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18 August 2016

CUMBRIA POLICE & CRIME COMMISSIONER'S PUBLIC ACCOUNTABILITY CONFERENCE

The Police and Crime Commissioner's Public Accountability Conference will take place on **Wednesday 7th September 2016** in Conference Room 3, Police Headquarters, Carleton Hall, Penrith, at **10.00am**.

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

S Edwards
Chief Executive

Attendees:

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

AGENDA

ALL BUSINESS TO BE CONSIDERED IN THE PRESENCE OF THE PRESS AND PUBLIC

1. APOLOGIES FOR ABSENCE

2. QUESTIONS FROM THE PUBLIC

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

3. DISCLOSURE OF PERSONAL INTERESTS

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

4. MINUTES OF MEETING

To receive and approve the minutes of the meeting held on the 6 July 2016 (copy enclosed)

5. PERFORMANCE FRAMEWORK – Q1 QUARTERLY UPDATE

To receive a presentation on the Constabulary's performance for Quarter 1 in 2016-17

6. ANTI-SOCIAL BEHAVIOUR

To receive a presentation regarding Anti-Social Behaviour and the Constabulary's performance

7. FINANCE – MONITORING REPORTS

To receive and note the Revenue Budget Monitoring 2016/17 to June 2016 report (copy enclosed)

8. ETHICS PANEL REPORT

To receive and note the Ethics and Integrity Panel quarterly report (copy enclosed)

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

Minutes of a Meeting of the Public Accountability Conference held on
Wednesday 6th July 2016 in Conference Room 3, Police Headquarters,
Carleton Hall, Penrith, at 10.00am

PRESENT

Police & Crime Commissioner - Mr Peter McCall (Chair)
Chief Constable - Mr Jerry Graham

Also present:

Deputy Chief Constable (Michelle Skeer)
Assistant Chief Constable (Darren Martland)
Chief Officer Support (Ben Swinson)
Chief Officer Support (Claire Sampson)
OPCC Chief Executive (Stuart Edwards)
OPCC Head of Communications and Business Services (Gill Shearer)
OPCC Head of Partnerships and Commissioning (Vivian Stafford)
OPCC Engagement Officer (Linda McGinley)
OPCC Assistant Policy Officer (Jo Woof)
OPCC Executive Support Officer (Paula Coulter) – taking minutes

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

001. APOLOGIES FOR ABSENCE

Apologies for absence were received from Mrs Ruth Hunter, OPCC Chief Finance Officer and Mrs Michelle Bellis, Deputy Chief Finance Officer.

002. DISCLOSURE OF PERSONAL INTERESTS

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

003. QUESTIONS FROM MEMBERS OF THE PUBLIC

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

004. ANNUAL REVIEW OF CONSTABULARY PERFORMANCE

ACC Martland gave a presentation on the Constabulary's performance for the year 2015-16. The presentation provided detailed information about the components of each of the crime classifications; statistical estimates for crime levels at the end of the year (2016-17) where appropriate; and information about user satisfaction performance.

The Commissioner was assured that performance is monitored on a daily basis. Trends, including comparisons to Cumbria's MSG (Most Similar Group of police forces) were included, by exception, in the presentation.

For the year 2015-16 there had been an increase in 'All Crime' of 1,206 crimes which equated to a 4.9% increase. The Commissioner was advised that there were a number of reasons for the increase, including a requirement to record new offences including harassment (257 cases of sending offensive letters fall into this category). Of the total increase of 1,206, 317 (¼) is due to new offences. There have also been changes to National Crime Recording Standards, which can indicate an increase or change in recording methods rather than in criminality.

Violence against the person had seen an increase of 821 crimes (12.5%) when compared to the previous year (this category includes theft, criminal damage and arson). Cumbria is currently ranked 40 out of 43 forces for this category.

There had been a drive to encourage reporting of sexual offences (partly as a result of the national Operation Yew Tree), and a number of historical cases had also been reported in the last 12 months (130 historic cases / 271 related to new offences). There had also been a drive to encourage reporting of Hate Crime.

Domestic violence was a significant factor in the number of reported cases of violence against the person. The Commissioner welcomed the increase in the numbers of reported domestic violence cases, and felt it demonstrated an increased confidence for people to report the crime.

The Commissioner was assured by the Chief Constable that although there had been an increase in cases of violence, a lot was due to the recording issue, but the Constabulary is not complacent and is looking at the figures carefully.

The Theft category includes a huge number of different categories including Burglary; Shoplifting; Vehicle offences; Theft from the person; Bicycle theft.

Overall there had been an increase in the Theft category of 349 crimes (3.9%) when compared to the same period of the previous year, although Cumbria remained lower than it's MSG for crimes per 1,000 population. 22 Forces had shown an increase in Theft, with Cumbria sitting 10th out of the 22.

The flooding in Cumbria in December 2015 had an impact on cases of Theft, with 45 offences being attributed to this. Operation Hopwood was put in place on Day 2 of the flooding, and saw the Constabulary working together with private security to secure the flooded areas.

Significant police activity throughout the year included targeting known offenders. It is also of note that one particular prolific offender had committed in excess of 20 offences. This offender has now been arrested.

The Chief Constable advised the Commissioner that a few people commit a lot of the offences, and assured him that this is managed through daily scrutiny; Offender Management support; Victim support and work with offenders. The IOM (Integrated Offender Management) co-ordinator works with other agencies in relation to prolific offenders.

Vehicle crime has increased and theft from cars is an issue, with Sat Nav devices being left on display etc.

There had been an increase of 239 cases (4.8%) of criminal damage and arson, although there was no distinct pattern and was consistent across the county.

The increase of 72 cases (36.2%) of 'sex offences mirrors the national trend. The increase in Cumbria is higher than the MSG, though this is seen as positive as a lot of effort has been made to encourage reporting. 30 offences were historic allegations and the Constabulary have dedicated officers & PPU's (Public Protection Unit's) to deal with all allegations. The Bridgeway Sexual Assault Referral Centre had a big impact on encouraging people to come forward and report cases of sexual assault and rape.

It was noted that 75% of the offences were committed by somebody known to the victim, with 25% committed within a relationship. A very small number of offences were committed by strangers (5%).

The Commissioner asked how many offences were carried out by previous offenders? The figures were not available during the meeting, but ACC Martland agreed to provide this information for the Commissioner.

Whilst there was no discernible pattern, there was a link to the night time economy, and was slightly higher in the north of the county.

The number of road collisions had remained relatively static across the county. The Constabulary work closely with the Highways Agency, and work is ongoing looking at the A66 in particular. A number of operations (Natterjack) run throughout the year to tackle speeding etc.

While Cumbria ranked higher than the MSG for positive outcomes (currently at 31%) there had been a downward trend over the last 12 – 18 months.

Domestic Abuse had seen a 1% increase in the number of incidents and a 1% increase in the number of repeat victims. Just under half of the number of incidents manifest as crimes. An

arrest is made in 24% of incidents, with the conviction rate for the number of cases that reach court being 83%.

Work is on-going with partner agencies, and Operation Encompass make schools aware if a child has been involved in or witness to a domestic abuse incident.

There has been a continual decrease in ASB (Anti-Social Behaviour) over the last few years. Work within the community is undertaken by problem solvers. It was acknowledged that there has been a change in culture of young people (indoors on computer games etc). It was noted that CSP's (Community Safety Partnerships) are working well.

The Commissioner welcomed the reduction in the ASB figures.

Cumbria has the third highest figures for user satisfaction for crime, and is performing better than its MSG. Further analysis is being undertaken on ASB and the Force Operational Lead is developing an action plan.

The Commissioner raised the recent issues that had been reported to him regarding the 101 system. The Commissioner and the Chief Constable have already spoken about the issues and the Constabulary are looking at addressing those, and will feed back to the Commissioner.

005. HER MAJESTY'S INSPECTORATE OF CONSTABULARY (HMIC) IN CUMBRIA

ACC Martland gave an overview of the work completed by HMIC over the last 12 months in Cumbria Constabulary. The aim of the presentation was to provide the Commissioner with information about:-

- HMIC's potential programme of work in the Constabulary in the coming year
- Information about the different levels of grading that can be awarded and their implications for Cumbria
- A high level overview of progress against the HMIC actions

In the last year, HMIC made unannounced visits to the Cumbria to conduct thematic inspections on Firearms and Custody. There is also the on-going Peel inspection taking place, which covers efficiency, effectiveness and legitimacy.

The effectiveness inspection is expected to take place between September – December 2016, and preparation work is being undertaken now.

It was anticipated that the crime data integrity inspection will take place in 2017 rather than in 2016.

Training is being undertaken with staff, and secondary recording as well as vulnerability have been identified as issues. Cumbria received 'requires improvement' for the vulnerability inspection in 2015.

All HMIC recommendations are captured on a single spreadsheet, and this feeds into the Big 6 priorities for the Constabulary.

The Commissioner was assured that all recommendations are now complete for Firearms Licencing, and all decisions recorded. Some recommendations were completed but had not been signed off as ACC Martland was awaiting the outcome of a peer review before signing them off.

The Commissioner was assured that the Constabulary don't foresee any issues with custody.

Between now and the Autumn, efficiency will be looked at in great detail, and will be signed off as complete once it has been quality assured.

The Constabulary were confident that they will be signed off for best use of Stop & Search.

It was noted that the new Business Improvement Unit has proved invaluable.

The Commissioner thanked Mr Martland for his presentation and felt it brought out the key points and welcomed that type of briefing. Even though Cumbria is a safe County, the measure of a good organisation is always looking to be better, and there is always something to aspire too.

The Commissioner looked forward to seeing HMIC validate and re-iterate where we think we are. We need to understand the level of crime in order to address it. It was noted that the Commissioner appreciates what everyone is doing in times when resources are challenging, and that we are clear on the areas we need to put pressure on and address.

It was acknowledged that it was difficult to pin down trends with the new reporting regime, but trends will emerge over the next 12 – 18 months.

Meeting ended at 11.15 am

Signed: _____

Date: _____

Performance Update Quarter 1 – 2016/2017

Public Accountability Conference
September 2016

ACC Martland



101



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Purpose

- To provide the Commissioner with information about the Constabulary's performance to Quarter 1 2016/2017, as determined by the Police and Crime Plan Accountability Framework.

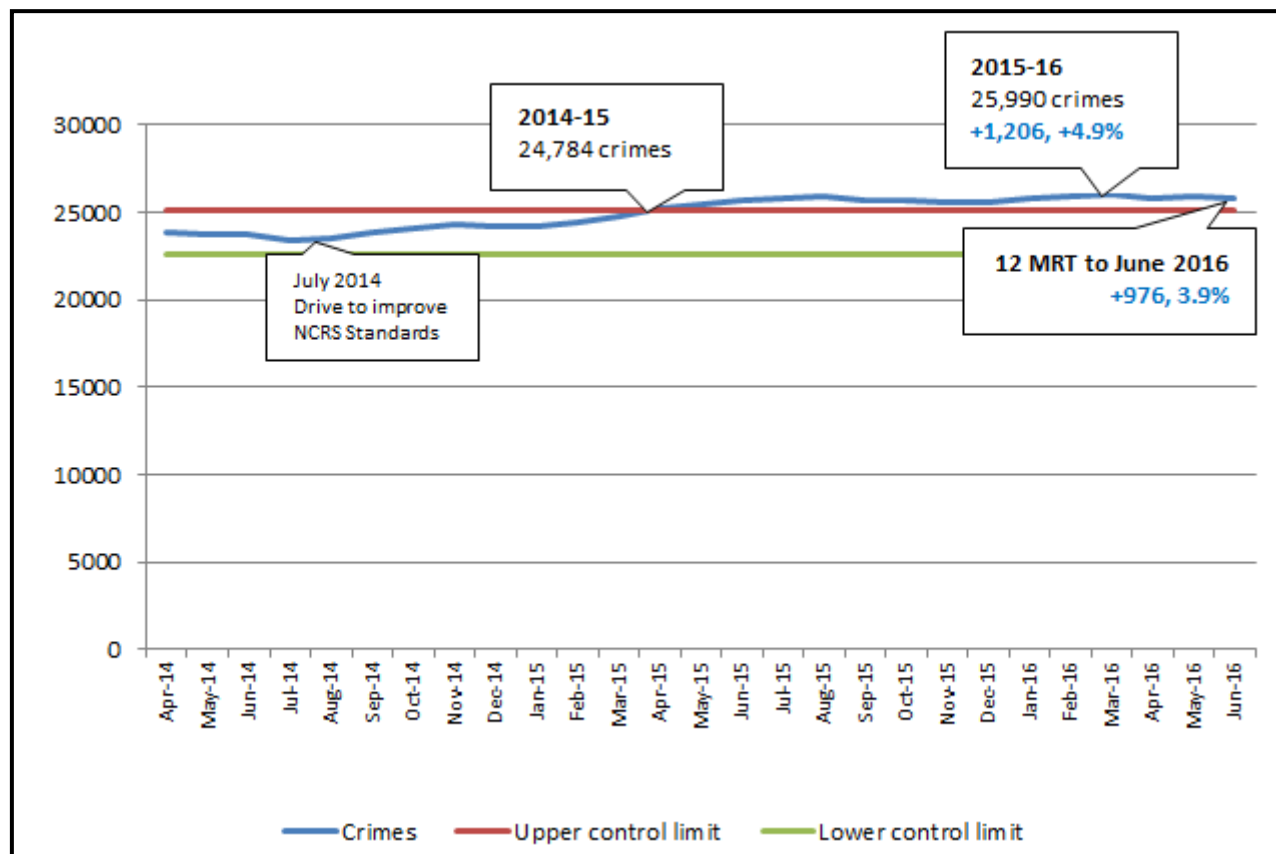
In addition,

- Detail and information about the components of each of these crime classifications
- Statistical estimates for crime levels at the end for this year (2016 – 17) where appropriate
- Information about user satisfaction performance



All crime

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



Most Similar Group (MSG) Comparison

Lower than average for crimes per 1,000 population

Predicted for 2016/17 year end

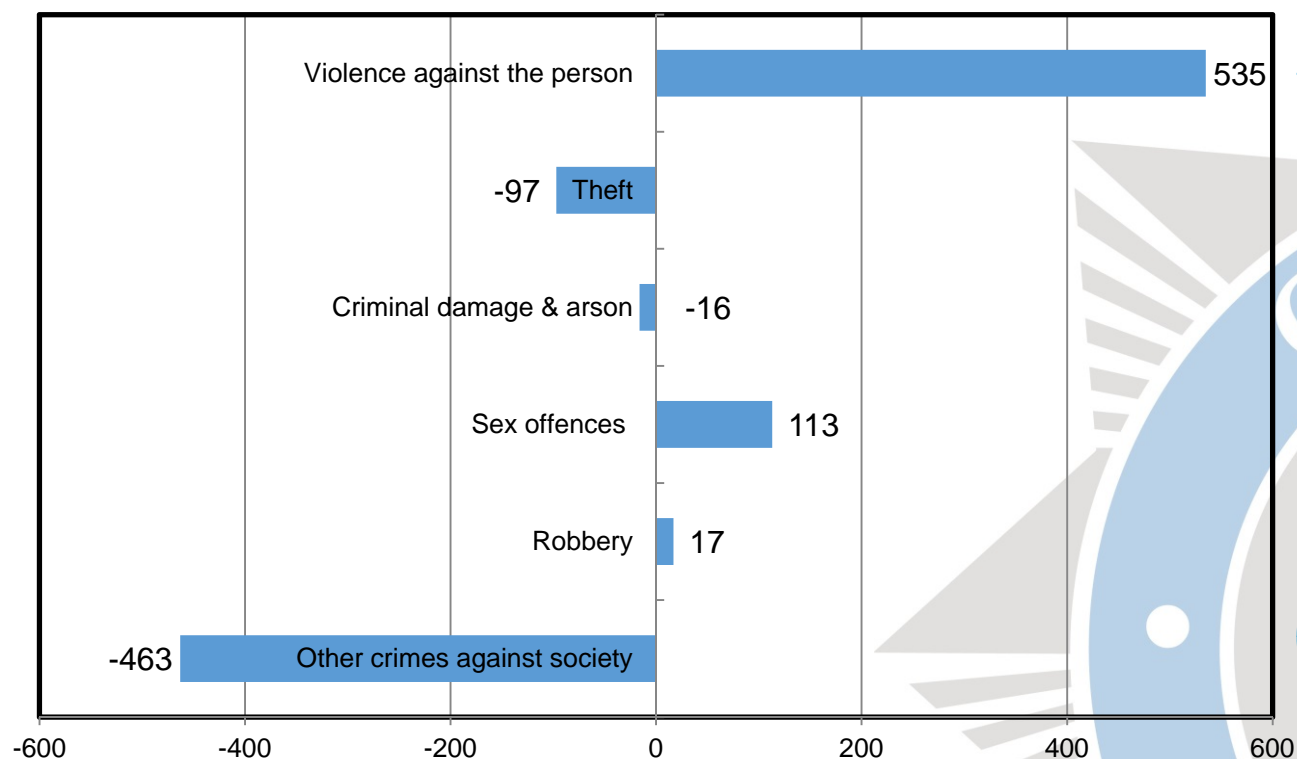
Point estimate:
26,376 crimes or +1.5%

Number of forces with increase

39

All crime

Analysis of increase over past 12 months (to June 2016)



Homicide:

-5

Violence with injury:

+184

Violence without injury:

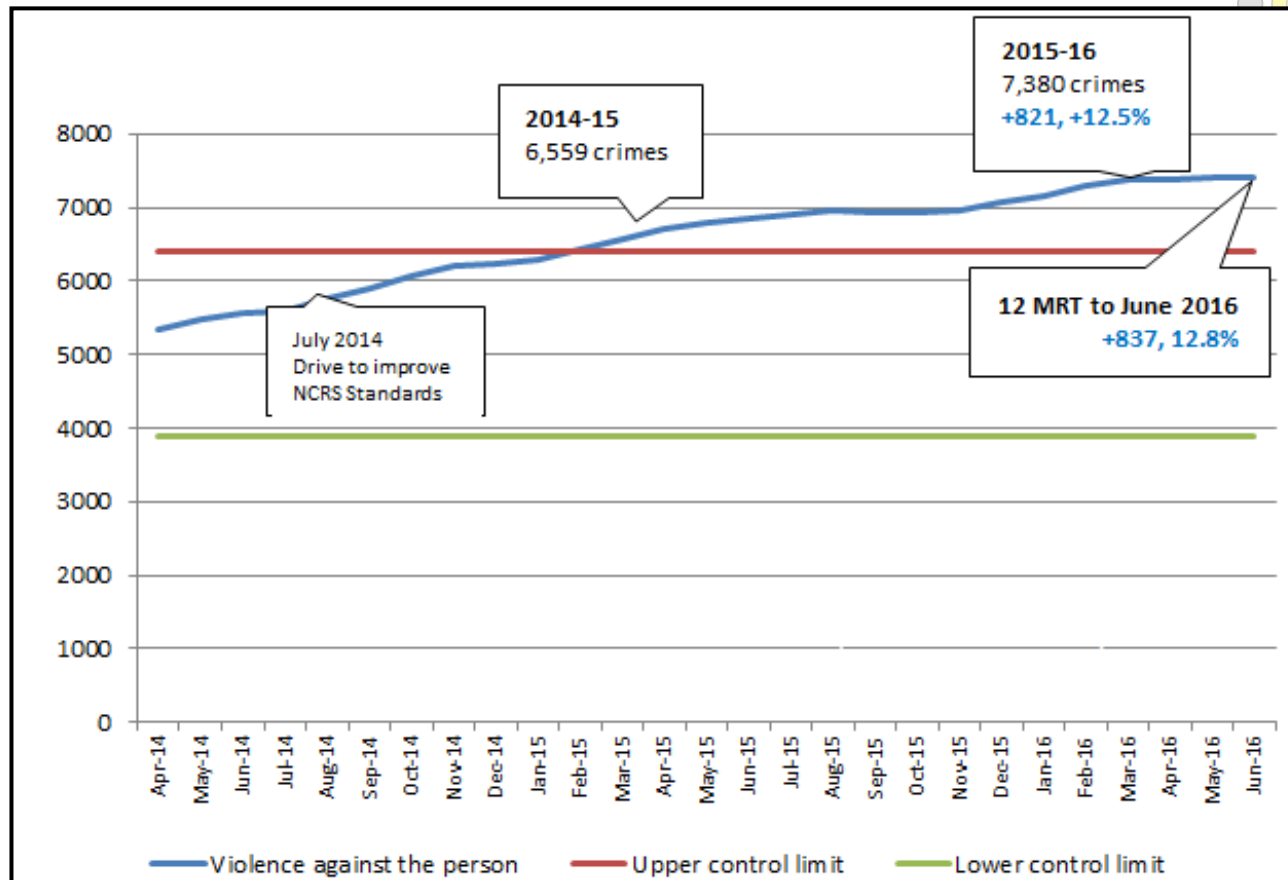
+356

0.3%
increase in
crime overall
(+89
offences)

Aspiration to
increase
reporting of
sex offences

Violence against the person (VAP)

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



Most Similar Group (MSG) Comparison

Higher than average for crimes per 1,000 population

Predicted for 2016/17 year end

Point estimate:
7,932 crimes or +7.5%

Number of forces with increase

41

Violence against the person

Crime categories and analysis of increase over past 12 months

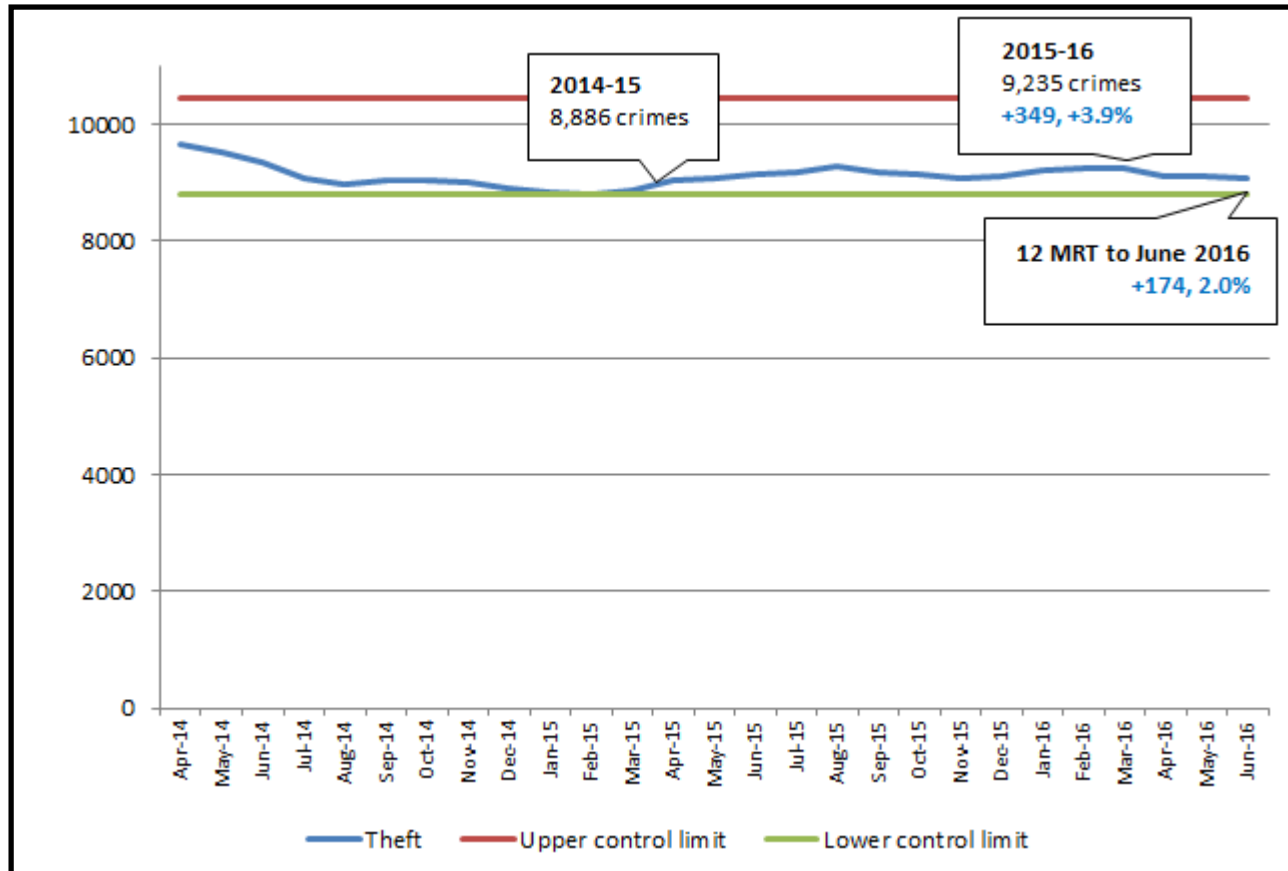
- Office of National Statistics (ONS) state improvements in crime recording the main driver for increase
- Domestic abuse (aspirational target to increase accounted for **33% of VAP**)
- Assault with injury increase was mainly due to less serious assault occasioning ABH (lowest category)
- Four new notifiable offence codes within the VAP category resulting in 219 additional crimes (41% of increase in VAP)
- Two of these codes relate to harassment – the largest percentage increase relates to texting harassment
- Operation Tweed resulted in additional 224 VAP crimes, 165 recorded in the 12 months to June 2016, 20% of the increase since 12 months to June 2015.

Table showing increase in crimes for VAP

Violence Against The Person	535	
Homicide	-5	-0.9%
Violence with Injury	184	34.4%
Assault - Cause Serious Harm	-8	-1.5%
Assault with Injury	194	36.3%
Other violence with injury	-2	-0.4%
Violence without Injury	356	66.5%
Assault without Injury	288	53.8%
Assault without Injury on a Constable	-11	-2.1%
Harassment	53	9.9%
Other violence without injury	26	4.9%

Theft

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



Most Similar Group (MSG) Comparison

Lower than average for crimes per 1,000 population

Predicted for 2016/17 year end

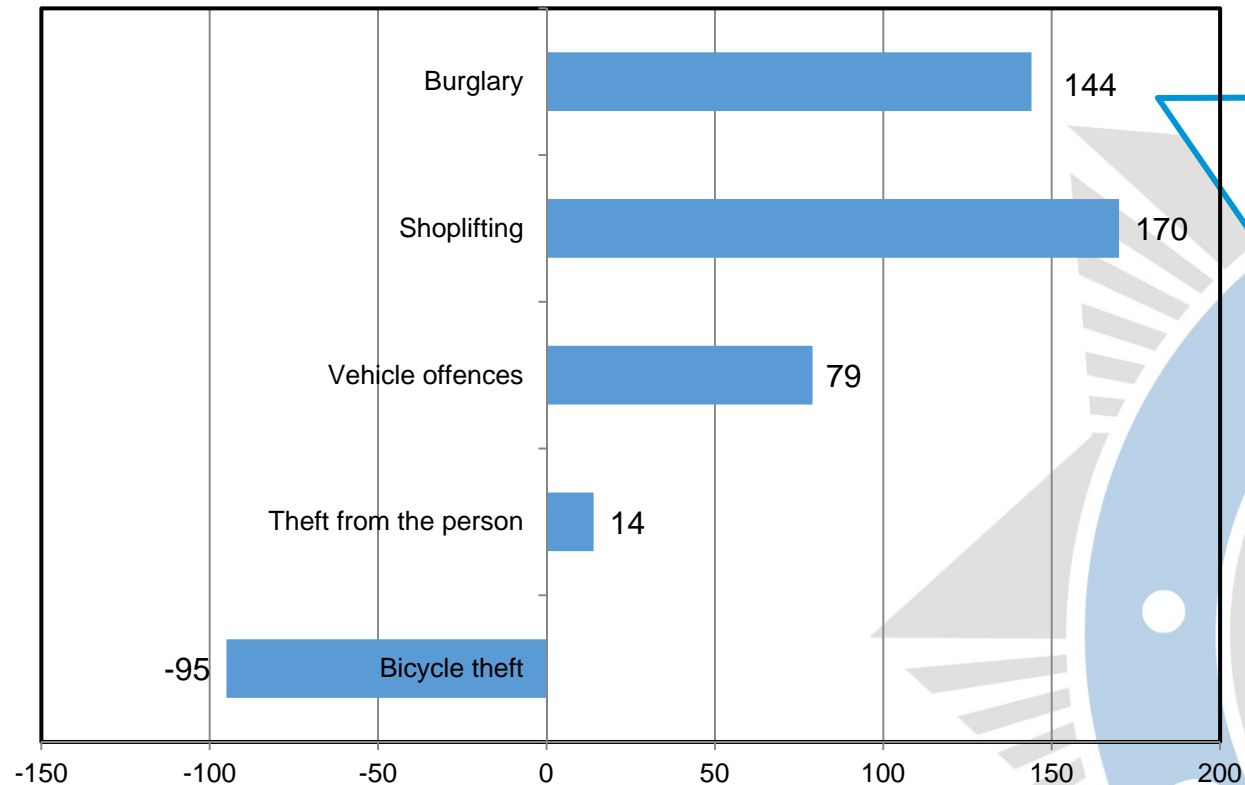
Point estimate:
9,094 crimes or -1.5%

Number of forces with increase

16

Theft

Crime categories and analysis of increase over past 12 months

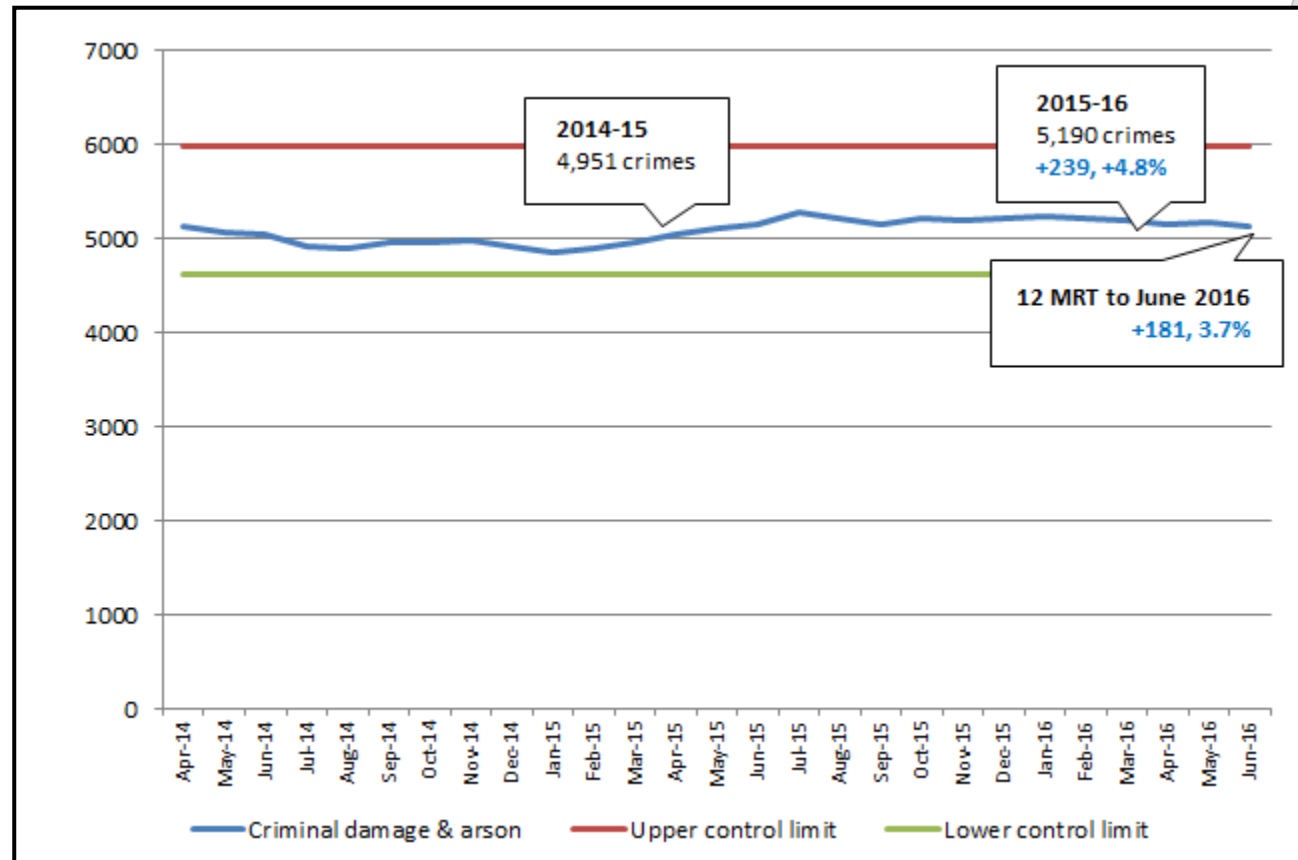


Dwelling burglary: +17, 2%
Other burglary: +127, 10%

- 2nd lowest volume nationally
- 24 forces reported a rise - Cumbria 18th highest percentage increase
- 41% dwelling burglaries in insecure premises;
- Other burglary includes sheds, business premises
- Significant decrease since year end report.

Criminal damage and arson

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



Most Similar Group (MSG) Comparison

Higher than average for crimes per 1,000 population

Predicted for 2016/17 year end

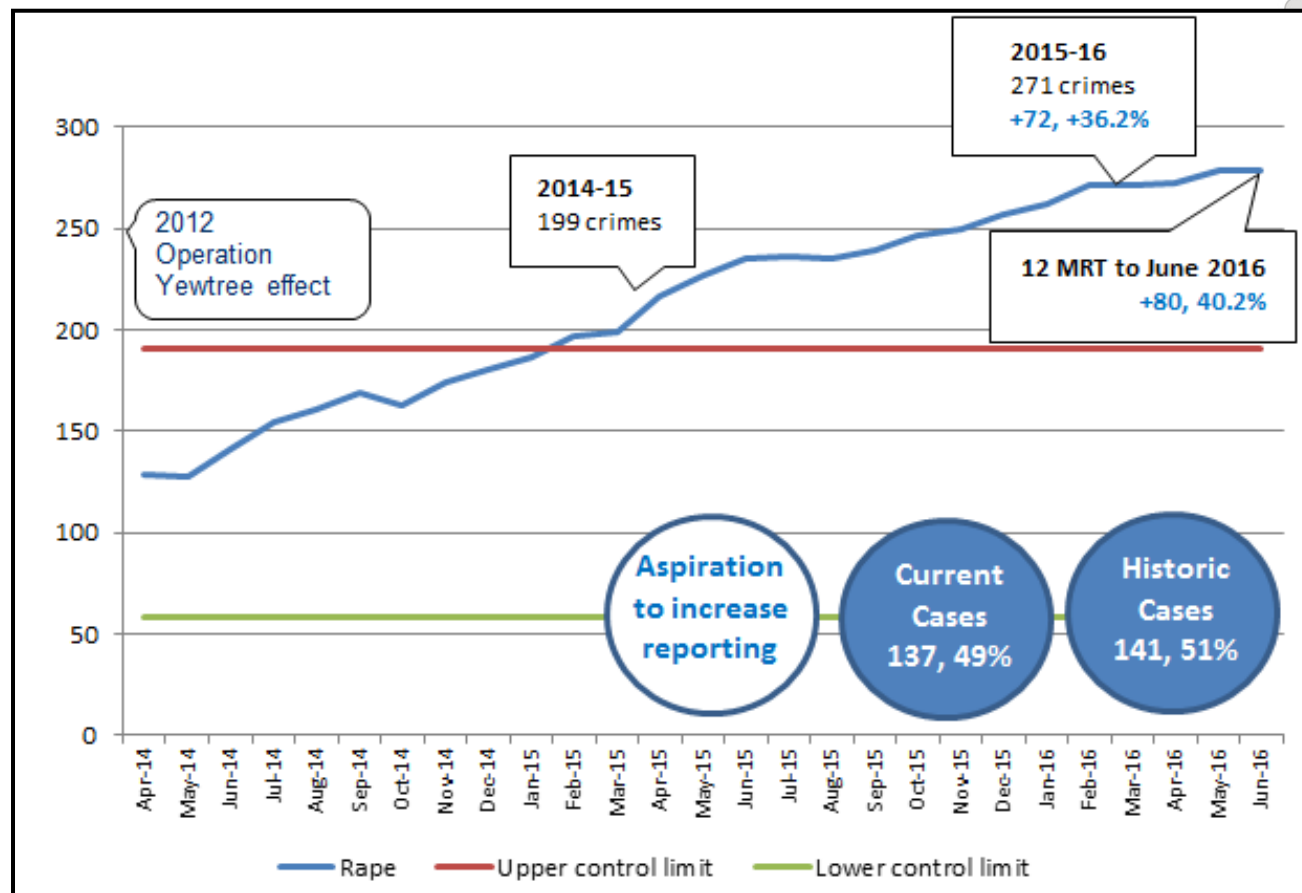
Point estimate:
5,308 crimes or +2.3%

Number of forces with increase

31

Sex offences - rape

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



Most Similar Group (MSG) Comparison

Lower than average for crimes per 1,000 population

Predicted for 2016/17 year end

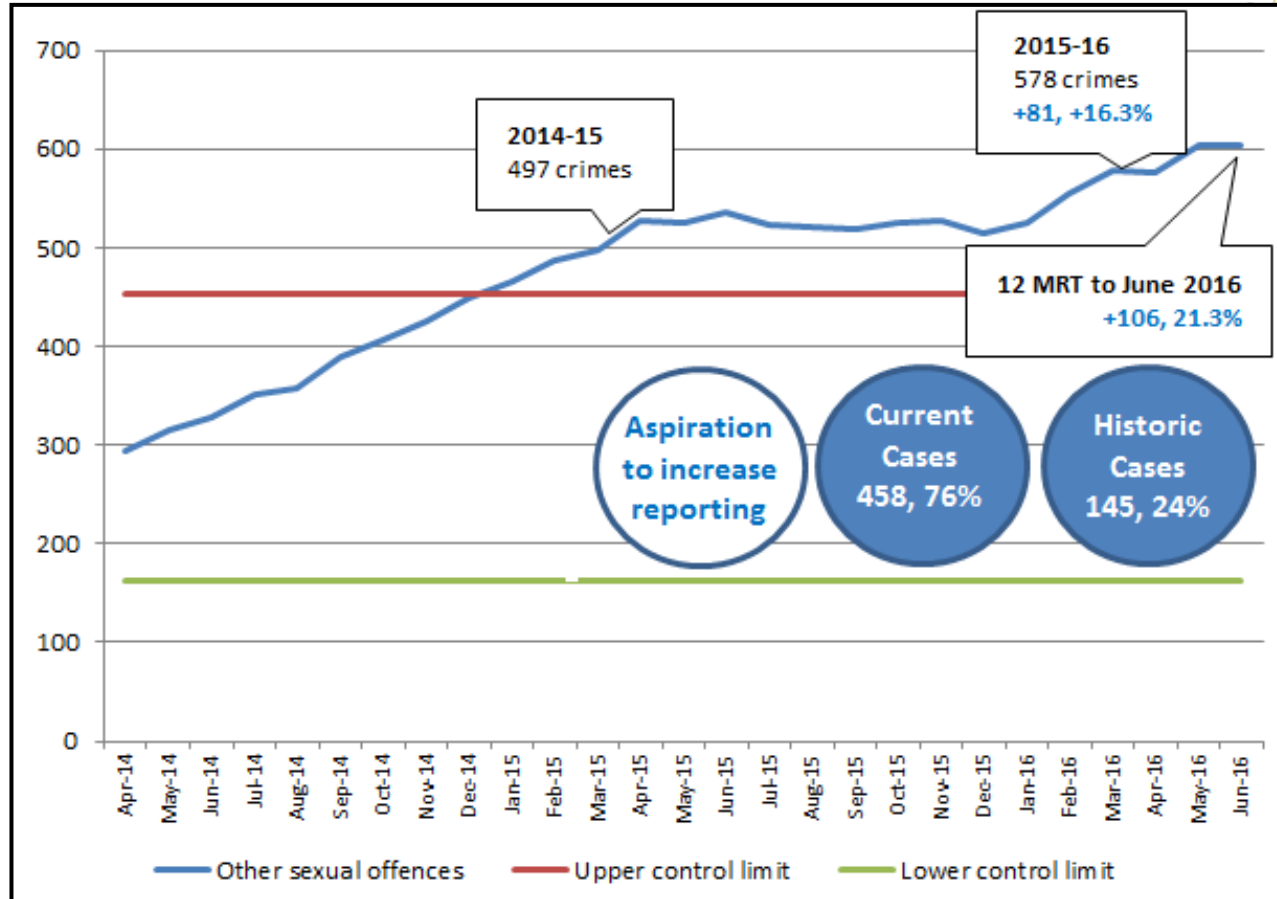
Point estimate:
341 crimes or +25.8%

Number of forces with increase

38

Sex offences – other sexual offences

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



Most Similar Group (MSG) Comparison

Lower than average for crimes per 1,000 population

Predicted for 2016/17 year end

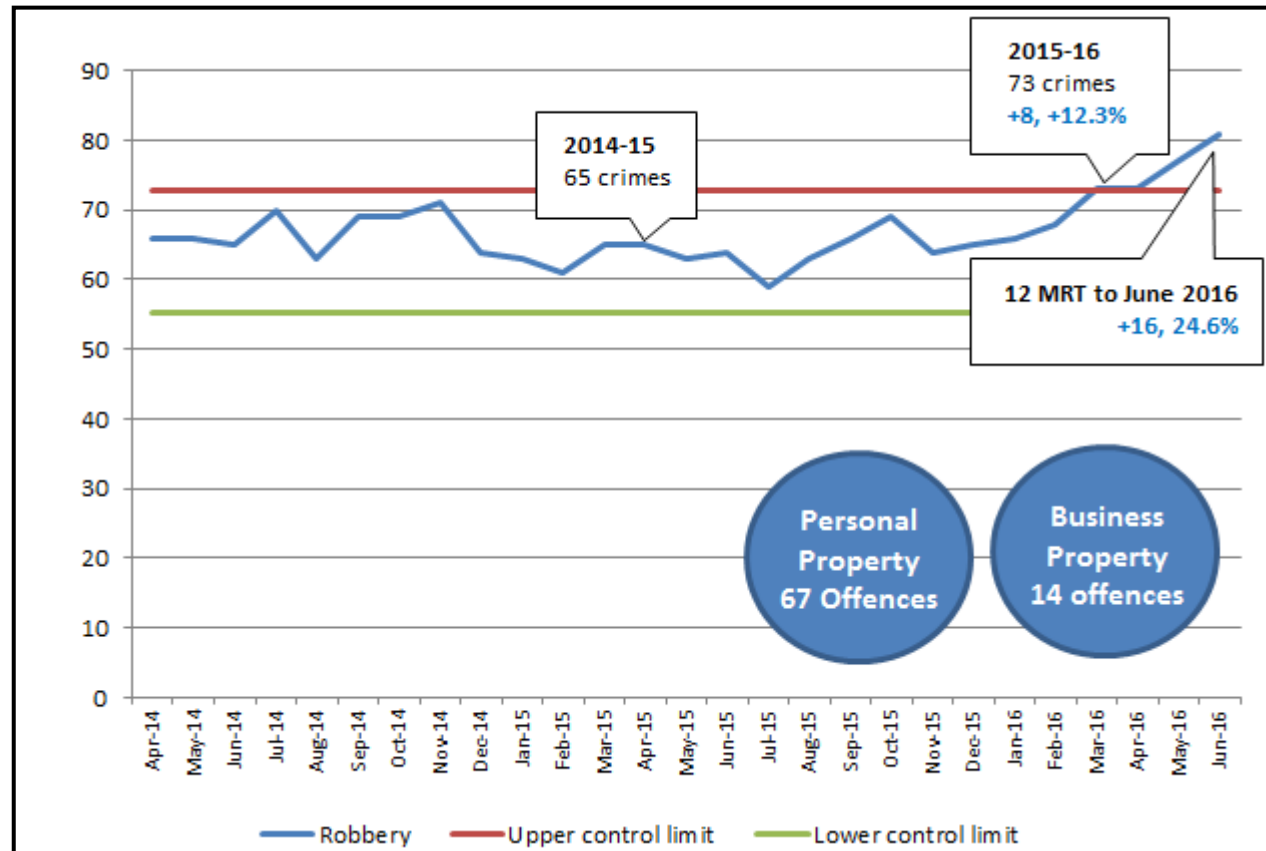
Point estimate:
696 crimes or +20.0%

Number of forces with increase

40

Robbery

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



Most Similar Group (MSG) Comparison

Lower than average for crimes per 1,000 population

Predicted for 2016/17 year end

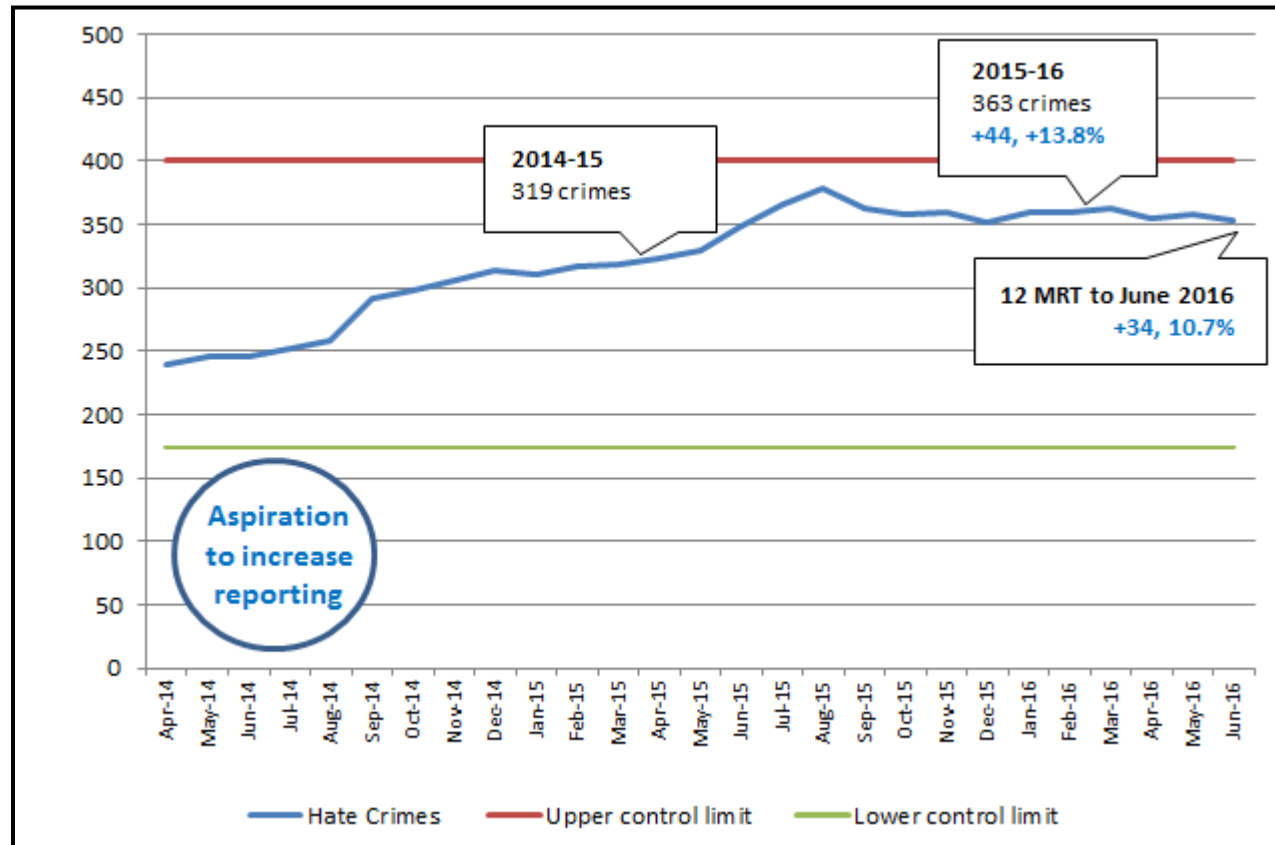
Numbers are too low and variable to be able to provide meaningful predictions

Number of forces with increase

29

Hate Crime

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



Most Similar Group (MSG) Comparison

Data not available

Predicted for 2016/17 year end

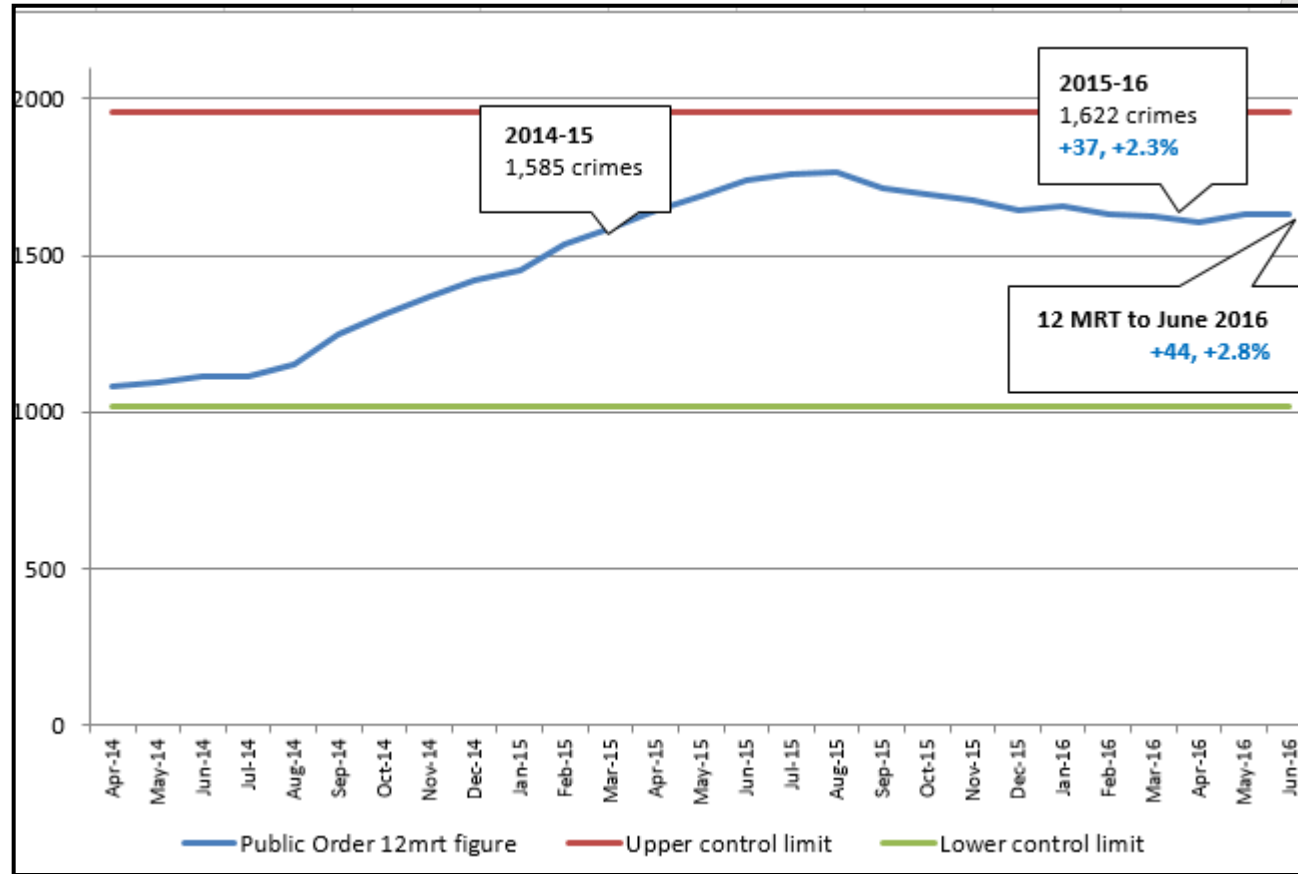
Point estimate:
353 crimes or -2.8%

Number of forces with increase

Not available

Public Order

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



Most Similar Group (MSG) Comparison

Higher than average for crimes per 1,000 population

Predicted for 2016/17 year end

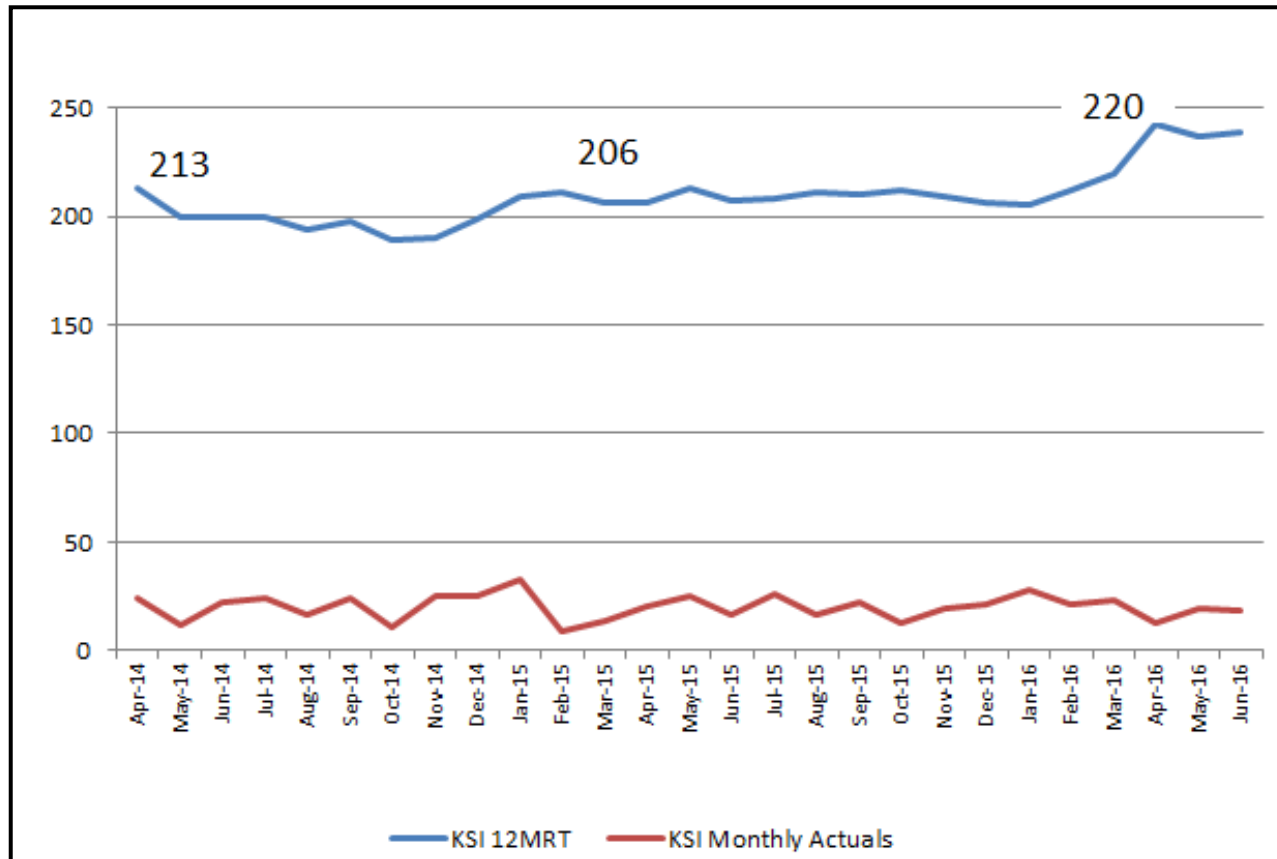
Point estimate:
1,695 crimes or +4.5%

Number of forces with increase

35

Road Collisions

KSI – Killed and seriously injured



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

The local annual Constabulary targets are now as follows:

2014 **226** Actual **232**

2015 **220** Actual **233**

2016 **214**

2017 **208**

2018 **202**

2019 **198**

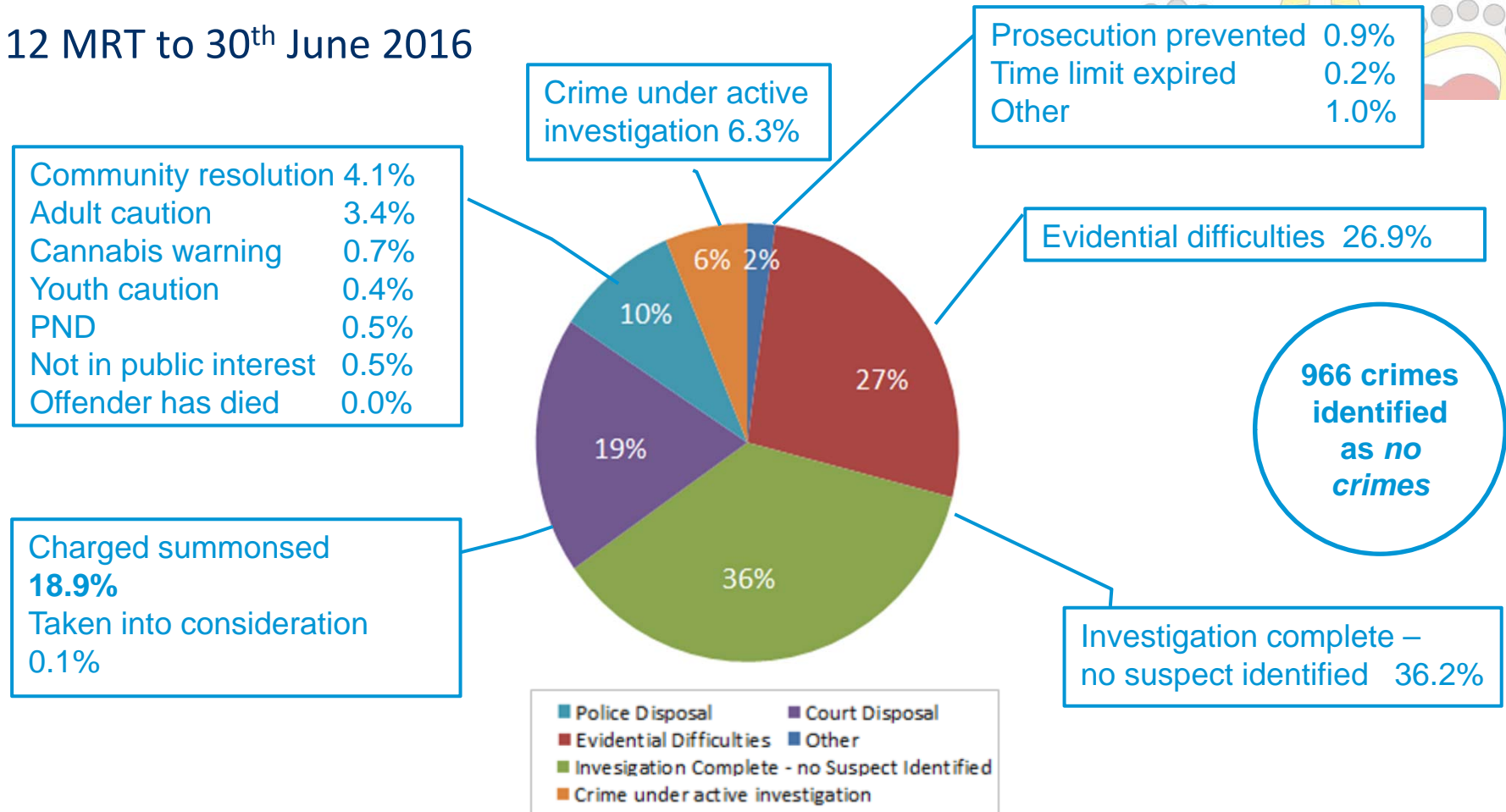
2020 **194**

Note:

Targets are for calendar years

Positive outcomes

12 MRT to 30th June 2016



MSG Comparison

Average Charge summonsed – 18.5%

(18.5% of all offences including those not yet assigned an outcome 2015/2016)

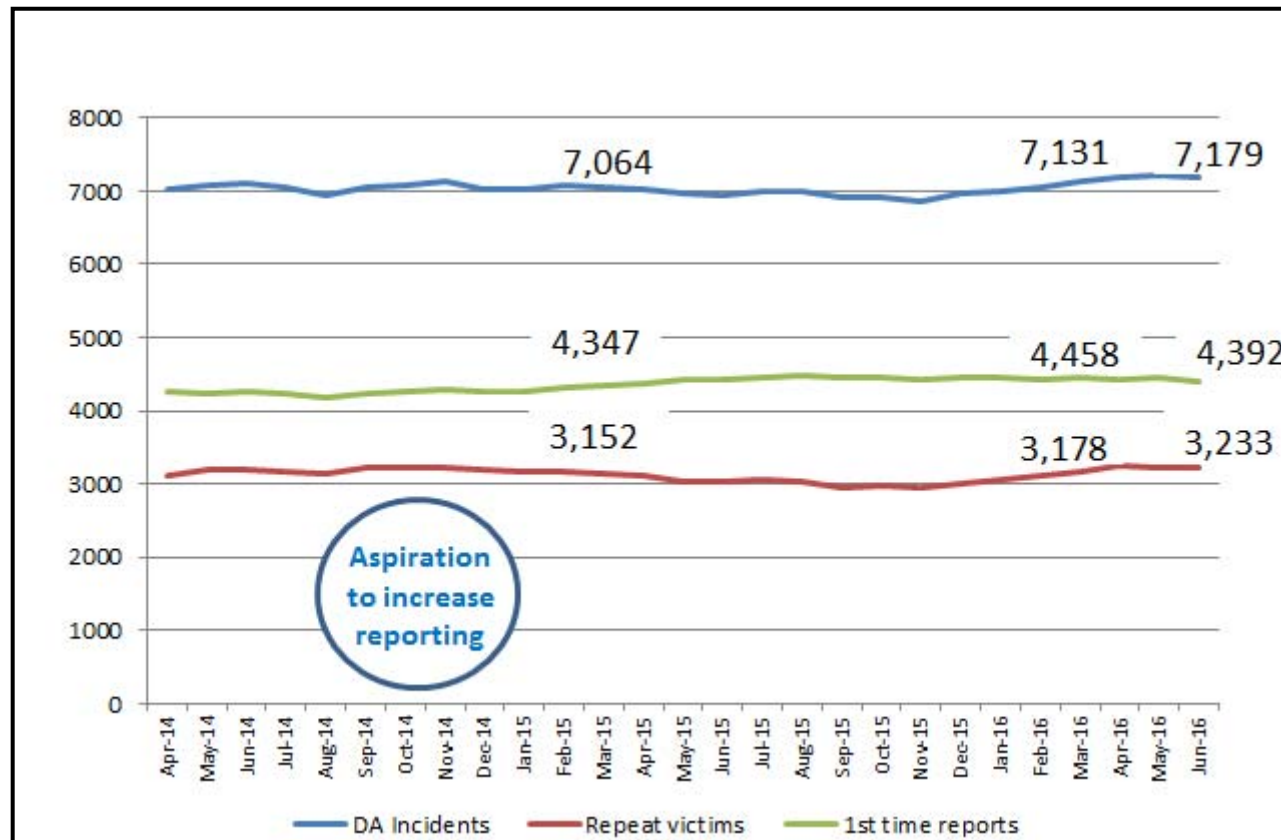
National Comparison

Average Charge summonsed – 13.1%

(13.1% of all offences including those not yet assigned an outcome 2015/2016)

Domestic abuse

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

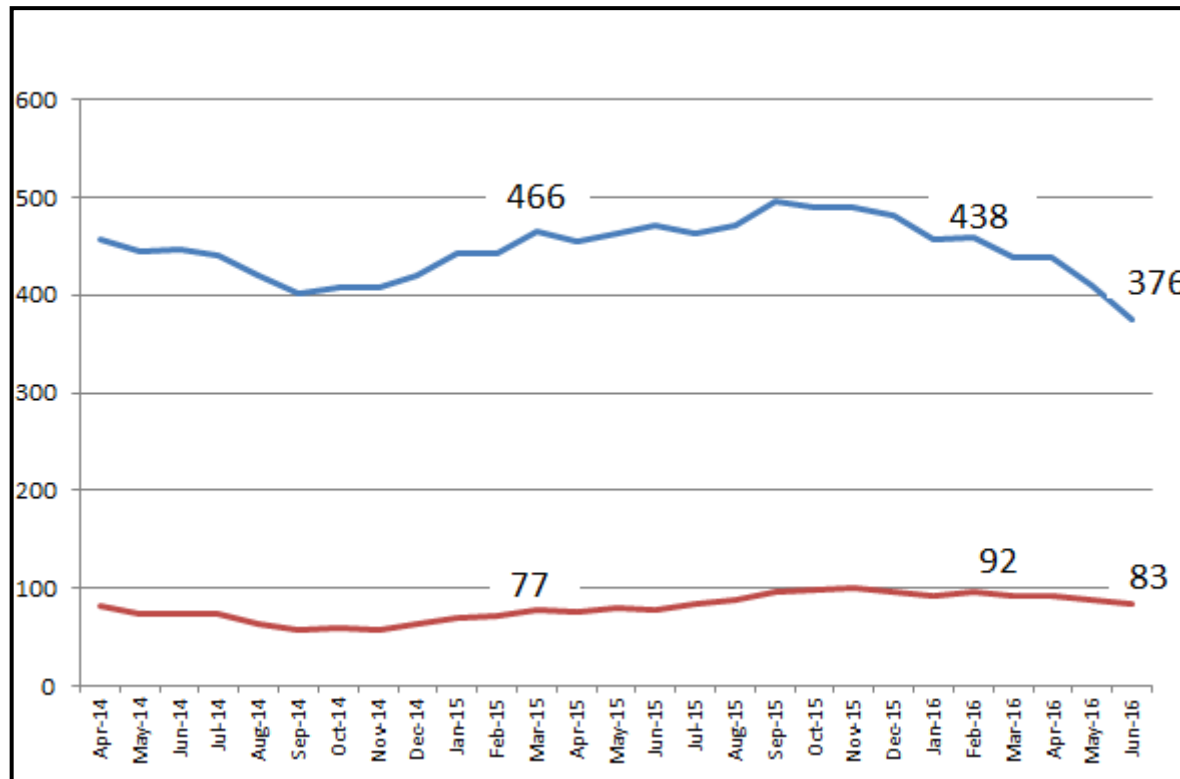


In 2015/16:

- 3% increase in incidents
- 1% increase in the repeat victim rate
- 1% fall in the number first time reports
- Repeat victim rate is 45%
- 47% incidents become crimes
- An arrest is made in 22% incidents
- 84% conviction rate for cases that reach court
- Increase in number of crimes is linked to improved recording (ONS)

Domestic abuse

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

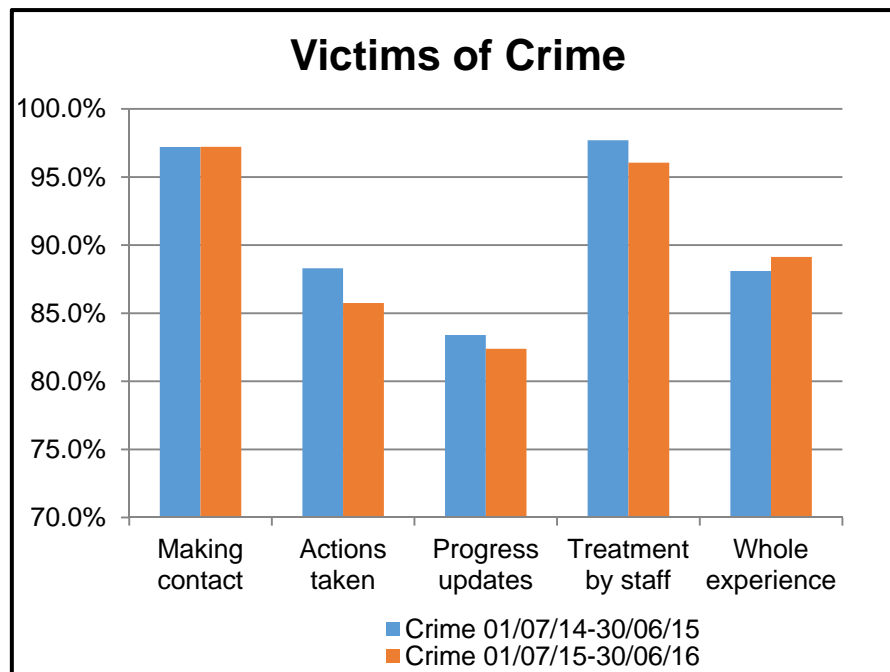


In 2015/16:

- MARAC is a multiagency approach for victims at high risk of serious harm
- 3% increase in MARAC cases
- 28% increase in the number of repeat MARAC cases
- Less than 1 in 4 people report Domestic Abuse
- Victims will have been assaulted on a number of occasions before calling the police
- **The average length of an abusive relationship is five years**

User satisfaction

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



3rd highest user satisfaction for crime

Performing better than MSG average

No comparison available for ASB

Further analysis being undertaken on ASB

Operational lead developing action plan

Thematic Report: Antisocial Behaviour

Public Accountability Conference
September 2016

Superintendent Justin Bibby



101



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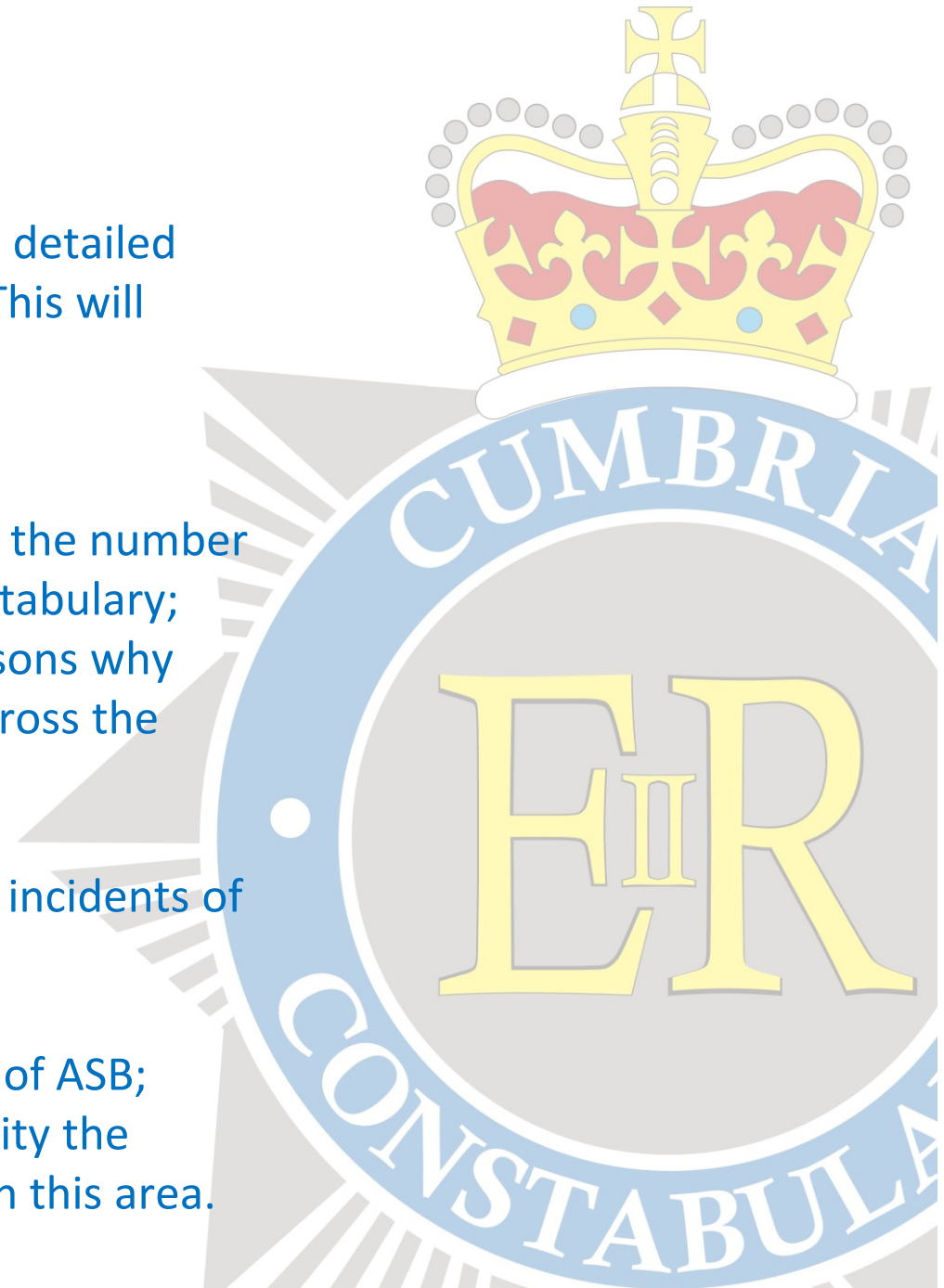


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Purpose

- To provide the Commissioner with a detailed look at antisocial behaviour (ASB). This will include:
 - A definition of ASB
 - A look at the types of ASB;
 - Year on Year comparison data on the number of incidents reported to the Constabulary;
 - Research conducted into the reasons why incidents of ASB have reduced across the county;
 - Comparisons with other forces;
 - How the Constabulary deals with incidents of ASB, including repeats;
 - Showcase
 - User satisfaction data for victims of ASB;
 - A look at current and future activity the Constabulary is / will undertake in this area.



Definition

ASB is **defined** as “Behaviour by a person which causes or is likely to cause harassment, alarm or distress to one or more persons not of the same household as the person”.
(Antisocial Behaviour Act 2003 & Police Reform and Social Responsibility Act 2011).



Types of ASB

Antisocial Behaviour is made up of:

- Personal ASB

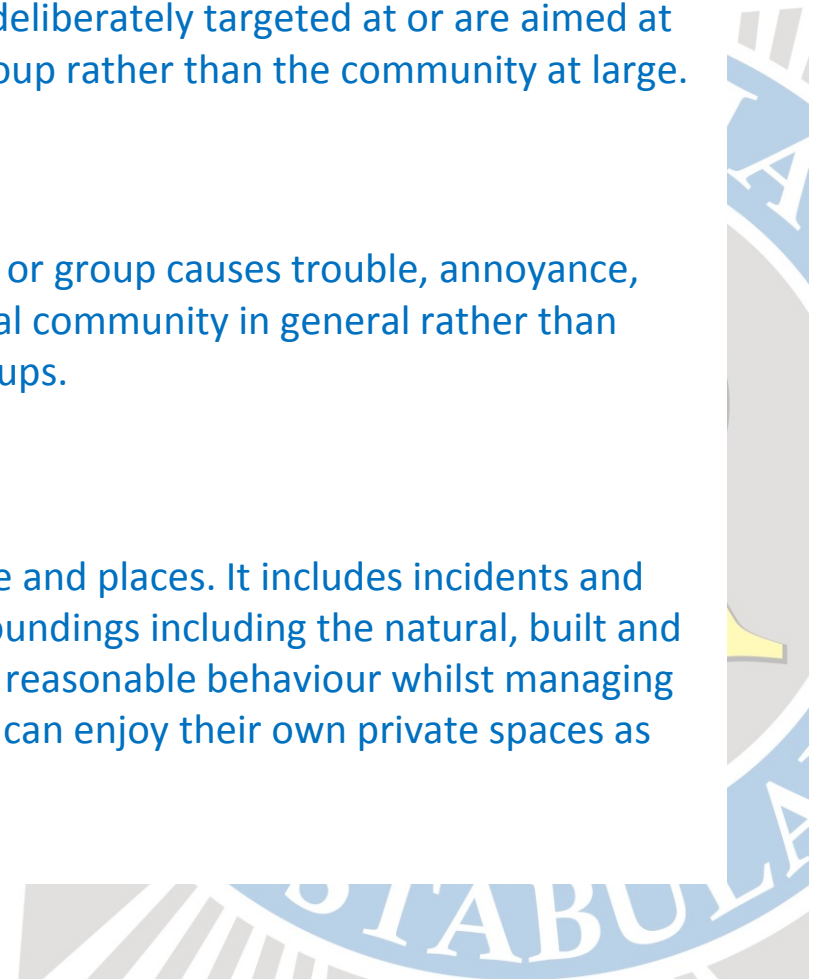
‘Personal’ is designed to identify ASB incidents that are deliberately targeted at or are aimed at having an impact on a particular individual or specific group rather than the community at large.

- Nuisance ASB

‘Nuisance’ captures those incidents where an individual or group causes trouble, annoyance, inconvenience, offence or suffering to people in the local community in general rather than being deliberately targeted at specific individuals or groups.

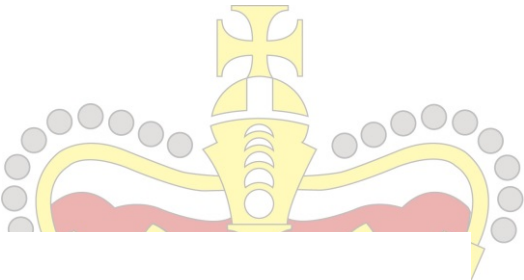
- Environmental ASB

‘Environmental’ deals with the interface between people and places. It includes incidents and inconsiderate actions which have an impact on the surroundings including the natural, built and social environments. This category is about encouraging reasonable behaviour whilst managing and protecting the various environments so that people can enjoy their own private spaces as well as shared or public spaces.

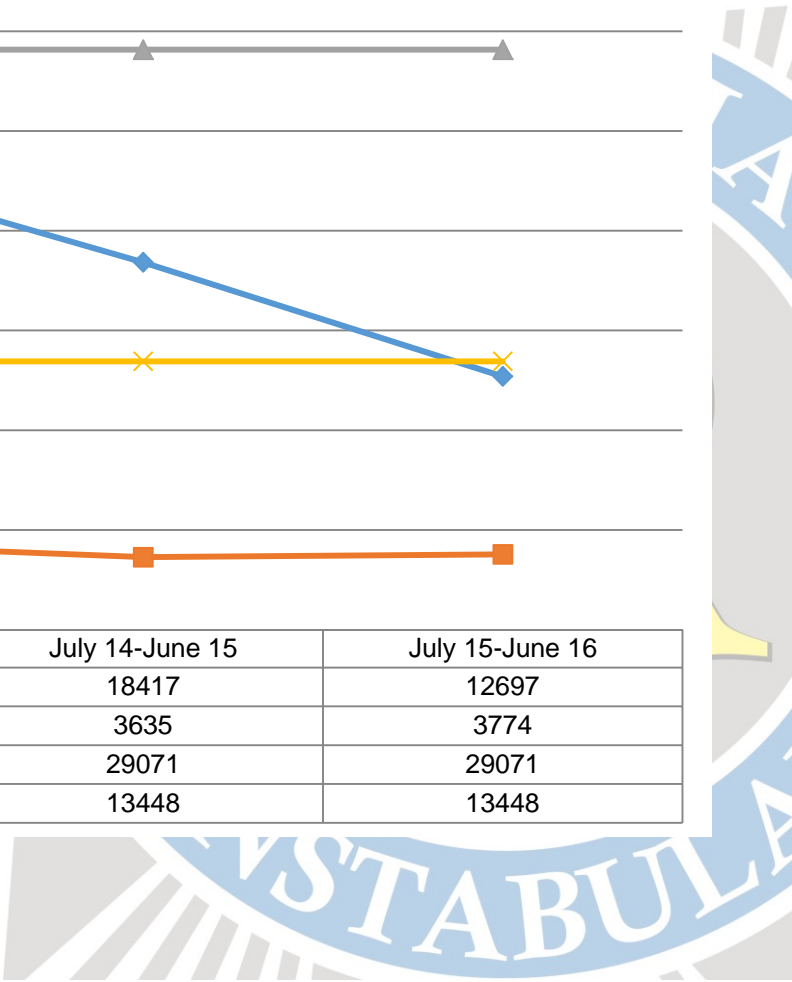
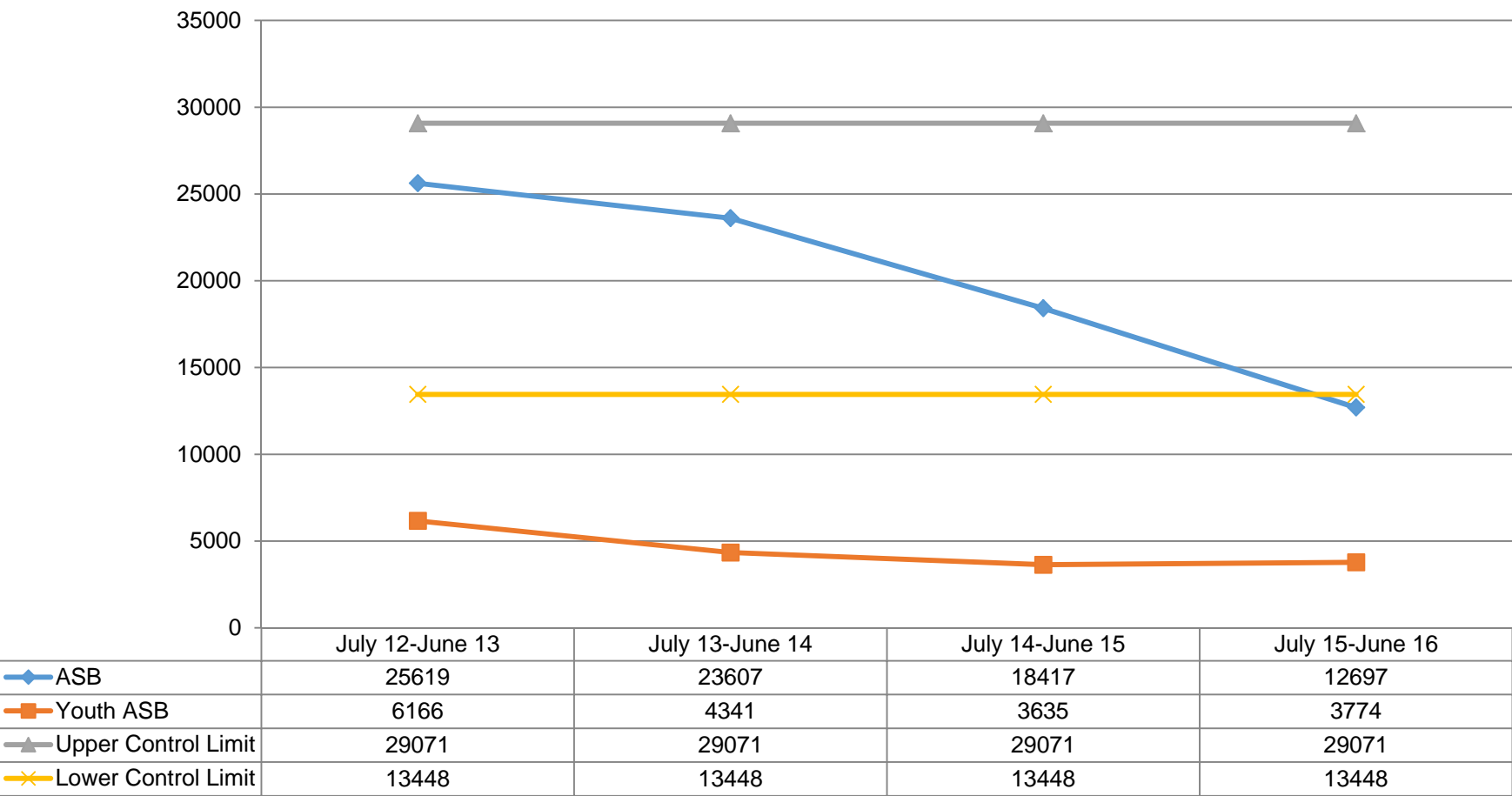


Antisocial behaviour

Year on Year comparison data

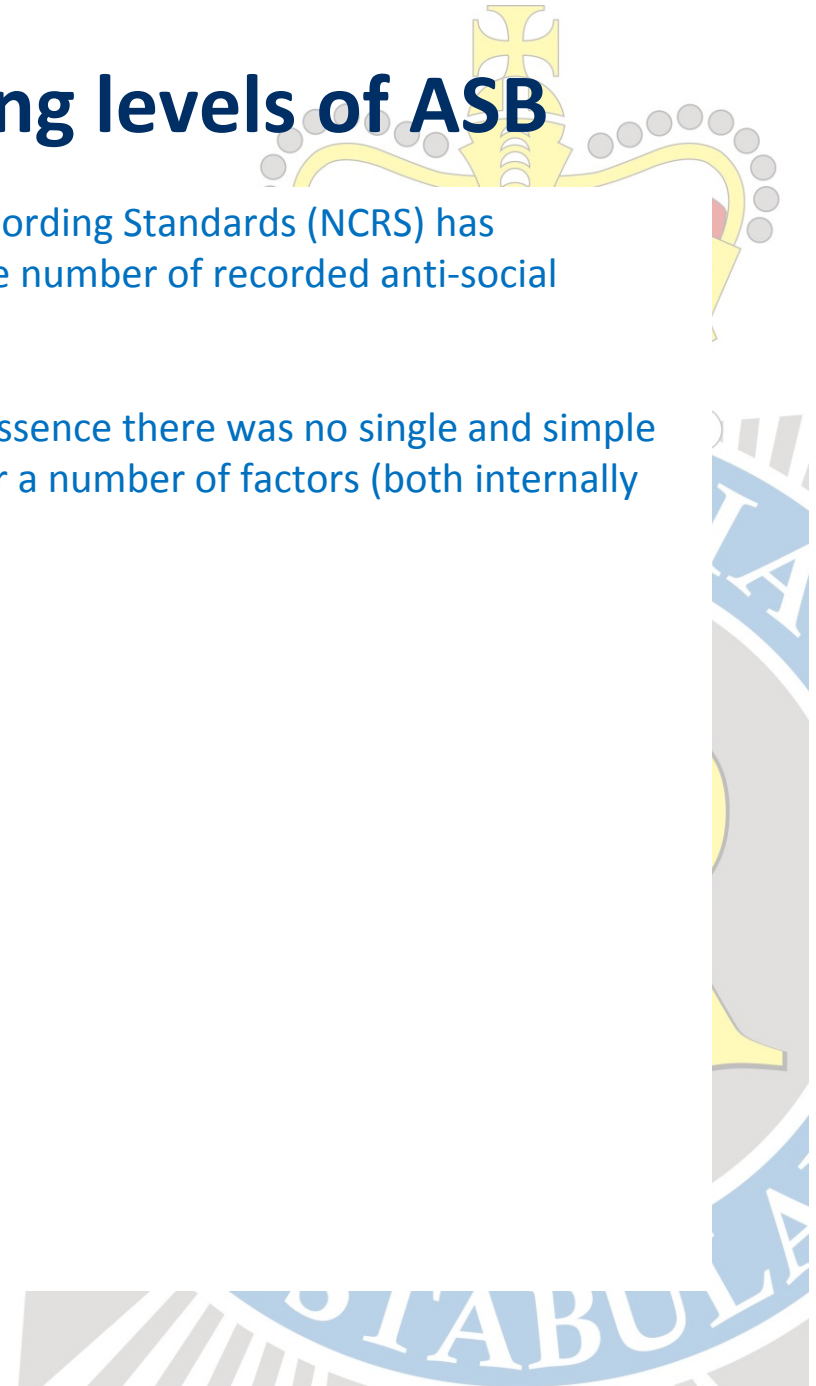


ASB Incident Trend in Cumbria



Research conducted into falling levels of ASB

- Constabulary's renewed focus on the National Crime Recording Standards (NCRS) has contributed to the statistically significant reduction in the number of recorded anti-social behaviour incidents.
- Report findings from each strand of work found that in essence there was no single and simple explanation for the reduction in ASB incidents, but rather a number of factors (both internally and externally) that have had an impact.



Why incidents of ASB have fallen

- Early intervention
- Better use of schemes and partners
- Targeted police activity and patrolling
- PCSO activity and prevention work
- Problem Solvers
- Improved compliance with NCRS resulting in fewer anti-social behaviour incidents and more crime records being created
- Amendments made to existing Home Office Counting Rules (HOCR) offence codes (for example dangerous dogs) which have accounted for some anti-social behaviour incidents now being crimes
- Introduction of new offence codes by the Home Office which has accounted for some anti-social behaviour incidents now being crimes
- From October 2014, changes made to the way dispersal orders are logged
- Better use of the ASBRA process potentially reducing further calls to 101/999



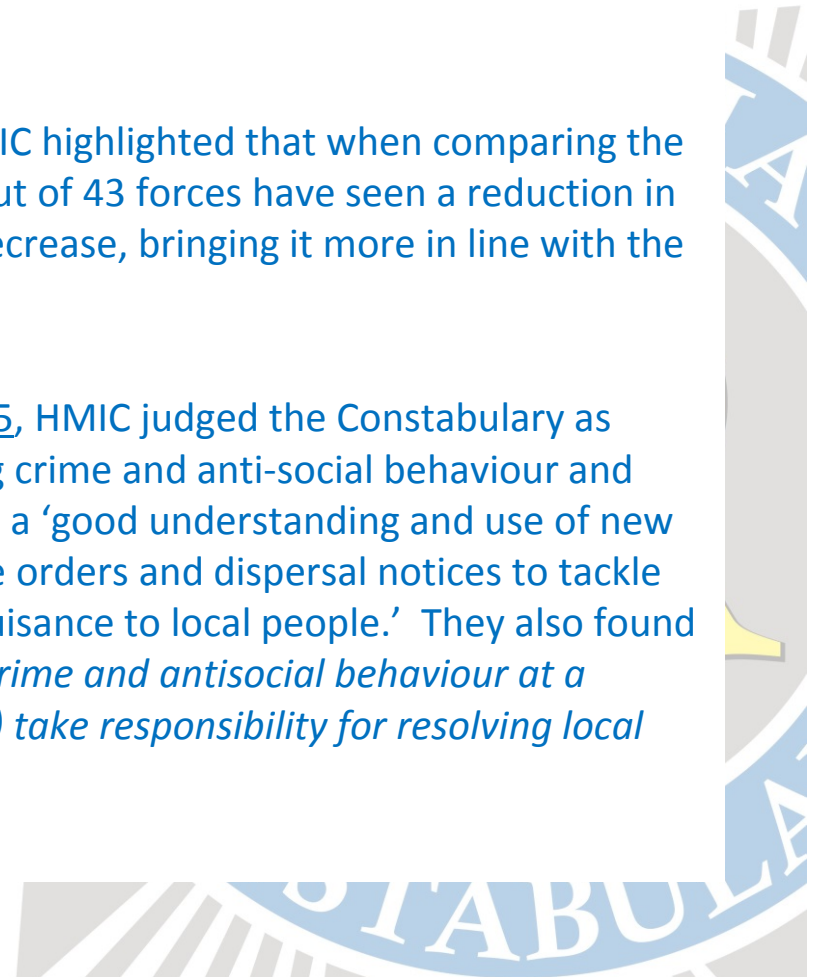
HMIC Inspection Results



Following a HMIC inspection of antisocial behaviour in June 2012, HMIC reported that “Although the level of ASB in Cumbria per 1,000 population is high compared to the England and Wales rate, the actual volume is low”. They went on to say that “There were several excellent examples of Police Community Support Officers (PCSO’s) engaging with the community around youth work, and diverting young people from ASB”

As part of the annual PEEL Inspection Programme 2015, HMIC highlighted that when comparing the 12 months to June 2015 with the same period in 2014, 37 out of 43 forces have seen a reduction in ASB, with Cumbria Constabulary experiencing the biggest decrease, bringing it more in line with the national average.

During HMICs PEEL Inspection of Police Effectiveness in 2015, HMIC judged the Constabulary as ‘good’ in relation to ‘how effective the force is at preventing crime and anti-social behaviour and keeping people safe. HMIC found that the Constabulary has a ‘good understanding and use of new anti-social behaviour powers, for example the use of closure orders and dispersal notices to tackle problem premises or areas where groups gather to cause nuisance to local people.’ They also found that *“Cumbria Constabulary has a strong focus on tackling crime and antisocial behaviour at a neighbourhood level. Neighbourhood Policing Teams (NPTs) take responsibility for resolving local issues, supported by other partner agencies”*.

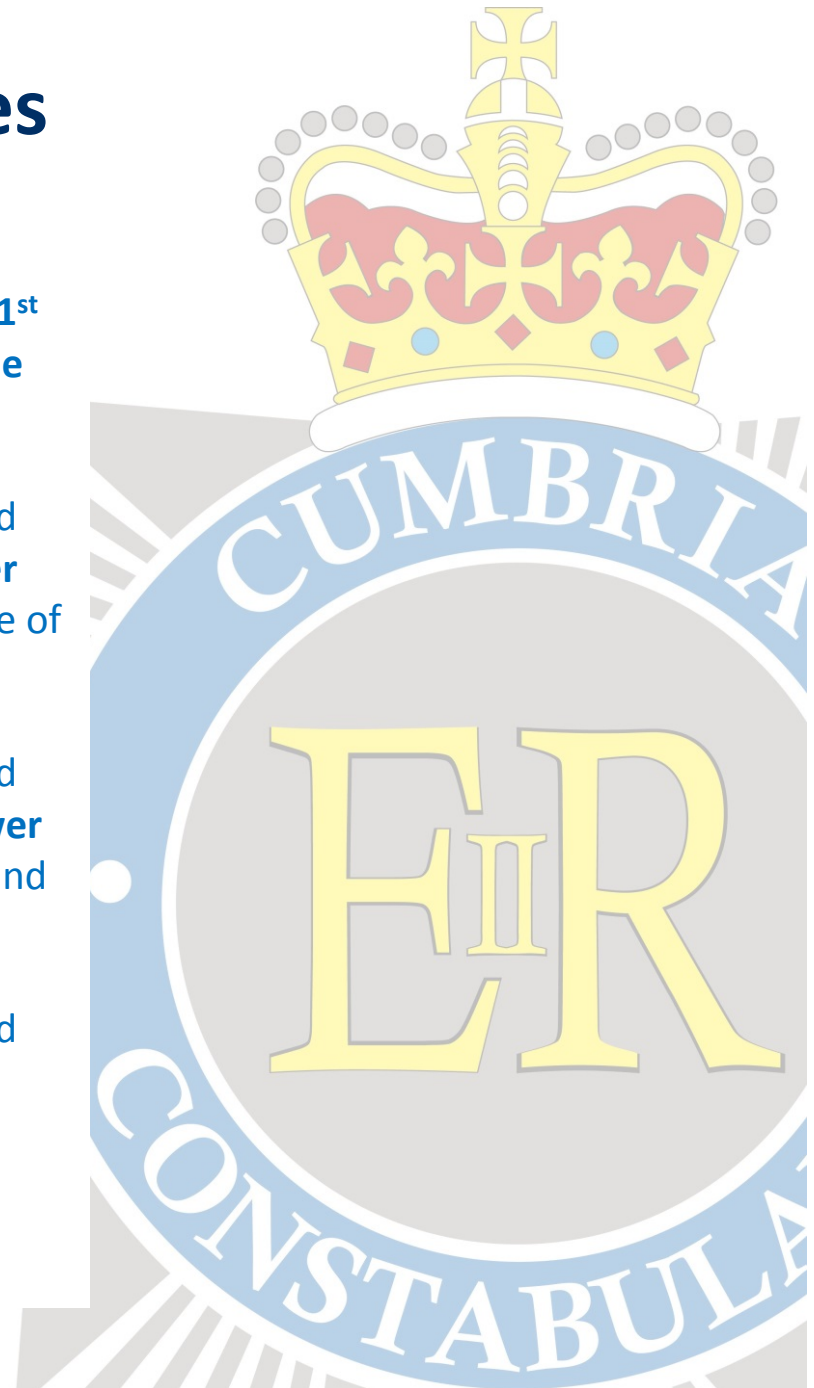


Comparisons with other forces

Perceptions of ASB

Crime Survey for England and Wales data released on 21st July 2016 for year ending 31st March 2016 found that the percentage of persons interviewed in Cumbria:

- Who said they had either experienced or witnessed ASB during 2015/2016 was **lower than in any other force** (19.6% against an England and Wales average of 28.4%).
- Who said they had either experienced or witnessed drink related behaviour during 2015/2016 was **lower than in any other force** (4.4% against an England and Wales average of 9.2%).
- Who said they had either experienced or witnessed groups hanging around on the streets during 2015/2016 was lower than all forces except Lincolnshire (2.9% against an England and Wales average of 7.8% (Lincolnshire was 2.8%)).



How the Constabulary deals with incidents of ASB

If a crime has been committed - deal with the crime
If it is linked with or is an ASB incident and you have completed the questions overleaf, follow these actions:-

At scene - BRONZE

- Give caller "Contact Details and Advice" leaflet and provide a number to call and the log number to quote if incident (or similar) happens again
- Provide basic tactical options (eg: crime prevention advice, self-help, neighbourhood watch)
- Advise them to record the dates and times of all incidents
- Agree frequency requirement and method of future contact by NPT
- If a young person is present and involved complete "It's Your Choice" form and submit to Community Safety Team for their action
- Check they are satisfied with the course of action proposed.
- Update log with level of service, total score and main contributory factor.

At Scene - SILVER

Actions as above for bronze AND -

- Provide immediate tactical options and actions to reassure (eg: visit Neighbours, house to house enquiries)
- Consider involving other external agencies (eg: Housing/Council/Social Services/Fire/Health/School)
- Advise them a local officer will telephone them within 24 hours (obtain preferred number)

At Scene - GOLD

Actions as above for bronze and silver AND -

- Consider urgent tactical options and actions to reassure (eg: immediate call-out of external agencies)
- Complete PVP referral
- Advise they will be visited within 24 hours in person by a local officer

Declaration of Consent for Information Sharing

Ensure victim signs PNB consenting to the sharing of information with other agencies

"I consent to Cumbria Police obtaining and sharing information as part of the multi-agency work to help secure my safety and that of my family and/or to contact my family/friends if appropriate".

(If there are child protection concerns, information will be shared regardless of whether they sign)



CUMBRIA
CONSTABULARY
SAFER STRONGER CUMBRIA

ASB Risk Assessment

Anti social behaviour is any aggressive, intimidating or destructive activity that damages or destroys another person's quality of life.

A victim of anti social behaviour is vulnerable if the conduct in question causes an adverse impact on their quality of life; or they believe they are vulnerable; or they have suffered anti social behaviour or something similar before.

Adverse impact includes the risk of harm; deterioration of their health, mental and/or emotional well being; or an inability to carry out normal day to day routine through fear and intimidation.

This scorecard is designed to help you identify the most vulnerable victims, witnesses, and complainants.

It should be used as a guide, and in combination with your own judgement to help ascertain the appropriate support and protection required in any given situation.

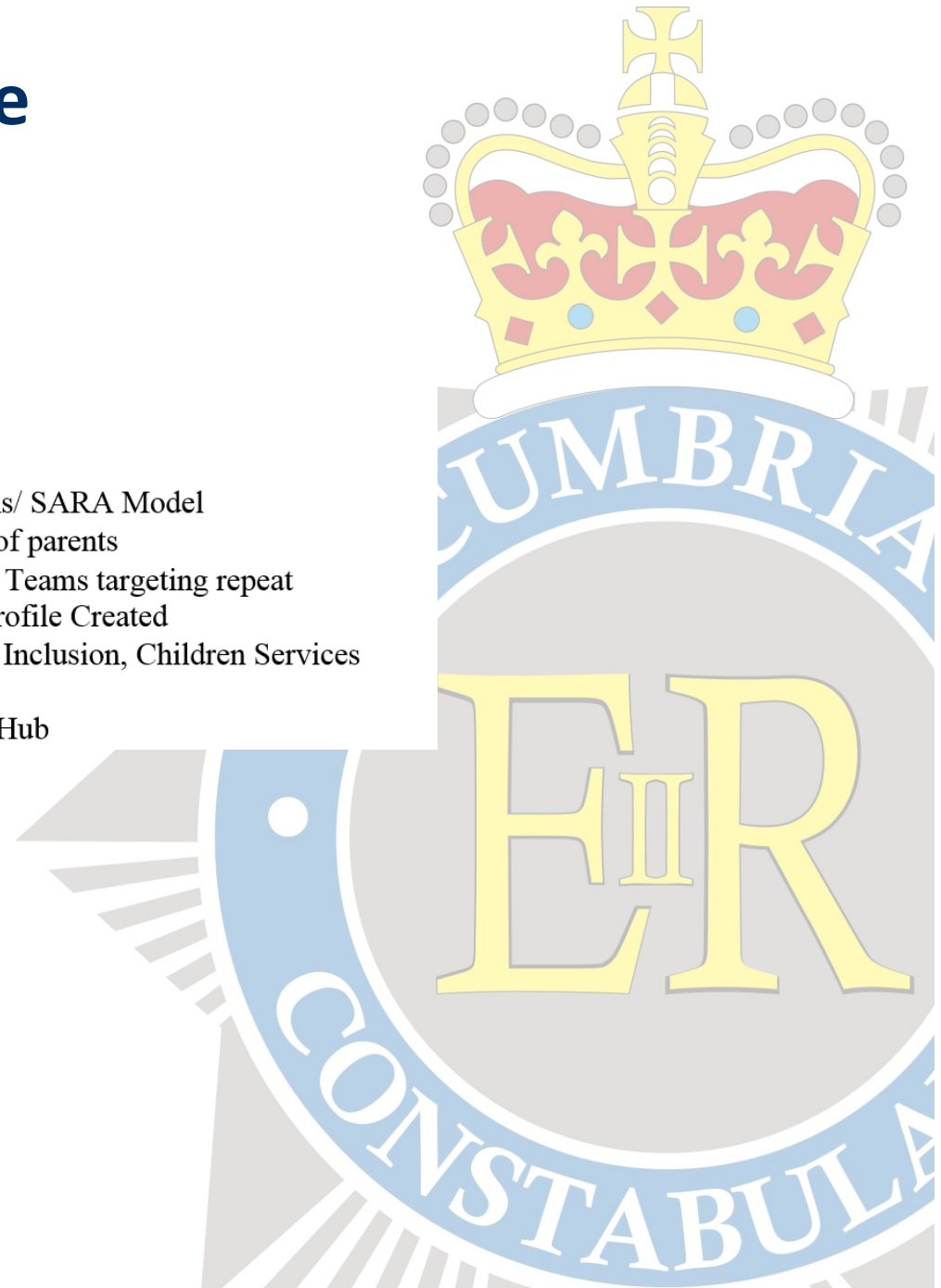
Action taken as a result of your assessment should be discussed with the subject to ensure it meets their needs.

Youth ASB Raffles Estate

Method: Youth ASB – Raffles Estate

Initial Phase

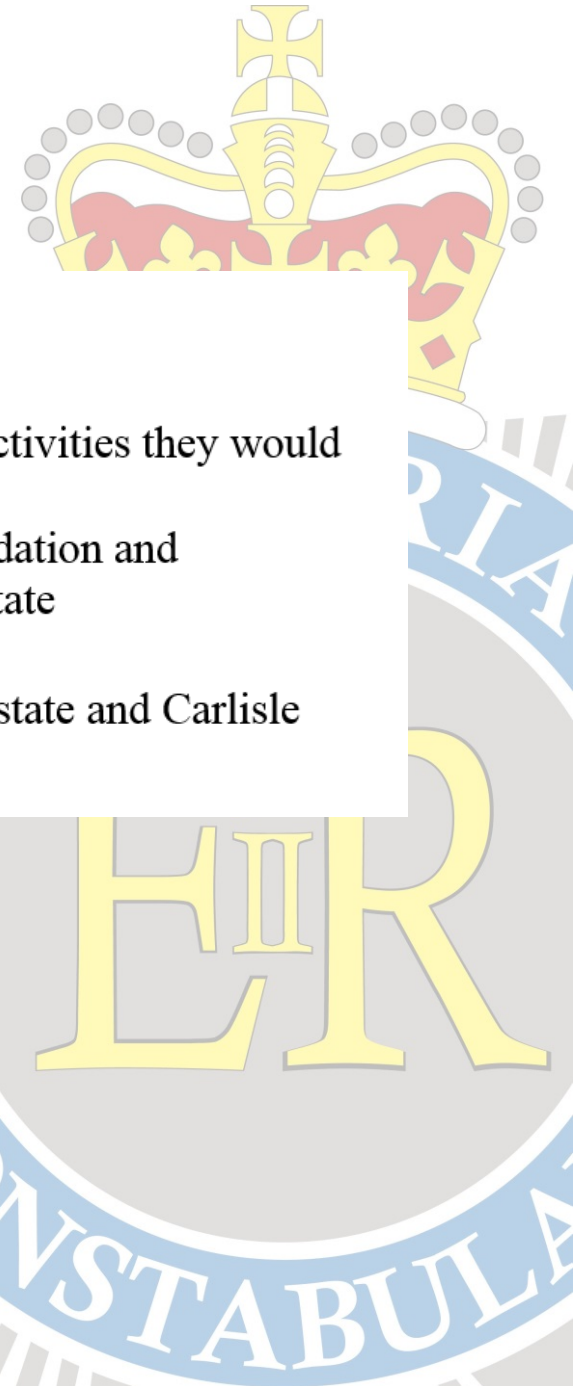
- Created top 10 list – Analysed Behaviour Patterns/ SARA Model
- Visits made to each child and spoken to in front of parents
- Patrol Plans developed for PCSOs and Response Teams targeting repeat locations and victims and offenders – Problem Profile Created
- Worked effectively with Social Housing, School Inclusion, Children Services and Barnados.(Parenting Plans)
- Referrals made to Prevent and Deter Panel - RJ Hub



Diversionary Phase

Diversionary Phase

- Questionnaire carried out with young people to establish activities they would consider taking part in
- Group set up with Carlisle Youth Zone and Cumbria Foundation and Secondary School to look at Outreach Work on Raffles Estate
- Successful funding application to PCC
- Young People offered various range of activities both on estate and Carlisle Youth Zone (including workshops looking at ASB)



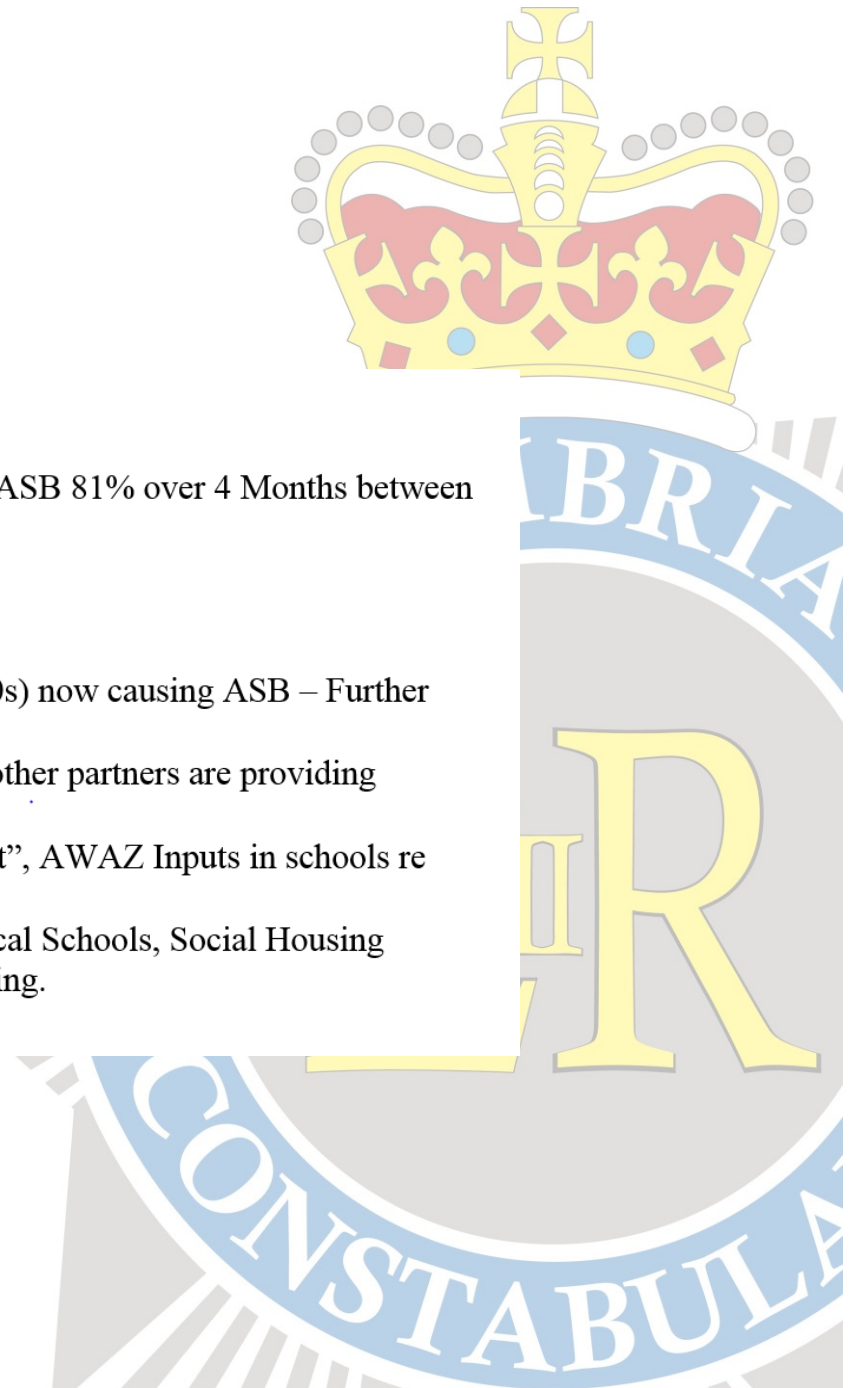
Outcomes

Result

Reduction of Youth ASB by 55% and Community ASB 81% over 4 Months between Sept 2015 and Dec 2015 on City West

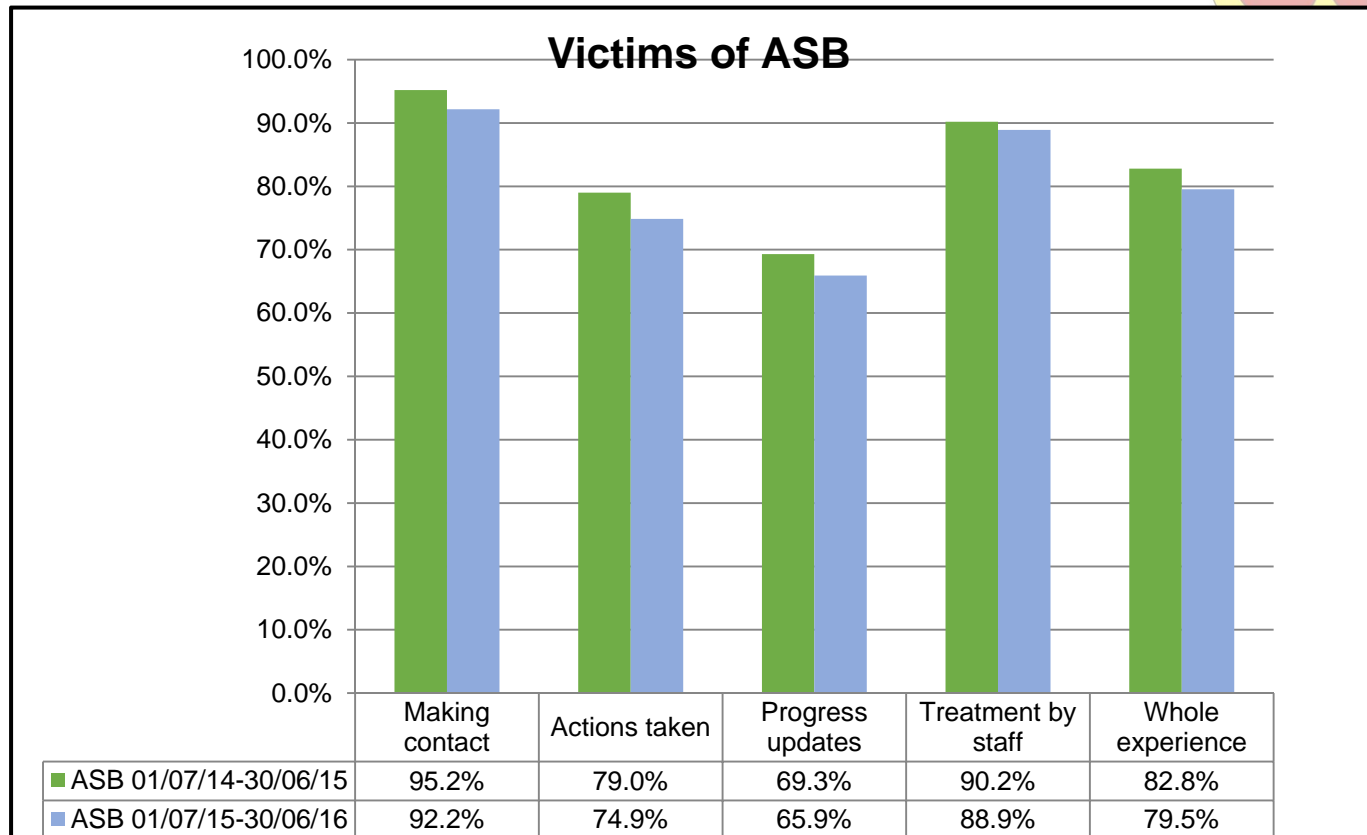
Maintaining ASB

- Pattern establishing of younger sibling (U10s) now causing ASB – Further work in schools.
- Working with “Chaotic” families ensuring other partners are providing support.
- Using new initiatives “Turning the Spotlight”, AWAZ Inputs in schools re hate incidents.
- Continued engagement partnership with Local Schools, Social Housing identifying issues early to prevent re offending.



User satisfaction data for victims of ASB

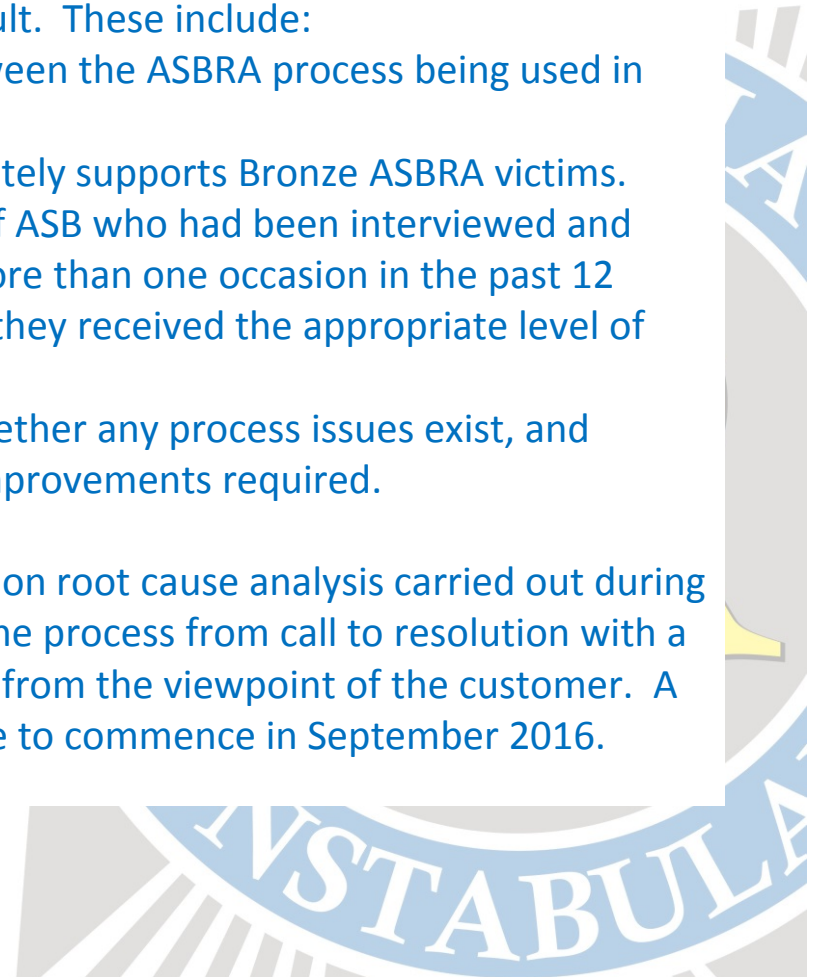
12 Months Rolling Total (MRT) to June 2016 compared to previous year



Current and future activity



- ❑ Feedback from interviews conducted with victims of ASB between 1st March 2015 and 29th February 2016 were analysed to identify any common themes expressed as to why victims were dissatisfied. Findings were fed into the Constabulary's force wide Performance Meeting in June 2016 and various actions have arisen as a result. These include:
 - Determining whether any differences exist between the ASBRA process being used in each Neighbourhood Policing Team.
 - Revisiting the ASBRA process to ensure it accurately supports Bronze ASBRA victims.
 - Analysing call incident logs from those victims of ASB who had been interviewed and said they had contacted the Constabulary on more than one occasion in the past 12 months regarding the same incident, to ensure they received the appropriate level of service.
 - Findings from this piece of work will identify whether any process issues exist, and enable the Constabulary to drive through any improvements required.
- ❑ A comprehensive review to be undertaken, building on root cause analysis carried out during 2015/2016 into ASB reductions. Review to look at the process from call to resolution with a view to developing an understanding of the process from the viewpoint of the customer. A terms of reference has been drafted and work is due to commence in September 2016.





Constabulary Report to OPCC

TITLE OF REPORT:	Revenue Budget Monitoring 2016/17 to June 2016
DATE OF MEETING:	Public Accountability Conference 7 September 2016
ORIGINATING OFFICERS:	Mark Carter, Principal Financial Services Officer and Michelle Bellis, Deputy Chief Finance Officer
PART 1 or PART 2 PAPER:	PART 1 (OPEN)

Executive Summary:

The attached report provides an update of the financial position for 2016/17 based on the actual and committed spending for the first three months, to June 2016, plus a forecast for the remainder of the year.

The current forecast of net expenditure on Constabulary controlled and managed budgets amounts to £108.267m, which represents an overspend of £1,110k (1.04%) against the approved adjusted budget of £107.157m.

The projected overspend is made up of a forecast overspend on expenditure budgets of £901k (0.80%) plus a forecast of under recovery of income of £209k (3.99%).

Recommendation:

The Commissioner is asked to note the Constabulary revenue budget position for the first quarter of the 2016/17 financial year to 30 June 2016.

The Commissioner is also asked to note that, in accordance with the funding arrangement between the Commissioner and Chief Constable, there has been dialogue with the Commissioner's Chief Finance Officer (PCC CFO) regarding the budget pressures faced by the Constabulary and the financial impact on the 2016/17 budget. The Constabulary will continue to seek to manage expenditure during 2016/17 within the funding envelope provided by the Commissioner. In the event that this is not possible, a number of options are being developed including the use of the Chief Constable's contingency, virement of capital underspends and draw down of reserves which will be subject to further discussion with the PCC CFO.

MAIN SECTION

1. Introduction and Background

- 1.1 The purpose of this report is to provide an update of the forecast financial position for 2016/17, based on actual spending and commitments for the first three months of the year as at the end of June 2016.
- 1.2 The current forecast against Constabulary delegated and managed budgets, as at June 2016, is for an overspend of £1,110k.
- 1.3 The total budget is based on the funding arrangement between the Commissioner and the Chief Constable. This was approved and signed off by both the Chief Constable and Police & Crime Commissioner on 29 March 2016.
- 1.4 The approved funding amounted to £111.244m, which is made up of a net revenue budget of £106.605m plus a plant and equipment capital budget of £5.239m. This report deals solely with the revenue funding. The original approved funding has subsequently been amended by a number of budget adjustments. The revised net revenue budget currently stands at £107.155m.

2. Revenue Expenditure

- 2.1 The current prediction for net revenue expenditure during 2016/17 is £108.267m, which is £1,110k (1.04%) above the approved adjusted budget of £107.157m. The forecast position is made up of a forecast overspend on expenditure of £901k (0.80%) plus a forecast under recovery of income of £209k (3.99%).

The report incorporates the anticipated financial impact of a number of Chief Officer decisions since the budget was set to respond to emerging service pressures including criminal justice, training and development, ICT and staffing in a number of functions.

2.2 The principal variances as at June 2016 are outlined in the table below:

Description	Revised Budget	Forecast Outturn	Forecast (Under)/ Overspend	Forecast (Under)/ Overspend	Explanation Paragraph
	2016/17 £'000s	2016/17 £'000s	2016/17 £'000s	2016/17 %	
Constabulary Funding					
Police Officers	75,510	76,468	958	1.27%	2.3
Police Community Support Officers	2,814	2,722	(92)	-3.27%	2.4
Police Staff	18,969	18,625	(344)	-1.81%	2.5
Other Employee Budgets	1,378	1,555	177	12.84%	2.6
Transport Related Expenditure	2,142	2,098	(44)	-2.05%	2.7
Supplies & Services	9,633	9,857	224	2.33%	2.8
Third Party Related Expenses	1,947	1,969	22	1.13%	2.9
Total Constabulary Funding	112,393	113,294	901	0.80%	
Income	(5,236)	(5,027)	209	-3.99%	2.10
Total Constabulary Funding Net of Income	107,157	108,267	1,110	1.04%	

A more detailed analysis of the figures in the above table is provided at **Appendix A**.

Commentary on specific variances is provided in the paragraphs below.

2.3 The budget for Police Officer Pay, Allowances and Overtime is £76m and is currently forecast to come in over budget by £958k (1.27%). Of the forecast overspend, £360k arises from the cumulative effect of changes in the workforce plan (WFP), £532k is as a result of increased expenditure on overtime with the remainder £66k being as a result of higher than expected Injury Allowance payments including a one off backdated payment following an appeal.

In relation to overall officer numbers, current forecasts are very close to the assumptions which were incorporated in the budget. The graphical representation in **Appendix B**, which compares WFP assumptions with the original WFP budget and budgeted establishment, illustrates this well, with a very close correlation between the latest WFP forecast (red line) and the original WFP budget (green line).

However, changes in the profile of officers, which have occurred since the budget was constructed, have given rise to additional expenditure including:

- A number of temporary increases in higher ranks (Sergeants, Inspectors, Chief Inspectors etc.)
- More transferees and officers returning from secondment during the last half of 2015/16 than expected.
- More leavers than originally expected during 2016/17 (0.9 FTE).
- Transferees / Re-joiners (2.5 FTE) at the start of the 2016/17 financial year.
- Increased Employers National Insurance contributions related to a forecast overspend on Police Overtime.

Police Overtime is forecast to overspend by £532k and has two principal explanations.

- Non-public holiday overtime is forecast to exceed the budget by £335k. This arises principally from additional expenditure in Territorial Policing (£353k) and in particular Operational Support. Investigation of the overtime position is on-going, but early analysis suggests that the additional costs have occurred in relation roads policing / ARV and have resulted from a combination of covering abstractions, special policing activities and a high level of operations.
- The second element of the overtime overspend, amounting to £172k, relates to bank holiday overtime, resulting from the decision to account for duties worked during Easter 2016 within the 2016/17 financial year as part of measures to streamline the accounts closure process as agreed by Chief Officers.

2.4 The budget for PCSO Pay, Allowances and Overtime is £2.7m and is currently forecast to come in under budget by £92k (3.27%). The current forecast underspend is as a result in year changes to the WFP for PCSOs including increased levels of maternity (£43k), changes in hours (£29k), shift and weekend working allowances £13k and other WFP changes (£7k).

2.5 The budget for Police Staff Pay & Allowances is £19m and is currently forecast to come in under budget by £344k (1.81%).

The forecast underspend has arisen through a combination of circumstances but primarily relates to in year changes against the WFP for example starting the year below the originally forecast number of police staff employees (£407k), increased levels of maternity leave (£36k), changes in the profile of starters and leavers (£104k) and additional savings generated as part of the change programme (£66k). These underspends are being offset to a degree by transfer of budget to agency staffing budgets (£128k), funding additional posts (£59k) and other changes in hours grades etc.

- 2.6 The budget for Other Employee Expenditure is £1.4m and is currently forecast to come in over budget by £177k (12.84%).

The primary reasons for the overspend are an increase in agency staffing costs to cover police staff vacancies as outlined in paragraph 2.5 above (£39k), redundancy and actuarial strain costs (£94k) which relate to termination costs as a result of Constabulary decisions for which there is no budget and increased expenditure on staff an officer recruitment and welfare costs (£38k) due to the relatively large number of recruits in 2016/17.

- 2.7 The Transport related expenditure budget is £2.1m and is currently forecast to come in under budget by £44k (2.05%). The primary reason for the underspend is in relation to lower fuel costs as a result of both lower fuel prices and lower overall anticipated mileage (£94k), these underspends are being offset by increases in car hire, car allowances and travel (£43k) and increased costs of vehicle repair and maintenance (£7k).

- 2.8 The budget for Supplies & Services related expenditure is £9.6m and covers a wide range of activities. Overall supplies and services expenditure is currently forecast to overspend by £224k (2.33%). The principal reasons for the overspend are a forecast increase in accommodation costs in respect of training courses once existing accommodation at The Green is not available due to the commencement of the SCC project (£110k), increased costs of looking after confiscated animals (£32k), increased charges in respect of the police ICT company (£35k), increased costs of catering for training/meetings (£48k), increased costs of ICT (£18k) and increased expenditure on operational equipment (£37k). These overspends are being offset to a degree by reduced expenditure on clothing uniform and laundry (£31k) and custody costs (£22k).

- 2.9 The budget for Third Party related expenditure is £1.9m and is currently forecast to come in over budget by £22k (1.13%). The primary reasons for the forecast overspend are in relation to increased collaboration payments.
- 2.10 The budget for income is £5.2m and the current forecast is that there will be a shortfall against this target of £209k (3.99%). During the budget setting process for 2016/17, although income budgets are difficult to predict, a stretching target for was set in an attempt to prevent underspends arising as a result of 'windfall' income arising in year. Unfortunately, as a consequence of the delay of some special policing events, for which a charge is levied, this income budget is now showing a reduced forecast. In addition, proceeds of crime income is also forecast to be reduced. These predicted shortfalls are offset to a degree by forecast increases of income in respect of driver awareness, firearms licensing, vehicle recovery and costs awarded.

3. Supplementary Information

- 3.1 Appendices to this report are provided as follows:
- Appendix A – Constabulary Revenue Budget monitoring as at June 2016.
 - Appendix B – Graph showing current WFP assumptions compared to original/budget for 2016/17.

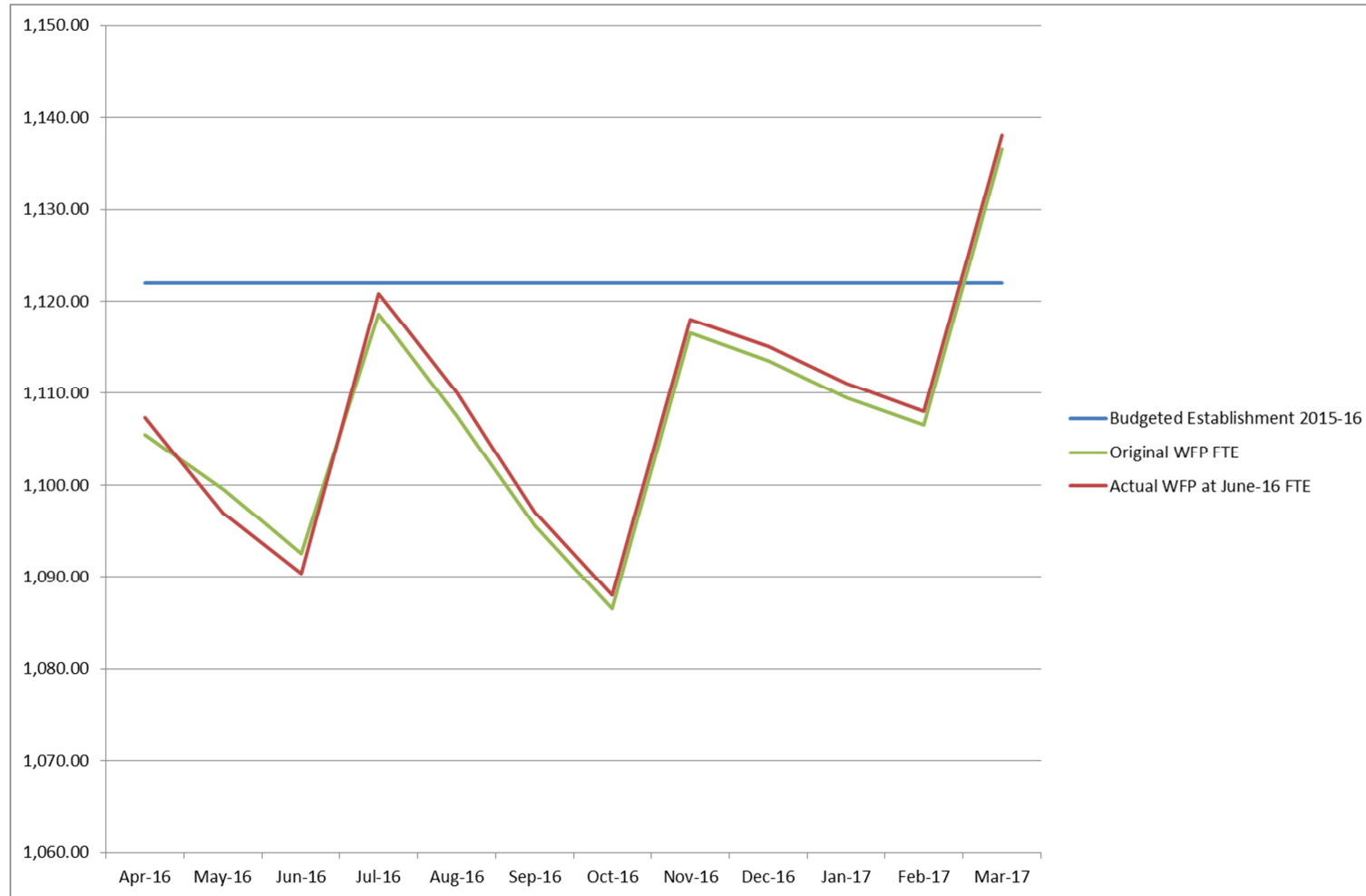
Appendix A

The Chief Constable for Cumbria Constabulary**Revenue Budget Monitoring to June 2016**

Description	Base Budget	Revised Budget	Budget To Date	Actual To Date	Forecast Outturn	Forecast (Under)/Overspend	Forecast (Under)/Overspend	Forecast (Under) / Overspend @ MAY-16	Change MAY-16 to JUN-16
	2016/17 £	2016/17 £	2016/17 £	2016/17 £	2016/17 £	2016/17 £	2016/17 %	£	£
Constabulary Funding									
Police Officers	75,325,919	75,510,004	14,142,896	14,403,349	76,468,274	958,270	1.27%	764,861	193,409
Police Community Support Officers	2,814,191	2,814,191	668,665	666,161	2,722,376	(91,815)	-3.26%	(69,354)	(22,461)
Police Staff	18,992,719	18,969,285	4,726,949	4,503,776	18,625,429	(343,855)	-1.81%	(456,643)	112,787
Other Employee Budgets	672,214	1,378,132	189,605	200,535	1,554,608	176,476	12.81%	466,378	(289,902)
Transport Related Expenditure	2,134,198	2,141,494	403,440	349,236	2,097,741	(43,753)	-2.04%	(44,585)	832
Supplies & Services	9,674,807	9,633,337	2,869,025	3,628,215	9,856,863	223,527	2.32%	223,911	(384)
Third Party Related Expenses	1,629,508	1,946,813	683,969	540,449	1,969,065	22,252	1.14%	15,945	6,307
Total Constabulary Funding	111,243,556	112,393,254	23,684,548	24,291,720	113,294,357	901,102	0.80%	900,515	588
Income	(4,638,551)	(5,236,590)	(1,184,339)	(933,860)	(5,027,453)	209,137	-3.99%	(22,114)	231,251
Total Constabulary Funding Net of Income	106,605,005	107,156,664	22,500,209	23,357,860	108,266,904	1,110,240	1.04%	878,401	231,839

The Chief Constable for Cumbria Constabulary

Current Workforce Plan (WFP) Assumptions Compared to Budget & Original WFP Budget (Police Officers)





Office of the Police & Crime Commissioner Report

Title: Ethics & Integrity Panel Quarterly Report

Date: August 2016

Agenda Item No: 08

Originating Officer: Mrs Lesley Horton, Ethics & Integrity Panel Chair

CC:

Executive Summary:

The Police & Crime Commissioner and the Chief Constable both wish to ensure high standards of integrity and ethical working within their respective organizations. In order to achieve that objective and provide openness and accountability to the public they established an Ethics & Integrity Panel. This quarterly report provides an overview of its work since the last meeting on 4 May 2016.

Recommendation:

That the Police and Crime Commissioner take note of the Panel's report.

1. Introduction & Background

- 1.1 The purpose of the Ethics & Integrity Panel is to promote and influence high standards of professional ethics in all aspects of policing and to challenge; encourage and support the Commissioner and the Chief Constable in their work in monitoring and dealing with issues of ethics and integrity in their organizations. The Panel considers questions of ethics and integrity within both organizations and provides strategic advice and support in relation to such issues.
- 1.2 To assist the Commissioner in his task of holding the Chief Constable to account for the policing services that are provided, the Panel has looked at areas of performance, provided advice and acted as a 'critical friend', with the aim of achieving consistency in the process of making decisions. The Panel's role is to identify issues and monitor change where required. The Panel has no decision making powers, although it is able to make recommendations to the Commissioner and the Chief Constable.
- 1.3 The Panel meets on a quarterly basis and an annual work programme has been devised and agreed to enable it to fulfil its terms of reference. The annual work programme fixes the tasks to be undertaken by the Panel at each of its scheduled meetings and has been set to

ensure whenever possible that meetings are balanced in terms of the volume of work. Annual reviews have been included in the programme.

2. Issues Considered by the Panel

The Panel held its quarterly meeting on 8 August 2016. The meeting was also attended by Assistant Chief Constable Martland and the OPCC Chief Executive. The Panel considered the following areas of work:

INTEGRITY - COMPLAINTS BY THE PUBLIC

ACC Martland presented a report which detailed public complaints that the Constabulary had received during the reporting period along with comparison figures for the previous 12 months rolling period. It was noted that during quarter four there had been a decrease in the number of complaints received compared with the same period in 2015. 201 complaints had been received compared to 249 in 2015. The current 12 month rolling period showed that there had been a reduction of 10 cases (3%) and a reduction of 67 allegations (13%). All Territorial Policing Areas (TPA's) had reduced their level of allegations, although HQ had shown an increase. This was attributed to the increase of Direction and Control complaints which referred to the Constabulary's operational policing policies and procedures, management decisions, general policing standards and organisational decisions. Over the current 12 month period direction and control complaints had increased by 65%. Examples of these related to the floods in 2015 and Constabulary's change to what types of incidents they would now deploy officers and dissatisfaction from members of the public.

The number of complaints dealt with by Local Resolution had increased by 20 cases with the number of allegations upheld by PSD reducing by 7 allegations. The number of appeals considered by both the Constabulary and the IPCC continued to reduce.

The panel noted that the number of complaints relating to arrest or custody had increased. They were advised that the Constabulary had not identified any patterns or trends in relation to a particular officer or shift.

The Constabulary continued to finalise allegations within the IPCC guidelines with Cumbria remaining third best in the country for the average number of days to locally resolve allegations.

INTEGRITY – ANTI-FRAUD & CORRUPTION

ACC Martland presented the quarterly report on work undertaken by the Constabulary's Anti-Corruption Unit. He guided members through the report, commenting on each of the cases listed that had been finalised and those still ongoing providing an update on their current status.

The members were again pleased to note that the number of officers who were currently suspended had remained low, ie two. ACC Martland provided members with examples of the types of issues and incidents which were currently ongoing.

GRIEVANCES

The Panel received a report which outlined the number of grievances currently being dealt with by the Constabulary in comparison to the previous 12 months and 3 year periods. In 2015-16 there had been 4 grievance cases recorded.

The Panel were informed that, culturally in Cumbria, officers and staff voiced their concerns and generally matters were dealt with informally. Although this may be good for the individuals involved it did not allow the matters to be recorded and to enable the organisation to learn for the future or make appropriate changes.

The OPCC Chief Executive advised that at a recent meeting with the secretary of the staff union, Unison, they had stated they were pleased that issues were resolved at an early stage and saw this as a positive step by the Constabulary.

STOP AND SEARCH REVIEW

During the morning the Panel had undertaken a dip sample of a number of stop and search forms with a view to assessing whether the information contained within the form provided enough evidence to substantiate the grounds for the stop and search. Earlier in the year the Panel had carried out a similar dip sample following an HMIC inspection which had resulted in a number of recommendations being made to the Constabulary.

The Panel were pleased to report a very positive turnaround from those sampled earlier in the year. The reasons for the stop and the search were now clearly identified. The members noted that the number of stop and searches had decreased however ACC Martland anticipated that the numbers would increase again slowly with continued learning and awareness. Monthly dip samples would continue to be undertaken to work with officers and maintain standards.

Following discussion it was agreed that the Panel would carry out an annual dip sample of stop and search forms.

POLICE DISCRETIONARY FRAMEWORK

The Panel had been provided with a report relating to the Police Discretionary Framework and had planned to undertake a dip sample of cases where the discretionary framework had been utilised. Disappointingly the Panel had not been afforded the opportunity to dip sample cases but rather had only been provided with 6 cases, those which had been highlighted within the report. The report itself did not provide any context to the number of occasions whereby the framework had been utilised, ie 107. In addition the only way in which cases could be identified as having utilised the framework on the current computer

system was if an officer specifically stated this in the 'free text' box. The Panel felt that there was no driver for the framework to be used by officers.

ACC Martland explained that due to a number of staff resigning and a recruitment process the changes had not been forcefully implemented. By mid-October the Control room would again be fully staffed and further progress would be made to implement the framework. It was important that the framework supported the organisation's ability to resolve issues and balance the demand for service. The re-introduction of the framework would be monitored and form part of individual's 15 week review with their line managers. The members asked that an update report be provided to their February meeting to allow enough time for the re-introduction to take place and become embedded.

CODE OF ETHICS

The Code of Ethics for all police forces in England and Wales was launched on 15 July 2014, setting out nine policing principles and ten standards of professional behaviour. The Assistant Chief Constable presented a report which outlined the work undertaken to embed the Code of Ethics within the Constabulary. This had been done through a variety of ways including Chief Officer Roadshows, newsletters, information on noticeboards, training courses and promotion processes to include the Code of Ethics.

The Code of Ethics was now built into and embedded into the day to day business of the Constabulary via the Ethical Framework. Including their decision making model, misconduct processes, selection and promotion procedures.

The Panel agreed that an annual report on this area of business was not required, rather reports be presented to the Panel when issues arose.

CODE OF CONDUCT

The Governance and Business Services Manager presented a report which illustrated the Chief Executive's monitoring of the Police and Crime Commissioners Code of Conduct and PCC/Officer Protocol. Upon taking up office in May 2016 the Commissioner swore an oath of office to act with integrity and agreed to abide by a Code of Conduct.

This report focused on the ethics and culture of the PCC and his office. To date no complaints had been received from either members of staff or the Commissioner. Two complaints had been received regarding the previous PCC, Mr Richard Rhodes. One had been deal with via local resolution; Mr Rhodes had left office prior to the second one being completed. No complaints had required investigation by the Police and Crime Panel (PCP) regarding the Commissioner. The Chief Executive advised that the PCP were to review their process for dealing with complaints initially. Currently the PCP membership had no involvement in the initial stages of a complaint. The proposal was to elect a sub-committee with the monitoring officer being an advisor and the members would consider the complaint. The Chief Executive would update the Panel on the outcome of the review.

The Panel agreed that an annual report on this area of business was not required, rather reports be presented to the Panel when issues arose.

FUTURE WORK OF THE PANEL

Since the Panel was established its role had gradually expanded beyond the original remit and it was now an opportune time to consider the future direction for the Panel. The Chief Executive outlined proposals for the future work program of the Panel. A lot of good work had been achieved during the past 18 months especially in relation to complaints and misconduct processes. It was proposed that the Panel would look at some more thematic areas of work, whilst maintaining oversight on the current areas of business.

It was agreed that the Constabulary would provide areas of thematic work for the Panel to review at the November meeting and the Panel were asked to provide any feedback to complement this.

Earlier in the year two Panel members had resigned, including the Chair. A new member had been appointed earlier in the year, Michael Duff. However the Commissioner and the Chief Constable wanted the Panel brought up to its original membership of four including the appointment of a permanent chair. It was proposed that the opportunity for the Chair be offered to the existing membership with the panel vacancy being publically advertised.

3. Supplementary information

Reports presented to the Ethics and Integrity Panel Meeting on 8 August 2016 can be viewed on the OPCC website via the following link:

<http://www.cumbria-pcc.gov.uk/governance-transparency/ethics-integrity-panel.aspx>