injury
 Robbery
 Burglary Dwelling
 Burglary non-dwelling
 Vehicle offences
 Shoplifting
 Other theft
 Criminal damage
 which are not Domestic Abuse
 or Hate crimes

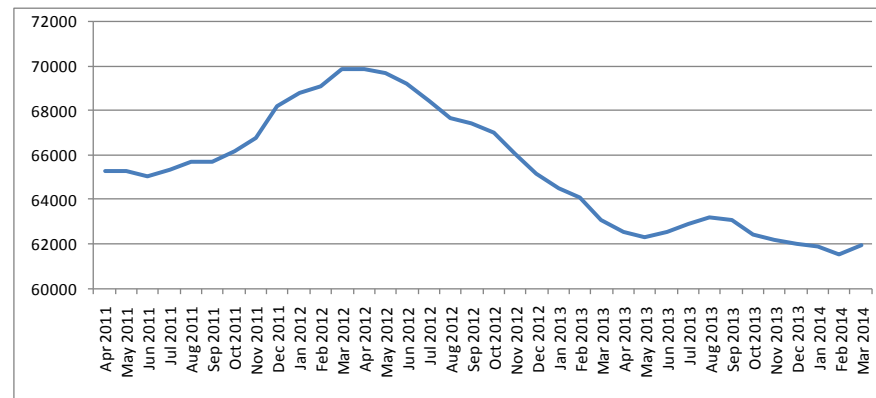
Attainment: Improvement in performance expected

- Long term reductions in acquisitive crime (burglary, robbery and vehicle crime)
- Lowest levels recorded and low levels nationally.
- Performance challenge around theft – including shoplifting (national trend)

Monthly Comparisons



12 Month Rolling Trend Over Time



Priority 1: To make our area a safer place to live work and visit - reducing the likelihood that people will become victims of crime

Domestic Abuse Non-Crime Incidents and Crimes

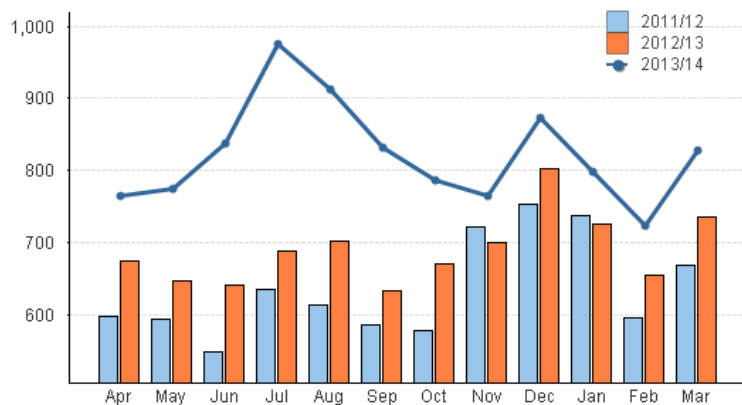


Recorded domestic abuse crime (all crime types) and domestic abuse non-crime incidents. Individual crimes and incidents are flagged at source as to whether they are also Domestic Abuse.

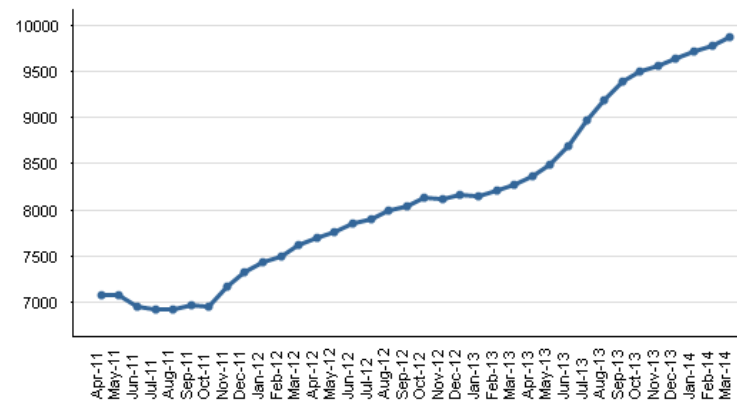
Attainment: Increased public confidence to report

- Crime levels increasing over time – but to support attainment measure Outcome Framework being developed – with addition information being developed around repeat victimisation and victim satisfaction
- HMIC Inspection published and being acted upon
- Action plan developed and monitored via Strategic Board
- Safeguarding project in Force being piloted May 2014

Monthly Comparisons



12 Month Rolling Trend Over Time



Priority 1: To make our area a safer place to live work and visit - reducing the likelihood that people will become victims of crime

Rape and Other Sexual Offences

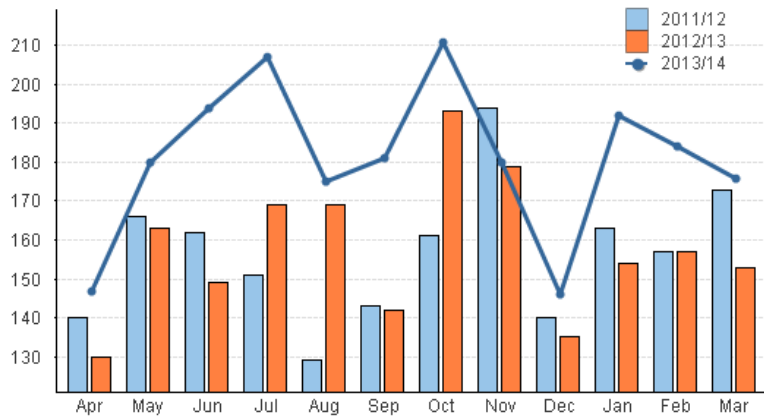


Rape and other sexual offences (including domestic abuse)

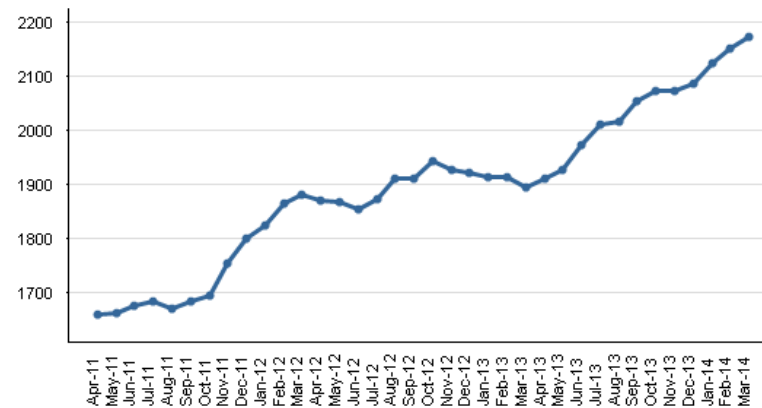
Attainment: Increased public confidence to report

- Crime levels increasing over time – but to support attainment measure Outcome Framework being developed – with addition information being developed around victim satisfaction
- Impact of Historic and Current Reporting has been analysed
- Action plan developed and monitored via Strategic Board
- Safeguarding project in Force being piloted May 2014

Monthly Comparisons



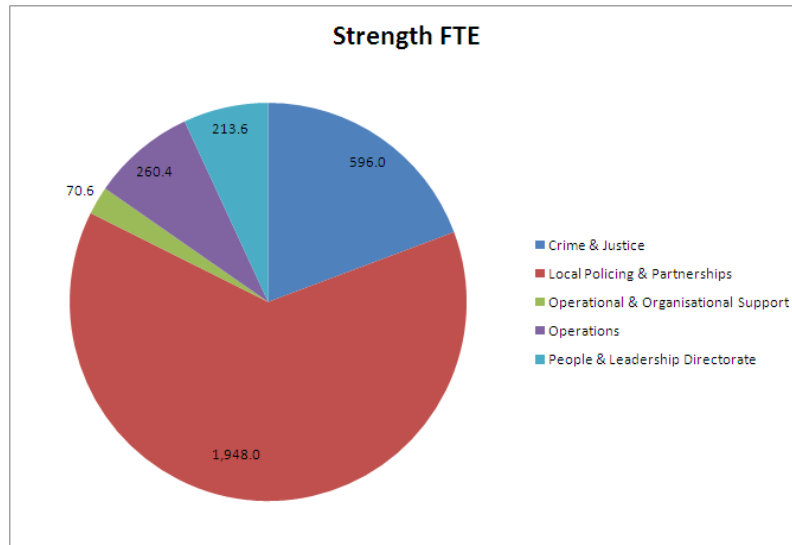
12 Month Rolling Trend Over Time



Priority 1: To make our area a safer place to live work and visit - reducing the likelihood that people will become victims of crime

Police Officer Establishment (over 3000)

Attainment: Current good performance should be maintained



On 5th May 2013 there were 3090.6 FTE officers

Note: Does not include Career Breaks nor Secondments

There are:

36 officers on maternity leave (1.1% of officers)

147 officers on R&R (4.6% of officers)

141 officers currently absent (4.4% of officers)

Additional to the 3090.6 total above we have 21 on secondment (including for example Air Support, Counter terrorism, HMIC) and 12.7 on career breaks

Priority 2: To reduce the crime and harm caused by the misuse of alcohol

Violence Against the Person Offences

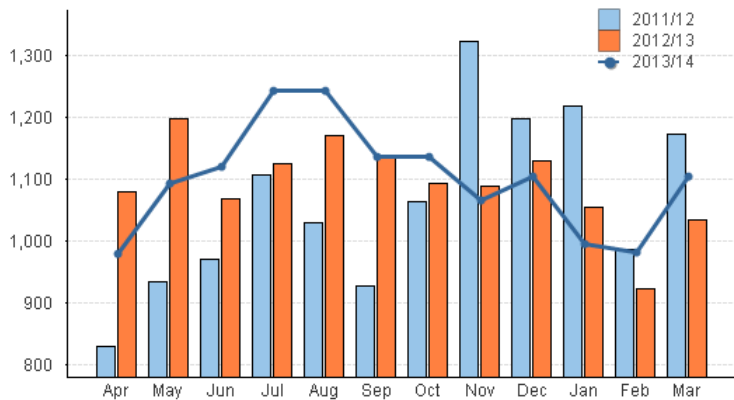


Homicide
Violence with injury
Violence without injury
(All excluding domestic abuse offences)

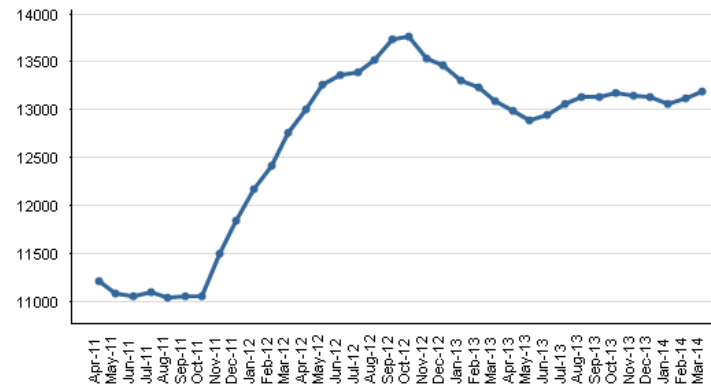
Attainment: Transformation of performance is required

Geography	Recorded Crimes 12 Months to 27/04/14	Per 1000 Population	Recorded Crimes 12 Months to 27/04/13	Per 1000 Population
West Cornwall LPA	1897	7.2	1861	7.0
East Cornwall LPA	1890	6.9	1877	6.8
Cornwall & Isles of Scilly	3787	7.0	3738	6.9
Plymouth LPA	3160	12.2	3056	11.8
South Devon LPA	2726	8.0	2600	7.6
Exeter, East & Mid Devon LPA	2196	6.6	2264	6.8
North & West Devon LPA	1397	6.6	1349	6.3
Devon	6319	7.1	6213	7.0
Force	13,266	7.9	13,007	7.7

Monthly Comparisons



12 Month Rolling Trend Over Time

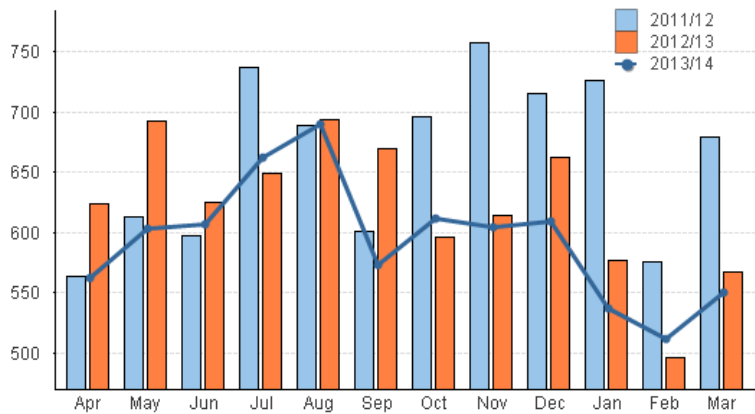


Priority 2: To reduce the crime and harm caused by the misuse of alcohol

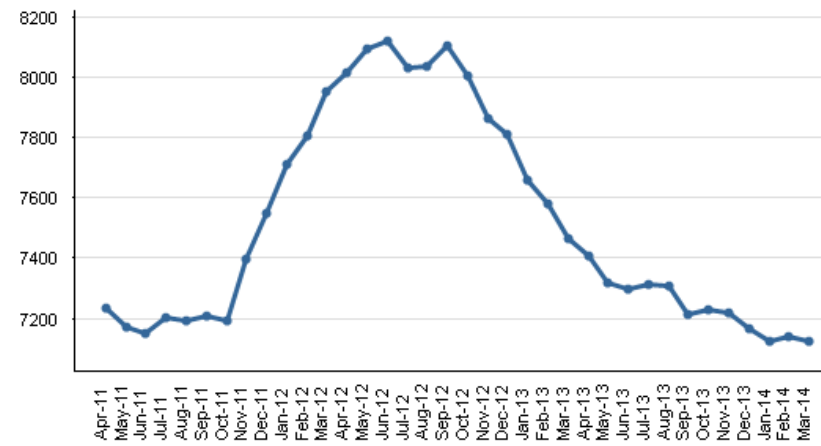
Violence Types

Violence With Injury (Not DA)

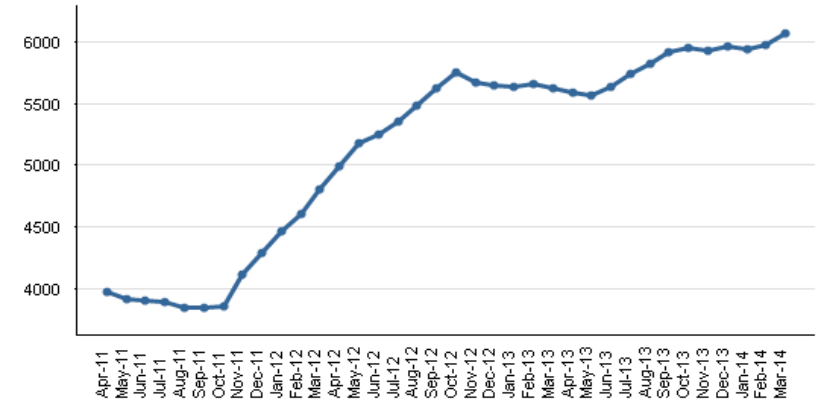
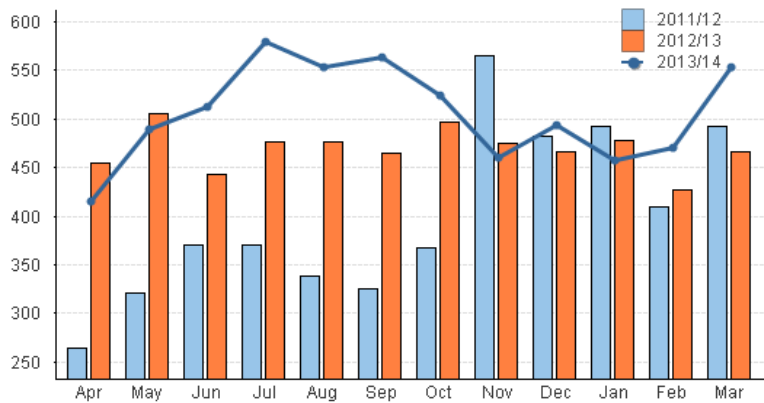
Monthly Comparisons



12 Month Rolling Trend Over Time



Violence Without Injury (Not DA)



Priority 4: To promote an effective criminal justice system for our area, delivering a high quality service for victims, witnesses and society

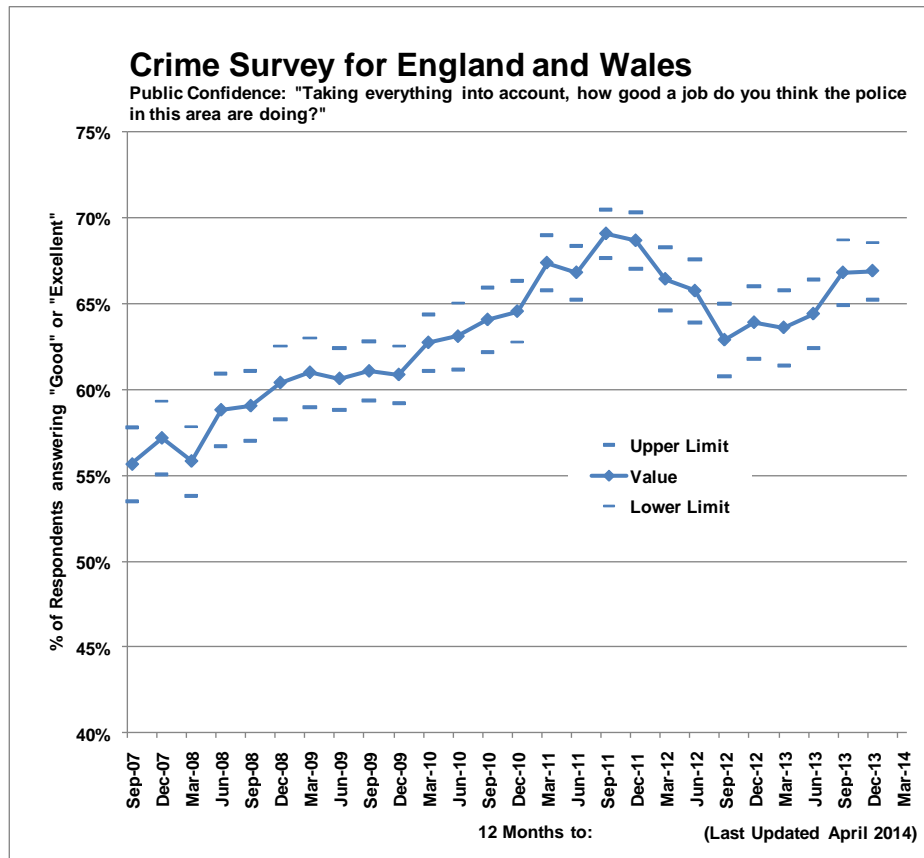
Public Confidence



Taken from the Crime Survey for England and Wales question:
 "Taking everything into account, how good a job do you think the police in this area are doing?"

Attainment: Current good performance should be maintained

- Compared to the previous set of results, the percentage has increased by 01%pts and relative to all forces in England & Wales the Force is ranked 8th (a decrease of 1 place compared to September 2013 results).
- Compared to the same period a year earlier, the percentage level is not statistically significantly different.



Priority 4: To promote an effective criminal justice system for our area, delivering a high quality service for victims, witnesses and society

Secondary Measure: Outcomes

- New National Framework for Outcomes
- Expanded list to 18 outcomes for each crime recorded
- Nationally developed to further understand levels of outcomes for crime (previously we had detected and undetected crimes)
- Implemented for crimes recorded from April 1st
- Will take a number of months to gather sufficient information for analysis.
- There are 18 outcomes (as shown on right), plus crimes which are currently “live” which will still have an investigation ongoing.

- Comparison across crimes and geography will be required to assess level of performance being achieved.

- Charged/Summons (1)
- Youth Caution (2)
- Adult Caution (3)
- Taken into Consideration (4)
- Offender has Died (5)
- Penalty Notice for Disorder (6)
- Cannabis Warning (7)
- Community Resolution (8)
- Public Interest CPS (9)
- Public Interest Police (10)
- Prosecution Prevented - Suspect Under Age (11)
- Prosecution Prevented - Suspect too ill (12)
- Prosecution Prevented - Victim too ill (13)
- Evidential Difficulties Victim Based (14)
- Suspect Identified - Victim Support but evidential difficulties (15)
- Suspect Identified - victim doesn't support and evidential difficulties (16)
- Prosecution Time Limit Expired (17)
- Investigation Complete (18)
- Investigation Ongoing

Priority 5: To deliver a high quality victim support service across our area

Victim satisfaction



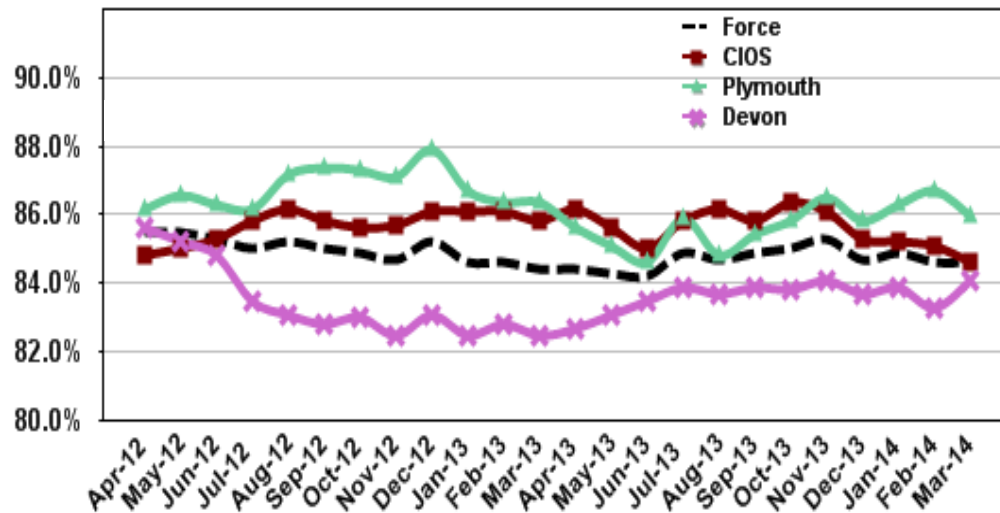
Force survey of victims of burglary dwelling, vehicle offences and violent offence. Sample size set by Home Office. In total 2,116 victims responded in 2013/14

Attainment: Improvement in performance expected

- Overall Satisfaction: 84.6%
- Burglary Satisfaction: 89.2%
- Vehicle Crime Satisfaction: 84.1%
- Violence Satisfaction: 80.6%

- National Results vary from 91% to 71%

- Survey Results have confidence interval of +- 1.5% at Force level



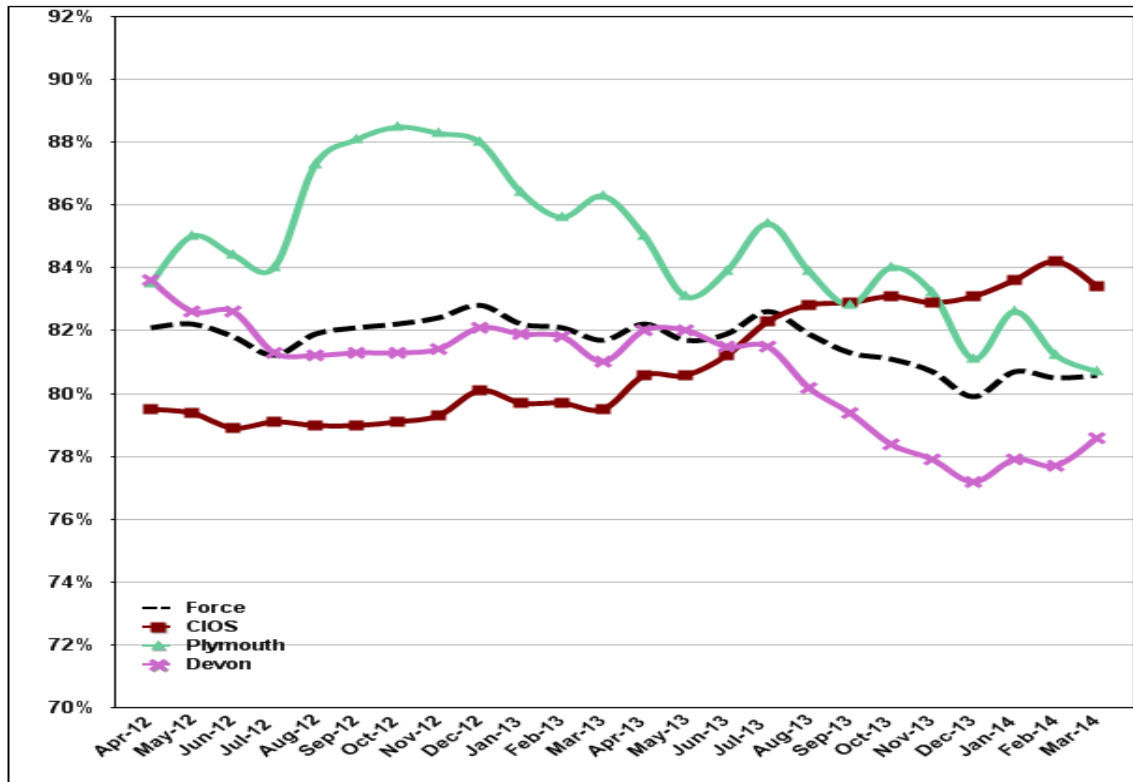
Priority 5: To deliver a high quality victim support service across our area

Victim Satisfaction – Violent Crime Secondary Measure

Attainment: Improvement in performance expected

12 Month Rolling Trend Over Time

Force - Satisfaction level 80.6%
Confidence Interval (Force): +/- 2.2%



Priority 6: To encourage and enable citizens and communities to play their part in tackling crime and making their communities safer.

Hours of service provided by Special Constables

Attainment: Improvement in performance expected

The aim is to deliver at least 150,000 duty hours per year, distributed across the Force area.

Data was formally recorded on Dutysheet (national recording tool) from May 2012, prior to which timesheets were held locally and not consistently monitored or managed.

The table below provides the hours of service recorded for the most current 12 month period that is available, namely 1st March 2013 to 31st March 2014.

The averages are based on the total Special Constabulary strength being available for and undertaking duties and are purely for indicative purposes.

Special Constabulary	31st December:					31st March
	2009	2010	2011	2012	2013	2014
Specials Strength	585	612	673	595	525	627
Hours (12 mths to Feb.2014)	Operational Duties					84692
	Non-Operational Duties					10659
	Training					10835
	Total Hours					106186
% Training					10.2%	
Avg Hours Worked (Year)					169	
Avg Hours Worked (Month)					14	



**Police and Crime Panel Meeting
20 June 2014
Report of the Police and Crime Commissioner**

POLICE AND CRIME COMMISSIONER'S PERFORMANCE REPORT 2013/2014

1. Introduction

This report to the Police and Crime Panel presents an update on the Police and Crime Commissioner's objectives as set out in the Police and Crime Plan to the end of the performance year 2013/2014.

PCC's review of 2013/2014 performance

The full year performance data against the measures set out in the 2013 Police and Crime Plan is attached at Annex A to this report.

Overall, total crime increased by 0.2% as compared to the 12 months to 31st March 2013.

This was a particularly challenging year for Devon & Cornwall Police. Demand was unusually high with an exceptional number of summer visitors and severe storms and flooding lasting several weeks in the winter months. In addition, marked changes in criminal behaviour affected recorded crime not just in Devon & Cornwall but also elsewhere in the country and these have added to the problems faced, driving specific increases in volume crime.

The Force adapted well to meet these challenges, adopting a more proactive response to low level violence, targeting acquisitive crime and the offenders responsible for crime increases. In light of the challenges that were faced in 2013/2014, it is commendable that the Force ended the year with overall crime in a break-even position.

The Force has continued to drive down serious acquisitive crime in Devon & Cornwall, making it one of the safest places to live, work or visit. This is reflected in an increase in public confidence with the force moving up 6 places in the national ranking to the 7th best position (as of April 2014).

The new approach to performance management will provide a more sophisticated measurement and assessment of police activity and is explained in more detail in a separate paper to the Police and Crime Panel.

The work done to mitigate the impact of the challenges faced in 2013/14 means that we are now in a strong position to drive towards delivering improvements in some of the remaining areas of concern.

The PCC remains concerned at the persistently high levels of violent crime in Devon & Cornwall. A higher rate of recorded violent crime is seen in Devon & Cornwall than in Greater Manchester, West Midlands or Merseyside. Reducing violent crime is a specific focus of the refreshed Police and Crime Plan and one of the target outcomes looked for from the alcohol-related crime delivery plan. Victim satisfaction is another area where performance remains of concern. Acknowledging this, the Force is developing a new approach to this issue which will focus on ensuring satisfaction for all victims regardless of whether the incident is screened out.

Three key significant improvements that the PCC will look for over the next few months are a more developed understanding of the drivers of problematic areas of crime (including violence, sexual offences, domestic abuse and public order offences), a sharper response to emerging performance threats and in the longer term the development of more innovative strategies for balancing demand with available resources.

The OPCC is well placed to play a supportive role in helping the Force to deliver in these areas through our scrutiny processes and through mediating more collaborative working on some of the stickier issues.

Contact for further information

Andrew White

Chief Executive

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Report prepared 10 June 2014

FORCE PERFORMANCE TO 31 MARCH 2014 AGAINST TARGETS IN THE POLICE AND CRIME PLAN

Reducing crime and bringing offenders to justice

To reduce crime

	Force Target	Rolling 12 months
%age reduction in total crime	-2%	+0.2%

Total crime increased by 0.2% as compared to the 12 months to 31st March 2013. This year has seen exceptional demands placed upon the police in Devon and Cornwall in particular bad weather and flooding, high numbers of missing persons and section 136 detentions and a high number of summer visitors. We would clearly have liked to see the total crime figure reduce, however we recognise that the total crime figure is complex and contains many variables such as increased reporting of domestic abuse and sexual violence that distort this figure. Key issues driving overall crime include increases in violence without injury, shoplifting, other theft and public order offences. Reductions in serious acquisitive crime including domestic burglary, robbery (commercial and personal) and vehicle offences continue to support Devon & Cornwall as one of the safest places to live, work or visit.

To reduce violence against the person

	Force Target	Rolling 12 months
% reduction in violence against the person	-2%	+0.8%

Violence against the person (excluding domestic) increased by 0.8% as compared to the 12 months to 31st March 2013. Levels of violent crime in Devon & Cornwall are far too high. We believe that alcohol is one of the main drivers of violent crime. The new Police & Crime Plan focuses on this issue through the priority to reduce alcohol-related harm.

Giving victims and witnesses a stronger voice

To increase the percentage of crimes which result in a positive outcome

	Force Target	Force Actual
Positive outcome rate	38.0%	33.8%

The positive outcome rate ended the performance year below the Force target at 33.8%. The performance framework going forward will reflect the new national outcomes measures and will enable us to understand with greater clarity the barriers to achieving a positive outcome.

To increase victims' satisfaction with the police

	Force Target	Force Actual
Overall satisfaction	88.0%	84.6%

The victim satisfaction rate has maintained the improvements in victim satisfaction apparent since June 2013. However victim satisfaction ended the performance year below the Force target at 84.6%. Performance improvements appeared to be driven by improvements in satisfaction relating to vehicle crime following changes to the crime screening policy. Violent crime satisfaction rates remained low.

Listening and responding to the public**To increase public confidence in the police**

	Force Target	Force Actual
Public confidence (local survey)	64.0%	66.8%

The public confidence rate as measured by the Crime Survey for England and Wales has increased recently and is currently achieving the attainment level. Relative to all forces in England & Wales Devon & Cornwall is now ranked 7th.

To increase satisfaction with the police response to a non emergency matter

The 101 caller satisfaction rate indicates 83.3% satisfaction for callers generating an incident log or crime record through the 101 number. The level of correspondence on this issue received by the OPCC suggests that in some cases this does not reflect the public's experience. The OPCC and the Force are working together to identify the underlying causes of this difference in perception and to establish a way forward.

Investing in policing for the future**To begin recruitment in order to maintain an establishment of at least 3,000 police officers**

Recruitment is underway and transferees will be recruited into hard to fill posts. Officer numbers were 3081 at the conclusion of the performance year. It remains the Commissioner's intention that this will be a sustained ambition in his Police and Crime Plan going forward.

To begin recruitment in order to achieve an establishment of at least 650 special constables by 31st March 2014.

The special constable strength was at 627 at the end of the performance year. For the forthcoming year performance against this target will be measured in the number of hours worked.

DEVON AND CORNWALL POLICE AND CRIME PANEL

Subject: Scrutiny Work Programme
Date: 20 June 2014
Author: Sarah Hopkins, Community Safety and Partnerships Manager
Host authority: Plymouth City Council
Contact details: Tel: (01752) 305542
e-mail: sarah.hopkins@plymouth.gov.uk

Executive Summary:

The Police and Crime Panel (PCP), established by the Police Reform and Social Responsibility Act 2011, is responsible for scrutinising and supporting the actions and decisions of the Police and Crime Commissioner (PCC).

At the PCP meetings held on 9 April 2013 and 11 July 2013 the PCP agreed the criteria and considerations for carrying out scrutiny (Appendices 1 and 2) and a work programme of proactive scrutiny topics. The PCP also agreed to limiting itself to one 'proactive' and one 'reactive' topic per year and having the Police and Crime Plan as a standing item on future PCP agendas to assist with identifying reactive scrutiny topics.

In 2013, the PCP scrutinised its first two topics; the 'proactive' one being "How is the Police and Crime Commissioner making his commissioning decisions and what are his future commissioning intentions?" and the first 'reactive' topic being "The Police and Crime Commissioner's staff and consultancy appointments".

This report makes recommendations for the next scrutiny topics, taking account of the previously agreed list of proactive topics, recent suggestions received from Panel members for reactive topics, and the limited resources available.

Recommendations and Reasons for recommended action

It is recommended that the PCP:

1. Selects the next topic for 'reactive' scrutiny from the following options;
 - a) The recent media coverage of under-reporting/recording of crime¹; or
 - b) The Police and Crime Commissioner's joint announcement with the Chief Constable in respect of Devon and Cornwall Police Public Contact Strategy – Station Enquiry Offices Rationalisation (Appendix 3).
2. Agrees the reactive item selected is scrutinised as part of the Panel meeting scheduled for 17 October 2014.
3. Agrees the next topic for proactive Scrutiny is: "How is the PCC strengthening relationships and showing leadership in partnership working?" and that this item is scrutinised as part of the Panel meeting scheduled for 19 December 2014.

¹ <http://www.bbc.co.uk/news/uk-27226110>

The aim is to ensure scrutiny is undertaken in a planned way against priorities and within the limited resources available.

Alternative options considered, and reasons for recommended action

The alternatives would be to:

1. undertake scrutiny only on a reactive basis;
2. not undertake scrutiny at all; or
3. undertake a much more comprehensive programme of scrutiny.

Options 1 and 2 would severely restrict the scope and influence of the PCP's work. Option 3 could not be delivered within existing resources. LGA guidance² advises that the PCP could limit itself to reactively carrying out just the statutory/special functions, and does not have to develop a scrutiny programme, it does not recommend this.

Previous scrutiny by the PCP has demonstrated that this can be achieved successfully as part of scheduled PCP meetings rather than setting up Task Groups. As there are limited resources and there is no additional funding, it is recommended the PCP continue with this approach.

Background Papers: None

² http://www.local.gov.uk/c/document_library/get_file?uuid=8d1c912f-eb6d-47ac-bbfd-6e6eeec7cac6&groupId=10171

I. Introduction

I.1 At its meeting on the 9 April 2013, the Police and Crime Panel (PCP) was provided with a report outlining its statutory role and functions concerning scrutinising the work of the Police and Crime Commissioner (PCC). The PCP agreed the following scrutiny topics:

- How is the PCC improving communication/consultation with the Public?
- How is the PCC delivering the objectives in his Police and Crime Plan?
- How is the PCC making commissioning decisions and what are his future commissioning intentions?
- How is the PCC improving confidence in the Police/Neighbourhood Policing across the Force area?
- How is the PCC strengthening relationships and showing leadership in partnership working?
- How is the PCC addressing issues of inequality amongst communities of geography and communities of interest across a large diverse geographical area?
- How is the PCC encouraging reporting and improving monitoring in the areas of domestic violence/abuse and sexual violence and support for victims.

I.2 The first proactive scrutiny topic carried out by the PCP from the list in paragraph I.1 was “How is the PCC making commissioning decision and what are his future commissioning intentions” at its meeting on 11 October 2013. The first reactive scrutiny topic carried out by the PCP was “The PCC’s staff and consultancy appointments” at its meeting on 20 December 2013.

I.3 There have been two suggestions made recently by PCP Members for ‘reactive’ scrutiny topics ie:

- The recent media coverage of under-reporting/recording of crime; and
- The PCC’s joint announcement with the Chief Constable in respect of Devon and Cornwall Police Public Contact Strategy – Station Enquiry Offices’ Rationalisation (Appendix 3).

Both the above topics meet the criteria, in particular of “public interest”, “ability to change” and “performance” and so are suitable for scrutiny. It is therefore proposed that the PCP decides which topic it would prefer to prioritise and that this scrutiny takes place as part of the next PCP meeting on 17 October 2014.

I.4 The Chair and Vice Chair of the PCP have revisited the list of proactive topics in I.1 and recommend that the next proactive scrutiny topic is “How is the PCC strengthening relationships and showing leadership in partnership working”. If PCP members are in agreement, it is suggested that this scrutiny item takes place as part of the PCP meeting scheduled for 19 December 2014.

I.5 The PCP has the option to consider whether to carry out scrutiny as part of regular Panel meetings as suggested in paragraphs I.3 and I.4 above, or to set up Task Groups. If the PCP commissions a Task Group, refer to Appendix I “Considerations for Carrying Out Scrutiny”. However, previous scrutiny by the PCP has demonstrated that this can be achieved successfully as part of scheduled PCP meetings rather than setting up Task Groups. As there are limited resources and there is no additional funding, it is recommended the PCP continue with this approach.

AGREED CRITERIA FOR SCRUTINY TOPICS

Scrutiny, both reactive and proactive, is integral to the PCP's role in scrutinising the work of the PCC, and offering support and challenge.

The Home Office describes the role of the PCP as acting as a critical friend; a supportive, but independent, voice seeking to investigate the PCC in the interests of recommending – not directing, or seeking to coordinate – changes and improvements.

The Centre for Public Scrutiny (CfPS) document “A Cunning Plan? – Devising a Scrutiny Work Programme”³ considers the pros and cons of ‘feasibility’ criteria for scrutiny topics. It has considered this, taking account of the fact that expending resources on investigating an issue needs to be clearly justified, and the importance of demonstrating that the scrutiny exercise actually adds value. If such criteria are to be adopted, the CfPS recommends that this should not be over-bureaucratic and should be as simple as possible.

The CfPS document refers to South Cambridgeshire's criteria for Council scrutiny which have been adapted here as a suggestion for the PCP to adopt as a set of principles upon which it will scrutinise the work of the PCC:

- **Public interest:** the concerns of local people should influence the issues chosen for scrutiny;
- **Ability to change:** priority should be given to issues that the PCP can realistically influence;
- **Performance:** priority should be given to the areas in which the Police and Crime Commissioner is not performing well;
- **Focus:** priority should be given to issues which have a significant impact on community safety priorities and issues identified in the Peninsula Partnership Strategic Assessment of Crime and Disorder;
- **Replication:** work programmes must take account of what else is happening in the areas being considered to avoid duplication or wasted effort.

CONSIDERATIONS FOR CARRYING OUT SCRUTINY

When considering whether or not to undertake any scrutiny, the PCP need to take account of the limited resources available, ie no additional funding has been allocated for separate Task Groups (eg for travel expenses). The PCP is therefore encouraged to undertake scrutiny as part of its normal meetings and/or to hold Task Group's on the same day as Panel meetings.

Given the limited resources, the PCP has agreed to limit itself to one 'proactive' and one 'reactive' scrutiny topic per year

Paragraph 19 of the 'Panel Arrangements and Rules of Procedure' (PA&RoP) makes provision for setting up time-limited Task Groups from its membership to undertake specified functions of the PCP, which may include scrutiny work. Task Groups can make recommendations to the PCP with regard to the PCP's functions, but cannot take decisions on behalf of the PCP. Paragraph 23 of the PA&RoP sets out the process for requiring the PCC, or any member/s of his staff, to attend and answer any questions in this regard.

If it is agreed that the PCP will undertake a specific piece of scrutiny, the PCP will be invited to agree either which regular Panel meeting the topic will be scrutinised at, or to set up a Task Group.

³ <http://www.cfps.org.uk/domains/cfps.org.uk/local/media/uploads/20110311workprogrammingfinal.pdf>

If the PCP commission a Task Group, the PCP will be invited to nominate a Chair, other membership from the Panel and any co-opted representatives from outside the Panel, plus a deadline for reporting back to the PCP. It is suggested that this is scheduled on the same day as a regular PCP meeting to minimise the call on resources.

The Host Authority will agree the details of the process in consultation with the PCP Chair or the Chair of the Task Group (as relevant) using the document attached as Appendix 2.

To assist with identifying reactive scrutiny topics, the PCP will have the Police and Crime Plan as a 'standing item' on the agenda for each PCP meeting, and invite the PCC to attend regularly to provide an update on progress.

Task Groups do not have to be politically or otherwise proportionate, but consideration should be given to representation across the Force area. To help the effectiveness of the group, individuals' skills and expertise should be taken into account. It is recommended that the size of a Task Group should be between three and six members.

In order to ensure that any Task Group runs effectively, the Host Authority has developed guidance setting out the role of the Task Group Chair, witnesses and any co-opted representatives and the arrangements for their involvement in scrutiny reviews.

Task Groups are not required to be undertaken in public.

SCOPING DOCUMENT FOR SCRUTINY ITEMS

(1) SCRUTINY TOPIC:	
(2) REQUIRED OUTCOME/OBJECTIVE OF THE SCRUTINY EXERCISE:	
(3) TYPE OF ENQUIRY:	
Options for the enquiry: <ul style="list-style-type: none"> • Direct engagement with the PCC and/or a member/s of his staff • Direct engagement with communities of geography/interest (through phone/email contact, canvassing them for views, or inviting them to a scrutiny task and finish meeting/event) • Issues that seem to be disproportionately represented through non-criminal complaints about the Police and Crime Commissioner • Other scrutiny reviews • Issuing questionnaires/surveys (or piggy-backing on existing surveys, eg The Place Survey) • Site visits • Document analysis • Comparisons with other Force areas/PCPS/PCCs • Any other types of enquiry 	
Witnesses required, for example: Communities of geography/ communities of interest Partner Agencies/Experts Business representatives Voluntary/Community Groups Service users Professional experts	
(4) IF CARRIED OUT BY THE PCP - AT WHICH MEETING?	
(5) IF A TASK GROUP IS REQUIRED:	
Start Date	
Completion date	
Chair	
PCP Members involved	
Co-opted members	
PCC and/or Officers of PCC required	
Frequency/number of meetings	
Date to report back to the PCP	
Estimated amount of PCP members' time	
Estimated amount of Support Officer time	
Estimated additional expenses eg travel costs, research commissioning and how will this be funded?	



Devon & Cornwall Police
Building safer communities together

To:

Leaders of Unitary Authorities, County and District Councils
Chief Executives of County and District Councils
Chief Executives of Unitary Authorities
MPs
Lord Lieutenants
High Sheriffs
LCJB Chair/Members

13 May 2014

Dear Colleague

DEVON & CORNWALL POLICE PUBLIC CONTACT STRATEGY STATION ENQUIRY OFFICES' RATIONALISATION

We are now in a position to update you following Assistant Chief Constable Paul Netherton's letter of 18 March 2014 regarding our public contact strategy and specifically the police station enquiry officer review that we are undertaking.

Public Contact Strategy

You will be aware of the significant budgetary pressures placed on all public sector agencies including our Police Service. Our pledge is to retain at least 3,000 police officers in Devon & Cornwall and ensure that the vast majority of these resources are on the front line and visible to the public to prevent crime, support victims and bring offenders to justice.

As part of our forward strategy and to adjust to future constraints we are introducing a new Contact Strategy which will ensure each local policing area has a detailed 'engagement plan' to increase accessibility and is best placed to provide the accessibility and service that the public will find most relevant to 21st century society. As part of this Strategy we are actively discussing with the public and partners how we can engage more effectively, for example through the use of regular surgeries in libraries, supermarkets, partner agencies premises etc.

Public Enquiry Offices

In 2010/11 we consulted with the public and key stakeholders regarding a demand-led proposal to rationalise the above service. Following a detailed examination of our police enquiry offices the number of offices was reduced from 57 to 21 across Devon & Cornwall. This rationalisation saved the Force approximately £1.5m per annum.

Since our last correspondence on this subject we have conducted footfall surveys and examined the demand on our front offices and have ascertained that demand has fallen further since 2010. The main reasons are that more legislative checking of documents is completed either on line or via an officer's radio from the scene of an incident, an increased usage of our Force's and the Police & Crime Commissioner's websites, our enhanced appointments system and a significant increase in the ownership and use of Smartphone and tablet technology by all sections of the public.

We have a responsibility to ensure that our service offer is relevant to the public of today and tomorrow, and is provided in an efficient and effective way. During the review into our enquiry offices we found that in some of our smaller towns less than one member of the public was visiting the office per hour, and even then it was, more often than not, for a matter that could be more effectively dealt with by other methods (website advice, telephone enquiry, reception).

Following discussions between us, the Chief Officer Group has considered various options based on analysis and discussions with stakeholders and have a preferred option which is to retain the three 'principal' front offices at Heavitree Road (Exeter), Charles Cross (Plymouth) and Torquay with six day opening (0800-1800 hours Monday to Friday and 0900-1700 hours on Saturdays). This is a reduction in hours of four hours each evening, when we know the footfall drops off significantly, and no Sunday opening – again there is little public demand for Sunday opening evidenced by the low footfall.

In addition our preferred option (which will now move to consultation with staff and the Trade Unions) includes the retention of the following six front offices with Monday to Friday opening of eight hours per day. This also reintroduces an 'all-day' Monday opening which the public tell us they prefer to the current Saturday morning opening:

Barnstaple
Crownhill (Plymouth)
Camborne
Truro
Bodmin
St Austell

We therefore propose to close twelve front offices from 31 October 2014. These are Tiverton, Honiton, Exmouth, Newton Abbot, Totnes, Okehampton, Bude, Launceston, Liskeard, Falmouth, Penzance and Newquay. However we do propose to open Newquay front office just during the summer months when demand is significantly increased.

A number of criteria were used to arrive at this decision including footfall, population size, seasonality, custody centre/court provision, future proofing, accessibility and arterial routes.

What we would stress is that no police stations are closing, and officers and PCSOs will continue working out of all our current sites. Currently when a front office is shut a 'blue wallphone' is accessible to members of the public, at no cost, for direct dial into our Force Control Rooms for both 999 and 101 calls, and this facility will remain. We will also be looking to improve the service offered to 101 callers, not least in forming better links to partnership agencies where the subject of the call may be better addressed.

The proposals generate a long term annual saving of £750,000 which can be re-invested into frontline policing. Clearly it is always regrettable to withdraw a point of contact the public has traditionally been used to, but this review has shown that front offices are not the preferred choice for the public to access our services anymore. We need to provide new opportunities for public engagement and look at new ways in which we can engage – both face to face as well as through the digital environment.

We will do this as part of the new Contact Strategy by undertaking active local discussions and considering alternative means of engagement with the public such as regular surgeries in libraries, supermarkets, partner agencies premises etc. We will want to meet with you and other key stakeholders in each locality where the PEO (police enquiry office) service is being withdrawn to discuss options and listen to any ideas that you and other partners can bring to the table. You will be contacted in the next couple of weeks to facilitate this process. By the time of any changes we will have a clear plan of existing and additional police engagement opportunities in each locality.

We will also be offering better access to information through our new Force website with new 'FAQs,' a 'track my crime' facility and mobile data for officers and staff. We will continue to consider new ways to boost engagement and accessibility, for example through a possible Smartphone App and other innovations.

We would really welcome discussions with yourselves and other local partners in order to engage with your ideas about how engagement and physical presence can be further enhanced jointly in each locality. We have had some excellent feedback in relation to the correspondence from 18 March and several offers to work more collaboratively. Our new Partnership Superintendents are working hard to achieve this.

Communication

We intend to inform our affected staff on Tuesday 13 and Wednesday 14 May, commencing formal consultations with our Trade Unions on 14 May. A press release has been prepared and media interviews will be conducted, but embargoed until 00.01 Thursday 15 May 2014. We would be most grateful therefore if you could refrain from sharing or commenting on this information until after then.

We would be grateful for your support as we address these difficult decisions.

If you have any particular queries or concerns then please do not hesitate to contact our respective offices.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Shaun Sawyer'. The signature is stylized with a large, sweeping flourish that extends to the right and loops back under the name.

Shaun Sawyer
Chief Constable

A handwritten signature in black ink, appearing to read 'Tony Hogg'. The signature is written in a cursive style with a prominent, high arching flourish at the beginning.

Tony Hogg
Police & Crime Commissioner

DEVON AND CORNWALL POLICE AND CRIME PANEL

Subject: Recruitment of independent Member for Cornwall and Isles of Scilly

Date: 20 June 2014

Author: Sarah Hopkins, Community Safety and Partnerships Manager

Host authority: Plymouth City Council

Contact details: Tel: (01752) 305542
e-mail: sarah.hopkins@plymouth.gov.uk

Executive Summary:

At the Shadow Police and Crime Panel (PCP) meeting held on 25 July 2012¹, members agreed the process for recruiting independent (non-Council) members of the PCP in accordance with the requirements of the Police and Social Reform Act 2011 and paragraph 5 of the 'Panel Arrangements and Rules of Procedure'².

The PCP also agreed to delegate to the Host Authority, in liaison with the Chair and Vice Chair of the PCP, the arrangements for advertising and short-listing independent members.

In an email to PCP members, dated 11 May 2014, Mike Firbank, the independent PCP member representing Cornwall and the Isles of Scilly announced his intention to resign from the PCP. The Host Authority, in liaison with the Chair and Vice Chair, will therefore carry out a recruitment process to find a replacement independent member to represent Cornwall and the Isles of Scilly.

In this case, the new independent member must be a resident of Cornwall or the Isles of Scilly to replace the resigning independent member.

The term of office for an independent member is 4 years.

Recommendations & Reasons for recommended action:

It is recommended that the Devon and Cornwall Police and Crime Panel:

1. Formally records thanks to Mike Firbank for his commitment and contribution to the PCP during his time in office.
 2. Agrees the timeline for the recruitment process at Appendix 1.
 3. Authorises the attached advert at Appendix 2, as suitable for recruitment of the independent member to represent Cornwall and the Isles of Scilly.
 4. Asks for nominations from PCP members to participate on the Selection Panel.
-

¹ <http://www.plymouth.gov.uk/mgInternet/documents/s39712/ITEM%20-%20Recruitment%20of%20independent%20members%20SH%20v%202011072012%20Devon%20and%20Cornwall%20Shadow%20Police%20and%20Cri.pdf>

² <http://www.plymouth.gov.uk/mgInternet/documents/s41818/Panel%20arrangements%20rules%20of%20procedure%20report%20FINAL.pdf>

Alternative options considered, and reasons for recommended action:

Failure to appoint a replacement independent member to represent Cornwall and the Isles of Scilly would mean that the Devon and Cornwall PCP is not meeting the requirements of the Police Reform and Social Responsibility Act 2011.

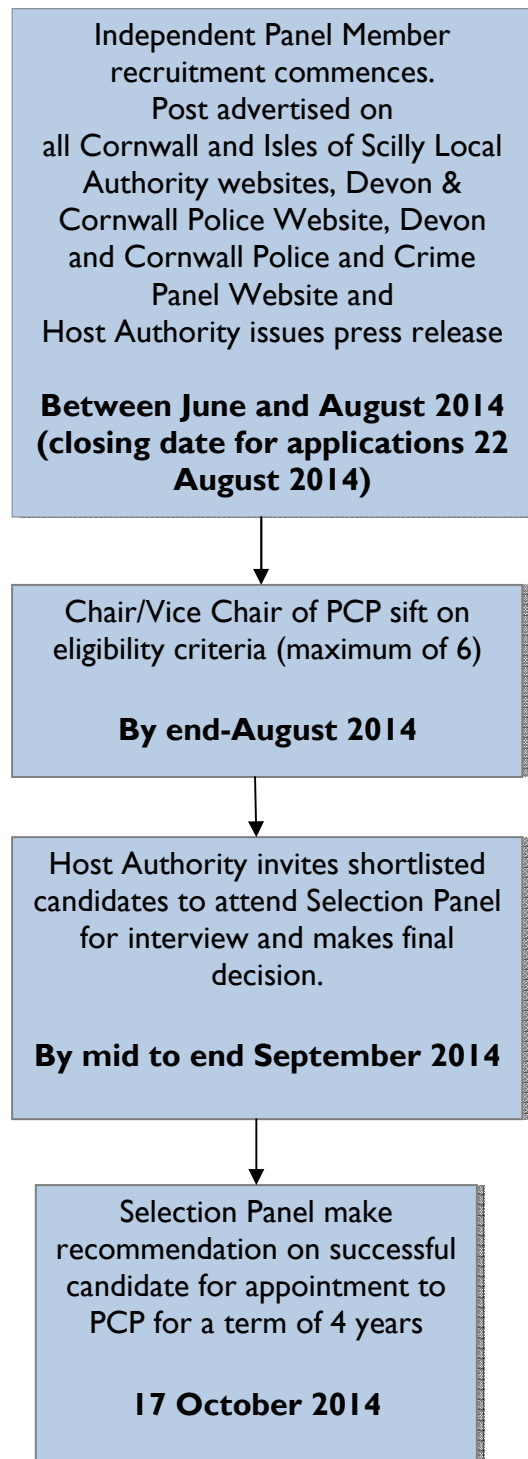
Background Papers:

I. Introduction

- 1.1 The Police and Social Reform Act 2011 requires that two independent (non-Council) members sit on the Police and Crime Panel (PCP). Due to the nature of the work required of an independent member, a rigorous selection process needs to take place to ensure that the independent members have the skills and knowledge to understand and act upon information presented to them.
- 1.2 Individuals must be carefully selected to compliment the councillors nominated to the panel and fill gaps in experience on the panel in order to satisfy the 'balanced appointment objective'.
- 1.3 In an email to PCP members, dated 11 May 2014, Mike Firbank, the independent PCP member representing Cornwall and the Isles of Scilly announced his intention to resign from the PCP.
- 1.4 At the Shadow meeting of the PCP on 25 July 2012 the PCP agreed to delegate the recruitment process for independent members to the Host Authority, in liaison with the Chair and Deputy Chair of the PCP.
- 1.5 The Host Authority, in liaison with the Chair and Vice Chair, will carry out the recruitment process to find a replacement independent member to represent Cornwall and the Isles of Scilly.
- 1.6 This report details the recruitment process for the independent member of the PCP for Cornwall and Isles of Scilly in accordance with the legislation and 'Panel Arrangements and Rules of Procedure'.

2. Recruitment Process

- 2.1 The PCP is recommended to authorise the placing of an advert as detailed at Appendix 2. This will be done through existing networks, in particular all Local Authority websites in Cornwall and the Isles of Scilly, the Devon & Cornwall PCP Website, the Devon and Cornwall Police Website and a press release will be coordinated by the Host Authority. It is anticipated that the advertisement for the role of independent panel members will incur no cost.
- 2.2 In accordance with paragraph 5.5 of 'Panel Arrangements and Rules of Procedure' the applications will be considered against the selection criteria by the Chair and Vice Chair of the Panel, who will shortlist candidates. As a guide the shortlist should comprise a maximum of 6 candidates.
- 2.3 Each shortlisted candidate will subsequently be invited to a Selection Panel. In accordance with the Panel Arrangements and Rules of Procedure, the Selection Panel should comprise, as an absolute minimum, three members, and include one member from Devon (includes Plymouth and Torbay) and one member from Cornwall and the Isles of Scilly. The Chair of the Selection Panel will be appointed by the other members present, on the day of the interviews. PCP members are asked for nominations to sit on the Selection Panel.
- 2.4 The proposed recruitment timeline is attached at Appendix I.

Independent Panel Member for Cornwall and the Isles of Scilly Recruitment Process Timeline

**Appointment of Independent Member of the Devon and Cornwall Police and Crime Panel (to represent Cornwall and the Isles of Scilly)
Building Safer Communities Together**

If you want to make a real difference in your community and influence local policing and community safety issues, you could be the right person to serve as an independent member of the Devon and Cornwall Police and Crime Panel.

The Panel is part of the accountability arrangements for policing in Devon, Cornwall and Isles of Scilly. The panel will maintain a 'check and balance' on the performance of the directly elected Police and Crime Commissioner.

The Panel is looking for a person who has the knowledge and skills to contribute as an independent member, representing Cornwall and the Isles of Scilly.

The role will require you to attend at least 4 meetings a year and a commitment of around 3 to 5 hours per month, with meetings held during the day, usually in Plymouth, but may also include locations across Devon and Cornwall. The role is unpaid but a fixed allowance of up to £920 per year will be paid.

This is an important and challenging role which offers you the chance to provide independent and constructive challenge to support the Police and Crime Commissioner.

We would particularly welcome applicants from the business, voluntary and community sector, organisations supporting black and minority ethnic groups or victims of crime as well as representatives of the community safety or the criminal justice system.

For a copy of the application pack please contact xxxxxxxxxx on xxxxxxxxxx. The closing date for applications is **Friday 22 August 2014** and interviews will be held at the end of September.

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Police and Crime Panel Meeting

20 June 2014

Report of the Police and Crime Commissioner

POLICE AND CRIME COMMISSIONER'S CONSULTATION ON THE PROPOSED COMMUNITY REMEDY

This report updates the Panel on the Police and Crime Commissioner's current consultation on the Community Remedy. This report also welcomes the views of the Panel on the consultation.

The Community Remedy

Under the Anti-Social Behaviour, Crime and Policing Act 2014 the Police and Crime Commissioner is responsible for determining a list of remedies available for taking restorative action in instances of low level crime and anti-social behaviour. This will offer victims a far greater say in how offenders make amends.

In May 2014 the Commissioner launched a consultation on how these arrangements should operate in Devon and Cornwall and the Isles of Scilly. This consultation process offers members of the public the opportunity to share these new arrangements and to help us to identify the kinds of remedies that might be made available. An online survey has been launched which closes on 30 June 2014. Visitors to the OPCC stand at summer shows and events are also being asked to complete the consultation. To date we have received over 1000 responses

The Commissioner welcomes the views of the Panel on this consultation.

Contact for further information

Andrew White

Chief Executive

Office of the Police and Crime Commissioner for Devon and Cornwall

chiefexecutivesupport@devonandcornwall.pnn.police.uk

ANNEX



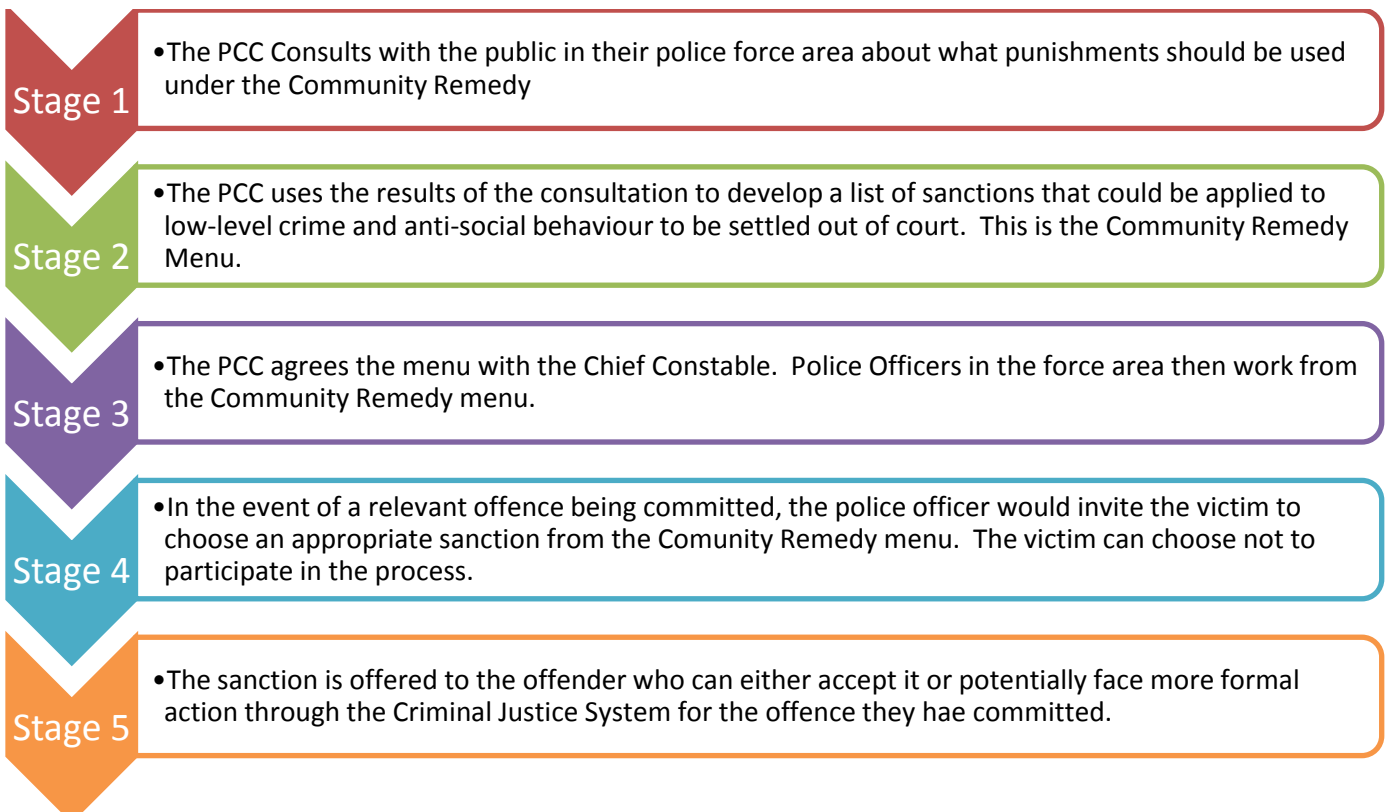
Community Remedy Consultation

Community Remedy (a form of justice that emphasises reparation to the victim by the offender, by cash payment or community service) can play a significant role in tackling anti-social behaviour and low-level crime, providing an effective way of resolving problems. Community Remedy forms part of a set of legislation outlined in the Antisocial Behaviour, Crime and Policing Act 2014.

Police & Crime Commissioner's have a duty to consult with members of the public and community representatives on what punitive, restorative or rehabilitative actions they would consider appropriate to be on the Community Remedy menu.

Should a victim wish to engage in this process the Community Remedy menu gives victims a say in the out-of-court punishment of offenders for low-level crime and anti-social behaviour.

Community Remedy Model



The Office of the Police & Crime Commissioner is consulting with members of the public to develop a list of appropriate actions that could be applied to low level crimes and anti-social behaviour to be settled out of court.

This is the community remedy menu which would allow victims to select an appropriate sanction for the offender of a low level crime to carry out.

1. Please select your top THREE actions, which you feel would be appropriate to be offered as part of the community remedy menu;

- Mediation- use of third party to bring together both parties to reach a common agreement
- A written or verbal apology
- Structured diversionary activities i.e. courses, training
- Reparation to the community- i.e. doing local unpaid work for a short period such as picking up litter in a park
- Targeted intervention, i.e. alcohol treatment, anger management courses
- Financial compensation to make a contribution towards any damage caused
- Reparative work to repair any damaged caused i.e. cleaning off graffiti
- Parenting Contract- A voluntary agreement signed by the offenders parent/carer/guardian outlining expected behaviour
- Written Assignment/ Research
- Counselling
- Acceptable Behaviour Contract- Written agreement specifying future behaviour
- Shuttle Conference- allows the victim and offender to put their views to each other without meeting face to face
- Tenancy Enforcement- through social landlords (in appropriate cases)

2. Do you have any other ideas for possible actions that could be added to the Community Remedy Menu?

3. Would you choose to use the Community Remedy Menu if you found yourself in a situation where it was offered?

- Yes No Don't know

Please turn over.....

Providing the information below helps us to understand differing views and we use it to ensure we are reaching all groups through our consultation. You are welcome to leave any element blank that you would 'prefer not to say'.

Do you live in...?

Devon Cornwall Plymouth Torbay Isles of Scilly Somewhere else

Are you: male female intersex

Is this the gender you were assigned at birth? Yes No

How old are you?

Under 18
18 – 24
25 – 34
35 – 44
45 – 54
55 – 64
65 and older

Are you: Bi-sexual
Gay man/woman/lesbian
Heterosexual ('straight')

Do you have a disability?

Yes
No

To which of these groups do you consider you belong?

White (British/Irish)
Cornish
White other
Black Caribbean
Black African
Black British/other

Chinese
Romany
Other

Mixed white and black Caribbean
Mixed white and Asian
Mixed white and black African

Asian - Indian
Asian – Pakistani
Asian – Bangladeshi
Asian British/other

PCC E-Newsletter: If you would like to stay informed about the work of the Office of the Police and Crime Commissioner please provide your email below to receive an e-newsletter every eight to ten weeks.

Email address:



**Police and Crime Panel Meeting
20 June 2014
Report of the Police and Crime Commissioner**

POLICE AND CRIME COMMISSIONER'S UPDATE REPORT

This report provides an update on the activities of the Office of the Police and Crime Commissioner over recent weeks.

Following feedback from the Panel we have made changes to how this update is presented – providing a clearer delineation between issues and referencing the Police and Crime Plan priorities. We would welcome the Panel's views on this new format and whether they would like to continue to receive reports in this format moving forward.

1. POLICE AND CRIME PLAN DELIVERY UPDATE

The refreshed Police and Crime Plan was published on 3 April 2014 and is available on the OPCC website along with a summary document and videos explaining the Plan¹. A British Sign Language version² and an easy read version³ have also been prepared and are available on the website.

Priority 1: Keeping people safe

In most instances progress against Priority 1 will be tracked through the Public Accountability Board. The OPCC's progress on its actions linked to Priority 1 will be managed through the OPCC Enablers Action Plan. These include the review of the 101 service as well as other cross cutting work such as commissioning of community support services and the PCC Small Grants Scheme.

Recent activities

- The OPCC is working together with the force to review the 101 service provision. This review will include consideration of the current service offering, identification of any service issues, including options to survey or dip sample any issues identified and recommendations to address any shortcomings. The review will be run alongside the force internal review of their contact strategy. It is anticipated that the review will be complete by the autumn.
- The second round of the PCC Small Grants Scheme closed on 31st May 2014 – 145 bids were received. Those bids are currently being reviewed by the Assessment Panel which includes external representatives as well as OPCC staff. Decisions on this second phase of the scheme are due in early July.

¹ <http://www.devonandcornwall-pcc.gov.uk/News-and-Events/News-Archive/2014/PCC-Tony-Hogg-publishes-revised-Police-and-Crime-Plan.aspx>.)

² <http://www.devonandcornwall-pcc.gov.uk/News-and-Events/News-Archive/2014/PCC-Tony-Hogg-publishes-revised-Police-and-Crime-Plan.aspx>

³ <http://www.devonandcornwall-pcc.gov.uk/Document-Library/CENG-DOC-Easy-read-PCP-020614.pdf>

Priority 2: Reducing the harm caused by alcohol-related crime

The Strategic Delivery Board is being led by the OPCC Strategy and Planning Manager and the Assistant Chief Constable for Operations and Local Policing and Partnerships. The Board will work with the Peninsula Drug and Alcohol Group. Clive Lewis from Public Health England will also join the Board.

Five broad work streams have been identified and action plans are being developed for agreement by the Board. These Action Plans will then be published on the OPCC website. The five areas of work identified are:

- i. Action on enforcement and licensing
- ii. Improving education and awareness
- iii. Influencing nationally and locally to deliver change
- iv. Preventing alcohol related crime and ASB and boosting community safety
- v. Data, knowledge and research

Recent activities

- We continue to work to support greater action by retailers and other parts of industry in helping to tackle alcohol related crime and harm. This includes work to support Torrington Council in its recent 'Stop the Strength' campaign.
- The PCC is also actively lobbying the Home Office to take greater steps to tackle cheap super strength alcohol. This includes steps to correct a major flaw in recent legislation banning the sale of alcohol below the cost of duty+VAT which makes the treatment of super strength cider unclear and will notably hamper enforcement activity. The PCC has been working with Dr Sarah Wollston, MP on this issue.
- We are currently developing (in consultation and discussion with the Force and partners) a number of potential pilot projects that we hope to see taken forward over the next few months. These include work to develop a new educational programme for young people as well as a pilot to deal with the problem of pre-loading.
- Forty percent of the funding available for phase 2 of the PCC's Small Grants Scheme (£40,000) has been ringfenced for alcohol projects.

Priority 3: Efficiency and long term financial security

The Strategic Delivery Board is being led by the OPCC Treasurer and the Force's Chief Finance Officer. External membership of the Board has been confirmed as Tony MacGregor (former Group Finance Director, Devon and Cornwall Housing). The first Board meeting will take place in early July.

Recent activities

- The development of the joint Financial Roadmap has begun, with an introductory seminar on 19 June 2014 with Chief Constable and PCC to inform and explore the content of the Roadmap.
- To support our initial investigations we have brought in LPP (who are an HM Treasury and Local Government Association-owned consultancy) to look at cost areas where further savings may be generated. A comparative study will launch in June looking at charges made by other forces to identify enhanced opportunities for income generation.
- Work exploring the potential scope for a Strategic Alliance between Devon & Cornwall and Dorset is continuing. The joint programme team have submitted an initial report to the PCCs and Chief Constables of the two force areas which is currently being considered.
- The PCC submitted a total of 8 bids into the Home Office Innovation Fund 2014/15. In addition we already have Home Office funding secured for 2014/15 for two

additional projects from the 2013 bidding process. A number of these bids are joint bids with other police force areas. In total these bids represent over £2million of funding contribution from the Home Office.

- The Chief Constable is currently consulting with Unions regarding the proposed closure of a number of Public Enquiry Offices. The PCC has supports the findings of the review but has sought assurances from the Chief Constable that contact between the police and the public will not reduce. Over the next few months work will be undertaken to consult with local communities to explore ways in which the police can maintain and improve engagement in areas where the Enquiry Office is expected to close.

Priority 4: An improved Criminal Justice System

The Strategic Delivery Board (Criminal Justice) will review activities being taken forward by the OPCC and the Force (jointly, individually and with partners) in the following areas:

- Transforming Rehabilitation
- Delivering the LCJB action plan
- Services to witnesses
- Mental Health
- Electronic tagging
- Out of Court Disposals
- Youth Reoffending – including use of RJ to reduce reoffending
- File quality
- Action to improve investigation outcomes
- Asset seizure (POCA)

Recent activities

- We continue to work with the Commissioning Team from the Ministry of Justice ahead of the upcoming reforms to rehabilitation services. The PCC is represented on the Local Consultation Panel.
- There is considerable activity around both revising the peninsula section 136 Protocol and preparing a local version of the mental health concordat that was launched nationally earlier this year. The OPCC is taking an active role in this work, including through participation in the Force mental health working group chaired by the force and an action learning set being led by the South West Strategic Clinical Network.
- The OPCC is closely scrutinising the use of Out of Court Disposals to ensure that they are used in appropriate circumstances. A Performance and Accountability Deep Dive will be held on this topic in August 2014 which will involve independent persons such as local magistrates.

Priority 5: High quality, accessible help for victims of crime

The Strategic Delivery Board will be led by the OPCC Partnerships and Commissioning Manager. The Board will drive this joint project to commission a full range of victim services and to achieve full compliance with the revised Victim's Code. A Project Manager has been appointed to co-ordinate the work involved and the External Member of the Board has been confirmed as Jayne Zito.

We have identified five groups who will report back to the Board on progress. Projects timelines are being prepared. The five task groups are:

- Processes,

- Direction,
- Victims Needs Assessment,
- Metrics and
- Compliance with the Victims Code

Recent activities

- Extensive consultation has been conducted with groups and organisations across Devon and Cornwall who are interested in providing services to victims.
- 16th May – Engagement event with VCSE potential providers of support services to form basis of directory/referral tool for proposed Victim Care Unit. Expression of interest and applications to be part of the directory and network of support services are being undertaken by VCSE organisations via Bluelight and coverage across all victim care pathways will be identified.
- An audit is being undertaken to clarify the complex nature of services available across the peninsula, for the victims of sexual violence and domestic abuse.
- A stakeholders/Commissioners meeting is planned for the 7th of July to update them on the progress of our work on victim services commissioning.
- ‘MY RJ’ online secure system purchased as a multi agency licence for use across the peninsula.
- RJ Project Initiation Documents have been agreed and Community safety Partnership RJ forums are being established in order to furnish potential demand for victim led RJ interventions.
- The PCC is currently consulting on the Community Remedy mechanism (see separate report to this meeting) and the OPCC is working with the force on local implementation of the recent Anti Social Behaviour, Crime and Policing Act 2014.
- In February 2014 the Ministry of Justice announced a Competed Fund of up to £12m for Police and Crime Commissioners for victims’ services commissioning in 2014/15. All PCCs have been given an opportunity to bid for further funding to support priority categories of victims of crime (as defined in the Victims’ Code) to help them cope with the immediate impacts of crime and, as far as possible, recover from the harm they have experienced. This fund is a one year fund. The OPCC has submitted 17 bids to the Competed Fund totalling over £650,000.

Priority 6: Greater public involvement in policing

The Strategic Delivery Board for Priority 6 will be led by the OPCC Engagement and Volunteers Manager and the Assistant Chief Constable for Operations and Local Policing and Partnerships. External representation on the Board will be provided by the CVS sector in Devon and Cornwall.

Recent activities

- The terms of reference for the Volunteering Review are under discussion, including the timeframe for the review. The review will include consideration of sustainable support structures and effective promotion of volunteering as well as increased diversity and volunteer satisfaction.
- We are working with a number of organisations to look at possible ways the OPCC can support current initiatives, including:
 - Safer Places Scheme – reviewing the current scope of this scheme with current delivery partners to see how we can boost and support ongoing delivery mechanisms.
 - Community Capacity Building Scheme - working with partners to identify mutual issues of concern, and the cause and effect of policy changes in one organisation impacting on another.

- The first PCC Volunteer Awards will take place on 26 September 2014. The awards are being held in partnership with Devon & Cornwall Police, Devon & Cornwall Community Watch Association and CrimeStoppers. Nominations will be invited for each of the twelve award categories – and members of the public and community groups will be able to make nominations.

2. PUBLIC ENGAGEMENT

The PCC is stepping up its programme of engagement by taking advantage of the range of summer public events and rural shows. The PCC and his team have had stands at a number of events to date including the Royal Cornwall Show, Devon County Show, Exeter Pride, Exeter Respect, Plymouth Blue Light Day and Saltash Regatta. Attendance at a further 12 shows is planned between now and October 2014.

In order to maximise the value we obtain from attendance at these events we are holding three consultation exercises at our stands. Two of these are very informal ‘coin drop’ exercises to get a ‘straw-poll’ view and to engage visitors to our stands in conversations. The final consultation is a more substantive consultation on the new community remedy mechanisms introduced by the Anti-Social Behaviour, Crime and Policing Act 2014.

Coin drop

- Assessing interest from young people in joining the police cadet schemes.
- Seeking views from the public on the main cause of alcohol related issues – with participants asked to identify which issue they believe contributes more to alcohol related issues in the night time economy.

Community Remedy Consultation

The PCC is currently consulting on how new community remedy arrangements under the Anti Social Behaviour, Crime and Policing Act 2014 should operate in Devon and Cornwall⁴.

There has been significant press coverage for the Community Remedy including Plymouth Herald, Western Morning News and Devon and Cornwall radio stations. The Association of the Police and Crime Commissioners has also identified the consultation as best practice and shared the document and approach with all PCC’s across England and Wales.

In addition to the online consultation we have been asking visitors to our stands to complete a paper copy of the survey. To date 864 people have completed the consultation response at the shows. The community remedy consultation is covered in more detail in a separate report to the Panel.

3. OPCC COMMUNICATIONS

Since the beginning of April to 6 June 2014 the OPCC has issued 16 press releases. Many of these have been to publicise the PCC’s Small Grants Scheme and have been issued jointly with organisations that were successful in round one of the scheme. These partners include Crimestoppers, Great Parks Community Centre (Paignton) and Circles South West (Exeter). Other matters covered in recent press releases has been the refresh of the Police and Crime Plan, the importance of increased reporting of sexual offences, the Chief Constable’s proposal to close a number of Police Enquiry Offices, our

⁴ <http://www.devonandcornwall-pcc.gov.uk/News-and-Events/News-Archive/2014/Communities-will-get-chance-to-set-own-list-of-restorative-sanctions.aspx>

current consultation on the Community Remedy and on the upcoming transfer of responsibility for commissioning of victims services to the police.

The media also reported the OPCC response to Devon County Council's consultation into youth services although this was not as result of a press release.

In May this work resulted in 89 press and media articles which reached a total audience of 2,001,389.

The office issued 87 tweets and by encouraging conversations with our communities in this way during that period the office increased its number of Twitter followers to over 3,000.

Tony Hogg has also made numerous appearances on local TV and radio programmes, mainly news based. Some of these recordings have been provided by our 'in house' team to ensure that radio stations who are unable to visit our office or meet Tony personally have audio material available to them should they wish to use it editorially.

Tony Hogg, alongside Chief Constable Shaun Sawyer, appeared in a joint BBC Radio Cornwall / Devon #hotseatlive event from Camborne which featured the alcohol debate (and other topics raised by the public). The editorial control of this evening broadcast was controlled by the BBC. Similar, events are planned for 2 July from Newquay to be aired by BBC Radio Cornwall and Torquay broadcast by BBC Radio Devon. The broadcasts so far have been well received and engage many 1000's of local people in the policing debate.

Tony Hogg has also recorded an extended interview for the Channel 4 programme 'Dispatches' regarding alcohol-related crime and misuse. This is scheduled to be broadcast on 30 June.

OPCC communication does not rely on the established media to speak to communities neither does it base its public engagement purely around social media. In recent months, the OPCC has issued three newsletters, one to promote the Police and Crime Plan, a scheduled issue of the Quarterly report and another primarily to promote the office consultation into Community Remedy. Each newsletter is sent to over 2,000 recipients.

4. FINANCE AND GOVERNANCE MATTERS

Transparency

The OPCC and the Force are taking steps to boost transparency of the existing governance mechanisms, such as the Joint Management Board.

A new statement of transparency has been included in the updated terms of reference for each Board. In general, the following principles will be adhered to:

- PAB. Bi-monthly meetings will be open to the public and webcast. Summary reports, minutes and key decisions relating to PAB meetings will be posted on the website.
- JMB. Meetings of JMB will be held in private and the minutes of each meeting will be closed. The agenda and a summary of the key issues discussed at each meeting will be published on the OPCC website.
- Strategic Delivery Boards. Meetings will be held in private. A quarterly report and the Action Plan will be published on the OPCC website.

Decisions made

The following decisions have been taken by the Police and Crime Commissioner in recent weeks.

- 28 February 2014 - Statutory Staff Transfer Scheme⁵
- 26 March 2014 - Treasury Management Strategy 2014-15⁶
- 1 April 2014 - Adoption of Governance Framework⁷
- 2 April 2014 – Appointment of Chief Executive

Integrity

The College of Policing's final version of their Code of Ethics for policing has now been published. Once it has been before Parliament it will have statutory effect (meaning for example an officer or policing staff member in breach of the Code could face dismissal proceedings).

The Association of PCCs have proposed an ethical framework for PCCs to adopt. The OPCC Team are working to adapt that framework to reflect Devon and Cornwall requirements. It is expected that the framework will be finalised in Summer 2014.

Financial matters

The annual accounts for 2013/14 are in the process of closure and we expect to publish our 2013/14 Annual Report in July 2014.

5. HMIC INSPECTIONS

The HMIC Inspection programme for 2014/2015 represents a significant burden to both Devon & Cornwall Police and the OPCC. The load for thematic inspections remains as great as ever, if not increasing, while HMIC are also striving to introduce the new all-force inspection programme (Police Efficiency Efficacy and Legitimacy – PEEL). Usefully HMIC are using the thematic inspection programme to trial aspects of the new PEEL programme but it is unlikely that the PEEL programme will reduce the burden of thematic inspections on police forces.

Inspection reports that have recently been published are:

Joint inspection of Devon and Cornwall police custody suites

A good report for Devon & Cornwall. However two issues were highlighted as requiring further action. The first related to the availability of alternative places of safety for section 136 detainees and the second to the availability of courts and court accommodation leading to longer times spent in custody than might otherwise be necessary. The OPCC is working with the Force and other partners including LCJBs to address these issues.

⁵ <http://www.devonandcornwall-pcc.gov.uk/Document-Library/Decisions/Statutory-Staff-Transfer-Scheme.pdf>

⁶ <http://www.devonandcornwall-pcc.gov.uk/Document-Library/Decisions/Treasury-Management-Strategy-2014-15.pdf>

⁷ <http://www.devonandcornwall-pcc.gov.uk/Document-Library/Decisions/Adoption.pdf>

***'Everyone's business'*: Improving the police response to domestic abuse**

This report highlighted a number of concerns that needed to be addressed and in particular a lack of consistency of approach across Devon & Cornwall especially in relation to medium and low risk domestic abuse. Devon & Cornwall Police had already identified most of these issues through the Safeguarding Vulnerable People Review and have a number of action plans in place to address. The OPCC recently held a deep dive scrutiny meeting to examine in greater detail progress in meeting some of these challenges. This will be fed back to the public at the next Performance & Accountability Meeting in July.

The Strategic Policing Requirement: An inspection of the arrangements that police forces have in place to meet the Strategic Policing Requirement

A national report which did not focus specifically on Devon & Cornwall Police. However the recommendations from the report have been added to the forward agenda for OPCC deep dive scrutiny meetings.

Crime recording: A matter of fact – interim report

This was an interim report which included data from the inspection of Devon & Cornwall. However the data presented did not include those cases (representing 40% of the total) where the offence was direct crimed and would have increased compliance. We have reviewed the interim report but are of the view that until the final report for Devon & Cornwall is available there is little actionable information. We continue to monitor crime data as always.

In addition to the above published reports we are awaiting publication of the Road Traffic Collisions, Making Best Use of Police Time and Value for Money inspections. Forthcoming thematic inspections include Integrity and Corruption and Child Protection as well as the interim report of the PEEL programme expected in the autumn.

Contact for further information

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Police and Crime Panel Meeting

20 June 2014

Report of the Chief Executive of the Office of Police and Crime Commissioner

COMPLAINTS AGAINST THE POLICE AND CRIME COMMISSIONER RECEIVED UNDER THE POLICE REFORM AND SOCIAL RESPONSIBILITY ACT 2011

Update

1. No complaints against the Police and Crime Commissioner have been received during the period 13 March 2014 – 6 June 2014. The number of complaints received and handled since the PCC's election on 15 November 2012 are shown below at Table 1.

Table 1

Dates	Complaints received	Number of Complaint recorded	Number of Complaints unrecorded	Total	Complaints forwarded to IPCC by the OPCC
15 Nov 2012 – 9 April 2013	0	0	0	0	0
9 April – 24 Sept 2013	2	1	1	2	0
24 Sept – 25 Nov 2013	4	4	0	4	0
26 Nov 2013– 18 Jan 2014	0	0	0	0	0
19 Jan 2014-12 Mar 2014	0	0	0	0	0
13 Mar 2014-6 June 2014	1	0	0	1	0
			Grand total	7	0

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Report prepared 10 June 2014

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