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NOTICE OF MEETING

Date and Time Friday, 2nd October, 2020 at 10.00am
Place Virtual Teams Meeting - Microsoft Teams
Enquiries to members.services@hants.gov.uk

FILMING AND BROADCAST NOTIFICATION

This meeting is being held remotely and will be recorded and broadcast live via Hampshire County Council's website.

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 - 12)

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. DELIVERING POLICING AND COMMUNITY SAFETY DURING A GLOBAL PANDEMIC (COVID-19)

To receive a verbal update from the Commissioner and the Chief Constable regarding approaches taken across the Hampshire policing area in response to the Covid-19 pandemic.

Further, to allow Members to ask questions of the Commissioner to enable the Panel to understand both the financial and wider impacts of delivering policing and community safety during this time, to support the Panel in its preparation for the scrutiny of the proposed budget and precept for 2021/22.

8. POLICE AND CRIME COMMISSIONER - ANNUAL REPORT (Pages 13 - 40)

To receive the Police and Crime Commissioner's draft Annual Report for 2019/20.

9. POLICE AND CRIME COMMISSIONER - POLICE AND CRIME PLAN DELIVERY (Pages 41 - 46)

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

10. POLICE AND CRIME PANEL - WORKING GROUPS (Pages 47 - 52)

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

To agree the appointment of an Equality and Diversity Working Group and the terms of reference for that working group.

11. POLICE AND CRIME PANEL - WORK PROGRAMME (Pages 53 - 58)

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

ABOUT THIS AGENDA:

On request, this agenda can be provided in alternative versions (such as large print, Braille or audio) and in alternative languages.

ABOUT THIS MEETING:

The press and public are welcome to observe the public sessions of the meeting via the webcast.

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, 3rd July, 2020 at 10.00 am
Held virtually

Councillors:

Chairman

p David Stewart
(Isle of Wight Council)

Vice Chairman

p Jan Warwick
(Hampshire County Council)

P Diane Andrews
(New Forest District Council)
p Simon Bound
(Basingstoke & Deane Borough Council)
p John Beavis MBE
(Gosport Borough Council)
p Trevor Cartwright MBE
(Fareham Borough Council)
a Tonia Craig
(Eastleigh Borough Council)
p Lisa Griffiths
(Winchester County Council)
p Gary Hughes
(Havant Borough Council)

p Lee Hunt
(Portsmouth City Council)
a Phillip Lashbrook
(Test Valley Borough Council)
p David McKinney
(East Hampshire District Council)
p Ken Muschamp
(Rushmoor 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

p Tony Jones*
p Brian Laming
p Lynne Stagg

*joined the meeting from item 9 of the agenda

At the invitation of the Chairman:

Peter Baulf
Michael Lane
James Payne

*Legal Advisor to the Panel
Police and Crime Commissioner for Hampshire
Chief Executive, Office of the Police and Crime
Commissioner*

BROADCASTING ANNOUNCEMENT

The Legal Advisor to the Panel opened the meeting prior to the election of the new chairman.

It was announced that the meeting was being broadcasted. Those remaining at the meeting were consenting to being filmed and recorded.

261. APOLOGIES FOR ABSENCE

Apologies were received from:

- Councillor Tonia Craig, Eastleigh Borough Council
- Councillor Phillip Lashbrook, Test Valley Borough Council
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262. 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.

263. ELECTION OF CHAIRMAN

The process of electing a Chair, which was set out in the Panel Arrangements, was explained and it was noted that appointment would be for a period of one year, until the annual meeting in 2021.

Cllr David Stewart was nominated by Cllr Stagg and seconded by Cllr McKinney as the sole nominee duly elected.

Councillor David Stewart in the Chair.

264. ELECTION OF VICE CHAIRMAN

The Chair called for nominations for the position of Vice Chair of the Panel, an appointment which would be for one year, until the annual meeting in 2021.

Cllr Jan Warwick was nominated by Cllr Muschamp and seconded by Cllr Griffiths and as the sole nominee duly elected.

265. MINUTES OF THE PREVIOUS MEETING

The Minutes from the 7 February 2020 meeting were confirmed as a correct record.

266. QUESTIONS AND DEPUTATIONS

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

267. CHAIRMAN'S ANNOUNCEMENTS

The Chairman welcomed the Commissioner and his team and noted that Michael Lane had remained in office as Police and Crime Commissioner (PCC), following the postponement of elections to 2021, as a result of the outbreak of Covid-19. The Chairman further acknowledged the recent news of £565,000 funding secured by the PCC from the Ministry of Justice (MOJ) to support to victims of domestic abuse and sexual violence across Hampshire and the Isle of Wight during the pandemic.

The Chairman noted the passing of Cllr Frank Rust at the end of March. Cllr Rust served on the Panel from October 2016, until his death, sitting on both the Complaints Sub-Committee and Plan Working Group and taking a lead on diversity and inclusion on behalf of the Panel. The Chairman advised Members that he had written to offer condolences on behalf of the Panel.

The Chairman thanked Members of the Panel for their ongoing role, since the last meeting, in engaging with the PCC and his team on numerous matters of importance including the new timeframe for PCC elections, diversity and inclusion in operational policing, the Commissioner's response to the Covid-19 pandemic and the complaints reforms. The Chairman noted that several meetings had been held virtually between Members of the Panel and the Commissioner's team allowing the Panel to continue their work in supporting and scrutinising the PCC during this time. The Chairman also offered his thanks to the Commissioner and his staff for efforts taken to ensure the Panel and its supporting officers were kept well informed and engaged during this period.

268. POLICE AND CRIME PANEL - PROPOSED APPOINTMENT OF MEMBERS

The Panel received a report from the Democratic Support Officer to the Panel, setting out the proposed extension to the term of appointment of the two independent co-opted members of the Hampshire Police and Crime Panel and the appointment of a local authority co-opted member.

RESOLVED:

That the Panel notes its Membership for the 2020/21 municipal year, as laid out in Table 2 of the report.

That the Panel notes the Panel Membership is, at the time of the meeting, politically proportionate for the purpose of the balanced appointment objective as outlined in Table 3.

That the terms of appointment for Michael Coombes and Bob Purkiss, as Independent Co-opted Members to the Hampshire Police and Crime Panel, are extended until the first meeting of the Panel in the 2021/22 municipal year.

That Councillor Tony Jones is appointed to the Hampshire Police and Crime Panel, as a Local Authority Co-opted Member representing the Labour Group.

The Chair paused the meeting for a 5 minute comfort break, suspending the meeting from 10:15 to 10:20.

269. **POLICE AND CRIME COMMISSIONER'S ANNOUNCEMENTS**

The Chair invited announcements from the Commissioner.

The Commissioner acknowledged the passing of Cllr Frank Rust, recalling his commitment to public service.

The Panel heard that the emergency services had jointly issued core messaging and public safety advice on the lead into a relaxation of lockdown restrictions, implemented during the Covid-19 pandemic. The Commissioner commented upon the pace of change required and the need to keep communities safe during the pandemic.

The Commissioner explained that moving forward his Police and Crime Plan would not only focus on the key safer messages, but enhancing that messaging with a view to creating a more just society. Members heard that the Commissioner had been engaging with community leaders to hear what else could be done to support delivery of this element of the Police and Crime Plan and to enable the Constabulary to better represent all those who they serve across the diverse communities of Hampshire and the Isle of Wight. It was highlighted to Members that the importance of supporting vibrant and inclusive communities was shared publicly through the recent COMPASS meeting with the Chief Constable.

The Commissioner acknowledged the Chairman's comments regarding sharing of information with the Panel during the period since the last meeting, and committed to continue to work alongside the Panel to share key information over the coming months.

The Panel heard that the Commissioner had successfully secured grant funding from the Ministry of Justice totalling £624k. The Commissioner explained that grants rounds and contract renewals had proceeded as usual and in addition the Commissioner had launched a quick grants round, inviting applicants to submit funding requests of up to £500 to support the response to the Covid-19 pandemic, which had resulted in financial support to approximately 60 projects. Further to this, it was heard that, the Commissioner planned a second round of funding focussing on bids to reduce crime. Additionally funding had been released up front by the PCC to expand the taser capacity within Hampshire Constabulary, which the Chief Constable had highlighted as an unfunded need.

Members heard that the planned uplift in recruitment for Hampshire Constabulary was progressing as expected. Feedback on the approach taken by the Constabulary in enforcing lockdown requirements had been positive, with

public comments showing support for the sensitive way in which officers had handled concerns.

270. POLICE AND CRIME COMMISSIONER - POLICE AND CRIME PLAN UPDATE

Members received a presentation setting out an update on development of and delivery against the Police and Crime Plan. Members heard:

- Resultant from the extension to his term as PCC, the Commissioner had refreshed his Police and Crime Plan delivery to 2022. The revised plan was published online and titled “Building a bridge to our safer futures” reflecting the Commissioners commitment to creating a more just and inclusive society.
- Four clear priorities remained core to the extended plan, with an extension to the fourth priority to focus on delivery of a just society and continued inclusion of reducing offending and the criminal justice elements of the Commissioner’s role.
- The Commissioner and his team, in delivering victim priorities, had focussed on supporting partners to provide services to victims through the Covid-19 pandemic and supporting local community initiatives, including the use of volunteers.
- Increased isolation, driven by the lockdown measures implemented to tackle the Covid-19 pandemic had raised concerns nationally about a potential increase in domestic abuse. Across the Hampshire policing area significant efforts had been made to raise awareness of support service available to victims and a commitment from policing that reports of abuse would be prioritised accordingly.
- The Commissioner had instructed his team to identify new partners to support delivery of the diversity elements of the plan, and had already seen engagement from those who had previously not demonstrated an interest in working with the PCC in this area.
- During the pandemic there had been a significant increase in digital engagement with policing, with low level crime increasingly being reported online and reducing traffic to 101. The PCC had also recently recruited a new member of staff to meet the demand on delivery of the cyber ambassadors programme.
- Engagement with the community was key. The Commissioner was keen that learnings from positive policing engagement through the pandemic would be taken forward for the future.
- The Commissioner also recognised 11,000 plus hours had been dedicated by volunteers of the special constabulary and their contributions had made a significant impact in keeping residents safe during the pandemic. Going forward the Commissioner was keen to look at how volunteers could be engaged throughout the policing service for the benefit of local communities.
- Hampshire Constabulary were a leading force nationally in the use of, and positive outcomes from, out of court disposals.

In response to questions, the Panel heard:

- The £500k funding made available by the Commissioner to support the Covid-19 response was earmarked to be drawn from reserves to deliver immediate action as needed, with an expectation that some of the monies required would be recoverable through central government funding.
- A decision to spend £680K for estate needs to support officers recruited through the uplift was as anticipated, with a further £450K required for the estate management programme. In part this was resultant from a re-valuation of the estate, following the outbreak of Covid-19, and necessary adjustments to the contributions anticipated from the future sale of unoccupied elements of the estate. Additionally costs were to be met to enable the estate to be Covid-secure and fit for purpose for the future.
- The Commissioner had financially supported the local response to the Covid-19 pandemic, e.g. provision of Personal Protective Equipment (PPE), however had challenged demand for funding at a national level to ensure any spend would deliver value for money and meet the needs of the Hampshire Policing Area.
- Delivery of the uplift of officer numbers to the policing establishment was expected to be delivered as outlined within the precept proposal by April 2021.
- The Contact Management Platform (CMP) was performing well and within the tolerance levels designed within the system. Members were provided with data demonstrating the improvement in 999 and 101 response rates since the implementation of the system. Further, it was highlighted that satisfaction levels from responses to online reports of crime had been high, despite a very significant increase in online reporting.
- The Commissioner welcomed Members feedback on any local policing concerns or tensions, which could then be raised with the Chief Constable as appropriate.
- The Commissioner's team would reply to a comment raised by a member of the public through Twitter in response to discussion at the meeting.

RESOLVED:

That the Panel notes the update against the Police and Crime Plan.

The Chair paused the meeting for a 10 minute comfort break, suspending the meeting from 11:50 to 12:00.

Councillor James Radley left the meeting at this point.

271. POLICE AND CRIME PANEL - MEMBERSHIP OF WORKING GROUPS

Members received a report from the Democratic Support Officer to the Panel setting out the required membership of the Panel's working groups for consideration and appointment.

RESOLVED

That the Panel agree the final membership of the Complaints Sub-Committee, Police and Crime Plan working group and Finance working group for the 2020/21 municipal year.

272. POLICE AND CRIME PANEL - MEMBERSHIP OF THE NATIONAL ASSOCIATION OF POLICE, FIRE AND CRIME PANELS

Members received a report from the Democratic Support Officer to the Panel inviting members to consider Membership of the National Association of Police, Fire and Crime Panels.

RESOLVED:

That the Panel agrees to join the National Association of Police, Fire and Crime Panels (NAPFCP).

That the Panel's ongoing Membership of the Association is reviewed annually, with a report from the Panel's supporting officers highlighting any benefits and costs realised.

273. POLICE AND CRIME PANEL - ANNUAL COMPLAINTS REPORT

Members received a report from the Democratic Support Officer to the Panel detailing the activities of the Complaints Sub-Committee over the last 12 calendar months. It was noted, by the Chairman, that complaints activity had decreased in comparison with the previous year, with one complaint recorded during the last 12 months.

RESOLVED:

That the annual complaints report is noted.

274. POLICE AND CRIME PANEL - ANNUAL REPORT

The Chairman introduced the Panel's draft annual report for the 2019/20 municipal year.

RESOLVED:

That the Panel receive and agree the draft annual report.

That, following the meeting and addition of a foreword from the Chairman, the final report be published.

275. POLICE AND CRIME PANEL - FINANCIAL MONITORING LEADING TO THE 2021/22 GRANT BUDGET AGREEMENT

Members received a report from the finance officer to the Panel which monitored the budget for 2019/20, in advance of agreeing the proposed budget for 2021/22.

Members heard that the Panel had maximised the use of the budget and that the projected spend for 2020/21 and proposed budget for 2021/22 reflected this position.

It was also noted that Portsmouth City Council had been appointed to provide legal support to the Panel, following a successful bid to the tender.

RESOLVED:

That the Panel:

- Note the final financial position for 2019/20
- Note the current performance against the budget for this financial year.
- Agree the proposed budget for the panel for 2021/22, subject to confirmation of the Government grant for 2021/22.

276. 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 the meeting in March 2021 had been noted in the report as 2020 and that this would be corrected.

The Chairman noted that he intended to add the following item to the Panel's work programme, for consideration at the next meeting and that the Chief Constable would be invited to the meeting share her comments.

- Police and Crime Commissioner – Covid-19 Pandemic

RESOLVED:

That the work programme is agreed.

Chairman, 2 October 2020

HAMPSHIRE POLICE AND CRIME PANEL

Report

Date considered:	2 October 2020
Title:	Police and Crime Commissioner – Annual Report
Contact:	Office of the Police and Crime Commissioner
Email:	Hampshire.pcp@hants.gov.uk

1. Purpose of this report

The purpose of this paper is to present the Police and Crime Commissioner's draft Annual Report for 2019/20.

2. Recommendations

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.

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

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DRAFT ANNUAL REPORT 2019-2020

MICHAEL LANE
POLICE AND CRIME COMMISSIONER

HAMPSHIRE, THE ISLE OF WIGHT, PORTSMOUTH AND
SOUTHAMPTON



CHAMPION COMMUNITY NEEDS

Support victims and those affected by crime and disorder

Supporting victims and those affected by crime and disorder is at the heart of my Police and Crime Plan and the whole criminal justice system. This has been a large focus of my work during the last year by ensuring the right services and support are made available to those victims and vulnerable when they need it the most.

VICTIM CARE SERVICE

I provide funding £850,000 funding per annum to the Victim Care Service to provide emotional and practical support to victims of crime and those impacted by crime, regardless of whether they have reported to the police or not. During 2019-2020 the service received referrals and offers of support were made to **62,271** individuals, with **10,526** needs assessments completed and **2,880** supported.

The Victim Care Service have dedicated Specialist Case Workers providing intensive support to those eligible for enhanced support as defined by the Victim Code of Practice. Those who are particularly vulnerable and/or intimidated, including children and young people, victims of serious crime such as domestic abuse or sexual assault and those who are repeat victims. **16,491** were considered priority victims and provided with enhanced support. Of the 16,491 priority victims, **6,560** were children/young people and **4,933** victims of domestic abuse. In June 2019, the Victim Care Service achieved the Leading Lights accreditation for the domestic abuse service they provide which is the SafeLives mark of quality for domestic abuse support services.

In 2019-2020, the Victim Care Service also attended a number of public events to raise awareness of the service and the support provided. The team interacted with over 1,500 people directly which led to 246 people being supported by the service.

FRANKIE WORKER SERVICE

In 2019-2020, I provided funding of £115,105 for three Frankie Worker Services across Hampshire, the Isle of Wight and Portsmouth. The three services have **supported 159 children and young people** who have been victims of sexual abuse, child sexual exploitation or female genital mutilation. The three services work together and alongside other commissioned services such as the Victim Care Service, to provide support to victims and their families.

Work was undertaken during 2019-2020 to identify new ways of supporting children and young people and I allocated funding for a new Play Therapy Worker role to start working in May 2020. The worker specifically supports very young children, aged six and under, who have been victims of child sexual abuse, child sexual exploitation, or female genital mutilation. This particular age group requires specialist support to identify and support the very complex issues presented. The Play Therapy Worker will provide support across the combined area of Hampshire, Isle of Wight, Portsmouth and Southampton.

SAFER COMMUNITIES FUND

By working in partnership across Hampshire, the Isle of Wight, Portsmouth and Southampton, we can all gain from commissioning across the whole area where that is most appropriate. We can foster partnerships with local voluntary organisations for smaller locally based services and deal with the whole spectrum of needs of victims and the vulnerable.

In order to harness the knowledge and professional intelligence of those people with direct experience of what is needed in their local communities, I consult with the 12 Community Safety Partnerships (CSPs) across the area. I also consult with 'theme leads' and District Commanders from Hampshire Constabulary, Winchester HMP and other partners, such as domestic abuse and sexual crime commissioners on the projects that seek funding from the Safer Communities Fund. This all helps to ensure that I am listening to and responding to the needs of local communities and victims and the most vulnerable.

During the last financial year I invested £1,617,326 to community projects, which includes

- support for the provision of services that reduce offending
- support for victims of crime and victims of anti-social behaviour
- support for the vulnerable people

These projects supported almost 40,000 local people across Hampshire, the Isle of Wight Portsmouth and Southampton who have experienced the negative and devastating effect of crime, including those who have been affected by domestic abuse, hate crime, hidden harm crimes, sexual crime, and cybercrime. The projects also focussed on prevention and intervention, restorative approaches and reducing reoffending, all of which help to stop people living in fear and reduce demand on frontline policing.

SUPPORTING VICTIMS OF DOMESTIC ABUSE

Anyone can experience domestic abuse and it can happen in all kinds of relationships regardless of age, race, gender identity, sexuality, disability, wealth, and lifestyle. It can have devastating and long lasting impacts not only on the victim, but also on those who witness it. **During the last year working in partnership with four top-tier authorities I provided just over £615,000 to services that support victims of domestic abuse** across Hampshire, Isle of Wight, Portsmouth and Southampton.

In addition, I have continued to support a number of partner organisations delivering services to those who have experienced domestic abuse to help to break the cycle and to help to keep them safer. **I have also contributed just over £42,000 of funding to five projects, which have supported 600 people.** These projects include:

- Yellow Door for Safer Futures. Safer Futures: 'Safe. Talk. Thrive' supports children in primary schools and their parents who have been exposed to domestic abuse to build resilience after abuse in order to reduce the impact of domestic abuse.
- The STAR project. An award-winning project directly targeting those most at risk. The project delivers education and prevention sessions on domestic and sexual assault in schools and youth settings in Eastleigh, New Forest, Southampton and Test Valley.
- It's a RAPP (Relationship Abuse Prevention Programme), which works with children and young people on domestic violence, to break the cycle of abuse as victim, perpetrator or general offender through tailored packages of tiered support.
- Stop Domestic Abuse for Adverse Childhood Experiences (ACEs) Recovery Toolkit Group Work, which provides group work programmes for children, young people and their non-abusive parents to address Adverse Childhood Experiences, reducing the impact of these throughout their lives.

- One2One4U Winchester which provide one to one and small group support for children and young people in Winchester who are victims of domestic abuse.

DOMESTIC ABUSE PERPETRATOR SERVICES

Working in partnership with the four top tier authorities, I have ensured that perpetrators of domestic abuse can access a service wherever they live in Hampshire, Isle of Wight, Portsmouth and Southampton. £168,000 in total was invested in services that work with perpetrators of domestic abuse.

TACKLING MODERN SLAVERY IN PARTNERSHIP

Modern day slavery crime within the UK remains a significant threat and the number of victims being identified continues to increase each year with children, women and men being exploited in heinous crimes. My Office continues to take a leading role within the Modern Slavery Partnership (MSP) to bring together those supporting these highly vulnerable people and fight to bring those accountable for their suffering to justice. A Partnership Coordinator is now in place that works across my Office and Hampshire Constabulary.

The Modern Slavery Act has undergone considerable review since its introduction in 2015 and the Partnership has continually adapted to reflect this. The Partnership underwent a restructuring at the end of 2019 to ensure the Partnership remained outcome focused. The new structure comprises a Steering Group, which is jointly chaired by my Office and Hampshire Constabulary, and three Sub-Groups: Prevent/Training & Raising Awareness, Protect/Victim Support and Pursue. The groups look to bring agencies together, raise awareness, protect and support victims and pursue perpetrators by actively seeking intelligence and partnership working to increase prosecutions

Case Study: Anti-Slavery Day October 2019

My Office worked with a small task group of MSP members to deliver awareness raising activity focused on Anti-Slavery Day. The activity included a public focal point event in Portsmouth Guildhall Square. Portsmouth was selected due to it having the highest number of notifications to Hampshire Constabulary relating to slavery and trafficking (in the first quarter of 2019). Being a port city, Portsmouth has a high number of unaccompanied young people entering the country who need support to stay safe once placed in accommodation. A high level of off street sex workers, county lines dealing in the city and a high rate of homelessness.

A play was commissioned which told the stories of four real life victims of modern slavery (labour exploitation in nail bar and car wash, county lines and domestic servitude). This play was performed live four times throughout Modern Slavery Day. When the play was not being performed messaging and film clips relating to modern slavery were played on the Big Screen in Guildhall Square. Throughout the day members of the MSP were on hand to talk to people and hand out leaflets highlight the signs of slavery and signposting for reporting. **The play worked well in drawing attention and stopping people, with over 600 people being engaged in conversation with the MSP volunteers on the day.**

Supporting communications activity, such as social media content, a toolkit for partners revamp of MSP website to make signs of slavery and reporting mechanisms more prominent, communication with senior elected politicians introducing the partnership and inviting them to join the awareness raising helped to increase reach.

HATE CRIME

Hate crime is disappointingly rising in some areas. It has no place in our society and everyone has a right to live their life free of discrimination and prejudice, to be proud of their identity and not to live in fear.

Through my Hate Crime Strategy I have set out to

- Raise awareness of hate crime and hate incidents
- Increase confidence amongst victims to report hate crimes or hate incidents
- Work with young people to educate and challenge attitudes and prejudices
- Challenge and re-educate perpetrators

As a result of this focus, hate crime is increasingly being reported and I am glad that more people have the confidence to report it, either to the police or to another organisation they trust and who can support them through the experience. **Since 2017, the number of hate crime third party reporting centres I have funded has risen from only three to 70 across the Hampshire and the Isle of Wight.**

During Hate Crime Awareness Week, I supported the launch of a Prejudicial Languages Toolkit, which was created jointly with all four top tier local education authorities. The purpose of the toolkit is to increase awareness and reporting of prejudicial languages and behaviours in school and help inform and educate parents about what languages and behaviours will and will not be tolerated in schools. Young people in schools were becoming frustrated at the lack of action taken or acknowledgement from schools about the prejudicial languages and behaviours that they faced, often schools were unaware of how young people felt

The toolkit was formally launched at an event attended by over 160 teachers and pastoral leads from all four top tier authority areas. The new toolkit will allow schools and authorities to begin to understand the scale of the issue in schools and how young people feel about the actions taken by schools to respond to their concerns.

During the year my Office worked with the Independent Third Party Reporting Centre network in Southampton to further develop and enhance the Hate Crime reporting app they created. With my financial support, the Hate Crime app was widened to beyond just Southampton to cover the entire policing area and become a Hampshire and Isle of Wight reporting app.

My Office continues to be an active member of the Wessex Crown Prosecutions Services' Hate Crime scrutiny panel. Scrutinising hate crime decision making and processes across the three policing areas, which make up the Wessex region (Hampshire, Dorset and Wiltshire). The scrutiny panel is made up of representatives from each Force as well as community organisations and representatives. We are the only OPCC from the Wessex region that attends these panels.

BUSINESS CRIME

My Office continues to chair the Safer Hampshire Business Partnership as it is important that the views and concerns of businesses are represented and responded to by policing. **In 2019 my Office produced three guides for Enterprise Cars which were aimed to help support employees, managers and HR departments to understand their rights and responsibilities in relation to hate crime.** The guide was launched during Hate Crime Awareness and other police forces have shown an interest to use and replicate the guide in the own areas.

A new resource page for businesses has been developed for the OPCC website, which provides a one-stop shop for businesses providing crime prevention help, advice and information. This is the first time that such information has been publicly available in one place for the public and businesses to access.

<https://www.hampshire-pcc.gov.uk/safer-together/services/safer-hampshire-business-partnership>

THE AWARD WINNING YOUTH COMMISSION

Hearing the views of young people on policing and wider community issues continues to be important to me and I meet regularly with my Youth Commission members. Members of the Youth Commission have delivered another year of innovative work, as well as receiving further recognition for the highly successful **Raise A Flag Campaign, winning the Chartered Institute of Public Relations (CIPR) award for best public sector campaign.** Raise A Flag highlights the signs of a healthy and unhealthy relationship, through workshops, social media messaging and signposting to organisations who can support those facing these situations.

From January to October 2019, the Youth Commission undertook its Big Conversation consultation hearing from over 2,645 young people on their three chosen priorities; substance misuse, anti-social behaviour and unhealthy relationships. Members used a range of tools to gather and record the views of their peers across different settings, and young people also had a new opportunity to share other policing and crime concerns through a 'something else' option. The views collected are not only considered by local organisations at the annual recommendations conference but are also heard both regionally and nationally as well as via strategic boards, including the pan-Hampshire Child Exploitation Board, where two Youth Commission members regularly attend to give a young person's perspective.

Substance misuse

Focusing on encouraging their peers to experience natural highs rather than through substances, and raising awareness of how to stay safe, this year members developed materials that promoted these messages in a way that would resonate with this age group. They delivered workshops and shared posts on social media during key times such as festivals and fresher's weeks. The drug expert from Hampshire Constabulary also spoke to the group to give an insight into areas of interest and arranged a visit to the laboratory at Southampton police investigation centre for them to see where drugs are tested. The Big Conversation found that young people said low-level drug use was increasingly leading to misuse and dependency. Recommendations included educating people on practical skills that could enable them to give immediate help to someone under the influence of substances.

Unhealthy relationships

To enhance the Raise A Flag campaign the group concentrated on raising awareness of consent, using sperm keyrings to relay the importance of gaining consent by using a traffic light system; red = no consent, green = consent given. These popular keyrings sparked interest and discussion amongst young people and provide a lasting reminder. Workshops were delivered directly to 300 young people, including those under Youth Offending Team supervision and working with the Prince's Trust.

Presenting to young people and professionals throughout the year, the Youth Commission shared personal experiences and results from the Big Conversation to enable practitioners to understand their role in spotting the signs. Additionally members made short videos on domestic abuse and dating abuse, which were shared with staff to inform their practice. To enable members to work in a trauma informed way, older members receiving training from my Office team.

Anti-social behaviour

To tackle the root causes of anti-social behaviour the Youth Commission began to promote existing free and low cost activity, concentrating on the summer holiday period where they launched a campaign called 'Summers Sorted!'. Our webpage listed the opportunities for young people in their area, enabling them to participate in an organised, positive diversion where they could learn new skills, have fun and meet with friends in a constructive environment. Findings from Summer's Sorted! show that young people want an affordable and more permanent solution for their spare time where they can socialise and meet with new people.

Topics identified by the Youth Commission for 2020 are serious violence, hate crime and exploitation.

PROTECTING YOUNG PEOPLE ONLINE

Following a successful pilot (2016-2017) and initial roll out in January 2019, the Youth Commission's Cyber Ambassador scheme is continuously growing and reaching children and young people across Hampshire, Isle of Wight, Portsmouth and Southampton. To meet the increasing demand in the scheme, I introduced a permanent role to develop the scheme across the area and it continued to widen its reach and impact.

This peer-to-peer initiative is continuously equipping students in Primary, Secondary, Colleges, SEN schools, Alternative Provisions and Youth Organisations with skills to support their peers to safely navigate the digital landscape. The intergenerational digital divide means children are using tech devices in ways unfamiliar to adults and for effective education, learning must be '*delivered to young people by young people*'. In comparison to the 16 Primary and Secondary schools that took part in the pilot, outreach has increased significantly.

During the year, the scheme reached:

- **70 Primary/Junior schools and training was delivered to 689 Cyber Ambassadors to share their learning with peers**
- **35 secondary schools and colleges received training, skilling up 348 young people to support the delivery of Cyber Education in their education settings**
- **Two Special Educational Needs Schools, engaging 18 young people**
- **16 Youth Organisations and one Alternative Provision in the form of online safety sessions, reaching 243 young people including looked after children and Volunteer Police Cadets**

Overall, during the year the **Cyber Ambassador scheme will have engaged with approximately 15,000 individuals**, helping to keep them safer online and reducing demand on frontline policing.

Through Cyber Ambassador Scheme, the office has worked closely with and supported the work of Hampshire Constabulary, Force Cyber Crime Unit and Strategic Partnerships, Portsmouth City Council, Portsmouth Education Partnership, Hampshire County Council, Warblington Online Safety Partnership, Neighbourhood Watch and SEROCU.

ENGAGING WITH OUR LOCAL COMMUNITIES

Meeting with members of our local communities is a firm fixture in my calendar and I look forward to the opportunity to hear their views on policing priorities at a range of events throughout the year.

Budget and priority consultation

Throughout the year I consult local residents on policing priorities and budget. This year public consultation included:

- An online consultation, which saw 5,961 people submit responses (the largest number of responses ever received by the Office to a consultation)
- A YouGov survey of 500 demographically weighted respondents across Hampshire and the Isle of Wight
- Face to face consultation events held on 12 January; there were two events, one in Basingstoke and one in Netley. These were attended by 98 demographically representative individuals.

The overall collective outcome shows that there is significant support for a precept increase of up to £24 or more with over 76% of respondents supporting a policing precept increase.

For the multi-disciplined consultation and awareness building around the budget and policing precept, my Communications and Engagement Team won the CIPR in-house PR team Gold Award in October 2019.

Safer Together

I hosted my third Safer Together event with partners at Cascades Shopping Centre in Portsmouth and I was joined by 11 commissioned partners to raise awareness of the services that they provide to the public. The Safer Together Fund was again set up and applications were invited for funding for local projects in Portsmouth. Three applications were shortlisted and attended the event with stalls Cottage Grove Primary School, Portsmouth Mediation, Victory Hants to promote their project and gain voters. Cottage Grove Primary School were successful in winning a £500 grant. The funding is being used to create a safe space area outside of the Pastoral building to provide pupils with a nurturing environment to receive support. **Through the event, social media and marketing almost 1 million local residents were potentially reached.**

Polish Community Family Fun Day

Members of my Office joined Hampshire Constabulary at the Polish Community Family Fun Day in Southampton. Southampton has a large Polish community and this new event provided an exciting opportunity for us and the police to engage with those who might not otherwise come into contact with the police or the Commissioner. We engaged with over 30 members of the community about crime prevention and staying safe.

Isle of Wight Country Show

My Office joined Hampshire Constabulary Country Watch Team at the annual show. I have provided funding for a number of rural crime prevention initiatives including a dot peen-property marking machine that was on show. People at the show had the chance to bring along equipment to be marked or to book an appointment with officers to get their equipment marked. We spoke directly to just under 150 residents at the show who put forward their views on the budget and policing priorities. 3000 people had the opportunity to receive crime prevention advice and just under 2500 people were reached through social media.

Havant Older Persons Info Fair

Members of my Office attended the Havant Older Persons Fair hosted by local MP Alan Mak and attended by 36 local organisations and agencies offering a wide range of services locally. My Office engaged with over 200 residents regarding how to avoid fraud and scams by giving out 100 copies of the Safer Pack developed with Hampshire Constabulary and partners. We talked directly to 52 residents specifically about their views on the policing budget and asked residents if they would be happy to pay for more policing next year via their council tax and which priorities it should be spent on tackling.

Southampton Mela

I joined over 25,000 people for a day of family fun and enjoyed an assortment of music and dance styles from South Asia and around the world. I opened the Mela alongside the Mayor of Southampton and the Chief Constable. My Office had a stand in the communities marquee where we were celebrating inclusion and diversity and asking local residents their views about paying more for policing. I addressed over 200 people at the opening of the Mela and we engaged directing with almost people on the budget and policing priorities.

Big Band Buffet

The Big Band Buffet is a popular event, hosted by Test Valley Borough Council for the over 55's. The community event offered residents the opportunity to meet with friends, speak with representatives from

local voluntary and community groups, and listen and dance to live big band classics and jazz standards from the Clive Fortune Big Band. Hampshire Constabulary and Hampshire Fire and Rescue Service presented information on topics on crime prevention, distraction burglaries, and staying safe in your home. I addressed over 160 people at the opening of the event. Over 150 residents were directly engaged in giving their views on policing priorities and 160 residents took away Safer Packs, designed to inform and to provide access to support for those affected by fraud.

New Forest Show

At the 2019 show, I jointly hosted a stand with the Country Watch Team and engaged directly with over 200 people. During the year I provided funding for a number of rural crime prevention initiatives including thermal imaging cameras to better identify offenders at night, property marking machine to help protect plant equipment, high-visibility clothing and protective equipment for the volunteer mounted rural riders and their horses. Before and during the show I invited local residents to visit the stand to get their equipment marked or make an appointment with officers to get equipment marked.

Rural Crime Day of Action

I actively supported and funded Hampshire Constabulary's 'Rural Crime Day of Action', making services accessible to rural communities and gaining an insight into the concerns of rural residents through a dedicated survey.

The event, which marked the start of the National Rural Crime Week of Action, provided an opportunity for both victims of rural crime and members of the rural community to find out more about the efforts the police and partner agencies are taking to tackle rural crime. The event provided an important opportunity for me, rural police teams and County Watch officers to speak directly to the community, listen to their concerns and offer crime prevention advice. Alongside Hampshire Constabulary, we were joined by a variety of partners who all work together to support and protect rural residents, businesses, wildlife and land:

Counter Terrorism Business Crime Event

I hosted a joint event with Counter Terrorism Policing South East for local businesses, which provided information on the current threat from terrorism to the UK and highlighted some of the police and private sector partnership work being undertaken to both prepare for and mitigate against attacks. The event was one of a series of regional events across the country, with local businesses invited to attend. The event was very well attended with representatives from over 80 local businesses attending on the day.

Gosport 55+ Info Fest

The 55+ Info Fest at Thorngate Halls in Gosport brought together a broad range of organisations offering information and advice about local services, social activities keeping warm and well during the winter. Members of my Office engaged directly with over 200 residents and shared 120 Safer Packs, designed to be accessible for the 65+ audience to inform and to provide access to support for those affected by fraud.

I attended and supported this event to raise awareness of fraud, show how it can be avoided, encourage reporting, and show how victims of fraud can receive the support they need to reduce vulnerability and maintain their independence and raise awareness of the support available for victims of fraud, primarily the Victim Care Service.

BEAM Event

As part of Black History Month, I supported 'The Right side of History – Policing in Britain' event at the Police Training Headquarters. The event was celebrating the impact of BME officers in policing and our

communities. Members of our Black and Minority Ethnic (BME) communities were invited to attend and to hear a presentation from Michael Fuller, former Chief Constable of Kent Police and the only black chief to date. This was again a very successful event, and the timeline created by Kyla Hare-Foster was a particular highlight.

SAFER Awards

I hosted my third SAFER awards on International Volunteers Day in December. The event celebrated the vital role volunteers play in supporting policing and the community. Outstanding individuals and teams from a number of voluntary groups, such as Specials, Police Volunteer Support, Victim Support, Independent Custody Visitors, Youth Commission, Community Court, Neighbourhood Watch and Community Speedwatch were recognised across 14 categories.

Big Band Buffet

The popular Big Band Buffet hosted by Test Valley Borough Council for the over 55's offers residents the opportunity to meet with friends, speak with representatives from local voluntary and community groups including members of my team, and listen and dance to live big band classics and jazz standards from the Clive Fortune Big Band. Hampshire Constabulary and Hampshire Fire and Rescue Service presented information on crime prevention, distraction burglaries, and staying safe in your home. Whilst on the stand we engaged with over 100 people.

STRENGTHEN PARTNERSHIPS

To work together to reduce crime, promote public safety, and create vibrant and inclusive communities

Reducing crime and promoting public safety cannot be delivered by police alone. My Office has the expertise, influence and reach 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.

SUPPORTING VICTIMS OF DOMESTIC ABUSE

Working with Hampshire County Council I funded the new Domestic Abuse Service across Hampshire which provides support to the whole family. The impact of domestic abuse, even when those who have experienced it have achieved safety, can be wide reaching, severe and long lasting. Our continued collaboration to provide services that support victims and help keep them safe, alongside interventions with perpetrators, is essential to breaking the cycle of abuse.

Help for victims is provided by Stop Domestic Abuse (previously known as Southern Domestic Abuse Service or SDAS) which offers confidential support for women, children, young people and men who experience emotional, physical or sexual abuse, as well as refuge accommodation and outreach work. The service also focuses on early intervention and prevention to prevent escalation and repeat incidents of abuse. An important part of the integrated approach is the support on offer, by the Hampton Trust, to adults and young people in both Hampshire and Southampton who are using abusive behaviour. The innovative work helps perpetrators of abuse address the root cause of their behaviour to make positive changes.

In partnership with Portsmouth City Council, I fund a Domestic Abuse Support Service for residents in Portsmouth which includes refuge provision, community outreach support, 1-1 support and group work.

I also contribute to Southampton City Council's commissioned integrated domestic and sexual abuse service which includes refuge provision, community outreach support, 1-1 support and group work. For the first time in 2019/20 I also added a contribution to the Sexual Abuse element of the contract which included Independent Sexual Violence Advisors for both adults and young people and therapeutic counselling.

An Integrated Domestic and Sexual Abuse Support Service is also commissioned in partnership with Isle of Wight Council that includes refuge provision, an Independent Sexual Violence Advisor (ISVA) and an Independent Domestic Violence Advisor (IDVA), group support, support for children, counselling and outreach support. The integrated service also includes a domestic abuse perpetrators service for the Isle of Wight. This ensures that perpetrators of domestic abuse can access a service wherever they live in Hampshire, Isle of Wight, Portsmouth and Southampton.

ADOLESCENT TO PARENT VIOLENCE

Over the last few years there has been an increase in demand for funding projects that work with perpetrators and victims of Adolescent to Parent Violence (APV). This is increasingly being recognised as a form of domestic abuse and, depending on the age of the child, it may fall under the government's official definition of domestic violence and abuse. Abuse can take different forms, including physical violence, damage to property and financial exploitation, as well as emotional abuse, such as humiliating language and making threats, as well as heightened sexualised behaviours are all forms of abuse.

By working across the whole policing area, my Office has been able to take different approaches to this issue, followed by commissioning services on the basis of solid evidence. I have funded various models including Break4Change and Who's In Charge. **I have provided funding of just over £80,000 to work with and support families** across Hampshire, the Isle of Wight, Portsmouth and Southampton over the last year.

RESTORATIVE JUSTICE

Annually I fund and my Office manages a contracted Restorative Justice (RJ) service through Restorative Solutions to support victims of crime, those who have been impacted by the offence and those who caused the harm. RJ empowers victims and communities by giving them the opportunity to communicate with the person/s responsible for the offence, explain how the crime has affected them and ask questions. It also holds offenders to account for what they have done, by helping them to understand the real impact of their behaviour directly from those harmed by their actions.

- Referrals to the RJ Service continue to increase year on year, with a 16% in the last 12 months
- Restorative Solutions attempted to contact 929 victims as part of the pro-active contact process, which is an increase of 397 from 2018/19
- **The number of victims who agreed to a meeting to discuss the RJ process has increased by 23.7%**
- The number of victims who agreed to engage in the RJ process following the initial meeting with the practitioner has increased by 90%
- **There was a 181% increase in Restorative Processes that were facilitated this year**
- **Victims who expressed satisfaction in the process has increased from last year by 314%**
- Almost 600 practitioner hours were spent in direct communication with participants
- **From April 2018 to March 2019 – 83% of the offenders who took part in the RJ Process have not re-offended**
- Restorative Solutions delivered 124 engagements, briefings and training events engaging with over 2600 people

Hampshire Constabulary is a key referring partner to the RJ service and last year made 40% of all of the referrals received. The service continues to engage and work closely with Hampshire Constabulary and during the last year, the RJ service has:

- Delivered training to officers
- Met with the Deputy Chief Constable (who is also the National RJ lead for Policing) and the Chair of the Hampshire Police Federation
- Three training sessions were also undertaken with the MASH
- Six briefings were also delivered to the Response and Patrol Unit teams
- Delivered training to the Witness Care Units in Portsmouth, Southampton and Basingstoke, Resolution Centre teams and the Marmion Team

The RJ service has also continued to raise awareness of the service to other referring partners, and:

- Presented at the Reducing Violent Crime Conference on the Isle of Wight
- Focussed on the Community Rehabilitation Company (CRC) and attended a number of CRC-led men's groups in Basingstoke, Aldershot and Southampton areas

In April 2019 I hosted a Restorative Justice Conference held in partnership with Restorative Solutions and the youth offending services across Hampshire, the Isle of Wight, Portsmouth and Southampton. The Restorative Justice: Challenging Assumptions conference sought to engage with partners unfamiliar with or unconvinced by the potential benefits of Restorative Justice for the people they are working with. The

conference specifically explored the concerns around the use of Restorative Justice in domestic abuse or sexual abuse cases as well as with young people and in helping to prevent extremism.

More than 80 partners from across the area attended the conference and following the conference, with 94% of attendees more or much more likely to refer to Restorative Justice. A number of organisations have approached the Restorative Justice service to work with them to inform their staff about RJ including those who work directly with victims of sexual abuse and domestic abuse

During RJ Week in October 2019, the service increased focus on HMP Winchester engagements with an RJ & Reintegration event. The service engaged with 105 people which resulted in eight referrals – an increase on the previous reporting period. The service was also on a local radio station Unity 101 providing an overview of RJ and the scope of the service.

Following a successful pilot programme in Portsmouth, I funded a second Restore Families programme in Southampton. Lessons learned from the pilot allowed the service to develop a focused ten-week programme which uses restorative approaches to work with young people and their parents to build communication and address abusive behaviours from the young person to their parent. In partnership with Southampton City Council, the programme was oversubscribed and feedback from professionals and participants was very positive.

Case Study

Referral received from Police Family Liaison Officer working with the victim's family. Co-facilitated with a colleague from Hampshire Youth Offending Team as the harmer was under 18 at the time of the offence and sentenced as a youth. The offence was a murder and the sentence was life imprisonment.

The harmed person was a member of the victim's extended family who wanted to speak to the offender to find out what had happened and why. The harmer had written a short letter to the harmed person which he requested be shared with her prior to the meeting starting, he explained that these were the most important things he wanted to say to her and didn't want to forget anything during the meeting. The letter was checked and read by both facilitators and the harmed person asked whether she wanted to read it. She confirmed that she did and was surprised and content with the letter contents.

The harmed person and harmer met and discussed what happened and the impact this has had. The harmer apologised for the harm caused by his actions, he said that he knew it was just a word but that he wanted to apologise to her. The harmed person advised that she did not understand the motivation for the offence and was confused by this but said that she had 'finally got the truth' about what happened and as a result felt better. The harmer said he respected the harmed person for attending as it was not easy. She responded to say 'thank you for accepting to see me'.

Both parties reported positive views about the meeting and said they were pleased with the outcome and to have participated, they thanked each other for attending. Immediately after the face to face meeting both participants reported positive thoughts and feelings about the meeting. The harmed person confirmed that she had heard the truth and this was what she had wanted all along so she was pleased she had attended. The harmer advised that he hoped the harmed person could accept his account of what happened and that he had helped her in some way. He was visibly brighter and happier afterwards.

SUPPORTING VICTIMS OF SEXUAL CRIME

Ensuring victims of sexual crime receive the right support at an early stage is crucial and throughout the year I fund vital local services across the policing area to ensure essential support for victims.

Sexual Assault Referral Centre

The Sexual Assault Referral Centre (SARC) is jointly funded by NHS England and Hampshire Constabulary and covers the combined area of Hampshire, Isle of Wight, Portsmouth and Southampton. Victims of sexual assault aged 13+ years attend the Sexual Assault Referral Centre so they can be medically assessed, forensically examined, interviewed by Police Officers and supported by a Crisis Worker who is able to provide immediate and long term emotional and practical support. I fund the Crisis Worker with the Centre to provide immediate and 24/7 accessible crisis support during this highly difficult and emotional time. This includes health and well-being guidance; assessing vulnerability, accompanying the victim through all initial steps of the process at the Centre including forensic medical examination. The Crisis Worker can also refer onto the Independent Sexual Violence Advocate Service (ISVA) service, which I have also commissioned during the last year, so they may receive longer-term support.

Sexual Crime Therapeutic Support

I was pleased that Hampshire was one of five areas awarded funding to test the devolution of funds from the Ministry of Justice (MOJ) to Police and Crime Commissioners to commission therapeutic counselling for victims of sexual assault during this year. This opportunity enabled local commissioning of support to better meet local need and secured additional funding from the MOJ.

I was awarded £1 million over three years to provide sexual therapeutic support, including trauma informed counselling for victims and survivors of sexual crime including rape, sexual abuse, assault or violence, of any age and gender whose experience occurred at any time in their lives. As a result, the therapeutic support will be improved with reduced waiting times and for the first time this funding stream will also provide support to children under the age of 13 years and residents on the Isle of Wight. During 2019-2020, almost 800 victims were supported.

CRIMINAL JUSTICE PARTNERS

In line with the statutory responsibility of Police and Crime Commissioners to work collaboratively with criminal justice partners, this year I have continued to build on the work with partners through the Hampshire and Isle of Wight Criminal Justice Board and widened some of this work to the Wessex region.

The focus for me has been to increase my influence over how victims and witnesses are treated with care and compassion and organisations responsible for this comply with their duties under the victim code. In this respect, I commissioned my Office to work with the constabulary, CPS and victim groups to understand how we could improve the way rape and serious sexual offences are managed. The work has progressed well with recommendations being presented to the local criminal justice board in late 2020.

Continuing with this theme, I have engaged with PCC offices in Wiltshire and Dorset to draw them into the above piece of work so we as a Wessex region (CPS prosecution area) can share best practice and develop a more joined up a comprehensive offer to victims of such serious crime. The work across Wessex commenced during this year and is ongoing at the time of writing this report.

My other focus has been on tackling the root causes of crime and seeking ways to break the cycle of reoffending. My office co-chairs the Hampshire and IOW reducing reoffending group, alongside the local community rehabilitation company director. Together we have agreed on a set of priorities which all partners engaged with rehabilitation of offenders can work to. These focus on vulnerable groups such as those under 25, addressing specific needs of women within the criminal justice system, ensuring addiction services (drug and alcohol) are effective interventions and supporting HMP Winchester strategy on rehabilitation.

My Office has also lead on work looking into how those from black and ethnic minority groups are dealt with by the criminal justice system. We have mirrored the approach taken in David Lammy's review, looking at how each agencies records its interaction with BAME individuals and commissioning a report on a specific area within Hampshire to see what lessons can be learned. At the time of writing, this report is nearing completion for dissemination to the local criminal justice board.

The impact of COVID-19 on the local criminal justice system started in the final month of this year. My office were part of a multi-agency recovery group established to manage the impact of the pandemic on the justice process and to work towards the recovery of the services which make up the local system in as short a timeframe as possible. In March, we saw the near total cessation of court hearings. We contributed to the management of this and the impact it had on victims and witnesses by increasing the support to the services I commission. At the time of writing this report, we are now in a position where courts are close to hearing the same volume of cases as pre COVID-19 and my office continues to work with our CJS partners to ensure recovery is maintained.

REDUCING SERIOUS VIOLENCE

Last summer, **I bid for and was awarded a £880,000 grant by the government to establish a Violence Reduction Unit (VRU)** in light of the escalating situation involving young people and knife crime. Hampshire is one of 18 areas across England and Wales given this responsibility and opportunity to develop the specific unit focussed on reducing knife crime.

Reaching young people early, building their skills and resilience and supporting them to fulfil their potential is important and has been a significant focus for me. Police enforcement is an important part of tackling violence, but early intervention to prevent young people from becoming involved in violence at the outset is vital. Through the work of the VRU, we have heard the voices of young people, the community and those who work with them, helping the partnership to secure greater understanding of the drivers of violence, and to establish what projects and initiatives are already working on the ground and where more resources, or different approaches are needed to reduce violence.

When setting up our VRU I was clear that it needed to be rooted in local communities, not driven from the top down. That is why I decided on a structure of one VRU led by my team, comprising four 'local' VRUs in Hampshire, Isle of Wight, Portsmouth and Southampton. Each of the four VRUs are locally owned, managed and able to deliver a response based upon local need. This model supports a local response with a shared goal of preventing and tackling serious violence. I allocated funding to the four local VRUs to commission interventions until March 2020, which has so far included:

- Improved capacity of the Youth Offending Teams to deliver a strong prevention and diversion service
- Research to track offending history and identify the drivers of serious violence
- Targeted family support
- Training in taking a trauma informed approach
- Development of a detached youth work programme
- Tackling county lines and criminal exploitation
- Schools based Interventions
- Supporting young people affected by domestic abuse
- Family conferencing

The VRU connects communities, young people, businesses, policing, adult and children's social care, education, health and other partners, to work together to develop a problem profile identifying the drivers of serious violence and cohorts of those at risk, and execute an associated response strategy.

During the height of the coronavirus pandemic, the VRUs worked with local authorities and Hampshire Constabulary to proactively identify vulnerable children during lockdown and find ways to support them and reduce risk of harm. This model has proved so effective it will be used post-COVID.

Serious Violence Summit

Over 150 individuals, organisations and community groups from across Southampton came together in May 2019 to explore what serious violence means for the city, the influencing factors and collective solutions to help combat it.

Chaired by Southampton City Council, the Southampton VRU held the Serious Violence Summit, to bring together a number of city and community stakeholders to inform and consult on a draft Serious Violence delivery plan.

Attendees heard from a number of speakers who all play a part in the development of the city's delivery plan, sharing expert insight and identifying community activity and networks already in place to galvanize an anti-violence movement across Southampton.

Case study: Isle of Wight VRU

We are ready to deliver 'Play It Forward', a pilot video games based programme for young men aged 8 - 14 living on the Isle of Wight. We have co-produced this project with providers across key services accessed by young people on the Island (Youth Trust, Children's Services and NHS CCAMHS), bringing together a multidisciplinary team.

This group programme will be co-facilitated by two male facilitators (one from CCAMHS, one from Children's Services) who each have a breadth of experience in working with our target audience. Additionally, these project workers have a good knowledge of video games and an understanding of some of the broader issues that may be affecting participants in this group.

With our facilitators, we have jointly designed a programme of interactive workshops in which video games will be used as a vehicle for wider discussions around mental health. These offer opportunities for participants to build peer connections, develop emotional literacy and coping strategies away from gaming.

Our programme draws on the PERMA model: Positive Emotion, Engagement, Relationships, Meaning Accomplishment, to drive conversations around mental health and well-being. By focusing on combinations of feeling good, living meaningfully, establishing supportive and friendly relationships, accomplishing goals, and being fully engaged with life, we will use PERMA as a framework to unpack some of the benefits of gaming and some of the challenges gaming may present for each individual.

Case study: Portsmouth VRU

We have targeted early help for older young people not in education, employment or training at risk of exploitation and serious violence. The number of families to be supported increased to 60 to reflect the increase in resource. Contact with each family is at least weekly but this is flexible to need so some families would have higher levels of contact. During COVID-19, contact has been over the phone, face to face, via WhatsApp or through other means (e.g. email). We have also developed Family Group Conferencing for young people at risk of exploitation and violent crime. Eighteen family group conferences have taken place so far.

Case study: Southampton VRU

Working with the charity No Limits, we have embedded a Youth Worker into the Emergency Department at Southampton General Hospital. This was initially problematic to set up but an agreed governance process has now been set up and the intervention went live in February 2020. Feedback from hospital staff was immediate: "...total benefit"; "...want to extend to Adult ED".

Whilst the project is now suspended due to coronavirus risks, plans to resume for four months with academic evaluation are being formed. Phone delivery of support is ongoing. A huge benefit as a by-product is the contact between the VRU and the Major Trauma lead Nurse, which has enabled useful information sharing, especially on emerging coronavirus crime issues, such as domestic violence.

Working with our University partners

In March 2018, my Office embarked on a collaboration with Winchester University to align Masters Students with areas of work that required new or developing evidence to support decision-making and future projects. This was a pilot project starting with four university students to develop dissertation proposals on a range of topical areas. Due to the success of the research, this partnership has continued into this year with the inclusion of all four local Universities (Winchester, Southampton, Solent and Portsmouth). To date 22 students have come through this university collaboration programme, with a further 12 now researching a range of topics including domestic abuse, youth diversion, county lines and adverse childhood experiences to name a few for this academic year 2019/20.

My Office has also successfully brought together Student Unions from all of the universities across Hampshire and the Isle of Wight, and a number of Further Education colleges to identify common concerns and ensure their voices are heard on policing matters and what they feel will keep them safer. This partnership will ensure the voices of student communities are heard.

ENABLE EFFECTIVE AND EFFICIENT POLICING

Which meets the needs of the people it serves, by empowering the Chief Constable

Policing continues to be under significant financial pressure whilst experiencing exceptional operational demand. During this year, I consulted widely with local residents on policing priorities and the policing precept of the council tax. With local resident support the precept was increased which provided £16 million of essential funding for policing across Hampshire, the Isle of Wight, Portsmouth and Southampton. I am pleased to report that all of this money helped to protect local policing and enabled the training and recruitment of 200 new police officers and 65 police investigators.

In addition to the policing budget of £337.3 million, I also provided funding for essential and emerging policing demands:

- I provided a contribution towards the purchase of safety equipment for an Incident Support Vehicle for Hampshire Search & Rescue Dogs to cover a shortfall in funds. The charity provide nationally qualified search dog teams to support the police when looking for vulnerable, missing people in Hampshire
- I invested funding of just under £16,000 in crime prevention initiatives for rural policing, including the purchase of thermal imaging machines and a dot peen property marking machine; Rural Mounted Patrol team uniform and in the Dog Watch scheme.
- I made a financial contribution to increase the Hampshire Constabulary Capital Vehicle Replacement Programme budget for 2019-2020, due to the replacement of high value vehicles in that year (e.g. Sprinter vans), and increases in vehicle unit prices.
- I approved the provision of an Underwriting Guarantee to the 'Police ICT Company' (Hampshire's share of the collective guarantee). The purpose of the Police ICT Company is to support policing to keep people safe, get more from technology investments and make better use of public money.
- I was pleased to provide funding and support to an initiative to provide children's furniture and toys for use in Hampshire Constabulary's Vulnerable Witnesses Interview suites this year. This provision is important for children who have experienced trauma and crime, helping them to feel more comfortable at a difficult time.
- I allocated funding to the value of £600,000 for urgent enhancements to Hampshire Constabulary's digital intelligence and investigation capability to improve operational effectiveness. This enables to the force to take early actions to enhance operational capability. I also provided funding for specialist analytical service providers to assist a review of 'Managing Investigative Demand' in Hampshire Constabulary.
- I approved the addition of £1,000,000 to the Equipment Replacement Reserve to fund replacement or new purchase of essential major items of equipment used by Hampshire Constabulary.
- I enhanced support for victims of stalking in Hampshire through the provision of financial support to the maintain the existing the Multi Agency Stalking Intervention Programme thereby ensuring continuity of services to victims and the vulnerable, whilst also reducing demand on frontline policing.

- I have continued to provide financial support to the Community Safety Partnerships by contributing £2,000 towards each Domestic Homicide Review in Hampshire, Portsmouth, Southampton and the Isle of Wight.
- I supported Hampshire Constabulary's entry into a three-year contract with Middlesex University to create the new Police Training Programme. This will deliver the Police Constable Degree Apprenticeship and the Degree Holder Entry Programme to enable the recruitment of officers, including the significant uplift in police officer numbers. This requires significant financial investment and will be funded from the current training budget, the previously approved officer uplift funding, and the apprenticeship levy.

As part of the ongoing police estate change programme, I made significant investment into the Hampshire Constabulary police estate, providing funding for

- police estate security infrastructure, including refreshing the custodial security system and replacing the estate wide access control system
- police estate uplift to deliver compliance against ISO 17020 and 17025 Forensic Standards
- feasibility and investigation into the future estate provision on the Isle of Wight and I contributed budget for pressing investments in the reconfiguration of the police estate provision on the island

DELIVERING A FIT FOR PURPOSE POLICE ESTATE

In consultation with Hampshire Constabulary, my Office develops, manages and delivers the strategy to develop a modern estate for policing. Through the strategy delivered by Estate Change Programme (ECP) team, the police estate has been transformed and has enabled the delivery of state of the art buildings and innovative approaches and partnerships that enable effective and efficient policing.

Eastern Police Investigation Centre (PIC)

The Police Investigation Centre (PIC) in Copnor, Portsmouth successfully opened in June 2019 and delivers on my promise to give this project my full focus and it supports my objective to keep us safer. The PIC integrates an investigation hub and custody suite, to drive more efficient processing and investigation of detainees and returns arresting officers to active policing of the community promptly. The Eastern PIC builds on the successful delivery and introduction of the centre in Basingstoke to bring Constabulary colleagues together for more effective and efficient delivery of the policing service.

During May, I was pleased to host visits with the Secretary of State for Defence the Rt. Hon. Penny Mordaunt MP, local MPs and councillors, colleagues from criminal justice fields, senior police officers, and independent custody visitors. They saw the new 36-cell custody suite, and how the centre as a whole looks after the wellbeing of detainees, officers and staff. The visits were hosted by the project leads from my office and the Constabulary's custody lead, in order to demonstrate and answer questions about the new facilities.

Police Officer Uplift

During 2019-2020, my ECP team has been working alongside the Constabulary to plan for the uplift in police officers following additional national funding, and ensuring that the policing estates will meet their training and operational need. This project continues into 2020-2021.

Hedge End refurbishment

The refurbishment of the station incorporates changes better meeting the operational needs of the co-located Response & Patrol and Neighbourhood Policing Team. This supports the service they provide to the

residents and businesses of Hedge End. The internal layout was reconfigured, and provision of a DDA compliant Interview Room is now located close to the existing front entrance and disabled WC.

Lymington new location

The new location for Lymington's police station will be at the NFDC offices on Avenue Road, which is a 5-minute walk from the existing station, and closer to Lymington High Street. The ECP team worked on this project during this year, with delivery anticipated in autumn 2020.

Tadley refurbishment

The refurbishment of the office incorporates changes better meeting the operational needs of the co-located Neighbourhood Policing and Country Watch teams. This supports the service they provide to the residents and businesses of Tadley, and promotes the long-term objective to provide a flexible solution in terms of space and usability.

Netley Memorial Garden

A new memorial garden within the grounds of Victoria House to remember officers and staff of the Hampshire Constabulary who have lost their lives. A stepping stone path introduced later to the scheme at the request of the Steering Group, provided the link between the two memorial gardens and has a symbolic significance - connecting visitors with the past. The "memorial pathway" leads through the trees in the grounds, many of which are dedicated to officers, staff and family members who have lost their lives. It was a privilege to be part of the opening of this memorial garden to recognise the bravery of officers.

CONTACT MANAGEMENT DEVELOPMENT

During 2019, Hampshire Constabulary, with Thames Valley Police (TVP), implemented the new Contact Management Platform (CMP) a unique and leading system for policing to manage public contact. This has been a significant investment to create an innovative solution to enable better operational decision-making, and effective and efficient policing.

Hampshire has led in this innovative development because we could no longer remain with the outdated system and sustain operational effectiveness. The new system will not only replace the outdated one, but will also integrate over 20 other older systems.

Earlier in the summer both forces started to use CMP for the recording of crime and it is now being used in all Contact Centres and Control Rooms in Hampshire and TVP. It is already and will continue to give significant operational value and have a positive impact on the communities we all serve.

SCRUNTINISING THE PERFORMANCE OF HAMPSHIRE CONSTABULARY

It is my statutory duty to hold the Chief Constable to account for the performance of Hampshire Constabulary. I do this through my weekly one to one private meetings with the Chief Constable and publicly through my COMPASS meetings during the year.

COMPASS (Commissioner's Performance, Accountability, Scrutiny and Strategy) are meetings where I am to put forward the concerns of local residents to the Chief Constable through a series of questions. Members of the public are invited to submit questions on a range of crime and community safety matters which they would like me to raise with the Chief Constable.

Last year I held four meetings; all of these were filmed and posted onto my website. I covered a broad range of themes based on public concerns as well as regional / national issues impacting on policing in Hampshire including:

Public Confidence in policing: covering questions on 101 call handling, anti-social behaviour, Rape and Serious Sexual Offence handling, police officer recruitment, PCSOs and the Policing Education Qualifications Framework, which is a new professional framework for the training of police officers and staff.

A range of policing issues focussed

- high volume crime including burglary and shoplifting, bike theft
- older people and crime
- policing of county lines
- information sharing
- police office uplift recruitment progress
- budget
- serious violence
- attacks on retail staff
- the complaints reform
- equality and inclusion
- public expectations
- budget

In March 2020, I undertook a COMPASS focussed on the policing of the pandemic including the police four E's approach (engage, explain, encourage and enforcement), panic buying, anti-social behaviour, hate crime, domestic abuse, scams, the criminal justice system, force resilience and wellbeing.

INDEPENDENT CUSTODY VISITORS

Independent custody visitors (ICVs) are volunteers who are the eyes and ears of a Police and Crime Commissioner and the public. Importantly, they provide reassurance that those held in police custody are treated fairly and humanely and that custody blocks are maintained to the required standards. They play a vital part in helping fulfil my statutory role to hold the Chief Constable to account and provide accessibility, visibility and accountability of Hampshire Constabulary.

There are now 40 ICVs across the Hampshire Constabulary area who together delivered 183 visits in 2019-2020. They spoke with over 1,000 detainees and they provided a further 200 with some form of informal support. Custody provision within Hampshire is divided into four areas: Eastern, Northern, Western, and the Isle of Wight. The Eastern area consists of Portsmouth Police Investigation Centre. The Northern area consists of Basingstoke PIC. The Western area consists of Southampton PIC and the Isle of Wight consists of Newport police station. In total, there are 129 custody cells in Hampshire.

As well as highlighting some important trends in the profile of those held in custody, the learnings and feedback captured on ICV visits during last year has resulted in a number of positive changes being adopted by Hampshire Constabulary custody staff. These include: improvements to meal rotation; refrigeration at correct temperature of food for detainees; veteran packs being put into a small folder or envelope to maintain the dignity of the recipient; establishing a robust hygiene process for reusable cutlery; and detainees being informed of late sleeping reviews. With the support of custody staff, these changes have quickly become embedded in custody procedures.

At the start of the year the Hampshire and IOW ICV Scheme was awarded fully compliant through the Independent Custody Visiting Association Quality Assurance Framework, and the Scheme Manager was

pleased to receive the certificate from Lord Bach and Lord Anderson in the Houses of Parliament. This year also saw another successful annual ICV seminar, which is an opportunity for ICV volunteers to meet up and share experiences and good practice. I was delighted to have the opportunity to thank the ICVs at my annual Safer Awards ceremony and present the award for Independent Custody Visitor of the Year to an ICV from the Isle of Wight, who has over 35 years of service in the Criminal Justice System.

REPRESENTING LOCAL ISSUES NATIONALLY

As Police and Crime Commissioner it is important that I regularly connect with local MPs, councils and local authorities and brief Ministers on the views of our local residents and the progress and challenges faced by Hampshire Constabulary. Representing a local voice to influence national decisions and action has continued to be important and during this last year, I have:

- Had one to one meetings with local MPs including the Policing Minister
- Attended the Hampshire Association of Local Councils AGM
- Set up and attended the four leaders meeting with top tier local authority leaders
- Responding to Casework queries on a range of issues from MPs, councillors and staff
- Issued letters to local political stakeholders (MPs and councillors) updating on key issues such as police officer uplift, action to tackle knife crime and COVID-19
- Sent letters welcoming newly elected MPs and council leaders
- Engaged with the Regional Schools Commissioner regarding youth diversion
- Sent updates to the Government on the Violence Reduction Unit
- Sent a joint letter to the Policing Minister regarding the Hampshire police officer uplift

I have also responded to a number of consultations in the last year and it is important that the voice of our residents and partners is heard at a national level and that evidence and challenge is put forward in evolving areas. This year my Office in collaboration with Hampshire Constabulary submitted a joint response to the Strategic Review of Policing consultation. It was important to share thoughts and views on options to support a multi-agency approach to preventing and tackling serious violence. Ongoing views are shared around HMICFRS from the inspection programme development to specific inspections undertaken here in Hampshire.

REDUCE REOFFENDING

Develop services that tackle the root causes of offending and, with partners, make early interventions to prevent offending

Working with offenders to support them to make the right choices can help them break the cycle of their offending behaviour and go on to live crime free lives. I support and fund a range of projects that seek to assist offenders and reduce their offending by aiding their recovery from drug and alcohol dependency and helping them to access a range of support services.

Integrated Offender Management

Integrated Offender Management (IOM) is a partnership approach to managing offenders whose crimes cause damage and harm locally and has been an important focus of the Police and Crime Commissioner's work to help to reduce reoffending.

During the last year, the Commissioner contributed £275,000 to the Society of St James, which provides the Integrated Offender Management (IOM) service in Hampshire and the three IOM Houses in Gosport, Portsmouth and Southampton.

Research suggests seven key areas, which impact on offending, commonly known as 'the seven pathways of offending' namely: attitudes thinking and behaviour; education training and employment; drugs and alcohol; children and families; finance and debt; and health and housing. IOM involves working closely with each offender to identify the root cause of offending (based on those seven pathways of offending) including any other complex needs and vulnerabilities. Safety plans are then developed and interventions put in place, which aim to reduce re-offending.

Those offenders supported through the IOM programme demonstrate 40% to 60% progress against those seven pathways with most progress being made in the area of 'substance misuse'.

During the last financial year, approximately 80 male and female offenders have been supported through the IOM programme, including over 1,000 outreach visits. The three IOM houses continue to accommodate approximately 30 offenders per annum. The aim is to support offenders leaving prison and those living in the community with a substance misuse issue by offering accommodation and a programme of meaningful activities. An analysis of re-offending rates indicate those accommodated in an IOM House have a 50% reduction in re-offending.

Case study: Integrate Offender Management service user and programme

Client X was in his 40s when he was released from prison, having been found guilty of residential burglaries. He had a history of drug misuse from an early age. He was a child in care and struggled with identifying himself. He had little self-worth, and little to no contact with his family.

Client X was released into bail accommodation. Prior to this he was street homeless residing in a tent with poor mental health. The bail accommodation was not working for him as it endangered his recovery focus seeing him use drugs on a small number of occasions due to negative peers and atmosphere. He enquired about an abstinence based project called an 'IOM House' (Integrated Offender Management).

IOM Housing provides accommodation and support in Southampton, Gosport and Portsmouth. Those supported often have diverse and complex issues surrounding homelessness including substance and alcohol addiction. Tenants should remain abstinent from illicit substances and not abuse prescribed

medications. Their tenancy depends on their sobriety and engagement with other services namely IOM partner agencies such as Drug Services, Probation & Police.

Client X was supported in the IOM House for seven months before successfully moving into self-sufficient independent living accommodation in June 2019. Despite him relocating the IOM service remained open to him for continuation of support while independently living to ensure longevity. Client X is now in full time employment and pays his rent from his wages rather than from benefits.

Initially Client X lacked structure in his life, recognising “time on his hands” as a risk-provoking situation for him. IOM House staff provided him with an opportunity to create a personalised timetable with daily meaningful activities such as gym sessions, medical appointments (importance of looking after his physical welfare), peer support, voluntary work, creating a CV, cookery within the house, garden furniture project at the house building a beautiful structure and finally fulltime employment. Throughout his time with the IOM House, he was offered weekly 1:1 sessions enabling him to raise concerns, celebrate achievements and ask advice.

Client X’s exit questionnaire

What has been the difference The IOM House support has made to your life? “A massive difference, a chance”

Briefly describe your experience... “one things always been the same: SUPPORT”

Would you change anything about the IOM House? “No”

Would you recommend the IOM house? “Yes”

What advice would you pass onto new residents? “You have to work to get what you want, nothing is free”

FINANCIAL INFORMATION

The budget has been developed to support the priorities of my Police and Crime Plan 2016-2020 to help ensure that Hampshire, the Isle of Wight, Portsmouth and Southampton are amongst the safest places to live, work and visit, so that people are empowered to realise their life opportunities.

Through my consultation with local residents throughout the year, the consultation identified over 76% of the public supported a £24 policing precept increase with further endorsements from the Chief Constable, the Police Federation, UNISON and Neighbourhood Watch. In light of this consultation, I recommended a £24 precept increase to the Police and Crime Panel, which was unanimously supported.

In setting the precept and budget, I have:

- worked closely with Chief Constable to ensure that the Constabulary budget will enable the delivery of modern, operationally effective policing, that includes capacity for innovation
- ensure resources are also available to support 'beyond policing' initiatives and services that support victims and the vulnerable in local communities which help to reduce demand on frontline policing

With the support from the public and the Police and Crime Panel for the £24 precept increase (based on Band D properties), during the 2019-2020 financial year, I was able to:

- Set a balanced budget for 2019-2020 with savings of around £7m being reinvested in front line policing in Neighbourhood and Response and Patrol teams (£6m) and in Investigation of Crimes (£1m)
- Enable the Constabulary to proceed with the recruitment of 200 officers
- Meet the in-year pension increase for 2019-2020 of £7.5m
- Fund the significant costs to deliver the critical pressures and investment which enable the Constabulary to continue to be a modern, operationally effective Police Service
- Accommodate the impact of an assumed national pay award of 2% per annum for all officers and staff, which is an additional £2.5m each year from September 2019.

For more information on the Budget and the detailed Budget Reports, please go to:

www.hampshire-pcc.gov.uk/transparency/money/budget

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HAMPSHIRE POLICE AND CRIME PANEL

Report

Date considered:	2 October 2020
Title:	Police and Crime Commissioner – Police and Crime Plan Update
Contact:	Office of the Police and Crime Commissioner
Email:	Hampshire.pcp@hants.gov.uk

1. Purpose of this report

The purpose of this report is to receive an update from the Police and Crime Commissioner on Police and Crime Plan Delivery.

2. Recommendations

That the Panel notes the update against the Police and Crime Plan.

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

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Police and Crime Plan

Decisions Update

(Decisions approved since last Panel meeting on 3-Jul-20)

Police and Crime Plan | Decisions



Summary of recent decisions approved by Police and Crime Commissioner

Title	Date approved	Summary
Safer Streets Fund – delivery of practical change to design out crime affecting vulnerable communities in Southampton (ID: 568)	Sep-20	Approved a process for issuing hardware and service contracts, each up to the value of £40,000, against a Home Office award of £549,991 from Safer Streets Funding to deliver practical change to design out crime affecting vulnerable communities in Southampton.
Local Safer Streets - Round 3 - Keeping communities safer funding (ID: 567)	Sep-20	Approved funding up to the value of £25,000 to enable local services to apply for grants to help prevent and reduce crime in local communities.
COVID-19 impact - To sustain and support key areas of vulnerability and risk by funding projects under the Safer Communities Fund to support the communities of Hampshire, Isle of Wight, Portsmouth and Southampton to feel safer (ID: 566)	Sep-20	Approved funding under the Safer Communities Fund to be extended until 31 March 2021 for up to 22 projects that have been impacted by the COVID-19 pandemic at a cost of £113,040 from the Safer Communities Fund budget.
To pilot a scheme to tackle organised criminality in the local sex work industry supporting and helping those at risk of exploitation (ID: 564)	Sep-20	Approved allocation of £16,000 (with Hampshire Constabulary providing match funding) to provide £32,000 to recruit and manage a Sex Worker Liaison Role through a secondment opportunity from 1 October 2020 to 30 September 2021.
Supporting victims of Sexual Crime across the combined area of Hampshire, Isle of Wight, Portsmouth and Southampton by increasing the number of Independent Sexual Violence Advisors (ISVAs) from July 2020 to March 2022 (ID: 563)	Sep-20	Approved funding of £247,765 to the two current commissioned ISVA Service providers for the period July 2020 to March 2022 for additional Independent Sexual Violence Advisor (ISVA) support across the combined area of Hampshire, Isle of Wight, Portsmouth and Southampton.

Police and Crime Plan | Decisions



Summary of recent decisions approved by Police and Crime Commissioner

Title	Date approved	Summary
One year extension of funding to enable continuation of critical support to victims of domestic and sexual abuse across Southampton. (ID: 560)	Sep-20	Approved funding of £160,000 for the Integrated Domestic and Sexual Abuse contract in Southampton for a period of one year, 1 April 2021 to 31 March 2022. This is subject to continuation of funding to the value of £237,000 from Southampton City Council (of which Public Health currently contribute £130,000). This funding will ensure sustainability of vital services for victims of domestic and sexual abuse, at a time when we know there will be increased vulnerability as a result of the isolation they have experienced throughout the COVID-19 pandemic.
Governance document to facilitate complaint investigations as a result of Mutual Aid operations in Northern Ireland (ID: 557)	Aug-20	Approved the signing of a Section 60 Agreement to facilitate complaint investigations as a result of Mutual Aid operations in Northern Ireland.
[INVESTMENT in POLICING] Procurement of desk mounted screening to support compliance with COVID-19 related Government social distancing guidelines enabling officers, staff and public to be kept safe in PCC owned and managed buildings (ID: 559)	Jul-20	Approved funding of £300,000 for the procurement of desk mounted screening to support compliance with COVID-19 related Government social distancing guidelines enabling officers, staff and public to be kept safe in PCC owned and managed buildings.
To provide support to the community affected by COVID-19 and to make people safer (ID: 558)	Jul-20	Approved funding of £110,000 to be allocated to 13 projects to provide support to the community affected by COVID-19 and to make people safer. The projects will support vulnerable young people and divert them from offending, as well as supporting victims of crime.

Police and Crime Plan | Decisions



Summary of recent decisions approved by Police and Crime Commissioner

Title	Date approved	Summary
Following the success of the first round, a second round of the COVID-19 Keeping Communities Safer Funding (ID: 556)	Jul-20	Approved the release of funds to enable local services to apply for individual grants for up to £500 each to provide 'a stitch in time to prevent crime' funding support specifically focussed on crime prevention and reduction initiatives that need immediate financial support to help them to keep our communities safer.
[INVESTMENT in POLICING] Officer uplift - Estate provision - Bitterne Police Station (ID: 555)	Jul-20	Approved funding of £2,500,000 , allocated from reserves, to enable retention and refurbishment of Bitterne Police Station which currently falls within the disposal strategy of the Estate Change Programme to fulfil officer uplift work.
[INVESTMENT in POLICING] Hampshire Constabulary Outturn 2019/20 (ID: 553)	Jul-20	Approved report of the Chief Constable and Chief Finance Officer entitled: 'Hampshire Constabulary Outturn 2019-20' and that £5.836m of carry forward is approved to continue to fund ongoing initiatives that straddle the end of the financial year, with the remaining underspend contributed to the General Reserve in case it is required for COVID-19 purposes.
Approval to commission an Integrated Offender Management service (IOM) from April 2021 until March 2025 (ID: 550)	Jul-20	Approved funding of £327,500 per annum for a new Integrated Offender Management (IOM) service from April 2021 to March 2025.

HAMPSHIRE POLICE AND CRIME PANEL

Report

Date considered:	2 October 2020
Title:	Police and Crime Panel – Working Groups
Contact:	Democratic Services Officer to the Panel
Email:	Hampshire.pcp@hants.gov.uk

1. Purpose of this report

The purpose of this report is to outline initial terms of reference for the proposed Equality and Diversity working group.

2. Recommendations

- a) That the appointment of an Equality and Diversity working group is agreed.
- b) That the terms of reference, subject to any recommendations made at the meeting, is agreed.
- c) That, in accordance with the terms of reference, appointments are sought for membership of the working group.

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

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EQUALITY AND DIVERSITY WORKING GROUP

TERMS OF REFERENCE

1. Role and Purpose of the Working Group

The Equality and Diversity Working Group is a permanent working group of the Hampshire Police and Crime PCP (PCP), with membership agreed annually at the PCP's Annual Meeting.

The Equality and Diversity Working Group's purpose is to take a lead on scrutinising and supporting the Commissioner in his pledge to support vibrant and inclusive communities across Hampshire and the Isle of Wight and to enhance the work of the PCP in their statutory responsibility to contribute to the development of the Police and Crime Commissioner's (PCC) police and crime plan.

2. Scope of the Working Group

Objectives:

1. To review progress made and initiatives driven by the Police and Crime Commissioner to enhance equality and diversity through vibrant and inclusive communities. This responsibility also extends to reviewing delivery of the Police and Crime Plan, where pledges related to Equality and Diversity are identified.
2. To take a lead on the matters of Diversity and Equality on behalf of the Panel. Key activities include:
 - Meeting with the OPCC to discuss matters of concern and interest.
 - Making recommendation to the full PCP upon areas for note or further scrutiny.
 - Reviewing the PCC's response to any recommendations made by the PCP in respect of Equality and Diversity and monitoring progress against the recommendations made.

In undertaking their responsibilities, the working group will consider how outcomes from their work can support the PCC in the delivery of the police and crime plan and inform and enhance equality and diversity across Hampshire and the Isle of Wight.

Exclusions:

The working group will only consider matters which relate to the role and duties of the PCC, and not those which specifically regard operational policing or the responsibility of other statutory bodies.

3. Method

The working group will meet a minimum of four times per year, with additional meetings scheduled in advance as required. As a working group of the Panel, meetings will not usually be held in public, and access to information rules for the public will not apply to these meetings.

The working group may call on any member of the PCP to join them as an 'expert' adviser, in order to support the effective discharge of their responsibilities.

Where the working group requires further information in order to enhance the efficiency of their work information will be requested.

Additionally, members of this working group will usually represent the PCP at conferences hosted by the Office of the Police and Crime Commissioner for Hampshire (OPCC) and other organisations which focus upon on Equality and Diversity.

4. Membership

Membership for the year is determined during the Annual Meeting, where Members can volunteer for nomination to the working group, with the final membership agreed by the full PCP.

The working group shall be made up five members. All members of the PCP are eligible for membership and the working group should, where possible, seek to be a cross party group.

The working group may request additional members of the PCP to contribute to the activities of the working group as they find advantageous in the course of their considerations. The working group may also invite representatives of the OPCC or other expert advisers to attend meetings in order to provide advice, but these members will not be full members of the working group.

5. Outcomes

The working group will provide reports and updates, including outlining any recommendations, to the formal meetings of the Panel.

Annexe

Background

It was recommended and agreed at a meeting of the Police and Crime Panel in July 2020 that a working group be created to focus on matters of Equality and Diversity. Terms of Reference and initial membership of the working group are to be agreed at the meeting of the Panel in October 2020.

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HAMPSHIRE POLICE AND CRIME PANEL

Report

Date considered:	2 October 2020
Title:	Work Programme
Contact:	Democratic Services Officer to the Panel
Email	hampshire.pcp@hants.gov.uk

1. Purpose of this report

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

2. Legislative Context

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.

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).

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

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	3 July 2020	2 October 2020	29 January 2021	12 March 2021
SCRUTINY ITEMS							
Precept	To consider and take a decision on the PCC's proposed precept	OPCC	To be considered January 2021			X	
OVERVIEW ITEMS							
Annual Report	To receive the annual report of the PCC for the previous year	OPCC	Annual report to be received October 2020		X		
Annual Report	To provide an overview of the PCPs work for the previous year.	PCP	Annual report to be considered July 2020	X			

Item	Issue	Item Lead	Status and Outcomes	3 July 2020	2 October 2020	29 January 2021	12 March 2021
PCP Grant Budget	To agree the proposed budget for the next financial year, and to review the previous years spend	PCP	Budget for 2020/21 to be agreed July 2020	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	XX	X
Covid-19 Pandemic	To understand the impact of the Covid-19 pandemic on the budget position, funding and the delivery of operational policing and community safety.	OPCC	To receive an update to the October meeting		X	X	

Item	Issue	Item Lead	Status and Outcomes	3 July 2020	2 October 2020	29 January 2021	12 March 2021
Police Recruitment	To understand progress against police recruitment targets by Hampshire Constabulary	OPCC	Ongoing – update to each meeting of the Panel	X	X	X	X
Contact Management Platform (CMP)	To understand progress against delivery of the CMP, including budgetary implications.	OPCC	Ongoing	X			
Commissioning Strategy	To understand the PCC's commissioning strategy	OPCC	Ongoing – next date for consideration to be confirmed				
Estates Strategy	To understand progress made with the Estates strategy	OPCC	Ongoing – next date for consideration to be confirmed				
GOVERNANCE ITEMS							

Item	Issue	Item Lead	Status and Outcomes	3 July 2020	2 October 2020	29 January 2021	12 March 2021
Election of Chairman / Vice Chairman	Election of Chair and Vice Chairman for 2019/20	PCP	Occurs at each AGM	X			
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	X	X	X	X

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