



OFFICE OF THE POLICE & CRIME COMMISSIONER FOR NORFOLK

**MINUTES OF THE POLICE ACCOUNTABILITY FORUM MEETING
HELD ON TUESDAY 5TH FEBRUARY 2018 AT 2:30 P.M.
FILBY ROOM, BUILDING 1, NORFOLK CONSTABULARY, JUBILEE HOUSE,
FALCONERS CHASE, WYMONDHAM, NORFOLK, NR18 0WW**

1. Attendance:

Mr L Green Police and Crime Commissioner, OPCCN

Also in attendance:

Mr S Bailey	Chief Constable, Norfolk Constabulary
Mr N Dean	Deputy Chief Constable, Norfolk Constabulary
Mr N Davison	Temporary Assistant Chief Constable, Norfolk Constabulary
Mr M Stokes	Chief Executive, OPCCN
Mr J Hummersone	Chief Finance Officer, OPCCN / Norfolk Constabulary
Ms S Lister	Director – Performance and Scrutiny, OPCCN
Mr M Barsby	Director – Communications and Engagement, OPCCN
Dr G Thompson	Director – Policy and Commissioning, OPCCN
Mr J Mann	Performance and Scrutiny Officer, OPCCN

Apologies for Absence:

Apologies received for ACC Simon Megicks.

2. Declarations of Personal and/or Prejudicial Interests:

There were none received.

3. To confirm the Minutes of the meeting held on 14th November 2017

It was noted by the Chief Constable that the wording for the 'Broadland District Performance Overview' should in fact be South Norfolk District Performance Overview.

The minutes were approved. The following updates were provided to the actions arising from the 14th November 2017 meeting:

- The PCC asked for updates to be provided on the following actions from the previous meeting:
 - for the PCC to be provided with an evaluation report on the pilots for Operation Bodyguard in Kings Lynn and West Norfolk. The Chief Constable provided a verbal update to the current position of the pilot. The pilot continues in Kings Lynn and West Norfolk and has not yet been rolled out due to ongoing work on 2020. The pilot is aiming to be completed in April. **The PCC requested an update on Operation Bodyguard to be provided to a future meeting once the pilot is completed.**

4. **Breckland District Performance Overview**

The Chief Constable agreed with the PCC that as the Police Accountability Forum meetings have changed format to now take place at the Constabulary Headquarters, the district performance update would be more appropriately discussed at the public question and answer meeting held in the Breckland district in March. **Paper to be carried over to the public question and answer meeting scheduled for 7th March in Watton at 6pm.**

5. **Budget Monitoring Report**

The Chief Finance Officer John Hummersone gave a summary of the report which outlined the financial overview of the Group Revenue Budgets for the current year, 2017/18, and the forecasts for income and expenditure to the end of the year based on the position at the end of October 2017.

The key points discussed were:

- the Constabulary operational budget remains under pressure arising from operational and organisational demands

all areas of spend are being monitored and scrutinised by Commanders / Heads of Department to ensure that costs are controlled and reduced as far as possible

- the PCC was advised that it is now expected that up to 60-70 Police Community Support Officers (PCSOs), who have been put at risk through the 2020 review, have the potential to be redeployed in the Constabulary. This will contribute towards mitigating the loss of officer numbers through 2020. It will also mean experience gained by PCSOs is not lost from the Constabulary

- it was mentioned that there has been an increased demand on forensics this financial year due to operational demand. The Suffolk PCC has made a formal request to the Home Office for funding for Operation Phonetic: the missing Suffolk airman. There has been a cost extension to this operation and a review is currently taking place
- the PCC asked if overtime for custody staff was particularly high. The Chief Constable agreed that it was, but mentioned that increased flexibility is needed for availability of Custody Sergeants
- the PCC queried if digital court costs are contributing to this issue in any way. The Chief Constable stated that there are costs that need rebalancing between the Constabulary and the Ministry of Justice. He stated that he was looking into this and conversations are taking place
- the PCC queried what the current position of the police staff pay settlement was. The Chief Finance Officer stated that employers have made a final offer to the staff side of the Police Staff Council. The staff pay response is awaited
- the PCC asked for clarification on what the contingency fund is specifically used for. The Chief Constable stated that the contingency fund is specifically for unforeseen operational demands, such as the East Harling murder and the Corrie McKeague case
- the PCC asked for an update on the progress of the police apprenticeship scheme. The Chief Constable updated the PCC and stated that there is a challenge for institutions to provide the training needed. The head of Learning and Development is looking into this on a regional level
- the PCC asked about the Safety Camera Partnership and where the funds from driver awareness courses are being allocated. The Chief Constable stressed that the money received from drivers paying for the awareness courses gets invested back into road safety and roads policing

6. **Police and Crime Plan Theme: ‘Good Stewardship of Taxpayers’ Money’**

The Chief Constable presented the report, which outlined the Constabulary’s progress on the Strategic Policing Objectives for Priority seven of the Police and Crime Plan.

The key points discussed were:

- the Chief Constable stated that the 2020 review processes have been going very well and appropriate support mechanisms are in place for staff. There is a significant amount of evidence surrounding the decisions being made in the 2020 review and staff are understanding of the reasons behind them

the Chief Constable mentioned that regional work was taking place to do with procurement and joint working. Chief Constables from Eastern Region forces have met and work is ongoing around this. He also mentioned the work ongoing to embed the Fire and Rescue service within the Contact and Control Room in the Constabulary. This is expected to occur within the next few months

the Chief Constable stated that the Constabulary has Good accountability frameworks, such as the Strategic Governance Board (SGB), an internal meeting held by the PCC, the Police Accountability Forum (PAF), a public meeting where the Chief Constable can be held to account by the PCC and internal boards, groups and forums such as the Ethics Committee. This is reflected through the recognition from HMICFRS that Norfolk is an outstanding force in terms of efficiency

the Chief Constable also mentioned that the additional funds obtained from the pay cap increase is welcomed by Norfolk Constabulary and will allow a higher number of officers to be recruited into the Constabulary

7. **Police and Crime Plan Theme: 'Prevent Offending'**

Temporary Assistant Chief Constable Nick Davison presented the report, which outlined the Constabulary's progress for Priority four of the Police and Crime Plan.

The key points discussed were:

- the PCC asked what the Constabulary is doing to help rehabilitate offenders and help victims of crime. T/ACC Nick Davison stated that there is a strong national interest in Norfolk's offender rehabilitation programme with other forces adopting Norfolk's model. T/ACC Nick Davison also mentioned the One Punch Can Kill initiative and the Alter Ego play to help educate young people about County Lines

the PCC asked how the Constabulary will sustain its current workload with the loss of officer numbers through the 2020 review. T/ACC Nick Davison outlined that there will still be a police presence in the 14 schools in Norfolk that would benefit from a police presence the most. T/ACC Davison also mentioned that the Constabulary was looking at the option to support schools with police staff as opposed to police officers

the PCC stated that there was still a loss of police presence in the schools that are not in the top 14. The Chief Constable outlined that the nature of crime is changing and that criminal behaviour in schools has moved from mainly ASB to more offences such as sexting, bullying and sexual assault. The Chief Constable agreed that there is a loss of police presence in the schools not in the top 14; however Norfolk has the resource in place to protect young people in those schools

the PCC queried if the Constabulary is currently taking the strain of other services such as the ambulance service, victim support services and domestic abuse services. The Chief Constable stated that the police are the last resort service and do in fact bridge the gap in other services. He mentioned that Norfolk Constabulary has to do its level best to assist others as police are the last line of defence

the PCC asked if this is also the case for police presence in schools and asked if it was a job for other services as well. The Chief Constable stressed that the police have a role to play in having a presence within schools and should aim to keep a police presence in schools as best they can

8. **Police and Crime Plan Theme: 'Increase Visible Policing'**

The Deputy Chief Constable presented the report, which outlined the Constabulary's progress on the Strategic Objectives for Priority one of the Police and Crime Plan.

The key points discussed were:

- a Local Policing Communications and Engagement Strategy has been implemented and sets out how the Local Policing Command will effectively engage with the residents of Norfolk. The key aims are to actively engage with the public, utilise digital technology to reach a wider audience, ensure officers and staff have a clear understanding of expectations, actively engage with partners, and act on feedback to ensure we meet service user needs and requirements. Each district also has its own district strategy which covers engagement at a local level. **ACTION: The PCC requested for a demonstration from the Constabulary on how it measures its visibility and engagement to be provided to the next meeting.**
- the PCC asked why he had not been kept up to date with information regarding the changing of Special Constabulary numbers within the Rural Crime Strategy. The Deputy Chief Constable apologised that the PCC had not received information regarding the changes, but assured that behind the scenes work was ongoing to recruit more Specials. The Deputy Chief Constable assured the PCC that the numbers of hours the Special Constabulary Officers are doing is very high in comparison with the rest of the country and recruitment events are ongoing with the aim to raise Special Constabulary numbers back to 24 dedicated to rural crime

ACTION: The PCC requested a report regarding Special Constabulary recruitment be presented at the next Barnstorming event. The Chief Constable added that we need to look at the hours spent by Special Constabulary Officers, rather than how many officers there are. The Chief Constable also mentioned the officers were transferred to the Constabulary, so the expertise has not been lost.

the PCC asked for an update on rural crime. The Chief Constable gave an outline and stated that more work to tackle rural crime is being done and less rural crime is occurring. Work with the Eastern Region Special Operations Unit is ongoing to tackle rural crime

the PCC queried the stats for hare coursing and theft of vehicles related to rural crime. The Deputy Chief Constable stated that the stats for hare coursing were provided at the previous PAF meeting, and work was being done around the thefts of high end vehicles rurally. He mentioned that over 60 offences were committed in the last year related to theft of high end vehicles in rural areas. **ACTION: The PCC requested a report on rural crime statistics be provided to the next barnstorming meeting.**

9. Emerging Operational / Organisational Risks

The Chief Constable outlined the emerging operational / organisational risks to the Constabulary, and gave updates on current ongoing processes.

- the Chief Constable stated that Norfolk 2020 plans are on track and the process is going smoothly. He stated that potentially 60 to 70 Police Community Support Officers (PCSOs) would have the opportunity to be redeployed in the Constabulary in other roles. The Chief Constable mentioned that there was an understanding from officers as to why the 2020 process has been conducted and that the potential redeployment of 60 to 70 PCSOs would help mitigate the strain from the removal of the PCSO post
- the Chief Constable provided an update on 101 call times to the PCC. The Chief Constable stated that the average time to answer 101 calls can still be improved and processes are in place to help improve this
- the Chief Constable mentioned that finance is still an ongoing issue, the details of which have been covered earlier in the meeting
- the Chief Constable mentioned that the volumes of rapes and serious sexual offences were worryingly high. The PCC questioned this and asked if this was because more people were reporting the offences. The Chief Constable stated that a third of recorded offences this year were non-recent, which implies an increase in confidence of reporting

the Chief Constable also mentioned that because of the unprecedented levels of rapes and serious sexual assaults specialist resources are under strain. The Chief Constable also mentioned that the trend has been going up for some time now and this is not unique to Norfolk and is seen as an increasing trend across the country

the PCC mentioned that not all issues are necessarily solved through enforcement and there must be other ways in helping reduce victims of crime. The Chief Constable agreed with the PCC and stated that there was lots of

ongoing work to mitigate and prevent people becoming victims of crime. The Chief Constable outlined that the Constabulary was working with partners such as doormen at clubs and bars to help prevent people becoming victims of crime in the first instance. He mentioned that as well as reducing the number of victims of crime, this also helps alleviate some of the pressure felt by the Constabulary

10. **Date of Next Meeting:**

Thursday 29th March 2018 – 14:00 to 16:00 in the Filby room, Building 1, Norfolk Constabulary, Jubilee House, Falconers Chase, Wymondham, Norfolk, NR18 0WW.



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Lorne Green
Police and Crime Commissioner



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Simon Bailey
Chief Constable