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21 March 2017

CUMBRIA POLICE & CRIME COMMISSIONER'S PUBLIC ACCOUNTABILITY CONFERENCE

The Police and Crime Commissioner's Public Accountability Conference will take place on **Wednesday 5th April** in Conference Room 3, Police Headquarters, Carleton Hall, Penrith, at **10:30 am**.

The purpose of the Conference is to enable the Police and Crime Commissioner to hold the Chief Constable to account for operational performance.

S Edwards
Chief Executive

Attendees:

Police & Crime Commissioner - Mr Peter McCall (Chair)
OPCC Chief Executive - Mr Stuart Edwards
OPCC Chief Finance Officer - Mrs Ruth Hunter
Chief Constable - Mr Jerry Graham

AGENDA

PART 1 – ITEMS TO BE CONSIDERED IN THE PRESENCE OF THE PRESS AND PUBLIC

1. APOLOGIES FOR ABSENCE

2. QUESTIONS FROM THE PUBLIC

An opportunity (not exceeding 20 minutes) to deal with any questions which have been provided in writing within at least three clear working days before the meeting date to the Chief Executive.

3. DISCLOSURE OF PERSONAL INTERESTS

Attendees are invited to disclose any personal/prejudicial interest which they may have in any of the items on the Agenda. If the personal interest is a prejudicial interest, then the individual should not participate in a discussion of the matter and must withdraw from the room unless a dispensation has previously been obtained.

4. MINUTES OF MEETING

To receive and approve the minutes of the Budget Setting meeting held on the 22nd February 2017 and of the Public Accountability Conference also held on the 22nd February 2017 (copies enclosed)

5. PERFORMANCE FRAMEWORK – Q3 UPDATE

To receive a presentation from the Constabulary

6. ONLINE CRIME (CYBER CRIME)

To receive a presentation from the Constabulary

7. BEAR DOWN ON CRIME / OoCD ANNUAL REPORT

To receive a presentation from the Constabulary

8. ETHICS & INTEGRITY PANEL ANNUAL REPORT

To receive and note the Ethics & Integrity Panel Annual report



**CUMBRIA POLICE & CRIME COMMISSIONER
BUDGET SETTING MEETING**

Minutes of the Budget Setting Meeting held on
Wednesday 22nd February 2017 in Conference Room 3, Police Headquarters,
Carleton Hall, Penrith, at 09.00am

PRESENT

Police & Crime Commissioner - Mr Peter McCall (Chair)

Also present:

Chief Constable (Jerry Graham)

T/Assistant Chief Constable (Sean Robinson)

Constabulary Director of Corporate Support (Stephen Kirkpatrick)

Constabulary Deputy Chief Finance Officer (Michelle Bellis)

Constabulary Communications Officer (Steven Ramshay)

OPCC Chief Executive (Stuart Edwards)

OPCC Chief Finance Officer (Mrs Ruth Hunter)

OPCC Head of Communications and Business Services (Gill Shearer)

OPCC Head of Partnerships & Commissioning (Vivian Stafford)

OPCC Executive Support Officer (Paula Coulter) – taking minutes

PART 1 – ITEMS CONSIDERED IN THE PRESENCE OF THE PRESS AND PUBLIC

031. APOLOGIES FOR ABSENCE

Apologies for absence were received from the Deputy Chief Constable (Mrs Michelle Skeer); and the Constabulary Chief Finance Officer (Mr Roger Marshall)

RESOLVED, that under section 100A(4) of the Local Government Act 1972, (as amended), the press and public be excluded from the meeting during consideration of the following items on the grounds that they involve the likely disclosure of exempt information as defined in the paragraph indicated in Part 1 of Schedule 12A to the Act –

Item No	Item	Paragraph No
10	DECISION 005-2017 – ESTATE AND FLEET STRATEGIES	3
11	DECISION 006-2017 – ICT STRATEGY 2017-2020	3



12 DECISION 007-2017 CONSTABULARY FUNDING 3
 AGREEMENT 2017-2018

**032. CAPITAL BUDGET MONITORING 2017/17 – QUARTER 3 TO DECEMBER 2016;
CONSTABULARY REVENUE BUDGET MONITORING 2016/17 QUARTER 3 TO DECEMBER
2016; and COMMISSIONER’S REVENUE BUDGET MONITORING 2016/17 QUARTER 3 TO
DECEMBER 2016**

It was agreed that the first three agenda items would be taken together. The OPCC Chief Finance Officer provided an overview and summary of the reports, the purpose of which was to raise awareness on the current position and provide robustness on the process.

Expenditure is within 1% of the overall budget, and there has been no significant movement from the Quarter 2 position. The OPCC Chief Finance Officer reassured the Commissioner that she had no concerns, although there may be some slight slippage in some I.T projects into the next financial year.

Following a discussion, the reports were noted.

RESOLVED, that,

- (i) the report be noted;

**033. TREASURY MANAGEMENT ACTIVITIES 2016/17 QUARTER 3 (OCTOBER TO DECEMBER
2016)**

The Deputy Chief Finance Officer presented the report, the purpose of which was to report on the Treasury Management activities, which have taken place during the period October to December 2016 in accordance with the requirements of CIPFA’s Code of Practice on Treasury Management.

Treasury Management activities are undertaken in accordance with the Treasury Management Strategy Statement and Treasury Management Practices approved by the Commissioner in February each year.

The Commissioner was asked to note the contents of this report. The report will also be presented to the Joint Audit and Standards Committee meeting as part of the arrangements to ensure members are briefed on Treasury Management and maintain an understanding of activity in support of their review of the annual strategy.

Following a discussion, the report was noted.

RESOLVED, that,

(i) the report be noted;

034. DECISION 001-2017 – TREASURY MANAGEMENT STRATEGY STATEMENT 2017/18 AND PRUDENTIAL INDICATORS 2017/18 TO 2019/20

The Deputy Chief Finance Officer presented a summary of the report.

The Chartered Institute of Public Finance and Accountancy's Code of Practice for Treasury Management in Public Services (the CIPFA TM Code) and the Prudential Code require Local Authorities (including PCCs) determine the Treasury Management Strategy Statement (TMSS) and Prudential Indicators on an annual basis.

These codes were originally issued in 2002 and were later fully revised in 2009 and 2011. The TMSS also incorporates the Investment Strategy which is a requirement of the Communities and Local Government (CLG) Investment Guidance. This report proposes a strategy for the financial year 2016/17.

Treasury Management in Local Government continues to be a highly important activity. The Police and Crime Commissioner ("*The Commissioner*") adopts the CIPFA definition of Treasury Management which is as follows:

'the management of the organisation's investments and cash flows, its banking, money market and capital market transactions; the effective control of the risks associated with those activities; and the pursuit of optimum performance consistent with those risks.'

The Commissioner was asked to:

- Approve the Strategy for Treasury Management as set out at paragraph 4 for 2017/18.
- Approve the Prudential Indicators for 2017/18 as described in paragraph 5 and as set out in detail at Appendix B.
- Approve the Minimum Revenue Provision Policy Statement for 2017/18 as set out in paragraph 6.
- Note that the detailed Treasury Management Practices (TMPs) have been reviewed and updated as required by the Code of Practice and will be published alongside the TMSS on the Commissioner's website.
- Delegate to the Chief Finance Officer any non-material amendments arising from scrutiny of the strategy by the Joint Audit and Standards Committee.



Following a discussion, the report was noted and the item was approved in accordance with the profile set out within the report.

- RESOLVED,** that,
- (i) the report be noted; and
 - (ii) approval of the Treasury Management Strategy Statement 2017/18 and Prudential Indicators 2018/19 to 2019/20 is granted in accordance with the profile set out in the report;

035. DECISION 002-2017 – CAPITAL STRATEGY 2017/18 & BEYOND

The report was presented by the Deputy Chief Finance Officer.

The purpose of the report was to provide information on the proposed capital programme for 2017/18 and beyond, both in terms of capital expenditure projections and the financing available to fund such expenditure. The capital programme was developed in consultation with the Constabulary who are the primary user of the capital assets under the ownership of the Commissioner.

Local Authorities (including Police and Crime Commissioners) determine their own programmes for capital investment in non-current (fixed) assets that are essential to the delivery of quality public services. The Commissioner is required by regulation to have regard to The Prudential Code when carrying out his duties in England and Wales under part 1 of the Local Government Act 2003. The Prudential Code establishes a framework to support local strategic planning, local asset management planning and proper option appraisal. The objectives of the Prudential Code are to ensure: “within a clear framework, that the capital investment plans of local authorities are affordable, prudent and sustainable”. To meet these requirements, all schemes within the 4 year medium term capital programme are only approved on the basis that they are fully funded either through capital grants, capital reserves, capital receipts or revenue contributions.

The Commissioner was asked to approve the capital strategy for 2017/18 and beyond as part of the overall budget process for 2017/18.

The Commissioner was also asked to approve the status of capital projects as outlined in paragraph 3.12 and as detailed in the appendices 2 to 5.

Following a discussion, the report was noted and the item was approved in accordance with the profile set out within the report.



RESOLVED, that,

- (i) the report be noted; and
- (ii) approval of the Capital Strategy 2017/18 & beyond is granted in accordance with the profile set out in the report;

036. DECISION 003-2017 – 2017/18 BUDGET AND MEDIUM TERM FINANCIAL FORECAST

The report was presented by the OPCC Chief Finance Officer.

The Commissioner was asked to approve the revenue and capital budgets for 2017/18 and the level of council tax to support the budget, having taken into account the advice of the Chief Finance Officer in her report on the robustness of the proposed budgets. The Commissioner was asked to approve the medium term financial forecast that consolidates the budgets presented for approval and set out the arrangements for financial governance to support the management of approved resources.

The Commissioner was asked to note the attached Chief Financial Officer's report on the robustness of the budget 'the Local Government Act 2003 Requirements' report, taking into account her advice in respect of his decisions on the proposed budgets.

Appendix of C the attached report sets out the budget resolution for decision by the Commissioner in order to formally approve the level of council tax precept. In the context of the budget resolution, it is recommended that:

- a) The revenue budgets outlined in the report and appendices be approved, having regard to the Local Government Act 2003 Requirements report
- b) That the policy on reserves at appendix B be approved
- c) That the budget requirement for 2017/18 be set on the basis of the amount within the budget resolution at appendix C
- d) The council tax for Band D properties be approved at £220.77 for 2017/18, an increase of £4.14 or 1.91%, being the amount within the budget resolution
- e) The Commissioner approves the growth items set out in appendix D.

It was noted that the Commissioner had been encouraged by positive feedback received from members of the public in respect of the proposed increase in the Council Tax Precept, and any negative feedback was also acknowledged.

In addition, it was also noted that we are still awaiting an announcement on the Police Funding Formula, and we do not yet know what the impact will be on Cumbria. The need to continue to look for efficiency and collaboration is recognised.



Following a discussion, the report was noted and the item was approved in accordance with the profile set out within the report.

RESOLVED, that,

- (i) the report be noted; and
- (ii) approval of the 2017/18 Budget & Medium Term Financial Forecast is granted in accordance with the profile set out in the report;

037. DECISION 004-2017 – PROCUREMENT STRATEGY 2017-2020

The report was presented by the Constabulary Director of Corporate Support.

The Procurement Strategy 2017 – 2020 had been updated by Cumbria Constabulary and was attached for consideration by the Police and Crime Commissioner.

This Procurement Strategy represents a further significant step forward in the plans and strategic direction for procurement activities across both the Office of the Police and Crime Commissioner and the Constabulary in particular in regards to achieving Community and Social Benefits in the tendering process. In addition the strategy embeds a sustainable focus on procurement fraud/ethics.

This covering paper provides an overview of the 2016 – 2020 Procurement Strategy. It includes high-level details of the 11 key themes and priorities. The Procurement Strategy is designed to be a live document that is regularly updated as part of the implementation of the strategy. As the business requirements of the Commissioner and the Constabulary change and also legislative changes, the strategy will be updated to reflect this.

The Commissioner is asked to approve the Procurement Strategy 2016 – 2020 which is submitted in support of both the Police and Crime Commissioners Crime Plan 2016-2020 and the Constabulary's operational policing plans.

Following a discussion, the report was noted and the item was approved in accordance with the profile set out within the report.

RESOLVED, that,

- (i) the report be noted; and
- (ii) approval of the Cumbria Constabulary Procurement Strategy 2016 – 2020 is granted in accordance with the profile set out in the report;

(Note: Members of the press and public left the meeting and there was a break from 09:15 to 09:20 when the same Executive Board members were present)

PART 2 – ITEMS CONSIDERED IN THE ABSENCE OF THE PRESS AND PUBLIC

038. DECISION 005-2017 – CUMBRIA CONSTABULARY ESTATES & FLEET STRATEGY

The Estate and Fleet Strategies have been developed by Cumbria Constabulary and were attached for consideration by the Police and Crime Commissioner.

Both strategies set the plans and strategic direction for estate and fleet activities across both the Office of the Police and Crime Commissioner and the Constabulary.

This covering paper provided the annual update to both the 2017 – 2020 Estate and Fleet Strategies. The strategies are updated annually to capture the changing operational requirements of the Commissioner and the Constabulary. The strategies set out the current and emerging issues together with the strategic priorities for the year.

Following a discussion, the report was noted and the item was approved in accordance with the profile set out within the report.

RESOLVED, that,

- (i) the report be noted; and
- (ii) approval of the Cumbria Constabulary Estates & Fleet Strategy is granted in accordance with the profile set out in the report;

039. DECISION 006-2017 – CUMBRIA CONSTABULARY ICT STRATEGY 2016 – 2020

The ICT Strategy 2016-2020 aims to provide a link between the strategic objectives of the organisation and the priorities for the ICT Service. It outlines the current and future requirements for ICT and documents the measures and changes that are required to meet these.

The 2016-20 ICT Strategy was developed, as part of the wider Constabulary Business Plan, to actively enable the Constabulary to Keep Cumbria Safe and support the priorities set out in the Police & Crime Commissioner's Police and Crime Plan 2017 – 2022. It specifically focuses on



supporting both the Change Programme and the delivery of an effective policing strategy within the challenging budgetary constraints.

The covering paper provided an overview of the strategy which was attached for consideration by the Police and Crime Commissioner in-line with the annual budget setting process.

The ICT Strategy is designed to be a live document that is continually updated as part of the implementation of the strategy. As the business requirements of the Constabulary change, the strategy will be updated to reflect this.

The Commissioner was asked to approve the ICT Strategy 2016 – 2020 to endorse the continuation of delivery against the Key Strategic Objectives detailed within the strategy.

Following a discussion, the report was noted and the item was approved in accordance with the profile set out within the report.

RESOLVED, that,

- (i) the report be noted; and
- (ii) approval of the Cumbria Constabulary ICT Strategy 2016 – 2020 is granted in accordance with the profile set out in the report;

040. DECISION 0072-2017 – CONSTABULARY FUNDING ARRANGEMENT 2017-2018

The Police and Crime Commissioner is the recipient of all funding for policing and crime within the force area and is required to maintain the force. The annual constabulary funding arrangement sets out the arrangements between the Police and Crime Commissioner and the Chief Constable in respect of that funding including the detailed amounts of funding for policing operations, terms and conditions of funding and those areas of financial management where the Chief Constable can operate independently and those where the Chief Constable must refer back to the Commissioner

The Commissioner was asked to approve the 2017-18 Constabulary Funding Arrangement

Following a discussion, the report was noted and the item was approved in accordance with the profile set out within the report.

RESOLVED, that,

- (i) the report be noted; and
- (ii) approval of the Cumbria Constabulary Funding Arrangement is granted in accordance with the profile set out in the report;



The Commissioner expressed his thanks to the work carried out by both the OPCC and Constabulary finance teams.

Meeting ended at 09:30am

Signed: _____

Date: _____

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**CUMBRIA POLICE & CRIME COMMISSIONER
PUBLIC ACCOUNTABILITY CONFERENCE**

Minutes of the Public Accountability Conference held on
Wednesday 22nd February 2017 in Conference Room 3, Police Headquarters,
Carleton Hall, Penrith, at 09:35am

PRESENT

Police & Crime Commissioner - Mr Peter McCall (Chair)

Also present:

Chief Constable (Jerry Graham)

T/Assistant Chief Constable (Sean Robinson)

Constabulary Diversity Unit Manager (Sarah Dimmock)

Constabulary Communications Officer (Steven Ramshay)

OPCC Chief Executive (Stuart Edwards)

OPCC Head of Communications and Business Services (Gill Shearer)

OPCC Head of Partnerships & Commissioning (Vivian Stafford)

OPCC Executive Support Officer (Paula Coulter) – taking minutes

PART 1 – ITEMS CONSIDERED IN THE PRESENCE OF THE PRESS AND PUBLIC

041. APOLOGIES FOR ABSENCE

Apologies for absence were received from the Deputy Chief Constable (Mrs Michelle Skeer); the Constabulary Chief Finance Officer (Mr Roger Marshall); the OPCC Chief Finance Officer (Mrs Ruth Hunter); and the Deputy Chief Finance Officer (Mrs Michelle Bellis)

042. DISCLOSURE OF PERSONAL INTERESTS

There were no disclosures of any personal interest relating to any item on the Agenda.



043. MINUTES

The Chair presented the minutes of the Public Accountability Conference held on 7th December 2016 which had previously been circulated with the agenda. The minutes were agreed as an accurate record and signed by the Chair.

RESOLVED, that, the

- (i) Minutes of the Public Accountability Conference held on 7th December 2016 be confirmed as a correct record and signed by the Chair;

044. QUESTIONS FROM MEMBERS OF THE PUBLIC

No questions had been received from members of the public prior to the meeting.

045. THEMATIC PRESENTATION - UNIFORMED POLICE PRESENCE

T/ACC Robinson presented a thematic report on Uniformed Police Presence, the purpose of which was to provide assurance that the Constabulary is working to maintain a visible policing presence in communities and to demonstrate the Constabulary's understanding of policing demand.

Uniformed Police Presence is made up as follows:-

- Visible Policing – 59% of Officers (656 Officers; 7 Staff; 93 PSO's)
- Frontline Policing – 34% of Officers (386 Officers; 222 Staff)
- Operational Support – 3% of Officers (29 Officers; 128 Staff)
- Business Support – 4% of Officers (50 Officers; 222 Staff)

The categories for frontline, visible, frontline support and business support are determined by HMIC. VISIBLE is a subsection of frontline. **93% of officers are frontline, all serving our communities.**

The changing face of demand on police time has been scrutinized in depth. It is recognised that officers are now dealing with higher risk and complexities – in essence it takes more time to deal with less jobs. The Command & Control room are now dealing with a lot of incidents 'at source'. The increase seen in reporting & recording of crimes is seen as positive, and is actively encouraged (e.g. reporting of sexual offences; historical cases etc).



A lot of work is taking place on 'Missing from Home' alongside partner agencies.

It was noted that there are three intakes of Special Constables planned and it is the ambition to increase the number of Specials.

Following a discussion, the presentation was noted.

RESOLVED, that,

- (i) the report be noted;

046. THEMATIC PRESENTATION – RURAL CRIME

T/ACC Robinson presented a thematic report on Rural Crime.

The Rural Crime Strategy 2013 – 2016 consists of:-

- Farm and Agricultural Crime
- Wildlife and Environmental Crime
- Tourism Crime
- Rural Community Crime
- 98% of Cumbria is classified as Rural
- All Crime in Cumbria is Rural Crime

The Constabulary Wildlife Team currently consists of 3 Inspectors, 4 Sergeants, 14 Police Constables and 12 Police Community Support Officers, supported by the full time Co-ordinator. Farmers assist the Constabulary with training.

Engagement work takes place with local communities as well as interventions and prevention work.

Cumbria Community Messaging (CCM) and social media is critical in cascading messages throughout the communities.

Engagement work takes place with local communities via:-

- Media opportunities
- Campaigns & Operations
- Weekly police desks
- Social media
- Attending local events
- Training

Following a discussion, the presentation was noted.

RESOLVED, that,

- (i) the report be noted;

047. THEMATIC PRESENTATION – EQUALITY & DIVERSITY

The Constabulary Diversity Unit Manager presented a thematic report on Equality & Diversity, the purpose of which was to provide the Commissioner with an update on how the Constabulary are meeting the general and specific duties under the Equality Act. This included:

- Information and a breakdown of Hate Incidents /Crimes including Initiatives to encourage reporting
- Community Engagement
- Vulnerability issues and initiatives
- Organisational Change (Grievances)
- People and Culture

A hate incident is defined as:

“Any incident, which may or may not constitute a criminal offence, which is perceived by the victim or any other person, as being motivated by prejudice or hate.”

Hatred motivations are:

Incidents and crimes that have either been or perceived to have been motivated by hatred due to a person’s protected characteristics as defined in the Equality Act 2010.

A reference guide to hate crimes has been produced for Officers for use when they are investigating a hate crime, and the investigation will subsequently be reviewed by an Inspector and a Chief Inspector.

Turning the Spotlight is a Police & Crime Commissioner project where various agencies are requested to refer prospective perpetrators onto a programme by an external provider. The programme is optional, not mandatory, and no sanction can be applied, therefore this is not something that the Police would record formally. However, during CaseMan reviews by the Community Safety Inspector, Hate Crime Incident Managers and the Diverse Community Engagement Officer regularly refer but take up is optional.

The snap shot of hate crimes recorded has gone down slightly. On line reporting is available as well as third party reporting & direct reporting. An online texting service for reporting is also currently being looked into.

Examples of initiatives to encourage reporting of Hate crimes / Incidents are:-

- Use of Social Media to send key messages
- Media Campaigns
- On-line reporting of Hate Incidents
- Hate Incident Reporting Centres
- Community Group Training
- Engagement work by the Diverse Communities Engagement Officer (PCC funded)
- Working with Outreach Cumbria (LGB&T community Support) to research reporting issue from this Community and also into Domestic Violence
- 2017 ongoing work to introduce a texting reporting line

Engagement work regularly takes place with local communities through local community groups (e.g. Outreach; LGBT etc.)

Work is also taking place with the Triple A Project (All About Autism) and a DVD is being filmed next week to help Officers deal with people who are autistic.

Grievances were discussed and it was noted that there had been a total of three grievances lodged for the financial year.

Following a discussion, the presentation was noted.

RESOLVED, that,

- (i) the report be noted;

048. ETHICS & INTEGRITY PANEL QUARTERLY REPORT

The OPCC Chief Executive presented the Ethics & Integrity Panel quarterly report. The purpose of the Ethics & Integrity Panel is to promote and influence high standards of professional ethics in all aspects of policing and to challenge; encourage and support the Commissioner and the Chief Constable in their work in monitoring and dealing with issues of ethics and integrity in their organizations.

The Panel considers questions of ethics and integrity within both organizations and provides strategic advice and support in relation to such issues.



The Panel meet on a quarterly basis, and in the last quarter have considered the following items:-

- Civil Claims
- Police Staff Misconduct
- Integrity – Complaints by the Public
- Integrity – Anti-Fraud & Corruption
- Thematic Review – Kendal Calling
- OPCC Complaints & QSPI's

The future work of the Panel was discussed and it was noted that the Panel would initially consider Special Constabulary Recruitment and the Use of Taser with others being presented when required. These areas will be added to the Panel's Annual Work Programme for 2017.

Following a discussion, the presentation was noted.

RESOLVED, that,

- (i) the report be noted;

Meeting ended at 11:00am

Signed: _____

Date: _____

Performance Update Quarter 3 – 2016/2017

Public Accountability Conference
March 2017

T/ACC Robinson



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 www.cumbria.police.uk

  [cumbriapolice](https://www.facebook.com/cumbriapolice)

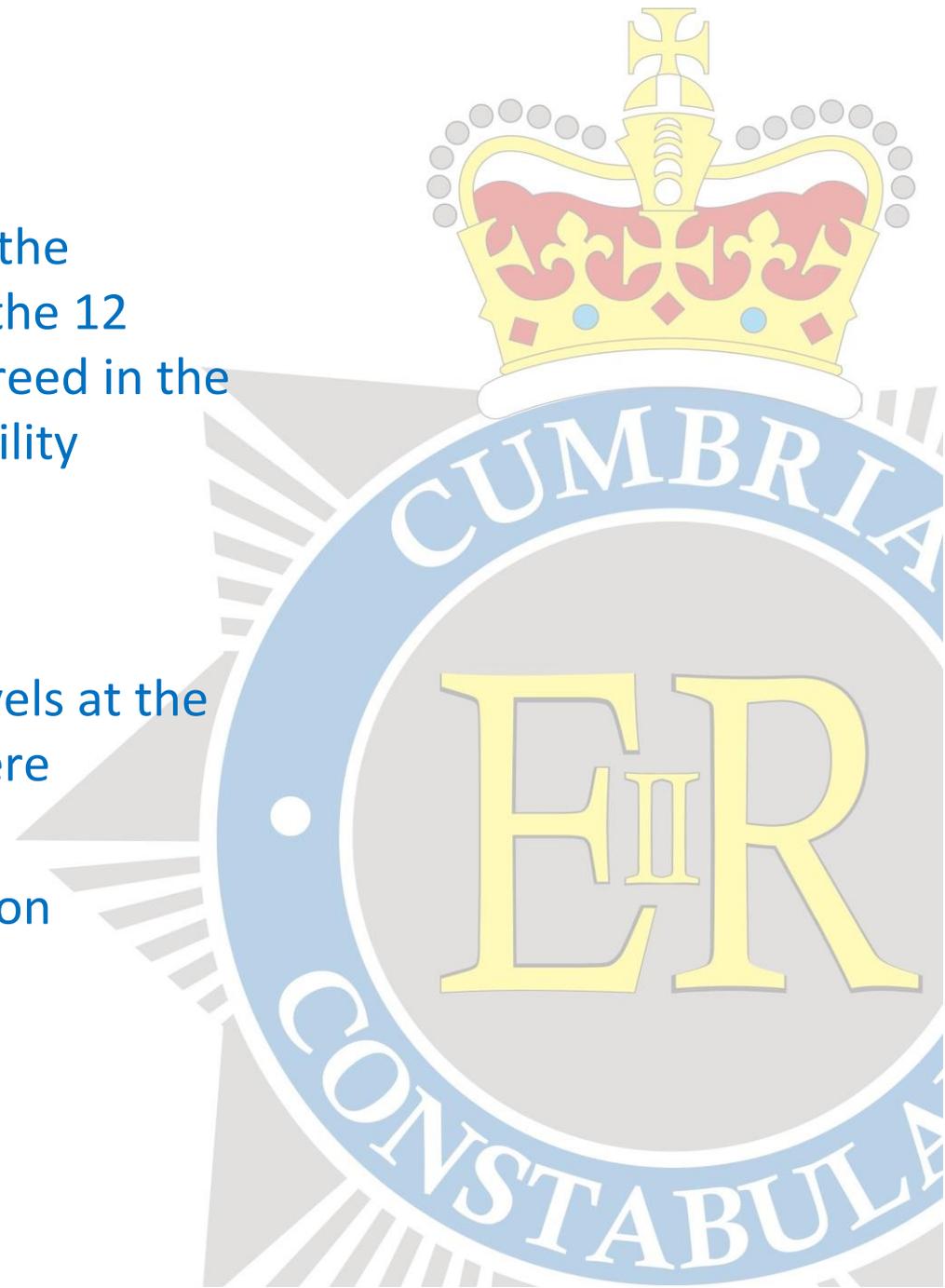


Purpose

- To present to the Commissioner the Constabulary's performance for the 12 months to December 2016 as agreed in the Police and Crime Plan Accountability Framework.

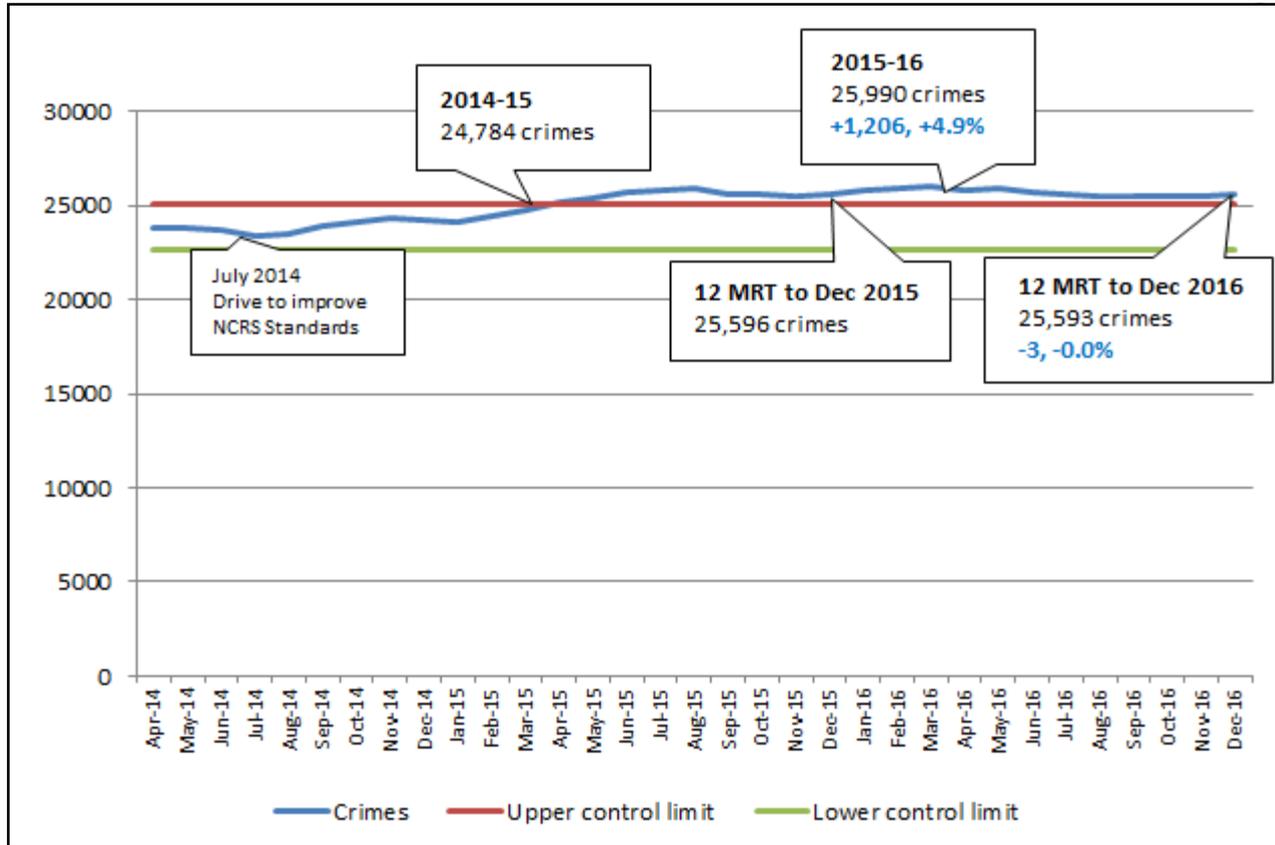
In addition provide:

- Statistical estimates for crime levels at the end for this year (2016 – 17) where appropriate.
- Information about user satisfaction performance.



All crime

12 Months Rolling Total (MRT) to December 2016 compared to previous year



0.0% fall in crime overall (-3 offences)

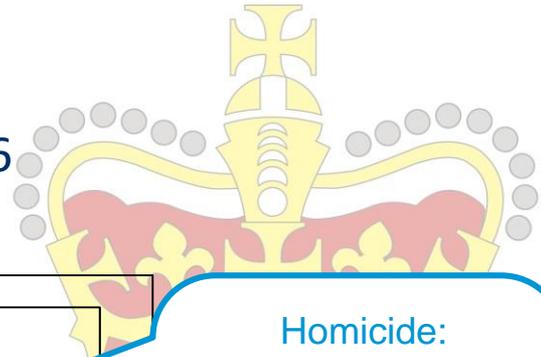
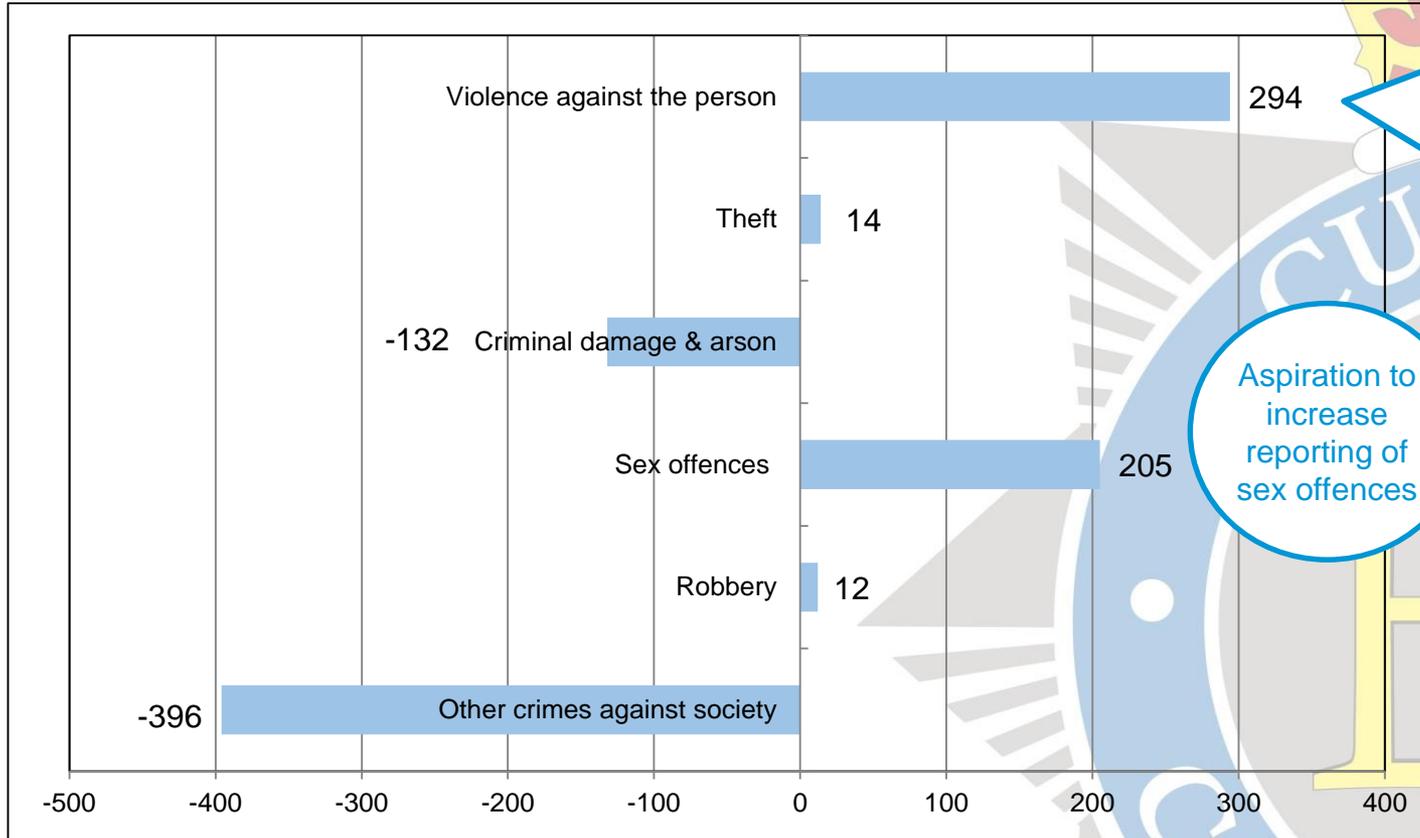
Most Similar Group (MSG) Comparison
 Lower than average for crimes per 1,000 population

Predicted for 2016/17 year end
 Point estimate (based on the last 2 years performance)
 26,376 crimes or +1.5%

Number of forces with increase
 41

All crime

Analysis of changes over past 12 months to December 2016

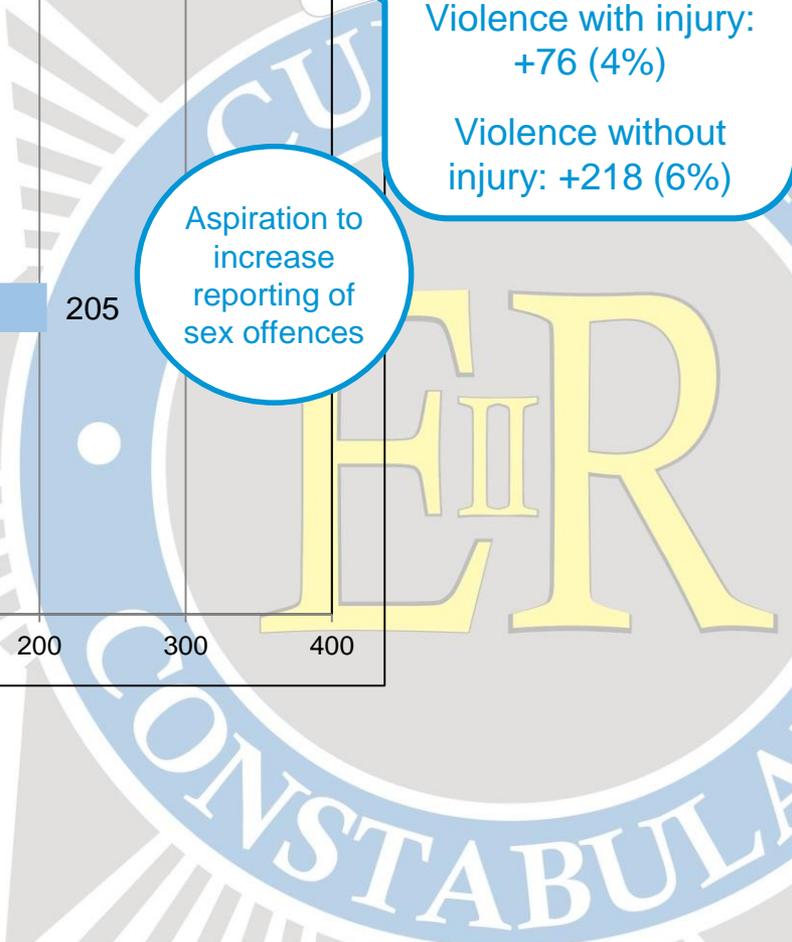


Homicide:
No change

Violence with injury:
+76 (4%)

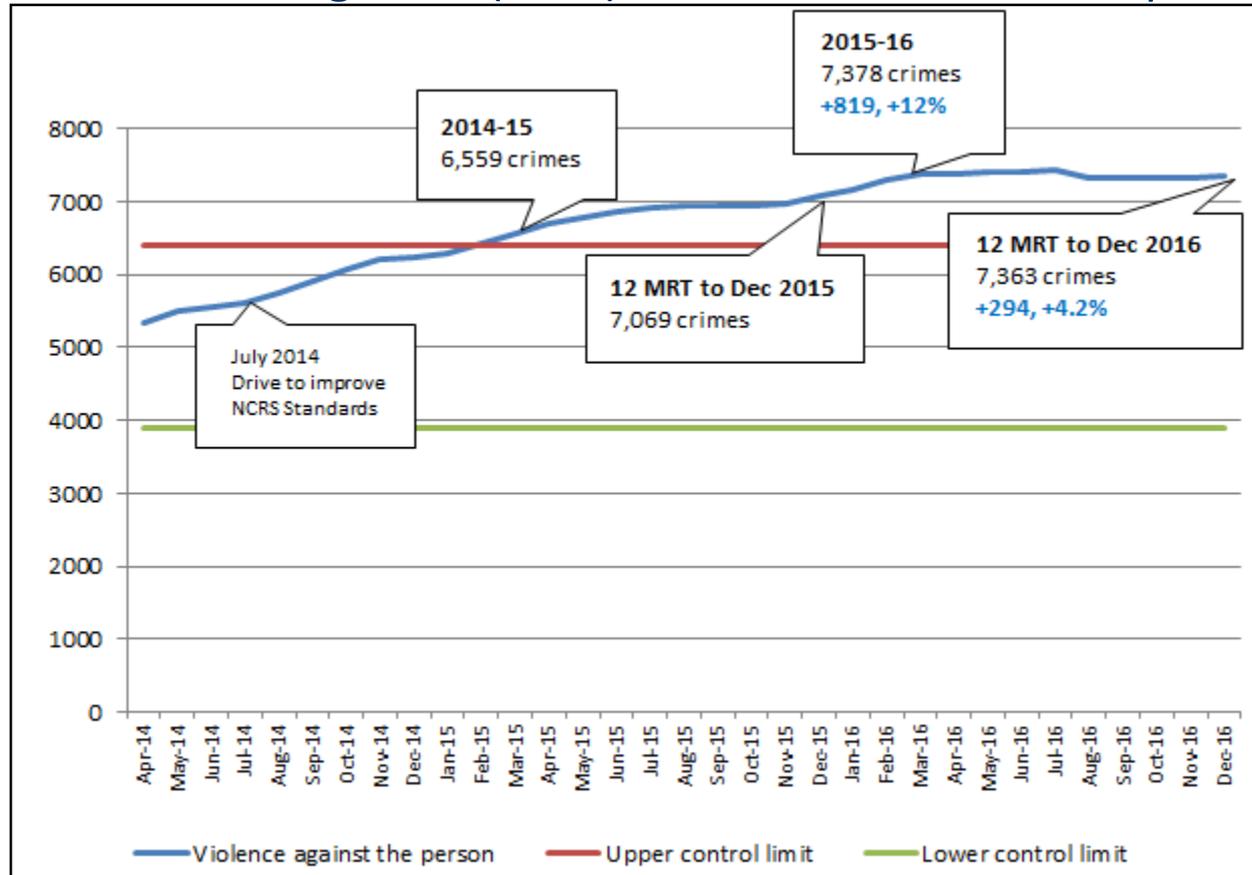
Violence without injury:
+218 (6%)

Aspiration to increase reporting of sex offences



Violence against the person (VAP)

12 Months Rolling Total (MRT) to December 2016 compared to previous year



Most Similar Group (MSG) Comparison

Lower than average for crimes per 1,000 population

Predicted for 2016/17 year end

Point estimate (based on the last 2 years performance)

7,932 crimes or +7.5%

Number of forces with increase

42

Violence against the person

Crime categories and analysis of increase over past 12 months to December 2016

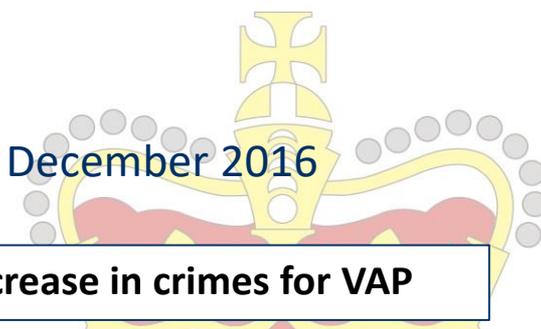


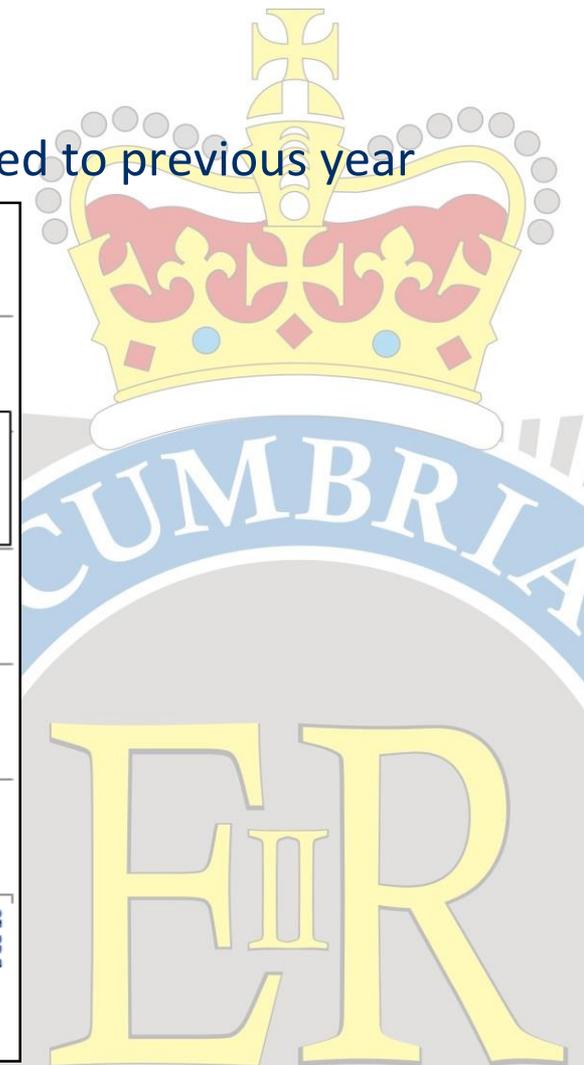
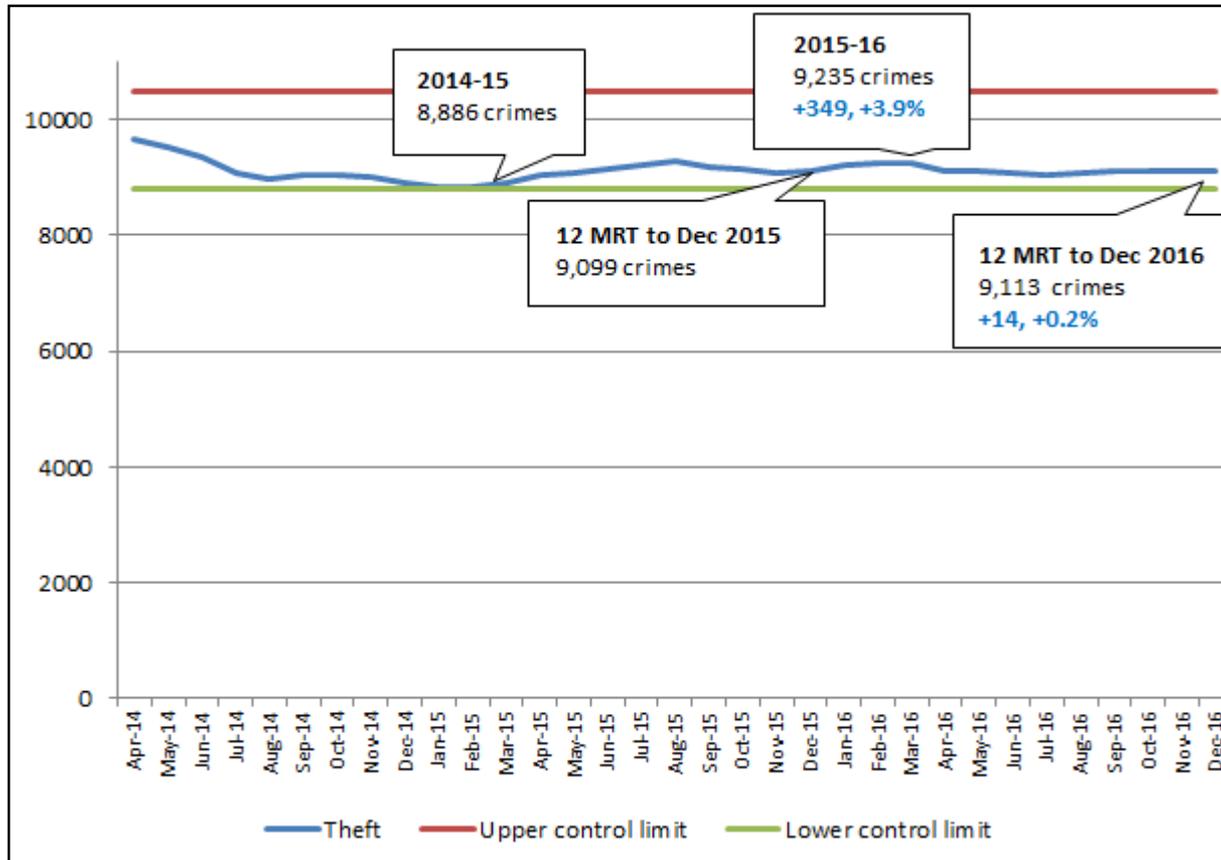
Table showing increase in crimes for VAP

- Office of National Statistics (ONS) state improvements in crime recording processes and practices by the police are thought to be a key driver nationally for the increase
- Domestic abuse (aspirational target to increase) accounted for **33.8% of VAP**
- Assault with injury offences show it is the sub category of “assault occasioning ABH” which has seen an increase.
- Assault without injury saw the biggest increase. The main offence within this category is common assault and battery.

Violence Against The Person	294	
Homicide	0	0.0%
Violence with Injury	76	25.9%
Assault - Cause Serious Harm	28	9.5%
Assault with Injury	42	14.3%
Other violence with injury	6	2.0%
Violence without Injury	218	74.1%
Assault without Injury	226	76.9%
Assault without Injury on a Constable	8	2.7%
Harassment	-4	-1.4%
Other violence without injury	-12	-4.0%

Theft

12 Months Rolling Total (MRT) to December 2016 compared to previous year



Most Similar Group (MSG) Comparison

Lower than average for crimes per 1,000 population

Predicted for 2016/17 year end

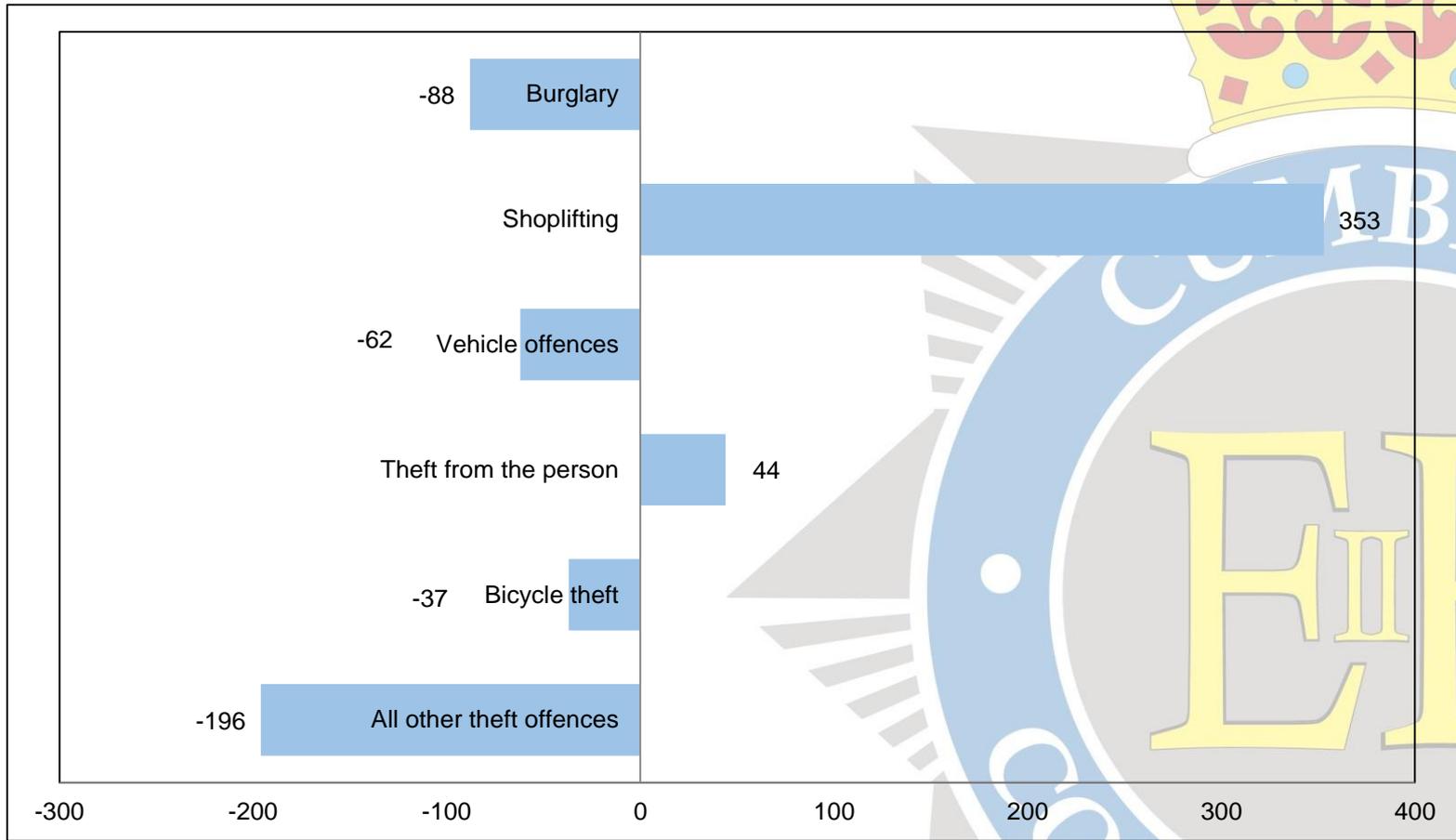
Point estimate (based on the last 2 years performance)

9,094 crimes or -1.5%

Number of forces with increase

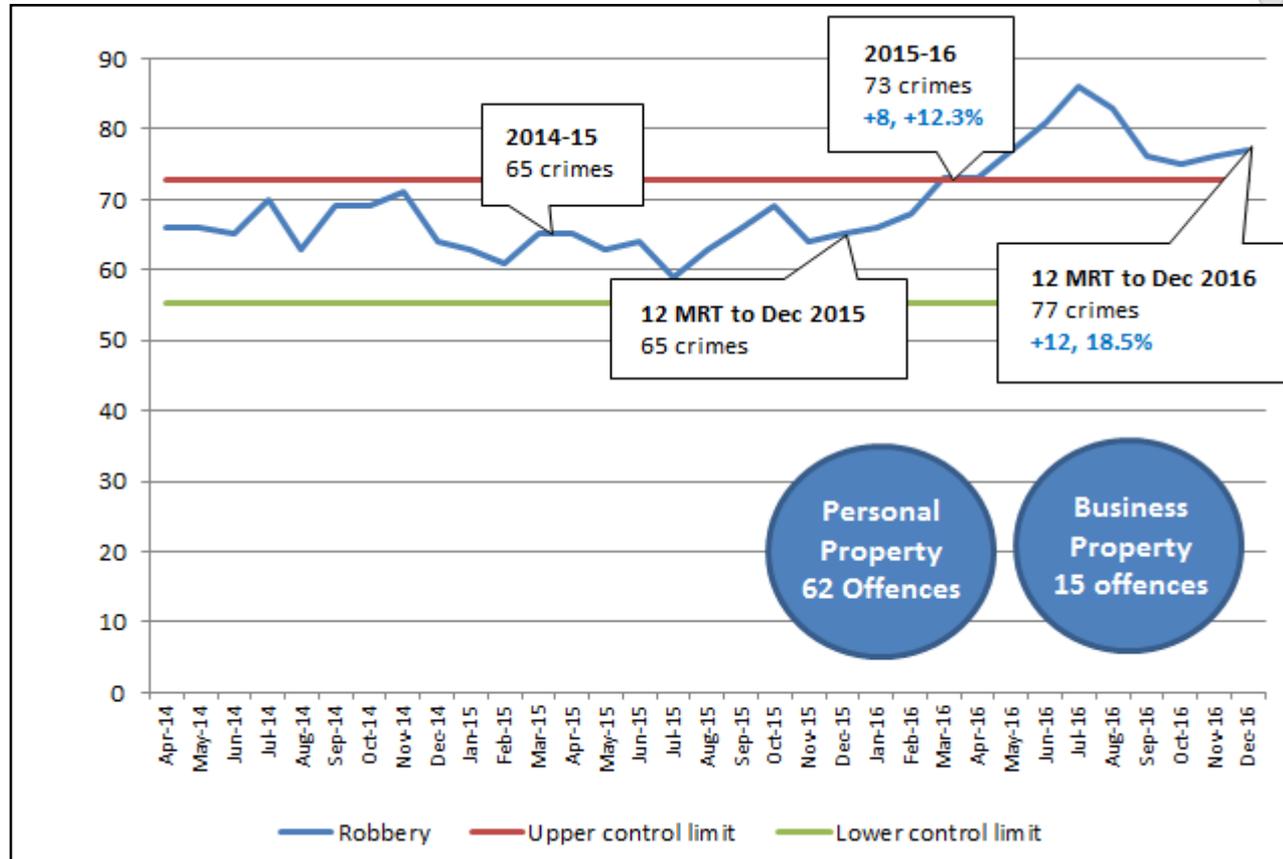
32

Analysis of changes over the past 12 months to December 2016



Robbery

12 Months Rolling Total (MRT) to December 2016 compared to previous year



Most Similar Group (MSG) Comparison

Lower than average for crimes per 1,000 population

Predicted for 2016/17 year end

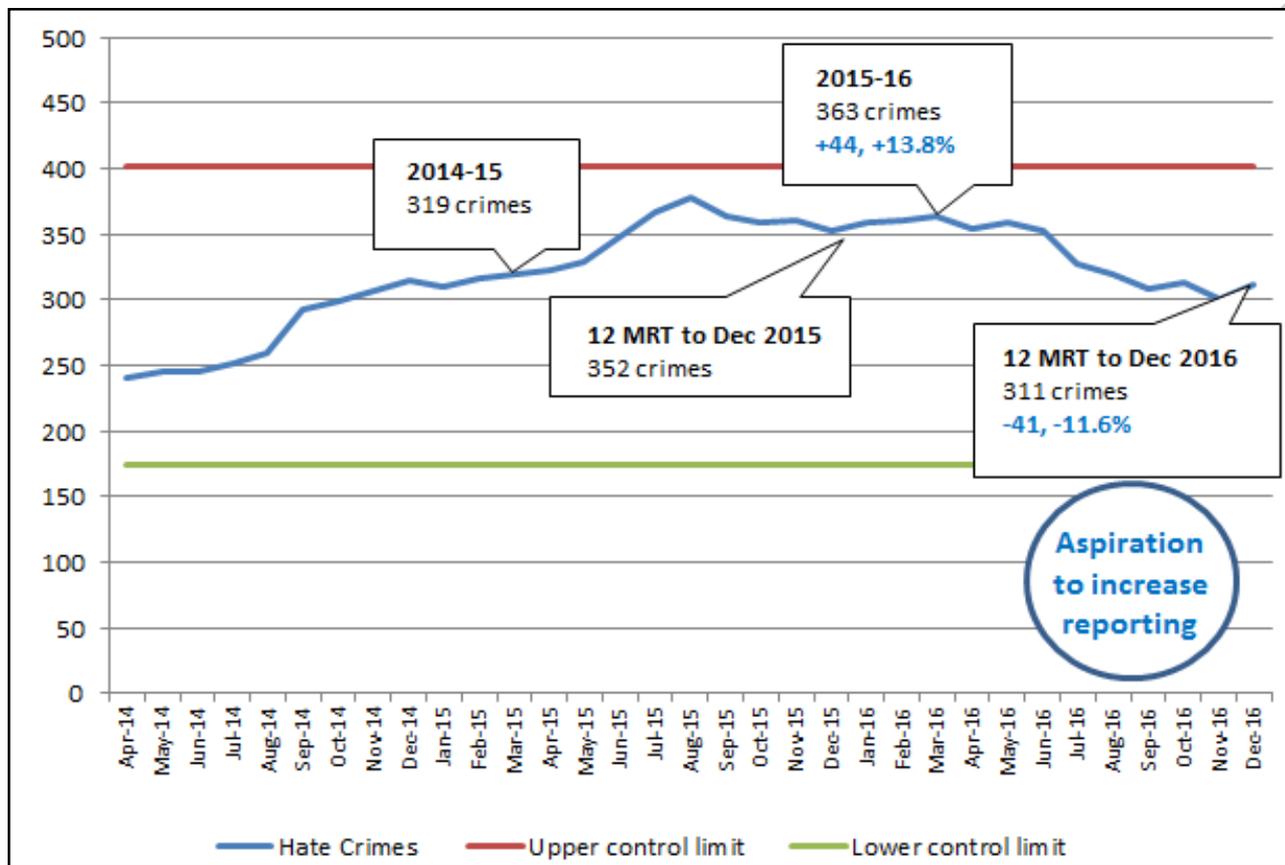
Numbers are too low and variable to be able to provide meaningful predictions

Number of forces with increase

36

Hate Crime

12 Months Rolling Total (MRT) to December 2016 compared to previous year



Most Similar Group (MSG) Comparison

Data not available

Predicted for 2016/17 year end

Point estimate (based on the last 2 years performance)

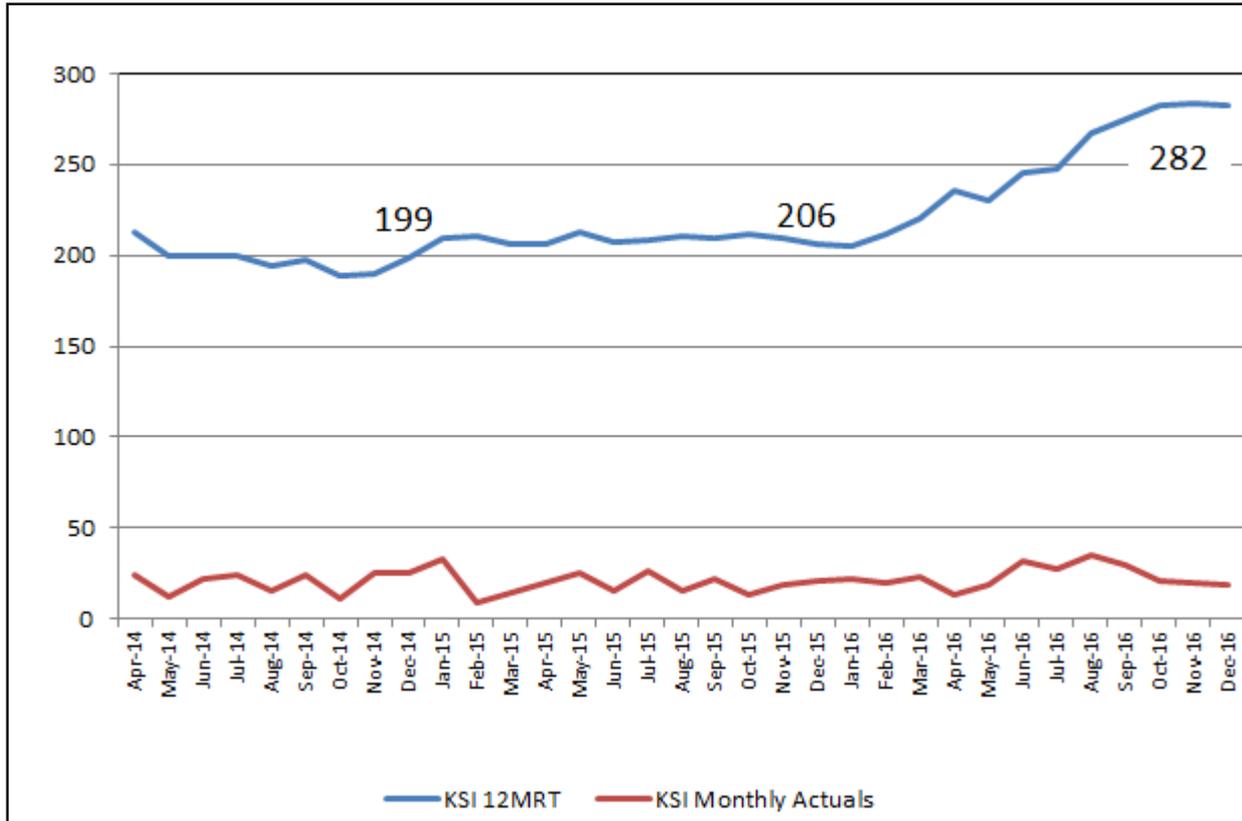
353 crimes or -2.8%

Number of forces with increase

Not available

Road Collisions

KSI – Killed and seriously injured (January 2016 to December 2016)



The progression to the Department for Transport (DfT) 2020 target has been recalculated after low numbers of KSI casualties were recorded in 2012.

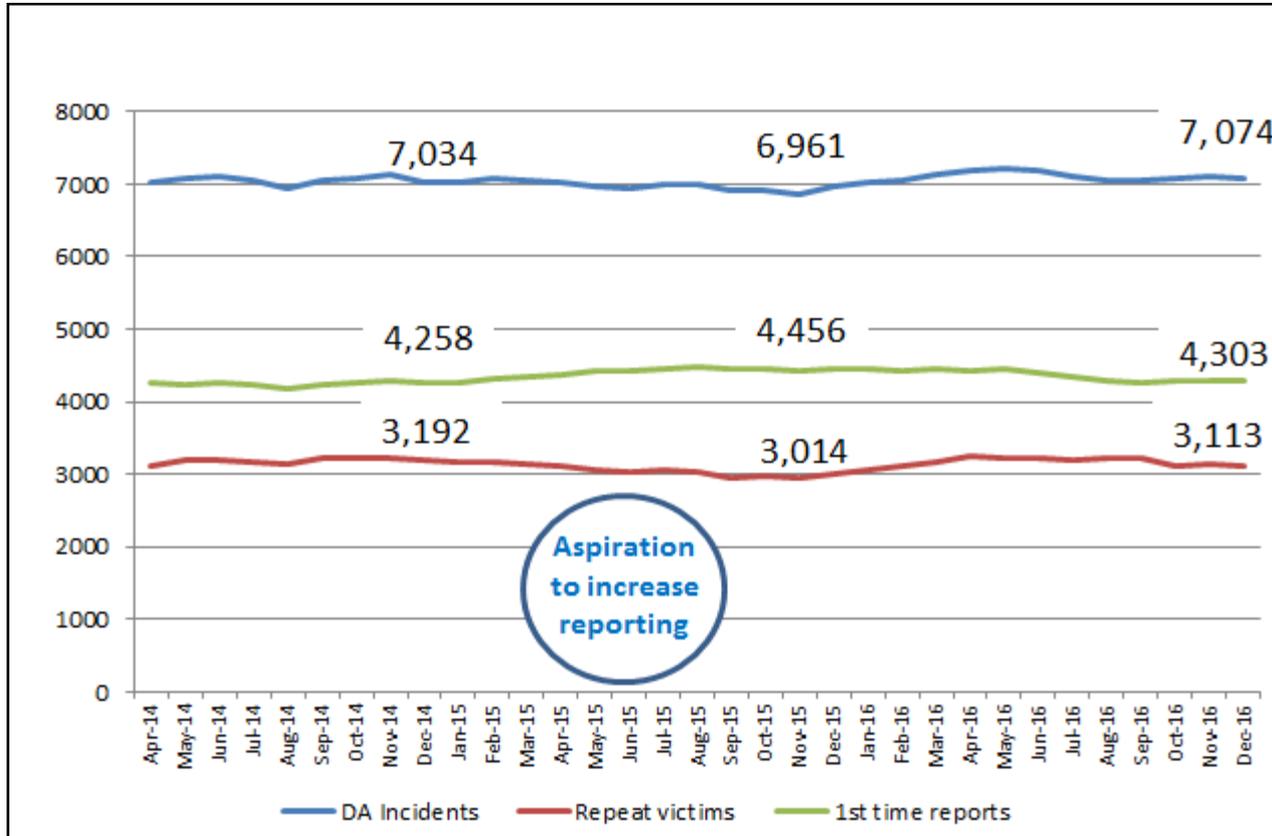
The local annual Constabulary targets are now as follows:

2014 **226** Actual **232**
 2015 **220** Actual **233**
 2016 **214** Actual **282**
 2017 **208**
 2018 **202**
 2019 **198**
 2020 **194**

Note:
 Targets are for calendar years (January to December)

Domestic abuse

12 Months Rolling Total (MRT) to December 2016 compared to previous year



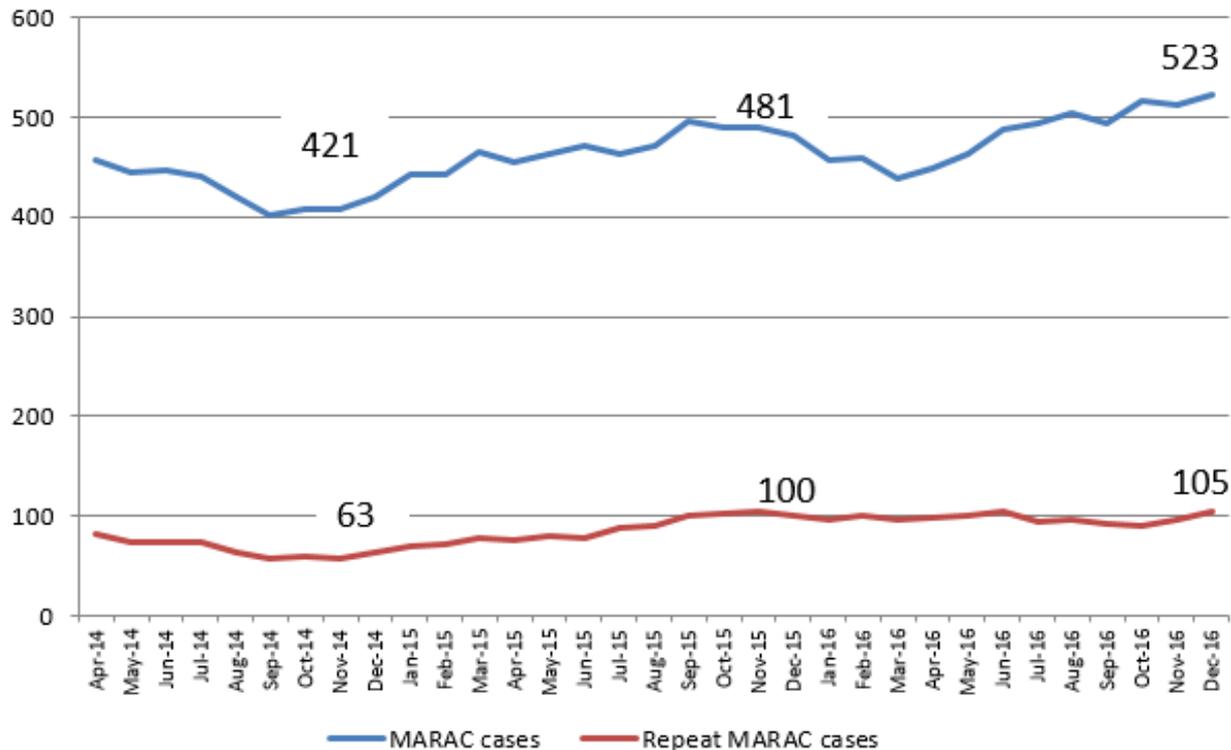
12MRT to December:

- 2% rise in incidents
- 3% increase in the repeat victim rate
- 3% fall in the number of first time reports
- Repeat victim rate is 44%
- 46% incidents become crimes
- An arrest was made in 22% incidents
- 85% conviction rate for cases that reach court



Domestic abuse

12 Months Rolling Total (MRT) to December 2016 compared to previous year



12MRT to December 2016

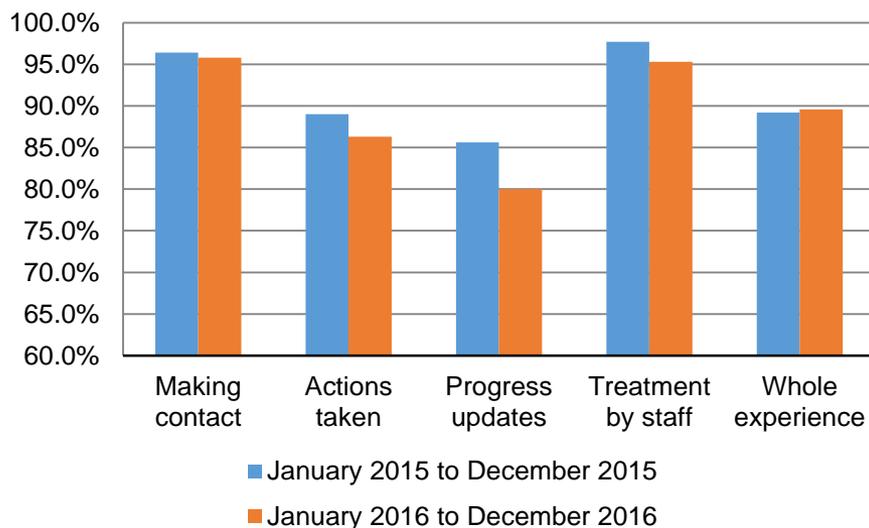
- MARAC is a multiagency approach for victims at high risk of serious harm
- 9% increase in MARAC cases
- 5% increase in the number of repeat MARAC cases
- Less than 1 in 4 people report Domestic Abuse
- Victims will have been assaulted on a number of occasions before calling the police
- **The average length of an abusive relationship is five years**

User satisfaction

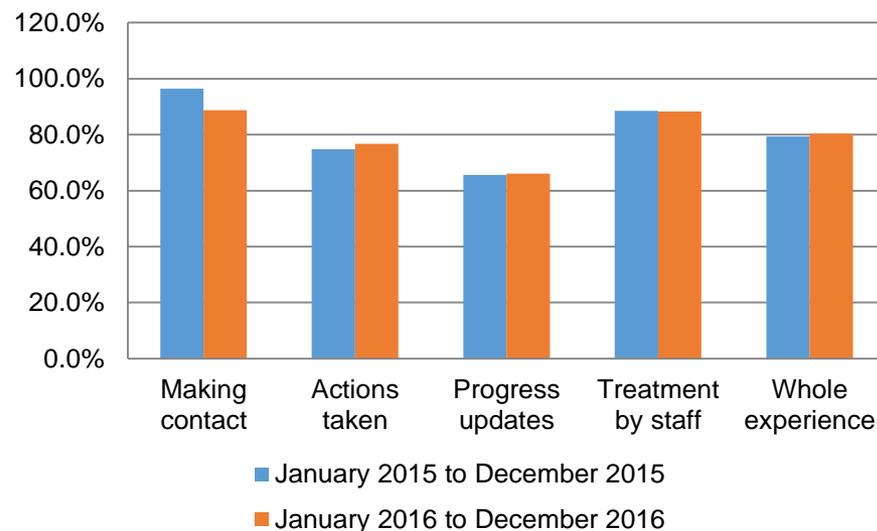
12 Months Rolling Total (MRT) to December 2016 compared to previous year



Victims of Crime



Victims of ASB



2nd highest user satisfaction for crime

**Performing better than MSG average
for overall satisfaction**

No comparison available for ASB

**Further work being undertaken in
relation to ASB**

Thematic Report: Digital Crime

**Public Accountability Conference
April 2017**

**Detective Chief Superintendent
Andrew Slattery**



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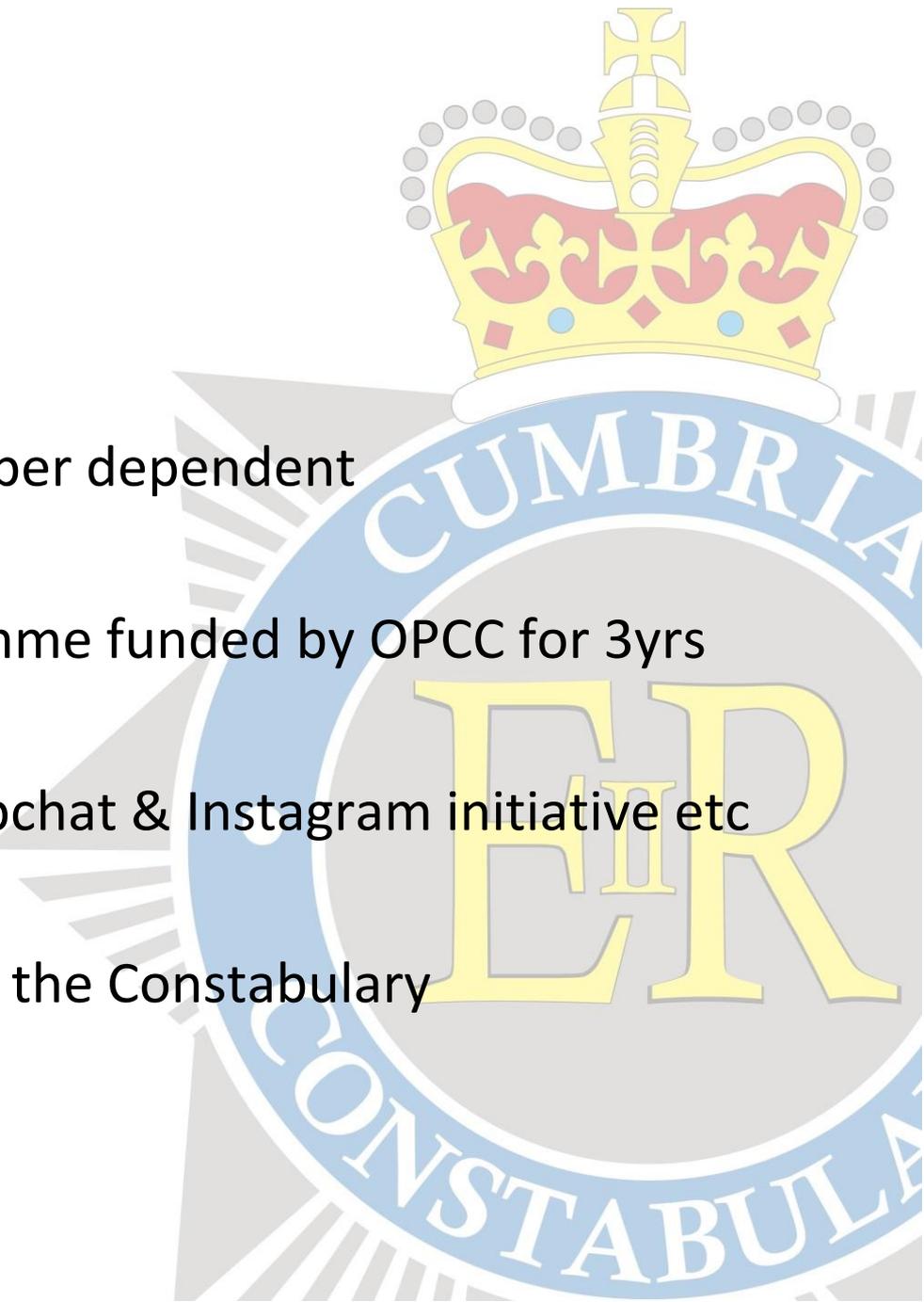
Purpose

- The Commissioner requires the following assurance that the Constabulary is seeking to address the issue of cyber and online crimes. The internet and its development brings opportunities, but also new and changing threats for crime and criminals, whether for individuals or for businesses.
 - Cyber Strategy
 - Cyber Dependent/Enabled
 - Child Sexual Exploitation/Online Grooming
 - The current level and volume of exhibits and investigations impacting on the High-Tech Crime Unit
 - The level and types of cyber and economic crime impacting on our county from serious and organised crime groups



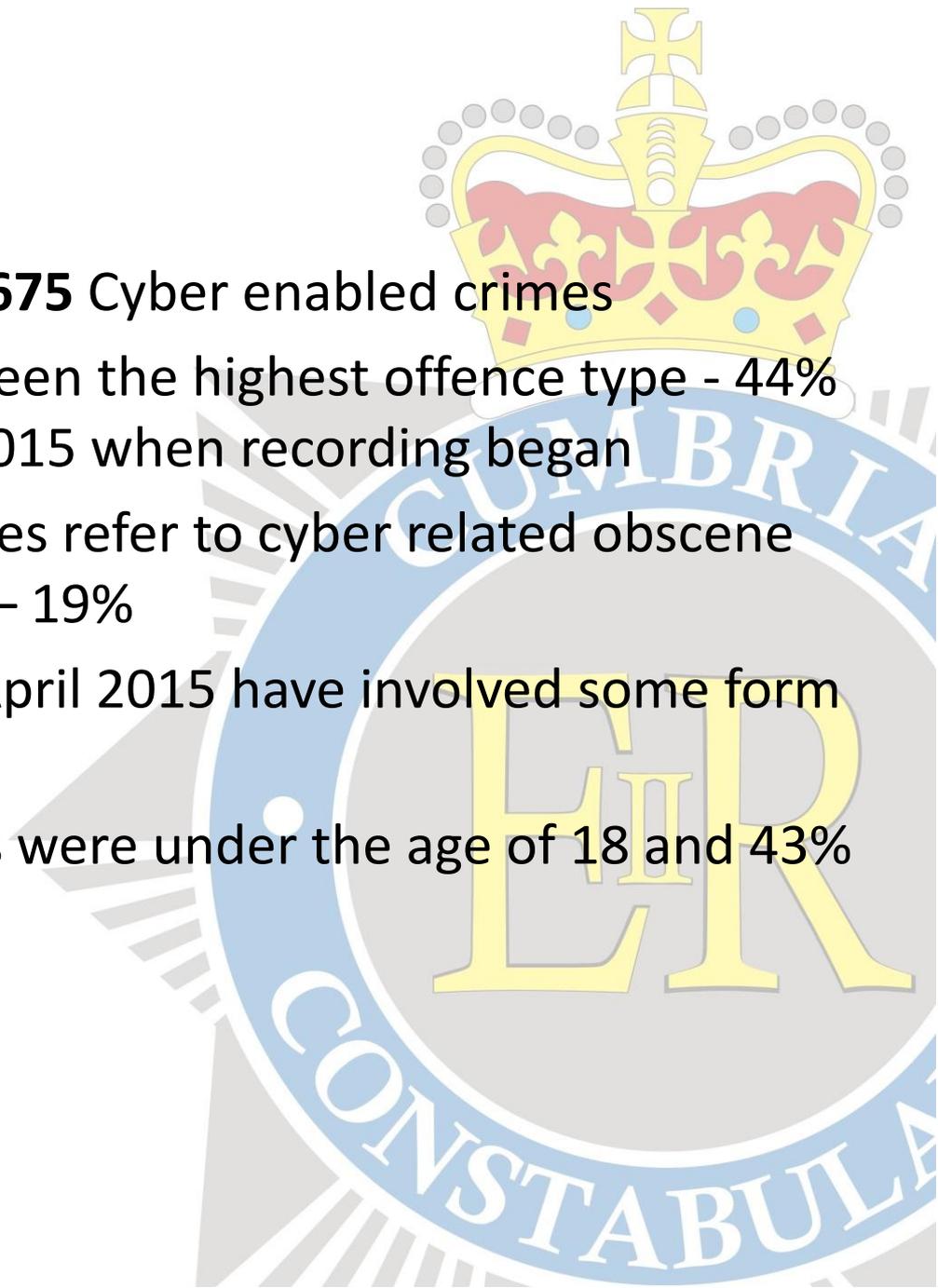
Cyber Crime Strategy

- 4 P Approach
- Pursue – Cyber enabled and Cyber dependent
- Protect - Cyber Protect Programme funded by OPCC for 3yrs
- Prevent – Media initiative, Snapchat & Instagram initiative etc
- Prepare – Cyber security within the Constabulary



Offences Recorded

- In 2016 Cumbria investigated **675** Cyber enabled crimes
- Harassment has consistently been the highest offence type - 44% of all cyber crime since April 2015 when recording began
- The second highest cyber crimes refer to cyber related obscene publications/indecent images – 19%
- 68% of all cyber crimes since April 2015 have involved some form of social media
- 34% of the cyber crime victims were under the age of 18 and 43% were female



Child Sexual Exploitation/Online Grooming

- Understanding the Problem
- Resourcing
- Supervision in Public Protection
- Training and Awareness for Frontline Staff
- Identification of Vulnerability



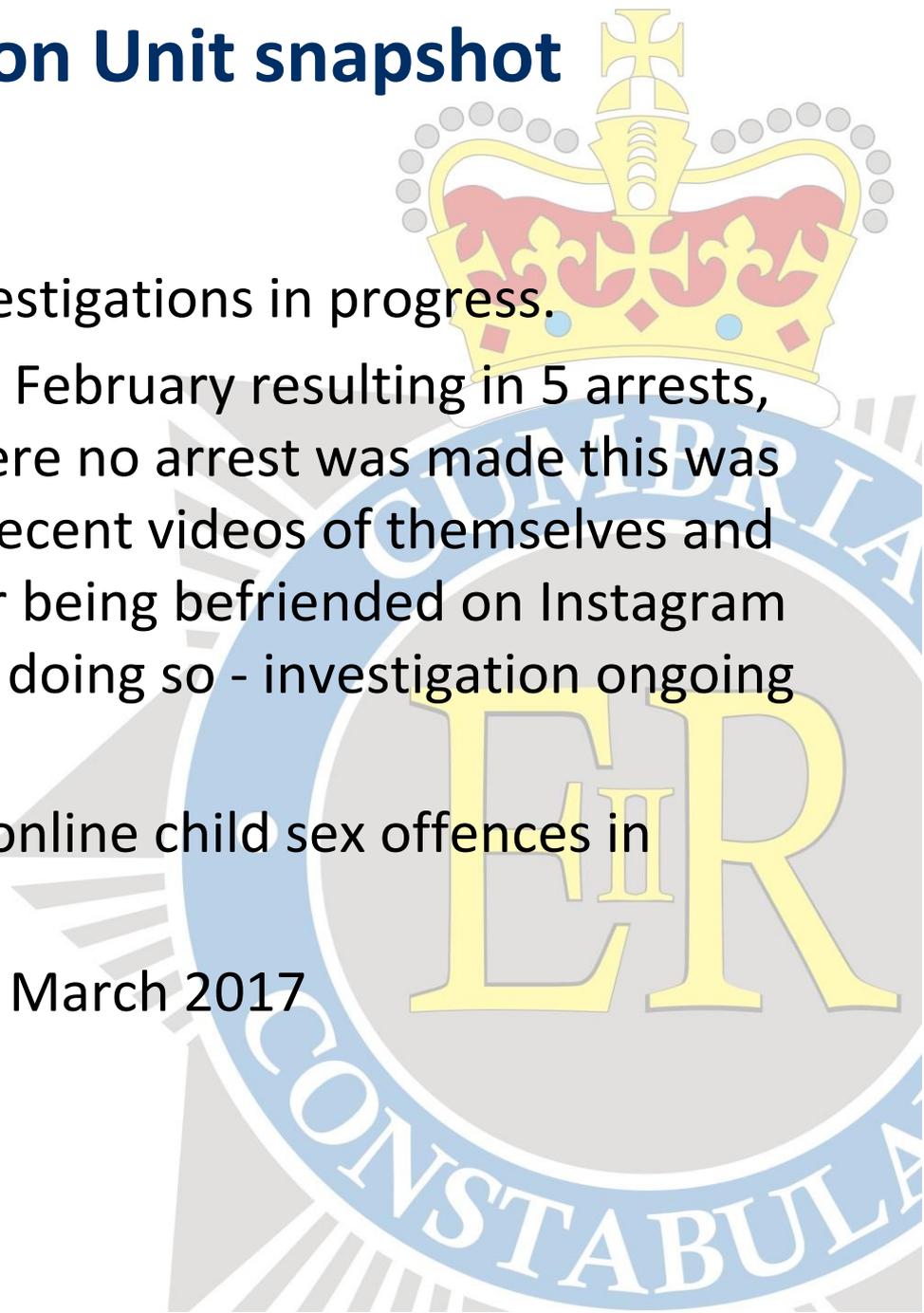
Online Child Sexual Abuse

- “Sexting”-under 18-year-olds possessing, sharing or generating indecent imagery of themselves or other children
- “Online Grooming”-Grooming is the process of reducing the resistance of a child, their parents or carers to abuse. This may be achieved by increasing a child’s, parent’s or carer’s fear of what might happen should they report the abuse, and encouraging them to believe that the abuse is acceptable. Abusers often prime and control their victims. This can occur over a short period of time or a number of years. Grooming may take place through personal contact with the child, parent or carer, or through other means of communication such as the internet. Victims are sometimes groomed to introduce further victims to the process of grooming and abuse.



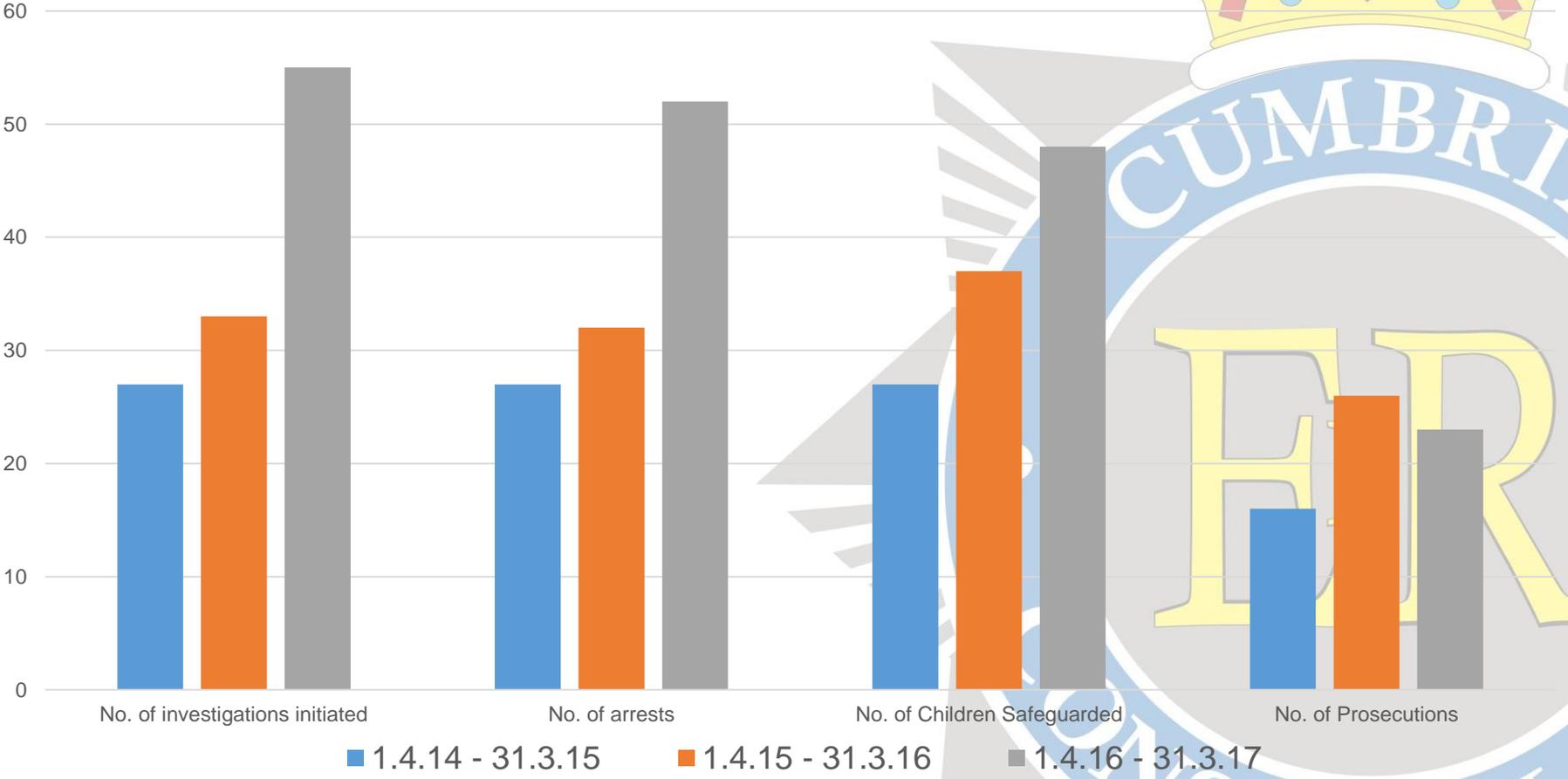
Digital Media Investigation Unit snapshot (online child abuse only)

- There are currently 28 active investigations in progress.
- 6 investigations were actioned in February resulting in 5 arrests, with 2 children safeguarded, where no arrest was made this was due to the child victim taking indecent videos of themselves and uploading them to YouTube after being befriended on Instagram and then being blackmailed in to doing so - investigation ongoing to identify the offender.
- 2 suspects charged with various online child sex offences in February.
- 3 warrants/arrests scheduled for March 2017



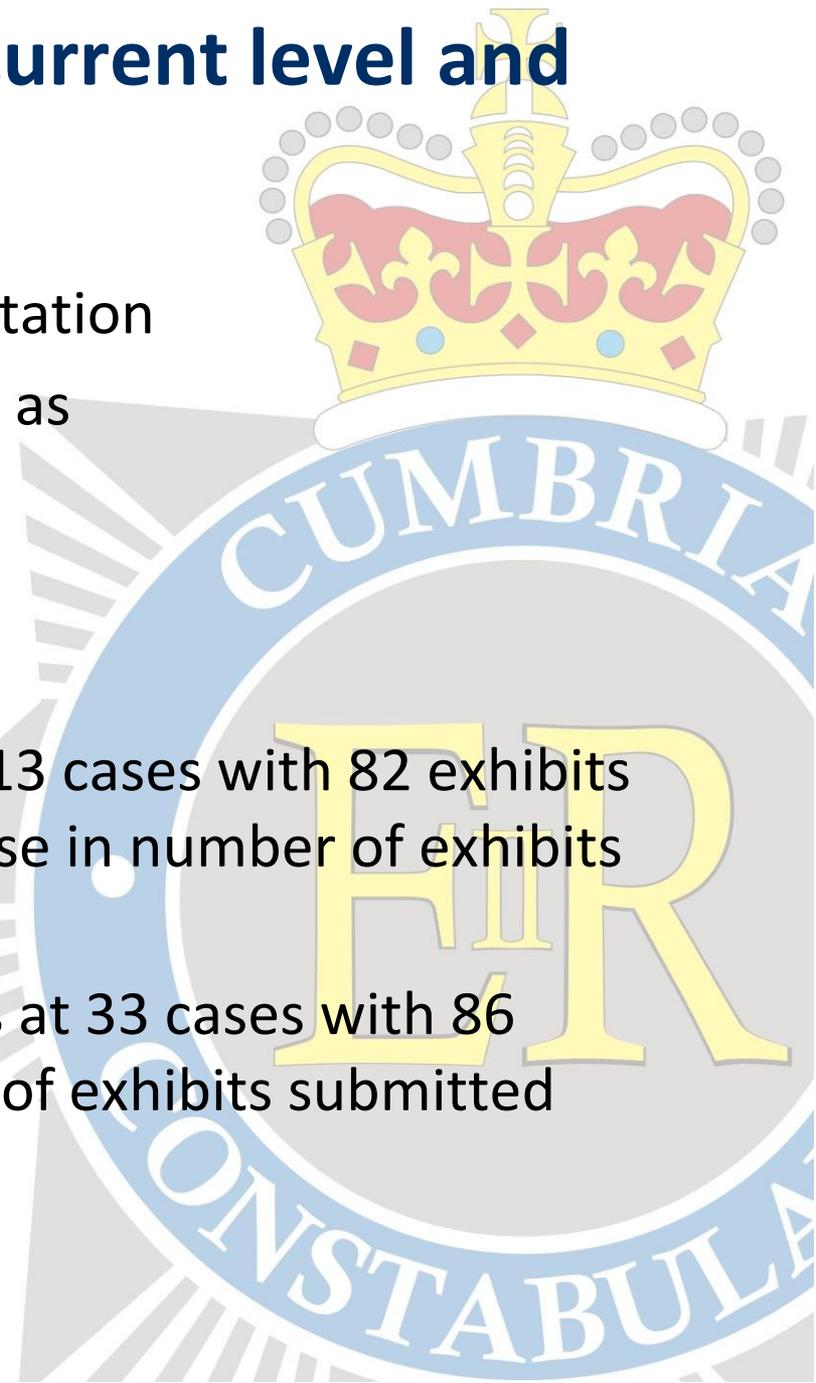
DMIU Investigations

DMIU INVESTIGATIONS



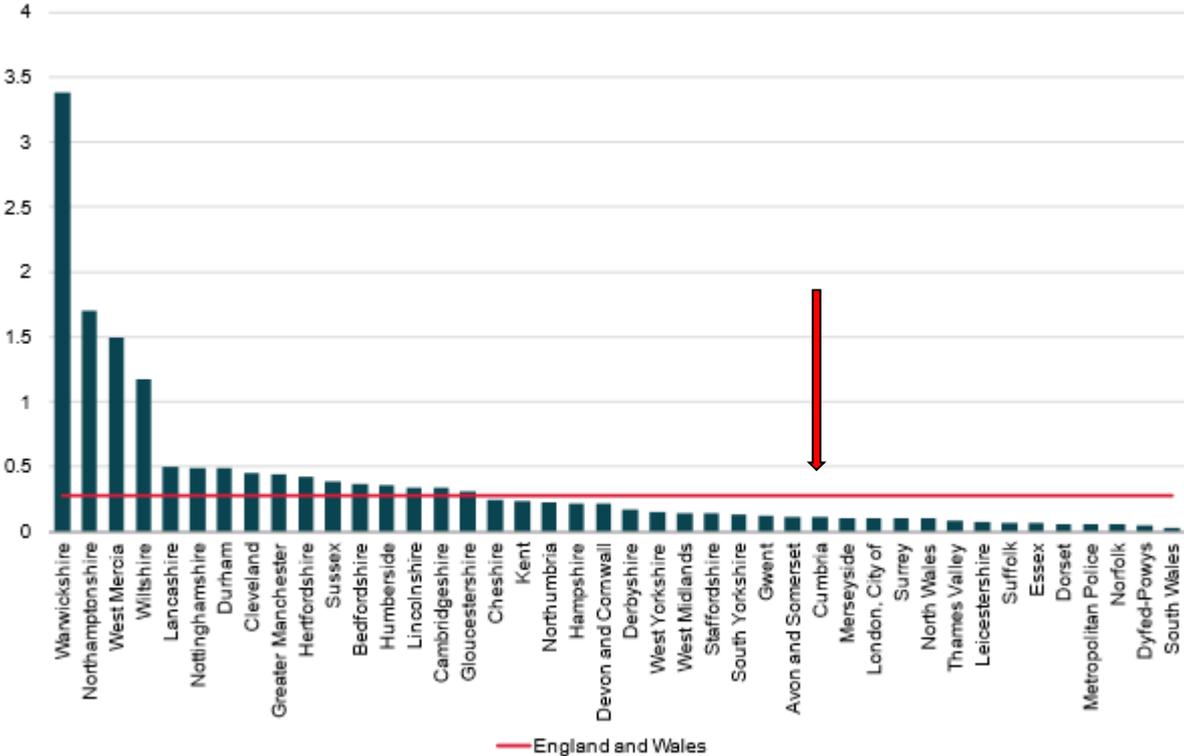
Digital Forensic Unit (HTCU) current level and volume of exhibits

- LIMA case management – ISO Accreditation
- Service Level Agreement has been set as
 - High priority-28 days
 - Expedite-84 days
 - Normal -180 days
- Computer Queue currently stands at 13 cases with 82 exhibits awaiting examination= -8.84% decrease in number of exhibits submitted compared to last February
- Mobile Phone Queue currently stands at 33 cases with 86 exhibits= +27.8% increase in number of exhibits submitted compared to last February

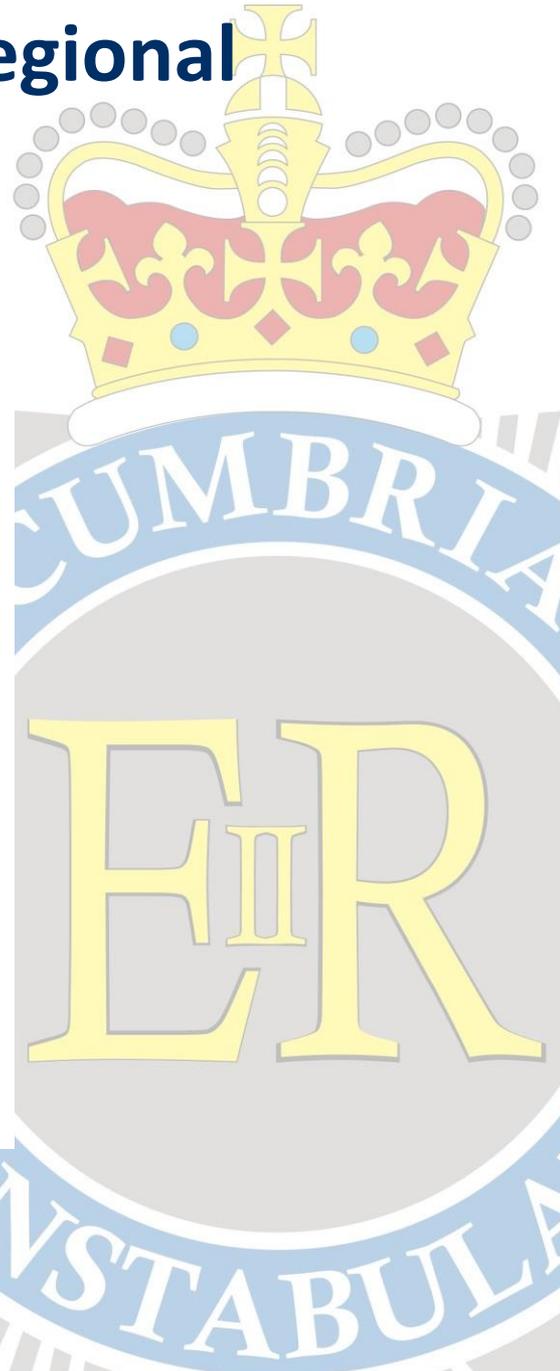


Digital Forensic Unit National and Regional Performance

Figure 13: Digital backlogs per 1,000 population²⁸

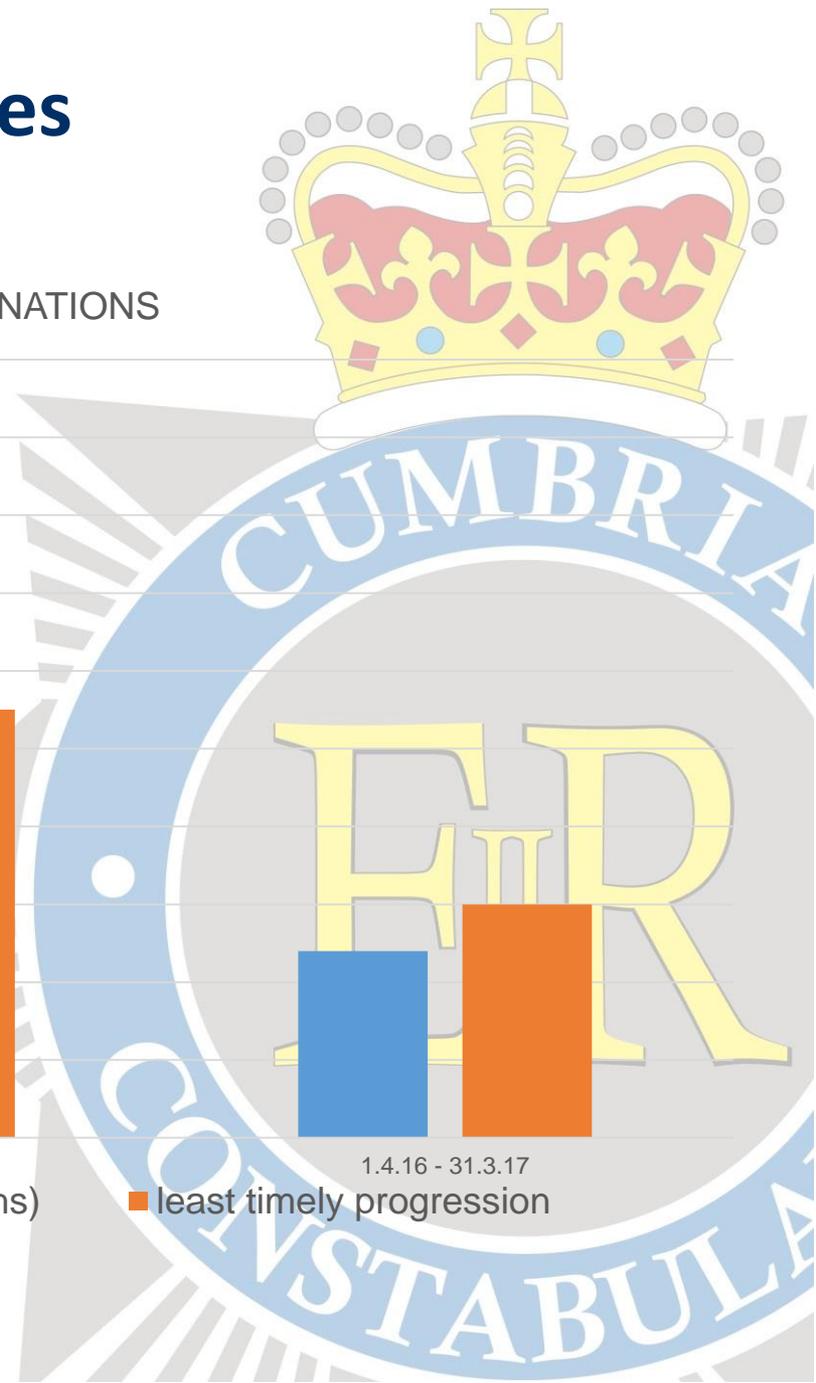
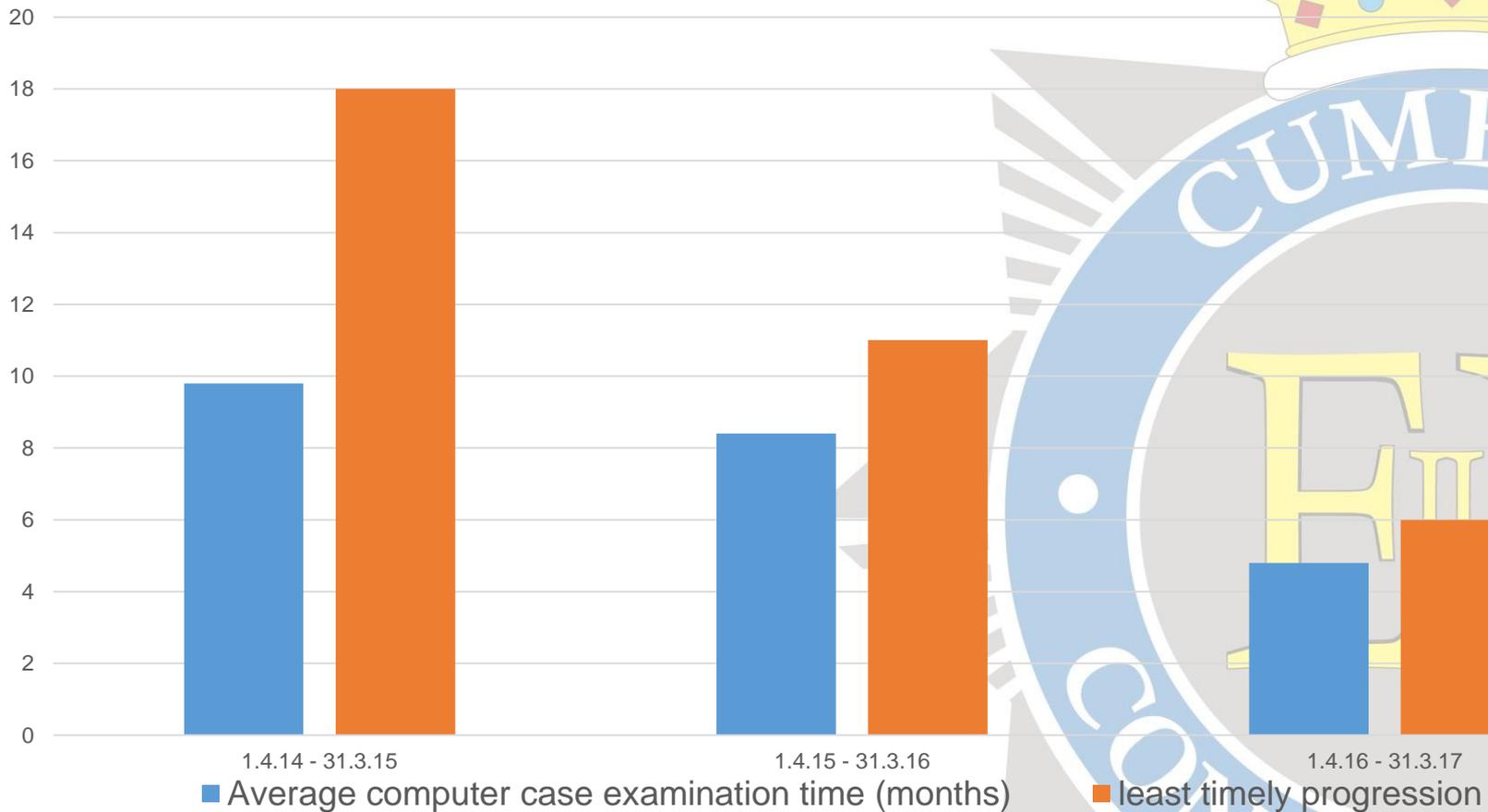


Source: HMIC 2016 effectiveness data collection



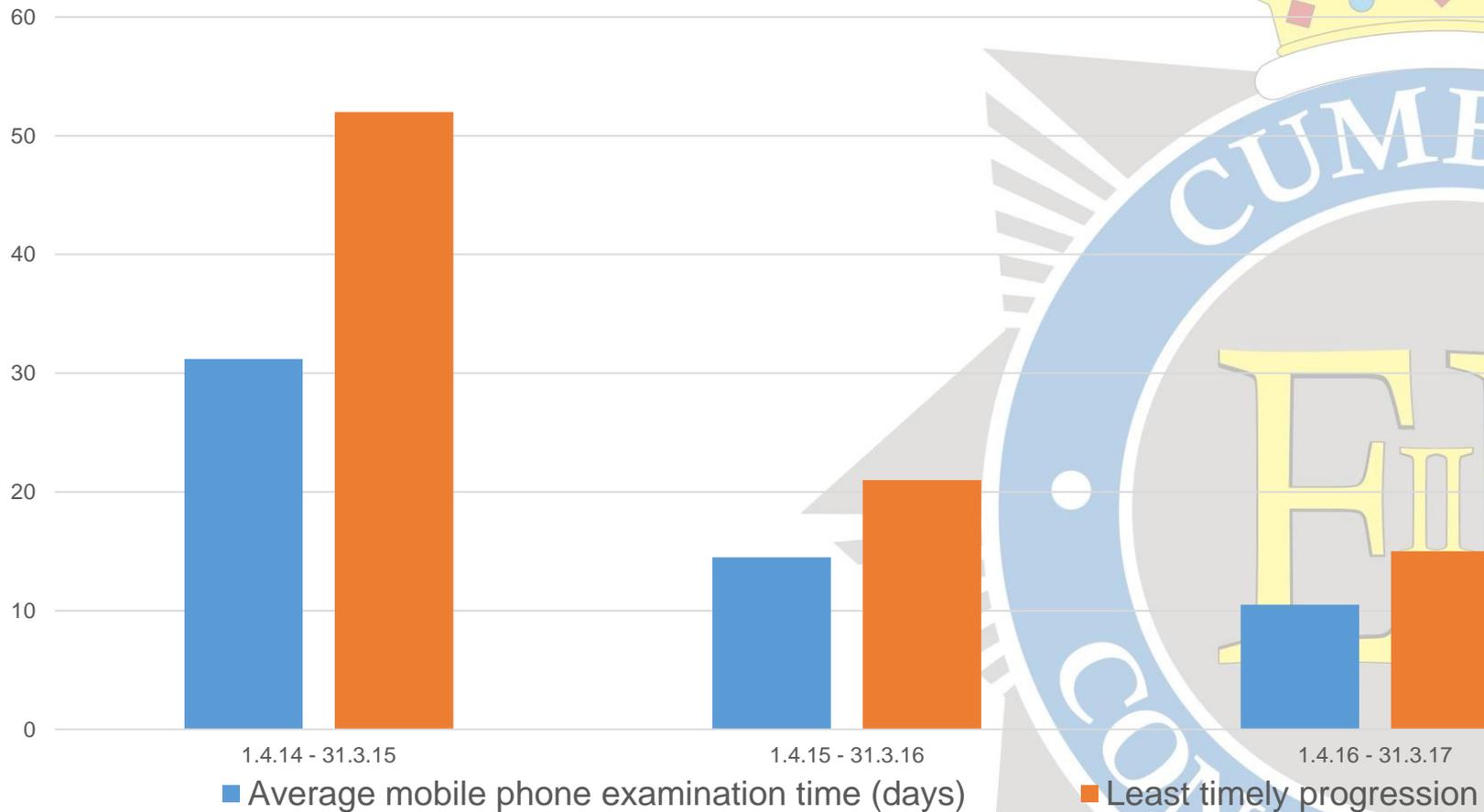
Computer Forensics Timescales

COMPUTER CASE EXAMINATIONS



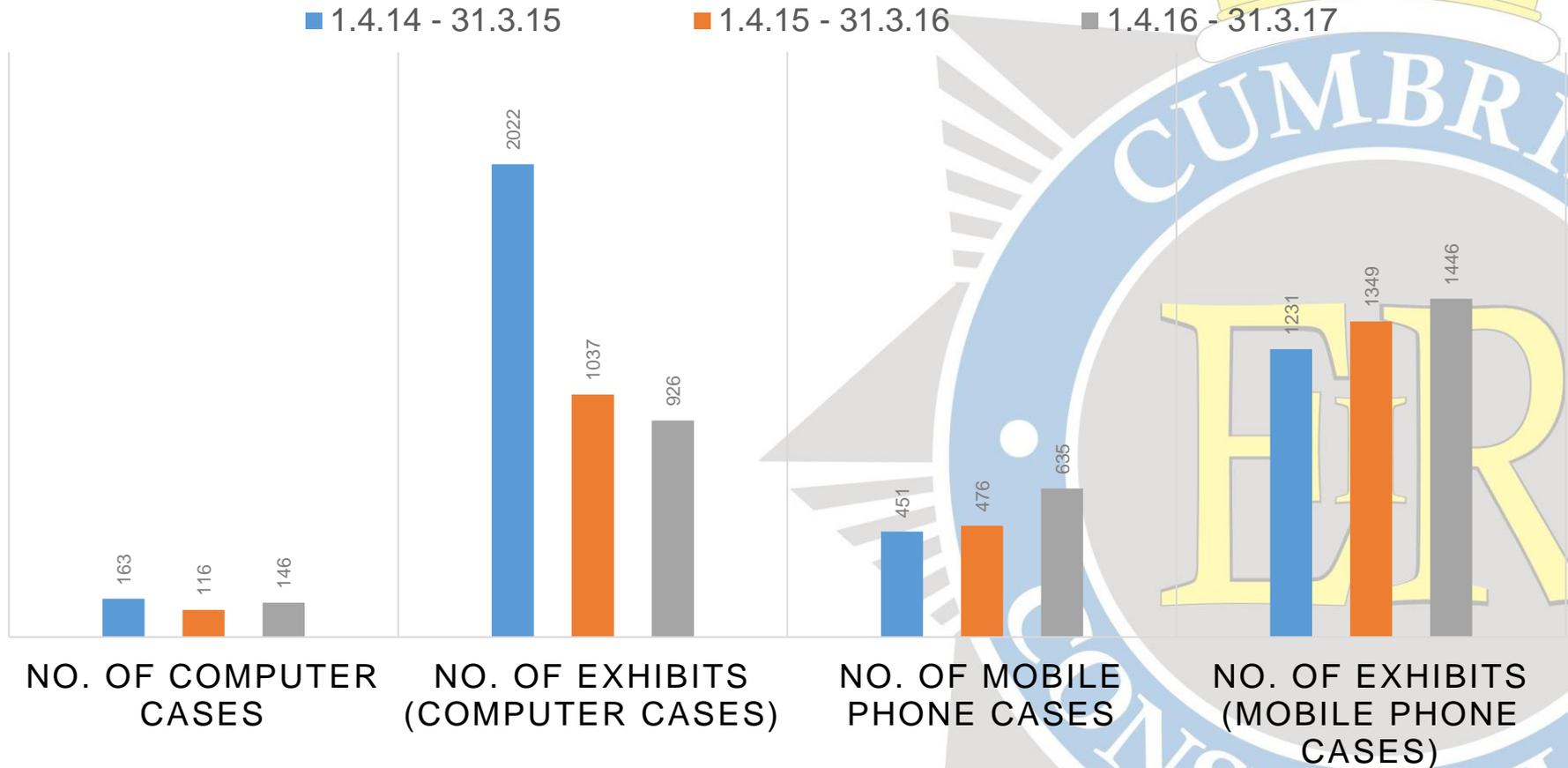
Mobile Phone Forensic Timescales

MOBILE PHONE EXAMINATIONS



Digital Forensics Workload

DIGITAL FORENSIC UNIT - DEMAND



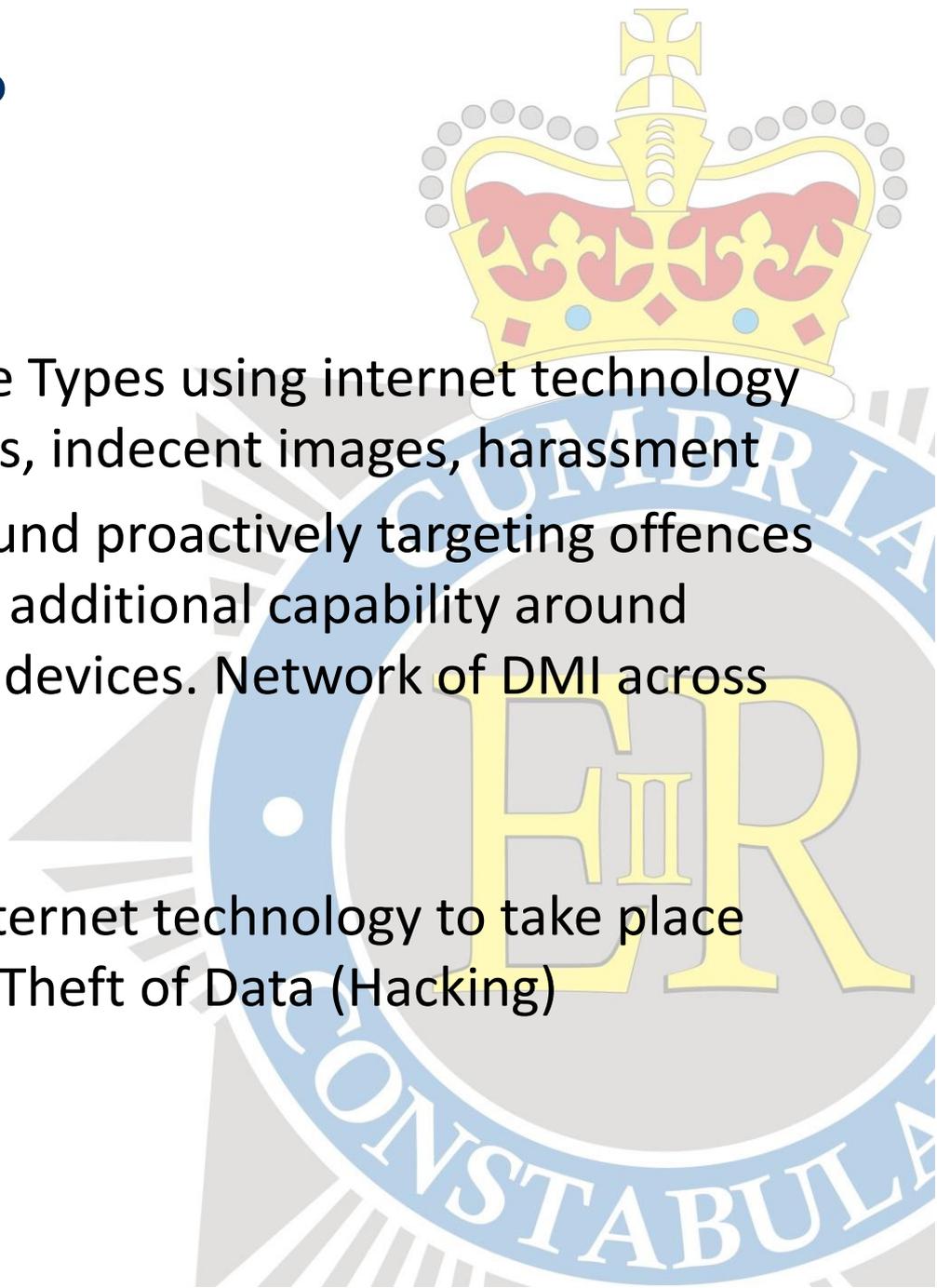
Where is the capability?

Local Capability

- Cyber-enabled – Existing Crime Types using internet technology including fraud, sexual offences, indecent images, harassment
- DMIU, providing expertise around proactively targeting offences and offenders. The unit has an additional capability around forensic examination of digital devices. Network of DMI across county

Regional & National Capability

- Cyber-dependent – Require internet technology to take place including DDoS, Ransomware, Theft of Data (Hacking)
- Crimes in Action.
- UCOL



Level and types of cyber and economic crime impacting on Cumbria from OCGs

- Cyber Crime SPOC in FIB
- Financial Intelligence Officers in AIUs
- Financial Investigators
- Specialist Fraud Investigators
- NFIB
- NW ROCU Cyber Crime Unit/Regional Threat Group
- In 2016 Cumbria investigated 10 Cyber dependent crimes which were broken down as follows:
 - DDOS = 2
 - Network Intrusion = 5
 - Malware = 1
 - Ransomware = 2



Scale of Fraud-Related Cyber Crime in Cumbria

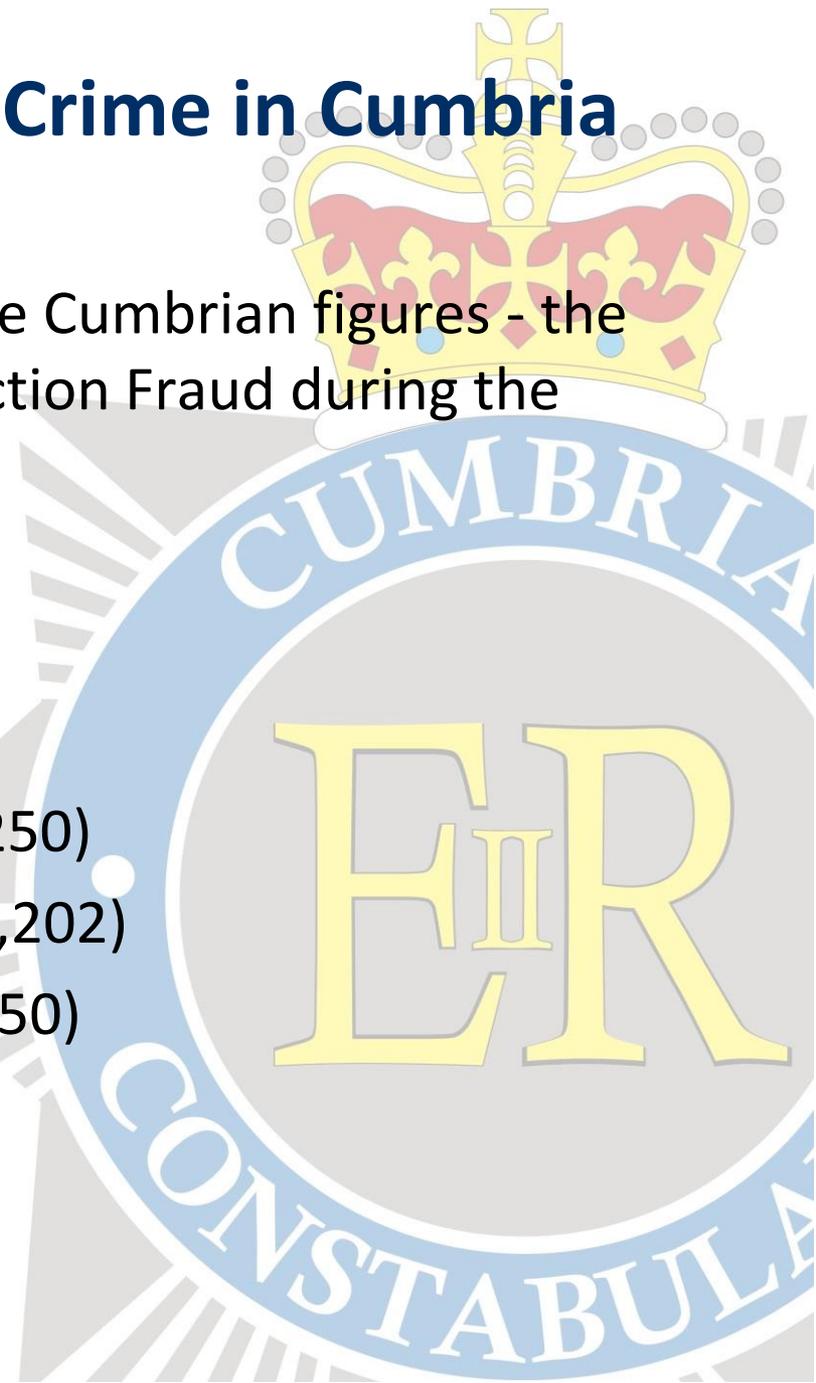
To provide a national context around the Cumbrian figures - the total number of reports submitted to Action Fraud during the period 01/04/2016 to 30/09/2016

Total =17,345

cyber dependant =7,883

enabled by hacking =9,462 reports.

- Computer Software Service Fraud (7,250)
- Computer Virus/Malware/Spyware (2,202)
- Hacking – Social Media and Email (2,150)
- Hacking – Personal (1,833)
- Others (683)



QUESTIONS ?



Annual Thematic Performance Report

Public Accountability Conference - April 2017

“Ensure Offenders face a
consequence for their
crime”



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Areas to Cover

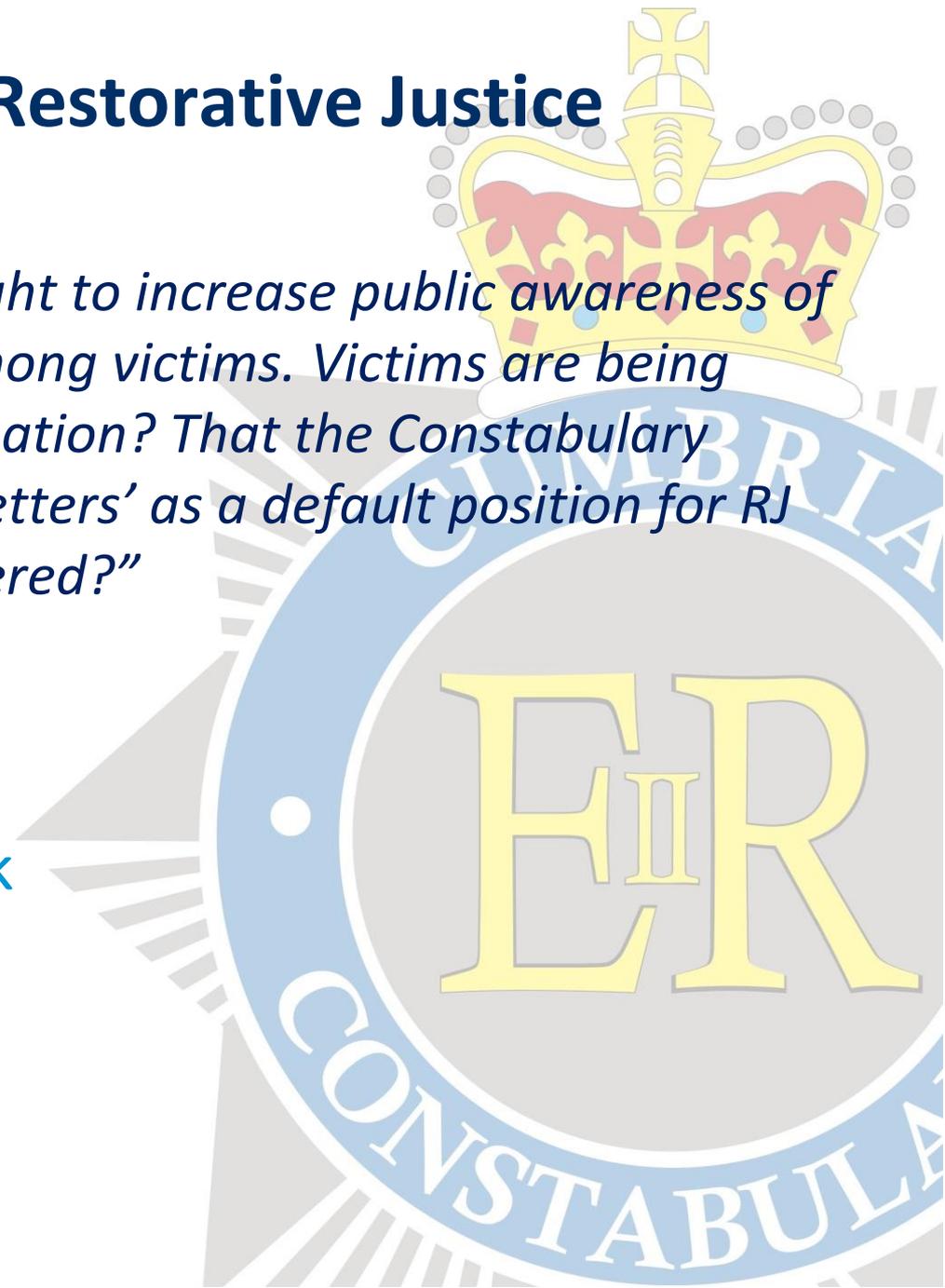
- Community Remedy & Restorative Justice
- Positive Outcomes
- Conviction Rates
- Stop & Search



Community Remedy & Restorative Justice

“That the Constabulary has sought to increase public awareness of Restorative Justice especially among victims. Victims are being provided with the correct information? That the Constabulary ensures officers are not using ‘Letters’ as a default position for RJ that other options are being offered?”

- Force Approach
- Victims First Document
- Community Remedy Work
- Training
- Our Website



Help and Advice for Victims

Becoming a victim of crime or anti-social behaviour can be a distressing and upsetting experience.
Download our help and advice leaflets or visit our information links below.

Information for Victims of Crime: Information for Victims of Anti-Social Behaviour:

[Click here](#) to view the the advice leaflet below:



Other useful information:

[Victims Code of Practice](#)

[Click here](#) to view the advice leaflet below:



Other useful information:

[Domestic Noise Booklet](#)

Community Remedy & Restorative Justice

“That the Constabulary is improving the quality of RJ practice through continued monitoring and evaluation around the use of RJ?”

- Current monitoring process – Sgts and Inspectors
- OoCD Scrutiny Panel
- Potential areas for development:
 - Supervisor training
 - 7 minute briefing
 - Staff 15 week reviews
 - Business Improvement Unit



Community Remedy & Restorative Justice

“That the Constabulary is taking a strategic role in facilitating change required to enable victim-focused Restorative Justice practices to become an integral part of policing?”

- HMIC findings 2016
- 9th Highest in the country for out of court disposals.
- 9% of recorded crime is disposed of in this way (England and Wales Average is 7%)(MSG average is also 9%)
- Force Approach to Community Remedy



Community Remedy & Restorative Justice

“That the Constabulary is monitoring the number of referrals to the RJ Hub. Since June 2016 how many referrals has the force made to the RJ Hub, to include a breakdown per area”

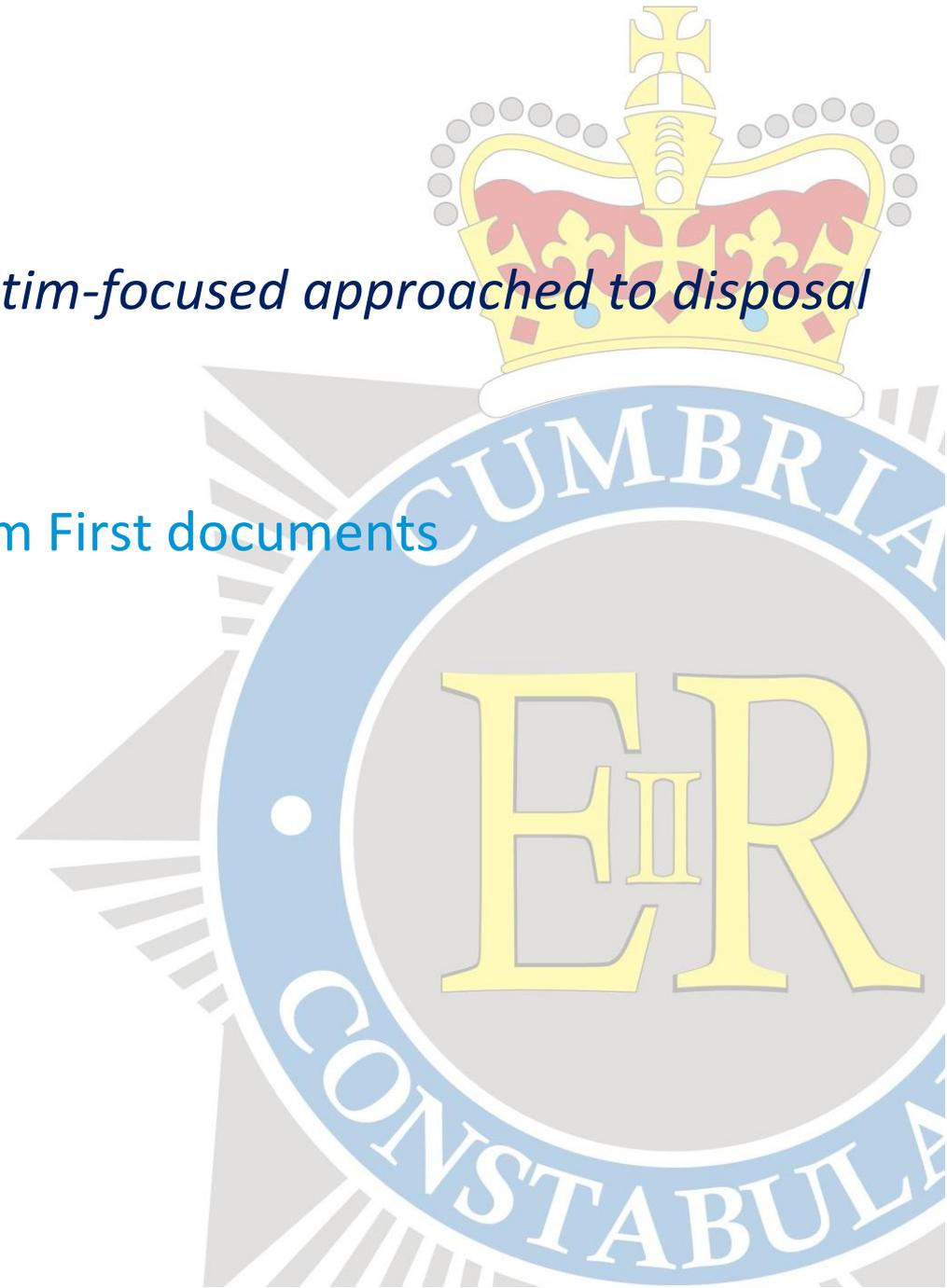
	Police Referrals										
	June	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	March	TOTAL
North	2	9	5	0	1	4	1	6	2	1	31
West	1	1	3	1	1	4	1	1	1	3	17
South	-	-	-	-	-	-	-	1	1	0	2

- The Constabulary (CSU) monitors the number of referrals made and has an excellent working relationship with Remedi, with Remedi staff based within Community Safety.*
- South have only recently introduced a Remedi worker hence the lower number*
- Remedi staff have attended officer training, are based within Police Stations and work alongside CSU, we are constantly striving for officers to utilise their (Remedi) skills / abilities*

Positive Outcomes

“That the Constabulary has a victim-focused approach to disposal of crimes”

- Community Remedy and Victim First documents



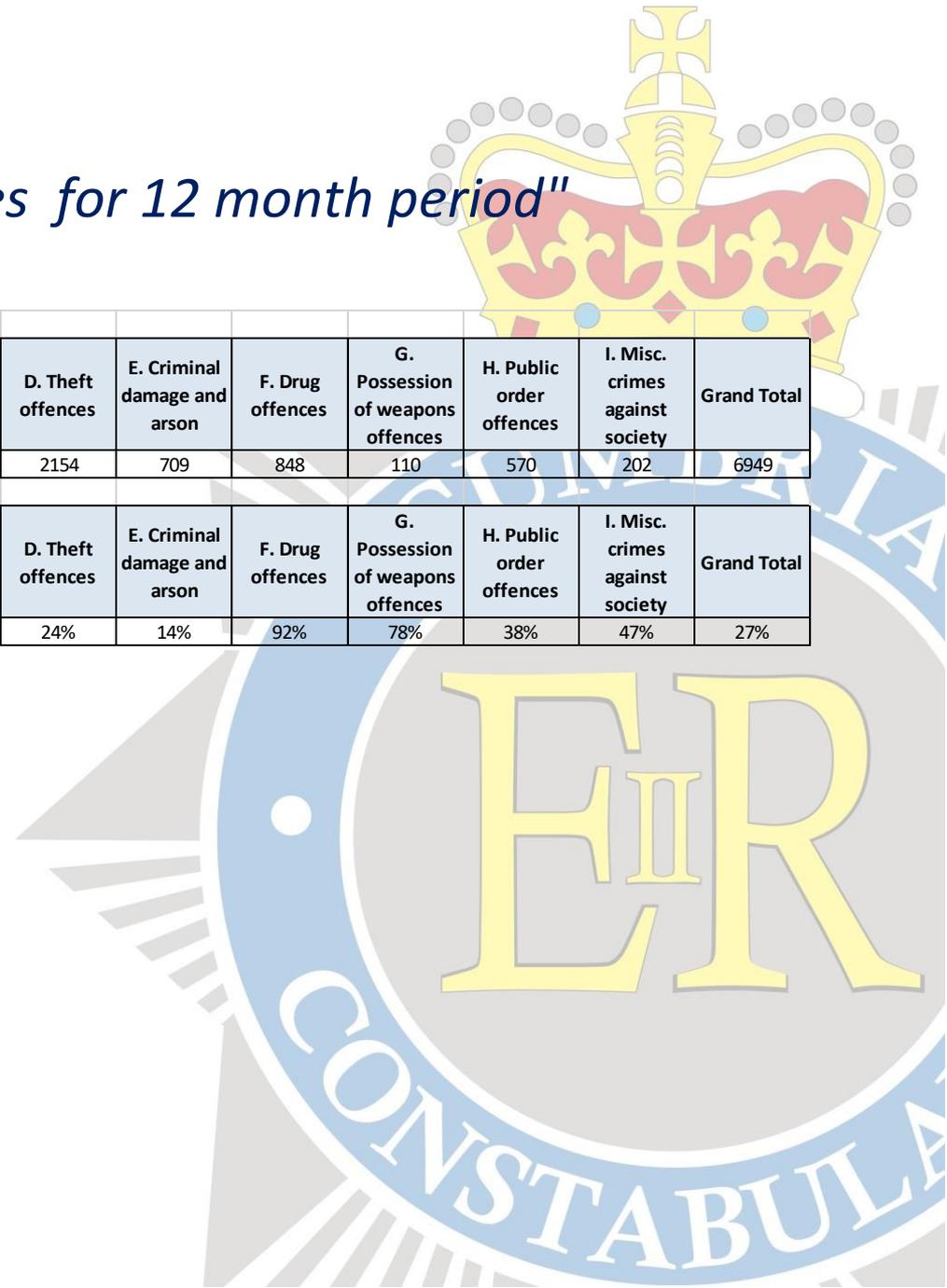
Positive Outcomes

"Breakdown of positive outcomes for 12 month period"

Breakdown of Positive Outcomes for Crimes Recorded 01/02/2016 to 31/01/2017

Outcome	A. Violence against the person	B. Sexual offences	C. Robbery	D. Theft offences	E. Criminal damage and arson	F. Drug offences	G. Possession of weapons offences	H. Public order offences	I. Misc. crimes against society	Grand Total
Total	2196	129	31	2154	709	848	110	570	202	6949

Outcome	A. Violence against the person	B. Sexual offences	C. Robbery	D. Theft offences	E. Criminal damage and arson	F. Drug offences	G. Possession of weapons offences	H. Public order offences	I. Misc. crimes against society	Grand Total
Total	30%	13%	42%	24%	14%	92%	78%	38%	47%	27%



Positive Outcomes

"% of out of court disposals in Cumbria compared with MSGs and National Average."

% of out of court disposals, compared with MSGs and National Average (Data 12 months to Sept 2016 for national comparison as this is the latest data published)

Published national data are the number of crimes disposed in the period divided by the number of crimes recorded in the period

Outcome	A. Violence against the person	B. Sexual offences	C. Robbery	D. Theft offences	E. Criminal damage and arson	F. Drug offences	G. Possession of weapons offences	H. Public order offences	I. Misc. crimes against society	Grand Total	Cumbria Rank (Highest to Lowest out of 42)
Cumbria	10%	2%	0%	6%	7%	46%	16%	13%	6%	9%	9
MSG Average	10%	2%	0%	6%	7%	49%	12%	13%	5%	9%	
England and Wales	8%	2%	1%	4%	6%	51%	14%	8%	5%	7%	
Cumbria Rank (Highest to Lowest out of 42)	7	15	36	7	11	25	12	12	21	9	

Positive Outcomes

"% crimes presenting with evidential difficulties, compared with MSGs and National Average."

% of crimes presenting with evidential difficulties, compared with MSGs and National Average (Data 12 months to Sept 2016 for national comparison as this is the latest data published)

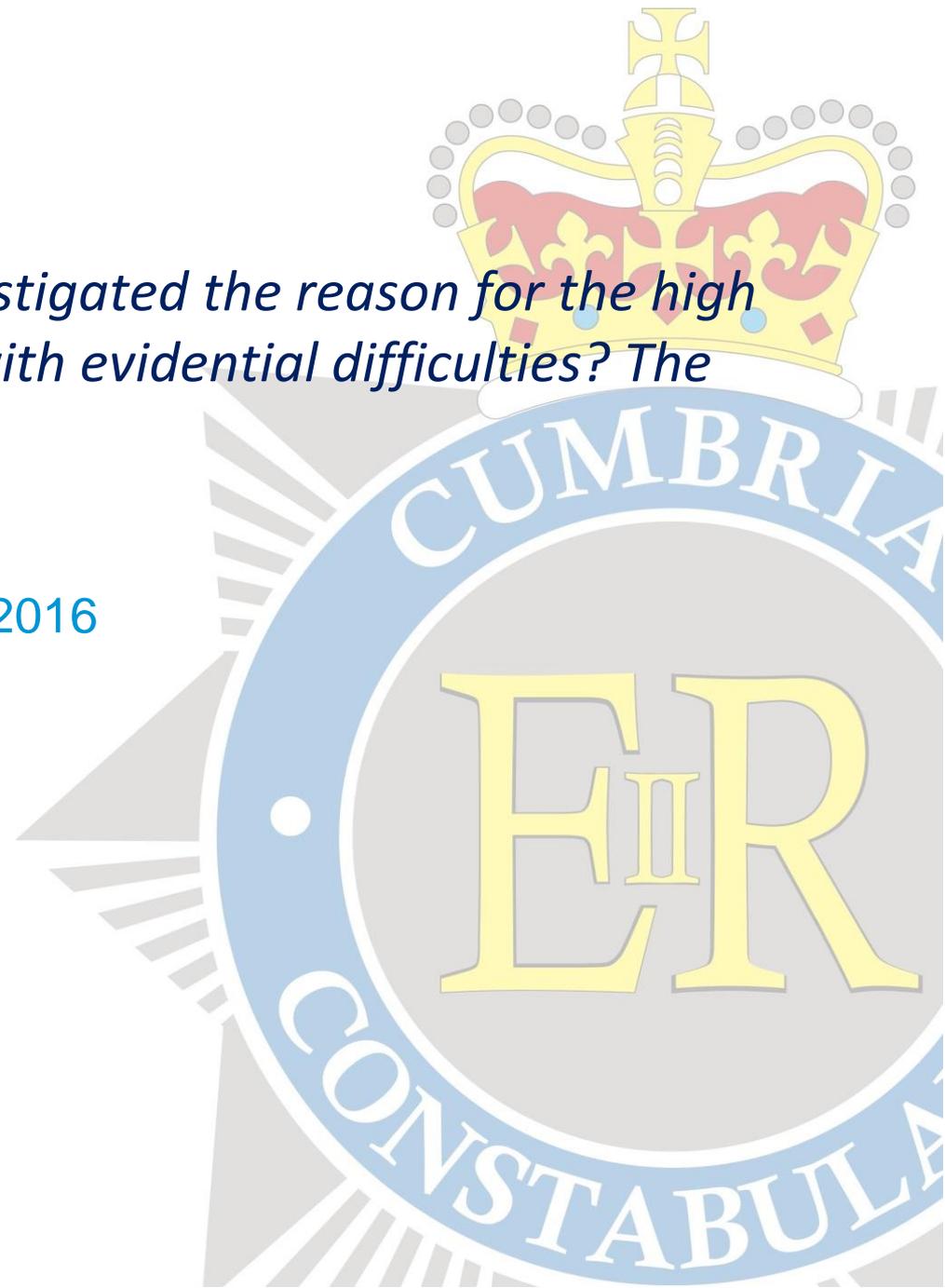
Published national data are the number of crimes disposed in the period divided by the number of crimes recorded in the period

Outcome	A. Violence against the person	B. Sexual offences	C. Robbery	D. Theft offences	E. Criminal damage and arson	F. Drug offences	G. Possession of weapons offences	H. Public order offences	I. Misc. crimes against society	Grand Total	Cumbria Rank (Highest to Lowest out of 42)
Cumbria	54%	61%	33%	16%	15%	4%	16%	45%	31%	30%	10
MSG Average	43%	47%	27%	11%	12%	5%	14%	31%	18%	23%	
England and Wales	53%	53%	25%	11%	15%	6%	17%	42%	33%	26%	
Cumbria Rank (Highest to Lowest out of 42)	21	12	13	4	23	36	23	16	25	10	

Positive Outcomes

“That the Constabulary has investigated the reason for the high volume of offences presenting with evidential difficulties? The reason for these difficulties?”

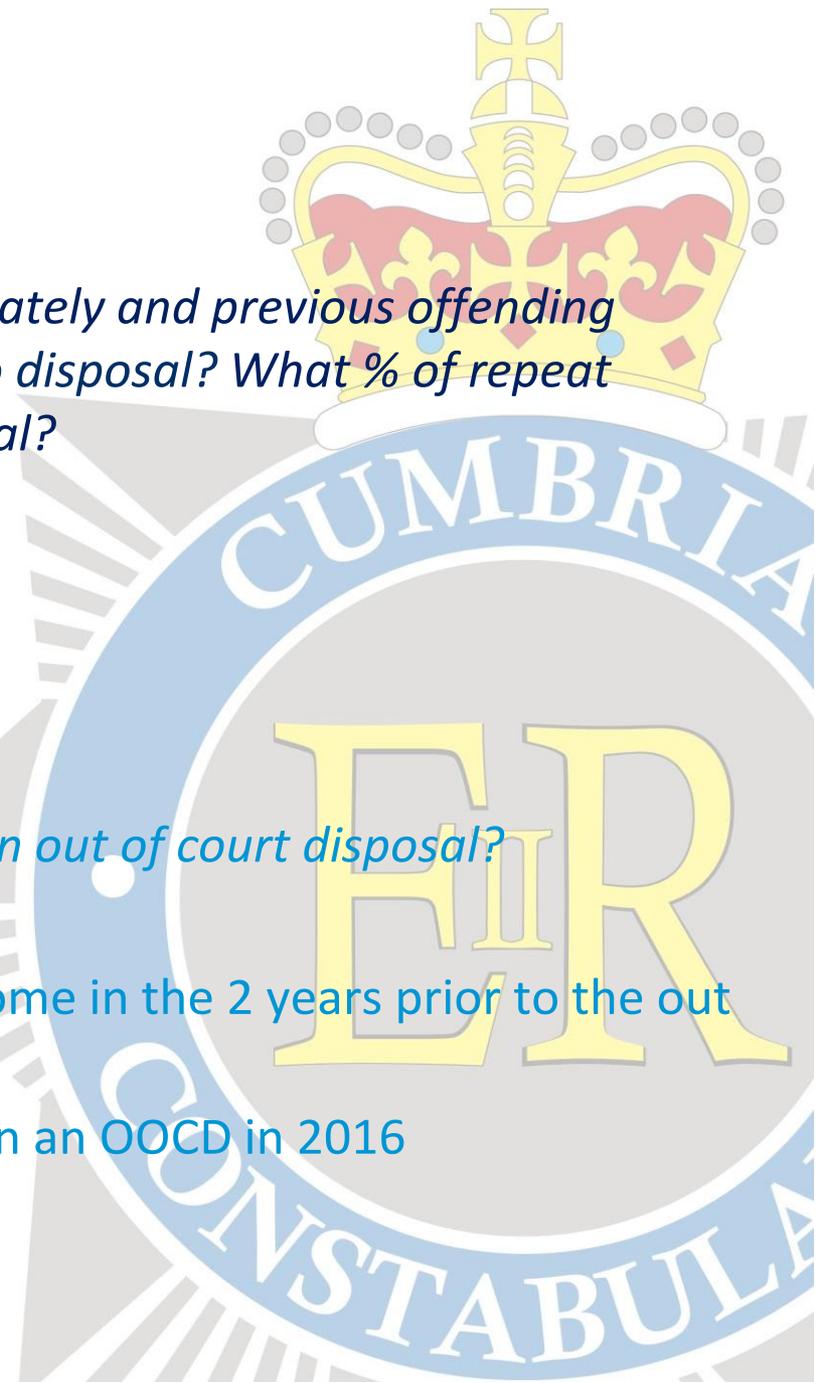
Op Salvo Dip Sample November 2016



Positive Outcomes

“Repeat offenders are being dealt with appropriately and previous offending history is being considered by the officer prior to disposal? What % of repeat offenders are being given an out of court disposal?”

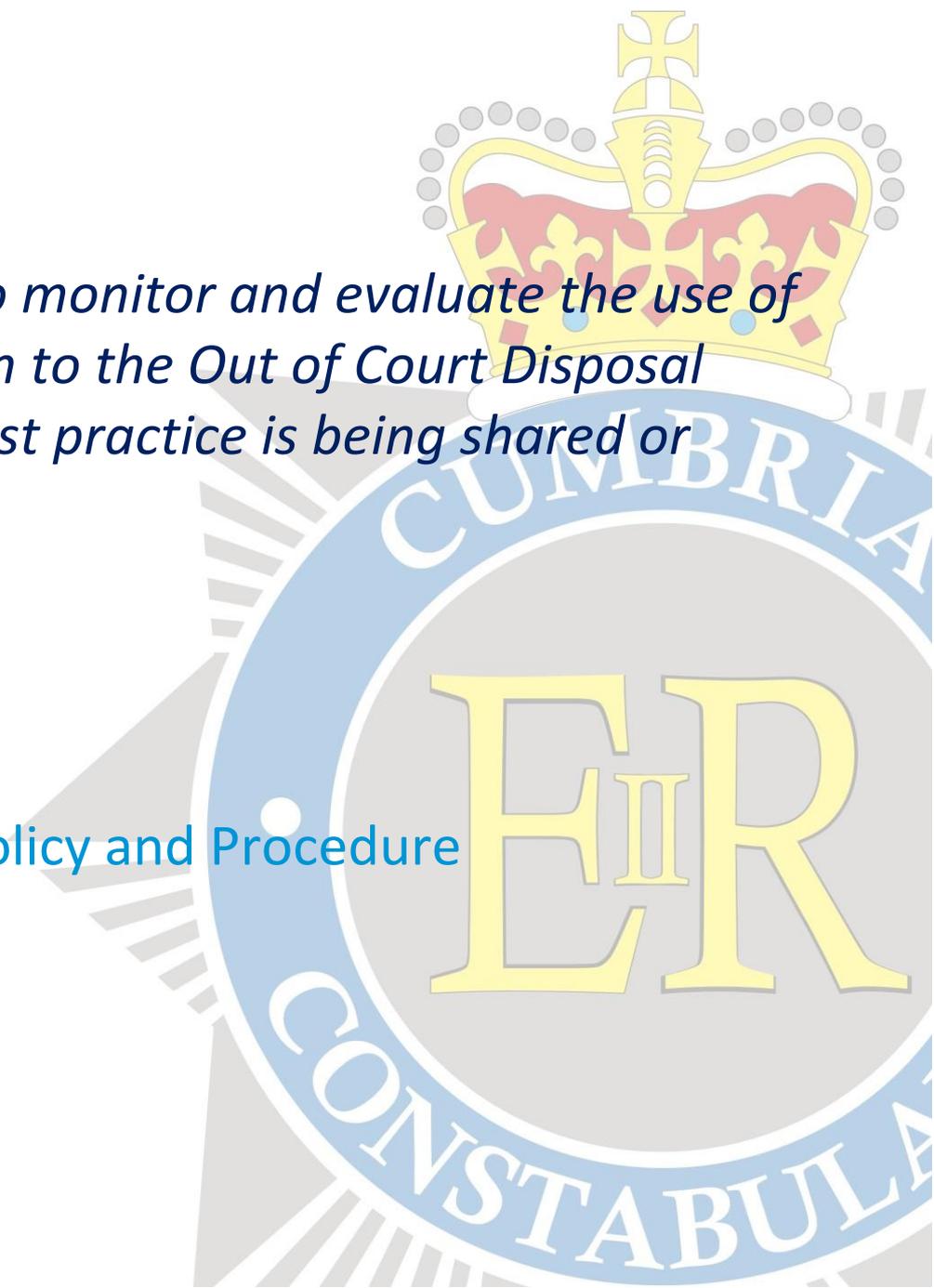
- Policy and procedures
- Evidence - OoCD Scrutiny Panel
- *What % of repeat offenders are being given an out of court disposal?*
- *2199 offenders were given an OoCDs in 2016*
- *361 out of 2199 had received a positive outcome in the 2 years prior to the out of court disposal (i.e. were repeat offenders)*
- *Therefore 16% of repeat offenders were given an OoCD in 2016*



Positive Outcomes

“What procedures are in place to monitor and evaluate the use of out of court disposals [in addition to the Out of Court Disposal Scrutiny Panel] to ensure that best practice is being shared or lessons learned?”

- Individual feedback
- Force Orders
- Review and update of Force Policy and Procedure
- Training
- Challenge



Conviction Rates Magistrates' & Crown Courts'



Measure No	Data Source	Measure Description	15/16-Q4	16/17-Q1	16/17-Q2	16/17-Q3	National-16/17-Q3	Rank	Trend
15a	MIS	MC Conviction Rate - Combined	90.5%	90.3%	90.6%	92.6%	84.8%	1	
15b	MIS	MC Conviction Rate - CPS Charge	84.9%	86.8%	86.0%	88.5%	79.4%	3	
15c	MIS	MC Conviction Rate - Police Charge	91.7%	91.2%	92.1%	93.9%	87.0%	1	
16a	MIS	MC Discontinuance Rate - Combined	6.5%	6.4%	6.2%	4.4%	9.4%	1	↓
17a	MIS	MC Guilty Plea Rate - Combined	82.5%	84.5%	84.1%	85.1%	78.2%	3	

Outcomes - Crown Court

Measure No	Data Source	Measure Description	15/16-Q4	16/17-Q1	16/17-Q2	16/17-Q3	National-16/17-Q3	Rank	Trend
18a	MIS	CC Conviction Rate - Combined	88.4%	89.5%	89.4%	89.5%	78.8%	1	
19a	MIS	CC Discontinuance Rate - Combined	6.7%	7.5%	5.3%	5.5%	11.5%	3	↑
20a	MIS	CC Guilty Plea Rate - Combined	82.5%	84.1%	85.8%	84.5%	70.0%	1	



Stop & Search

“That the Constabulary has used a more targeted approach to stop and searches, securing more positive outcomes?”

	All Searches	Arrests	%	Positive Outcomes	%	Positive Outcomes that match reason for search	% of matched outcomes of all searches
Financial Year to Date 2016/17	1685	241	14.30%	433	25.70%	378	87%
Financial Year to Date 2015/16	3307	293	8.86%	517	15.63%	Not Recorded	Not Recorded
Financial Year to Date 2014/15	5525	509	9.21%	737	13.34%	Not Recorded	Not Recorded
Financial Year to Date 2013/14	10097	459	4.55%	639	6.33%	Not Recorded	Not Recorded

- In a four year period the number of people searched has reduced by over 90%
- We now find something in 1 in 4 searches, where previously it was 6 in every 100
- People are still being stopped, however we use our powers appropriately to search

Stop & Search

“The number of stop and searches for the last 12 months compared to the number of arrests and positive outcomes. How this compares to the previous 12 months.”

	All Searches	Arrests	%	Positive Outcomes	%	Positive Outcomes that match reason for search	% of matched outcomes of all searches
Financial Year to Date 2016/17	1685	241	14.30%	433	25.70%	378	87%
Financial Year to Date 2015/16	3307	293	8.86%	517	15.63%	Not Recorded	Not Recorded
Financial Year to Date 2014/15	5525	509	9.21%	737	13.34%	Not Recorded	Not Recorded
Financial Year to Date 2013/14	10097	459	4.55%	639	6.33%	Not Recorded	Not Recorded

- The number of arrests linked to a stop & search has fallen from 293 to 241, the % of arrests linked to a stop & search however have increased - 14% compared to 8%
- Positive outcome volumes have fallen from 517 to 433. Positive outcome rate however has increased significantly from 15% to 25%

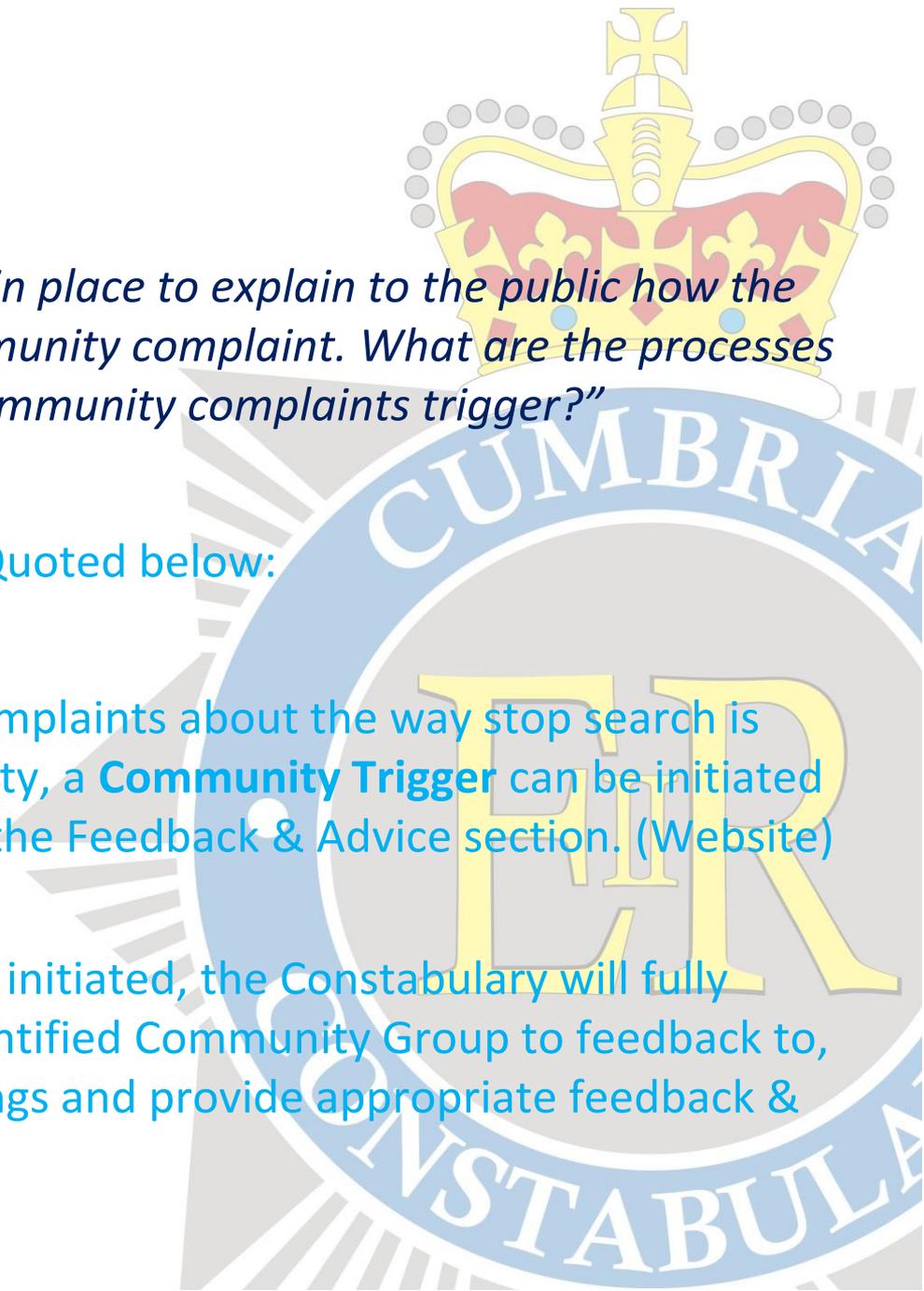
Stop & Search

“That the Constabulary has procedures in place to explain to the public how the powers are being used following a community complaint. What are the processes and procedures the force takes when community complaints trigger?”

- Imbedded within Force Procedure - Quoted below:

“If you have any general concerns or complaints about the way stop search is being carried out in your local community, a **Community Trigger** can be initiated through contacting those noted within the Feedback & Advice section. (Website)

If a Stop & Search Community Trigger is initiated, the Constabulary will fully investigate the complaint, utilise an identified Community Group to feedback to, and this group will scrutinise the findings and provide appropriate feedback & learning to the Constabulary.”



Stop & Search

“National mandated requirement to report to the OPCC in relation to searches that have gone past Jacket Outer coat Gloves (JOG)”

Date Period - 01/04/2016 to 28/02/17

Recorded Age	Outer clothing removed only	Strip searches	Total (outer clothing only and strip searches)
11-20	8	24	32
21-30	8	48	56
31-40	6	25	31
41-50	3	13	16
51-60	0	5	5
61-70	0	1	1
Not specified	0	4	4
			145

- 2016 has been the first year where we have had the functionality to record this data.
- No significant numbers, benchmark for comparison in 2018

Stop & Search

“That the introduction of mobile hand held devices has increased the effectiveness of stop and search procedures.”

- Real time information / intelligence on our force systems
- Officer input error rates reduced
- All information auditable & accountable
- Efficiencies imbedded
- No loss of records
- Location Mapping - Police.uk





Cumbria Office of the Police and Crime Commissioner

Public Accountability Conference

Agenda Item No 08

Ethics and Integrity Panel Annual Report

Report of the Chair of the Ethics and Integrity Panel

1. Introduction and background

- 1.1 The purpose of the Ethics and Integrity Panel is to promote and influence high standards of professional ethics in all aspects of policing and to challenge; encourage and support the Commissioner and the Chief Constable in their work in monitoring and dealing with issues of ethics and integrity in their organizations. The Panel's role is to identify issues and monitor change where required. They have no decision making powers, although it is able to make recommendations to the Commissioner and the Chief Constable. The Panel considers questions of ethics and integrity within both organisations and provides strategic advice, challenge and support in relation to such issues.
- 1.2 This report provides an overview of the work that the panel has carried out during 2016.
- 1.3 The Panel meets on a quarterly basis in private but its agenda and reports are published on the Commissioner's website following each meeting, with only sensitive or confidential information being excluded. Reports are provided by the Panel to the Commissioner's public meeting to provide information about the Constabulary's performance in areas which relate to ethics and integrity. The purpose is to promote public confidence.
- 1.4 An annual work programme has been agreed to enable it to fulfil its terms of reference and scrutiny role. The programme fixes the tasks to be undertaken by the Panel at each of its scheduled meetings and has been set to ensure whenever possible that meetings are balanced in terms of the volume of work. The work of the Panel has developed during 2016 and therefore the work programme was reviewed at the end of 2016 and revised for 2017. Notably there is an introduction of two thematic sessions to be held during the year. A copy of the Panel's current work programme can be found at [Appendix 1](#).
- 1.5 Following two members resigning from the Panel in late 2015 the Police and Crime Commissioner and the Chief Constable made two further appointments. The first being in May 2016 having revisited the list of candidates interviewed previously; the second in November 2016 following a recruitment process.

Membership of the Panel currently stands as:

- Ms Lesley Horton
- Mr Alan Rankin
- Mr Michael Duff
- Mr Alex Rocke

2. Public Complaints and Quality of Service

- 2.1 During 2016 the Panel noted that the standard of the Constabulary's public complaint files had substantially improved following recommendations made by the Panel. It was subsequently agreed that due to the improvements the Panel would review complaint files on a six monthly basis to ensure that standards were retained.
- 2.2 Over the reporting period the Panel reviewed 33 complaint files. At each dip sample any recommendations or comments are collated within an action sheet, some of which include:
- Pleased to see that letters now reflect an apology from the Constabulary.
 - More emphasis should have been given to the using of the correct Stop and Search procedure with a reminder being made to personnel.
 - Although a complaint was registered as 'direction and control' there was evidence which related to the conduct of an officer which should have been recorded.
 - Some concerns on the objectivity of the report as felt the loss of evidence was not properly addressed.
 - Investigation report does not seem balanced, fails to properly engage with the complainant's concerns.

The action plans are monitored by the Panel at their next dip sample session to ensure that these are completed and where appropriate implemented in a timely manner.

- 2.3 The Panel has also been asked by the Police and Crime Commissioner to look at a number of specific complaint files following communication to him from members of the public. The Panel undertook reviews and concluded that on each occasion the complaint had been dealt with fairly, proportionately and in line with statutory guidance.
- 2.4 At their quarterly meetings the Panel receive performance data from the Constabulary on the number of complaints they have received and how these have been subsequently managed, including whether this was in line with required timescales. It has been noticed that the number of force appeals upheld has been consistently very low compared with the number upheld by the Independent Police Complaints Commission (IPCC). To this end the Panel at their May and November 2016 meetings specifically reviewed more appeal files in order to ascertain whether appeals are being processed in line with statutory guidance. The Panel did not identify any issues in relation to the appeal files dealt with by the Constabulary.

3. Police Officer and Police Staff Misconduct

- 3.1 As part of their work programme the Panel have reviewed police officer and police staff misconduct files prior to both their May and November 2016 meetings. Since their first dip sample sessions in 2015 the Panel have noted an improvement in the way the files have been dealt with and the information recorded therein.
- 3.2 The Panel reviewed a number of files, providing views and recommendations for any improvement in the way information was provided or public perception of the handling of such cases. These included:
- Any advice given to officers or staff should be fully documented within the file to enable it to be referred to in the future.

- Amendments to be made to the Management Action Form and senior officer should check they have been completed correctly when reviewing.

The action plans are monitored by the Panel at their next dip sample session to ensure that these are completed and where appropriate changes are implemented.

- 3.3 The Panel receive on a quarterly basis information relating to police officer misconduct from the Constabulary's Anti-Fraud and Corruption Unit report and information relating to police staff misconduct. This enables the Panel to monitor performance in relation to these areas of business and consider any patterns or trends.
- 3.4 Having reviewed such files, the Panel have gained assurance that the Constabulary are dealing with misconduct and complaints in a professional manner. At no time did the Panel disagree with the outcome of any of the files. Where they provided advice or recommendations, this was to improve the service provided or the process being undertaken.
- 3.5 The Panel also undertook a dip sample of the Constabulary's Secondary Business Interest process as part of the Panel's thematic remit. They looked at the current process and requirements for officers and staff to declare their business interests. They were guided through the process and identified the different types of businesses which should be declared. On the examples they viewed the Panel considered whether the secondary business interest may increase the number of hours an individual worked and whether this could have an adverse effect on their performance. They were assured that line managers when approving any applications ensured that they monitored future performance.
- 3.6 The Panel questioned why if an application was rejected in the initial stages that it should still have to be looked at by each of the relevant departments. They proposed that if the individual appealed the decision then it could be seen and commented upon by the different departments, therefore speeding up the initial decision process and providing staff with a decision sooner.

4. Code of Ethics and Code of Conduct

- 4.1 As part of the Panel's role it seeks to ensure that both the Constabulary and the Police and Crime Commissioner have embedded within their organisations the **Code of Ethics** and **Code of Conduct** respectively.
- 4.2 During their dip sample sessions the Panel saw first-hand that policies and procedures within the Constabulary had the ethos of the Code of Ethics embedded within them. When carrying out reviews of performance the Panel were provided with evidence of the methods used by the Constabulary to promote the Codes of Ethics since its inception. These included training courses which all officers and staff were required to undertake, information on noticeboards, newsletters and Chief Officer road shows.
- 4.3 Similarly the Commissioner upon taking office in May 2016 swore an oath to act with integrity and signed a Code of Conduct. A Code of Ethics developed by the Association of Police and Crime Commissioners (APCC) has also been adopted by the Commissioner. It sets out how The Commissioner has agreed to abide by the seven standards of conduct recognised as the Nolan Principles. This Ethical Framework allows transparency in all areas of work of the Police and Crime Commissioner. These principles encompass the Commissioner's work locally and whilst representing Cumbria in national forums. The Panel did not identify any complaints received from either members of staff or the Commissioner.

- 4.4 The Panel have been assured that both organisations take the ethos of the Code of Ethics and Code of Conduct extremely seriously and this has been evident in the reviews and dip samples they have undertaken in other areas of business.

5. Grievances and Civil Claims

- 5.1 On a six monthly basis the Panel have reviewed **Grievances** being processed by the Constabulary during agreed reporting periods. Although the numbers were very low, the Panel gained assurance that the Constabulary were proactively encouraging officers and staff to raise such matters. It was noted that many issues were raised and dealt with on an informal basis which those concerned felt was more beneficial.
- 5.2 The Panel were advised that the staff union, Unison, were pleased that issues were resolved at an early stage and saw this as a positive step by the Constabulary. Although this may be good for the individuals involved the Panel felt that it did not allow the matters to be recorded and enable the organisation to learn for the future or make appropriate changes.
- 5.3 On behalf of the Police and Crime Commissioner the Panel also monitor **Civil Claims** being processed by the Constabulary's Legal Department. They received information about the types of claims being made, the stage the proceedings had reached and about the claims that had been resolved. As part of this review the Panel seek assurance that any trends are being identified and how the organisation learnt from particular cases disseminating information throughout the organisation to avoid future risks and claims.
- 5.4 To date the Panel have not identified any issues or concerns in either area of business. On a national and local level the Constabulary, along with other forces, are in the process of dealing with employment tribunals in relation to police pensions. Currently there were 108 claims with more being added following the Constabulary implementation the national pension regulations. The claims were being co-ordinated nationally by Hertfordshire Constabulary.

6. Information Management

- 6.1 As public authorities, the Office of the Police and Crime Commissioner (OPCC) and Cumbria Constabulary are required to process information in an appropriate manner including complying with the Freedom of Information Act 2000 and the Data Protection Act 1998. Both of these Acts entitle an individual to request information from a public authority and as such public authorities must comply with requests under this legislation.
- 6.2 During 2016 the Panel reviewed both organisations compliance with these requirements. It was recognised that the Constabulary had taken steps and created a new post to support the business of the Data Control Unit enabling it to respond to more requests within the statutory timescales.

7. Thematic Inspections

- 7.1 The Panel were asked to specifically review and provide feedback on two areas of Constabulary work. The first of these was the **Performance Discretion Framework** which was introduced as part of the new Command and Control system. The framework gives officers discretion not to investigate or attend incidents allowing the Constabulary to rationalise the work

that they carried out with reducing resources.

- 7.2 Having sampled very few of the calls the Panel were not able to put into context whether or not the system was working effectively. In August the Panel were advised that there was to be a full review of the control room and they would be provided with an update on developments at their February 2017 meeting.
- 7.3 In 2015 HMIC had carried out a thematic inspection of the Constabulary's use of **Stop and Search Powers**, following which they made a number of recommendations to the Constabulary. In February 2016 the Panel undertook a dip sample of stop and search forms with a view to assessing whether the information contained within the form provided enough evidence to substantiate the grounds for the stop and search. The Panel found very few which they felt fully explained the reason for the stop and search and none had been checked by a supervising officer. The Constabulary undertook to provide a classroom based training programme for all officers.
- 7.4 The Panel reviewed this area of work prior to their August meeting. Having sampled a number of the forms they found assurance that the learning had been embedded and noted significant improvements to the completion of the forms.
- 7.5 In November 2016 the Panel had carried out a thematic review of the Constabulary's involvement in the **Kendal Calling Festival** earlier in the year. The Panel reviewed the Constabulary's ethical decision regarding the organisers wish to have a procedure whereby those attending the event could have drugs tested. Once analysis of the drugs was carried out the sample was destroyed. Upon being provided with the results the individual would also be given health advice on the risks of taking drugs.
- 7.6 The Constabulary had considered the risks and benefits of such a process taking into account the number of incidents and deaths in previous years. Guidance had been sought from the National Police Chiefs Council' lead for drugs and the Home Office, however there was no previous case law which could be utilised as this process had not been used in the UK before. Although the event organisers did provide the service the Constabulary had made it perfectly clear that anyone caught with or using drugs at the event would be arrested and possibly charged with relevant offences. The Constabulary had no direct contact with the testing process which was arranged by the event organisers. Having considered all the relevant information the Ethics and Integrity Panel felt that the Constabulary had made a reasoned decision and the benefits had been borne out with no drugs related incidents or deaths occurring at the 2016 event.
- 7.7 Work has developed over the year following on from the successful work of the Panel. In November the Panel agreed to have two thematic sessions within their annual work programme in February and August. This would enable the Panel to look at topics in-depth and provide views and opinions to the Constabulary to assist them in informing future work.

8. Conclusion

- 8.1 The Panel continues to develop their role, expanding into other areas of business to assist not only the Constabulary but enable the Police and Crime Commissioner to have further and more detailed oversight of the work of the Constabulary.
- 8.2 Recommendations and guidance have been welcomed not only by the Constabulary but the OPCC resulting in a number of changes and developments to processes and procedures. The

future work of the Panel will continue to be reviewed and developed to ensure that the Panel remain an independent body in their oversight of the Constabulary and OPCC.

9. Recommendations

The Commissioner is asked to:

- (i) receive and note the report on the work undertaken by the Ethics and Integrity Panel during the past year; and
- (ii) note the positive changes to processes and practices as a direct result of work and recommendations made by the Panel.