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NOTICE OF MEETING

- Date and Time** Friday, 7th February, 2020 at 10.30 am
- Place** Conference Suite One, Beech Hurst, Test Valley Borough Council, Weyhill Road, Andover, SP10 3AJ
- Enquiries to** members.services@hants.gov.uk

FILMING AND BROADCAST NOTIFICATION

This meeting may be recorded and broadcast by the press and members of the public.

AGENDA

1. APOLOGIES FOR ABSENCE

2. DECLARATIONS OF INTEREST

To enable Members to declare 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 personal interests in any such matter that Members may wish to consider disclosing.

3. MINUTES OF THE PREVIOUS MEETING (Pages 5 - 16)

To confirm the minutes from the previous meeting.

4. QUESTIONS AND DEPUTATIONS

To receive any questions or deputations in line with Rule 31 and 31A of the Panel's Rules of Procedure.

5. CHAIRMAN'S ANNOUNCEMENTS

To hear any announcements the Chairman may have for this meeting.

6. POLICE AND CRIME COMMISSIONER'S ANNOUNCEMENTS

To hear any announcements the Commissioner may have for the Panel.

7. POLICE AND CRIME COMMISSIONER 2020/21 PRECEPT

To consider a paper outlining the Police and Crime Commissioner's proposed precept for 2020/21, and supporting financial information.

8. POLICE AND CRIME COMMISSIONER - POLICE AND CRIME PLAN DELIVERY (Pages 17 - 24)

To receive a quarterly update from the Police and Crime Commissioner detailing delivery against his Police and Crime Plan.

9. ANNUAL REPORT 2018-19 - RESPONSE FROM THE COMMISSIONER (Pages 25 - 28)

To consider a paper outlining the Police and Crime Commissioner's response to the Police and Crime Panel's comments on the Commissioner's Annual Report 2018-19.

10. POLICE AND CRIME PANEL - UPDATE FROM WORKING GROUPS (Pages 29 - 30)

To receive a verbal update from recent meetings of the Panel's working groups.

To include hearing an update from the Chairman, following the Commissioner's response to the recommendations of the Police and Crime Panel on enabling effective and efficient operational policing.

11. POLICE AND CRIME PANEL - GOVERNANCE UPDATE (Pages 31 - 40)

To consider a report outlining revisions to the Panel's governance protocols following the implementation of the Police (Complaints and Misconduct) Regulations 2020 on 1 February 2020.

12. POLICE AND CRIME PANEL - WORK PROGRAMME (Pages 41 - 46)

To consider a report setting out the proposed future work programme for the Panel.

ABOUT THIS AGENDA:

This agenda is also available on the 'Hampshire Police and Crime Panel' website (www.hants.gov.uk/hampshire-pcp) and can be provided, on request from 01962 847336 or members.services@hants.gov.uk, in alternative versions (such as large print, Braille or audio) and in alternative languages.

ABOUT THIS MEETING:

The press and public are welcome to attend the public sessions of the meeting. If you have any particular requirements, for example if you require wheelchair access, please call the telephone number/use the e-mail address above in advance of the meeting so that we can help.

Appointed Members of the Police and Crime Panel attending this meeting qualify for travelling expenses in accordance with their Council's 'Member's Allowances Scheme', as set out in the agreed Police and Crime Panel Arrangements.

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HAMPSHIRE POLICE AND CRIME PANEL

**Friday, 4th October, 2019 at 10.00 am
Held in Ashburton Hall, Winchester
(Hampshire County Council)**

Councillors:

Chairman

p David Stewart
(Isle of Wight Council)

p Simon Bound
(Basingstoke & Deane Borough Council)

p Trevor Cartwright MBE
(Fareham Borough Council)

p Steve Clarke
(New Forest District Council)

a Tonia Craig
(Eastleigh Borough Council)

a Lisa Griffiths
(Winchester County Council)

p Gary Hughes
(Havant Borough Council)

p Lee Hunt
(Portsmouth City Council)

Vice Chairman

p Jan Warwick
(Hampshire County Council)

a Phillip Lashbrook
(Test Valley Borough Council)

p David McKinney
(East Hampshire District Council)

p Ken Muschamp
(Rushmoor Borough Council)

p Martin Pepper
(Gosport Borough Council)

p James Radley
(Hart District Council)

p Dave Shields
(Southampton City Council)

Co-opted Members:

Independent Members

p Michael Coombes
p Bob Purkiss MBE

Local Authority

a Brian Laming
a Frank Rust
p Lynne Stagg

At the invitation of the Chairman:

James Payne

*Chief Executive, Office of the Police and Crime
Commissioner*

Enzo Riglia

*Assistant Police and Crime Commissioner and Deputy
Chief Executive, Office of the Police and Crime
Commissioner*

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.

234. APOLOGIES FOR ABSENCE

Apologies were received from:

- Councillor Tonia Craig, Eastleigh Borough Council
- Councillor Lisa Griffiths, Winchester City Council
- Councillor Brian Laming, Additional Local Authority Co-opted Member
- Councillor Phillip Lashbrook, Test Valley Borough Council
- Councillor Frank Rust, Additional Local Authority Co-opted Member

The Chairman further added that he had a discussion with the Police and Crime Commissioner ahead of the meeting, within which they mutually agreed he would not attend the meeting following an accident at home from which he was recovering. The Chairman welcomed James Payne, Chief Exec OPCC, and Enzo Riglia, Assistant PCC and Deputy Chief Executive, who were attending the meeting on behalf of Mr Lane.

235. 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.

236. MINUTES OF THE PREVIOUS MEETING

The Minutes from the 5 July 2019 meeting were confirmed as a correct record and signed by the Chair.

Members heard that, under minute 227, the Office of the Police and Crime Commissioner (OPCC) had provided clarity in relation to the £1.2m funding mentioned for the setting up of Violence Reduction Units. The OPCC advised that the Commissioner had received £1.2 million in funding for Hampshire Constabulary to carry out surge activities related to knife crime, and an additional £880,000 to set up the Violence Reduction Unit.

237. QUESTIONS AND DEPUTATIONS

No questions or deputations were received by the Panel on this occasion.

238. CHAIRMAN'S ANNOUNCEMENTS

The Chairman welcomed Councillor David McKinney, who had recently joined the Panel representing East Hampshire District Council.

The Chairman noted that Members of the Panel had recently attended a training and induction event and offered his thanks to the officers from the OPCC who attend the meeting to discuss the work of the Commissioner and his team.

239. POLICE AND CRIME COMMISSIONER'S ANNOUNCEMENTS

The Chair invited announcements from the Chief Executive and the Assistant Police and Crime Commissioner (APCC), who highlighted the following to the Panel:

The APCC provided an update on progress in the development of a Violence Reduction Unit (VRU) in Hampshire. Members heard that, since the last meeting of the Panel, confirmation of the OPCC's successful proposal had been received and that the Commissioner and his team were currently in the process of signing Grant Agreements with the Home Office. It was further heard that the funding being provided would create an opportunity to build upon existing multi-agency work in Hampshire to tackle serious violence, and bring together partners from health, education, policing, youth offending and social care. A VRU core working group had been established which was chaired by the OPCC, which would meet regularly to drive forward delivery of the VRU.

The APCC noted the recent Channel 4 documentary series 'Crime and Punishment'. Members heard that the series would follow agencies from across the criminal justice system in Hampshire, Southampton, Portsmouth and the IOW including Probation, the Crown Prosecution Service, Hampshire Constabulary and HM Prison Winchester, and was developed in association with the Local Criminal Justice Board. Further it was heard that, following the airing of the second part of the series in January, the LJCB would be hosting a stakeholder event to discuss the content of the programme, an invitation to which was extended to Members of the Panel.

The APCC also drew Members attention to the second grants round recently launched by the OPCC, which invited community organisations across Hampshire, the Isle of Wight, Portsmouth and Southampton to apply for grants valued between £500 and £50,000. It was heard that this funding round focussed on small organisations and allowed them to make targeted bids for projects and services to reduce offending and support victims.

240. POLICE AND CRIME PANEL - QUESTIONS TO THE CHIEF CONSTABLE

The Chairman welcomed Chief Constable Olivia Pinkney to the meeting, explaining that the answers from the Chief Constable (CC) to the questions of the Panel would support the Panel in preparations for its statutory responsibility to scrutinise the Commissioner's proposed precept in January.

The CC expressed appreciation for the invitation from the Chairman to attend the meeting and provided an overview of Hampshire Constabulary's current position.

Members heard that there was significant pressure on Constabulary resources against the backdrop of an extraordinary year which included the largest ever event co-ordinated by Hampshire Constabulary for the DDay 75 commemorations, requiring the involvement of all bar one force nationally. There had also been demand for police support at local events, including the recent football match between Portsmouth and Southampton Football Clubs. Members heard that, outside of London, Hampshire had the largest number of large annual events. Many of these focussed on the summer months, along with the increased draw to the counties seaside and coastal areas at this time. Members heard that Constabulary staff had stepped up to meet the challenge but the CC was consciously aware that staff were feeling tired and emotionally fatigued. Another impact seen during this time was a fall in the expected service standards for the 101 service during the early summer months, which was recovered during August with wrap around support.

The CC recounted four cases of Hampshire police officers being seriously injured on duty in the past year, which had not only had a serious impact on them but on the wider police personnel. The CC also remembered PC Andrew Harper, who was a Thames Valley Officer based in the Joint Operations Unit, who was murdered whilst on duty.

It was noted that overall rates of recorded crime within the Hampshire policing area were approximately 1000 lower than the previous year. The CC further highlighted that the Constabulary had successfully solved every homicide which had occurred during the previous year. The CC shared concerns about charging and conviction rates for serious sexual offences both locally and nationally, and explained that within Hampshire Constabulary there were 100 officers dedicated purely to addressing serious sexual assault.

Members heard that Hampshire Constabulary was performing most highly within its group of similar forces in terms of productivity and was one of the highest performing forces in the country in this respect, with nominations for several national awards . The CC was clear that this success was made through operating in a strong partnership environment.

The CC felt that without the uplift of additional officers funded by the precept the force would not be able to deliver the performance it had in the last year. The CC welcomed the recent funding announcement from central government for 200,000 additional officers and 6,000 police staff nationally. Members heard the force were current recruiting in readiness, with over 200 applications recently received for the role of detective and a further round of applications to shortly commence for uniformed staff. The CC further added that, nationally, the additional officers and police staff would provide much needed support in meeting the levels of demand on policing in tackling serious criminality, including county lines; the impact of which was felt at a local level.

Whilst recognising the funding for additional officers was significant, the CC estimated that it would take three years for this to realise its full impact and in the

short term would draw on current capacity to support the tutoring and supervision of new police colleagues. The wider concern over a fairer national police funding formula was still pertinent, with the CC stating that should Hampshire Constabulary be as well funded as the best funded force they would have 1,600 additional police staff and officers. The CC also acknowledged that success for the force was not just about growing in numbers but also in becoming more representative of the communities it serves and enabling digital upskilling.

In response to Members questions it was heard:

- The CC had absolute confidence that the recruitment of the circa 210 police officers funded by the precept increase would be delivered this year. It was heard that attrition rates were constantly monitored to ensure the overall strength of the establishment was maintained.
- At the time of the meeting the Constabulary had not yet been informed how many officers would be funded for Hampshire from the 20,000 increase. Assistant Chief Constable Dibdin had been appointed to lead on this for the Constabulary and was currently modelling the potential demand on resources including training, estates etc. It was expected that funding from central government for these officers would include monies for not just the salary uplift but also funding to support and provide for their wider needs.
- The force operated on a threat, risk and harm model. Data was analysed from various sources and officer and staff resource is then targeted accordingly. Whilst acknowledging that the greatest threat of harm was present within the large urban conurbations, such as Southampton and Portsmouth, the CC also recognised the importance of deploying resource in rural areas, where the threat from crime was lower but the perception and fear of crime was higher. The CC explained that she had been operating this model of policing for the past four and a half years and, whilst happy with the current performance, would be reviewing this model again shortly to ensure that resources were appropriately deployed.
- The CC was aware that in Southampton police officers and staff had experienced an influx of very serious and difficult situations to attend and manage. Wider partnership arrangements within the city were well established and Members heard that all agencies were standing together to meet these demands.
- The CC welcomed the new Policing Education Qualifications Framework (PEQF), being introduced in summer 2020, as it would enable improvements in the training for officers and staff. The CC was conscious of misconception that the introduction of this framework would required individuals to be a graduate in order to join the police force. The PEQF will allow two routes of entry. The first was a three-year graduate apprenticeship programme, at the end of which the recruit would gain a degree. Members heard newly appointed officers complete a similar programme of training in current arrangements but do not get awarded a degree. The second route allows those with a degree qualification, which does not have to be specific to policing, to join the force with a two-year training programme. The CC felt the widest pool of recruits enabled Hampshire Constabulary to deliver the best policing and shared the forces ongoing approach to welcome applications from former military staff.

- Hampshire Constabulary was currently working with Surrey and Sussex police forces to develop a curriculum with Portsmouth University which would also allow existing staff to engage in the programme and draw on its resources when needed. Members heard the new framework would allow 35 recruits per intake, versus the current 16, and would allow more staff to join the force more quickly with adverts placed later this year for uniformed colleagues under that new route.
- The CC was the current lead for the force on equality and inclusion and regularly reviewed equality in recruitment, retention and advancement of police staff and officers. Members heard that between 10 and 12% of new recruits to the force came from black and minority ethnic backgrounds, with hopes from the CC that this level would be maintained or improved upon in the future, with a desire for the force being considered an employer of choice within BAME communities. In terms of gender it was heard that Hampshire Constabulary held strong gender equality across all ranks, with the exception of Inspector which was an area being closely monitored. Further the CC explained that the force had a number of active staff support groups which had focussed on the brilliance of difference and sought to open up positive conversations amongst staff about diversity.
- The current district policing model was felt to allow district commanders to know their local communities and local neighbourhood teams were encouraged to work with community groups of all sizes. The CC was clear that; should the force not engage with and be representative of the communities it serves confidence and trust in the force could be damaged.
- With the uplift in Police Officers the CC had reviewed the neighbourhood policing model for the force and determined that the role of PSCO had changed and that neighbourhood policing teams (NPT) needed an increase in the balance of warranted officer roles in order to meet all the needs of their local communities. Members heard that the overall establishment of PSCO's had been decreased marginally from the previous year to 236, with 5 of those posts vacant and being recruited for at the time of the meeting. The CC expressed her view that PSCO's were at the heart of NPTs. Recent enhancements to the NPTs had seen increasing cross patch working, to enhance problem solving abilities and recent trials of digital beats and increased presence in digital communication spaces which had been showing promising results.
- The Contact Management Platform (CMP) had been a significant investment for the force, in partnership with Thames Valley Police. When live the system would be modern, future proof and significantly enhance service to the public, deliver cost benefits and enable those responding to reports of crime to have significantly increased access to relevant information. It was also heard that the system would integrate data from the single online home for crime reporting and that ensuring quality of data and information available to officers and staff had been a significant part of the purpose of CMP. The crime recording functionality was already live and it was expected that the full system would be rolled out by the end of the year. Members heard that staff involved in trialling the system had responded very positively and found the system to be quicker

and provide significantly more intelligence when responding to reports of crime.

- One of the six pillars of the force's operational strategy was to look after the wellbeing of officers and staff. Being a risk based business, the wellbeing of staff and officers, who regularly faced traumatic and dangerous situations, was paramount and allowed the force to deliver the best service to local communities. In addition to the introduction of the wellbeing programme, which had received funding from the Commissioner, occupational support waiting times had significantly improved.
- Emergency service workers suffer disproportionality with their mental health and the drip effect of living with regular trauma in work was well recognised. The force was therefore applying focus upon enhancing staff resilience ahead of them encountering a traumatic issue.
- In the monthly force oversight meeting the level of unclaimed annual leave, flexitime and time off in lieu is scrutinised, along with reviewing current overtime usage to ensure that neither is excessive or causing staff and officers to become fatigued. Detention officers were noted to still be carrying too many rest days, however in all other areas this was being driven down. The CC stated that she would report progress against this back to the Commissioner.

The Chairman thanked the CC for her time in addressing the questions of the Panel and it was agreed the CC would be invited to attend the Panel meeting again in a years time to provide an update in advance of the 2021 precept setting.

The Chair paused the meeting for a 10 minute comfort break, suspending the meeting from 11:20 to 11:30.

241. **POLICE AND CRIME COMMISSIONER - ANNUAL REPORT**

Members received a draft copy of the Commissioners Annual report for 2018-19 and were invited to raise comments and recommendations in accordance with Section 28(4) of the Police Reform and Social Responsibility Act.

In response to Members questions it was heard that:

- The Victim Care Service was commissioned for a five-year period, as would be normal for such contracts, to deliver cost benefits.
- A invitation would be extended the Panel to attend the Youth Commission Conference in November, to allow Members to hear more about the work of the Youth Commission during the year.
- The Assistant PCC would provide a response, following the meeting to questions from Members regarding the True Vision hate crime reporting service.
- InterAct was being promoted for use by partners, in particular as a resource to Community Safety Partnership (CSP) managers to enable them to access the data available in the system from their own desktops.
- The £2m per annum to be returned to the budget through the Estates programme would be added to the core baseline and was not required to

be reinvested into supporting the estate, although there would be ongoing costs in maintaining the estate as part of BAU in future years. In particular the Chief Executive highlighted that business rates for the Police Investigation Centres (PIC) had been three times those which were expected and had been based on investment in the building, rather than its use. The Eastern PIC had now been put successfully into operation and the final version of the annual report would be updated to reflect this.

- A summarised version of the annual report and additional media, in the form of videos, was to be published by the OPCC to broaden public exposure to the annual report.

Whilst appreciating that the qualitative benefits of commissioned services, including those funded through the Safer Communities fund, were difficult to measure, Members expressed a view that inclusion of qualitative outcomes or case studies could enhance the impact of the annual report. It was also suggested by Members that the annual report should demonstrate the benefits of centralising the allocation of the Safer Communities fund within the OPCC, as opposed to delegating the commissioning responsibility locally to Community Safety Partnerships.

RESOLVED:

That the Panel receives the draft Annual Report of the Police and Crime Commissioner for Hampshire, reviews the document and makes any report or recommendation to the Commissioner in line with Section 28(4) of the Police Reform and Social Responsibility Act.

242. POLICE AND CRIME COMMISSIONER - POLICE AND CRIME PLAN DELIVERY

Members received an update on delivery against the Police and Crime Plan 2016-2021. Members heard:

- The APCC had attended the most recent meeting of the Panel's Plan working group to provide a more detailed update on the Plan.
- The management of the 'Appropriate adult' service had been transferred to the OPCC from the Constabulary in order to release officer time. Members heard that aspects of the service were already being supported by the OPCC ahead of the transfer and that the Commissioner's team were undertaking work to establish a baseline performance for the service.
- Following requests from Members, the OPCC would present information more pertinent to the business as usual activities of the office at the next Plan working group meeting, which would be reflected in the update presented to the next meeting of the Panel.

RESOLVED:

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

243. POLICE AND CRIME PANEL - EFFECTIVE AND EFFICIENT OPERATIONAL POLICING PROACTIVE SCRUTINY

The Chairman explained that, over the last year, the Panel had undertaken a proactive scrutiny review considering how the Police and Crime Commissioner had sought to support the delivery of effective and efficient policing for Hampshire and the Isle of Wight.

The final draft of the outcomes and recommendations from the proactive scrutiny were presented to the Panel. Councillor Bound provided an overview of the process undertaken, on behalf of the proactive scrutiny working group. In response to Members questions it was heard that scrutinising the collaborative elements of the Commissioners role in supporting operational policing had been difficult to scrutinise and draw evidence upon.

The Chief Executive of the OPCC read a brief statement from the Commissioner, acknowledging and welcoming the outcomes of the scrutiny which had focussed upon a key element of his role as Commissioner.

Members agreed the outcomes and recommendations from the effective and efficient operational policing proactive scrutiny. The Chairman explained that these would now be formally be sent to the Commissioner for response.

RESOLVED:

That the effective and efficient operational policing proactive scrutiny findings and its recommendations are agreed and sent to the Police and Crime Commissioner for Hampshire for response.

244. POLICE AND CRIME PANEL - ANNUAL REPORT

The Chairman introduced the Panel's draft annual report for the 2018/19 municipal year.

Members were content with the draft and agreed that the report be published on the Panel's website, with the addition of a foreword from the Chairman, and shared with relevant partners.

RESOLVED:

That the annual report is agreed.

245. POLICE AND CRIME PANEL - UPDATE FROM WORKING GROUPS

With the agreement of the Chairman this item was brought forward to item 12 of the agenda.

The Chairman invited Councillor Bound to provide an update on the most recent meeting of the Plan working group. Members heard that:

- The Chief Constable had committed to the use of SafetyNet by the Constabulary. At a recent meeting of the Community Safety Partnership Forum it was confirmed that training on SafetyNet was being delivered through the Neighbourhood Excellence course with instruction to NPTs to use SafetyNet to support managing people in partnership.
- A new deputy data protection officer was now in post at the OPCC which had enabled the actions from the recent ICO Audit to be completed.
- Members of the working group were assured to hear that continuity planning was in place for business as usual activity undertaken by the OPCC, as outlined in the delivery plan, meaning it would continue to be delivered throughout the period of the PCC election and beyond.

Michael Coombes was invited to provide an update from the most recent meeting of the Finance working group. Members heard that:

- The working group had again challenged progress against the police officer recruitment funded by the increase in precept and were assured to hear recruitment was on track. The working group had requested further details of in year attrition within the force to understand the wider picture of how recruitment of these officers had impacted upon the strength of the establishment. Members heard that the working group would also monitor the allocation of funding for additional police officers and staff, as announced by the Prime Minister, including any additional funding received for costs not directly associated to salaries.
- The working group reviewed the Statement of Accounts for 2018/19, with a focus upon the current reserves position and use. Challenge had also been raised around remuneration packages and exit costs within the Constabulary and the working group had received justifications for the increase to both during 2018/19.
- The capital programme was discussed, and Members heard that there had been no change to the strategy for borrowing this year.
- As part of initial considerations moving towards the precept setting in January it was understood that the police funding announcement was not expected to be received until mid-late December and that the fairer funding review would not be considered until after April 2020.

246. POLICE AND CRIME PANEL - FINANCIAL MONITORING LEADING TO THE 2020/21 GRANT BUDGET AGREEMENT

Members received a report from the finance officer to the Panel which monitored the budget for 2018/19, in advance of agreeing the proposed budget for 2020/21.

The Chairman explained that the Panel had sought to maximise the use of the budget in order to enhance the Panel's effectiveness and impact, and that the projected spend for 2019/20 and proposed budget for 2020/21 reflected this position.

Bob Purkiss, as Chairman of the Complaints sub-committee, noted the significant draw on time and resource in handling complaints during 2018/19, which was reflected within the report, particularly in managing historic and vexatious complainants outside of the core meetings of the sub-committee.

It was also noted that the report proposed a review of the legal support to the Panel, as part of a regular review process, to retender for a period of four years, to coincide with the term of the PCC. Due to annual value of the contract it was heard that the procurement process would be officer led that a Panel Member would be nominated, by the Chairman, to support the process.

RESOLVED:

That Members:

Note the final financial position for 2018/19.

Note the current performance against the budget for this financial year.

Agree the proposed budget for the panel for 2020/21, subject to confirmation of the Government grant for 2020/21.

Note the review of legal support arrangements and agree that either the Chairman, Vice-Chairman or another Panel Member nominated by the Chairman (to avoid any potential conflict of interest) represent Panel Members at key stages of the procurement process.

247. POLICE AND CRIME PANEL - GOVERNANCE UPDATE

Members heard that, at recent meeting, the Complaints sub-committee had undertaken the annual review of the Panel's complaints protocol and associated documents.

The Chairman of the sub-committee explained that a number of revisions had been agreed to enhance clarity around the process for handling complaints. He further explained that the protocol would be reviewed again, by the sub-committee, in early 2020 to take account of forthcoming changes resultant from the Police Complaints Reform.

RESOLVED:

That the updates to the Complaints Protocol are noted.

248. POLICE AND CRIME PANEL - WORK PROGRAMME

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

The Chairman noted that he intended to add the following items to the Panel's work programme, for consideration a the January 2020 meeting:

- Police Complaints Reform

RESOLVED:

That the work programme is agreed.

Chairman, 31 January 2020

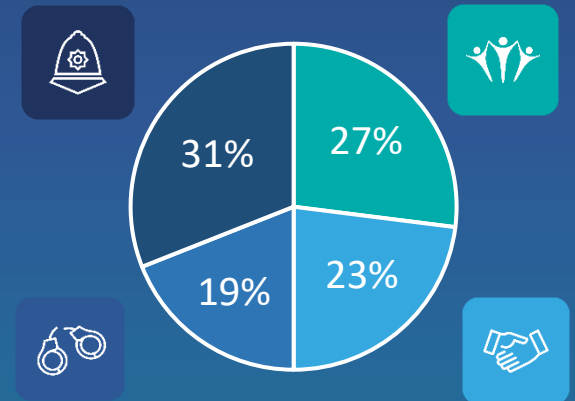
Police and Crime Plan Delivery Progress

Police and Crime Panel ~ 7 February 2020

Police and Crime Plan | Dashboard Summary

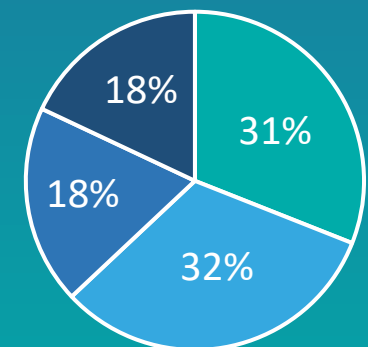


Current projects split across priorities



- Champion Community needs
- Strengthen Partnerships
- Reduce Offending
- Effective and Efficient operational policing

Completed projects split across priorities



Completed projects

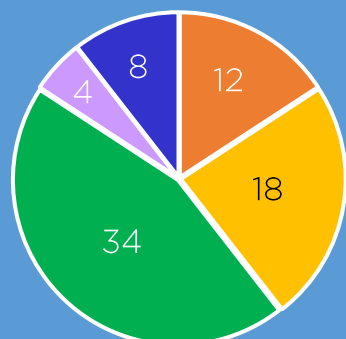
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4 projects delivered:

- Review of Appropriate Adults
- Support for Young People
- Shared Services for policing
- Implementation of ICO Action Plan

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Completed projects per strand



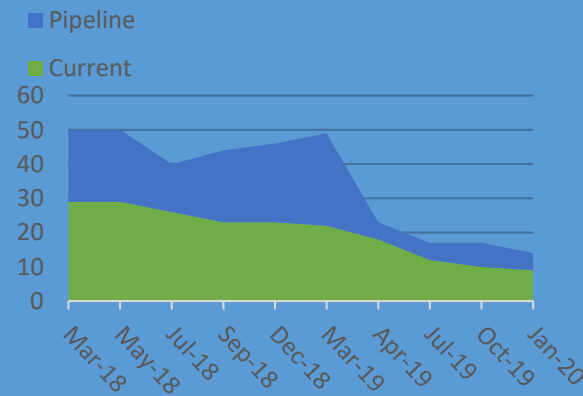
Current projects

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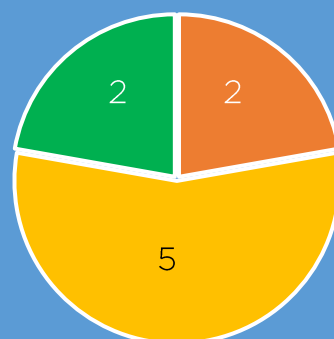


2 new projects initiated:

- Website accessibility (statutory requirement)
- First 100 Days Plan



Current projects per strand



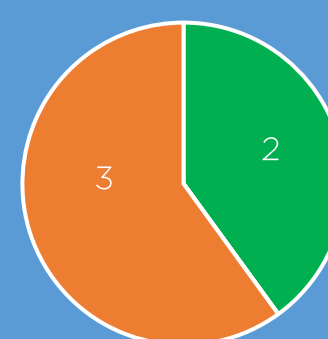
Candidate projects

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4 new candidate projects identified:

- Website accessibility (statutory requirement)
- First 100 Days Plan
- Development of estate solution for the Isle of Wight
- Development of estate solution for Netley

Future projects per strand



Police and Crime Plan | Delivery Progress



Current Projects			
Project	Objective	Forecast End Date	
Big Conversations	Budget consultation 2020-21	The PCC will seek the views of the public regarding the council tax precept element for policing, with community engagement via an online survey, the results will assist the PCC in setting the budget for Hampshire Constabulary and OPCC.	Jan '20
	Estate Change Programme Phase 2	To successfully deliver the approved Estate Strategy.	Apr '20
Page 19 Big Issues	Police Complaints Reform (statutory)	To implement Policing and Crime Act 2017 provisions as relating to the role of the PCC in the police complaints system.	Jan '20
	Correspondence and Casework Management System	To implement a stakeholder and contact management application specifically for the OPCC.	Mar '20
	First 100 Days Plan	To produce a detailed plan outlining the first 100 days in office for the new PCC, ensuring a smooth transition and supporting the new PCC to effectively carry out their role from day 1.	Apr '20
	PCC election 2020	To deliver a successful PCC election in 2020.	May '20
	Website accessibility (statutory requirement)	To achieve compliance with Public Sector Bodies (Websites and Mobile Applications) (No. 2) Accessibility Regulations 2018 by 23-Sep-20.	Sep '20
Commissioning & Partnerships	Establishment and review of Violence Reduction Unit (VRU)	To establish and review a Violence Reduction Unit (VRU) to tackle and prevent serious violence (comprising 4 VRUs across Hampshire, Isle of Wight, Portsmouth, Southampton)	Mar '20
	Tri-commissioning approach to Hate Crime conditional cautioning	To obtain exemption from the DPP to enable HC in partnership with West Mids and Avon & Somerset to use conditional cautioning for hate crime and divert people from court where appropriate, meeting the needs of the victim.	Jul '21

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Police and Crime Plan

Decisions Update

January 2020

Police and Crime Plan | Decisions



Summary of recent decisions approved by Police and Crime Commissioner

Title	Date approved	Summary
Enhancing Support for Victims of Stalking in Hampshire the 'MASIP', the 'Multi Agency Stalking Intervention Programme' and Ensuring Continuity of Services to Victims and the Vulnerable (ID: 507)	Jan-20	Approved PCC contribution of £44,000 towards total partnership funding of £350k for 2020-21 to maintain the MASIP service, working in conjunction with Southern Health to enhance support for victims of stalking in Hampshire and to ensure continuity of services to victims and the vulnerable.
[INVESTMENT in POLICING] Hampshire contribution of £1.8m to part fund the fit out of the South East Regional policing centre (ID: 514)	Nov-19	Approved the addition of £1,800,000 to Capital (Revenue Contributions) Reserve to part-fund solution to support policing response to regional organized crime.
[INVESTMENT in POLICING] Addition of £1m to the Equipment Replacement Reserve (ID: 513)	Nov-19	Approved the addition of £1,000,000 to the Equipment Replacement Reserve to fund replacement of body armour, body worn video and other major items of equipment that have reached the end of their serviceable life or new purchase of major items of equipment used by the Constabulary.
[INVESTMENT in POLICING] Contribution to the Estates Reserve: Isle of Wight re-configuration (ID: 512)	Nov-19	Approved the addition of £2,000,000 to the Estates Reserve to fund re-configuration of the Isle of Wight police estate. Specifically to respond to the need to upgrade the police custody environment.
[INVESTMENT in POLICING] Estate Feasibility study – Isle of Wight (ID: 511)	Nov-19	Approved funding of £250,000 to enable procurement of a resource to produce a feasibility regarding future Estate provision on the Isle of Wight.
South East Region working in Partnership to appoint Legally Qualified Chairs for Police Misconduct Hearings (ID: 508)	Nov-19	Approved the nomination of 11 new Legally Qualified Chairs to sit on Police Officer Misconduct Hearing Panels between 1-Jan-20 and 31-Dec-23 in the Hampshire policing area, and extend the term of nomination of those already selected as Legally Qualified Chairs in the Hampshire Policing area.

Police and Crime Plan | Decisions



Summary of recent decisions approved by Police and Crime Commissioner

Title	Date approved	Summary
[INVESTMENT in POLICING] Urgent Digital Intelligence and Investigation uplift to enable early actions to enhance operational capability (ID: 505)	Oct-19	Approved funding of £600,000 for enhancements to Hampshire Constabulary's digital intelligence and investigation capability to improve policing's operational effectiveness.
Aligning the timescales of three out of court disposals (OoCD) to support a review of their effectiveness, and time to mobilise future commissioning arrangements (ID: 504)	Oct-19	Approved alignment of the Conditional Cautions of 'Project CARA' and 'Women and Desistance Engagement' (WaDE) to end of Mar-21 and the allocation of funding of £83,125 for the 2020-21 financial year for this purpose.
[INVESTMENT in POLICING] Provision of children's furniture and toys to Vulnerable Witness and Interview Suites by Bright Horizons (ID: 502)	Oct-19	Approved sponsorship offer of children's furniture and toys up to the value of £6,366 – funding provided by Bright Horizons for use in Hampshire Constabulary's Vulnerable Witnesses Interview suites.
[INVESTMENT in POLICING] S22A Collaboration Agreement - Setting up of a co-ordinating body known as the National Police Chiefs' Council (ID: 499)	Oct-19	Approved a Section 22A Collaboration Agreement in the interests of the effectiveness or efficiency of one or more policing bodies or police forces: Setting up of a co-ordinating body known as the National Police Chiefs' Council.

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Cllr David Stewart
Chair, Police and Crime Panel

Via email

Tuesday 12th November 2019

Dear Cllr Stewart,

Thank you for your letter to the Commissioner detailing the recommendations from the Police and Crime Panel's review of his 2018-19 Annual Report. The report provides a brief highlight of the range of work and projects that he has focused on during this last year to continue to deliver on his promise to keep us all SAFER. There is a great deal of detail of the work that has been delivered to protect and support policing, engage with communities and partners and to support and protect the vulnerable and victims. I invite the Police and Crime Panel to read all of the detail to see the breadth and impact of the work delivered during the last financial year. I have responded the questions addressed within your letter below:

Youth Commission

What were the findings of the Youth Commission's work which prompted a national review of the service True Vision hate crime reporting app and website during 2018-19?

How are you monitoring the outcomes of this national review?

In a report published in October 2018, *The UK Government's plan for tackling hate crime – two years on*, the following pledges were made;

- The National Police Chiefs' Council will refresh the True Vision reporting website this year, with support from the Home Office, to maximise new technologies to further improve user experience of the site.
- Further develop True Vision to develop a young person friendly landing page and increase awareness of the portal to encourage young people who are exposed to hate material online and targeted social media advertising to reports

At this time one of the Youth Commission's priorities was focussed on Hate Crime so the consultation came at a good time for them to have their say on the website. Members of the Youth Commission found that the content on the True Vision webpage was sufficient but that the TrueVision app was not, they found;

- the actual reporting form was too lengthy and may possibly put victims off
- it took a considerable amount of time to download onto an android device
- once it was downloaded the app hard to navigate
- the font size to be too small
- the app is not available to download through either the Google play or Apple app stores, which is where most people would go to search for and download apps



Overall they found the app to be confusing, even for young people who generally find using technology easier

The aim is for a full refresh of the whole website and specific resources for young people developed in consultation with the National Youth Independent Advisory Group for hate crime. There has been a delay in finalising the refresh due to other the Government being focussed on BREXIT.

Members of the Panel were grateful for the invitation from the Chief Executive to the Youth Commission Conference in November, to allow Members to hear more about the work of the members of the Youth Commission during the year.

We are grateful for the Panel's interest in the Youth Commission Conference as your attendance is very valued. An invitation to the Youth Commission conference was sent to members of the Police and Crime Panel in September and we pleased that Cllr Bound has confirmed he will be attending.

Safer Communities Fund

The annual report suggests that 37,000 residents benefitted from £1,291,041 investment in local projects through the Safer Communities Fund. How are the outcomes of this investment being measured?

Whilst appreciating that the qualitative benefits of such investment can be difficult to measure, Members expressed a view that inclusion of qualitative outcomes or case studies could enhance the impact of the annual report.

Through my Performance and Information team the funded work of commissioned partners is monitored and evaluated. Case studies from this evaluation have now been added to the annual report as a result of your feedback. Individual sections of the annual report also outline the impact of the services provided to the local community and value added by taking a commissioning approach.

Members would also be keen to see demonstrated within the report the benefits of centralising the allocation of this fund within the OPCC, as opposed to delegating the commissioning responsibility locally to Community Safety Partnerships.

The Commissioner's Office has the scale, expertise and influence to bring together a wide range of local, regional and national partners to bring about real change that will impact on the quality of life of vulnerable people.

By working in partnership at the pan Hampshire level we can both gain from commissioning across the whole area where that is most appropriate, foster local voluntary organisations for smaller locally based services, and deal with the whole spectrum of need.

Police Estate

Members asked several questions during the meeting regarding the estates programme and implementation of the Eastern Police Investigation Centre (PIC). Members made recommendation that the annual report is updated to recognise the successful launch of the Eastern PIC, which is now in operation.



I am grateful that the Police and Crime Panel have acknowledged the huge achievement of the delivery of the Eastern PIC and their enthusiasm for having this recognised in this Annual Report. As explained at the Panel meeting, the opening of the PIC falls outside of the period that this Annual Report covers (April 2018 – March 2019), therefore I will acknowledge this in the current report and I will be pleased to include more detail within my final Annual Report and end of term report.

Financial Transparency

Whilst recognising that information exists in other published documents, including the Statement of Accounts, the Panel would recommend including additional financial information within the report. Members would suggest that the report provides a summary of all monies spent in delivering your office during the year, presented in a readable format, which would demonstrate further accountability of spending and precept decisions.

The annual accounts and all financial decisions that I have made regarding spending of the Office are available on my website. This information is also included with the annual financial information leaflet that is issued with the council tax leaflets which are posted and emailed to all homes across Hampshire, the Isle of Wight, Portsmouth and Southampton. The information is therefore widely available and allows the annual report to focus on the main areas of delivery during the last financial year rather than detailed financial information.

Communication

During the meeting Members discussed how the content of annual report could be conveyed to the wider public audience. It was heard that your office had planned a summarised version of the annual report and additional media, in the form of videos, to broaden exposure to the annual report. It would be helpful to the Panel if such materials were shared with Members when available and would request that the Commissioner provides an update to the next meeting of the Panel as to the success of these approaches.

The full annual report will be made available as a 'page turner' digital publication on my website and the link will be promoted through the social media channels. A hard copy of a shorter summary publication, signposting to the online full length report, will be posted to all stakeholders as this is a more cost effective approach to share the key deliverables of the last year. An update on the distribution and reach can be provided at future Panel meetings.

I trust that the information provided above answers your questions.

James Payne
Chief Executive

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Cllr David Stewart
Chair, Police and Crime Panel

Via email

Tuesday 12th November 2019

Dear Cllr Stewart,

Hampshire Police and Crime Panel (PCP) Proactive Scrutiny – effective and efficient operational policing

Thank you for your letter outlining the findings of the panel's Proactive Scrutiny work.

The Commissioner welcomes this proactive scrutiny of a key part of his role, and is pleased that his commitment to champion the welfare and development of Hampshire Constabulary staff and officers, and the investments he has made to support the frontline in many areas, were commended by the Panel.

Below are specific responses to the recommendations made in the Panel's report.

Recommendations a), b), c), d) and g)

The Commissioner's evidence to the Panel's proactive scrutiny detailed the range of stakeholder and communications activity undertaken by him and his team to ensure that the value of the Commissioner is more widely understood and recognised. There is always more to do but I would urge any stakeholder who gave evidence to the Panel that they have not had the level of engagement they would like to please contact me directly so that this can be arranged.

Communicating to the public, and stakeholders, the balance between local policing visibility and addressing serious crime is another key priority for the Commissioner and is a particular focus of the budget consultations we do each year. I will continue to look at other ways we can do this.

Recommendation e)

The Commissioner's evidence to the Panel set out the range of ways in which he challenges the Chief Constable and holds her to account, including regular 121s and COMPASS meetings. I would be grateful if you could provide examples of technological equipment purchased by Hampshire Constabulary that was 'obsolete and not fit for purpose' by those who gave evidence to the Panel. The Commissioner can then consider whether this requires further scrutiny at COMPASS.

Recommendation f)

The Commissioner sees Community Safety Managers as integral to the success of the Violence Reduction Unit (VRU). The two core outputs of both the Pan-Hampshire and local VRUs are a 'problem profile', identifying the drivers of serious violence, and a 'response



strategy' setting how the VRU will tackle them. These will be developed in consultation with community safety teams and must be signed by the Community Safety Partnership Chair. Narinder Bains, deputy Chair of the Community Safety Practitioner's Forum, sits on the VRU 'core group' – which drives the work of the VRU - to represent the views of CSPs.

A range of other partners are also involved with the VRU representing education, policing, NHS and public health and local authorities and, and there will be further consultation with a wider range of stakeholders who have insight into the drivers of serious violence.

I trust that this letter reassures you that we are taking the Panel's recommendation on board. Thank you again for your letter and the recommendations from the Scrutiny Report.



James Payne
Chief Executive

HAMPSHIRE POLICE AND CRIME PANEL

Report

Date considered:	7 February 2020
Title:	Update to Governance Documents
Contact:	Democratic Services Officer to the Panel
Email:	members.services@hants.gov.uk

1. Executive Summary

- 1.1 The purpose of this report is to set out revised governance documents previously adopted by the Hampshire Police and Crime Panel (PCP).

2. Complaints Reforms

- 2.1. The Elected Local Policing Bodies (Complaints and Misconduct) Regulations 2012 (the regulations) mandated the statutory responsibility for Police and Crime Panels (PCP) to handle non-criminal complaints about the conduct of the Police and Crime Commissioner (PCC) and Deputy Police and Crime Commissioner (DPCC), where appointed.
- 2.2. The Police and Crime Act 2017 outlined a suite of reforms designed to overhaul the police complaints and disciplinary systems. The Police (Complaints and Misconduct) Regulations 2020, introduced on 10 January 2020, brings these changes into effect from 1 February 2020.
- 2.3. Under these reforms Police and Crime Commissioners (PCC's) will hold an enhanced role in the management of police complaints. With effect from 1 February 2020 PCC's will:
- Be given the explicit function to hold the Chief Constable to account in relation to the handling of complaints locally.
 - Take on responsibility for carrying out reviews, where they are the relevant review body for complaints against Hampshire Constabulary (the Constabulary) that are handled under the Police Reform Act 2002. Within this role the PCC will consider whether the outcome reached by the Constabulary, in respect of complaint/s, was reasonable and proportionate. This function was previously held by the Constabulary and led by an independent review officer (police officer). The responsibility for the right to review is mandated within the regulations and referred to as model one.
 - Have the right to assume additional optional functions under the Police complaints system; both the responsibility for initial complaints handling (model two) and contact with complainant throughout the process (model three). The PCC for Hampshire and the Isle of Wight has advised the Panel

that they will be operating model one from inception, however the PCC reserves the right to expand their responsibility to models two or three at a future date.

- 2.4. It is anticipated that the new regulations will have minimal impact upon the role of the PCP. The PCP are not cited as appropriate route of recourse in respect of the police complaints review process, nor granted any additional powers in respect of the process. The legislation mandates that PCC's decision is final and may only be challenged through Judicial Review.
- 2.5. It is, however, possible that complainants may be dissatisfied with decision of the PCC, in respect of their right to review, and subsequently raise complaints to the PCP. Therefore, the Panel's complaints protocol, associated documents and website are recommended to be updated to note the implementation of the new regulations and to make clear how such complaints may be approached by the Panel.
- 2.6. Under the new reforms the PCP will also be responsible for scrutinising and supporting the PCC in the discharge of their functions in respect of carrying out reviews against police complaints, and any potential consultation on the PCC's right to expand their role to include either of the optional complaint models.

3. Governance Documents

Protocol for the informal resolution procedure

- 3.1. The protocol outlines the process under which the complaints sub-committee will seek to determine complaints.
- 3.2. Updates are proposed to the protocol to provide greater clarity regarding the circumstances under which the PCP may not record a complaint and how complaints received against the right to review process will be approached.
- 3.3. Further, the protocol introduces an updated archiving protocol for complaints inline with recent guidance published by the LGA
<https://www.local.gov.uk/policing-and-fire-governance-guidance-police-and-crime-panels>
- 3.4. If the updates to the protocol are agreed, the PCP's website and complaints form will be updated to reflect any changes.
- 3.5. The updated protocol can be found at appendix one.

4. Recommendations

- 4.1. **That the Panel agrees the updated Protocol for the Informal Resolution Procedure Regarding Complaints made Against the PCC.**
- 4.2. **That the Panel requests an annual update from the PCC, monitoring the right to review process and scrutinising how the PCC is holding the Chief Constable to account in relation to the handling of complaints locally.**

Section 100 D - Local Government Act 1972 - background documents

The following documents discuss facts or matters on which this report, or an important part of it, is based and have been relied upon to a material extent in the preparation of this report. (NB: the list excludes published works and any documents which disclose exempt or confidential information as defined in the Act.)

Document

Location

N/A

N/A

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Hampshire Police and Crime Panel

Protocol for the Informal Resolution Procedure Regarding Complaints made against the Police and Crime Commissioner

The Elected Local Policing Bodies (Complaints and Misconduct) Regulations 2012 mandated the statutory responsibility for Police and Crime Panels (PCP) to handle non-criminal complaints about the conduct of the Police and Crime Commissioner (PCC) and Deputy Police and Crime Commissioner (DPCC), where appointed.

Conduct in this regard may include but is not limited to actions and omissions, statements or procedures of, or undertaken by the PCC/DPCC, including the way decisions are taken. The PCP does not have the power to review the merits of any decisions taken by the PCC/DPCC, only whether the decision was taken properly in accordance with relevant procedures and any statutory requirements.

All complaints made to the PCP should clearly identify where the conduct of the PCC/DPCC has not met the complainant's expectations. The published code of conduct for the PCC can be accessed on the PCC's website <https://www.hampshire-pcc.gov.uk/wp-content/uploads/2016/08/ML-code-of-conduct.pdf>

Police complaint review process

Under the Police (Complaints and Misconduct) Regulations 2020 the PCC has responsibility for carrying out reviews, where they are the relevant review body for complaints against Hampshire Constabulary (the Constabulary) that are initiated and undertaken pursuant to the Police Reform Act 2002.

The PCP does not have the power to review individual decisions reached by the PCC and/or his office in respect of applications made to review the outcome of complaints undertaken as stated above under the Police Reform Act 2002 and is not the correct body of recourse to challenge such decisions made by the PCC and/or their office.

Complaints which are identified to be expressing dissatisfaction about the outcome of the complaint review process will not be recorded, in accordance with regulation 10(2) of the The Elected Local Policing Bodies (Complaints and Misconduct) Regulations. For further information about the complaint review process please visit the website of the Police and Crime Commissioner for Hampshire <https://www.hampshire-pcc.gov.uk/>

Process

Initial recording of complaints received

The Chief Executive of the Office of the Police and Crime Commissioner (OPCC) will, within 10 clear working days, consider whether:

- a. the complaint is a complaint against the Police and Crime Commissioner; ~~(PCC)~~

- b. ~~It~~ is a complaint for which the Hampshire Police and Crime Panel (~~PCP are, the Panel~~) is the relevant Police and Crime Panel;
- c. the complaint indicates the commission of a criminal offence by the PCC, in which case the complaint would be referred to the Independent Office of Police Conduct (IOPC), by the Chief Executive of the OPCC, as a potential serious complaint;
- d. the ~~complaint is~~ complaint is a complaint at all;
- e. or is a complaint relating to an operational matter of ~~Hampshire Constabulary~~ (the Constabulary) to be resolved in accordance with the complaints procedures of the Constabulary.

When, in accordance with the delegation to the Chief Executive of the OPCC, the decision has been made to record a complaint that will not subsequently be referred to the ~~Independent Office for Police Conduct~~ (IOPC), the Chief Executive of the OPCC will:

- ~~Record~~ record the date of receipt;
- send a record of the complaint, to the complainant and to the person complained about (in the latter case, subject to any decision taken not to supply a copy of the complaint or to supply the complaint in a form which keeps anonymous the identity of the complainant or of any other person) and will include the contact details of the ~~Police and Crime Panel's~~ PCP's Complaints Sub-Committee (the sub-committee); and
- refer the record, and copies of all the associated paperwork, to the sub-committee. This will be no later than two working days after the complaint has been recorded.

Whilst the recording of complaints is delegated by the ~~Panel~~ PCP to the Chief Executive of the OPCC, the responsibility to record any given complaint may revert to the sub-committee with the agreement of the Chief Executive of the OPCC. In such circumstances the recording of the complaint will be made by the ~~PCP~~ Panel's scrutiny officer, in consultation with the Chair of the sub-committee.

Non-Recording of Complaints

If, in consideration of points a-e (above), the Chief Executive of the OPCC reaches the view that action should not be taken under regulation 9 of the The Elected Local Policing Bodies (Complaints and Misconduct) Regulations for notifying or recording the whole or any part of the complaint received, they will notify the PCP's scrutiny officer.

In such circumstances the PCP's scrutiny officer will, in consultation with the Chair of the sub-committee, review the complaint and if they are in agreement that the complaint, or part thereof, does not properly fall within the responsibility of the PCP and should not be recorded, either in whole or in part, shall notify the complainant in writing, of the following:

- the decision to take no action and, if that decision relates to only part of what was received, the part in question; and
- the grounds on which the decision was made.

Acknowledgement of complaints

On receipt of the recorded complaint, the ~~Panel's~~ PCP's scrutiny officer will:

- ~~Assess~~ assess the complaint to ensure that it is complete, and that it clearly identifies the alleged conduct matter;
- ~~Refer~~ refer incomplete or unclear complaints back to the Chief Executive of the ~~Office of the PCC~~ PCP seeking further information;
- ~~Consider~~ consider whether the complaint has been satisfactorily dealt with and if so, consulting with the complainant, ~~to~~ treat the complaint as withdrawn;
- write to the complainant, setting out timescales and providing details about the informal resolution procedure and ~~giving~~ give the complainant an opportunity to make further comments in support of their complaint (allowing ~~him/her~~ them 14 clear calendar days to respond). Where the ~~Panel's~~ PCP's scrutiny officer believes that the circumstances of the case are such that the sub-committee may decide to treat the complaint as having been resolved, the complainant will be asked to provide their representations in this regard for the sub-committee to take into account; and
- write to the ~~person complained about~~ PCC/DPCC, setting out timescales and providing details about the informal resolution procedure; and giving ~~him/her~~ them an opportunity to make comments in response to the complaint (allowing ~~him/her~~ them 14 clear calendar days to respond).

Serious Complaints

If, at any stage, the IOPC informs the PCP that they require the complaint to be referred to them, or if the Monitoring Officer, in consultation with the Chair of the sub-committee, determines that the complaint should be referred to the IOPC, the informal resolution process must be discontinued. The Monitoring Officer should only determine that the complaint should be so referred if matters come to light during the informal resolution process which indicates the commission of a criminal offence.

Disapplication

In ~~appropriate~~ some cases, the informal resolution procedure may be disappplied in respect of a complaint in accordance with Regulation 15 of the Elected Local Policing Bodies (Complaints and Misconduct) Regulations 2012 (the Regulations). If the ~~Panel~~ CP's scrutiny officer identifies that a complaint may be suitable for consideration for disapplication ~~of~~ under part 4 of the Regulations, they will refer it to the ~~Panel's~~ PCP's Monitoring Officer.

- The Monitoring Officer, in consultation with the Chair of the sub-committee, will consider the suitability of the complaint for disapplication ~~of~~under part 4 of the Regulations.
- In the event that disapplication is determined to be appropriate in relation to a complaint, the Monitoring Officer will write to the complainant and the PCC, notifying them of this decision ~~where upon~~and the complaint will be recorded as complete.
- In the event that only part of a complaint is determined to be suitable for disapplication, this will be notified to the complainant and the PCC in the notification letter, outlining those parts of the complaint to which disapplication will apply.

Any decision taken to disapply the informal resolution procedure in respect of a complaint, or part thereof, will be formally reported to the ~~first~~ meeting of the sub-committee following the date of the determination.

Meetings of the Sub-Committee

The ~~PC~~Panel's Scrutiny Officer will convene a meeting of the Complaints sub-committee, normally to be held within 21 clear calendar days after the deadline for receipt of all comments to the complaint. The ~~PC~~Panel's scrutiny officer will, compile a brief report for the sub-committee, setting out the pertinent details of complaint, recording any failure by the person complained about to comment on the complaint and making suggestions for the next steps.

- The sub-committee will first consider whether the complaint has been satisfactorily dealt with and, subject to any representations by the complainant, may decide to treat the complaint as having been resolved. In such a case, the sub-committee's reasons will be recorded and notified to the parties.
- While the sub-committee is prohibited from conducting an open investigation of the complaint, it does have the power to ask ~~of the person complained against,~~the PCC/DPCC for documents relating to the matters referred to in the complaint and may require the PCC/DPCC or an officer of the OPCC to attend a meeting of the sub-committee to answer questions. The sub-committee may also invite the complainant to provide further information for the purpose of clarity. In exercising these powers, the sub-committee will seek to ensure fairness and transparency within its proceedings and, following legal advice, will focus on matters which substantiate or clarify a point relating to the complaint, or response to the complaint.
- The sub-committee shall have regard to:
 - The Code of Conduct of the PCC;
 - Whether the complaint discloses a specific conduct failure on the part of the PCC, identifiable within the Code of Conduct of the PCC, or whether it relates to operational matters of the constabulary or operational policing

matters ~~within-in~~ which the ~~Police and Crime Commissioner~~PCP has no authority;

- The remedies available to it;
 - ~~All~~Any other relevant considerations.
- If, on considering the report, the sub-committee feels that the matter ~~needs to may~~ be determined under the informal resolution procedure, it will decide its course of action. In considering this action it shall have regard to the limits on investigation, referred to above.
- The sub-committee will consider whether to devise an action plan (to be drawn up by the ~~PC~~Panel's scrutiny officer) and in so doing will take into account any applicable guidance issued by the Secretary of State and may also consider any guidance issued by the IOPC pursuant to section 22 of the Police Reform Act 2002 ~~on local resolution~~. Any such action plan will include an indicative timeframe.
- Any such action plan may include (for example):
- An explanatory letter being written by an officer of the ~~Panel~~PCP (or on behalf of the sub-committee),
 - An explanatory letter being written by an officer of the OPCC,
 - A suggested change to OPCC policy; or
 - A request that an apology is tendered (no apology may be tendered on behalf of the person complained against unless that person has admitted the alleged conduct and agreed to the apology).
- The sub-committee will also decide whether it wishes to:
- reconvene to take any steps identified in the action plan,
 - authorise any named individual (who may not be a PCC, a DPCC or the Chief Executive of the OPCC) to take any steps in accordance with the action plan; or
 - refer the matter to the ~~Panel~~CP with recommending recommendations regarding the action plan. that the identified action be taken.
- Once the actions from the plan have been completed, the matter may be referred back to the sub-committee or an authorised individual may determine that the matter has been resolved. The ~~Panel's~~PCP's scrutiny officer must make a record of the outcome of the informal resolution as soon as practicable after the process is completed, normally within three clear working days, ~~after the process is completed~~ and provide copies to the complainant and the ~~person complained against~~PCC/DPCC. The matter will then be closed.

- No part of the record may be published by the Complaints Sub-Committee, other than that required under the Local Government (Access to Information) Act 1985, unless, having given the parties an opportunity to make representations about the proposed publication and having considered any such representations, the Complaints Sub-Committee considers that publication is in the public interest.
- A record of all complaints received by the PCP will be kept until 12 months after the PCC or deputy PCC, to whose conduct the complaint related, leaves the post.
- The Panel's PCP's scrutiny officer will prepare an update report to each annual general meeting of the Panel about all complaints considered in the preceding 12 months by the Complaints Sub-Committee, the action taken (including any obligations to act, or refrain from acting, that have arisen under the regulations, but have not yet been complied with or have been contravened) and the outcome of the process.
- At any stage, the Panel's PCP's scrutiny officer may seek legal advice from the PCPanel's legal adviser.

HAMPSHIRE POLICE AND CRIME PANEL

Report

Date considered:	7 February 2020
Title:	Work Programme
Contact:	Democratic Services Officer to the Panel
Email	members.services@hants.gov.uk

1. Executive Summary

1.1. The purpose of this paper is to set out the work programme for the Panel.

2. Legislative Context

2.1. It is for the Panel to determine its number of meetings. It is anticipated that the Panel will require a minimum of four ordinary meetings in public in each municipal year to carry out its functions.

2.2. In addition to the scheduled ordinary meetings, additional meetings may be called from time to time, in accordance with the Panel's Rules of Procedure (see Rule 1).

2.3. The Panel may also be required to hold additional meetings should the Commissioner wish to appoint to specific posts within their staff, or should a non-serious complaint be made against the Commissioner which requires the full Panel to consider it.

3. Recommendations

3.1 That the work programme, subject to any recommendations made at the meeting, is agreed.

WORK PROGRAMME – POLICE AND CRIME PANEL

Appendix One

Item	Issue	Item Lead	Status and Outcomes	5 July 2019	4 October 2019	7 February 2020	13 March 2020
SCRUTINY ITEMS							
Precept	To consider and take a decision on the PCC's proposed precept	OPCC	To be considered February 2020			X	
OVERVIEW ITEMS							
Annual Report	To receive the annual report of the PCC for the previous year	OPCC	Annual report to be received October 2019		X		
Annual Report	To provide an overview of the PCPs work for the previous year.	PCP	Annual report to be considered October 201		X		

Item	Issue	Item Lead	Status and Outcomes	5 July 2019	4 October 2019	7 February 2020	13 March 2020
PCP Grant Budget	To agree the proposed budget for the next financial year, and to review the previous years spend	PCP	Budget for 2019/20 to be agreed October 2019		X		
ONGOING ITEMS OF INTEREST							
Collaboration	To work with other PCPs in the South to understand how PCCs are working in collaboration	PCP	Ongoing – update provided during Chairman’s announcements	X	X	X	X
Contact Management Platform (CMP)	To understand progress against delivery of the CMP, including budgetary implications.	OPCC	Ongoing – next date for consideration to be confirmed				
Commissioning Strategy	To understand the PCC’s commissioning strategy	OPCC	Ongoing – next date for consideration to be confirmed				

Item	Issue	Item Lead	Status and Outcomes	5 July 2019	4 October 2019	7 February 2020	13 March 2020
Estates Strategy	To understand progress made with the Estates strategy	OPCC	Ongoing – next date for consideration to be confirmed				
GOVERNANCE ITEMS							
Complaints Protocol Update	To review and agree a revised complaints protocol	PCP	To review the complaints protocol annually, and any proposed revisions during the year..		X	X	
Police Complaints Reform	To review and agree revisions to the Panel's protocols and governance documents	PCP	To review and agree revisions to the Panel's protocols and governance documents in response to the changes laid out under the Police Complaints Reform			X	
Election of Chairman / Vice Chairman	Election of Chair and Vice Chairman for 2019/20	PCP	Occurs at each AGM	X			

Item	Issue	Item Lead	Status and Outcomes	5 July 2019	4 October 2019	7 February 2020	13 March 2020
Complaints against the PCC	To provide an overview update annually on complaint activity	PCP	To be reviewed at each AGM.	X			
STANDING ITEMS							
Police and Crime Plan Implementation	An update on the progress made with implementing the priorities of the Plan	OPCC	Monitoring implementation of the Police and Crime Plan. To include hearing an end of term report on delivery against the Police and Crime Plan in March 2020	X	X	X	X
PROACTIVE SCRUTINY							
Enabling Effective and Efficient Policing	Proactive scrutiny review	PCP	Proactive scrutiny review being conducted from July 2018 to October 2019.	X	X	X	X

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