



**Lancashire
Constabulary**
police and communities together

STRATEGIC SCRUTINY MEETING

**TUESDAY 20 JUNE 2013 AT 10.00 AM IN THE MORRISON
ROOM, POLICE HEADQUARTERS, HUTTON**

NOTE

PRESENT

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| Clive Grunshaw | - | Police and Crime Commissioner |
| Ibby Master | - | Deputy Police and Crime Commissioner |
| Bruce Jassi | - | Assistant Police and Crime Commissioner |
| Amanda Webster | - | Assistant Police and Crime Commissioner |
| Miranda Carruthers-Watt | - | Chief Executive, Office of Police and Crime Commissioner |
| Beverly Wood | - | Policy and Performance Officer |
| Steve Finnigan | - | Chief Constable, Lancashire Constabulary |
| Paul Wilson | - | Superintendent, Lancashire Constabulary |
| Larry Weir | - | Corporate Development, Lancashire Constabulary |

IN ATTENDANCE

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| Steve Southworth | - | Administrative Assistant, Office of Police and Crime Commissioner |
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APOLOGIES

Apologies were presented on behalf of Saima Afzal and Lisa Kitto.

UPDATE ON ACTIONS FROM THE LAST MEETING HELD ON THE 26TH MARCH 2013

The Chief Constable presented a report on the actions generated from the previous Strategic Scrutiny Meeting held on the 26th March, 2013.

All required actions had been completed, with the exception of two, as detailed below:-

Action 3: Risk Based Matrix to be included as part of the next Seminar – Superintendent Wilson explained that 'risk Based Matrix' was a commonly used phrase, and a detailed report would be presented to the Seminar on the 19th July, 2013; and

Action 12: Domestic Abuse – What does the picture look like in our Most Similar Group of Forces? – Larry Weir advised that, as there had been no returns to the Home Office on Domestic Abuse since the creation of Iquanta, no Most Similar Group information was available.

OVERVIEW OF THE POLICE AND CRIME COMMISSIONER'S PERFORMANCE SCRUTINY FRAMEWORK

A note detailing the principles of the scrutiny process to enable the Police and Crime Commissioner to hold the Chief Constable to account had been circulated in advance of the meeting.

The Chief Executive advised that the Office of the Police and Crime Commissioner (OPCC) had tried to set out a full Performance Scrutiny Framework, but that there was a need to make more information publically available.

It was suggested that a small Working Group be established, along the lines of the former Planning Working Group, with Beverly Wood and Leah Watson taking the lead on the scrutiny process for the next Strategic Scrutiny Meeting, due to be held on the 19 September, 2013.

It was suggested that a 'Scrutiny Plan' for the next 12 months would be useful; including key timelines.

Action: Beverly Wood and Leah Watson to consider the establishment of a Working Group, looking at the scrutiny process; and the development of a 12 month 'Scrutiny Plan'

CHIEF CONSTABLE'S REPORT

The Chief Constable presented a report on performance figures in respect of crime reduction and detection rates, with particular reference to an overview of performance; the priorities contained within the Police and Crime Plan; and finance and resources.

A copy of the report, unfortunately, had not been circulated in advance of the meeting, but it was agreed that the presentation would be forwarded to the OPCC in due course; and, in future, the presentation would be forwarded to the OPCC one week in advance of the meeting. A copy of the presentation would be made available on the OPCC's website.

Action: Superintendent Wilson/Larry Weir to forward the (current) Chief Constable's presentation to the OPCC

Action: Superintendent Wilson/Larry Weir to forward the Chief Constable's (future) presentations to the OPCC at least one week in advance of Strategic Scrutiny Meetings

The meeting gave consideration to the details provided in the Chief Constable's report:-

Police Officer Step-down Model (as at 31st May, 2013) – the Chief Constable provided information giving details of both the actual and projected establishment; and the actual and

projected Force strength – it was reported that force strength was currently slightly below parity with force establishment, with probably no planned recruitment until April, 2015.

In response to a query in connection with the anticipated reduction in establishment as a result of the current Organisational Reviews, the Chief Constable advised that this would always be a challenge, and there may be a need to discuss this further.

Police Staff Step-down Model (as at 31st May, 2013) – the Chief Constable provided information giving details of both the actual and projected establishment; and the actual Force strength – it was advised that it was not as easy to predict Police Staff movements. It was noted that, currently, actual Police Staff strength was approximately 210 under establishment – the Chief Constable advised that, currently, 63 Agency Staff were employed.

Sickness Performance – 12 Month Moving Average Working Days Lost – the Chief Constable provided details of the numbers of average working days lost for Police Officers and Police Staff since June 2011 – currently, (May, 2013) the average number of working days lost was 8.94 (Police Officers); and 8.58 (Police Staff). The Chief Constable advised that this compared with an 'all-time low' of 6 days lost (Police Officers) in 2009

It was reported that long-term sickness (over 28 days) was still an issue. The Chief Constable further advised that there had been increases in the last six months, but that work had been carried out to try to understand the reasons behind the increases. Some intervention work through the Constabulary's well-being strategy was in place, and it was suggested that this, together with the new shift system, would help to improve the situation.

In response to a query in relation to the significant increase in Police Staff sickness since the start of 2013, the Chief Constable advised that this was possibly due to a number of factors, including organisational reviews.

In response to a query in relation to the effectiveness of the Constabulary's Performance Improvement Unit, the Chief Constable reported that the Unit provided a significant amount of advice to senior manager about how to manage sickness absence through the establishment of individual action plans.

In response to a further query, Superintendent Wilson advised that no 'Most Similar Group' data was available with regard to Sickness Performance – some national Iquanta data indicated that Lancashire was 'above average', with new Iquanta figures due very soon.

Frontline Policing – the Chief Constable presented a comparison of establishment figures for 2009 to 2013, which indicated that the proportion of Police Officers on the front line had risen from 88% to 91% - the numbers of front line Police Officers had, however, reduced by 355 officers. The proportion of Police Staff on the front line had risen from 50% to 55%, with numbers of front line Police Staff increasing by 20 staff.

The Chief Constable advised that the front line was protected, but not preserved.

Establishment Numbers – the Chief Constable presented information relating to actual numbers of Police Officers, Police Staff, Specials and Volunteers since the 1st April, 2009. It was noted that, over that period, 733 full-time equivalent Police Officers and Staff had been lost; and, in total, including Specials and Volunteers, 1083 posts had been lost. The Chief Constable advised that, despite the figures, the Constabulary was endeavouring to maintain the Commissioner's priority to defend frontline policing.

Maintain A Visible Policing Presence – the Chief Constable advised that a Local Confidence Survey had been running since April, 2009, in respect of visibility, with respondents being asked, in relation to their local area, how often they see a Police Officer or PCSO, (but not including occasions where the sighting was in response to an emergency).

The Chief Constable advised that there had been little change in responses over the period 2011/12 to 2012/13. He referred to the publication of an inspection report by in mid-July 2013 which would report on visible policing and public confidence in the Police in Lancashire (and also nationally). The Chief Constable had been afforded the opportunity to comment on the report in advance of the final publication. Larry Weir advised that the HMIC Survey for Lancashire had been based upon 497 responses; whereas the Constabulary Survey had taken on board over 2000 responses. It was suggested that the working hours of the members of the public; geographical areas; times when Officers were patrolling those areas; and whether or not the survey was conducted on-line, would all have an impact on response.

The Chief Executive requested that the OPCC have sight of the HMIC Survey prior to any response being sent; and prior to publication of the Report.

The Chief Constable advised that a number of Chief Constable's were concerned that Police Forces may 'go bust', as they would not be able to meet 'the scale of the ask', although it was not thought that any neighbouring Forces would be in that position.

Action: Superintendent Wilson to forward results of HMIC Survey to OPCC

Action: Chief Executive to discuss the report with the Association of Police and Crime Commissioners (APCC) before mid-July, 2013

Confidence in the Constabulary – Individual Monthly Results – the Chief Constable presented information giving details of customer confidence in the Constabulary over a two year period – there had been a slight decrease in confidence since April, 2011, although the figures were fairly steady over the most recent 12 months period, currently being 87.1%.

Confidence in the Constabulary – Iquanta Bar Chart MSG – the Chief Constable presented information giving details of customer confidence in the Constabulary compared to other Most Similar Groups, for the Year Ending 31st December, 2012. Confidence in Lancashire was recorded at 77.1%, compared to an average of 75.1%.

Champion the Rights of the Victim

The Deputy Commissioner queried whether or not there had been any increases in racist incidents since the Woolwich attack – Mrs Webster commented that she was aware this was being looked at locally, if not nationally.

User Satisfaction – Victims of Domestic Burglary, Violence, Vehicle Crime and those involved in RTCs – the Chief Constable advised that user satisfaction was at its highest level, 88.3%, and rising – Lancashire was 5th highest in Most Similar Group.

User Satisfaction – Racist Incident Victims – the Chief Constable advised that user satisfaction was at its highest level, 81.5%, and rising, but that there was still a little way to go, as the average amongst Most Similar Groups was 82.6%. An update would be presented to the Diversity and Equality Board.

User Satisfaction – Anti-Social Behaviour – the Chief Constable advised that the trend had been fairly stable over the previous 12 months, with two out of the Force's six Divisions achieving their 80% target figure.

Professional Standards Department (PSD) – Public Complaints Data – the Chief Constable advised that the Constabulary had no immediate concerns regarding the number / level of Complaints and Allegations, which had remained fairly static since April, 2010. 61.1% of allegations fell within the Top 4 Categories; almost 1400 Allegation Cases had been finalised in the period April, 2012 – March, 2013, with only 5% of cases substantiated.

The Chief Executive advised that it appeared that a significant number of complaints and allegations related to initial 'service failure' difficulties and the OPCC wished to look at this in more detail with relevant officers within the Constabulary.

Action: Officers of the OPCC to meet with the relevant officers within the Constabulary to consider this matter further.

Protecting Vulnerable People

The Chief Constable advised that much of the information in this Section had been covered at the recent OPCC / Constabulary Seminar.

Domestic Abuse – the Chief Constable advised that it was important that people had confidence in the Force in dealing with these issues; and that they were encouraged to report offences – there had, however, since the latter part of 2102, been an unexpected fall, despite changes in some definitions.

Domestic Assaults – the Chief Constable advised that, if accurate, a 13% decrease was forecast over the next 12 months.

Domestic Harassment – the Chief Constable advised that, if accurate, a 9% decrease was forecast over the next 12 months.

Sexual Offences Against Children Under 16 – the Chief Constable advised that, if accurate, a 23.2% increase was forecast over the next 12 months – there had been a significant increase in the number of historic cases, (106%), with no sign of this abating, and the numbers of 'celebrity offences' had had an effect. The Constabulary was planning a 'week of action' in this area in September 2013.

Hate Crime – the Chief Constable reported that there had been a significant reduction in Hate Crime over the period April 2011 to May 2013, and was pleased to report that the trend was continuing to fall, with a further 18.5% reduction forecast over the next 12 months – Detection levels were healthy and stable, at about 65%.

Stop and Search – the Chief Constable presented information relating to searches, population, and searches per 1000 population, by Constabulary Division – the Chief Constable advised that, whilst stop and search would always be a sensitive area, about 78% of the public believe that stop and search was a legitimate tactic

The Chief Constable advised the meeting that the Constabulary's stop and search figures, when compared by Division, was a 'mixed bag', with two Divisions higher; two Divisions lower; and two Divisions no different from the Primary result.

Arrests from Stop and Search – the Chief Constable presented information relating to searches, arrests, and proportion arrested, by Constabulary Division – the figures, when

again compared by Division, was a mixed picture, with two Divisions higher; one Division lower; and three Divisions no different from the Primary result.

User Satisfaction – White Vs VME – the Chief Constable presented detailed information of User Satisfaction levels since April 2010, which indicated an improvement in satisfaction levels in both categories; and also indicated that, since December 2011, the 'gap' had been narrowing. Work around this was ongoing with UCLAN, and Superintendent Wilson advised that further funding would be crucial to the UCLAN work in order for further research and interviews to be carried out.

User Satisfaction – by Diversity Strand – the Chief Constable advised that this was new information, which was presented to indicate whether satisfaction levels differed by ethnicity, gender, disability or age – the differences in satisfaction levels by age had, perhaps, produced some surprising results.

Promote Targeted Initiatives to Contribute to Tackling Crime and Re-Offending

All Crime – the Chief Constable presented information which indicated that All Crime continued to reduce, down 11.5% over the previous three years, with a further 7% reduction forecast for the next 12 months.

Mr Jassi queried whether there was a case for 'incidents' to be looked at, rather than 'crime', or whether the two could be looked at together. It was suggested that the Working Group (proposed to be established, and referred to above) could look at this issue.

Action: That Beverly Wood / Leah Watson consider this as part of the scrutiny process ('incidents' and 'crime' and to consider whether the two could be looked at together

Lancashire Constabulary – Delivery (National Position April, 2013) – the Chief Constable presented information to indicate Crime Rates vs Most Similar Group Average – Violence With Injury was the area presenting most concern; with Sexual Offences, and Criminal Damage and Arson, also being areas of some concern.

Lancashire Constabulary – Direction (National Position April, 2013) – the Chief Constable presented information which provided a comparison of Constabulary performance April, 2012, to April, 2013 – the figures were reasonably good, with no real areas of concern, although Victim Based Crime; All Burglary; and Other Acquisitive Crime were all close to the upper limit.

Non-Domestic Assaults – the Chief Constable advised that there had been a slightly downward trend in non-domestic assaults, with a further reduction of 2.5% forecast over the next 12 months.

Serious Non-Domestic Assaults – the Chief Constable advised that the trend was for an increasing number of serious non-domestic assaults, with a 32% increase forecast for the next 12 months; and a 26% increase forecast for the next three years – this was of serious concern to the Force and, despite a lot of ongoing work, there was a need for further work to understand and tackle this matter, including sharing of information and intelligence, enabling the Force to target hotspots and areas of vulnerability.

Business Crime – the Chief Constable presented information which predicted a slight downward trend of 0.4% over the next 12 months – there had been a peak in 'shoplifting' in April, 2012.

The Deputy Commissioner expressed some concern about the number of 'petrol station drive-off' crimes, and advised that he had been speaking to one of the Chief Inspector's at Eastern Division with a view to a Force-wide policy being implemented. The Deputy Commissioner was advised that one of the volunteer officers in Eastern Division, had been presented with an award for his specific work around drive off and petrol station crime and it was suggested that contact be made with PC Ormerod.

The Chief Executive advised that discussions had been ongoing with Euro Garages in order to try to get some consistency in this area.

Anti-Social Behaviour – the Chief Constable advised that there had been a sustained downward trend in this area over the past two years, (9.8%); with a further reduction of 4.8% forecast over the next 12 months.

Rural Crime – the Chief Constable advised that the process of identifying offences classed as 'rural crimes' could be problematic. A report commissioned by the Office for National Statistics had produced a geographic dataset that had been used to identify 'urban' and 'rural' areas.

Lancashire had been identified in the study as being largely urban; Rural Crime made up 2.8% of the total number of offences in the Constabulary during the period 1 February 2011, to 31 January, 2013. There had been an 8.7% reduction in rural crime offences between 2011/12 and 2012/13.

The Chief Constable advised that the most common crime types committed in rural areas are Domestic Burglary, non-Domestic Burglary, Vehicle Offences and Other Theft Offences, which constituted 84% of all crime occurring in rural areas between February, 2011, and January, 2013. The PCC expressed some surprise that 'wildlife crime' had not been included in these figures, for example, poaching and badger baiting.

The Chief Constable further advised that the Rural Crime Review was ongoing, with a new plan becoming available in the next month. In addition, the Constabulary had hosted a Rural Crime Week last year.

The Chief Executive advised that an Association of Police and Crime Commissioners' Rural Crime Conference would be held in July, 2013; and that there was a need to inform the public of the work being done on rural crime, and the reduction in crime in that area.

Action: That information on the work being done on rural crime, and the reduction in crime in this area be better publicised.

Finance and Resources

Money – Current Forecast – the Chief Constable provided information relating to the 'financial gap'; savings identified; and savings required up to the 2016/17 financial year – again, much of this information had been discussed at the recent OPCC / Constabulary Seminar.

Securing and Delivering VfM – the Chief Constable advised of the effective management of revenue resources, despite the challenging financial environment; details of capital investment; and the details of a financial strategy to deal with financial challenges.

REPORTS FOR POLICE AND CRIME PANEL (8TH July, 2013) – CHIEF EXECUTIVE

The Chief Executive advised of the requirement to prepare a report on performance for the next meeting of the Police and Crime Panel on the 8th July, 2013. This report would include some of the information from the March, 2013, Strategic Scrutiny Meeting; and some of the information from today's meeting.

The OPCC had been asked to prepare a 'general' report, but needed a focus on performance – the draft report would be shared with Constabulary.

Some thought was given as to whether the Chief Constable should attend the meeting of the Police and Crime Panel. It was, however, recognised that the Panel scrutinises the PCC, but acknowledged that, perhaps, some engagement was necessary, with a particular 'slot' on the Agenda being one option to pursue.

Action: OPCC Team to include aspects of performance for presentation to Police and Crime Panel meeting scheduled for 8 July, 2013.

**OPCC/gov/web
26 June 2013**