

# THE JOURNEY FOR OUR COMMUNITIES

## KEEPING YOU AND YOUR FAMILY SAFER



For information on your family, your [www.hampshire.gov.uk](http://www.hampshire.gov.uk)

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

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

YOU YOUR FAMILY YOUR COMMUNITY **SAFER**

This year, the Police and Crime Commissioner will allocate the additional funds raised, through the police element of council tax, to directly support local policing. The table below shows what you will pay based on the band of your property, towards policing through your council tax:

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C	£179.08	G	£335.77
D	£201.46	H	£402.92

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**2021/22**

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# MY INTENTION THIS YEAR

**29p**  
a week

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

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

## PCC's Recommendation

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

## Chief Constable's Operational Case

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

# FURTHER ENDORSEMENTS

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

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

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

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

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

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

# THE OPERATIONAL CASE – WHY INVESTMENT IS NEEDED

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

# TAKING THE FULL £15 INCREASE WILL DELIVER:

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

# CONSULTATION HIGHLIGHTS

**8,348**  
responses

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

**66.1%**  
would support an increase of £15

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

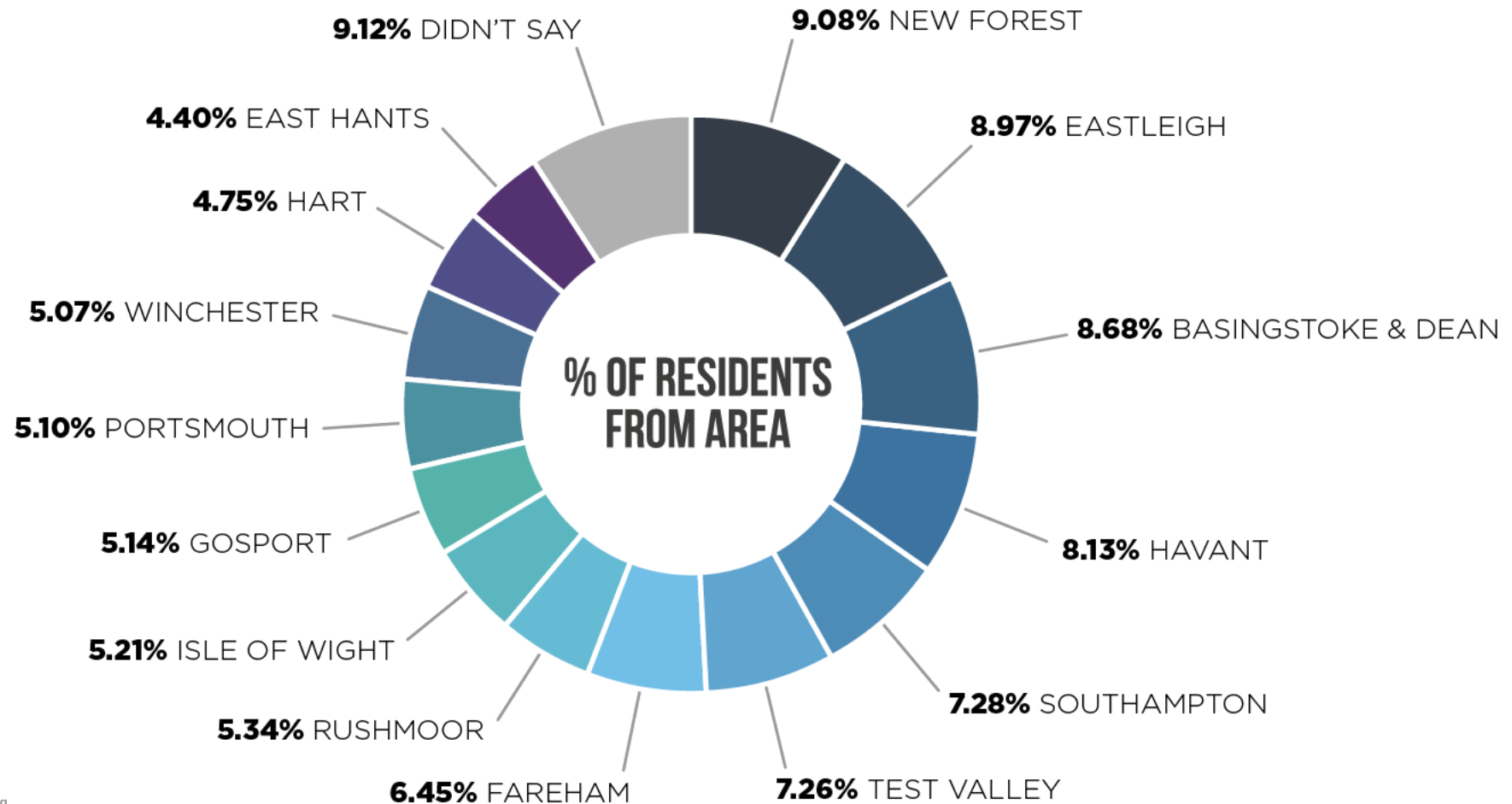
Residents want to see **accountability** for the precept increase, an end of year review

# RESPONSES ACROSS DISTRICTS

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



# REPRESENTATION ACROSS DISTRICTS



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## KEEPING YOU AND YOUR FAMILY SAFER



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



2018

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2019

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2020

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2021

**DRAFT**

# CONSULTATION ELEMENTS

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

**TOTAL: 8,348 responses**

# Delivery Plan

## Police & Crime Plan 2020-2022

### Critical success factors

#### Supporting our people

Wellbeing, Equality & Inclusion, Staff Engagement

#### Stakeholder engagement

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

#### Administration & office management

Public Contact, Exec Office, Admin/Office Support

#### Governance & standards

Legal, Policy, Audit, Information Management

#### Communications

Public, Media, Communities, Internal Accounts

#### Portfolio management

Delivery Plan, Strategic Risk

#### Estate management

Police Estate, OPCC Current & Future Requirements

### Strengthen Partnerships

### Wider Criminal Justice System

### Efficient & Effective Policing

### Community Needs & Public Engagement

## Objectives 2020-2021

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

2. Sustain commissioned services with partners through COVID

3. Effective delivery and scrutiny of partnership services

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

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

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

1. Develop a centralised partner intelligence hub

2. Scrutiny of policing response to current challenges

3. Deliver Safer Streets bid by March 2021

1. Delivery of Uplift and improvement projects

2. Support force wellbeing initiatives

3. Support COVID-19 recovery plans

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

2. Crime prevention including grants rounds and public awareness campaigns

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

# Business Plan – PCC Statutory Responsibilities

## Supporting our people

Wellbeing, Equality & Inclusion, Staff Engagement

## Administration & office management

Public Contact, Exec Office, Admin/Office Support

## Communications

Public, Media, Communities, Internal Accounts

## Portfolio management

Delivery Plan, Strategic Risk

### Criminal Justice

- Local Criminal Justice Board  
CPS, Police, Probation, Courts, Prisons
- Fire

### Public Engagement & Consultation

- Youth Commission
- Cyber Ambassadors
- Public Consultation inc precept
- Publications inc Annual Report
- Presentations & Films
- Campaigns & Events

### Performance

- Scrutiny panels
- COMPASS
- ICV Scheme
- Police scrutiny programme
- Consultation response
- HMIC response

### Commissioning & Partnerships

- Safer Communities grant rounds
- Commissioning of services for victims & offenders
- Contract/grant management & evaluation
- Violence Reduction Unit
- Modern Slavery Partnership
- Out of Court Disposals
- Community Remedy

### Stakeholder Engagement

- MPs
- Leaders & Councillors
- CSP Portfolio Holders
- Research, Reports, Briefings
- Chief and Deputy
- Key correspondence

### Standards

- PCC Elections 2021
- Police Complaints
- Information management
- HCC Shared Services
- Legal
- IT service and support
- Policy management
- FOI & RFI
- Police Collaboration

### Estates

- Estate Management
  - Facilities Management
  - Property Maintenance
- Estate Strategy
- Programmes and Projects

### Plan Delivery

- Delivery Plan development & monitoring
- Police & Crime Panel reporting
- PCC Decisions
- Strategic risk management

### Finance

- Precept Setting
- Police budget & MTFS
- Monitoring Final accounts
- Annual Governance Statement
- Treasury Management
- Pensions
- Audit inc Joint Audit Committee

# Uplift – Year 1 Tracker

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

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

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

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

## Updates

Campaign (8) launched 19<sup>th</sup> January 2021 for PC PCDA applicants.

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

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

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

Year 1 Officer Pipeline Ethnicity Representation % by Month

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

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

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

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