

THE JOURNEY FOR OUR COMMUNITIES

KEEPING YOU AND YOUR FAMILY SAFER

POLICE & CRIME COMMISSIONER
Serving Hampshire, Isle of Wight, Portsmouth, Southampton

Investing in policing to meet local needs and keep you, your family and your community safer.

YOU YOUR FAMILY YOUR COMMUNITY SAFER

For information on your family, your community, visit www.hampshire.police.uk

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Band	Total you will pay for policing this year	Band	Total you will pay for policing this year
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B	£156.69	F	£291.00
C	£179.08	G	£335.77
D	£201.46	H	£402.92

Continuing to invest in policing to keep you, your family and your community safer

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2021/22

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MY INTENTION THIS YEAR

29p
a week

£15 a year increase for a **Band D** property in **2021/22**

this is to keep local residents and our communities SAFER and deliver visible improvements in policing and outcomes in every district

PCC's Recommendation

- That the Police and Crime Panel (PCP) support the Police and Crime Commissioner's (PCC) proposed precept increase of £15 per annum for Band D properties, which is the equivalent of £1.25 per month, or 29p per week.

Chief Constable's Operational Case

- *'from a position of protecting and maintaining (making the best of what we have) to a position where we have the opportunity to take the fight more and more to those criminals who blight our community'.*
- *'my operational recommendation to the Police and Crime Commissioner requires a £15 increase in Band D council tax increase.....it is my professional view that supporting anything other than a £15 increase flies in the face of the operational evidence.....that is why I have asked for the first time that my operational support for the Police and Crime Commissioner's position is included in this budget paper and sits as a matter of public record'*

FURTHER ENDORSEMENTS

Zoe Wakefield, Hampshire Police Federation Chair (excerpt from letter to Michael Lane PCC)

“As a Hampshire resident, like the vast majority of my colleagues, an increase in council tax is not something I am keen on but understand the need to ensure the force has sufficient funding [...]. The funding formula is not fair and Hampshire has a significant shortfall [...]. This is not going to change in the short term. Therefore I would urge you to consider increasing the council tax precept to the maximum amount which would provide some much needed extra funding to assist the force in continuing with its objectives.”

D/Supt Jo Smith, Police Superintendents Association, Hampshire Branch Chair (excerpt from letter to Michael Lane PCC)

“I, on behalf of the Association, recognise the difficult decision that you now need to make in relation to an increase in the council tax precept, particularly at this time where people’s personal finances may well be impacted upon as a result of the pandemic [...]. I would however urge you to recommend the maximum investment for policing in Hampshire and the Isle of Wight as I believe this is imperative to support the officers and staff of Hampshire Constabulary continuing to protect our communities.”

Kathy Symonds, Unison - Hampshire & IOW Police & Justice, Branch Secretary (excerpt from letter to Michael Lane PCC)

“I am contacting you in relation to the 2021 / 22 precept and to impress upon you how important it is to increase it by the maximum amount permissible [...] Your financial support for the wellbeing initiatives introduced in recent months is acknowledged and appreciated by the workforce. [...] That same level of support for those same officers and staff, by determining the £15 p a precept increase which will enable us to carry on delivering a quality service, is what we need now.”

THE OPERATIONAL CASE – WHY INVESTMENT IS NEEDED

- More frontline
- Right place, right time
- Better equipped
- Investment in the police estate
- Increased crime prevention initiatives
- Further investment in preventing and tackling crime in rural communities

TAKING THE FULL £15 INCREASE WILL DELIVER:

- ✓ Investigation of up to 26,000 more crimes
- ✓ Maintaining our PCSO numbers
- ✓ The pursuit of 300 more of the most dangerous criminals, with a focus on serious violence and drug related harm
- ✓ Reduce offending by a further 1000 crimes
- ✓ Safeguarding an additional 12,000 vulnerable people, including 240 more high risk children
- ✓ Enable targeted support for rural initiatives
- ✓ More new officers recruited sooner
- ✓ Provide infrastructure and support to the Uplift programme and continuation of delivery of policing services on a sustainable basis
- ✓ Better justice for victims

CONSULTATION HIGHLIGHTS

8,348
responses

support across districts ranges from 73.26% in Hart to 62.07% in Rushmoor

66.1%
would support an increase of £15

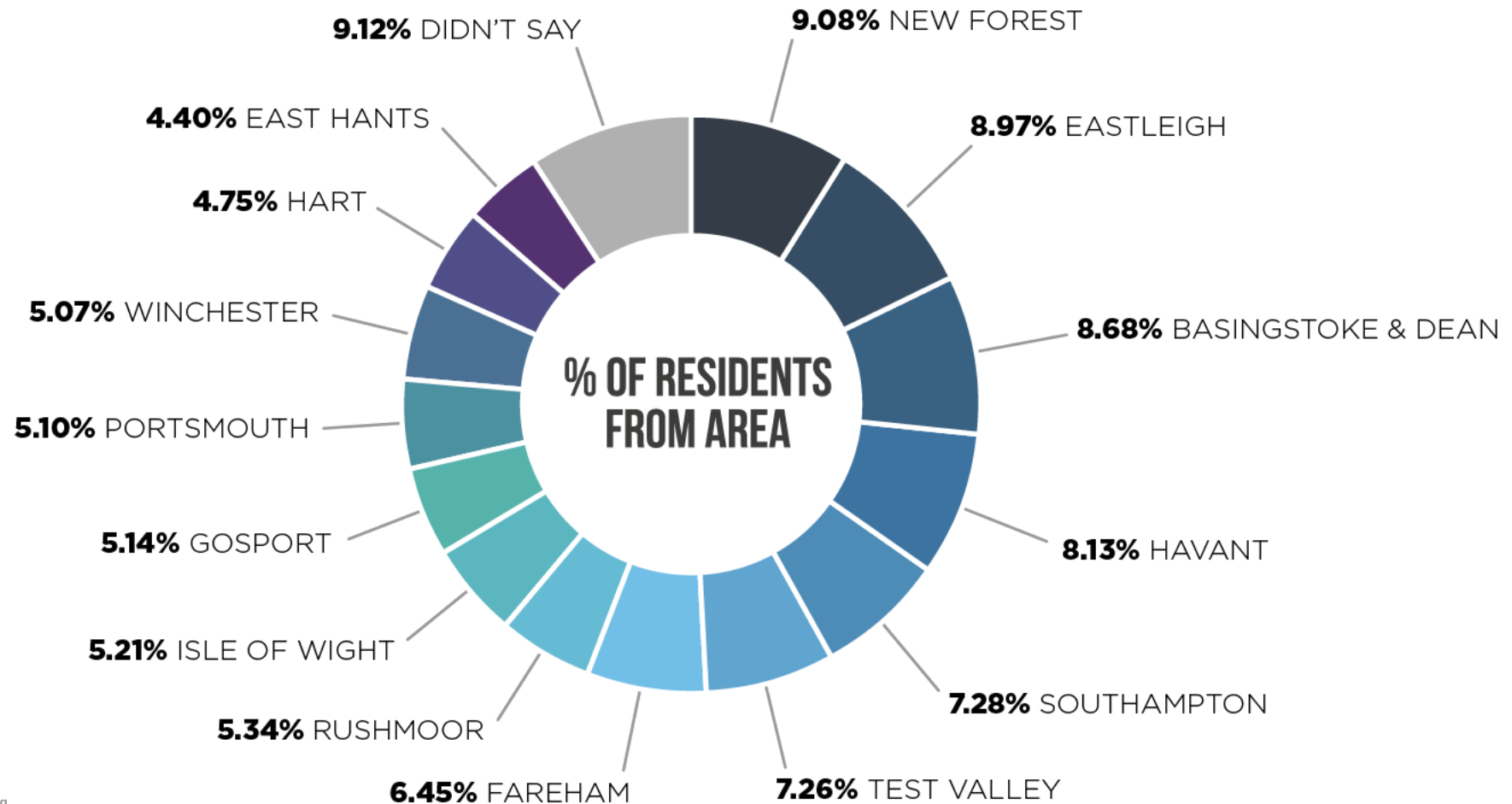
where an increase in the precept should be spent: Crime prevention (34.26%); Youth Diversion (29.14%); ASB (28.39%)

Residents want to see **accountability** for the precept increase, an end of year review

RESPONSES ACROSS DISTRICTS

District	Yes, I would	I don't know	No, I would not
Hart	73.25%	3.10%	23.64%
Test Valley	72.59%	3.30%	24.11%
Eastleigh	71.66%	3.90%	24.44%
Portsmouth	71.48%	5.05%	23.47%
Fareham	70.86%	2.00%	27.14%
Winchester	68.36%	2.18%	29.45%
Southampton	67.09%	5.06%	27.85%
Gosport	65.59%	2.15%	32.26%
Basingstoke and Deane	64.33%	7.01%	28.66%
Isle of Wight	63.96%	4.95%	31.10%
East Hants	62.76%	6.69%	30.54%
New Forest	62.47%	4.06%	33.47%
Havant	62.13%	4.54%	33.33%
Rushmoor	62.07%	4.14%	33.79%

REPRESENTATION ACROSS DISTRICTS



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KEEPING YOU AND YOUR FAMILY SAFER



For information on how to help protect yourself, your family, your home and your community visit www.hampshire-pcc.gov.uk/crime-prevention



2018

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2019

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2021

DRAFT

CONSULTATION ELEMENTS

- Several online surveys with a total of 7,816 responses
 - **PCC's online survey: 5,395 responses**
 - Policing the Pandemic Survey: 2,294 responses
 - OPCC Consultation and Focus Group Panel members: 127 responses
- YouGov survey: 500 demographically weighted respondents
- Two focus groups on Friday 15 January 2021, observed by Deputy Chair of the Panel Councillor Jan Warwick, and, Saturday 16 January 2021 observed by Michael Coombes of the Panel Finance Working Group.

TOTAL: 8,348 responses

Delivery Plan

Police & Crime Plan 2020-2022

Critical success factors

Supporting our people

Wellbeing, Equality & Inclusion, Staff Engagement

Stakeholder engagement

Central Gov, National, Regional, Local, Police, PCP

Administration & office management

Public Contact, Exec Office, Admin/Office Support

Governance & standards

Legal, Policy, Audit, Information Management

Communications

Public, Media, Communities, Internal Accounts

Portfolio management

Delivery Plan, Strategic Risk

Estate management

Police Estate, OPCC Current & Future Requirements

Strengthen Partnerships

Wider Criminal Justice System

Efficient & Effective Policing

Community Needs & Public Engagement

Objectives 2020-2021

1. Develop better access to services for victims of domestic abuse & sexual crime by April 2021

2. Sustain commissioned services with partners through COVID

3. Effective delivery and scrutiny of partnership services

1. Further improvements to the support of victims and witnesses enabling an increase in successful prosecutions

2. Support CJS partners through COVID response and recovery via LCJB

3. Engage in review of rape case management by CPS and 3 forces for spring 2021

1. Develop a centralised partner intelligence hub

2. Scrutiny of policing response to current challenges

3. Deliver Safer Streets bid by March 2021

1. Delivery of Uplift and improvement projects

2. Support force wellbeing initiatives

3. Support COVID-19 recovery plans

1. Improve public understanding of high harm non geographic vs local and very local policing models

2. Crime prevention including grants rounds and public awareness campaigns

3. Build public confidence in policing and CJS with a focus on community cohesion

Business Plan – PCC Statutory Responsibilities



Uplift – Year 1 Tracker

	Actual												
	31-Mar-20	30-Apr-20	31-May-20	30-Jun-20	31-Jul-20	31-Aug-20	30-Sep-20	31-Oct-20	30-Nov-20	31-Dec-20	31-Jan-21	28-Feb-21	31-Mar-21
Establishment (FTE)	2681	2912	2937	2937	2937	2937	2937	2937	2937	2937	2937	2937	2937
Strength (FTE)	2607	2617	2614	2661	2659	2666	2730	2778	2861	2846	2905	2948	2962
Establishment Variance (Strength FTE)	-73	-295	-323	-276	-278	-271	-207	-159	-76	-91	-32	11	25
Plus Transferees/Rejoiners/Police Now	0	0	1	21	10	1	5	3	30	0	20	0	0
Plus Students	0	18	18	17	0	19	91	63	65	0	60	64	35
Less predicted attrition	-16	-9	-8	-14	-18	-16	-22	-18	-10	-14	-21	-21	-21
Predicted headcount	2778	2787	2798	2822	2814	2818	2892	2940	3025	3011	3070	3113	3127
National Hampshire Target	2791	2947	2947	2947	2947	2947	2947	2947	2947	2947	2947	2947	2947
Variance		-160	-149	-125	-133	-129	-55	-7	78	64	123	166	180

In Nov 20 we hit our national head count target 2947 (+156)

In Jan 21 we hit our Hampshire headcount target 3041 (+250)

In Feb 21 we hit our Str. to Est. FTE numbers

Updates

Campaign (8) launched 19th January 2021 for PC PCDA applicants.

We are projecting to be +25 FTE staff over our target for year 1.

All bulk police staff recruitment (PCSO, DO, PSI, CM) intakes are now fully filled for year 1.

Plans are all underway and recruitment is ongoing to ensure staff can be on-boarded throughout year 2.

Year 1 Officer Pipeline Ethnicity Representation % by Month

Officer	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20
Force BME %	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2
Force E Euro & Irish %	0.63	0.63	0.63	0.63	0.63	0.63	0.63	0.63	0.63
Force White Other %	2.8	2.8	2.8	2.8	2.8	2.8	2.8	2.8	2.8
Force Diversity Total %	6.7	6.7	6.7	6.7	6.7	6.7	6.7	6.7	6.7
Pipeline BME %	5.9	6.2	7.1	7.3	5.9	7.3	7.2	7	7.3
Pipeline E Euro & Irish %	3.4	3.3	3.3	3.3	2.4	2.7	2.4	2.6	2.8
Pipeline White Other %	2.9	2.8	3.2	3.1	3.7	3.5	3.2	3.5	3.9
Pipeline Diversity Total %	12.2	12.3	13.7	13.7	12	13.7	12.8	13	14.1

NOTE: Force representation taken as of WFP data 31/03/2020 for baseline

Applicants by stage:	DC DHEP	PC PCDA	PC DHEP	PSI to DC	Total
Applications	0	0	0	0	0
Application/Pending Sift	0	0	0	25	25
Pending SEARCH	0	131	7	0	138
Pending PEC	3	50	18	0	71
Cleared pending start date	4	26	46	1	77
Total within process	7	207	71	27	312

Intake Date	Number Required	Number Confirmed
27/04/2020 PC IPLDP	18	18
18/05/2020 DC IPLDP	18	18
29/06/2020 DC IPLDP	18	17
03/08/2020 DC/ PC IPLDP	18	19
14/09/2020 PC PCDA	66	66
14/09/2020 PC DHEP	25	25
12/10/2020 PC PCDA	66	62
09/11/2020 PC PCDA	66	65
11/01/2021 PC PCDA	35	35
11/01/2021 DC DHEP	25	25
08/02/2021 PC PCDA	68	64
08/03/2021 PC PCDA	68	
Total		