

# Public Document Pack



HAMPSHIRE &  
ISLE OF WIGHT  
POLICE & CRIME PANEL

**Friday, 27th January, 2023 at 10.00 am  
Held in Ashburton Hall, Winchester  
(Hampshire County Council)**

## **Councillors:**

### Chairman

a Simon Minas-Bound  
(Basingstoke & Deane Borough Council)

### Vice Chairman

p Dave Stewart  
(Independent Co-opted Member)

p Stuart Bailey  
(Hart District Council)  
p Joanne Burton  
(Fareham Borough Council)  
p Geoffrey Blunden  
(New Forest District Council)  
p Tonia Craig  
(Eastleigh Borough Council)  
a Jason Fazackarley  
(Portsmouth City Council)  
a Philip Lashbrook  
(Test Valley Borough Council)  
p Karen Lucioni  
(Isle of Wight Council)

p Lesley Meenaghan  
(Hampshire County Council)  
a David McKinney  
(East Hampshire District Council)  
p Martin Pepper  
(Gosport Borough Council)  
a Margot Power  
(Winchester City Council)  
p Matthew Renyard  
(Southampton City Council)  
p Gwen Robinson  
(Havant Borough Council)  
a Maurice Sheehan  
(Rushmoor Borough Council)

## **Co-opted Members:**

### Independent Members

a Shirley Young

### Local Authority

a John Gledhill  
p Tony Jones  
p Sarah Vaughan

## **At the invitation of the Chairman:**

Peter Baulf  
Richard Croucher

*Legal Advisor to the Panel  
Chief Finance Officer, Hampshire and Isle of Wight  
Constabulary*

Donna Jones

*Police and Crime Commissioner for Hampshire and the  
Isle of Wight*

Pete Jones

*Programmes & Performance Senior Manager, Office of  
the Police and Crime Commissioner*

Jason Kenny	<i>Chief Executive, Office of the Police and Crime Commissioner</i>
Andrew Lowe	<i>Chief Finance Officer, Office of the Police and Crime Commissioner</i>
Olivia Pinkney	<i>Chief Constable, Hampshire and Isle of Wight Constabulary</i>

## **BROADCASTING ANNOUNCEMENT**

The Chairman announced that the press and members of the public were permitted to film and broadcast the meeting. Those remaining at the meeting were consenting to being filmed and recorded, and to the possible use of those images and recordings for broadcasting purposes.

### **1. APOLOGIES FOR ABSENCE**

Apologies were received from:

- Cllr Simon Minas-Bound – Basingstoke and Deane Borough Council
- Cllr John Gledhill – Additional Local Authority Co-opted Member
- Cllr Phil Lashbrook – Test Valley Borough Council
- Cllr David McKinney – East Hampshire District Council
- Cllr Margot Power – Winchester City Council
- Cllr Maurice Sheehan – Rushmoor Borough Council
- Shirley Young – Independent Co-opted Member

In the absence of the Chairman, the meeting was chaired by the Vice-Chairman, Dave Stewart.

The Chairman welcomed Councillor Gwen Robinson, who had recently been appointed as the representative of Havant Borough Council. The Chairman noted his thanks to Narinder Bains for her considerable contribution to the work of the Panel, during her two and a half years as the previous representative of Havant Borough Council.

### **2. DECLARATIONS OF INTEREST**

Members were able to disclose to the meeting any disclosable pecuniary interest they may have in any matter on the agenda for the meeting, where that interest is not already entered in their appointing authority's register of interests, and any other pecuniary or non-pecuniary interests in any such matter that Members may wish to disclose.

No declarations were made.

### **3. MINUTES OF THE PREVIOUS MEETING**

The Minutes from the 21 November 2022 meeting were confirmed as a correct record and signed by the Chairman.

#### 4. **QUESTIONS AND DEPUTATIONS**

The Panel received a question in advance of the meeting from Mr John Morse, as noted within the appendix to the minutes.

The Chairman announced that the Commissioner had provided commentary, in advance of the meeting, to support the Panel in responding to the question, which was read by the Chairman, as noted within the appendix to the minutes.

Mr Morse was invited to raise a further supplementary question, which the Chairman agreed could be made in writing to the Panel following the meeting.

Following questions, the Panel received a deputation from Ms Teresa Skelton, who spoke on the topic of the Police and Crime Plan Performance and Delivery, specifically with regard to Equality and Diversity.

#### 5. **CHAIRMAN'S ANNOUNCEMENTS**

The Chairman welcomed Chief Constable Olivia Pinkney to the meeting, along with the Commissioner, to present the proposed precept for 2023/24. The Chairman noted that Ms Pinkney would be stepping down from her role as Chief Constable in February 2023, after 31 years in policing, and offered the Panel's thanks for her excellent leadership of the force and for her efforts to make Hampshire and the Isle of Wight safer for its residents.

#### 6. **POLICE AND CRIME COMMISSIONER'S ANNOUNCEMENTS**

The Chairman invited announcements from the Commissioner, who highlighted the following to the Panel:

- The move of the Office of the Police and Crime Commissioner (OPCC) was complete and had resulted in significant savings which would be re-invested in operational policing, with the Commissioner commenting on how the changes to her office demonstrated her commitment to provide best value for public money to residents.
- £650,000 in additional funding had been secured from central government to enhance support for victims of domestic abuse and sexual crime.
- The Commissioner's Youth Commission held a conference in November which had outlined its successes during the previous year and its priorities for 2023.
- On White Ribbon Day, in November, the Commissioner held the first two-county wide Violence Against Women and Girls (VAWG) conference, hosted in Southampton. It was further noted that, in December, Sarah Dines MP, Minister for Safeguarding, had praised the work of the Commissioner as leading in the field of tackling VAWG.
- The Constabulary's campaign, Operation Holly, to tackle drink and drug driving and drink spiking over the Christmas period had been very successful, with more than 700 arrests across HIOW and Thames Valley area.

- Nationally, the Commissioner had contributed significant input in support of the Victims Bill and Serious Violence Duty compliance, with the hope that these would be in force from the end of January 2023
- Alongside the Integrated Care Board (ICB) the Commissioner had jointly commissioned A&E Navigators, to support young people who present at A&E with serious injuries, and was supporting the introduction of Custody Navigators.
- In December, the Commissioner chaired the first Hampshire and Isle of Wight wide Homicide and Serious Violence Duty Board and had also chaired the first Pan Hampshire Drugs Partnership Board.
- The Commissioner had attended a Serious and Organised Crime (SOC) roundtable event at the Home Office with the policing minister, where SOC was discussed as well as Anti-Social Behaviour (ASB).
- A market engagement event had been held by the OPCC for the provision of support to victims of stalking, as well as the provision of preventative programmes for perpetrators.
- A vetting review of Hampshire Constabulary had been carried out by the Commissioner and a formal response sent back to the Home Office, following His Majesty's Inspectorate of Constabulary and Fire & Rescue Services' (HMICFRS) formal review of vetting undertaken in 2022, which had contained 43 recommendations.
- The Commissioner had contributed to the National Funding Formula Review, which Members heard was focussed on delivering a fair funding formula for policing, which would shortly be published for consultation.

Due to a technical issue with the live broadcast of the meeting, the Chairman brought forward items 9 and 10 of the agenda to be heard before item 7. Items 9 and 10 were followed by a 10-minute break.

## **7. POLICE AND CRIME COMMISSIONER - 2023/24 PRECEPT**

The Commissioner introduced her proposed precept for 2023/24, which recommended an increase of £15 per annum for Band D properties and would focus on keeping the residents of Hampshire and the Isle of Wight safe, meeting inflationary costs and proposed to provide an additional 50 police officers across Hampshire and the Isle of Wight to enhance policing visibility.

The Commissioner highlighted to Members that:

- 2022/23 had been a challenging year, with the significant increase in inflation requiring in-year budget reforecast; inflation for 2023/24 was estimated at £12.9m.
- Police officers received a £1,900 per annum salary increase in 2022/23, having not received a pay increase during the previous four years. The South East Area Allowance had also been increased from £1,100 to £1,800 in September, following a strong case being brought forward by both the Chief Constable and the Police Federation.
- 8409 responses were received to the public consultation, with 79% of respondents supporting an increase to precept contributions. Members heard that, the consultation was undertaken on the expectation of a

maximum £10 increase, with the announcement of a maximum increase of £15 not announced until mid-December.

- Along with an increase of a further 50 police officers, the proposed budget for 2023/24 would protect Police Community Support Officers (PSCO) at their current numbers.

The Commissioner thanked the Panel for their time and consideration of the proposed precept and budget for 2023/24.

The Chief Finance Officer gave a presentation outlining the key elements of the proposed budget for 2023/24. Members heard that:

- Inflation was forecasted to average at 7.4% in 2023, with energy costs being the biggest driver at a 59% increase in cost. The Police Grant awarded for 2023/24 offered a below inflation increase of 1.8%
- Nationally most PCC's, including all those in the force comparator group, were setting a precept increase at or about £15 per annum (Band D). Across Hampshire and the Isle of Wight 61% of households were in Bands A-C, and would therefore see an increase of less than £15 per annum, if the proposed precept was set.
- If the proposed precept was supported, 42% of the overall policing budget would be provided through Council Tax contributions, with 97.61% of the budget to be spent on operational policing delivery.
- A significant level of spend, much provided through planned reserves, was forecast in the next three years to deliver improvements in the Policing Estate.
- The public consultation had been very successful, with more than double the previous response rate. A slide was shown demonstrating the representation of responses received to the consultation.
- The Chief Finance Officer thanked the Panel's Precept Task and Finish Working group for their engagement in the lead up to the precept setting.

The Chief Constable of Hampshire and Isle of Wight Constabulary (the Constabulary) was invited by the Commissioner to provide Members with the operational context for the budget. Members heard that:

- The Chief Constable had no hesitation in supporting the recommendation for a £15 increase at Band D, as it was necessary to deliver more officers for Hampshire and the Isle of Wight. It was further noted by the Chief Constable that the proposed budget would enable the Constabulary to protect vital staff roles, continue investment in tackling Violence against Women and Girls (VAWG) and enable police vetting and witness care to undertaken to the highest standards.
- By March 2023, the Constabulary would have recruited over 1,200 new officers since the police uplift programme began. Members heard this would deliver the additional 600 officers committed to within the Police and Crime Plan, as well meeting attrition from the force. The Constabulary continued to focus on its demographical representation with an approximately even percentage of new recruits identifying as male and female. It was further heard 8% of recruits were from ethnic minority backgrounds and the Constabulary continued to be ambitious in recruiting

diversity, hoping to reach nearer 10%, a similar proportionality to that which was anticipated be identified in the soon to be populated Office of National Statistics (ONS) statistics.

- A quarter of Police Constables within the Constabulary were currently students. Whilst recognising students required a lot of support from experienced colleagues, the new officers were having a significant impact on policing outcomes, with an increase in overall arrest rates of 3% seen in the last year, with a 15% increase in arrests for sexual offences.
- The impact of the Covid pandemic on waiting times for court hearings continued to be felt, with the number of victims and witnesses being supported by the Constabulary increased significantly as a result.
- The contact management centre was under strain as a result of staff shortages and increasing volumes of calls for non-policing matters. The Constabulary had focussed on protecting the 999 call answering service, which had received 300,000 calls during 2022/23, a significant increase on previous years. 101 calls had a waiting time of 6 minutes on average, and whilst the non-emergency call answering service was performing markedly better than other forces, it was understood that call waiting times could, at times, be lengthy. The budget proposed a £1.6m investment in improved technology, the largest recruitment drive in a number of years and enhanced self-service provision including a digital victims portal.
- It was noted that the proposed budget would provide the funding required to enable the new Chief Constable to deliver against his priorities, when he came into post from end of February, and the Constabulary would continue to ensure that every public pound was spent efficiently and effectively.

The Chairman of the Precept Task and Finish Group, Councillor Sarah Vaughan, provided a brief summary of the group's consideration of the proposed precept, ahead of the meeting. It was heard that:

- The task and finish group had met on three occasions, since the previous meeting of the Panel, to hear update on and provide feedback against the draft budget and precept proposals. It was noted that these meetings were supported by the Chief Executive and the Chief Finance Officer of the OPCC, who were thanked for their time and engagement with the group.
- At these meetings the task and finish group had discussed, in detail, the proposed budget for 2023/24, challenging and exploring a wide range of issues impacting on the budget including inflationary pressures, salary increase for police staff and officers, central government funding, operational policing demand, risk and reserves profile, capital funding, savings programme and the costs of the Commissioner's office.
- The Chairman noted that the group had given significant consideration to the impact of increased precept contributions on residents, set against the current cost of living crisis, seeking to explore the value for money residents could expect if the precept increase was agreed.
- The group noted the comments and operational statement of the Chief Constable within the report and had raised suggestion that the budget

papers be supported by a similar statement from the Commissioner next year, so the Panel and public would have time to receive and absorb her views ahead of the formal meeting of the Panel.

- The group also raised concerns regarding the lack of performance data and measurables made available to the Panel to assess how well last year's budget had performed against expectations, and lack of clarity over how performance of the budget would be monitored during 2023/24.
- Appreciating the precept increase had been set below the current rate of inflation, the need to meet growing costs to deliver policing and the commitment to enhance policing visibility through the recruitment of 50 additional police officers, the task and finish group supported the recommendation to support the proposed precept increase.

The Chairman reminded Members of the proposal being considered; that the Police and Crime Panel support the Police and Crime Commissioner's proposed precept increase of £15 per annum for Band D properties, which is the equivalent of £1.25 per month, or 29p per week.

The Chairman noted that the increase equated to a below inflation rise of 6.34%.

The Chairman then moved to invite questions from Members. In response to questions it was heard that:

- In setting the proposed budget the Commissioner had worked closely with the Police and Crime Commissioner for Thames Valley, who the Constabulary had been working in partnership with for 10 years, delivering the largest Joint Operations Unit in the country. This had allowed both Commissioners to avoid duplication, and make joint decisions around priorities for spend. It was further heard that significant support had been received from the Commissioner's treasury advisors, Arlingclose, to ensure effective planning and mitigation would be in place to meet inflationary pressures.
- With a quarter of all Constables at the Constabulary being students, salary costs would be lower for a period of time, creating a significant saving which hadn't been identified in the previous budget.
- 558 new police officers had been recruited against the target of 600, with the remainder expected to be achieved by the end of March. The Commissioner confirmed that the recruitment figures as at the first of April would be confirmed at the next meeting of the Panel.
- The cost of recruiting the additional 50 police officers proposed within the budget was £3.1m, which would be fully covered by the additional £5 increase in precept, making the precept increase £15 compared to the originally expected £10 per annum. Members heard that this amount would cover the new officers' salaries as well as enabling on costs, and there was full confidence that the additional 50 officers would be recruited by the end of March 2024. It was heard that all 50 would be new posts, in visible, operational roles in the establishment and would not be absorbed into attrition.
- The Constabulary monitored retention closely, and there were no concerns regarding the current levels of officer turnover, which sat at

roughly 5% of experience in the force. The Chief Constable noted that the majority of leavers were those who determined that a policing career was not for them and left shortly after joining the force.

- The Constabulary currently had over 2000 police staff, 3300 police officers and 1000 volunteers who all played an important role in keeping residents safe.
- To train a Police Officer would take two to three years depending on their entry route, but to train a PSCO only took a year. In response to questions regarding why PSCO numbers were not being increased instead of Police Officer, to make a more immediate impact on visibility on the ground, it was heard that the Constabulary were required to spend a certain percentage of its budget each year on training or offering apprenticeships, otherwise it would need to return a proportion of its apprenticeship levy to the Treasury.
- Members further questioned whether the funding raised by the precept would be better invested in enhancing contact management, which was a significant public concern. It was heard that the Constabulary had a large number of vacancies in contact management as a result of the post-covid period and staff returning to roles in the local tourism industry driving a significant increase in turnover in short period. The largest recruitment campaign in a number of years was planned during 2023/24 to bring the contact centre back to full strength. It was further noted that the number of calls to 101 had increased significantly in the last year, with residents in crisis unable to get support from other public services such as health, with as many as 50% of calls answered by 101 not relating to policing matters. Therefore, the Constabulary was seeking to deliver technical solutions which would reduce the demand on the 101 service. Rapid video response had also been introduced to allow, if the victim or witness consents, for a Police Officer to provide a virtual response via a video call, which had been very positively received.
- Training and inducting such large volumes of new officers had placed significant demand and organisational stretch on the existing workforce, but their efforts were fully acknowledged and appreciated. To reduce fatigue, the Constabulary closed monitor hours worked by staff members and officers and had a strong wellbeing offer in place. The Chief Constable noted that morale was high, the positive results coming through the recruitment programme were visible and the quality of delivery was as high as ever.
- ASB had been raised as a key concern through the public consultation and was impacting upon many communities. The Commissioner had recently purchased some portable CCTV units, from her ASB fund, for police commanders to use flexibly within their localities to identify and address instances of ASB.
- The Commissioner had continued to have robust conversations regarding the central funding provision and was one of six PCC's nationally who had been invited to contribute to the review of the fairer funding formula.
- The Commissioner didn't have a specific value for money policy, however data regarding the value for money for each police force was published on



the HMICFRS website, and a value for money statement was required to be included in the Statement of Accounts each year.

- Ongoing contributions would be made to reserves through to 2027, to maintain a healthy reserves position
- The Haslar Immigration Removal Centre re-opening was not anticipated to place any additional demands on policing or to have a negative impact on the local community.

Following questions, the Chairman moved to debate. Members discussed the precept proposal, observing that the spending outlined was necessary to protect the public from risk and harm and meet inflationary costs, whilst recognising the impact of the precept increase for residents who were already struggling to support their families and meet current costs of living.

The volume of responses from residents to the public consultation was noted, with the outcome demonstrating a high level of public support for an increase, with the expectation of improvements in policing visibility and the approach to tackling ASB and Knife Crime.

Members acknowledged the severe cuts to policing since 2010 and that, even with the additional 650 police officers, the Constabulary would not be back to its pre-austerity strength. Members commented upon the need for a fairer funding formula at a national level to support bringing the force up to the strength required. It was recognised that 50 additional officers would have a limited impact on policing visibility, however that every additional officer would contribute to keeping residents safer and that the Chief Constable would need to determine how best to deploy these officers to demonstrate enhanced visibility to the public.

Members felt strongly that delivery of the budget should be supported by clear and measurable performance indicators, supported by data which was visible and meaningful, both to the Panel and residents.

Following debate, The Chairman repeated the recommendation proposed, that the Police and Crime Panel support the Police and Crime Commissioner's proposed precept increase of £15 per annum for Band D properties, which is the equivalent of £1.25 per month, or 29p per week.

Councillor Sarah Vaughan proposed an amendment to the recommendation, seconded by Councillor Karen Lucioni:

The Panel supports the Police and Crime Commissioner's proposed precept increase of £15 per annum for Band D properties, which is the equivalent of £1.25 per month, or 29p per week. The Panel notes this increase is required to fund 50 additional police officers to enhance policing visibility, in addition to the 600 officers committed to within the Police and Crime Plan. To enable the Panel to fulfil its scrutiny responsibilities and to support the Commissioner in demonstrating value for money to residents, it requests that the Commissioner monitors the impact from the increase in police officer numbers on policing visibility and provides regular written update to future meetings of the full Panel.

A vote was held on the proposed amendment to the recommendation:

For: 10

Against: 1

Abstained: 1

The amendment was carried, and a vote was then held on the amended recommendation:

For: 11

Against: 1

Following the support for the Commissioner's proposed precept of £15 per annum for Band D properties the Chairman asked Members to note the remaining recommendations (1.2-1.7) within the report, which were agreed unanimously.

**RESOLVED:**

That the Panel:

- Supports the Police and Crime Commissioner's proposed precept increase of £15 per annum for Band D properties, which is the equivalent of £1.25 per month, or 29p per week. The Panel notes this increase is required to fund 50 additional police officers to enhance policing visibility, in addition to the 600 officers committed to within the Police and Crime Plan. To enable the Panel to fulfil its scrutiny responsibilities and to support the Commissioner in demonstrating value for money to residents, it requests that the Commissioner monitors the impact from the increase in police officer numbers on policing visibility and provides regular written update to future meetings of the full Panel.
- Note that the precept referendum limit has been amended for 2023/24 only from £10 to £15; the additional £5 flexibility will be used to deliver an increase of 50 new police officers, and to support inflation pressures.
- Note the recommendations from the Chief Constable to the PCC on her operational requirements for 2023/24 onwards, and her support for a precept increase of £15 to enable a further increase in police officer numbers and the delivery of her operational requirements, as set out in Appendix A.
- Note that 61% of households across Hampshire and the Isle of Wight are in properties in Council Tax bands A-C and would therefore see a precept increase of less than £15 per annum if the above recommendation is supported.
- Note that the precept increase will support the delivery of the PCC's Police and Crime Plan 'More Police, Safer Streets'.
- Note the proposals in this report which will ensure that for 2023/24 there will be significant investment to enable 'More Police, Safer Streets', which includes delivering a further increase in police officer numbers by 50 above the existing budgeted establishment (which are in addition to the existing over achievement of officer numbers against the national uplift programme).

- Note that the total uplift in police officer numbers in Hampshire Constabulary over the three-year period 2020/21 – 2022/23 delivered through the Government’s Uplift programme is 498, but that with support from the PCC, Hampshire and Isle of Wight Constabulary is on track to actually deliver 600 new officers in total by April 2023; the 50 new officers funded through the 2023/24 precept increase will be in addition to the 600, taking the total uplift in officer numbers to 650 by March 2024.

## 8. **POLICE AND CRIME COMMISSIONER - POLICE AND CRIME PLAN PERFORMANCE AND DELIVERY**

The Chairman invited Councillor Matthew Renyard, Chairman of the Policy and Performance Working Group, to give an update from the most recent meeting of the Working Group. It was heard that:

- At the meeting, Members heard update from the Commissioner’s Team on Youth Offending, Youth Engagement and Equality, Diversity and Inclusion. In particular, helpful discussion was noted in relation to disproportionality, the use of stop and search, the Commissioner’s oversight of force performance and the work of the Youth Offending Team.
- The Working Group also received feedback from the Commissioner on progress made since the recommendations of the Panel’s proactive scrutiny review of Youth Offending were made in 2015. The Working Group was assured to hear of improved links with Community Safety Partnerships, performance management of all commissioned projects by the OPCC and greater consistency pan Hampshire and the Isle of Wight in the provision of support for children and young people to preventing criminalisation.
- It was noted that Working Group had raised concerns with the Commissioner’s Team regarding the lack of detailed and quantitative data being provided to the Working Group to demonstrate and assure the Panel of progress being made.

Members received a presentation from the Commissioner outlining delivery against the Police and Crime Plan. Through the presentation and in response to Members questions it was heard that:

- The Commissioner met frequently with the Chief Constable to hold them to account for operational policing delivery. The Commissioner shared with the Panel the framework used, demonstrating examples where objectives had been successfully completed, including in tackling unauthorised encampments and response to homicide and other serious violent crime.
- To support Members understanding of data being captured and monitored the OPCC, the Commissioner offered to provide a regular six-monthly briefing to the Panel.
- The Commissioner’s Youth Commission gave young people a voice, an opportunity to challenge the Commissioner’s delivery and to contribute towards solutions and outcomes, including influencing the priorities of the Police and Crime Plan. Members heard that the Youth Commission

enhanced young people's trust and confidence in policing and the wider Criminal Justice System. A recently held conference had raised awareness of the achievements of the Youth Commission over the last year and the concerns expressed by young people through the Big Conversation work.

- The Commissioner had a responsibility to support, challenge and enhance the criminal justice provision across Hampshire and the Isle of Wight. Members heard that the Commissioner had captured action plans from partners across the Criminal Justice System and had sought to co-ordinate an approach to identify good practice and gaps in provision.
- A Scrutiny Manager within the OPCC regularly reviewed how policing powers were used, with representatives of the OPCC also sitting on the Constabulary's own scrutiny panels. Members heard that OPCC had powers of oversight to identify and address any disproportionate use of Stop and Search powers.
- A suggestion raised by the Police and Performance Working Group regarding Adultification had been reported to the force.
- The Constabulary had been accepted as an early-adopter of the National Race Action Plan and had put themselves forward as an ice-breaker force to trial a number of initiatives under the plan.
- The Commissioner noted that the Chief Constable had taken a strong position on a positive police culture and made a commitment that any inappropriate actions undertaken by Police Officers and staff would not be covered up. Additional staff communications had recently been undertaken across the Constabulary to reinforce and offer reassurance that concerns could be reported anonymously, making clear that staff and officers would be fully supported to come forward to raise any concerns.
- 23 Police Officers were currently under investigation, facing allegations of sexual impropriety and/or domestic abuse were suspended on full pay from the Constabulary. The Commissioner had written to the Locally Qualified Chairs, asking them to bring such cases forward for hearing swiftly and for hearings to be held in public wherever possible to enhance transparency. It was further heard that the Commissioner had provided funding for an additional Independent Domestic Violence Advisor (IDVA) and Independent Sexual Violence Advisor (ISVA) to support victims of sexual or domestic abuse, when required, where the perpetrator worked, either currently or previously, for Hampshire and Isle of Wight Constabulary.

**RESOLVED:**

That the update on the performance and delivery of the Police and Crime Plan is noted.

**9. POLICE AND CRIME PANEL - GOVERNANCE UPDATE**

Members received a report from the Democratic Services Officer to the Panel, proposing an update to the Panel's Rules of Procedure.

**RESOLVED:**

That the Panel agreed the updated Rules of Procedure.

10. **POLICE AND CRIME PANEL - WORK PROGRAMME**

Members received a report from the Democratic Services Officer setting out the proposed work programme for the Panel.

**RESOLVED:**

That the work programme was agreed.

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Chairman, 14 April 2023

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## HAMPSHIRE AND ISLE OF WIGHT POLICE AND CRIME PANEL – 27 JANUARY 2023

### PUBLIC QUESTIONS SUBMITTED IN ACCORDANCE WITH RULE 31A OF THE RULES OF PROCEDURE

#### Question 1:

“I have reviewed the process for misconduct hearings and believe that cases should be heard in public unless there is a compelling reason not to ... When an officer is dismissed, the details of the case should be published after the hearing,”

Ms Jones apparently put this forward as a remedy for lack of public confidence that “the process is fair and robust”. She refers to national press coverage reporting “the public’s desire for information to be available,” and stresses her own responsibility in the matter as “the Association of Police and Crime Commissioners’ national lead for victims.”

As “part of a review panel looking at misconduct hearings”, Ms Jones states that it is the duty of herself and other PCCs “to ensure there is a due process in place that is both fair and robust which includes ensuring that ... hearings are held in public and/or the identity of the police officer is published.”

At the above mentioned PCP meeting some members of the Panel endorsed Ms Jones’s professed intentions in regard to this issue.

Can the Panel inform us as to what progress has been made with the necessary and appropriate reforms in Hampshire Constabulary?

#### Response:

The OPCC have advised that they have not been asked about the progress of Hampshire Constabulary in misconduct hearings, but also note that the progress if any, would not be that of the police force, but of the LQC – Locally Qualified Chair. It is the LQC’s decision whether to hold a hearing in open or closed session and whether to publish the detail and name of the officer post the hearing.

I am however able to advise that misconduct proceedings for Police Officers are dealt with through various Statutory Instruments but the hearing itself is predominantly catered for through, The Police (Conduct) Regulations 2020.

This compliments;

- The Police Act 1996
- The Police Reform Act 2002
- The Police (Complaints and Misconduct Regulations) 2020
- The Police (Performance) Regulations 2020

- The Police Regulations 2003

The 2020 regulations are clear through Regulation 39. – (1) Subject to paragraph (3), a misconduct hearing must be in public.

This, and the process for attendance is fully explained on the Constabulary website [About misconduct hearings | Hampshire and Isle of Wight Constabulary](#)

Misconduct hearings are chaired by a 'Legally Qualified Chair' (LQC) who is not a police officer and is independent from the Police. This role is a legal requirement of a Police and Crime Commissioner to provide LQC's but they make decisions independent from the Commissioner.

Access to hearings and restrictions on reporting are set out in regulation 39 (3) and are the remit of the LQC to consider.

The panel is aware that In April 2022 the Commissioner wrote to all Hampshire Constabulary LQC's to reiterate the above and her position in their considerations.

She wrote:

*'As Police and Crime Commissioners it is our duty to ensure there is a due process in place that is both fair and robust which includes ensuring that in all cases possible, hearings are held in public and/or the identity of the police officer is published at the conclusion of the hearing in accordance with your agreed processes. I would be grateful if you could take this into consideration when delivering on cases referred by the Chief Constable of Hampshire Constabulary.'*

As part of a regional approach to recruitment and training, the PCC is supporting a programme of work which will ensure LQC's are provided not only legislative training. This will include areas such as victim and public confidence through open hearings.