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Our reference: PC

10th March 2016

AGENDA

TO: THE MEMBERS OF THE EXECUTIVE BOARD

CUMBRIA POLICE & CRIME COMMISSIONER'S EXECUTIVE BOARD

A public meeting of the Police and Crime Commissioner's Executive Board will take place on **Thursday 17th March 2016** in **Conference Room 2**, Police Headquarters, Carleton Hall, Penrith, at **10.00am**.

S Edwards
Chief Executive

COMMITTEE MEMBERSHIP

Police & Crime Commissioner	- Mr Richard Rhodes (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. URGENT BUSINESS AND EXCLUSION OF PRESS AND PUBLIC

To consider (i) any urgent items of business and (ii) whether the press and public should be excluded from the Meeting during consideration of any Agenda item where there is likely disclosure of information exempt under s.100A(4) and Part I Schedule A of the Local Government Act 1972 and the public interest in not disclosing outweighs any public interest in disclosure.

3. DISCLOSURE OF PERSONAL INTERESTS

Members 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 member should not participate in a discussion of the matter and must withdraw from the meeting room unless a dispensation has previously been obtained.

4. MINUTES OF MEETING

To receive and approve the minutes of the meetings held on 16th February 2016 and on the 24th February 2016 (copies enclosed)

5. 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.

6. CUMBRIA CONSTABULARY PERFORMANCE REPORT – Performance to end January 2016

To receive & note the Constabulary Performance Report - performance to end of January 2016 (copy enclosed)

7. CONSTABULARY EQUALITY & DIVERSITY REPORT – Update March 2016

To receive & note the Constabulary Equality & Diversity Report – Update March 2016 (copy enclosed)

8. CONSTABULARY STOP & SEARCH ANNUAL REPORT

To receive & note the Constabulary Stop & Search Annual Report (copy enclosed)

9. CONSTABULARY BUSINESS CONTINUITY PLAN UPDATE

To receive and note the Constabulary Business Continuity Plan Update (copy enclosed)

10. OPCC BUSINESS CONTINUITY PLAN UPDATE

To receive and note the OPCC Business Continuity Plan Update (copy enclosed)

11. DECISION 016/2016 POLICE and CRIME COMMISSIONER's ANNUAL REPORT

To receive, note and approve the Police & Crime Commissioners Annual Report 2015-2016 (copy enclosed)

12. CONSTABULARY REPORT ON CRIME OUTCOMES

To receive and note the Constabulary Report on Crime Outcomes - Snapshot of crime outcome data as at 31st January 2016 (for offences committed between 1st February 2015 and 31st January 2016) (copy enclosed)

13. CONSTABULARY RAPE & SEXUAL OFFENCES OUTCOMES REPORT

To receive and note the Constabulary Rape & Sexual Offences Outcomes Report (copy enclosed)

14. CCTV REPORT

To receive and note the OPCC CCTV Report (copy enclosed)



Agenda Item No 4

**CUMBRIA POLICE & CRIME COMMISSIONER
EXECUTIVE BOARD**

Minutes of a Meeting of the Executive Board held on
Tuesday 16th February 2016 in Conference Room 2, Police Headquarters,
Carleton Hall, Penrith, at 10.00am

PRESENT

Police & Crime Commissioner - Mr Richard Rhodes (Chair)
OPCC Chief Executive - Mr Stuart Edwards

Also present:

T/ Deputy Chief Constable (Darren Martland)
Constabulary Director of Corporate Improvement (Jane Sauntson)
Constabulary Director of Corporate Support (Stephen Kirkpatrick)
OPCC Head of Partnerships and Commissioning (Vivian Stafford)
OPCC Head of Communications & Business Services (Gill Shearer)
OPCC Executive Support Officer (Paula Coulter) taking minutes

Also in attendance:

Cllr Neil Hughes

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

394. APOLOGIES FOR ABSENCE

Apologies for absence were received from:-
Chief Constable (Mr Jerry Graham)
T/Chief Constable (Michelle Skeer)
T/Assistant Chief Constable (Andy Towler)
OPCC Chief Finance Officer (Ruth Hunter)
Deputy Chief Finance Officer (Michelle Bellis)

395. URGENT BUSINESS AND EXCLUSION OF THE PRESS AND PUBLIC

There were no items of urgent business to be considered by the Board.

396. DISCLOSURE OF PERSONAL INTERESTS

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

397. MINUTES OF MEETING

The Chair presented the minutes of the Executive Board Meetings held on 06 January 2016, which had previously been circulated with the agenda.

Minute Number 384 – HMIC Firearms Action Plan

T/DCC Martland provided a verbal update on the HMIC Firearms Action Plan. Of the 9 actions for the Constabulary, 6 are RAG rated as Green and are complete, while 3 are Amber and on-going but will be complete by the end of April 2016. There were no Red actions.

The Constabulary are in the process of issuing laptops so that firearms staff can log directly onto the system to update firearms licences, and therefore reduce the backlog.

Concern was raised that the national firearms licencing database is not always checked in relation to domestic related incidents. This issue has been picked up and is being addressed.

Monthly reviews are carried out and a new firearms database will be introduced later this year.

Minute Number 383 – HMIC Custody Action Plan

T/DCC Martland provided a verbal update on the HMIC Custody Action Plan. Following an unannounced visit by HMIC in June 2015 46 recommendations were received. Of those 46 recommendations, 38 are complete, 7 are on-going, with one RAG rated as red. It was noted that a governance structure is in place. PACE beds are being addressed.

Following the floods in December, Workington custody has now re-opened. The station remains operational whilst the rest of the ground floor continues to be re-furbished. Kendal custody re-opened within a few days of the floods.

The minutes were agreed as an accurate record of the meeting, and were signed by the Chair.

The action sheet was discussed and updated accordingly.

RESOLVED, that, the Minutes of the meeting of the Executive Board held on 6th January 2016 be confirmed as a correct record and signed by the Chair.

398. QUESTIONS FROM MEMBERS OF THE PUBLIC

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

399. DATA QUALITY

The Constabulary Director of Corporate Improvement presented the report, which provided a summary of the Constabulary's current performance; a summary of the current situation in relation to the quality of crime and incident data; the work currently underway to improve data quality and an update against the recommendations made in Her Majesty's Inspectorate of Constabulary (HMIC) crime data integrity inspection.

It was noted that there had been a steady increase with 80% - 89% compliance across the county. It was agreed that going forward it would be useful for any variation between areas within the county to be detailed in the report.

Although there was a significant trend to show that Anti-Social Behaviour (ASB) has reduced significantly, there was still concern that cheap alcohol and the night time economy were factors in ASB, and also for Domestic Violence incidents. Work is on-going with partners to try to address this.

Community Resolutions were discussed, and it was agreed that a review / dip sample audit will be scheduled.

Following a discussion the report was noted.

RESOLVED, that

- (i) the report be noted; and
- (ii) going forward it would be useful for any variation between areas within the county to be detailed in the data quality report; and
- (iii) It was agreed that a review / dip sample audit of Community Resolutions will be scheduled;

400. QUALITY of SERVICE – *Update on Call Answering Performance*

Following a report that came to the Executive Board in January 2016, the Constabulary Director of Corporate Improvement presented an update on call answering performance.

Changes to the way in which call come in to the Constabulary and are dealt with were introduced in September 2015. Following the changes deployed incidents have reduced significantly as more incidents are dealt with within the control room.

101 non-emergency calls can be abandoned by the caller at any point during the call – previously this information was not available for collection as the call could come in via a number of different routes. Now all calls come via 101 (unless transferred internally) and the abandoned calls can be measured. Following a review it is anticipated that the recorded options menu will be changed slightly.

The Commissioner was asked to note that further detailed analysis of demand and performance is being undertaken as part of the Command and Control Evaluation, which will report at the beginning of April 2016. This information will be provided to the Commissioner when complete.

It was noted that emergency calls are within expected standards.

Following a discussion, the report was noted.

RESOLVED, that

- (i) the report be noted; and
- (ii) A further detailed analysis of demand and performance is being undertaken as part of the Command and Control Evaluation, which will report at the beginning of April 2016. This information will be provided to the Commissioner when complete;

401. HUMAN RESOURCES Q3 UPDATE REPORT – OCTOBER to DECEMBER 2015

The Constabulary Director of Corporate Support presented an overview and summary of the report, which covered the quarterly period from October to December 2015, including Health and Safety performance narrative and statistics.

The Police Officer establishment was 1124.05 against an agreed budgeted establishment of 1145. This is within acceptable tolerances and will be addressed by an intake of 13 transferees at the end of January 2016 and a further intake of 18 Probationary Officers in March 2016. Turnover continues at normal levels and represents attrition arising from a variety of routine reasons including retirements and resignations.

Four intakes of Police Constables, totalling 108 Officers, are planned for 2016/17 together, following the decision to retain Police Officer at current budget/levels in the short to medium term. There will be a major recruitment campaign for Police Officers in the coming quarter, to ensure that we are able to maintain a suitable pool of candidates for future intakes across each of the TPAs, but within West Cumbria in particular.

The HR Team continues to develop workforce planning, working closely with operational colleagues. A high level Force Resourcing Panel has been introduced to ensure that the Constabulary manages resourcing efficiently, effectively and fairly to meet business needs. This approach will contribute significantly to the development of centralised command and control, resourcing and the introduction of new NPT structures.

There are two intakes of PCSO's planned for May 2016 and January 2017, to maintain numbers at the current level of 95.

The average level of Police Officer sickness absence is above target at 4.78% (2.8 days on average) of available contracted hours. The level at the end of the previous quarter was 4.06 % and 4.37% at the same point in 2014. The average level of Police Staff sickness absence is 4.28% (2.09 days on average) of available contracted hours. The level of sickness absence at the end the previous quarter was 3.53% and 4.13% at the same point in 2014.

In summary, there has been a small increase in sickness absence for Police Officers and Staff. This reflects seasonal fluctuations in attendance.

Following a discussion the report was noted.

RESOLVED, that the report be noted;

402. DOMESTIC ABUSE REPORT

Cumbria Constabulary has adopted the national ACPO definition of Domestic Violence (Abuse) which is:

Any incident or pattern of incidents of controlling, coercive or threatening behaviour, violence or abuse between those aged 16 or over who are or have been intimate partners or family members regardless of gender or sexuality. This can encompass but is not limited to the following types of abuse:

- *psychological*
- *physical*
- *sexual*
- *financial*
- *emotional*

A summary of the report was presented by T/DCC Martland. The report focussed on Cumbria Constabulary's approach to dealing with domestic abuse, and referred extensively to the domestic abuse problem profile completed in 2015. It also explored what the Constabulary had achieved so far and the ongoing initiatives being utilised to support the domestic abuse action plan. It also looked to future initiatives with the continued aim of tackling all forms of domestic abuse.

The Constabulary and key stakeholders identified the need for a domestic abuse problem profile in order to confirm the current understanding of the issues and develop findings to assist with a targeted approach towards domestic abuse and this was published in 2015. Domestic related crime continues to rise.

2014/2015 year to date figures representing 10.1% of all crime. (2453 of 24185)

2015/2016 year to date figures representing 11.4% of all crime. (2943 of 25608)

An increase of 1.3%. The most prevalent domestic related offences are assault, harassment and criminal damage. Alcohol is linked to 42% of incidents of Domestic abuse, and it is of concern that over 43% of domestic abuse cases involve children.

The rise in domestic abuse incidents could be attributed to significant improvement in crime recording alongside increased confidence in reporting, and seasonal media campaigns. Numerous media campaigns have taken place since the last report in July 2015, a brief summary of which are detailed within the report.

HMIC Police Effectiveness 2015 Vulnerability report commented, Cumbria Constabulary's charge rate for domestic abuse recorded crimes for the 12 months to 31 March 2015 was 33 percent, compared with 27 percent for England and Wales.

Nationally the number of domestic abuse cases which result in conviction is 73.9%. In Cumbria this is currently 83.4% which is well above this national average.

Specific e-learning packages were provided to all Cumbria Constabulary Police officers, PCSO's and members of the Special constabulary for 2014-15.

The Constabulary would like to see an increase in the use of Domestic Violence Protection Notices and Orders DVPN / DVPO, and a workshop is planned for February involving court staff, senior officers, legal services and practitioners - this will drive a review of the current process and awareness raising.

It was noted the body worn video is a very useful piece of equipment for recording evidence when attending domestic abuse incidents.

Following a discussion, the report was noted.

RESOLVED, that the report be noted;

403. ALCOHOL HARM REDUCTION

A summary of the report was presented by T/DCC Martland, which outlined the work currently done by the Constabulary to tackle Alcohol Harm, the challenges faced and internal performance data.

It was noted that there had been an increase in alcohol related crime, and the trend seen in previous years continues, both nationally and locally, in that we are seeing a rise in crime linked to alcohol. Improved recording is a factor, however crime, particularly violence linked to alcohol, is still an area that requires continued focus.

The Cumbria Alcohol Strategy Group retains a key objective of obtaining effective alcohol data and is working in active partnerships, both at the local level and also on a wider county level within Cumbria. The Constabulary has an internal Alcohol Steering Group which meets on a quarterly basis.

The Constabulary authorised 109 dispersal authorities in 2015 which were a mix of Night Time Economy and ASB issues. These authorities allow officers to disperse those individuals who are acting anti-socially / affecting the quality of life of those living in the immediate vicinity. The dispersal is a step below an arrest and allows NPTs to nip issues in the bud and intervene before resorting to an arrest.

On the 1st April 2015 Cumbria Constabulary launched the Alcohol Diversion Scheme; the aim of which is to reduce the harm caused by alcohol misuse.

The diversion scheme is currently in its tenth month and courses are being delivered around the county. The feedback from the courses is very good with 100% of those attending stating it improved their understanding and knowledge.



The Alcohol Diversion Scheme is currently used when someone receives a Fixed Penalty Notice for the following offences:

- Drunk and Disorderly (Section 91 Criminal Justice Act 1967)
- Section 5 Public Order Act where drinking was involved (Section 5 Public Order Act 1986)

The re-introduction of a county wide CCTV System has seen huge benefits towards reducing the impact of alcohol harm. Camera systems are in place in all the areas where the night time economy poses the greatest risk of alcohol harm.

Following a discussion, the report was noted.

RESOLVED, that the report be noted;

Meeting ended at 12.15pm

Signed: _____ **Date:** _____



Agenda Item No 4

**CUMBRIA POLICE & CRIME COMMISSIONER
EXECUTIVE BOARD**

Minutes of a Meeting of the Executive Board held on
Wednesday 24th February 2016 in Conference Room 2, Police Headquarters,
Carleton Hall, Penrith, at 10.00am

PRESENT

Police & Crime Commissioner - Mr Richard Rhodes (Chair)
OPCC Chief Executive - Mr Stuart Edwards
OPCC Chief Finance Officer - Mrs Ruth Hunter

Also present:

T/Chief Constable (Michelle Skeer)
T/ Deputy Chief Constable (Darren Martland)
Constabulary Chief Finance Officer (Roger Marshall)
Deputy Chief Finance Officer (Michelle Bellis)
Constabulary Financial Services Officer (Lorraine Holme)
Constabulary Director of Corporate Support (Stephen Kirkpatrick)
OPCC Head of Communications & Business Services (Gill Shearer)
Constabulary Marketing & Communications Manager (Helen Lacey)

Minutes taken by Stuart Edwards.

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

404. APOLOGIES FOR ABSENCE

Apologies for absence were received from:-
Chief Constable (Mr Jerry Graham)
T/Assistant Chief Constable (Andy Towler)

405. URGENT BUSINESS AND EXCLUSION OF THE PRESS AND PUBLIC

There were no items of urgent business to be considered by the Board.

406. DISCLOSURE OF PERSONAL INTERESTS

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

407. QUESTIONS FROM MEMBERS OF THE PUBLIC

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

408. CAPITAL BUDGET MONITORING 2015/16 – QUARTER 3 TO DECEMBER 2015

The Deputy Chief Finance Officer presented the report, which provided an updated position of income and expenditure against the capital programme as approved for the current financial year. Projections were based on actual expenditure up to the end of December 2015 plus estimates of spending for future periods provided by the project managers. Known changes to the capital programme budget approved to date had been included in the report.

It was noted that there will be some I.T. slippage into the next financial year, but this will still be complete within the four year period.

Mobile and Digital technology is working well, and enables Officers to stay out on patrol for longer periods rather than having to return to the station. This is particularly beneficial in rural areas.

The Commissioner was asked to note the latest forecasts of expenditure against the capital programme for 2015/16.

Following a discussion the report was noted.

RESOLVED, that

- (i) the report be noted;

409. CONSTABULARY REVENUE BUDGET MONITORING 2015/16 QUARTER 3 TO DECEMBER 2015

The Constabulary Chief Finance Officer presented the report, which provided an update of the financial position for 2015/16 based on the actual and committed spending for the first nine months, to December 2015, plus a forecast for the remainder of the year.

The current forecast of net expenditure on Constabulary controlled and managed budgets amounts to £106.7428m, which represents an underspend of £354k (against the approved revised budget of £106.425m). The forecast underspend at December of £354k is higher than the forecast position as at the end of September of £188k.

The projected underspend is made up of a forecast underspend on expenditure budgets of £36k (0.03%) plus forecast of additional income of £318k (7.22%).

The Commissioner was asked to note the latest estimate of the Constabulary revenue budget position for 2015/16.

Following a discussion, the report was noted.

RESOLVED, that
(i) the report be noted;

410. COMMISSIONER'S REVENUE BUDGET MONITORING 2015/16 QUARTER 3 TO DECEMBER 2015

The OPCC Chief Finance Officer presented the report, which provided an update on the Commissioner's revenue budget monitoring position for 2015/16 based on actual and committed spending for the first nine months to December 2015 plus a forecast for the remainder of the year.

The current forecast of net expenditure amounts to £94.775m compared to an approved budget of £94.871m. This is a net variance of £97k (0.10%) and comprises £267k over achievement of income and £170k underspend on expenditure. The net variance at December is only slightly higher than the position reported at the end of the second quarter to September 2015 which was for an £80k underspend.

The Commissioner was asked to note the latest estimate of the revenue budget position for 2015/16.

Following a discussion the report was noted.

RESOLVED, that the report be noted;

411. TREASURY MANAGEMENT ACTIVITIES 2015/16 QUARTER 3 (OCTOBER TO DECEMBER 2015)

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 2015 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 of 9 March 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 the report be noted;

412. DECISION 006-2016 – TREASURY MANAGEMENT STRATEGY STATEMENT 2016/17 AND PRUDENTIAL INDICATORS 2016/17 TO 2018/19

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 2016/17.
- Approve the Prudential Indicators for 2016/17 as described in paragraph 5 and as set out in detail at Appendix B.
- Approve the Minimum Revenue Provision Policy Statement for 2016/17 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 2016/17 and Prudential Indicators 2016/17 to 2018/19 is granted in accordance with the profile set out in the report;

413. DECISION 007-2016 – ESTATE AND FLEET STRATEGIES

The Constabulary Director of Corporate Support presented the report.

The Estate and Fleet Strategies have been developed by Cumbria Constabulary and were attached to the report 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.

The covering paper provided the annual update to both the 2013 – 2017 Estate and Fleet Strategies. Both strategies are live documents which 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.

The Estate Strategy provides a link between the strategic objectives of the organisation and the priorities for the estate. It outlines the current and future requirements of the estate and documents the changes that are required to meet these.

The Fleet Strategy allows the fleet to meet the current needs of policing and to support the implementation of new and changing Constabulary strategies. It is an enabler to provide effective and efficient policing services.

The Commissioner was asked to approve the annual update to the 2013 – 2017 Estate and Fleet strategies.

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 Estate and Fleet Strategies is granted in accordance with the profile set out in the report; and
- (iii) The Commissioner will write to thank the Director of Corporate Support and the Estate & Fleet departments;

414. DECISION 008-2016 – ICT STRATEGY 2015 – 2019 UPDATED NOVEMBER 2015

The Constabulary Director of Corporate Support presented the report.

The ICT Strategy 2015 – 2019 developed by Cumbria Constabulary was approved by the Police and Crime Commissioner on 13 February 2015.

The covering paper provided an overview of the revised November 2015 update 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 was 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 2015 – 2019 (November 2015 Update) 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 ICT Strategy is granted in accordance with the profile set out in the report;

415. DECISION 009-2016 – CAPITAL STRATEGY 2016/17 & BEYOND

The report was presented by the OPCC Chief Finance Officer.

The purpose of the report was to provide information on the proposed capital programme for 2016/17 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 2016/17 and beyond as part of the overall budget process for 2016/17.

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 2016/17 & beyond is granted in accordance with the profile set out in the report;

416. DECISION 010-2016 – 2016/17 BUDGET AND MEDIUM TERM FINANCIAL STRATEGY

The report was presented by the OPCC Chief Finance Officer.

The Commissioner was asked to approve the revenue and capital budgets for 2016/17 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 papers provided provisional financial information for the years 2017/18 to 2019/20 and for 10 years in respect of the capital programme. The Commissioner was asked to approve the medium term financial strategy 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 'Budget 2016/17 and Financial Forecasts 2018/19 to 2019/20' 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 2016/17 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 £216.63 for 2016/17, an increase of £4.05 or 1.91%, being the amount within the budget resolution
- e) The Commissioner approves the attached Medium Term Financial Strategy 2016-2020

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 2016/17 Budget & Medium Term Financial Strategy is granted in accordance with the profile set out in the report;

417. DECISION 011-2016 & DECISION 012-2016 – PROCUREMENT STRATEGY & REGULATIONS

DECISION 012-2016 - Cumbria Constabulary Procurement Strategy 2016 – 2019

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

The Procurement Strategy 2016 – 2019 had been developed by Cumbria Constabulary and was attached for consideration by the Police and Crime Commissioner.

This first Procurement Strategy represented a 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.

The covering paper provided an overview of the 2016 – 2019 Procurement Strategy. It included high level details of the key themes and priorities. The Procurement Strategy was 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, the strategy will be updated to reflect this.

The Commissioner was asked to approve the Procurement Strategy 2016 – 2019 which is submitted in support of both the Police & Crime Plan 2013 – 2017 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.

DECISION 011-2016 – Cumbria OPCC & Cumbria Constabulary Joint Procurement Regulations V2 January 2016

The report was presented by the OPCC Chief Finance Officer.

As part of the arrangements for ensuring the governance framework remains effective an annual cyclical review is undertaken of key governance instruments within the governance framework. For 2015/16 that review has been undertaken in respect of the procurement regulations. The report sets out the changes following the review process and seeks approval of the Police and Crime Commissioner in respect of the updated and revised procurement regulations, with a delegation to the Chief Finance Officer with regard to minor amendments recommended by the Joint Audit and Standards Committee.

The Commissioner was asked to approve the updated and revised procurement regulations with a delegation to the Chief Finance Officer with regard to minor amendments recommended 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 Decision 011-2016 and 012-2016 - Procurement Strategy & Regulations 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 11:55 to 12.05 when the same Executive Board members were present)

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

418. ESTATES REVIEW

The report was presented by the Constabulary Director of Corporate Support, and provided a detailed Review of the Estate as a separate document to the Estate Strategy.

Following a discussion the report was noted.

RESOLVED, that the report be noted;

419. ICT – APPENDIX TO MINUTE NUMBER 414. ICT STRATEGY

The report was presented by the Constabulary Director of Corporate Support. The Commissioner was asked to note the appendix to Minute number 414. ICT Strategy.

Following a discussion the report was noted.

RESOLVED, that the report be noted;

420. DECISION 013-2016 – CONSTABULARY FUNDING ARRANGEMENT 2015-16

The report was presented by the OPCC Chief Finance Officer.

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 2016-17 Constabulary Funding Arrangement as a basis for negotiation with the Chief Constable.
- Delegate to the Chief Executive any changes to the arrangement arising from negotiations.

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 Decision 013-2016 Constabulary Funding Arrangement 2015-16 is granted in accordance with the profile set out in the report;

Meeting ended at 12.15pm

Signed: _____

Date: _____



Cumbria Constabulary Performance Report 2015 -16

Performance to end January 2016

Cumbria Constabulary: Performance to end January 2016, Analysis

This analysis covers the Constabulary's performance for the 12 months to the end of January 2016. The report is based on the Police and Crime Commissioner's (PCC) and Constabulary's agreed statistical based performance framework for this financial year. The framework covers the objectives defined in the Police and Crime Plan 2013-2017 (updated in March 2015).

Unless otherwise stated, the performance aim is to '***maintain performance within control limits***'. This is the grey area on the charts below. All figures used for comparison purposes are 12 month rolling totals (12MRT) and performance is measured by comparing the current position (February 2015 to January 2016) against past performance. As previously reported, this does not, therefore, take into account significant changes to crime which result from internal or external, current or future factors – examples include the drive to improve crime recording standards and external changes to how crime is recorded.


As the Commissioner is aware, Cumbria is disadvantaged as its population is the lowest in England and Wales (excluding City of London), and is 29% lower than its Most Similar Group (MSG) average. When transient population is included (for example, tourists), Cumbria's population increases by 29%, which is significantly greater than the figures used to calculate rankings. In addition, Cumbria has the largest geographical area in its MSG.

Key notes:


12 MRT = 12 Month Rolling Totals. The total number of crimes or incidents that have occurred in the last 12 months (February 2015 to January 2016).



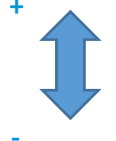
% change = the percentage change from this 12 MRT compared to the same period last year i.e. comparing the 12 months to January 2016 to the 12 months to January 2015.

It is important to emphasise that for some categories (domestic abuse, rape and sexual assault) the aspiration is to increase reporting.




Performance Measure		Comparators	Comments
<p>ALL CRIME</p> <p>+</p>  <p>-</p>	Jan 2016 12MRT: 25,803 Dec 2015 12MRT: 25,065	<ul style="list-style-type: none"> • Better than MSG average performance. • 2nd lowest nationally for volume. • 39 out of 42 forces have seen an increase in crime. 	<p>The main reasons for the increase are:</p> <ul style="list-style-type: none"> • Violence against the person accounts for 52.2% of this total increase (879 crimes). The majority of this increase is where no or minor injury has occurred (56.8%: 499 crimes) (Further explanation is provided below as part of the violence against the person measure). • Delivery of the OPCC and Constabulary's aspiration (as set out in the Police and Crime Plan) to encourage reporting of rape (+80), other sexual assault (+69), and hate crime (+56). • The Office of the Police and Crime Commissioner, and the Constabulary also want to encourage victims of domestic abuse related crimes to come forward and report offences to the police. During the last 12 months 3,252 offences, (13%) of all crimes reported had a domestic marker. Latest ONS data released on 21st January 2016 showed that 11% of all crimes recorded nationally were flagged as domestic abuse related. • As previously reported, improved compliance with crime recording standards. This is also identified by the Office for National Statistics (ONS) as a likely cause of increased crime nationally, and is reinforced in a statistical bulletin released by ONS on 21st January 2016¹ • In addition, new offence codes introduced by the Home Office during 2015 and recorded in Cumbria have resulted in 253 additional crimes during April 2015 – January 2016, compared to the same period in 2014/15. This accounts for 15.0% of the total increase in crimes in 2015/2016 alone. Further explanation is provided below as part of the violence against the person measure.
	Compared to same period last year (Feb 14 to Jan 2015): 24,119		
	% change: +7% (1,684 more crimes)		
	Overall direction of travel: Up		

¹ The Office of National Statistics in its statistical bulletin published on the 21st January 2016, 'Crime in England and Wales, Year Ending September 2015', states 'there was a 6% increase in police recorded crime compared with the previous year, with 4.3 million offences recorded in the year ending September 2015. Most of this rise is thought to be due to a greater proportion of reports of crime being recorded in the last year, following improved compliance with national recording standards by police forces'. The report also states that 'The Crime Survey for England and Wales (CSEW) shows there were an estimated 6.6 million incidents of crime covered by the survey in the year ending September 2015. This latest estimate was not significantly different compared with the previous years'.

Performance Measure	Comparators	Comments
<p>VIOLENCE AGAINST THE PERSON</p> <p>+</p>  <p>-</p>	<p>Note that monitoring excludes domestic abuse as per the PCCs performance framework where there is an aspiration to increase reporting of these serious offences.</p> <p><u>Levels of all violence against the person excluding DA:</u></p> <p>Jan 2016 12MRT: 5,302 Dec 2015 12MRT: 5,221</p> <p>Compared to same period last year (Feb 14 to Jan 2015): 4,371</p> <p>% change: +17.6%</p> <p>Overall direction of travel: Up</p> <p><u>Levels of all violence against the person including DA:</u></p> <p>Jan 2016 12MRT: 7,152 Dec 2015 12MRT: 7,065</p> <p>Compared to same period last year (Feb 14 to Jan 2015): 6,273</p> <p>% change: +14%</p> <p>Overall direction of travel: Up, as per aspiration</p>	<ul style="list-style-type: none"> • 5th lowest nationally for volume. • 3 out of 4 MSG forces, including Cumbria, have a higher number of offences than the group average. • 42 out of 42 forces have seen an increase in violence against the person offences. <ul style="list-style-type: none"> • Increase of 879 crimes compared to same period last year. • When comparing the 12 month rolling totals to January 2016 with the previous 12 months, the percentage of violence against the person incidents relating to domestic abuse has fallen slightly (-3.5%), whereas incidents not associated with domestic abuse have risen by 17.6%. • There were 1852 violent offences (25.9%) recorded in the last 12 months with a domestic marker. Latest ONS data released identified that 33% of all violent crimes recorded nationally were flagged as domestic abuse related. • A new domestic abuse offence designed to protect victims of coercive or controlling behaviour came into force on the 29th December 2015. This may impact on domestic abuse figures, and will be monitored over the coming months. • The majority of violent crimes experienced resulted in minor or no injury, so in most cases the violence is low level (499 offences: 56.8%). More serious violence with injury accounts for 380 offences: 43.2%. • The number of harassment offences has increased by 26% from 669 to 845 offences and makes up 20% of the total increase in violence against the person. As mentioned previously, the Constabulary has seen an additional 253 crimes recorded during April 2015 to January 2016 when compared to the same period last year because of the introduction of new offence codes by the Home Office. Of the 253 crimes, 215 crimes fall under new offence codes that are grouped as harassment. This equates to 24.5% of the total increase in violent crimes. Further analysis shows that of the 215 crimes recorded since April 2015, 61% (124 crimes) involved a cyber element or mobile phone use. The remaining 39% appear to mostly involve telephone calls to mobiles/home phone numbers and letters. • An internal drive to improve crime recording started in July 2014 and has also contributed to the rise in the number of violence against the person offences. Improved compliance with crime recording standards has also been identified by the Office of

Performance Measure	Comparators	Comments
		National Statistics (ONS) as a cause of the increase in violence nationally. This is emphasised in the latest ONS statistical bulletin published on 21 st January 2016 ² .
THEFT 	<p>Jan 2016 12MRT: 9,218 Dec 2015 12MRT: 9,091</p> <p>Compared to same period last year (Feb 14 to Jan 2015): 8,842</p> <p>% change: +4%</p> <p>Overall direction of travel: Maintaining levels</p>	<ul style="list-style-type: none"> • Better than MSG average performance. • Cumbria has fewer theft offences per 1,000 population when compared to its MSG. • 2nd lowest nationally for volume. • 17 out of 42 forces have seen an increase in theft offences. <ul style="list-style-type: none"> • Performance is within expected limits.
ROBBERY 	<p>Jan 2016 12MRT: 66 Dec 2015 12MRT: 65</p> <p>Compared to same period last year (Feb 14 to Jan 2015): 63</p> <p>% change: +5%</p> <p>Overall direction of travel: Maintaining levels</p>	<ul style="list-style-type: none"> • Better than MSG average performance. • 2nd lowest nationally for volume. • 22 out of 42 forces have seen an increase in robberies. <ul style="list-style-type: none"> • Performance is within expected limits.
CRIMINAL DAMAGE 	<p>Jan 2016 12MRT: 5,233 Dec 2015 12MRT: 5,213</p> <p>Compared to same period last year (Feb 14 to Jan 2015): 4,853</p> <p>% change: +8%</p> <p>Overall direction of travel: Maintaining levels</p>	<ul style="list-style-type: none"> • Above MSG average. • 4th lowest nationally for volume. • 35 out of 42 forces have seen an increase in criminal damage. <ul style="list-style-type: none"> • Performance is within expected limits. • Criminal damage is significantly higher than the MSG average and has been for a number of years. Criminal damage is more likely to be reported to the police in areas of lower and less serious crime, as the threshold test regarding quality of life issues is lower for these areas. • The rise in criminal damage accounts for 22.6% of the total increase in crime. • 39.5% of the rise over the last 12 months (150 of the 380) additional

² The Office of National Statistics in its statistical bulletin published on the 21st January 2016, 'Crime in England and Wales, Year Ending September 2015', states Improvements in recording of crime are thought to have particularly affected some categories of violent crime recorded by the police. There was a 27% rise in violence against the person offences (an additional 185,666 offences) which was largely driven by increases within the violence without injury sub-group (up by 130,207 offences; a 37% increase). The CSEW estimate for violent crime showed no significant change compared with the previous year's survey'.

Performance Measure	Comparators	Comments
		offences) has been classified as 'damage to dwellings'. This is followed by 'other damage' (which rose by 12% from 885 to 992, and has mostly occurred in gardens and outside spaces such as damage to fencing, plant pots and post boxes.
RAPE  + -	Jan 2016 12MRT: 267 Dec 2015 12MRT: 258 Compared to same period last year (Feb 14 to Jan 2015): 187 % change: +43%	<ul style="list-style-type: none"> Better than MSG average performance. 2nd lowest nationally for volume of rape and sexual offences combined. 40 out of 42 forces have seen an increase in rape offences and 41 out of 42 forces have seen an increase in sexual offences.
OTHER SEXUAL OFFENCES  + -	Jan 2016 12MRT: 533 Dec 2015 12MRT: 519 Compared to same period last year (Feb 14 to Jan 2015): 464 % change: +15% Overall direction of travel for rape and other sexual offences: Up, as per aspiration to increase reporting	<ul style="list-style-type: none"> The Office of the Police and Crime Commissioner, and the Constabulary recognise that sexual offences are underreported and are actively seeking to encourage more victims to come forward and report offences to the police. This has resulted in a rise in offences within Cumbria over the past 12 months. This rise mirrors the national picture, as highlighted in the latest statistical bulletin released by ONS on 21st January 2016³. The serious sexual offence profile conducted by the Constabulary has now been finalised. This document will help understand current threats, risks and trends, as well as be used to inform and drive activity that responds to the issues identified. On the 15th December 2015 the OPCC opened a Sexual Assault Referral Centre (SARC) in Cumbria which is hoped will encourage more victims of rape and other sexual offences to report these serious offences. The rise in rape and other sexual offences accounts for 8.9% of the total increase in crime.
ANTISOCIAL BEHAVIOUR  + -	Jan 2016 12MRT: 14,361 Dec 2015 12MRT: 14,647 Compared to same period last year (Feb 14 to Jan 2015): 20,783 % change: -31% Overall direction of travel: Down	<ul style="list-style-type: none"> 5th lowest nationally for volume of ASB incidents. Lower than MSG average for volume. There has been a 31% decrease in the number of reported antisocial behaviour incidents. The number of incidents has been on a steady decrease since September 2013. This decrease is due to a number of factors, some of which are listed below: <ul style="list-style-type: none"> -Introduction of new offence codes by the Home Office which fall under the 'harassment category'. -Amendments to existing offence codes which will account for some

³ The Office of National Statistics in its statistical bulletin published on the 21st January 2016, 'Crime in England and Wales, Year Ending September 2015', Sexual offences recorded by the police continued to rise with the latest figures up 36% on the previous year; equivalent to an additional 26,606 offences. The numbers of rapes (33,431) and other sexual offences (66,178) were at the highest level since the introduction of the National Crime Recording Standard in year ending March 2003. As well as improvements in recording, this is also thought to reflect a greater willingness of victims to come forward to report such crimes'.

	Performance Measure	Comparators	Comments
YOUTH ANTISOCIAL BEHAVIOUR <div>+</div> <div>↓</div> <div>-</div>	Jan 2016 12MRT: 3,698 Dec 2015 12MRT: 3,603 Compared to same period last year (Feb 14 to Jan 2015): 3,833 % change: -4% Overall direction of travel: Down		ASB incidents now being crimes (Dangerous Dog Act 1991). -Improved compliance with crime recording standards (in some cases a crime record may now be created rather than logged as antisocial behaviour). <ul style="list-style-type: none"> Latest perceptions data released by the ONS on 21st January 2016 shows that Cumbria has the lowest % of CSEW survey respondents who said they had either experienced or witnessed any sort of anti-social behaviour incident in their local area of all 43 police forces (at 18%).
DOMESTIC ABUSE <div>+</div> <div>↕</div> <div>-</div>	Jan 2016 12MRT: 6,995 Dec 2015 12MRT: 6,944 Compared to same period last year (Feb 14 to Jan 2015): 7,020 % change: -0.4% Overall direction of travel: Maintaining levels	<ul style="list-style-type: none"> No national comparators available Latest information (CSEW) published 11th February 2016 suggests that nationally there is a stable trend since 2008/9. 	<ul style="list-style-type: none"> The number of domestic abuse incidents has fallen by 0.4% when compared to the previous 12MRT, but performance remains within expected limits. The number of domestic abuse incidents with a repeat victim has fallen by 5.0% from 3,189 to 3,030: 159 fewer incidents. The number of incidents with a repeat perpetrator has also fallen by 4.0% from 3,314 to 3,187: 127 fewer incidents. The number of incidents with a 1st time reporting victim has increased by 4.5% from 4,266 to 4,458: an increase of 192 incidents. This indicates that victims of domestic abuse feel more confident to report this serious offence. For the 12 months to December 2015, the conviction rate for domestic abuse cases that went to court was 83%. In December 2015, the Constabulary launched its 'Do the Right Thing' campaign which focuses on challenging the behaviour of domestic abuse offenders and encouraging victims to report this serious offence.
% REPEAT DA VICTIMS VIA MARAC <div>+</div> <div>↑</div> <div>-</div>	Jan 2016 12MRT: 20% Dec 2015 12MRT: 21% Compared to same period last year (Feb 14 to Jan 2015): 16% % change: +4% Overall direction of travel: Up		
DA INCIDENTS WITH REPEAT VICTIM <div>↓</div>	Jan 2016 12MRT: 3,030 Dec 2015 12MRT: 2,995 Compared to same period last year (Feb 14 to Jan 2015): 3,189 % change: - 5% Overall direction of travel: down		

	Performance Measure	Comparators	Comments
OUTCOMES	<p>All crimes outcomes January 2016: 98.4%</p> <p>% resulting in a no crime: 3.8%</p> <p>% rapes resulting in a positive court or police outcome: 5.7%</p>		<ul style="list-style-type: none"> • A new framework to categorise outcomes of investigations into crime was introduced nationally in July 2014. It is not yet possible to measure the current 12 month performance against previous performance. • The data provided is a snap shot of the outcomes position for the crimes recorded for February 2015 to January 2016 as of the 9th February 2016.
KSIs	<p>Jan to Dec 2015 Cumulative: 246</p> <p>Compared to same period last year: 234</p> <p>KSI- Killed or seriously injured.</p> <p>* Control limits are not applied as they are not appropriate to this category.</p>	<ul style="list-style-type: none"> • Figures are based on calendar month, not 12MRT, and are cumulative starting in January of each year. 	<ul style="list-style-type: none"> • Target was to reduce to 220 or below by 31 December 2015. The target is locally set but based on national targets from the Department of Transport. • The actual number of KSIs in 2015 was 246, which exceeded the target. • Road safety is managed in a multi-agency partnership across the county via the CRASH group, which closely monitors data to make improvements to roads and to tackle unsafe driving. • In December 2015 the CRASH partnership launched its annual drink and drug drive campaign and the Constabulary produced an awareness video to show the affects this behaviour can have on communities.

Appendix A. Definition of crimes categorised as Violence against the Person (VAP)

This performance report identifies a significant increase in crimes classified as Violence Against the Person (VAP). This section provides information about what constitutes this type of crime as it covers a very wide range. There are three major categories of VAP, which are **homicide, violence with injury and violence without injury**; these comprise the following:

Homicide	
There are four classes: Murder, manslaughter, corporate manslaughter and infanticide	
Violence with injury	
Attempted murder	
Attempted destruction of a viable unborn child	
Causing death or serious injury by dangerous driving	
Causing death by careless driving under the influence of drink or drugs	
Cause or allow death or serious physical harm to child or vulnerable person	
Causing death by careless or inconsiderate driving	
Causing death by driving: unlicensed, disqualified or uninsured drivers	
Causing death by aggravated vehicle taking	
Endangering life	39 further subcategories including endangering railway passengers by throwing anything at railway carriages, administering poison, endangering safety at aerodromes, drunkenness etc on duty
Assault with intent to cause serious harm (class 5D) Note the gravity of the injury is not necessarily the determining factor- but the intent is. Factors which may indicate intent include- use of weapon (either obvious such as firearm or knife, or object used as a weapon), repeated kicks to head, indication of preplanning, words spoken by assailant, ferocity/length of time of assault	<u>Serious harm</u> (classes 8N or 5D): - injury resulting in permanent disability or permanent loss of sensory function - injury which results in more than a minor permanent, visible disfigurement; broken or displaced limbs or bones, including fractured skull - compound fracture, broken cheek bone, jaw, ribs etc - injuries which cause substantial loss of blood, usually necessitating transfusion - injuries resulting in lengthy treatment or incapacity - psychiatric injury. As with assault occasioning actual bodily harm, appropriate expert evidence is essential to prove the injury.
Assault with injury (class 8N) 9 further subcategories including malicious wounding, drivers injuring persons by furious driving, assault occasioning actual bodily harm, FGM, injuries from dangerous dogs	
Racially or religiously aggravated assault with injury	
	<u>Wound</u> (classes 8N or 5D) is a breaking of the continuity of the whole of the outer skin, or the inner skin within the cheek or lip. It does not include the rupturing of internal blood vessels. It does not include a scratch as it does not go through all layers of the skin.

	<u>Other injury</u> (class 8N). An injury amounting to no more than grazes, scratches, abrasions, minor bruising, swellings, reddening of skin, superficial cuts, black eye, simple broken nose, loss/broken teeth, can also include bites (the circumstances will dictate whether its assault with injury or assault to cause serious harm)
Violence without injury	
Conspiracy to murder	
Threats to kill	The mere use of the word 'kill' is insufficient to record a crime. The offender's intent to cause the other to fear that it would be carried out must be present – a judgement needs to be made on the intent of the offender.
Harassment	Includes breaching of conditions of injunctions, putting people in fear of violence, breaching a restraining order, harassment of a person in in their home, sending letters/texts etc with intent to cause distress, sending private sexual photos with intent to cause distress. A key determinant is whether there is a course of conduct.
Racially or religiously aggravated harassment	
Stalking	
Cruelty to children/young persons	
Child abduction	
Procuring illegal abortion	
Kidnap	
Assault without injury on a constable	<u>Assault without injury</u> (class 105) slap, punch or other attack that leaves no visible mark or injury and does not cause more than a passing moment of pain e.g. minor sting. An application of force which generates a feeling of touch.
Assault without injury	
Racially or religiously aggravated assault without injury	
Modern slavery	

It should be noted that using threatening, insulting or abusive words or behaviour, or disorder, is a public order offence, not a violence against the person offence.



Constabulary Report to OPCC

Agenda Item 07

TITLE OF REPORT: Equality and Diversity Update

DATE OF MEETING: 17 March 2017

ORIGINATING OFFICER: Sarah Dimmock, Diversity Manager

PART 1 or PART 2 PAPER: PART 1 (OPEN)

Executive Summary:

The attached document sets out the following:

- Cumbria Constabulary's Equality and Diversity Strategy and how we are delivering its objectives
- An overview of the number of Hate Crimes reported to Cumbria Constabulary.

Recommendation:

That the update is noted and accepted. Although there is no measurement of the work undertaken, there are included comments from members of the various communities that have been involved. Please also note that there is a trend in the British Crime Survey showing that the highest disproportionality is between reported and not reported Disability Hate Crime, therefore Cumbria have taken the initiative prior to the report being published to concentrate on highlighting and promoting reporting of Disability Hate Crime and this has contributed to increased reports which exceed the national figures.

That the Commissioner notes :

- The activities undertaken throughout the year regarding equality and diversity which has built confidence to engage and report to the police
- That the aspiration to increase hate crime reporting is predicted to deliver an increase of at least 7% on last years figures



Equality and Diversity Update 2016

1. Background

This document sets out the following:

- Cumbria Constabulary's Equality and Diversity Strategy and how we are delivering its objectives
- An overview of the number of Hate Crimes reported to Cumbria Constabulary

The appendices include information about the equality and diversity framework that the Constabulary operates to ensure that the Constabulary continues to:-

- Fulfil its national legislative obligations
- Achieve its equality objectives within the Strategy
- Recognise the main Government strategies, including 'Hidden in Plain Sight' recommendations and 'Report it Challenge it Stop it'.
- Note the Equality Improvement Model for the Police Service and
- Deliver the best possible service to **all** the communities of Cumbria

Appendix A outlines the Constabulary's structures, which support delivery of our equality and diversity strategy and covers governance, roles and responsibilities, and process.

The structure of the report is as follows:

1. Background
 - 1.1 Summary
 - 1.2 Key strategic challenge
 - 1.3 Drivers of current and future activity
2. Cumbria Constabulary's Equality and Diversity Strategy
 - 2.1 Our aim
 - 2.2 Our strategy
 - 2.3 What we have done
 - 2.4 Information we publish
3. An overview of the number of Hate Crimes reported to Cumbria Constabulary 2015/2016

1.1 Summary

We have successfully delivered a number of activities to support our equality and diversity published objectives. The objectives and activities are outlined on pages 4 to 6.

Hate crime is an under-reported crime and our objective is that people feel confident in reporting hate crimes to us. The Constabulary is on track to achieve its performance aim of increasing the number of hate crimes reported to us compared to the 2014/15 financial year.

1.2 Key strategic challenge to be able to achieve our equality and diversity objectives

Over the coming year, the key strategic challenges likely to impact on strategic and tactical policing will be the ability to balance delivery of priorities with significant financial constraints and future reform or restructure.

The strategic threats that are specific to the delivery of our equality, diversity and human rights objectives is the enforced situation for planning and decision making processes to achieve more with less.

1.3 Drivers of current and future activity considered in this assessment

The following drivers are outlined in detail in the appendices as follows:

Appendix B	Equality Improvement Model
Appendix C	Hate Crime (including Equality & Human Rights Commission's Disability Related Harassment Inquiry)
Appendix D	Equality Act 2010
Appendix E	Public Sector Equality Duty

2. Cumbria Constabulary's Equality and Diversity Strategy

Our Equality and Diversity Strategy drives our activity, supported by our four strategic objectives

2.1 Our aim

We want to meet the needs of everyone living, working and visiting Cumbria by providing an accessible and responsive service. Cumbria Constabulary is more likely to do that by being an inclusive organisation with a workforce that reflects our communities and a culture that respects and celebrates all aspects of diversity. Achieving our aim will also lead to a working environment that is free from discrimination, harassment, bullying and victimisation.

2.2 Our strategy

We have 3 strategic objectives across broad themes, which meet the general and specific duty. – Operational Policing (ASB Steering Group help deliver this strand of activity), Organisational Change and, People and Culture (activity in this area includes Quality of Service work and a cultural survey being undertaken in conjunction with Durham University Business School). The detail is outlined on the next page.

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Cumbria Constabulary Equality and Diversity Update March 2016

Cumbria Constabulary Equality & Diversity Strategy 2012 - 2016			
	Operational Delivery Delivering services that meet the needs of Cumbria and all our communities and encouraging the reporting of all hate crimes	Organisational Change Embedding equality into everyday policing and processes to make sure that all known communities within Cumbria are given a voice	People and Culture Building an inclusive and supportive working environment that encourages development and progression of all staff so that our workforce reflects our communities
What this means:	<ul style="list-style-type: none"> Improving trust and confidence amongst all members of the community, especially those who may feel disadvantaged Engaging, consulting and communicating with local communities and partners Treating everyone as individuals, acknowledging their rights to be different e.g. culture, belief, lifestyle etc. Working with our communities to find where the gaps are and fostering good relations 	<ul style="list-style-type: none"> Mainstreaming equality into all policy, procedure and decision making processes Hold focus groups and police surgeries at appropriate places to encourage vulnerable individuals and groups to communicate with the police Ensuring our policies, procedures and functions are fair and avoid discrimination by ensuring they pay due regard to the equality duty Sharing good practice and working with other organisations to provide the best joined up service to our communities 	<ul style="list-style-type: none"> Providing a working environment that values and respects the identity, ability and culture of each individual and that challenges discrimination, harassment, bullying and victimisation Employing a workforce which reflects the diverse communities of Cumbria Developing and training the workforce to recognise the value of difference Ensuring the public and workforce has confidence in our policing service
To make it happen we will:	<ul style="list-style-type: none"> Actively consult and engage with people from all communities within Cumbria Monitor the data in relation to the use of Stop and Search powers Monitor the number of Hate Incident reports including the use of Hate Incident Reporting Centres Senior Officer review of all Hate Crimes to ensure effective investigations and to achieve consistently high standards of investigation in to crimes where the perpetrator is motivated by hate 	<ul style="list-style-type: none"> Ensure the implementation of an effective and efficient Equality Analysis process Monitor community engagement to identify gaps in community makeup knowledge and work to close these. We work with other organisations to promote equality in service delivery and employment. We have appointed a Community Engagement Volunteer to refresh and enlarge the citizens panel to ensure all communities are represented when conducting Constabulary wide consultation exercises Ensuring appropriate resources are provided to manage delivery of this strategy 	<ul style="list-style-type: none"> Monitor staff and officers recruitment, retention and progression. Monitor data in relation to training, grievances and disciplinary procedures to check for unfairness Provide training to managers and staff to support delivery of this objective by ensuring it is embedded through existing programmes including Core Leadership and Development training, initial recruitment and induction training and Special Constabulary training Undertake a programme of activity that seeks to better understand the culture of the organisation and its work force.

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Corporate Improvement/Diversity

2.3 What we have done

In April 2012, we published our objectives for the next four years. This is what we have done in 2015/16 towards these objectives:

Objective 1	In order to build confidence amongst communities who may be potential victims of hate crime we will undertake a comprehensive and coordinated programme of tailored engagement. We will check that we are engaging with these communities by reference to the community engagement database.
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We have:

- Engaged with communities and recording the engagement. We use the Community Messaging Service to communicate, which gives our communities better access to Police information.
- analysed all feedback obtained from victims of crime and antisocial behaviour surveyed during 2013/14 and carried out for those interviewed in 2014/15 to identify what the key triggers for satisfaction are and were improvements to service delivery can be made.
- Worked with a local radio station to run two advertising campaigns to encourage the reporting of Disability Hate Crime (during the year 2013/14)
- Run web chats to raise the awareness of LGBT issues and other protected characteristics
- Run web chats to raise awareness of mental health issues on World Mental Health Day
- Launched a Lesbian and Gay Liaison Officer (LAGLO) scheme
- Commissioned a scheme called Safe Places. This is for vulnerable people who feel that they may need a safe haven if they perceive that they are in danger or frightened by someone
- Worked with local bus companies to provide free transport to PCSOs and officers when in uniform and on duty
- Worked in partnership with Mencap to produce two DVDs – Internet Safety and Keeping Safe (2013/14). Further DVD produced 2015, Hate Crime specific
- Used community groups and Independent Advisory Groups (IAGs) in the role play training of student officers
- Ensured that student officers complete placements with voluntary sector partners to raise awareness of difference
- Going to introduce placements for PCSO's
- We have run 'a know your criminal justice day' in North Cumbria with partner agencies (CPS and People First) to give people with learning disabilities the opportunity to understand what happens when you enter the system. This has now been replicated in West and South of the County. Quote from Beaumont College, Barrow 'Our students have developed an awareness of acceptable and unacceptable behaviours from individuals they come into contact with and have all voiced that they would contact the Police or ask someone to do this on their behalf in the future. Thank you for a very informative day, our students thoroughly enjoyed all elements of the day.'
- Continued to promote the Autism Card
- Sent copies of the public consultation survey to different voluntary groups and all Hate Incident Reporting Centres to ensure views from these groups were captured during the consultation exercise

NOT PROTECTIVELY MARKED

Cumbria Constabulary Equality and Diversity Update March 2016

- Results of the public consultation survey are analysed by the different demographic groups to identify any potential differences requiring action
- Continued to use pocket.comms as a communication aid
- We are working with Deaf Vision to provide information to the Deaf Community and improve access to the Constabulary website. We have delivered crime prevention presentations to the deaf clubs county wide, set Deaf Vision up as a Hate Incident Reporting Centre and delivered internal deaf awareness training. Feedback was excellent; quote one attendee 'The course was fantastic, delivered wonderfully, one of the best courses I have attended.'
- We are delivering Keeping Safe workshops to adults with learning disabilities
- We deliver classes in schools about identity, stereotyping & prejudice. Quote from Westfield Primary School 'Thanks for coming in last week to work with years 5 and 6, I found it very interesting'
- We deliver Keeping Safe courses for children with autism
- Working in partnership with Autism Support Groups countywide
- Working in partnership with the LGBThQ to run an event to mark International Day against Homophobia (IDAHO)
- Working in partnership with the Chaplaincy to organise a service to mark Holocaust Memorial Day.
- We have purchased Rainbow Flag stickers for all our Enquiry Offices
- We have delivered Transgender Awareness Training internally
- We are exploring new services to check their compatibility for mobile working (Interpreter Now & Tap2Tag Medical Alert)
- Introduced Samaritan's card to Custody
- Completed external transgender training to the Cumbria County Council
- Evaluate the IAG's within Cumbria and re-think the structure
- Hate Crime training to be delivered to Cumbria Advice Network
- Internal Dementia training to be delivered
- Delivered in partnership with Heathlands Project Hate Crime sessions in local schools
- Working with the Glenmore trust to deliver Outreach Service to those that don't necessarily access day services
- Regularly attend multi-agency and community meetings and recently have set up a working group with other major public agencies to work together to deliver projects to improve collective delivery.
- Delivering workshops at the AGM of Cumbria Learning Disability Partnership Board
- Every large piece of work has an Equality Analysis completed to determine the relevance to eliminate discrimination, foster good relations and advance the equality of opportunity

Objective 2	Hate Crime - Through effective engagement as above we will encourage the reporting of all Hate Crime across Disability, Sexual Orientation, Race, Transgender and Religion for each 12-month period, commencing in 2012/13. This will be measured through the data on hate crime incidents captured by the Constabulary and published on the website in accordance with the Equality Act General and Specific Duties.
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We have:

- Run workshops to assist people to identify and report hate crime

- Re-written our Hate Crime Procedures
- Reviewed all our Hate Incident Reporting Centres to make sure they are fit for purpose, included them on our community messaging service.
- Employed a volunteer to keep in touch with all the Hate Incident Reporting Centres so that there is a corporate approach to the running of the centres and they have a single point of contact
- We have rebranded the Hate Incident Reporting Centres
- Introduced on-line reporting through Cumbria Police webpages so that reports of Hate Incidents will go direct to the relevant Hate Crime Incident Manager
- Attended events to promote Hate Incident Reporting. Feedback from these events suggest that communities are more likely to understand what a Hate Crime Incident is and report it.
- Delivered more training to staff and officers on Hate Crime which is on going
- Put in place mechanisms to ensure that all front line officers and staff will complete the e-briefing package on Disability Hate Crime which was produced in response to the EHRC report 'Hidden in Plain Sight'
- Community Engagement Volunteer will seek to ensure all demographic groups are fully represented when conducting community engagement activities
- We offer Police Surgeries for the LGB&T community through OutREACH Cumbria
- We have worked with partners to plan and deliver events throughout Hate Crime awareness week autumn 2015
- We attended Cumbria Pride
- Worked in partnership to deliver Hate Crime workshops to partners within Cumbria
- Engaged with Sophie Lancaster project
- The North West Forces have formed a working group to share good practice and work together on issues. Several meetings have taken place and further work to share best practise and develop tool kits is ongoing.

Objective 3	We will improve awareness and accessibility of information to all members of the Constabulary regarding work place provision and processes relating to pregnancy, maternity, paternity and adoption leave. This will include introducing a buddy scheme to ensure that employees on maternity, paternity and adoption leave keep in touch with the organisation and receive information to include returning to work after leave
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- Work is on-going to produce the maternity/paternity information pack which will be supplied to the buddies to promote those who are pregnant/fathers to be/adopting children their rights and answer questions they may have.
- KIT days are encouraged especially to complete training necessary for return to work
- DCC Michelle Skeer was awarded the BAWP award for leadership to recognise her work through the Valuing Individuals Group and other staff were nominated for Diversity awards.
- We are part of the Menopause Action Group and are progressing projects to accommodate reasonable adjustments including a fair passport which will not only help those who are suffering symptoms, but can be useful to other deceases.
- Peer review request from Isle of Mann to review policies, procedures and estate in relation to women in policing (March 2016)
- Regional work with other forces to promote Women in Policing
- Work with CNC in regard to their policy in relation to maternity/paternity/IVF/ adoption

Objective 4	We will monitor rates of return to work for employees who have period of time off for maternity or disability leave and engage with them to ensure that they do not suffer any disadvantage on return to the workplace.
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- Sickness absence is monitored and return to work interviews conducted to see if there are any underlying issues. There is a robust sickness policy in place which sets out the exact procedures to be followed. This objective has been completed.
- Programme of work is activity underway to help reduce sickness levels of both Officers and Staff
- We are an employer of choice and on a yearly basis have been awarded the two tick symbol from Job Centre Plus

All actions are captured with in the Diversity Action Plan, which is monitored through the Valuing Individuals Group (VIG).

2.4 Information we publish

We publish data on our staff, PCSOs and officers in relation to age, gender and ethnicity. We do not publish data on sexual orientation or disability because that data could identify the people concerned.

Promotion data has also been published.

Hate Crime data is also published and broken down to show the type of Hate Crime. This shows that racial incidents are the highest reported within Cumbria. We are engaging and heightening awareness especially around disability as there is evidence to suggest that hate incidents and crime are under-reported from this community. Targeted media campaigns have run throughout 2014/15 and 2015/16 to encourage victims of disability related Hate Crime/Incidents to come forward. This has resulted in this category showing the highest percentage increase of all Hate Crime categories during the year. Data published by the Home Office on the 20th October 2015 in their document Hate Crime, England and Wales, 2014/15 shows that the greatest disparity between data captured by the crime survey for England and Wales and Police recorded crime statistics is in the area of Disability Hate Crime.

We have also published data about victims of crime and offenders by age, gender and ethnicity. This information shows that the majority of victims and offenders are British and male.

Data has also been published by gender for Hate Incidents/crimes and by age, gender and ethnicity for user satisfaction.

Stop and Search data has also been published in relation to age and ethnicity. This data shows that the majority of those stopped are White British.

User Satisfaction data has been published in the areas of age, gender and ethnicity. These figures show that Cumbria's communities consider the Constabulary to be professional and provide a good service. We are the 2nd highest rated force within the country.

We have also published data on complaints and included data on age, gender and ethnicity.

We have also linked the Equality Page to the Cumbria Observatory, which details the demographic of Cumbria.

In the future, we intend to publish:

- further data on the Special Constabulary
- data on recruitment
- data on grievances and information received from exit interview questionnaires
- Information on flexible working once the Constabulary has reviewed current arrangements.

We will continue to look at what we publish in the future and monitor the information. This information is also used to support Equality Analysis.

3. An overview of hate crime performance, 2014 – 15

The Police and Crime Commissioner (PCC) hold the Constabulary to account for performance against a framework, which is based on the PCC's priorities. The Constabulary reports exceptions to expected performance and progress against targets every other month throughout the year.

The PCC's performance aim for hate crime is detailed in the table below:

Measure	Performance Aim	Notes
Total number of hate crimes reported	Monitor within control limits with an aspiration to encourage more reporting	Increase due to higher reporting as this is an under-reported crime

The Constabulary is set to achieve this aim.

At the end of financial year 2014/15, there were 334 recorded hate crimes in Cumbria. The prediction for the end of 2015/16 financial year is between 359 to 414 hate crimes – an increase on last year's position of 7.5% to 24.0%, as can be seen in the table below:

In the table below, cells coloured blue contain recorded values, pink cells are forecast values			
Actuals/Estimates for Current Year			
Month	Point	Lower	Upper
Apr	26	26	26
May	32	32	32
Jun	42	42	42
Jul	51	51	51
Aug	40	40	40
Sep	35	35	35
Oct	26	26	26
Nov	27	27	27
Dec	19	19	19
Jan	29	29	29
Feb	30	17	43
Mar	30	15	44
TOTAL	387	359	414
Last Year's Out-Turn:		334	
Point Estimate -v- Last Year:		+ 15.8%	
Lower Limit -v- Last Year:		+ 7.5%	
Upper Limit -v- Last Year:		+ 24.0%	

At the end of January 2015, 327 hate crimes had been recorded.

The latest set of national statistics for hate crime in England and Wales is 2014/15 data and was published in October 2015. Cumbria has the tenth lowest number of hate crimes (excluding City of London Police). Also, Cumbria has not followed the national trend with Disability Hate Crime reports in Cumbria increasing by 22% (12 months to January 2015 compared to the previous 12 month period); nationally this strand has increased by 11% (2012/13 to 14/15). Therefore, Cumbria's media campaigns and general awareness have made a difference. Communities within Cumbria are now more confident to report incident/crimes by the Constabulary involving the communities in activities.

Constabulary structures to deliver Equality, Diversity & Human Rights

Governance

Chief Officer Group

DCC Skeer is the Constabulary lead for Diversity and Equality issues; however the Chief Officer Team (COG) has a collective responsibility to support this strategy and to make sure it is applied throughout the organization.

Business Board and Operations Board

These governance boards chaired by members of COG have strategic ownership of the diversity objectives and action plans relevant to the terms of reference for each board.

Valuing Individuals Group

This group is chaired by DCC Skeer and is made up of staff support network representatives, staff association representatives, Personnel and Development representatives and senior management. It exists as a vehicle to identify strategic issues that the Constabulary needs to address internally whilst also assisting in the identification of solutions for communities across Cumbria.

VIG feeds into Operations Board and oversees and directs all aspects of work in the areas of equality diversity and human rights and ensures that the General and Specific Duties are met by monitoring the Diversity Action Plan.

Roles and Responsibilities

All officers and staff have a personal responsibility to ensure compliance with the Equality Act and to deliver as required the objectives of this strategy.

Diversity Manager

The Constabulary has a Diversity Manager who has the strategic overview of both internal and external diversity. This post sits within the Directorate of Corporate Improvement. The directorate also incorporates Strategic Development, Information Management, Marketing and Communications and the Change Programme. The Diversity Manager, with support from the rest of the directorate works to promote and progress issues around equality, diversity and human rights. The Diversity Manager is also responsible for examining and advising on current policies, practices and procedures in relation to national guidance and legislation to ensure equality and diversity principles are adhered to. At practitioner level the post holder is responsible for effective liaison with outside agencies, support groups and members of the public, in order to keep abreast of developments and to secure support from them as needed and facilitate internal/external contact.

Diverse Communities Engagement Officer (DCEO)

The DCEO has an internal focus on staff development and service delivery/improvement. The DCEO has an external focus on raising awareness of hate crime and addressing the issue of under-reporting. The DCEO delivers classes in schools, and workshops to third sector organisations. The DCEO supports colleagues and is a link between Cumbria's diverse communities and the Constabulary. The DCEO assists with the delivery of Community projects funded by the OPCC. The role currently sits within the Community Safety Department and is a 2 year post funded by the OPCC. The DCEO deputises for the Diversity Manager in her absence. Quote from People First 'Julie is absolute asset in her role and has really made a difference to people's lives. She has broken down barriers to the police and built trust where there was none.'

The Police and Crime Commissioner

November 2012 saw the election of Cumbria's first Police and Crime Commissioner. The Police Reform and Social Responsibility Act 2011 made radical changes to police governance providing for the introduction of elected commissioners who would supersede police authorities in taking responsibility for police governance.

The Police and Crime Commissioner's responsibilities with regard to equality are two-fold.

Firstly as part of the governance role to oversee Constabulary compliance with the equality duties and ensure that the Constabulary encompasses equality as an integral part of delivering services to the public and dealing with staff.

To achieve this, the Commissioner periodically receives reports on Constabulary equality activity and compliance at Executive Board meetings. He is sighted on the equality data and information published by the Constabulary. Oversight of this information enables the Commissioner to scrutinise performance in relation to the duties. The Commissioner also receives reports and briefings which relate to a wide variety of policing issues in which equality considerations are a priority such as hate crime, ASB, domestic abuse and sexual exploitation to name but a few. Confidence and satisfaction levels are also monitored. The Commissioner also has quarterly update meeting with the Force Diversity Manager.

Secondly – the Commissioner, as a public body, is also subject to the general public sector equality duty.

Process: Equality Analysis

Equality Analysis (EA) is used to methodically assess the effect that a proposed policy, strategy, function, procedure, practice or decision we make is likely to have on the community we police and Constabulary staff.

The fundamental purpose of an EA is to identify whether a policy or strategy may cause unfair treatment of, or adversely affect individuals or groups from a range of protected characteristics.

Although there is no formal requirement to conduct equality analysis assessments in the Equality Act 2010 the **assessment of the potential impact of policies and strategies on equality is inherent in the Public Sector Equality Duty**. This states that public bodies must have due regard to the need to consider the general duty, which is:

- eliminate unlawful discrimination, harassment, and victimisation
- advance equality of opportunity
- and promote good relations

To do this – and demonstrate that this has been done – public bodies need to have a mechanism to understand how their policies and practices affect or could affect equality outcomes. This will need to be identified early enough to influence policy development. The Equality & Human Rights Commission have issued guidance on how different types of public bodies might go about this, to help them in meeting the general duty.

Under the new Equality Act, the Constabulary (as a public body) is required to be transparent and to publish a range of equality data relating both to the workforce and to the services provided.

Within the Constabulary, the policy or strategy owner / author gives due consideration to diversity issues from the onset of developing the piece of work by undertaking an Equality Analysis.

An EA is carried out when developing any relevant new policy, initiative, procedure or relevant functions, and when any major decision is taken.

The Constabulary Equality Analysis template has been revised to take into account the protected characteristics.

Hate Crime (including Equality & Human Rights Commission's Disability Related Harassment Inquiry)

The Commission undertook an inquiry into disability-related harassment and how well the issue were being addressed by public authorities in England, Scotland and Wales. The commission used its legal powers to gather evidence to investigate the true extent of disability-related harassment.

The Constabulary submitted a full range of written evidence to the Inquiry in September 2010.

The Commission's inquiry 2010/2011 found that many people who experience such harassment see it as commonplace part of everyday life, rather than a Hate Crime. Police records provide numbers of crimes that are reported to, and recorded by the police, but the number of people who experience disability-related harassment may be considerably higher.

From the evidence submitted a report 'Hidden in Plain Sight' was produced which highlighted recommendations for Police Forces and Public Bodies. After consultation and evaluation, a further report was produced, 'Out in the Open' (2012) which has been adopted by the Government as a manifesto for change. The seven areas of recommendations are:

1. Reporting, recording and recognition
2. Addressing gaps in legislation and policy
3. Ensuring adequate support and advocacy
4. Improved practice and shared learning
5. Redress and accessing justice
6. Prevention, deterrence and understanding motivation
7. Transparency, accountability and involvement

A further evaluation report was published in October 2013 and the Commission is committed to continue to work with agencies to ensure they implement the recommendations and keep the spotlight on this issues

At the end of 2017 (5 years On) they will conduct a final review of changes in the baseline data, assess the ultimate impact of the inquiry and publish a final review of the inquiry.

For further information and to read the full report please go to

<http://www.equalityhumanrights.com/legal-and-policy/inquiries-and-assessments/inquiry-into-disability-related-harassment/out-in-the-open-manifesto-for-change/index.html>

In 2009, the National Policing Improvement Agency produced an Equality Standard for the Police Service, in response to requests for a dedicated improvement tool to support benchmarking and help share effective practices. The College of Policing has now developed an **Equality Improvement Model (EIM)**, enabling forces to focus on local priorities and objectives in key equality areas.

Through a single process for capturing evidence and information, forces can use the EIM to demonstrate their progress against their own equality objectives. This evidence will be suitable for comparison at a national level, and will build the information required to develop equality objectives as required by the Equality Act 2010.

The EIM contains indicators within Operational Policing and People and Culture. It does not have any indicators around organisational processes; effective organisational processes must be in place before activity within Operational Policing and People and Culture can be evidenced.

While the Equality Standard contained 22 units, the EIM has condensed these into 10 units. As there was extensive consultation on the development of the original units in the Equality Standard, further consultation has not been undertaken. The units give forces the flexibility to determine their own local measures and initiatives.

The EIM is an option for forces to use to support implementation of the Equality Strategy, and to meet their duties under the **Equality Act public sector equality duty**.

The Equality Act 2010 has brought together a number of existing laws into one place. It sets out the personal characteristics that are protected by the law and the behaviour that is unlawful. Simplifying legislation and harmonising protection for all of the characteristics covered is intended to help Britain become a fairer society. The nine **protected characteristics** covered under the Act are (in alphabetical order):

Age

Where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds).

Disability

A person has a disability if s/he has a physical or mental impairment, which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

Gender reassignment

The process of transitioning from one gender to another.

Marriage and civil partnership

Marriage is defined as a 'union between a man and a woman'. Same-sex couples can have their relationships legally recognised as 'civil partnerships'. Civil partners must be treated the same as married couples on a wide range of legal matters. This definition will be changing as the Government have recently changed the law to allow same sex couples to marry.

Pregnancy and maternity

Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

Race

It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

Religion and belief

Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). A belief should affect your life choices or the way you live for it to be included in the definition.

Sex

A man or a woman.

Sexual orientation

Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

Under the Act people are not allowed to discriminate, harass or victimise another person because they have any of the protected characteristics. There is also protection against discrimination where someone is perceived to have one of the protected characteristics or where they are associated with someone who has a protected characteristic.

Discrimination means treating one person worse than another because of a protected characteristic (known as direct discrimination) or putting in place a rule or policy or way of doing things that has a worse impact on someone with a protected characteristic than someone without one, when this cannot be objectively justified (known as indirect discrimination).

Harassment includes unwanted conduct related to a protected characteristic which has the purpose or effect of violating someone's dignity or which creates a hostile, degrading, humiliating or offensive environment for someone with a protected characteristic.

Victimisation is treating someone unfavourably because they have taken (or might be taking) action under the Equality Act or supporting somebody who is doing so.

In total there are nine pieces of primary legislation and over 100 pieces of secondary legislation which have been incorporated and / or replaced. Bringing the law into one piece of legislation makes it easier to understand and apply.

As public authorities, police constabularies and commissioners have a duty to promote equality and eliminate unlawful discrimination and must ensure that our actions are compatible with the European Convention of Human Rights.

The Equality Act 2010 provides a new cross-cutting legislative framework to protect the rights of individuals and advance equality of opportunity for all; to update, simplify and strengthen the previous legislation; and to deliver a simple, modern and accessible framework of discrimination law which protects individuals from unfair treatment and promotes a fair and more equal society.

The entire Act and a range of useful information and guidance can be found on the Government Equalities Office website at the below link

http://www.equalities.gov.uk/equality_bill.aspx

The new **Public Sector Equality Duty** came into force on 5th April 2011.

Section 149 of the Equality Act 2010 created the new single Public Sector Equality Duty which covers eight of the nine protected characteristics (Marriage and Civil Partnership being the only characteristic not covered). This is referred to as the **general duty**.

Public bodies must have due regard to the need to:

- eliminate unlawful discrimination, harassment, and victimisation and other conduct prohibited by the Act
- advance equality of opportunity between people who share a protected characteristic and those that don't
- foster good relations between people who share a protected characteristic and those who do not

Specific Duties

The specific duties require public bodies to publish relevant, proportionate information demonstrating their compliance with the Equality Duty; and to set themselves specific, measurable equality objectives.



Constabulary Report to OPCC

Agenda Item 08

TITLE OF REPORT: Stop & Search – Annual Report

DATE OF MEETING: Wednesday 2nd March 2016

ORIGINATING OFFICER: Insp. Jon Sherlock – Community Safety

PART 1 or PART 2 PAPER: PART 1 (OPEN)

Executive Summary:

No more than 100 words.

- This papers summaries Constabulary performance in relation to Stop & Search, HMIC recommendations and the Best Use of Stop & Search Scheme.

Recommendation:

Set out clearly the recommendation to be approved, using bullet points and ensure references are included to previous decisions on this matter. Any alternative options considered should not be outlined here but in the 'introduction and background' section.

- The recommendation is that the PCC notes this paper

MAIN SECTION

1.1 Best Use of Stop Search & HMIC Recommendations

HMIC Inspected the Constabulary in November 2015 in relation to Stop Search as part of the Legitimacy Inspection regime and Cumbria was recognised as 'requiring improvement'. Three areas were identified for improvement by HMIC in relation to how stop search is conducted within the County.

The following are the areas for improvement identified and the work that has been conducted since.

- (1) *The constabulary should ensure that stop and search records include sufficient reasonable grounds to justify the lawful use of the power, and that officers fully understand the grounds required to stop and search.*

Following the HMIC report, the decision was taken in Cumbria that all front line staff would receive a training input as soon as possible, specifically on the recording of stop search grounds and the Best Use of Stop & Search Scheme.

Training to all front line staff commenced early January and will be completed in March 2016.

The training consists of a 90 minute class room session delivered with a mix of student discussion, real case examples and legislative delivery. This is to be complimented by further guides and advice to all officers and also supplemented by a National Stop Search Training Package from the College of Policing which will be rolled out later in 2016.

- (2) *The constabulary should ensure that adequate supervision takes place to ensure that stop and search is conducted lawfully and fairly, and that reasonable grounds are recorded properly.*

When officers previously used a paper form to record their stop searches, the process included submission through a supervisor, who would QA the form before the data was keyed into a data base.

With the introduction of smart phones, there is not the facility for a supervisor to scrutinise the form before it populates the force data base, therefore all supervision of stop search forms has to take place manually by a supervisor through the interrogation of the electronic system.

From the beginning of March 2016, the newly created Business Improvement Unit will scrutinise each stop search form submitted, with a specific focus on the grounds recorded. The unit will feed back to both officer and supervisor, thus ensuring appropriate grounds are recorded and giving information to supervision to assist them in managing their staff. The aim is to ensure that the grounds for each search is appropriate and to ensure that grounds and outcomes are consistent.

- (3) *The constabulary should ensure that it complies with the Best Use of Stop and Search scheme in relation to: publishing outcomes; providing opportunities for the public to observe officers using the power; and explaining to communities how the powers are being used following a "community complaint"*

Following HMIC Inspection, the Force was deemed as not compliant in three out of the five key areas of BUSS. Below is an update of the current Constabulary position:

BUSS	Inspection Finding	Current Status	Notes
Recording & Publishing Outcomes	N	A	<p>We record the data requested of us by the Home Office and forward this data to Police.Uk</p> <p>There is a link on our website that members of the public can follow to obtain this data.</p> <p>We were noted as non-complaint as we didn't publish our own data on</p>

			our own website, we relied on the police.uk link. This data is now published.
Providing Opportunity for the public to observe officers using their powers	N	Y	Lay observation scheme now advertised on our web site.
Explaining to the public how powers are being used following activation of a community complaint trigger	N	A	Community Trigger information is also now on our website The Constabulary also now provides information in the form of a Z-Card to those who are stopped, this leaflet includes Community Trigger Information.
Reducing the number of searches under S60 Criminal Justice & Public Order Act	Y	Y	Already in place - Compliant
Monitoring the impact of stop and search – particularly on young people and black and Asian minority ethnic groups	Y	Y	Already in place - Compliant

On February 11th 2016, The Home Secretary determined that those forces which were not 'BUSS compliant' would be removed from the BUSS scheme. Cumbria was one of the 13 forces for which this was relevant. In relation to the BUSS work the Constabulary has completed a 'peer review' by the Metropolitan Police Stop Search Lead, to confirm the work we have completed is compliant with the requirements of the scheme. This review has been conducted and the review did not identify any areas of concern.

1.2 Performance

The key area of performance concern in relation to HMIC Recommendations is recording of grounds.

HMIC identified that 21% of stop search records that they inspected in Cumbria (21 out of 100) had inadequate grounds recorded.

The national average here was 15%, ranging from 3% (Nottinghamshire) to 64% (Cleveland).

To improve the grounds our officers' record, the below actions / work has been put in place:

- 90 minute classroom training focusing on grounds and BUSS is currently being delivered to all front line staff, concluding in March 2016.

- The Business Improvement Unit will scrutinise all stop search forms submitted, providing feedback to officers and supervision where required, but also highlighting good work.
- The Constabulary has recently utilised the OPCC Ethics Panel to sample fifty stop search records. This panel also had concerns regarding the documenting of grounds on the Stop Search forms. Their advice has been taken on board, fed back to the officers and supervisors concerned and their recommendations will be utilised to amend our Forcewide procedures.

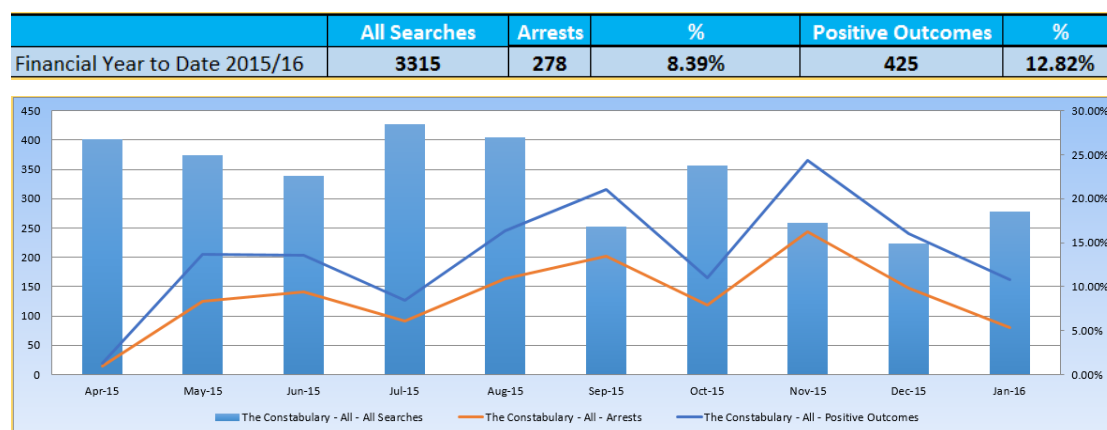
The panel will convene again in August 2016, where they again will review a sample of records, so direct comparisons can be made following the work the Constabulary has put in place.

- The Independent Advisory Group has recently been restructured. From this a sub-group has been created to look specifically at stop & search. This will convene in the coming months, providing further independent scrutiny of the stop searches our staff conduct.
- Amendments are being made to the Stop Search App, providing increased guidance for the officers completing the form on their hand held devices.
- Regular bulletins are issued on Constabulary Force Orders, providing guidance around the use of stop & search.
- Stop Search action plan monitoring is occurring on a bi-weekly basis by the ACC.

Our performance in this area has temporarily affected by officers using smart phones to record searches as appose to a paper form. We are nearly 12 months into the roll out of mobile technology to record stop searches, but predictive text and usability are issues that in time, officers will become used to and will feel more confident about recording detailed grounds for search on their hand held devices.

1.3 Performance Statistics

Data in relation to stop search is available only until the end of January 2016, this is detailed below.



As we are not reporting on year end data we can only make estimations, however the Constabulary will be estimated to conduct around 4000 searches in the reporting year 2015-16.

This sees a continued fall in line with the national picture from approx. 12,000 in 2013-14 and 6500 in 2014-15.

The Constabulary Positive Outcome Rate (stops which result in a criminal sanction or community resolution) remains at around 13%, which is similar to the previous reporting year.

It is hoped though that with the work the Constabulary is doing in this area, that this outcome rate will improve.

Ensuring that the appropriate grounds are recorded is the main priority for the force, but through education and scrutiny of this area, if we improve our grounds, we should see a parallel improvement in our positive outcomes.

1.4 Ethnicity & Age Monitoring

Previous issues with data recording have been eliminated following the introduction of mobile technology. The Constabulary in previous years has seen a high proportion of stops recorded as O1 (Chinese). Officers with longer service confusing O1 as the previous designation for White British. This area on the forms is now clearer and the utilisation of a pick list makes this recording much more accurate.

Self Defined ethnicity	Jan-16	FYTD 15/16	% FYTD 15/16
A1 (Indian)	0	3	0.1%
A2 (Pakistani)	0	13	0.4%
A3 (Bangladeshi)	0	4	0.1%
A9 (Any other Asian background)	0	20	0.7%
B1 (Caribbean)	1	7	0.2%
B2 (African)	0	6	0.2%
B9 (Any other Black background)	1	5	0.2%
M1 (White and Black Caribbean)	0	7	0.2%
M2 (White and Black African)	0	1	0.0%
M3 (White and Asian)	0	3	0.1%
M9 (Any other mixed background)	0	0	0.0%
O1 (Chinese)	0	2	0.1%
O9 (Any other ethnic group)	0	3	0.1%
W1 (British)	241	2811	92.2%
W2 (Irish)	1	25	0.8%
W9 (Any other White background)	10	51	1.7%
Not Stated	3	88	2.9%
All	257	3049	100.0%

Stops in Cumbria are predominantly W1 (British) 92.2%. This confirms the fact that minority ethnic groups are not targeted by stop and search in Cumbria.

Age breakdowns are also similar to the national picture and the demographic of those we search is in line with the percentage of crime committed by that age group.

NPCC has identified that the stopping of under 18s should be a child protection matter as well as a potentially criminal one. Officers are guided to utilise Vulnerable Child

submissions and the Constabulary's It's Your Choice Scheme to make both parents aware and Children's Services where appropriate.

Age Breakdown	Jan-16	FYTD 15/16	% FYTD 15/16
Under 18	40	507	16.6%
18 - 30	116	1492	48.9%
31 - 40	53	573	18.8%
41 - 50	21	260	8.5%
51 - 60	4	58	1.9%
61 +	2	20	0.7%
Unknown	21	139	4.6%
All	257	3049	100.0%

Stop search remains a focus, both locally and nationally. Work is progressing within the Constabulary, areas for improvement have been highlighted and we are taking significant steps to address these.

Attached is the complete Stop Search action plan which Cumbria Constabulary has created to ensure full compliance with HMIC requirements and national best practice.

Constabulary Report to OPCC



Item 09

TITLE OF REPORT:	Cumbria Constabulary BCM update
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DATE OF MEETING:	10th March 2016
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ORIGINATING OFFICER:	PS 434 Colin Singleton CCU
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PART 1 or PART 2 PAPER:	PART 1 (OPEN)
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Executive Summary:

- Following an audit of the Business Continuity Planning arrangements within Cumbria Constabulary, a report¹ was produced in June 2015 which highlighted 5 recommendations.
- To meet the recommendations, the existing Business Continuity Management (BCM) Policy and Strategy were reviewed and with amendments, a new Policy and Strategy were then formally adopted by Chief Officers.
- As a result, it is recommended that the Joint Audit Standards Committee (JASC) accept the recommendations as completed.

Recommendation:

- PCC Exec Board note the enclosed update.

¹ Internal Audit Report for Cumbria Constabulary. Cumbria Shared Audit Service
Draft Report issued 27th April 2015, Final Report Issued 2nd June 2015

MAIN SECTION

1. Introduction and Background

In a final report issued on the 2nd June 2015, internal auditors assessed Cumbria Constabulary's Business Continuity arrangements. As a result, five recommendations were identified. The recommendations made and actioned are documented at Section 3. Since the audit, the Civil Contingencies Unit have taken ownership of the process to manage Business Continuity arrangements as follows:

- The Civil Contingencies Unit audit Business Continuity plans on a six monthly basis to ensure all are in place.
- Cumbria Constabulary Business Continuity arrangements are by virtue of the new policy and procedure subject to annual review by plan owners.
- Operations Programme Board oversees the annual review of Business Continuity plans by virtue of formal agenda items between October to December.
- The Business Continuity Policy and Strategy are subject to a 3 yearly review conducted by the Force Policy Officer and submitted for approval by Operations Board.
- Any interim updates to Business Continuity legislation or regulation will be monitored and updated by the Force Policy Officer.
- All Business Continuity plans are accessible on a dedicated Business Continuity SharePoint page within the Civil Contingencies site.

This ensures governance and structure to our Business Continuity arrangements.

2. Issues for Consideration

The Joint Audit and Standards Committee (JASC) audit by Cumbria County Council (CCC) are the Drivers for Change and have produced specific recommendations as detailed below.

3. Table of Audit Report recommendations and agreed actions/update

	Recommendation	Risk if not addressed	Agreed Actions/Updates
1	<p>We recommend that a business continuity management policy is developed and signed off by an appropriate senior management forum. Consideration should be given to including within the policy:</p> <ul style="list-style-type: none"> • The constabulary's commitment to effective business continuity management • The requirement of department heads to consider business continuity requirements for all areas within their control • The scope of the policy (including its application to third party arrangements and contracts) 	<ul style="list-style-type: none"> • Business continuity arrangements do not align with constabulary aims, priorities and objectives • Business continuity is not seen as a priority without evidenced leadership and commitment • Business continuity arrangements are developed in isolation from other key policies 	<p>A new Policy and Strategy are in existence and have been formally agreed by Cumbria Constabulary in accordance with local needs and statutory requirements.</p>

	<ul style="list-style-type: none"> • The review frequency (of the policy) and approval mechanism • Key roles and responsibilities • Linkages with other functions and policies 		
2	We recommend that the strategy is reviewed in line with best practice and formally approved by senior management and communicated as appropriate.	<ul style="list-style-type: none"> • Business Continuity arrangements are not in line with organisational requirements • Managers responsible for implementing business continuity arrangements are unclear about the constabulary's approach and priorities in respect of BCM 	<ul style="list-style-type: none"> • The Cumbria Constabulary Business Continuity Strategy has been reviewed and redrafted. • T/ACC Towler, acting in his capacity as Chair of the Operations Programme Board, on behalf of the Chief Officer Group has reviewed and approved the new strategy. • The strategy has therefore been formally adopted and cascaded to all staff via the Business Continuity SharePoint site. • Business Continuity Plan owners have been updated and a revised template plan has been drafted for use in the 2016-17 reviews of departmental BC plans.
3	We recommend that a mechanism is established to provide assurance to the Chief Constable that all business continuity plans have been prepared, are in line with organisational requirements and the approved business continuity policy and strategy, and are updated in line with the organisations agreed timescales.	<ul style="list-style-type: none"> • Business Continuity arrangements are not adequate and effective • Chief Constable is unable to provide assurance to the Police and Crime Commissioner that the constabulary has effective business continuity arrangements in place. 	<ul style="list-style-type: none"> • The Business Continuity Strategy has been formally reviewed and adopted. (See R2 above) • The associated Business Continuity Strategy has now also been formally reviewed and adopted. • The Business Continuity policy and strategy provide the mechanisms to ensure the mechanisms are in place to ensure that BCM plans are submitted, reviewed, updated and exercised. • The strategy highlights that the Operations Programme Board will oversee the annual review of business continuity plans by way of formal agenda items between October and December. Operations Programme Board will in turn provide update to the Chief Officer Group.
4	We recommend that arrangements are introduced to ensure that emerging legislation and best practice is reflected in the constabulary's arrangements. The current plan template should be updated to refer to the current Standards for BCM.	<ul style="list-style-type: none"> • Business Continuity arrangements do not conform to legislative requirements or best practice 	<ul style="list-style-type: none"> • The Command Support Unit Policy Officer will review all changes in legislation / best practice from the Business Continuity Institute relevant to the Forces BCM plans. They will update the policy and strategy as required. • The current Policy, Strategy and BCM plans are to current national standards BS ISO22301:2012 and marked accordingly.
5	We recommend that a corporate review of critical activities and functions is undertaken to ensure that these are priorities across the constabulary. ACPO guidance has suggested 13 critical activities for police forces which may be a useful reference for this work.	<ul style="list-style-type: none"> • Critical activities are not restored to an acceptable level as resources are being utilised on less critical areas. • Resources are not deployed effectively in the event of a business continuity incident 	<ul style="list-style-type: none"> • The newly adopted and agreed force strategy includes specific reference to the 13 critical activities referred to in the ACPO guidance. • The strategy has been made available to all staff via the dedicated Business Continuity SharePoint site. • A revised template plan has been produced and will be used for the 2016-17 reviews of departmental BCM plans arrangements to ensure the critical activities and functions are corporate across the Constabulary.

4. Financial Implications and Comments

Minimal financial costs to complete, with potential major savings if ever required.

5. Legal Implications and Comments

The Civil Contingencies Act 2004 requires all Category 1 responders to maintain plans to ensure that they can continue to exercise their functions in the event of an emergency so far as is reasonably practicable.

This now exists in accordance with legislation.

6. Supplementary Information

- Internal Audit Report
- BCM Policy
- BCM Strategy

List persons consulted during the preparation of report

- Andy Towler – Temporary Assistant Chief Constable (Operations)
- Mark Pannone – Superintendent - Operational Support
- Lee Skelton – Inspector – Civil Contingencies Unit
- Angela Busby – Constable – Force Policy Officer



Office of the Police & Crime Commissioner Report

Title: OPCC Business Continuity

Date: 17 March 2016

Agenda Item No: 10

Originating Officer: Joanne Head

Executive Summary:

The Office of the Police and Crime Commissioner for Cumbria (OPCC) recognises the importance of having a clear, written Business Continuity Management (BCM) policy in order to maintain effective discharge of statutory Police and Crime Commissioner (PCC) duties should something happen that causes an interruption to normal services. Whilst the OPCC is not required under the Civil Contingencies Act 2004 to have a Business Continuity Plan in place, the OPCC considers it best practice to have one.

Recommendation:

1. Introduction & Background

- 1.1. In 2015 the OPCC undertook to develop and update its Business Continuity Management (BCM) policy and Business Continuity Management Plan (BCP). Previous arrangements were based on arrangements that had been developed by the former Police Authority.
- 1.2. Potential disruptions to businesses come in all shapes and sizes and no organisation is immune. Examples of causes of disruption that could affect the OPCC's activities are loss of staff, floods, technology failure, supplier failure, power outage or other utilities failure. On a wider scale, events such as severe weather, terrorism and pandemics do occur and can have an impact.
- 1.3. The BCM policy was finalised and subsequently approved at the Executive Board meeting on 29 July 2015.
- 1.4. During the drafting of the new BCM the Cumbria Shared Internal Audit Service undertook an Internal Audit review of the BCM and BCP in their draft forms. The report highlighted a number of risks which have been addressed within the BCM and BCP.

2. Issues for Consideration

- 2.1. At the Executive Board meeting held on 27 July 2015 the Commissioner asked for an update to be provided on the OPCC's Business Continuity Plan.
- 2.2. Disappointingly some of the information the OPCC provided as part of the audit could not be considered as it was not received in time. In addition the OPCC deliberately delayed some work to benefit from the auditors input and it was felt that if both of these had been taken into account the auditors would have had some of the assurance that they were seeking.
- 2.3. The OPCC has carried out work to address the recommendations made by the Internal Auditors, although many were in place just after the cut-off point and could not be considered as part of the audit.
- 2.4. The plan is reviewed on a quarterly basis whereby information essential to the business continuity of the OPCC is checked and ensured that it is updated. This includes contact details of all OPCC staff and relevant personnel with the Constabulary upon which the OPCC relies for some of its services.
- 2.5. Since they have been introduced the Business Continuity arrangements have been tested with a positive outcome. Further tests will be undertaken in the future.

3. Implications

(List and include views of all those consulted, whether they agree or disagree and why)

- 3.1. Financial – costs could be incurred if processes and insurances are not in place to fully support the organisation's business needs.
- 3.2. Risk – failure to have a robust plan could result in the OPCC not being able to respond appropriately to a significant business continuity incident and reputational damage to the organisation.

4. Supplementary Information

OPCC Business Continuity Management Policy
OPCC Business Continuity Plan



Office of the Police & Crime Commissioner

Agenda Item 11

REQUEST FOR POLICE & CRIME COMMISSIONER DECISION- (N°16 / 2016)

TITLE: Police and Crime Commissioner's Annual Report

Executive Summary:

This report asks the Commissioner to approve his Annual Report for the last year to 31st March 2016. This is an opportunity to report back to local people the work the Commissioner has undertaken, as well as fulfilling a statutory obligation. The format of the Annual Report has been chosen to be public-facing and has been endorsed by the Police and Crime Panel at their meeting on 10 March 2016. This is earlier than the usual approval cycle, due to purdah commencing on 18 March, ahead of the 2016 PCC elections on 5 May.

Recommendation:

The Commissioner is asked to approve the Annual Report for 2015-2016.

Police & Crime Commissioner

I confirm that I have considered whether or not I have any personal or prejudicial in this matter and take the proposed decision in compliance with the Code of Conduct for Cumbria Police & Crime Commissioner. Any such interests are recorded below.

None

I hereby approve/do not approve the recommendation(s) above

Police & Crime Commissioner / Chief Executive (delete as appropriate)

Signature:

Date:

PART 1 – NON CONFIDENTIAL FACTS AND ADVICE TO THE PCC

1. Introduction & Background

- 1.1. The Police Reform and Social Responsibility Act requires Police and Crime Commissioners to produce an Annual Report for each financial year. This report must cover how the Commissioner has carried out his statutory functions, such as setting the budget, developing a Police and Crime Plan and holding the Chief Constable to account.

2. Issues for Consideration

- 2.1. The Annual Report has been set out in a way, and to a level of detail, which is interesting and informative for the general public. The Police and Crime Panel have considered and endorsed the Annual Report at its meeting on 10th March 2016. The Commissioner was able to provide further detail at the meeting.
- 2.2. This was earlier than the usual approval cycle, due to purdah commencing on 18 March 2016, ahead of the PCC elections on 5 May 2016.
- 2.3. The report will be updated before publication to take account of the end of year performance figures (31 March) and published in the week following the end of purdah and before a new Commissioner takes up Office. The date has been provisionally set as Tues 10 May.
- 2.4. The Commissioner can publish the Annual Report in a format which he deems appropriate. It is proposed to publish the Report on the Commissioner's website and to print a limited number of copies which would be available on request and can be distributed at surgeries, events and to partners. This builds on the experience of what worked for the Police and Crime Plan and is felt to provide better value for money.

3. Financial Comments

- 3. 1 Costs of the design and printing of the Report are covered by existing budgets. Publishing the Annual Report on the Commissioner's website and providing a small number of copies at the Commissioner's events or on request is felt to provide the best balance between cost and providing information to interested members of the public.

4. Risk Implications

- 4.1 In terms of the areas of performance identified as requiring improvement or further investigation in the Annual Report, the Commissioner regularly considers performance, which aims to reduce the risk that the service the police provide will fall below public expectations. The risk that the Commissioner will be challenged about whether he has met his statutory obligations in relation to the content of the Report is felt to be relatively low.

5. HR / Equality Comments

- 5.1. The option to obtain a translated version of the Annual Report will be made to enable non-English speakers to read it, and Braille and large print versions will also be offered. Printed copies will be sent on request to those not able to access it online.

Public Access to Information

Information in this form is subject to the Freedom of Information Act 2000 (FOIA) and other legislation. Part 1 of this form will be made available on the PCC website within 3 working days of approval. Any facts/advice/recommendations that should not be made automatically available on request should not be included in Part 1 but instead on the separate Part 2 form. Deferment is only applicable where release before that date would not compromise the implementation of the decision being approved.

Is the publication of this form to be deferred? NO

If yes, for what reason:

Until what date (if known):

Is there a **Part 2** form - NO

(If Yes, please ensure Part 2 form is completed prior to submission)

ORIGINATING OFFICER DECLARATION:

I confirm that this report has been considered by the Chief Officer Group and that relevant financial, legal and equalities advice has been taken into account in the preparation of this report.

Signed: *L. McGinley*

Date: 9th March 2016

OFFICER APPROVAL

Chief Executive / ~~Deputy Chief Executive~~ (delete as appropriate)

I have been consulted about the proposal and confirm that financial, legal and equalities advice has been taken into account in the preparation of this report. I am satisfied that this is an appropriate request to be submitted to the Police and Crime Commissioner / Chief Executive (delete as appropriate).

Signature: S. Edwards

Date: 9th March 2016

Media Strategy

The decision taken by the Police & Crime Commissioner may require a press announcement or media strategy.

Will a press release be required following the decision being considered? YES

If yes, has a media strategy been formulated?

Is the media strategy attached?

What is the proposed date of the press release: 10 May 2016

9. Backgrounds / supporting papers

(List any relevant business case, EIA, PID, Media Strategy and append to this form; list persons consulted during the preparation of the report)

Annual Report 2015-2016



CUMBRIA POLICE AND
CRIME COMMISSIONER'S

ANNUAL REPORT

2015 - 2016

MAKING CUMBRIA
AN EVEN SAFER PLACE



INTRODUCTION

“Welcome to this, my fourth and final Annual Report, covering the period 1 April 2015 to 31 March 2016..”

It is with mixed feelings that I decided not to stand for re-election in May this year. It was a huge privilege and honour for me to be elected to serve as the first Police and Crime Commissioner for Cumbria in November 2012, and on a personal level, it has been a brilliant experience.

I have thoroughly enjoyed the role of Police and Crime Commissioner and especially my contact with the wonderful people who I have met and with whom I have worked. I have experienced at first-hand the excellent work of Cumbria Constabulary, the County Council, local authorities, partners and people in the voluntary sector who keep Cumbria safe and secure and maintain Cumbria's position as the second safest police area in the country.

This Annual Report outlines some of the achievements and progress that has been made against the priorities in my Police and Crime Plan during the last year in tackling crime and antisocial behaviour, and in particular the progress made in response to the review I commissioned on services for victims. As such I would like to highlight the following achievements:

The Office of the Police and Crime Commissioner has :-

- Given victims a voice by establishing the Office of Victim Services to ensure victims of crime and disorder who want or need support following an incident are able to access the right services; as part of this, launched the Bridgeway Sexual Assault Support Services; recruited a Victims Advocate; launched Cumbria Together website. I have also established a Cumbria

Victims Charitable Trust with an Independent Board, chaired by Lord Henley, which aims to provide financial assistance to the victims of crime.

- Invested in youth initiatives, for example funded projects with Young Cumbria and The Brathay Trust, and sponsored a series of theatre productions called 'Chelsea's Choice', all with the aim of raising awareness of child sex exploitation (CSE); funded a youth mentoring project with Carlisle Youth Zone aimed at reducing youth crime.
- Listened to the people of Cumbria by establishing the Office of Public Engagement which plans and implements public engagement activities and events. For example, on an annual basis, I have held an average of 80+ public events and there have been an average of 5,000 interactions with the Office of the Police and Crime Commissioner, including emails, correspondence and telephone calls; I have published a regular newsletter, attended community meetings and other events, held on-line meetings, maintained a social media presence with an average of 1500 'hits' to my website per month.
- Kept Cumbria a safe place to live work and visit, for example I have launched the centralised CCTV network administered by the Constabulary – consisting of 53 cameras across Cumbria; with 'Time for Change (West Cumbria)' launched Calderwood House, a hostel for the homeless in the old police station in Egremont, prioritising homeless veterans; published a Police and Crime Plan setting out priorities and strategic objectives for Cumbria Constabulary. Much of

this work explains the dramatic fall in anti-social behaviour across our county.

- Held the Chief Constable to Account ensuring a safe and effective force – this is achieved by regular one to one meetings as well as holding public executive board meetings; establishing an Ethics and Integrity Panel to ensure high standards of integrity and ethical working within Cumbria Constabulary and the Office of the Police and Crime Commissioner; setting and monitoring the Police budget of more than £100m, and maintaining Police Officer numbers above 1120 over four years.

Finally, I would like to take this opportunity to say how much I have valued the contribution from the Chief Constable of Cumbria Constabulary, the Police Officers, PCSOs, Special Constabulary Police Officers and Police Staff, as well as my team in the Office of the Police and Crime Commissioner. I have been all too conscious of the fact that at the outset there were some misgivings about the point of having elected Police and Crime Commissioners. The majority of what has been achieved in Cumbria over the past three and a half years has been the result of what the public have asked for. I believe that the political change across the country as

a whole is due to the fact that Police and Crime Commissioners generally have really made a difference and that people recognise that.

One of Cumbria's greatest strengths is its volunteers. If we did not know that before the recent floods we know that now. I am particularly grateful to our volunteers, community safety partners and other criminal justice partners in the county, whose support has been vital to the successful delivery of the Plan.

I hope you will take time to read what I hope you will find is an informative and helpful report, and as ever, any feedback is welcome, so please do not hesitate to contact me or my office.



Richard Rhodes

Police & Crime Commissioner
for Cumbria



Further Information

You can find much more information about how I am carrying out my role on my website www.cumbria-pcc.gov.uk
You can also contact my office on **01768 217734** or email commissioner@cumbria-pcc.gov.uk



CCTV CONTRACT SIGNING



A C C O U N T A B I L I T Y & S T A T U T O R Y D U T I E S

EXECUTIVE B O A R D

A significant part of my role as Police and Crime Commissioner is to hold the Chief Constable to account for policing services in Cumbria.

The way in which I do this is at monthly Executive Board meetings where areas of performance are discussed, financial matters are monitored and decisions are made. The Executive Board comprises me, the Office of the Police and Crime Commissioner's Chief Executive and Chief Finance Officer and the Chief Constable.

To promote openness and transparency the Executive Board meetings are held on a monthly basis these meetings are advertised to allow members of the press and public to attend and ask questions.

The agendas and papers are published on my website:
www.cumbria-pcc.gov.uk/working-for-you/public-meetings

P O L I C E *and* C R I M E P A N E L

The Police and Crime Panel's role is to hold the Police and Crime Commissioner to account and see how I am carrying out my responsibilities. As well as questioning me on my progress on holding the Chief Constable to account, it scrutinises any proposed council tax precept increases, as well as contributing to the development of the Police and Crime Plan.

Further information is available on the Panel's website at:
<http://cumbriapcp.org.uk>



JOINT AUDIT & STANDARDS COMMITTEE

The Joint Audit and Standards Committee has been established to check that I have the correct financial and governance systems and controls in place.

You can find further information at:

www.cumbria-pcc.gov.uk/governance-transparency/audit-committee

I N T E R N A L A U D I T

I have an agreed Audit Plan in place with our Internal Auditors, who undertake an annual risk assessment and use it to prepare a risk-based audit plan, targeting resources at the areas identified as highest risk to myself and the Office of the Police and Crime Commissioner, and the Chief Constable.

This then allows Internal Audit to give an overall opinion on systems of risk management, internal control and governance. Their core purpose is to provide Senior Management, the Joint Audit and Standards Committee and the Executive Board with independent, objective assurance that their respective organisations have adequate and effective systems of risk management, internal control and governance.

Further information and Internal Audit plans and reports can be seen on my website: www.cumbria-pcc.gov.uk



HER MAJESTY'S INSPECTORATE OF CONSTABULARY (HMIC) INSPECTION REPORTS

HMIC decide on the areas of activity to be inspected based on their assessment of what is in the public interest. Their considerations include risks to the public, the integrity of policing, service quality and public concerns. The evidence they gather is used to drive improvements in the service provided to the public. During the last year, HMIC inspections carried out on Cumbria police include: Custody Arrangements, Firearms Licensing, Crime Data Integrity and Responding to Austerity.

Last year HMIC started to undertake a broader type of

inspection, known as Police Efficiency, Effectiveness and Legitimacy assessments (PEEL), alongside the thematic inspections described above. These consider subjects in depth, identifying problems and good practice, and providing detailed judgments in relation to specific aspects of policing. Even when the findings of thematic inspections are viewed together, they cannot provide a rounded assessment of every aspect of what police forces do. PEEL has been developed to fill this gap. Last December, Cumbria Constabulary was graded 'requires improvement' in the assessment of their effectiveness at protecting from harm those who are vulnerable and

supporting victims. I have taken this up with the Chief Constable, who has agreed to report back on how they will tackle the areas requiring improvement. You can see my full response on my website at the address below.

I have a statutory responsibility to respond to HMIC inspection reports, and I welcome the opportunity to receive this independent and robust feedback from HMIC.

All HMIC reports are published on their website: www.hmic.gov.uk and all of my responses to HMIC can be read on my website: <http://www.cumbria-pcc.gov.uk/working-for-you/hmic-inspection-reports.aspx>

ETHICS & INTEGRITY PANEL

An independent Ethics and Integrity Panel has recently been formed jointly with the Chief Constable, so that we can ensure high standards of integrity and ethical working within both the Office of the Police and Crime Commissioner and the Constabulary.

A key aim of the Panel is that it will provide openness and accountability to the public. The Panel which comprises local, independent members report to the Executive Board on a quarterly basis, summarising the areas of activity they have undertaken, the recommendations they have made and the actions taken in response to those recommendations.

SETTING THE POLICING BUDGET

I have set a balanced budget for 2016-2017, and approved the police precept. I have agreed funding of £111.2m for the Chief Constable.

Details of the revenue and capital budget and the advice I received from my Chief Finance Officer can be viewed in the reports set out on my website at this link:

<http://www.cumbria-pcc.gov.uk/governance-transparency/budget-finance.aspx>



INDEPENDENT CUSTODY VISITORS SCHEME

Another of my statutory duties is to ensure that an independent custody visitor scheme exists, and I oversee its operation, helping to ensure that detainees in police custody are treated appropriately.

The scheme has four panels, with each panel composed of up to twelve local people who have no connection with the police or any part of the criminal justice system, who make weekly unannounced visits, in pairs, to check on the welfare and well-being of the people held in police custody and to make sure that the statutory rules governing the way people are detained are being properly observed.

During the last year, 17 new volunteers have joined the scheme. Custody Visitors made 442 visits to custody suites in the year from 1 January 2015 to 31st December 2015. The visitors interviewed 393 of the 558 detainees in custody at the time of their visits. I am pleased to say that no major issues in the police treatment of detainees were identified and the Visitors made regular reference in their reports to the caring and professional manner in which both custody officers and detention staff

carried out their duties. In early December following flooding at Workington custody provision in West Cumbria was relocated to Whitehaven Police Station. Custody Visitors worked with custody staff to ensure that the transition safeguarded the wellbeing of detainees and those working in custody.

We also operate an animal welfare scheme, whereby volunteers observe Cumbria's police dogs in action and check on their welfare, making monthly inspections of the Dog Section kennels and accompanying handlers and dogs on training sessions. The Animal Welfare Scheme has seven Animal Welfare volunteers operating the scheme. The same Animal Welfare Visitors have also recently started to make visits to the kennels at Sellafield on a monthly basis. To date, the Visitors have found that the dogs at both sites are treated well and enjoy good health and fitness.



E F F E C T I V E P O L I C I N G

A significant part of my statutory role is to oversee the performance of Cumbria Constabulary, and holding the Chief Constable to account for the delivery of effective policing in the county on behalf of the public. I have demonstrated this over the last year, in a number of ways.

I have continued to examine crime levels and public satisfaction regularly, as well as monitoring police performance in a range of areas; regular performance review at Executive Board meetings, alongside audits and visits to departments, have allowed me to scrutinise whether the Constabulary is operating effectively, efficiently, with integrity and promoting equal opportunities, both in engaging the public and as an employer.

I have also continued to invest in the Police estate, to ensure that Police Officers and staff have the facilities and premises which are fit for purpose and will further enhance the service we provide to the public. For example, in October 2015 the new Barrow Police Station became the operational policing base and front counter facilities for Barrow and the surrounding areas. The state-of-the-art facility cost £8.6million to construct and has been built maximising the latest technology such as sustainable low energy development providing high levels of thermal comfort within a small range of

temperatures. The new Barrow Police Station will host 230 officers, 20 PCSOs and 40 police staff; and integrated custody facilities including 18 cells. The Front Desk is open to the public seven days a week.

I have scrutinised the data for the last financial year, and can report that for 2015- 2016 crime increased by 5%, which equates to a rise of 1,169 crimes over the 12 month period. However, this was predicted and I have been kept apprised of this trend as part of the regular reporting cycle. The increase has been attributed to a number of factors. Firstly, we have consistently encouraged victims of domestic abuse, rape and other sexual offences, and hate crime to come forward and report these crimes, and this message appears to be getting through. This is borne out by the increases in the reporting of these crime types, as explained further in this report. Secondly, the drive to improve crime recording has also contributed to the overall rise, and this is to be welcomed.

IN SUMMARY

- Cumbria continues to maintain the second lowest level of reported crime in the whole country, despite the 5% increase;
- Cumbria has experienced very low levels of crimes such as robbery, burglary, theft, violence against a person with injury and sexual offences;
- Antisocial behaviour has continued to fall, and has seen a 31% reduction compared to the same period last year;
- Cumbria has seen a 7% increase in hate crimes for the same period, although Cumbria remains one of the lowest forces for hate crimes both nationally and in the north west region;
- The breakdown of figures show race hate crime was the highest reported strand, up 57%, with a total of 182 reported crimes. Sexual Orientation hate crimes were up 22.2%, with 71 recorded crimes. Third was disability hate crime, up 19%, with 60 recorded crimes. Hate crime against religion was up by 4.3% with 14 recorded crimes and there was a 2% increase in transgender hate crimes, with 6 recorded crimes.
- However when comparing % increases, disability hate crime has seen the largest increase of 100%, increasing from 30 offences in 2013/14 to 60 offences in 2014/15, whereas racist hate crimes increased by 11% for the same period.
- I broadly welcome this increase, as we have done a lot of work in the county with the constabulary and partners, to promote awareness of hate crime, and encourage reporting. I believe the message is getting through and is starting to pay off, and this is reflected in the increase in the number of recorded crimes.

Notwithstanding the very positive highlights above, there are two areas that have been identified as falling short of the desired performance, and these are set out as follows:

Violence against the person offences is the first area where there is room for improvement:

- Violence against the person offences continued to see significant increases, up 19.8% over this last year;
- Cumbria is not alone in experiencing such a rise, all police forces in England and Wales have also seen an increase, with Cumbria 6th lowest nationally for volume of crimes;
- This is partly attributed to improved compliance with crime recording standards

- Steps have been taken to address this, and the need to improve accurate crime and data recording was identified as a key activity in my Police and Crime Plan;

There is still some work to be done in improving satisfaction levels of victims of crime, although all areas that are measured are performing within expected satisfaction levels:

- This includes 'making contact', 'action taken', 'progress updates', 'treatment by staff' and 'overall experience'. 'Treatment by staff' is performing better than expected, at 97.2%



CCTV
in operation

ANTISOCIAL BEHAVIOUR

Another priority of mine is that of tackling anti-social behaviour, and the impact it has on our communities and residents. This subject crops up frequently when I meet people who come to my public surgeries.

As such, I regularly hold the Constabulary to account on performance targets in relation to dealing with antisocial behaviour, and the headlines from the latest figures show:

- Anti-social behaviour incidents are down 31% which I very much welcome;
- Youth anti-social behaviour is down too, by 10%;
- Nationally Cumbria has the 5th lowest number of incidents;

During this last year, I have proactively sought ways to address this key priority, including:

- The newly implemented county-wide CCTV scheme has a significant part to play in the fight against anti-social behaviour and crime, as it acts as a deterrent for would-be criminals, helps track offenders, and gathers evidence;
- I have also continued to award grants through my Property Fund and Community Fund, to community groups who have initiated activities and projects designed to specifically reduce anti-social behaviour, many promoting positive and healthy activities for youngsters;
- Victims of antisocial behaviour quite rightly expect their concerns to be taken seriously and the police and other agencies must work to provide a quality service, which victims can have confidence in.
- The latest 'satisfaction' figures show that each aspect of service delivery ('making contact', 'actions taken', 'progress updates', 'treatment' and 'experience overall') remain within the expected range of performance.

ALCOHOL

Alcohol continues to be a contributing factor to crime and antisocial behaviour in Cumbria and an issue which the public feels we should be addressing. The estimated cost to agencies in Cumbria of dealing with crime and licensing related to alcohol is £60.4 million per year. The police and other emergency services spend a significant amount of time dealing with the consequences of excessive drinking. The need for a joined-up approach across agencies is clear. As such, one of the priorities in my Police and Crime Plan is to reduce the impact of alcohol misuse on our communities.

Steps I have taken to tackle this area include:

- I mentioned earlier that the county-wide CCTV scheme has now gone live. These will provide valuable preventative assistance to police officers, PCSOs and partners in the licensed industry particularly around hot spot areas for

alcohol consumption. It will also assist in the prevention and detection of retail related crime and antisocial behaviour;

- Reducing the harm, violence and antisocial behaviour caused by excessive, antisocial or underage drinking through delivery of the joint Alcohol Harm Reduction Strategy;
- Working with partners to generate a debate about the harmful effects of irresponsible drinking and developing a cohesive, proactive strategy across agencies;
- The Constabulary and partners undertaking effective multi-agency case management, linking incidents and victims where appropriate to offer support, particularly to vulnerable and repeat victims;
- I have continued to make grants available for community initiatives and innovative schemes targeted at preventing and reducing the harm caused by antisocial behaviour, including alcohol-related disorder,

through my Community Fund and Innovation Fund;

- I am supporting local initiatives to provide activities for children and young people which help to keep them active and safe and those which support victims of antisocial behaviour, through use of funds accumulated as a result of the disposal of property coming into the possession of the police;
- I continue to support and fund joint awareness raising campaigns and initiatives with the Constabulary with the aim of reducing alcohol-related offending. For instance, an Alcohol Diversion programme has recently been launched, which aims to educate those who have been given a fixed penalty notice for a range of alcohol related incidents, whereby instead of paying the £90 Fixed Penalty Notice the offender will have the opportunity to attend and complete a two hour course (costing £45). No further action will be taken in relation to the Fixed Penalty Notice.





WORKING TOGETHER TO PREVENT CRIME

It would not be possible to deliver all of the measures needed to address the priorities in my Police and Crime Plan without the cooperation and support from partners. It is only by working together that we are able to achieve success, so I am particularly pleased to report that a number of projects have now come to fruition. For instance:

- I was really pleased to be able to launch the 'The Bridgeway' Sexual Assault Support Service in December 2015. This service brings together a number of newly commissioned services (forensic-medical, counselling, Independent Sexual Violence Advisors (ISVA)) with referral pathways to existing services, to provide co-ordinated support for victims. By providing a clear point of

contact for victims, including through the new 24/7 free helpline, the aim is to make it easier and clearer for anyone affected by sexual assault to access support. The Bridgeway Centre, a Sexual Assault Referral Centre, has opened on the Penrith Hospital site, to provide forensic-medical examinations, access to advice and Achieving Best Evidence interview facilities in a non-police environment. There was a high demand over the Christmas and New Year period, meaning there are many victims who have been able to receive a service in Cumbria which is directly linked into support services locally. Feedback from users about the crisis care and forensic-medical service has been positive and there have been cases which have not come via the police, something which was not possible before the Cumbria

forensic-medical service opened.

- By bringing partner organisation together, I was able to secure a 3-year package of funding and overcome many of the barriers previously faced to developing a forensic-medical facility in the county. This joint commissioning has also ensured that the ISVA service can be provided with more sustainable funding and be delivered as a single service across the whole county; staff delivering the service are already benefiting from the support of a larger team;
- I have worked with partners to develop and commission 'Brathay Trust' to work with a cohort of young people identified by partner agencies as being at risk of sexual exploitation. The aim of the project is to provide these young people with an understanding of the risks associated with child sexual exploitation and how to

identify when a relationship is exploitive. The project will also provide knowledge and understanding of the aspects and level of child sexual exploitation in Cumbria;

- In October 2015 I was honoured to cut the ribbon at the launch of Calderwood House, a hostel for the homeless in Egremont. I was approached last year by Rachel Holliday, who started up a local community group called Time To Change (West Cumbria), who wanted to develop a homeless hostel to support people, and in particular ex-services personnel, through the transition period back to civilian life and support their integration into community life as smoothly as possible. The proposal was that the unused

police station in Egremont could be used as a location for the hostel. I agreed to this proposal and offered to let the building for a peppercorn rent of £1 per year, and successfully secured £130,000 of Home Office Innovation Funding for the project;

- I have also funded a new project that has been established specifically to support families of people in south Cumbria that are experiencing dementia. The project, the first of its kind in the country, is being set up with Dignity in Dementia and looks to help families that have family members with dementia and what can be done to keep them safe. This new project is about working with families so that they are supported to keep their family member with

dementia safe and what needs to be done on a daily basis.

- I have recently commissioned the 'Turning the Spotlight on Hate Crime' programme. This is a holistic programme aimed at supporting and changing the behaviours of perpetrators of hate crimes and incidents. The programme will tackle prejudice behaviours of perpetrators of hate crimes or those at risk of offending. The delivery of the programme is based on 5 stages, including Equality and Diversity training and mentoring that will encourage the perpetrator to recognise and address their attitudes enabling them to move away from prejudice-based-offending behaviours. The project aims also help to reduce offending and re-offending.



Calderwood House Plaque

Eden Junior PCSO presentation

Mr Rhodes at the Eden Junior PCSO presentation in Appleby on 30 October 2015.



RURAL CRIME

Since I launched, with the Constabulary, a Rural Crime Strategy for Cumbria in September 2014, I have continued to monitor progress against the objectives set within the Strategy.

Last year I reported that I was now a member of the National Rural Crime Network (NRCN). The remit of the Network's work falls into three principal areas; sharing best practice to help tackle crime in rural areas; representing the interests of rural communities; and influencing policy and practice. As part of this, in May 2015 the NRCN launched the largest ever survey into crime and ASB in rural areas to find out how we can all work together more effectively, how the

police can better serve rural communities, and how rural communities can support the police and other agencies in tackling the causes of crime. The survey called for people who work or live in rural areas to give their views on crime and policing in their community, explain the impact crime and ASB has on them and their neighbours and to ultimately help shape the future of crime prevention and rural policing. The main findings of the survey are summarised below:

At a national level:

Financial impact of crime on rural economy is significant – the cost of crime to rural communities is estimated to be £800 million equivalent to £200 for every household in the countryside. The average cost to rural households who are victims of crime is £2500 and for rural businesses £4100.

Fear of crime is increasing – 39% of rural people are very or fairly worried about becoming a victim of crime, compared to 19% nationally. Even more worryingly, 32% of respondents are more fearful of becoming victims of crime than five years ago, compared to only 3% who are less fearful. Rural businesses are the most fearful of becoming victims of crime, with 51% very or fairly fearful, closely followed by younger families.

Low satisfaction rates of police performance in rural areas – just 39% of rural people rate the police as good (32.4%) or excellent (6.3%). Among rural businesses this

figure was just 32%. Those figures compare to 63% nationally who think the police are doing a good job (53% Good and 10% Excellent), showing rural communities have a significantly lower satisfaction rate than their urban counterparts.

The survey showed satisfaction levels drop to just 23% when it comes to the rural public's perceptions of the police's ability to solve crime.

Crime is under reported in rural areas – more than one in four (27%) did not report the last crime of which they were a victim. This means Home Office figures of 294,000 rural crimes between April 2014 and May 2015 could be incorrect and the actual number of crimes could be as high as 403,000.

Rural communities are resilient – community spirit is clear to see in our rural communities. The vast majority feel they very or fairly strongly belong in their community, with 27% feeling that sense of belonging has increased in the last

five years. 25% of people also felt that their community pulled together to improve their neighbourhood

Lessons for Local Authorities and other partners – the two issues of greatest concern to the rural community were road safety (63%) – which the police play a crucial part in, but which they cannot resolve without working with partners – and fly-tipping, which is now a civil offence (61%).

The full report of the survey can be read at the following link:

www.nationalruralcrimenetwork.net/content/uploads/2015/09/NRCN-National-Rural-Crime-Sur...pdf

The Rural Crime Strategy can be read on my website at this link: <http://www.cumbria-pcc.gov.uk/media/28986/Rural%20Crime%20Strategy-%20Final.pdf>



YOUTH JUSTICE

I am pleased to report that the numbers of young offenders continue to fall across the county. In Cumbria there have been significant reductions in youth crime and numbers of young offenders across the whole system.

Despite the kinds of resource reductions everyone has faced, this has been achieved through a partnership approach; working with Cumbria Youth Offending Service and maintaining our commitment to focus on evidence based effective practice with young people who are in the criminal justice system, as well as continued commitment across our partnership to provide early help in relation to youth crime prevention.

I believe it is vital that we continue to work to prevent crime by working with those on the cusp of offending and by promoting health and positive activities for young people. Young people who are held in custody have a greater likelihood of going on to reoffend than those who receive a community order so, whilst this is a small number of young people, interventions are needed with this group. Co-ordinated action is required across youth justice services and this goes beyond simply dealing with the offending; it includes preventing it by addressing issues with education, housing and substance misuse. In addition, young people

excluded from school are more at risk of going on to offend so early intervention with those who are at risk of exclusion can potentially have an impact.

Key activities that have helped contribute to the downward trend are summarised below:

- We have worked with key partners to identify areas for further improvement in preventing youth offending and reoffending. This includes working with relevant partner organisations to look at further work on preventing young people from being excluded from school;
- Continued to focus on the use of out of court disposals and community remedy for young people. Working with partner organisations to reduce reoffending of young people leaving custody;
- Worked with other agencies to improve the services we provide to young people in Cumbria by delivering the Constabulary's youth strategy;
- Continued to make grants available for community initiatives and innovative schemes targeted at preventing and reducing youth offending and reoffending, through my Community Fund and Innovation Fund;
- For instance, this year I awarded £63,400 to Young Cumbria to enable the delivery of a county wide educational programme 'Risky Business' to young people; another aspect of the project will be the establishment of a Youth Commission. Young Cumbria's delivery of 'Risky Business' targeted support programme will assist in the development of resilience and coping strategies, create awareness of behaviours and consequences for both the individual and others. It is estimated that by the end of the project in February 2016 over 1,000 young people would have taken part.

OFFICE of VICTIM SERVICES

*In line with my election pledge to put victims at the heart of what I do,
I have continued to strive for improved services and do my best to ensure that
victims are treated with dignity and respect.*

Through my Office of Victim Services and particularly since my Victims Advocate took up post,
we have implemented a number of new initiatives and projects.



IN SUMMARY

- In May 2015 I awarded funding of around £4,000 to the Coroners Court Support Services (CCSS). The funds, from my Community Fund, will enable the CCSS to provide emotional support and practical help to bereaved families and any witnesses attending inquests. The need for these services was identified as a gap in existing service provision, by our Victim Advocate, in her report "Care Consideration and a Voice for Victims." I was really pleased to make this award, as I know that Coroner's Court can be a bewildering and confusing place to attend, and bereaved families and witnesses often have little or no understanding of the processes and procedures. Hopefully this will go some way to helping alleviate these potentially stressful situations;
- I have secured funding from the Police Innovation fund to design and deliver a county-wide domestic abuse programme to support adolescent domestic abuse in the home and in adolescent relationships;
- We have set up a Victims Consultation Group, which represents victims and witnesses who will contribute to policy formation;
- I have jointly commissioned with Cumbria County Council, a county-wide Independent Domestic Violence Advisor Service (IDVA);
- I have funded hospital based Independent Domestic and Sexual Violence Advisors (IDSVAs) in the north and south of the county;
- I have commissioned a Domestic Abuse perpetrator programme in the south of the county, which is a holistic wraparound service for families to enable victims (adults and children) to cope and recover, and subsequently secured additional funding from the Home Office's Police Innovation Fund to roll out the service countywide in 2015/2016;
- The Cumbria Together website, which is an information portal for victims and witnesses so that they can have direct access to the information that they need to support them on a 24/7 basis, was launched in May 2015. The website has a special area for young people and has been designed with user's safety as paramount. The next step will be to look at how to get information to victims who don't have access to the online environment;
- I have recently awarded a contract for Victims Services to Victim Support, to ensure that local people get local support. This brings the service back to being delivered in Cumbria, the benefits of which are already starting to be seen. Victim Support, an independent charity for victims and witnesses of crime, will deliver emotional and practical support for victims to help them cope and recover from the effects of crime.



OFFICE of PUBLIC ENGAGEMENT

‘I ASKED – YOU SAID – WE DID’

A significant part of my work is to listen to the people of Cumbria and it is therefore essential that I dedicate a good proportion of my time to speaking to, and more importantly listening to, the people that I represent.

I have attended many events and met hundreds of people to whom I am very grateful for taking the time to give me their opinions on policing. I have tried to ensure that I reach as many people as I can, through a range of methods of engagement, including face-to-face meetings, surgeries, public meetings, on-line meetings, surveys, consultation events and social media.

I have tried to cover as much of the county as possible and I have engaged with the general public and as many groups with specific interests as I can.

For example I launched last year's Pride event in Carlisle, hosted the 'Know Your Criminal Justice Day' aimed at those with learning and physical disabilities, as well as speaking with groups representing business, older people and students.

Importantly, the feedback I receive is taken into account to support decisions about the strategic direction of the police and to help hold the Chief Constable to account for the quality of the policing service delivered to the public.



I have continued to seek opportunities to interact with as many people as possible, and a few examples are highlighted below:

- I have held county-wide surgery style events such as 'drop-ins' at supermarket cafés, community centres, village/church halls, leisure centres etc., including Maryport, Silloth, Arnside, Longtown, Brampton and Penrith.
- During the year I have held public surgeries in Appleby, Cockermouth, Barrow, Dalton-in-Furness, Kendal, Sedbergh, Egremont and Windermere. Among the issues raised was speeding vehicles, CCTV, neighbourhood disputes, visibility of police officers. Following each surgery, I use the feedback I receive from people I meet to inform discussions with the Chief Constable, and where appropriate, I will highlight particular issues;
- I attended a range of community meetings, parish councils, meetings with various groups including representatives from business, youth and those with disabilities. For instance I have sponsored and attended two Know Your Criminal Justice days (in Carlisle and Workington), aimed at helping those with learning disabilities understand what to expect if they need to report a crime, with particular emphasis on hate-crime. These have been very well received, with delegates saying that they now feel more confident about what to expect if they were a victim or witness of hate crime, and would be more inclined to report it now;
- I attended the Cumberland Show, Westmorland Show and Cumbria Pride events;
- I hosted or attended numerous media events and launches, some of which I have already described ie. CCTV, Barrow Police Station Open Day and Calderwood House;
- I have a website which generally received about 1500 hits per month;
- I also maintain a social media presence, using Twitter and Facebook.



RESOURCES & FINANCE

You may have read in the press about our fears for what was coming in the Chancellor's November 2015 Comprehensive Spending Review, with talk of police forces losing 25% - 40% of their funding from Government, which understandably would have had a catastrophic impact on the police force in Cumbria.

Thankfully, for now, the Government decided against any cuts. However, we are not out of the woods yet as we await a decision on if and how the funding formula might change. This is the formula that is used by the Government to determine how much each police force is allocated. An earlier model that was proposed by the Government and subsequently withdrawn would have seen Cumbria hit quite hard – to the tune of around. £10m.

Based on our funding allocation the 2016/17 budget includes an increase in the council tax precept of 1.91%. This amounts to an increase of £4.05 per annum for a band D property and takes the total police element of the precept at band D to £216.63.

As I had consulted the public last year about what would constitute an acceptable increase in precept levels for 2015/2016 and 2016/2017, I was able to put the proposed increase to the Police and Crime Panel when they met on 25 January 2016 confident that I had a mandate to do this. I am pleased to report that the Panel supported my proposals.

The increase in council tax aims to provide continuing support for the Constabulary in its efforts to maintain performance and keep Cumbria safe. Council tax increases will help to maintain services at a higher level than would otherwise be the case but there will still be a need for substantial reductions in the number of police officers, PCSO's and police staff, with an increasing impact on front line service delivery.



P R I O R I T I E S *f o r t h e* FUTURE

T H E P O L I C E *a n d* CRIME PLAN

The Plan remains the cornerstone of my vision and is designed to evolve to take account of emerging issues and trends, and be able to accommodate and respond to feedback. As a result of my public engagement activities, my scrutiny of the Constabulary and the findings of independent inspectorate reviews on the Constabulary, I undertook to refresh the Plan earlier this year. Each priority area has been updated in light of what has already been delivered.

I would like to emphasise that the Constabulary is working well in meeting the objectives in the Plan.

The main objectives in the Plan continue to represent the priorities for community safety in Cumbria, and are summarised below:

- Ensure Cumbria remains a safe place to live, work and visit by keeping crime at low levels, particularly violent crime and thefts;
- Reduce the impact antisocial behaviour has on our communities;
- Reduce the impact of alcohol misuse on our communities;
- Tackle the problem of drug supply in the county;

- Reduce the impact irresponsible driving has on our communities;
- Keep our rural communities safe by tackling crime and disorder in rural areas;
- Provide justice for the victim by detecting crime and bringing criminals to justice;
- Address offender behaviour to reduce adult and youth offending and reoffending;
- Establish a collaborative approach to providing support and assistance to vulnerable veterans to assist them to remain clear of criminal activity;
- Reduce harm by targeting domestic abuse and sexual violence;
- Reduce the harm caused by hate crime;
- Give due consideration to public opinion in policing matters;
- Ensure victims of crime have access to support and redress.

You can download the full version of my Police and Crime Plan on my website, or alternatively contact my office for a hard copy.

COLLABORATION

I was pleased to have been appointed Chair of the North West Joint Oversight Committee, at their meeting on 10th June, succeeding Winston Roddick, the Police and Crime Commissioner for North Wales.

The Committee was formed in 2013 to secure the efficient and effective governance of collaboration arrangements agreed between the participating parties, in this case the Police and Crime Commissioners for Cheshire, Cumbria, Greater Manchester, Lancashire, Merseyside and North Wales. Regional activity currently includes collaborative work in counter terrorism, serious organised crime, modern slavery and the Committee is taking a close interest and full participation in the current debate on the future structure of policing.

I firmly believe that successful and effective collaboration with other forces in our region will play a key part in how we manage policing in the light of the increasing financial

challenges we are facing now and in future.

Other examples of effective collaboration are the Constabulary's work with Community Safety Partnerships, statutory partners and third sector agencies to develop serious and organised crime local profiles. The Constabulary and other local agencies are also working to reduce the risk of terrorism, including working closely with local authorities and the community on preventing violent extremism (PREVENT) and implementing the national security strategy and as set out in the Strategic Policing Requirement.

Work continues in developing the Crime and Intelligence system called Red Sigma, in collaboration with Durham Constabulary.

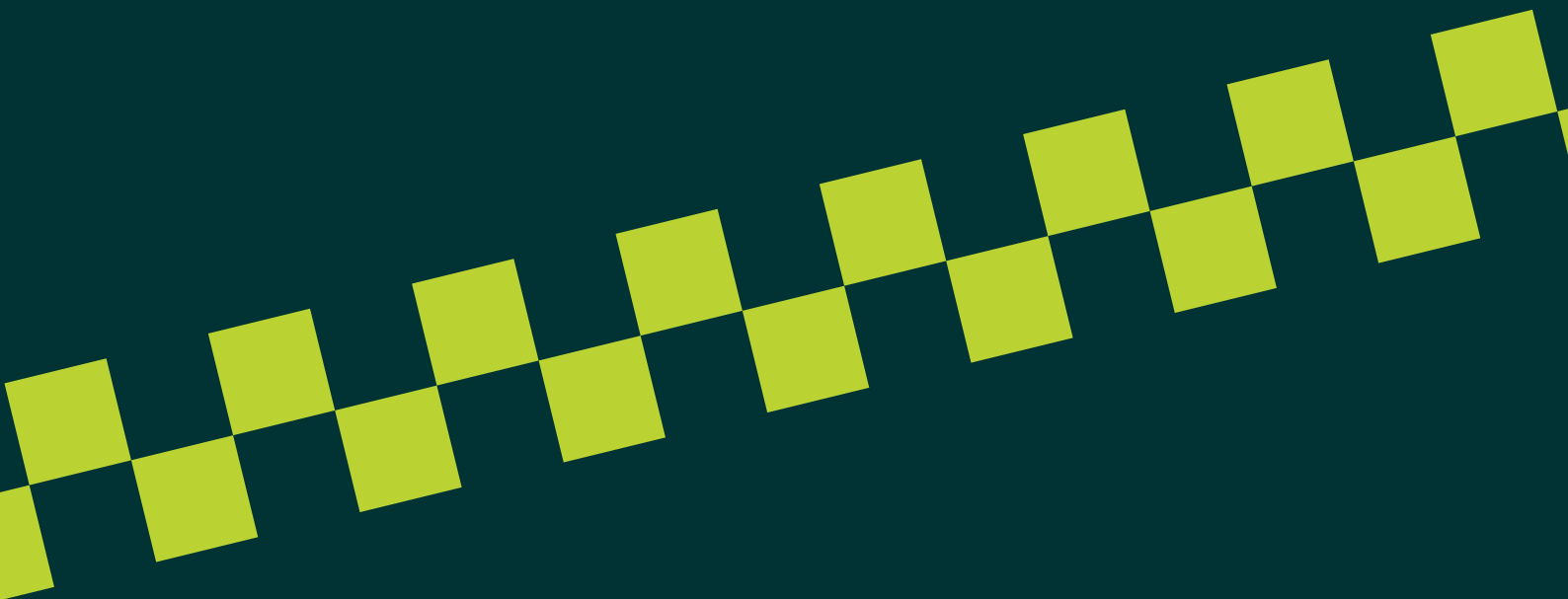
I remain a Board member of the National Rural Crime Network, and welcomed the National Survey that was carried out last year. The results from this improved our

understanding of the problems and impact of crime in rural areas, thus enabling a more focused approach by police forces to deploy the appropriate strategies to tackle these issues.

At a national level, I am a member of the Association of Police and Crime Commissioners (APCC) which was set up in recognition of the fact that by coming together, the PCCs will be best able to influence change. This national body helps us make the most of our ability to influence at a national level, and deliver on our manifesto promises. In terms of my role in helping to shape policy, I am a member of two 'Standing Groups' – 'Joining up Criminal Justice Services', and 'Workforce and Equality, Diversity and Human Resources'. I use my strong local knowledge and experience to feed directly into these important national debates, and ensure that a focus on victims is at the heart of policy recommendations.









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Cumbria Constabulary Report on Crime Outcomes

**Snapshot of crime outcome data as at 31st January 2016
(for offences committed between 1st February 2015 and 31st
January 2016)**

Cumbria Constabulary: Outcome data to 31st January 2016

Summary of Key Findings

- **89.5%** of offences recorded by Cumbria Constabulary between 1st February 2015 and 31st January 2016 had been **assigned an outcome** at the time of compiling the report (31st January 2016). The remaining 10.5% were still under investigation and will be assigned an outcome in due course.
- As expected outcome figures varied by crime type and are in line with the national average – for example while only 6.5% of possession of offensive weapons crimes had yet to be assigned an outcome, figures were much higher for sexual offences at 41.1%, due to the length of time required to investigate these crimes.
- Around **18.3%** of crimes recorded between 1st February 2015 and 31st January 2016 have **resulted in a charge/summons** by the Constabulary. This figure is likely to rise when the remaining 10.5% of crimes that are still under investigation have an outcome assigned. This figure is higher than the **national average of 14.0%**, as has historically been the case and that has been identified in the HMIC Value for Money profiles.
- **36.5%** of offences recorded between 1st February 2015 and 31st January 2016, had **no suspect identified**, and the case was closed. This is far lower than the national average of 47.6%.
- **13.1%** of cases experienced **evidential difficulties due to the victim not supporting police action**.
 - In over three quarters of these, a named suspect had been identified.
 - In **43.6%** of these cases the relationship between the victim and offender was of a **domestic nature**.
- Greater compliance with **National Crime Recording Standards** has impacted on outcome rates, as the Constabulary has seen a 7% rise in crime during this 12 month period, compared to the previous 12 months, and much of the rise in crime is of a less serious nature, such as verbal harassment, where a lack of evidence means it is highly unlikely to be detected.
- **39.5%** of the outcomes were assigned **within five days** of the offence being recorded in Cumbria, and **71.7%** were assigned **within 30 days**. **6.5%** per cent took **more than 100 days** to be assigned an outcome. This compares to almost half (**46%**) of the outcomes being **assigned within five days** nationally, and around three-quarters (**72%**) being **assigned within 30 days**. **9%** took **more than 100 days** to be assigned an outcome.
- **4.2%** of crimes in Cumbria were **transferred / cancelled** in 2014/2015. These relate to offences where the Constabulary has originally recorded an offence, but subsequently determined that the crime did not take place, or was recorded in error.

Work is continually being undertaken within the Constabulary to increase the positive outcome rate, as follows:

- Offences investigated by Crime Command are supervised by a Detective Sergeant and managed to ensure all evidential opportunities are exploited. CPD training (Continuing Professional Development) is being delivered to ensure this is the case.
- Through the performance framework, Crime Command supervisors meet with their staff regularly to go through all their cases to ensure oversight and direction.
- The hi-tech crime unit has gone through a complete review and the procedures have been updated and refined.
- A paper has been approved on the development of integrated offender management (IOM). This will ensure more resources and an improved co-ordination of those resources. This proposal is based on the Home Office IOM principles.
- The Management of Sexual Offenders and Violent Offenders (MOSOVO) procedures have been revised within Constabulary.
- The Constabulary will be undertaking an outcome audit in May / June 2016.
- Monthly performance information on cases still under investigation (by crime type, length of investigation and geographical area) is being presented as part of performance management processes.

Introduction

A new framework to categorise the outcome of an investigation into crime was introduced nationally in 2014, and adopted by Cumbria Constabulary in July 2014. This report seeks to:

1. Show outcomes assigned to offences recorded between 1st February 2015 and 31st January 2016 - using the new method.
2. Show outcomes recorded between 1st February 2015 and 31st January 2016 (irrespective of when the crime was recorded) – the traditional method, though this provides a crude comparison only.
3. Provide analysis of the time gap between offences and outcomes.
4. Show the percentage of transferred and cancelled records (formally ‘no-crimes’) as a proportion of all crime.

National comparisons, where available, will be made throughout using latest data from the Office of National Statistics (ONS) to analyse any significant variations between the outcome type breakdown seen in Cumbria and the national picture.

Background

The new outcomes framework contains 20 outcome categories. These are as follows:-

Table 1

Number	Outcome type
Charged or summonsed	
1	A person has been charged or summonsed for the crime (irrespective of any subsequent acquittal from court)
4	Taken into consideration The offender admits the crime by way of a PACE compliant interview and asks for it to be taken into consideration by the court on form MG18
Formal out of court disposal	
2	Caution - Youths A youth offender has been cautioned by the police
3	Caution - Adults An adult offender has been cautioned by the police
6	Penalty Notices for Disorder A Penalty Notice for Disorder (or other relevant notifiable offence) has been lawfully issued under S1 – 11 of the Criminal Justice and Police Act 2001.
Informal out of court disposal	
7	Cannabis/khat warning A warning for cannabis or khat has been issued in accordance with College of Policing Guidance.
8	Community resolution A community resolution (with or without formal restorative justice) has been applied in accordance with College of Policing guidance.
Prosecution prevented or not in the public interest	
5	The offender has died
9	Not in public interest – CPS Prosecution not in the public interest – CPS decision
10	Not in public interest – Police

Number	Outcome type
	Formal action against the offender is not in the public interest – police decision
11	Prosecution prevented: suspect under age Named suspect identified but is below criminal age of responsibility
12	Prosecution prevented: suspect too ill Named suspect too ill (physical or mental health) to prosecute
13	Prosecution prevented: victim/key witness dead/too ill Victim or key witness is either dead or too ill to give evidence
17	Prosecution time limit has expired Suspect identified but the time limit for prosecuting the offence has expired
Evidential difficulties	
14	Evidential difficulties: suspect not identified; victim does not support further action The crime is confirmed but the victim declines or is unable to support further police action to identify the offender
15	Evidential difficulties: suspect identified; victim supports action A suspect is identified, the crime is confirmed and the victim supports police action but evidential difficulties prevent further action. This includes cases where the suspect has been identified, the victim supports action, the suspect has been circulated as wanted but cannot be traced and the crime is finalised pending further action.
16	Evidential difficulties: suspect identified; victim does not support further action Named suspect identified but the victim does not support (or has withdrawn support) police action
18	Investigation complete- no suspect identified Crime investigated as far as reasonably possible – case closed pending further investigative opportunities becoming available.

Outcome type 19 is where National Fraud Intelligence Bureau determines no further investigation is possible. Outcome type 20 is where further action resulting from the crime report will be undertaken by another body or agency subject to the victim (or person acting on their behalf) being made aware of the action to be taken.

Numbers 1 – 10 are classified as positive outcomes. Numbers 11, 12, 13 and 16 represent crimes where the suspect is identified but prosecution is not possible, despite successful police activity. Numbers 15 and 17 are where the suspect is identified but prosecution is not possible because the suspect cannot be located or the time limit has expired on the offence. Numbers 14 and 18 are where no suspect has been identified.

1. Outcomes assigned to offences recorded between 1st February 2015 and 31st January 2016 - using the new outcomes framework

The key difference between the new methodology and the historic system is that **an outcome now directly relates to the specific crime recorded**.

The table overleaf shows the outcome breakdown for each major crime type as at 31st January 2016 (for all offences recorded by the Constabulary between 1st February 2015 and 31st January 2016).

Table 2 – Current outcome for all offences recorded between 1st February 2015 and 31st January 2016

Row Labels		Charge/ Summonsed	Taken into Consideration (TIC)	Out of Court (formal)	Out of Court (informal)	Prosecution prevented or not in the public interest	Evidential difficulties named suspect identified	Evidential difficulties (victim does not support action)	Investigation Complete – No Suspect Identified	Other Agency Delegations	Crime Under Active Investigation	Grand Total
Violence against the person	Number	1531	0	427	385	164	1219	2007	582	16	819	7150
	%	21.4%	0.0%	6.0%	5.4%	2.3%	17.0%	28.1%	8.1%	0.2%	11.5%	100.0%
Sexual offences	Number	68	0	12	7	36	127	155	65	1	329	800
	%	8.5%	0.0%	1.5%	0.9%	4.5%	15.9%	19.4%	8.1%	0.1%	41.1%	100.0%
Robbery	Number	23	0	0	0	0	1	10	23	0	9	66
	%	34.8%	0.0%	0.0%	0.0%	0.0%	1.5%	15.2%	34.8%	0.0%	13.6%	100.0%
Theft offences	Number	1434	45	225	301	64	634	520	5134	5	859	9221
	%	15.6%	0.5%	2.4%	3.3%	0.7%	6.9%	5.6%	55.7%	0.1%	9.3%	100.0%
Criminal damage and arson offences	Number	394	11	145	188	46	319	348	3399	2	381	5233
	%	7.5%	0.2%	2.8%	3.6%	0.9%	6.1%	6.7%	65.0%	0.0%	7.3%	100.0%
Drug offences	Number	512	0	242	204	6	45	0	9	0	74	1092
	%	46.9%	0.0%	22.2%	18.7%	0.5%	4.1%	0.0%	0.8%	0.0%	6.8%	100.0%
Possession of weapons offences	Number	100	0	14	6	4	20	10	3	0	11	168
	%	59.5%	0.0%	8.3%	3.6%	2.4%	11.9%	6.0%	1.8%	0.0%	6.5%	100.0%
Public order offences	Number	498	0	130	85	23	315	287	159	1	156	1654
	%	30.1%	0.0%	7.9%	5.1%	1.4%	19.0%	17.4%	9.6%	0.1%	9.4%	100.0%
Miscellaneous crimes against society	Number	159	0	14	9	17	71	32	42	7	68	419
	%	37.9%	0.0%	3.3%	2.1%	4.1%	16.9%	7.6%	10.0%	1.7%	16.2%	100.0%
All Crime	Number	4719	56	1209	1185	360	2751	3369	9416	32	2706	25803
	%	18.3%	0.2%	4.7%	4.6%	1.4%	10.7%	13.1%	36.5%	0.1%	10.5%	100.0%

Table3 below shows the proportion of crimes assigned to each outcome type for total recorded crime in Cumbria at 31st January 2016 compared to the latest national average as at 30th September 2015.

Outcome Number	Outcome type / group	Cumbria (12 months to 31/01/16)	England and Wales Average (12 months to Sept 15) ¹
1	Charged/Summoned	18.3%	14.0%
4	Taken into consideration	0.2%	0.3%
	Out of court (formal)	4.7%	4.0%
2	Caution – youths	0.5%	0.5%
3	Caution – adults	3.6%	2.8%
6	Penalty notice for disorder	0.6%	0.7%
	Out of court (informal)	4.6%	4.1%
7	Cannabis/Khat warning	0.7%	1.0%
8	Community resolution	3.9%	3.1%
	Prosecution prevented or not in the public interest	1.4%	3.3%
5	Offender died	0.1%	0.0%
9	Not in the public interest (CPS)	0.0%	0.3%
10	Not in the public interest (Police)	0.4%	1.4%
11	Prosecution prevented – suspect under age	0.4%	0.1%
12	Prosecution prevented –suspect too ill	0.4%	0.2%
13	Prosecution prevented – victim / key witness dead / too ill	0.0%	0.1%
17	Prosecution time limit expired	0.1%	1.1%
15	Evidential difficulties (suspect identified; victim supports action)	10.7%	8.3%
	Evidential difficulties (victim does not support action)	13.1%	11.1%
14	Evidential difficulties: suspect not identified; victim does not support further action	3.2%	2.7%
16	Evidential difficulties: suspect identified; victim does not support further action	9.9%	8.4%
18	Investigation complete – no suspect identified	36.5%	47.6%
20	Action undertaken by another body / agency	0.1%	0.2%
Total offences assigned an outcome (type 1-18, 20)		89.5%	93.0%
Offences not yet assigned an outcome		10.5%	7.0%
Total offences		100%	100%

Key points from the above (when looking at outcomes data for offences recorded by **Cumbria Constabulary between 1st February 2015 and 31st January 2016**) are shown below. Comparisons with the **latest national position - 12 months to 30th September 2015** are made where possible.

- **89.5%** of offences recorded by Cumbria Constabulary between 1st February 2015 and 31st January 2016 had been **assigned an outcome** at the time of compiling the report (31st January 2016). The remaining **10.5%** were **still under investigation** and will be assigned an outcome in due course.

¹ Crime outcomes in England and Wales year ending September 2015: data tables

- Figures varied by crime type – so while only 6.5% of possession of offensive weapons crimes had yet to be assigned an outcome, figures were much higher for sexual offences at 41.1%, due to the length of time taken investigating these crimes. This mirrors the national position (as illustrated in figure 5 later in this report which shows that sexual offences take far longer to investigate than other types of crime).
- Around **18.3%** of crimes recorded between 1st February 2015 and 31st January 2016 have **resulted in a charge/summons** by the Constabulary. This figure is likely to rise when the remaining 10.5% of crimes that are still under investigation have an outcome assigned. Even as it currently stands however this figure is still higher than the national average of 14.0%.
- Again charge / summons vary by crime type. Whilst 59.5% of possession of offensive weapon offences resulted in an outcome of charged or summonsed; only 7.5% of criminal damage and arson offences resulted in this outcome type.
- For **36.5%** of offences recorded between 1st February 2015 and 31st January 2016, **no suspect has been identified** and the case was closed. Within offence groups this ranged from 0.8% of drug offences, to 65.0% of criminal damage and arson offences.
- **23.8%** of all crimes had **evidential difficulties** outcomes; violence against the person (45.1%), public order offences (36.4%) and sexual offences (35.3%) had the highest level of evidential difficulties.
- In **13.1%** of cases, there were evidential difficulties because the **victim did not support police action**. In over three quarters of these, a named suspect had been identified.
- The percentage of cases where evidential difficulties were experienced because the victim did not support police action vary considerably between crime types. 28.1% of all violent crime reported to Cumbria Constabulary fell into this category, compared to only 5.6% of theft offences.
- **4.6%** of crimes were **resolved informally**; this is higher than the national average of 4.1%. Over 90% of informal resolutions in Cumbria were cleared up through use of community resolutions, compared to 76% nationally.

One reason Cumbria achieved a higher Charged/Summonsed outcome rate than the national average is likely to be that the Constabulary recorded a greater ratio of crimes such as violence against the person and public order offences as a percentage of total crime than the national average (shown in Table 4 overleaf) . These offence types achieved a higher than average number of charged/summonsed outcomes when compared to other offence categories (as shown in Table 2 on page 5).

2. Outcomes recorded between 1st February 2015 and 31st January 2016 (irrespective of when the crime was recorded) – the traditional representation

The table below shows outturn figures for the current and previous 12 months, using the old sanction detection rate methodology. It is calculated by comparing the number of crimes reported for each 12 month period and dividing this by the number of sanction detections achieved during the same period, **irrespective of when the crime was committed**. This method of recording means that the detection is not related to its specific crime.

Table 5: Number and percentage of crimes cleared up by way of a 'sanction detection' between 1st February 2015 and 31st January 2016 compared to the previous 12 months.

Measure	12 months February 2014 – January 2015	12 months February 2015 – January 2016	% difference	Number difference
All Crime	38.1% / 9189	31.2% / 8063	-6.9%	-1,126
Violence against the person	46.0% / 2885	36.6% / 2616	-9.4%	-269
Theft	29.7% / 2625	24.5% / 2258	-5.2%	-367
Robbery	47.6% / 30	40.9% / 27	-6.7%	-3
Criminal damage	20.1% / 976	15.7% / 820	-4.4%	-156
Rape	15.5% / 29	12.7% / 34	-2.8%	+5
Other sexual offences	31.7% / 147	24.8% / 132	-6.9%	-15

It needs to be borne in mind when looking at these results that they provide a crude measure of comparison only. The Constabulary will use outcomes data collected during 01/07/14-30/06/15 as the new baseline, and will compare performance to that once another complete years' worth of data has been captured.

Reasons for changes in the outcomes rate:

- A. The drive to improve compliance with National Crime Recording Standards has resulted in an increase in the number of crimes recorded (7% increase in overall crime during the last 12 months). Many of these offences are of a less serious nature, such as verbal harassment, where a lack of evidence means it is highly unlikely to be detected. This can be evidenced by looking at numbers of detections, particularly in the crime categories that have seen a large increase in recording, as shown in Table 6 below.

Table 6: Change in offences and detections between 1st February 2015 and 31st January 2016 compared to the previous 12 months.

For the 12 months to end January 2016, there were 1,684 more crimes recorded compared to the 12 months to end January 2015. 66% of this increase is crime of a less serious nature in the following categories where there is less likelihood of detection

Offence type	% Increase in recording	Difference in detection rate	Difference in number of crimes	Number of detections 01/02/14- 31/01/15	Number of detections 01/02/15- 31/01/16
Violence without injury	+15.2%	-9.9%	+499	1495	1346
Public order offences	+14.3%	-12.0%	+207	848	771
Criminal damage	+7.8%	-4.4%	+367	956	808
Vehicle interference	+37.6%	+4.4%	+44	5	14

- B. There has been a large percentage rise in the number of sexual offences reported both at a national level, and to Cumbria Constabulary specifically. These offences take far longer to investigate than other forms of crime which has resulted in a time lag occurring (examined in section three of this report).

Measure	OFFENCES		DETECTIONS	
	% Increase in recording	Difference Number	% Difference In detections	Difference Number
Rape	+43%	+80	-3%	+5
Other Sexual Offences	+15%	+69	-7%	-15

Again the latest data released by the ONS on 21st January 2016 reported that sexual offences recorded by the police continued to rise with the latest figures up 36% (**Rape offences have increased by 39.2%** and **Other Sexual Offences by 35.1%**) on the previous year; equivalent to an additional 26,606 offences. The report went on to state that ‘the numbers of rapes (33,431) and other sexual offences (66,178) were at the highest level since the introduction of the National Crime Recording Standard in year ending March 2003. As well as improvements in recording, this is also thought to reflect a greater willingness of victims to come forward to report both current and historic crimes following Operation Yewtree (which was initiated in October 2012 by Scotland Year in light of sexual abuse claims against Jimmy Saville and others).

- C. Cumbria has a higher than average percentage of offences where evidential difficulties prevented prosecution because the victim did not support police action. Further analysis has been conducted to try and understand why. Table 7 below shows the relationship between the victim and the offender for those offences, and as can be seen in **43.6%** of instances the relationship between the victim and offender was of a **domestic nature**.

Table 7 – Relationship of the offender to the victim for offences where evidential difficulties prevented prosecution because the victim did not support police action

Category	Number	%
Domestic	321	43.6%
Recognised	220	29.9%
Stranger	87	11.8%
Not known/no current suspect	13	1.8%
Not required - Aggrieved is REGINA/BUSINESS	57	7.7%
Unknown	38	5.2%
Grand Total	736	100.0%

D. Changes to Home Office Counting Rules

Introduction of new offence codes by the Home Office over the last year will create variations in outcome rates. Many of the new offences fall under the ‘harassment category’, such as sending letters etc. with intent to cause distress or anxiety. Of these offences, 85 have been finalised as undetected because of evidential difficulties (which have a victim) and analysis showed that the reasons they were undetected as follows:

- In 56% of the cases the victim did not wish to pursue the case so was unwilling to provide evidence.
- In 28% of cases the evidence provided or available was not sufficient to take the case any further, for example not being able to prove who the messages, phone calls or letters had come from, or the websites used were based abroad.
- Other reasons for not detecting the crime include finding insufficient evidence that a crime had actually occurred, and evidence of provocation i.e. tit for tat messages between victim and offender.

There are 43 new notifiable offence codes in total, not all of which have commenced yet.

In addition, there have also been amendments to existing offence codes which will account for some ASB incidents now being crimes (such as changes made to the Dangerous Dog Act 1991). Changes have also been made to the counting rules for vehicle interference offences around proving intent.

Work being undertaken to increase the positive outcome rate

Work is continually being undertaken within the Constabulary to increase the positive outcome rate, as follows:

- Offences investigated by Crime Command are supervised by a Detective Sergeant and managed to ensure all evidential opportunities are exploited. CPD training (Continuing Professional Development) is being delivered to ensure this is the case.
- Through the performance framework, Crime Command supervisors meet with their staff regularly to go through all their cases to ensure oversight and direction.
- The hi-tech crime unit has gone through a complete review and the procedures have been updated and refined.
- A paper has been approved on the development of integrated offender management (IOM). This will ensure more resources and an improved co-ordination of those resources. This proposal is based on the Home Office IOM principles.
- The Management of Sexual Offenders and Violent Offenders (MOSOVO) procedures have been revised within Constabulary.
- The Constabulary will be undertaking an outcome audit in May / June 2016.
- Monthly performance information on cases still under investigation (by crime type, length of investigation and geographical area) is being presented as part of performance management processes to improve response.

3. Transferred and cancelled records (formally ‘no-crimes’) as a percentage of all crime

A transferred or cancelled record occurs when the police have originally recorded an offence, but have subsequently determined that the crime did not take place, or was recorded in error. Transferred and cancelled records used to be combined as one and were published as ‘no crimes’.

Offences may be transferred or cancelled in one of the following situations:

- Transferred: Crime committed outside the jurisdiction of the police force in which it was recorded – passed to the appropriate force.
- Cancelled: Additional verifiable information that determines that no notifiable crime occurred becomes available.
- Cancelled: Duplicate record or part of a crime already recorded.
- Cancelled: Crime recorded in error.
- Cancelled: Self-defence claimed (for specific recorded assaults).
- Statistics based on this new level of detail will be published in future on the www.gov.uk website. Chapter 5 of the Crime Outcomes in England and Wales 2014/2015 bulletin highlights some provisional data.
- From October 2015, it is intended that open data tables on outcomes and transferred and cancelled crimes will be updated quarterly, at the same time as ONS publish their quarterly crime statistics.

The proportion of crimes in Cumbria that were transferred and cancelled in 2014/2015 was 4.2%. This compares to the England and Wales average of 3.1%.



Cumbria Constabulary Rape and Sexual Offences (RASSO) outcome report April 2015- December 2015

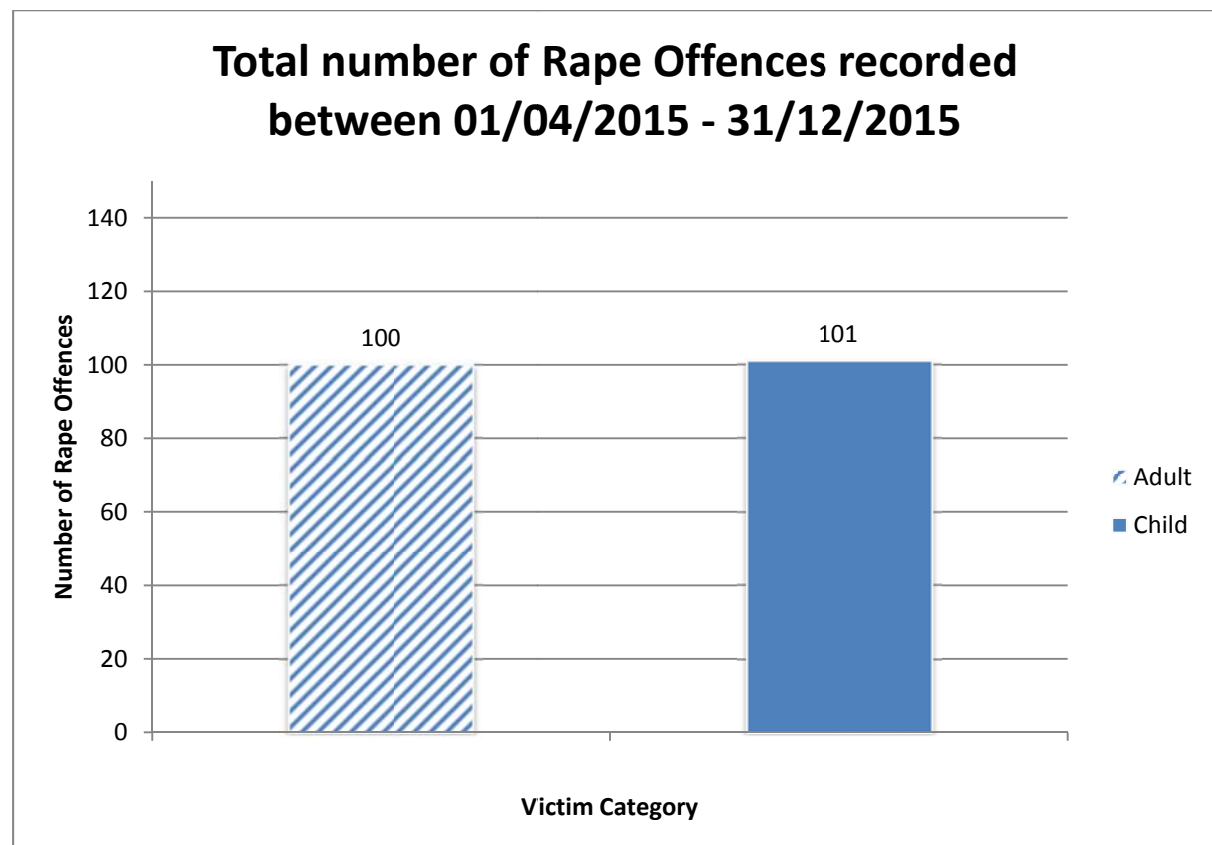
Cumbria Constabulary Rape and Sexual Offences (RASSO) outcome report April 2015-December 2015

In November 2015 the Rape Monitoring Group published their findings with regards rape and sexual offences data for the period 2014/2015. The report included a section on outcomes and the possible reasons why there are a high number of adverse outcomes. (Appendix A)

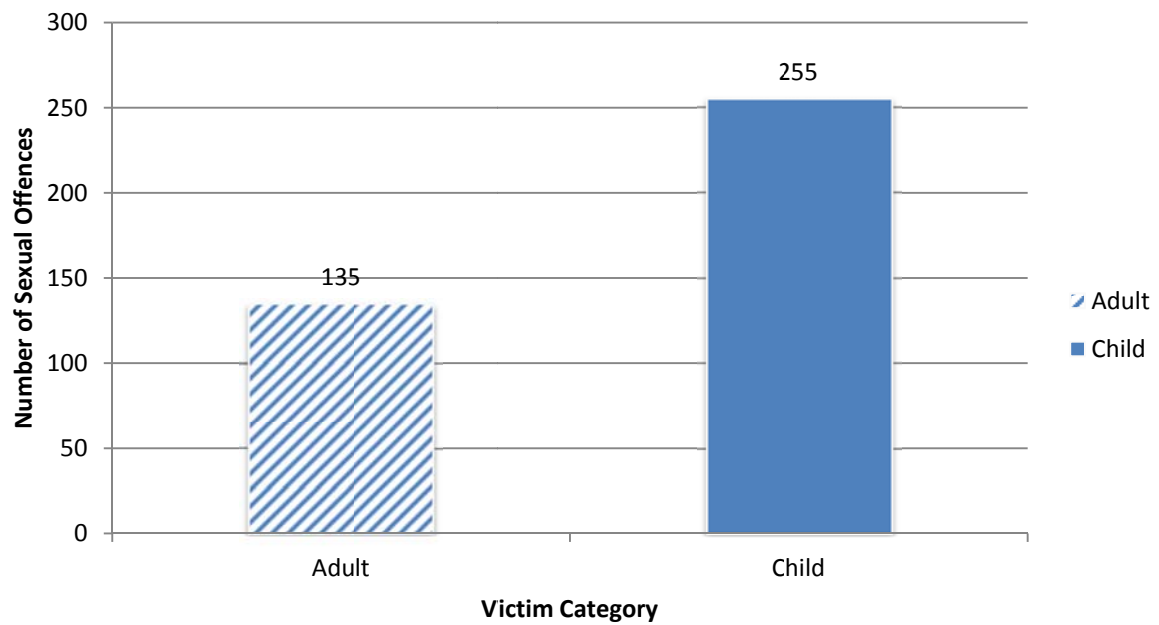
In March 2016 the Constabulary will publish its report on all crime outcomes, which again has a specific section on Rape and Sexual Offences outcomes.

This report specifically looks at the period 1st April 2015- 30th December 2015 and relates to Rape and other sexual offences outcomes.

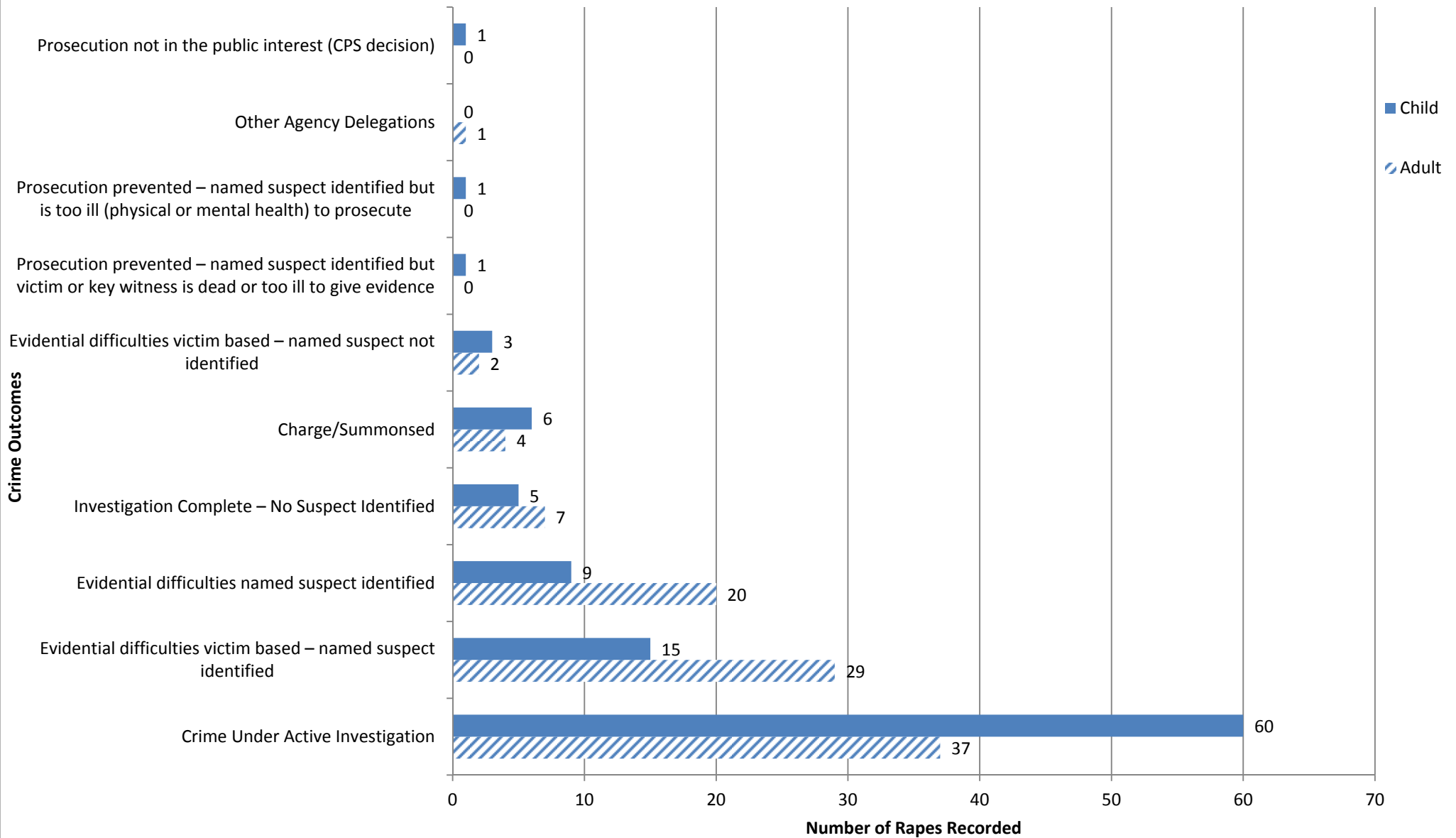
Below is a breakdown of the number of offences recorded by the Constabulary during that time period. The figures have been broken down to show whether the victim was an adult or a child (person aged under 18) at the time of the offence, then further broken down to show the outcome of the investigation into each offence. Crimes recorded during this time period may not of all occurred during it, we do get a number of historical cases reported to us once the victim finds the courage to come forward.



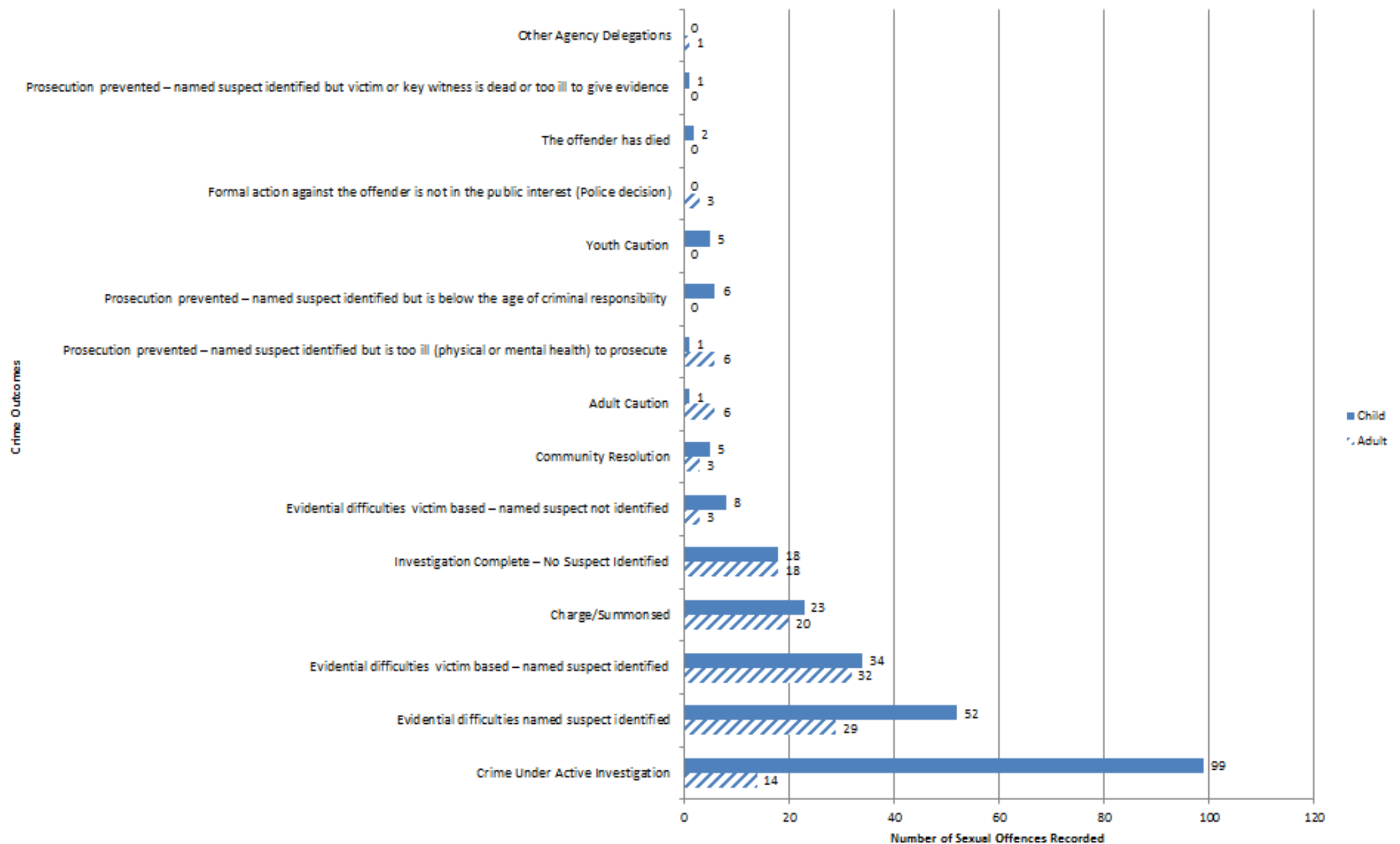
**Total number of Sexual offences recorded
between
01/04/2015 - 31/12/2015**



Rape Offences between 01/04/2015 - 31/12/2015



Sexual Offences recorded between 01/04/2015 - 31/12/2015



In November 2015 the Crown Prosecution Service (CPS) set up a Unit to deal with all RASSO cases in the North West (Cumbria/Lancashire and GMP) and the way in which data was recorded changed.

The rape conviction rate in November was 64%

In the North West the CPS finalised 55 cases which were flagged as rape.

35 cases had successful outcomes (ie guilty pleas or convictions after trial)

20 were unsuccessful outcomes (Jury acquittal, judge directed acquittal, offered no evidence)

There were 3 cases from Cumbria police which were finalised as follows:

1 guilty plea

2 jury acquittals

The rape conviction rate in December was 85.7%

In the North West they finalised 45 rape flagged cases

37 cases were successful outcomes (ie guilty pleas or convictions after trial)

8 cases were unsuccessful outcomes (Jury acquittal, judge directed acquittal, offered no evidence)

There was 1 case from Cumbria Police which was finalised as follows:

Mixture of guilty plea and conviction after trial

The CPS performance for Cumbria cases is slightly above average for the North West and Nationally and is consistent generally.

There are numerous reasons why a case wouldn't meet the evidential test for CPS charging decision and why if a case reaches court there is often an adverse outcome.

Reasons can include the historical nature of the offence, also the lack of other evidential opportunities that exist, the victim simply doesn't wish to proceed or cooperate with the police or justice system, the victim and offender were both children at the time of the offence and parents often prefer support rather than putting their child through the trauma of a court proceedings.

In this time period it was noted, by CPS that most of the difficulties with adverse outcomes are around inconsistent accounts given by both victims and defendants, making it difficult for the jury to prove the indictment beyond all reasonable doubt.

Outlined below are some examples of why cases did not reach the evidential test and an example of a case that reached court but the defendant was acquitted.

Case Study 1

NFA by police due to evidential difficulties

In this case an adult male offender met an adult female in a pub, he has been invited back to her home address and had sexual intercourse with her, the victim withdrew consent but the offender continued without her consent.

In this case although the victim provided an initial account, she refused to be medically examined or to provide an ABE interview and the suspect when interviewed stated that the acts were consensual. The other evidence which consisted of CCTV from inside the pub but it did not assist the case. There was no other evidence available that could provide any level of corroboration to the events given earlier by either the victim or the offender.

Case Study 2

NFA by police due to evidential difficulties

In this case the two victims were male children, they were approached by an adult male stranger in a play park who sexually assaulted them. The victims families reported the offence to the police but would not allow the children to provide any further information or to be interviewed by the police. Other evidence consisted of CCTV footage of a possible suspect which was circulated but no one was ever identified. The case was NFA'd by the police as there wasn't sufficient evidence to progress to prosecution.

Case Study 3.

Case has been heard at Court but defendant acquitted

In this case an adult male offender has met an adult female on a night out, he was invited back to her home address and committed rape. The jury acquitted the defendant by unanimous verdict.

The case was correctly investigated, charged and prepared by both police and CPS.

The victim gave her evidence well and stood up to cross examination with dignity and composure.

The case fell squarely within the fact finding role of the jury system.

Conclusion

Cumbria police, CPS and partner agencies continue to work together to improve the service given to victims from the moment they report a rape or other sexual offence and throughout any investigation until the court procedure ends.

Victims are being urged to come forward as early as possible so that evidence can be preserved.

The recent opening of The Bridgeway has seen a number of self referrals and has provided further reassurance to local victims, who no longer need to travel out of the county to be medically examined.

A Multi Agency Sexual Violence Operations Group which sits under the governance of Safer Cumbria meets quarterly to discuss best practise and information is shared across a number of agencies to improve the service given to victims.

There is a North West regional scrutiny panel which reviews case papers relating to rape and feeds back learning to police and CPS, it is hoped that this can be developed locally here in Cumbria, this will help us to work towards more positive outcomes in the future.

Refresher training is been given to specialist officers who deal with victims of these offences.

Cumbria Police are moving towards implementing a procedure where CPS provide Early investigative advice to the police where evidential difficulties are anticipated.

The reality is that sexual offences are inherently difficult to gain a conviction on account of the fact that the acts very often involve two people alone with no witnesses. We are reliant to a great degree on the cooperation of the victim, and on many occasions the investigation needs a further element of corroboration for a matter to be more than one word against another. Whereas we will investigate any sexual offence without fear or favour, the court has a burden of proof which is beyond all reasonable doubt and this can cause innate difficulties in prosecuting cases of this nature.



Office of the Police & Crime Commissioner Report

Title: County-wide CCTV Provision – Possible Expansion of the System

Date: 17 March 2016

Agenda Item No: 14

Originating Officer: Stuart Edwards

Executive Summary:

The purpose of the report is to provide an update on the position with regard to the possible expansion of the county-wide CCTV system launched in 2015. The first phase of the CCTV system is comprised of 53 cameras all centrally monitored from Police Headquarters. The system has the potential to be expanded by a further 31 cameras to 84 cameras.

Recommendation: That the report be noted.

1. Introduction & Background

In February 2014 the Commissioner agreed to the development of an open-space CCTV system for the whole of Cumbria, based on the following criteria:

1. Cumbria Constabulary to operate a countywide public space managed CCTV system in Cumbria. The set up costs to be provided by the PCC with 50% match funding contributions from the six District Councils, with Cumbria Constabulary providing ongoing revenue costs to operate the system;
2. Up to fifty three CCTV cameras to be located in Carlisle, Penrith, Kendal, Barrow, Whitehaven and Workington / Maryport. The CCTV system would be extendable should future funding opportunities be identified.
3. That the Constabulary adopts a combination of monitoring levels - Dedicated proactive monitoring by a central team, 24/7 reactive monitoring by Communications Centre staff, and Post Incident Review by all officers.
4. That the following technical principles apply:

- No legacy systems to be taken over from District Councils, the highest standard of equipment, within the bounds of affordability to be procured.
- A Principal Contractor to be appointed to provide a managed solution for a period of seven years.
- Data storage to be undertaken at two levels; a rolling recording process from all cameras and a digital long term “evidence locker” for the storage of recordings required for evidential purposes.

52 out of 53 Cameras are now functioning on the system. The outstanding camera has legacy issues in relation to infrastructure which is being addressed and will be resolved with additional work.

In addition to central monitoring in the Communications Centre at Police Headquarters monitoring stations have been installed and are functioning in the 4 police stations with designated custody facilities (Barrow, Carlisle, Kendal and Workington).

There have been a considerable number of specific examples where the use of CCTV has aided in the arrest of offenders for drugs related offences, thefts, violence, robbery and firearms offences. Information to this effect was included in the “sign off” report for the first phase of the system submitted to the Executive Board in January 2016.

The system has been tested, reviewed and also previewed by the Surveillance Commissioner who provided very positive feedback both during his visit and nationally to colleagues. The Constabulary is in the process of registering the system for formal licencing by the Surveillance Commissioner. This may be the first CCTV system in the country to be so recognised.

The initial phase of the CCTV Scheme Project was formally signed off in January 2016. It will, in future, be progressed, maintained and operated as core day business by Cumbria Constabulary.

As stated above the first phase of the CCTV Scheme comprises 53 cameras, all linked back to a monitoring suite with Police Headquarters in Penrith. Unfortunately, due to technical difficulties beyond our control, the camera in Seaton is not yet operational.

This is now the end of the first phase of CCTV provision through this Scheme.

2. Issues for Consideration.

It is possible to expand the Scheme by adding up to 31 additional cameras. As was made clear at the outset of the project any additional cameras beyond the initial 53 will have to be funded in full by the requesting authority. In addition any proposed camera will have to satisfy the Surveillance Commissioner’s criteria for locating a camera.

All six District/Borough Councils, the Cumbria Association of Local Councils (CALC) and a number of Parish/Town Councils that have expressed an interest in additional cameras have been contacted with a view to ascertaining whether they wish to pursue this option.

It is suggested that any Council wishing to consider installing additional cameras should have early discussions with the Constabulary about proposed locations as they will be able to advise on whether the proposed location would meet the Surveillance Commissioner's criteria. Once locations have been agreed there will need to be further discussion with the requesting Council as to how best to achieve functionality through design and how the new cameras will link into the current CCTV system. This design, costing, implementation and eventual camera refresh (after seven years) will involve facilitated coordination between the requesting Council and Tellemachus. An option being considered is the possibility of the project management of the installation of the cameras being undertaken by the requesting Council. Once the new cameras become operational Cumbria Constabulary will be responsible for monitoring in accordance with the agreements in place.

Legal agreements will be required between the COPCC and requesting Councils to cover the funding, monitoring, maintenance and post-system legacy responsibilities.

To date no expressions of interest have been received by the COPCC.

3. Implications

- 3.1. Financial; There should be no foreseeable financial cost to the COPCC or Constabulary as the full cost of each additional camera (capital and on-going revenue) will be met by the requesting Council.
- 3.2. Legal; Legal agreements will be required between the COPCC and requesting Councils to cover the funding, monitoring, maintenance and post-system legacy responsibilities.
- 3.3. Risk; There are no direct reputational and public confidence risks for the COPCC, but there could be perceived risks by association in both of those areas if partners or the provider experience technical or other difficulties.
- 3.4. HR / Equality; None identified.
- 3.5. I.T.; There are no known I.T. implications, though there may be some, as yet unquantified, resource implications in linking any new cameras to the existing system.
- 3.6. Procurement; No issues identified.
- 3.7. Victims. The CCTV system is aimed at reducing victimisation and offending.