



Devon and Cornwall Police and Crime Panel
5 October 2018
Report of the Police and Crime Commissioner

POLICE AND CRIME COMMISSIONER'S UPDATE REPORT

This report draws the Police and Crime Panel's attention to a number of matters that have arisen or progress that has been made since the last Panel meeting in June 2018 - any of which the Commissioner would be happy to expand upon further.

1. Policy developments

Exploring the potential merger with Dorset Police

This is the subject of a separate report on this agenda.

PCC's Small Grant Scheme

The PCC's Small Grant Scheme intends to support communities to help resolve local issues themselves and to make Devon, Cornwall and the Isles of Scilly a safer place. £80,000 has been allocated to be granted in 2018 and an additional £80,000 in 2019 to local communities with identifiable anti-social behaviour (ASB) issues.

The Small Grant Scheme is available to community groups and other local organisations that can show that they are undertaking or wish to undertake actions that can have a positive impact in reducing and preventing repeated anti-social behaviour. Bidders need to demonstrate they were working with, and have the support of, their local Town or Parish Council, or Ward Councillors in larger urban areas.

This year's scheme was launched in May inviting bids of between £250 and £2,500 to address the more challenging forms of anti-social behaviour in public spaces which have a significant impact on community safety. The scheme attracted over 50 applications from across parts of Devon and Cornwall.

All applications were considered by a panel consisting of OPCC staff, police staff and PCC Councillor Advocates. A scoring matrix was agreed to select the applications that best evidence their need and their ability to tackle and prevent repeating anti-social behaviour in the area that they represent.

The Panel awarded funds to 27 applications with funds to be released in September. Full list of awards made is as follows. The OPCC will be working with each of these projects as they go live – helping them to raise awareness of the good work that they are doing locally.

Devon:

Bank Youth Project – Ashburton
Culm Sampford Youth Football – Culm Sampford
Totnes Youth Leisure Nights – Totnes
Tavistock Street Pastors – Tavistock
ENGAGE THE CAGE! – Kingsbridge
DrugSense - Sidmouth College – Sidmouth
Mental Health training for Haven volunteers – Paignton
Holsworthy Youth Club
Youth Genesis - Cranbrook
School Social Responsibility Programme – Sidmouth
Log-It – St Davids Partnership, Exeter
Bridge Project Ivybridge YFC – Ivybridge
Bungalow Youth Project - Buckfastleigh
Dartmoor Zoo Superkids – South Devon
Investing in Youth – Plymouth (Devonport and Stonehouse)
Imagine and So Fly (youth) – Torbay
Parents Support – Teignbridge
Rectory Residents Association – Stoke Village, Plymouth

Cornwall:

Creation Fest – Wadebridge
Skill up & be well - Cosgarne Hall – St Austell
Young People Leading Young People – Camborne -
St Petrocs Cold Weather Provision – Truro (and neighbouring areas)
Roaming – Breadline Penzance – Penzance
The Friday Night Project – Saltash
St Austell BID – body worn cameras – St Austell
New Skills Academy IntoBodmin - Bodmin
Believe – Falmouth

PCC calls for Spice to be reclassified as a class A substance

The Commissioner has supported calls from other Police and Crime Commissioners from across the country urging the Government to reclassify the synthetic cannabinoid known as Spice as a class A substance.

A letter highlighting the growing public health concerns around synthetic cannabinoid substances and the additional pressures their use is putting on police across the country has been submitted to the Home Office by a number of Police and Crime Commissioners.

Use of these substances has risen dramatically since 2014. Figures from the Office of National Statistics show that from 1993-2014 there were three deaths linked to consumption of synthetic cannabinoids while between 2015 and 2017 there were 59.

The Commissioner has received support from a number of local MPs and council leaders in her call to upgrade Spice to a Class A substance.

Modern Slavery

The national Modern Slavery Police Transformation Programme (MSPTU) based in Exmouth continues to support police forces across England and Wales to improve their response to modern slavery and take a more consistent approach to safeguarding victims and investigating modern slavery and related crimes.

The Unit has been live since April 2017 and the programme has provided over 70 new and dedicated roles to provide the police with improved intelligence, better training and specialist tactical advice to strengthen the police's operational response to modern slavery. Key delivery to date includes:

- Setting up the bespoke modern slavery intelligence hub – the Joint Slavery and Trafficking Analysis Centre (located in the National Crime Agency) to build and develop the strategic intelligence picture;
- Delivery of the new network of regional analysts located in the Regional Organised Crime Units (ROCU) to develop the intelligence base at the local and regional levels;
- Establishment of a “what works” team to provide expert tactical advice across complex and multifaceted modern slavery crimes;
- Implementation of a new and improved national programme of training for front line officers and staff;
- Recruitment of a seconded national expert to Europol to coordinate activity between UK law enforcement and European counterparts during cross-border investigations.
- Appointment of a Victim Advocate to ensure that understand their needs and that we work with them to get the help and support they need, including work to inform the NRM Reform programme.
- Establishment of an international co-ordination function, focused on upstream activity to prevent people becoming victims in the first place – working with NGOs and authorities in key identified countries to build capacity and resilience.
- A PCC Toolkit is under development to support a consistent and well informed approach across PCCs to modern slavery and their commissioning of support services for its victims
- The MSPTU has worked closely with CPS colleagues to deliver training for operational officers aiming to improve investigation processes and subsequent prosecutions. This followed liaison to establish recommendations for best practice in Modern Slavery Human Trafficking related investigations.

The impact of the Unit and wider activities of the National Network are starting to be seen across the country:

- In July 2018 there were 875 live modern slavery policing operations in the UK – a more than 250% increase in the number of operations reported just a year ago. Cases were estimated to involve up to 1900 victims. Sexual exploitation is the single biggest exploitation type under investigation accounting for 38% of operations.
- The number of potential victims protected and detected as a result of police activity has seen a significant year on year increase. To the end of Q1 2018 police generated NRM referrals were up 60% while Duty to Notify notices increased by 80%.
- More than 3300 specialist modern slavery training days have been delivered to over 2,500 officers and police staff. All forces in England and Wales have participated.
- More than 400 specialist investigators have received specific training on how to run complex modern slavery investigation. A further 600 lead investigators and other

practitioners have received training on covert tactics, victim management and ABE in modern slavery cases.

- Awareness and specialist investigation training materials have been accredited by the College of Police and are now available across UK law enforcement.
- Four major partnership and practitioner events have been held attended by more than 600 representatives of police, law enforcement, OPCCs, government agencies, local authorities, NGOs, community action groups and other partners – all focussing on working together to defeat modern slavery.

As part of the national programme the Devon and Cornwall OPCC are working with colleagues in West Yorkshire OPCC to lead the development of a PCC Modern Slavery Tool Kit. This tool kit will inform and support PCCs and their OPCCs and will cover a range of matters such as victim care, commissioning and scrutiny. The OPCC is also working closely with Trading Standards to develop a national pilot which will incorporate Modern Slavery into their Buy with Confidence scheme.

The Commissioner is raising awareness of modern slavery and the actions employers and staff can take by supporting a number of awareness-raising events across Devon and Cornwall. Money has been allocated to facilitate engagement events and promote local protocols which will be run in partnership with Community Safety Partnerships. The PCC will be supporting Anti-Slavery Day on 18th October through engagement and raising awareness

The Commissioner has submitted evidence to the Home Affairs Committee's inquiry into the Modern Slavery Act. The inquiry is looking at what progress has been made in the three years since the Act came into force and what more remains to be done.

Road Safety

New Policing Road Safety Strategy 2018-2021

This is the subject of a separate report on this agenda and a wide range of initiatives will be the focus of the work of the OPCC and the Force over the coming months.

Enhancing proactive work – a new No Excuse Team in Devon and Cornwall Police

The Panel were updated in June 2018 regarding the establishment of a new high visibility 'No Excuse' team on road safety following best practice. The Team carry out highly visible, targeted roads policing enforcement – targeting our most prolific and potentially dangerous drivers and locations – using a data and community intelligence led approach. The Team of seven police officers have been put in place gradually over the summer and are working closely with partners in our local highways authorities to determine their activity and approach. Panel members can follow their activity at @DC_NoExcuse .

PCC's national roads policing portfolio

As the national PCC lead for road safety, the Commissioner has begun to work closely with the National Police Chiefs' Council Lead Anthony Bangham (West Mercia Police) who has responsibility for the development and implementation of the recently published National Roads Policing Strategy 2018 – 2021.

The Commissioner has also led the development, over the summer, of a national PCC Road Safety Action Plan which has been agreed by the Association of Police and Crime Commissioners. The Action Plan is a partnership approach and focuses positioning PCCs at the

centre of road safety strategy, strengthen knowledge of road safety matters and improve the support to victims of road traffic collisions.

The Panel will recall from the June 2018 meeting that the Department of Transport were expected to make an announcement in the summer regarding their future Road Safety Strategy. In late June 2018 Jesse Norman the Road Safety Minister announced that a new enhanced Action Plan was being developed by the Government for Road Safety, focused in particular on 4 categories of vulnerable road users namely young people, rural road users, motorcyclists and older vulnerable users. The Commissioner is meeting the Minister in October 2018 on behalf of all PCCs to discuss their plans and explore how PCCs can inform and support national action in the area of road safety. The OPCC have also been invited to sit on the Department for Transport's Road Safety Delivery Group which will have a key role to play in driving forward national activity and attended their first meeting on behalf of the Commissioner in September 2018. The OPCC are working more closely with the police led National Roads Policing Intelligence Forum and has become a member of that group to further increase the engagement of PCCs in this important issue.

Out of Court Disposals Scrutiny Panel

The Police and Crime Commissioner is responsible by law for holding the Chief Constable to account on behalf of the residents of Devon, Cornwall and the Isles of Scilly for delivering a police force that works well and meets the needs of its communities. To do this the Commissioner 'scrutinises' certain issues and activities including the use of Out of Court Disposals (OoCDs).

The scrutiny of OoCD's is about reviewing cases and working practices, to support the police to learn and achieve consistent and accurate outcomes. It is important that the public and criminal justice partner organisations understand and have confidence that Devon and Cornwall Police are using their powers legally, proportionately and appropriately

The aim of the OoCD Scrutiny Panel is to independently review both youth and adult cases that have been resolved through the use of OoCDs and to publish their findings in the public domain. The panel also has a role to:

- identify and recognise good practice
- identify any areas of improvement relating to the use of OoCD's
- explore the quality of decision making relating to OoCD's
- make recommendations to those individuals within organisations who have the power to make changes
- provide a mechanism within the scrutiny process to ensure that victims have their voices heard

The new OoCD Scrutiny Panel held its first meeting on 25 July 2018. The panel reviewed 4 cases (3 adult and 1 youth). In 3 cases the panel concluded that OoCDs had been issued appropriately, and in 1 case the panel's view was that the OoCD had been issued inappropriately. Further details relating to the panel and its findings will be made available on the Commissioner's website in October 2018.

PCC's Councillor Advocate Scheme

A councillor advocate is an elected member from any council in Devon, Cornwall and the Isles of Scilly who has volunteered to help improve communication between the police, councils, and the police and crime commissioner.

The scheme is comprised of 10 component parts including face to face opportunities, written materials and access to campaigns and events. In each policing area councillors are invited to volunteer themselves as a councillor advocate. Whilst councils may choose to select an individual as a councillor advocate for the scheme using their own internal processes, the scheme is open to any councillors who wish to take part and is not restricted to those selected by councils.



67 individuals are now part of the councillor advocate scheme. The scheme aims to improve the connectivity between councillors, the police and the Commissioner and OPCC and is being explored by other PCCs across the country as best practice.

The Commissioner is currently holding her second quarterly Councillor Advocate Seminars. An event took place in August 2018 at Police Headquarters in Exeter where 26 Advocates joined the Commissioner and the OPCC team and an event is being planned for Cornwall (as a summer date was not favoured by the Advocates). The theme of the seminar (as requested by advocates) was fraud and cyber-crime and the work of the OPCC. Experts from Devon and Cornwall Police joined the Councillors to provide a briefing on fraud and cyber crime and feedback from the event has been positive.

Councillor Advocates are also playing an important role in helping the Commissioner to make informed local decisions – for example, by inviting Councillor Advocates to be part of the Small Grants Scheme Panel in July. Four advocates joined the panel which was responsible for allocating over £60k of funds to support local community projects to tackle antisocial behaviour and the Commissioner and OPCC are very grateful for their support.

A Steering Board is being set up to help guide the future development of the scheme and the office will also be re-publicising the scheme over the coming months. For further information please email councilloradvocateopcc@devonandcornwall.pnn.police.uk

Independent Sexual Violence Advocacy

The new ISVA contract with First Light which was reported at the June 2018 Panel meeting will commence on the 1st October 2018 and will complement the new SARC contract which will be operated by North Devon Health Care Trust, who currently run the Exeter SARC, from the same date.

Formal launch of new Restorative Justice Service in Devon, Cornwall and the Isles of Scilly

Along with other dignitaries, the Commissioner welcomed HRH The Princess Royal to Torquay in June to visit Make Amends and formally open the new restorative justice service for Devon, Cornwall and the Isles of Scilly.

The PCC commissioned Make Amends in October 2017 to deliver RJ services to victims of crime across the peninsula. The funding provided ensures that frontline police officers and their colleagues in other parts of the criminal justice service can support victims by giving them the

chance to meet or communicate with their offenders to explain the real impact of crime upon them. The visit by The Princess Royal was in her capacity as the Patron of the charity.

Blue Light Officers

The Commissioner's budget plan for 2018/19 included funding to support the appointment of up to 20 blue light officers. The Commissioner is delighted to report that excellent progress is being made across the peninsula to deliver blue light officers – in close collaboration with blue light partners.

In Cornwall seven new Tri Service Safety Officers have been appointed. These officers, who hold powers equivalent to a police community support officer, fire officer and ambulance service first responder will be a hugely important asset to our local communities and form an integral part of our neighbourhood service. The officers will be based out of local fire stations and will be located in the following areas St Just, Hayle, Perranporth, St Dennis, Fowey/ Polruan, Lostwithiel and Looe. The newly appointed tri service officers will commence training in November.

In Devon, the Commissioner and Devon and Cornwall Police are working with Devon and Somerset Fire and Rescue to establish an innovative new Community Responder programme – and the panel will be updated on this at its meeting in November.

CCTV

Significant progress is being made in Devon with 10-15 towns currently costing new or upgraded CCTV systems which will be capable of connecting into the network of monitoring hubs (control rooms). The Commissioner has invited town councils to apply for capital funding support, in addition to helping access funding from the business community and other partners.

In Exeter the City Council is scoping the work needed to deliver a major upgrade of the camera network and control room, and the Commissioner has indicated that she would be looking to support this much needed upgrade via a capital funding contribution.

Elsewhere, work is continuing to look at ways of connecting the major control rooms in Devon and Cornwall (Police, Local Authority and Cornwall Fire Service). The timescale for this work is 6-12 months and, when completed, this will create a fully integrated network of CCTV systems across the two counties.

August 2018 also saw the formal launch of the new CCTV system in St Ives and Wadebridge, which has been supported through the Commissioner's CCTV Investment Fund.

The Commissioner's officers are also working with Cornwall Fire to trial the use of mobile CCTV cameras which can be deployed quickly and flexibly where specific issues arise. These are often related to ASB.

PCC's Connectivity Innovation Fund

Connectivity is a key area of focus within the Police and Crime Plan. To support the delivery of the Connectivity Framework the Chief Constable and the Commissioner have agreed a framework 'Connect to Protect' setting out how the police will develop stronger links with local communities. The framework includes 10 minimum standards. A summary document setting out the framework and the standards is available on the OPCC website at

www.devonandcornwall-pcc.gov.uk . In addition, the PCC established a Connectivity Innovation Fund of up to £75,000.

The Fund provides small amounts of money to support ideas and initiatives that will help policing teams to better connect with their communities and was designed to encourage and support the many good ideas the Commissioner hears from amongst police officers and staff for reaching out to the communities they work with. Therefore applications to this fund were limited only to members of Devon and Cornwall Police.

45 bids were received from across Devon and Cornwall Police for the first round of the Fund. A panel of OPCC staff and Devon and Cornwall Police considered all submissions and agreed to support 25 applications to progress to the next stage. Unsuccessful applicants were signposted to other options for support where available.

Successful projects are currently being rolled out and include:

- The provision of electric bikes in Bodmin, Wadebridge and Bideford
- Crime prevention workshops for learning disabled people across Devon
- A student rangers project across north and west Devon
- Neighbourhood engagement in Penzance

Home Office - Early Intervention Youth Fund

The Early Intervention Fund was launched in July as part of the Government's Serious Violence Strategy. The fund invited bids from PCCs who work in partnership with CSPs or the equivalent. They can bid for funding to deliver projects which steer young people away from violent crime. The fund looks to assist projects that mainly work with people under the age of 18 but will consider projects with young adults up to the age of 25 who can be victims and perpetrators.

The aims of the Home Office fund are:

- delivering services to support and prevent young people from getting involved in crime by supporting positive activities
- delivering positive outcomes for young people, focused on addressing risk factors which are linked to serious violence
- building on, and developing, our understanding of what works in practice for tackling these risks factors
- driving improved local, multi-agency partnership working; and most crucially
- reducing the levels of serious violence and crime.

The Commissioner has been working with Community Safety Partnerships across the peninsula and is putting forward local bids.

PCCs Annual Report

The PCC's Annual Report for 2017/18 which was considered in draft by the Police and Crime Panel in June 2018 has now been published. A copy of the report is available on the OPCC website at www.devonandcornwall-pcc.gov.uk and is being distributed in hard copy to every library in Devon, Cornwall and the Isles of Scilly.

Criminal Justice and the work of the LCJB

As Chair of the Local Criminal Justice Board the Commissioner has been working closely with partners from across the peninsula to drive forward system improvements. Provided below is an update on some of the key developments that took place over the summer.

Exeter Prison 'Through the Gate Pilot'

The Panel has previously been updated regarding the Commissioner's work, with Local Criminal Justice Board colleagues, to deliver an innovative post release support service pilot at Exeter Prison as part of our work to stop the revolving door of offending. This pilot has been supported through the Police Transformation Fund funding that the Commissioner secured from the Home Office for the Pathfinder/Transforming Justice Project in 2016/17.

The OPCC have been working with partners to establish a regular pre-release coordinated event at HMP Exeter 2 weeks before offenders are due to be released. Under the scheme all of the services that a prisoner will need to make contact with upon release will be present or contactable by telephone at a preparation session two weeks prior to their release. The purpose of this is to seek to ensure that prisoners have all the services they require in place, prior to their release, including accommodation, work or an application for Universal Credit (as applicable) and any other services they may need post release – thus reducing the likelihood that they may reoffend at an early stage.

The pilot has attracted interest from around the country and Government. In October a number of representatives from the Ministry of Housing, Local Government and Communities -and Ministry of Justice are visiting HMP Exeter to witness the pilot in action.

Community sentences

In August the OPCC and Local Criminal Justice Board met with Magistrates from across the peninsula, the resident District Judge, the National Probation Service and Community Rehabilitation Company (Working Links) in a bid to understand why the number of community sentences have been declining across Devon and Cornwall. Discussions explored whether there is anything that could be done to influence this trend, or to make the community sentences a more robust and effective sentencing option. The aim is to make community sentences a more robust option and therefore reduce short term custodial sentences. We know rehabilitation in the community is far more effective and more likely to reduce offending than a custodial sentence.

Women in the Criminal Justice System

The Commissioner and the OPCC are continuing to work with partners from across the peninsula as part of the LCJB's Reducing Offending Board to develop a Peninsula Women's Strategy. The Board is seeking to provide a gender-specific whole system approach to address the specific needs of women in the criminal justice system – identifying gaps and improving service provision to reduce offending levels.

Working together we have submitted a bid to the Ministry of Justice for £234,238. The bid, if successful will provide outreach support workers to work with women in or on the cusp of the criminal justice system to address their needs and prevent future offending. Many of these women will have experienced domestic abuse (as 80% of our women in the CJS have) and live in some of our most remote geographical areas making it difficult to access current services.

Working with the Voluntary, Community and Social Enterprise Sector (VCSE)

In partnership with Safer, Stronger Consortium in Cornwall, the LCJB is developing a working agreement between the CJS and VCSE organisations operating across Devon and Cornwall. The agreement will set out a future model for working including representation at meetings, principles that govern information sharing and co-design and policy development whilst having a focus on how to get the best outcomes for the communities we serve.

Mental Health and the Criminal Justice System

The LCJB recognises the challenges faced by offenders and their families who come into contact with the CJS because of, or with, mental ill health issues. The LCJB Mental Health Partnership has developed a three stage plan based on prevention, intervention and partnership. The plan has actions crossing CJS and Health agencies and good progress is being made. Amongst some of those projects; we are working with one of the local judges on reducing the amount of time it takes to get psychiatric reports to court to inform sentencing and are helping Approved Mental Health Practitioners set up a process where they can make court applications by video, saving our rural colleagues valuable time in the community. The plan spans two years and has served to improve our joint working relationships.

On behalf of the LCJB Partnership, Livewell SW and Harbour, based in Plymouth, have been leading one of five national community sentence treatment requirement pathfinders. One of the key elements of the pathfinder is the mental health treatment requirement, which provides the Magistrates and Crown Court an additional sentencing option for people attending court with mental health issues. The pathfinder has been very successful since starting in December 2017 and has recently been awarded a Commissioners Award.

2. National developments

A number of national developments have been covered earlier in this report, such as the Home Affairs Select Committee Inquiry into Modern Slavery.

Assaults on Emergency Workers (Offences) Act 2018

In September 2018 this legislation, which started out as a Private Members Bill, received Royal Assent. The Act provides greater protection to police officers and other emergency responders by increasing sentencing for those who assault emergency workers.

Last year there were over 700 assaults on police officers and staff recorded in Devon and Cornwall. Whilst these will vary in severity, this is unacceptable. Aside from the injuries and impact this has on the victims and their family, it also places pressures on the rest of the workforce whilst their colleagues recover and spend time away from the frontline.

The Commissioner has worked with Devon and Cornwall MPs to raise awareness of this legislation and encouraged them to support the proposal since it was first introduced as a Private Members Bill and is delighted that this has now entered the statute books.

Public Accounts Committee - inquiry of the financial sustainability of police forces in England and Wales

The Public Accounts Committee is conducting an inquiry of the financial sustainability of police forces in England and Wales. This follows the publication of a report by the National Audit Office raising concerns at the Government's approach to the police funding model.

<https://www.nao.org.uk/report/financial-sustainability-of-police-forces-in-England-and-Wales-2018/>

The report concludes that the Home Office's approach to overseeing police forces means that it does not fully understand the impact on local policing.

The Commissioner has been invited to attend the Public Accounts Committee later this month to provide evidence to the inquiry.

Ministry of Justice consultation on the Future of Probation

The Ministry of Justice (MoJ) has carried out a consultation on the future of probation services entitled Strengthening probation, building confidence. This makes a number of proposals including aligning the National Probation Service and Community Rehabilitation Company areas in England.

The Commissioner has submitted a response to the consultation and has also worked with partners across the Local Criminal Justice Board to submit a shared response. In the Commissioner's response, she called for the MoJ to recognise that Police and Crime Commissioners can play a greater role in strengthening the entirety of probation and building public confidence and the confidence of the judiciary of the whole system.

The Commissioner is strongly of the view that any future structure which involves a commercial provider will need to ensure that the needs of offenders and victims are taken into consideration before those of shareholders, and that the contractual relationships are flexible enough to respond to changing local needs. There also needs to be greater transparency locally on the performance of these entities, so that statutory partnerships, such as the LCJB and Community Safety Partnerships, can adequately hold the delivery agents to account.

3. Estates

Exeter Custody and Operational Hubs

The £29.5m build project will complete at the end of 2019, with officers moving in to the building in Spring 2020. As part of the main contractor's corporate social responsibility commitment, they are working on several OPCC nominated initiatives with the local community, including working with the release of prisoners from Exeter Prison to provide them with skills and new opportunity in the construction industry.

Heavitree Road Police Station

Heavitree Road Police Station was advertised for sale on 10 September. Already there has been significant interest in the two-acre site. Early discussions with Exeter planners have indicated they believe the site suitable for high-density housing.

In order to maintain a community policing hub in the centre of Exeter a partnership with Exeter City Council will see the community policing team move into a space in the ground floor of the Civic Centre in Paris Street. Money raised from the sale of the Heavitree Road site will be invested in estates projects.

Liskeard – New Station

The old Police Station will be demolished at the end of 2018. A new Police station will be built on the existing site which is a shared campus with Fire and Ambulance services. The new station will include a partnership meeting room to promote increased collaboration with our blue light partners.

4. PCC Summer Engagement Programme for 2018/19

Between 1 April and 30 September 2018 the OPCC has attended 70 engagement events across Devon and Cornwall - this includes talks to organisations, Meet Your PCC events, and diversity events such as Pride, Respect and Blue Lights Days, district shows, armed forces days, rural road shows. This is a significant increase on last year and is reflective of the decision that by attending more and smaller events we would get more meaningful engagement with communities.

At many of these events the engagement team has been encouraging members of the public to take part in the survey into the proposed merger. Road safety has also been on an ongoing theme and over 4000 people cast their votes in a survey to discover the public's major concerns regarding road safety. The results of that survey are included in the Road Safety Strategy Paper submitted to this Panel.

Supporting Pride in Tiverton

The Commissioner was delighted to support Tiverton's first Lesbian, Bisexual, Gay, Transgender and Questioning (LBGTQ) Pride event on 18 August 2018. The event was the 140th registered LBGTQ event of its kind in the country. At the event staff from the Commissioner's office engaged with individuals about a wide range of issues including hate crime. Police and Crime Panel members wishing to know more about Hate Crime Reporting and the police response to Hate Crime can find further information on the Devon and Cornwall Police website at www.devon-cornwall.police.uk/advice/threat-assault-abuse/hate-crime/.

PCC's newsletter

In early May 2018 the decision was taken to change the format of the Commissioner's newsletter and how it is distributed. This was largely taken due to the new GDPR regulations.

From June the newsletter will not be produced every two months and will be distributed via the Force's Devon and Cornwall Link Up.

This has significant benefits both ways. It means that the newsletter will now be distributed to approaching 40,000 potential readers but also gives the OPCC the chance to promote the Link Up service which is an increasingly influential way for the police to contact the public with specific local news.

5. Personnel changes

OPCC staffing structure

The OPCC staffing structure has been amended following a review conducted by the new CEO. As a result of this the OPCC structure has changed from 5 teams to 4 teams, streamlining the management and providing a better alignment of functions. Under the new structure the

strategy, policy and planning functions are brought together with performance and scrutiny activity into a single team. The customer service functions has also been aligned with business support services, where previously this was split across two teams. There have been no redundancies and no increase in headcount.

The new OPCC management team structure is as follows:

- Strategy, Policy and Performance Manager (Lisa Vango)
- Criminal Justice, Commissioning and Partnerships Manager (Lyn Gooding)
- Communications and Engagement Manager (Patrick Phelvin)
- Business Support and Customer Services Manager (Eleanor Tanner).

Contact for further information

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