



## Staffordshire Police and Crime Panel

10.00 am Monday, 27 January 2014  
Oak Room, County Buildings, Stafford

John Tradewell  
Secretary to the Panel  
Friday, 17 January 2014

---

### A G E N D A

1. **Apologies**
2. **Declarations of Interest**
3. **Minutes of the meeting held on 4 November 2013** (Pages 1 - 8)
4. **Questions to the PCC**

Members of the Public living or working within the constituent authorities have the opportunity to put questions to the PCC.

Questions must have been submitted three clear working days prior to the Panel meeting. A questioner may submit up to two questions per Panel meeting. (All questions should be submitted to [Julie.plant@staffordshire.gov.uk](mailto:Julie.plant@staffordshire.gov.uk) or [tony.jackson2@staffordshire.gov.uk](mailto:tony.jackson2@staffordshire.gov.uk), alternatively you can contact either officer by telephone on 01785 276135 or 01785 277868)

5. **Police and Crime Commissioner for Staffordshire - Draft Revenue Budget and Precept 2014/15**

Report to follow

Procedure note attached

6. **Questions to the PCC by Panel members**
7. **Community Funding update** (Pages 9 - 32)  
Update by the Police and Crime Commissioner
8. **Force Performance 1 April -31 December 2013** (Pages 33 - 64)  
ATTACHED – Copy papers considered at PCC's Quarterly Governance Meeting (16 January 2014)
9. **Dates of Future Meetings and Work Programme** (Pages 65 - 66)
10. **Exclusion of the Public**

The Chairman to move:

'That the public be excluded from the meeting for the following item of business which involves the likely disclosure of exempt information as defined in the paragraph of Part 1 of Schedule 12A of the Local Government Act, 1972 indicated below'

## **PART TWO**

NIL

### **Membership**

Bernard Peters	East Staffs Borough Council
Janine Bridges	Stoke-on-Trent City Council
Ann Edgeller	Stafford Borough Council
Brian Edwards	South Staffordshire District Council
Colin Greatorex (Vice-Chairman)	Lichfield District Council
Jason Hails	Staffordshire Moorlands District Council
Michael Holder	Cannock Chase District Council
Anthony Kearon	Newcastle Borough Council
Jeremy Oates	Tamworth Borough Council
Hifsa Haroon-Iqbal (Co-Optee)	
Paul Darby (Co-Optee)	
Frank Chapman (Chairman)	Staffordshire County Council

**Contact Officer:** Julie Plant, (01785 276135),  
**Email:** [julie.plant@staffordshire.gov.uk](mailto:julie.plant@staffordshire.gov.uk)

## **Minutes of the Staffordshire Police and Crime Panel Meeting held on 4 November 2013**

Present: Frank Chapman (Chairman)

Janine Bridges  
Ann Edgeller  
Brian Edwards  
Colin Greatorex (Vice-  
Chairman)

Michael Holder  
Hifsa Haroon-Iqbal (Co-Optee)  
Paul Darby (Co-Optee)

**Also in attendance:**

**Apologies:** Jason Hails and Jeremy Oates

### **PART ONE**

#### **19. Declarations of Interest**

There were no declarations of interest on this occasion.

#### **20. Minutes of the meeting held on 26 September 2013**

**RESOLVED** - that the minutes of the meeting held on the 26<sup>th</sup> September 2013 be confirmed and signed by the Chairman.

#### **21. Comparing Police and Crime Commissioners - Conference 16 October 2013**

Councillor Peters advised members that he had attended the Comparing Police and Crime Commissioners Conference (CoPACC) on behalf of Staffordshire Police and Crime Panel. He reported that it was well attended and overall a positive and worthwhile experience. There had been wide debate with over 60 delegates from Police and Crime Panels across England and Wales.

He gave the Panel a broad overview identifying a number of key issues in particular the universal acknowledgement that scrutiny was essential to ensure public confidence in the process. The importance of engagement with the Chief Constable, senior officers and other agencies was recognised and going forward it was essential that strong lines of communication with the Police and Crime Commissioner be established and maintained. There was general consensus that communication and networking was essential between panels. In relation to the panel's role in the appointment of Chief Constables the absence of a protocol was recognised. Additionally in respect of Police Operational and PCCs Plans the conference acknowledged the fundamental requirement to audit the plans to ensure parity and operational effectiveness.

Discussion followed during which the Police and Crime Commissioner accepted the issues raised and made comment in relation to plans on the importance of looking wider than just the police plans, as ultimately he was looking for an holistic and integrated approach to community safety and criminal justice generally. He also

acknowledged that there was a need for better articulation of those decisions made by him that did not carry a statutory requirement to publicise.

He was confident that working relationships would develop and advised of on-going work to establish an independent panel to oversee the ethics and transparency of the police. There was recognition that this was essential if the public were to have confidence and trust in the police, and gave his pledge that this would be so in Staffordshire. He agreed to bring the report to the Police and Crime Panel on the established of an Independent Panel

**RESOLVED** – that the Police and Crime Commissioner report to a future meeting on the establishment of an Independent Panel to oversee ethics and transparency.

## **22. Questions to the PCC**

Mrs Cheryl Balan, a member of the public and volunteer CCTV operator, for Partnership Against Business Crime (PABC), in Newcastle town centre addressed the Commissioner. She outlined an issue regarding the funding of the CCTV for volunteers as ultimately she felt that there were volunteers available to provide more cover which were not utilised for financial reasons. This was particularly concerning as the system had a proven record in the prevention and detection of crime.

The Chairman invited Councillor Tony Kearon of Newcastle Borough Council to comment. He acknowledged that volunteers provided an essential service and ultimately there would be a wish to have maximum coverage. However there were issues in relation to funding and negotiations were on-going. In the interim he advised Mrs Balen on the need to raise her concerns with the Partnership Lead officer to support representations he would make himself.

The Commissioner advised that he had personal experience of the CCTV systems at Newcastle, stressing his support in principle to its expansion. It was however necessary to encourage greater uptake to PABC particularly by the larger stores, to achieve this he had agreed a plan with Newcastle which would double the current level of investment. The Plan included a review of the scheme by the Newcastle Local Policing Commander. In respect of CCTV systems in general it was his view that there were too many systems operating in isolation Staffordshire, with no formal strategy for their use.

**RESOLVED** –Mrs Balen be thanked for her question and Councillor Kearon take up with the management of the Newcastle PABC the question of funding for CCTV volunteers.

## **23. Questions to the PCC by Panel members**

Members asked questions on the subjects shown below in highlighted text:-

The Commissioner was asked to explain how he intended to monitor the effectiveness of new technology or seek the views of the frontline staff. He advised that the **Straight Talk Sessions** would facilitate this as they allowed him to engage with and canvass

approximately 600 officers. He could report that the response to the pilot scheme had been positive.

A member raised the issue of **The Fear of Crime** and was it anticipated that the new technology would result in a reduction. The Commissioner advised that he did not feel that IT alone would solve the problem but would form an important part of the overall strategy. The fear of crime was often at its highest in areas of low crime resulting in lower tolerance levels than in areas with a high incidence. He commented on everyone's entitlement to share the same aspirations of having a crime free environment.

Referring to his vision of policing in Staffordshire the Commissioner reported on the move away from target chasing, with discretion being returned to police officers and **greater emphasis on innovation and technology**. He was also confident that the 3000 hours already released for patrol time as a result of the changes would be increased to 5000 hours a week in the next 2/3 years.

Discussion followed in relation to the movement of officers from **rural to urban deployment** and the effective deployment of **PCSOs** in rural areas. Members were advised that the recruitment of the **200 elite Special Constables** was on-going and that the additional officers together with the introduction of high visibility police posts were critical to the overall effectiveness of the Commissioners strategies. He was keen for people who were recruited from a particular area to serve in that area as local knowledge was key.

The Commissioner updated members in respect of the **Stage 2 Transfers** of staff to the Chief Constable which had to be completed by April 2014. The majority would transfer but those with a commissioning role would remain. Governance arrangements were in hand, liaison with unions had taken place and the process was on-going. The proposals had been submitted to the Home Office prior to 16<sup>th</sup> September deadline and were still awaiting signature. It was expected that 1200-1300 would return to the Chief Constable with approximately 14 staying with the OPCC.

The issue of **burglaries and attempted burglaries** in particular when elderly infirm people were affected was discussed with the possibility of a multi-agency approach suggested by the Commissioner. This approach complemented his overall strategy on crime and crime prevention. He quoted "Operation Olive Branch" as a good example of an initiative that brought agencies together for security and fire prevention advice.

The Commissioner outlined current policy and the situation in relation to recruitment explaining that the information presented in the **Strategy Document** concerning the recruitment of 28 additional officers per annum was unintentionally misleading. The 28 officers for this year (the reference to 28 officers 'each year' on page 17 of the report had not been approved) had been recruited but he would not be able to commit to such numbers annually.

Conversation followed about the possibility of **career structures of Special Constables and PCSO's** but whilst recognising the value the role the Commissioner said that it should not be seen as an automatic step up to the ranks of regular officers. Members were assured that the officers recently recruited to the "regulars" from the

ranks of the PCSOs and Special Constables would not affect operational efficiency as they had already been replaced.

Discussion followed concerning contact between patrolling police officers, persons suffering from mental illness and other agencies. There was recognition that it was resource intensive and the view of the Commissioner that a high level of governance and proper investment in **mental health services** was necessary. He stressed this was an important area that he intended to develop further.

#### **24. Safer, Fairer, United Communities for Staffordshire 2013-18**

Glynn Dixon Chief of Staff gave a short presentation concerning the delivery funding and governance of the Safer and Fairer United Communities strategy.

The diverse nature of the Strategy necessitated a wide range of operational and delivery plans and the development of governance arrangements with the Health and Wellbeing Board and Local Enterprise Partnerships (LEPs).

The financial implications of the South East Staffordshire Local Enterprise Partnership's involvement with the Birmingham Local Enterprise Partnership were discussed. The Commissioner gave his assurance that every effort would be made to ensure the money was aligned to Staffordshire's needs, whilst at the same time accepting that it was partnership with a necessity for cross border investment. He advised with the exception of Stoke-on-Trent this was the case across the County.

In relation to funding for local and partner based initiatives he described the new regime going forward from 2014/15 advising of a substantial increase from £1.3m to £2.5m. He commented that with the additional finance there was a greater opportunity to deliver services at community level in a co-ordinated way. He described the approach to incentivised performance and of a concerted attempt to devise ways of rewarding performance.

Discussion followed concerning the administration of the increase in the budget from £1.5m to £2.5m. There would be 11 locations that may benefit from the increase, 3 in Stoke-on-Trent and 8 across other areas of the County.

Members were advised of the proposals in relation to governance and the development of the Safer Staffordshire Board to provide a strategic oversight of the broader Community Safety agenda. It was intended that the Board would own a multi-million pound incentive fund to pump prime new initiatives and change programmes.

The Commissioner articulated brief overview of the rationale to be employed in the application of the incentivising fund. He was anxious that members understood that it was not a prescriptive process and ultimately it should be recognised as a determined drive to improve community safety. He saw it as an innovative project as it was the first time all critical services had been drawn together with the same intention. He was currently working to secure engagement in the process by Stoke-on-Trent City Council.

The membership of the Safer Staffordshire Board was discussed and concerns were raised about the inclusion of only two district representatives. The Commissioner

stressed the need for the district and boroughs to work closer and collectively to agree their agendas.

## **25. Police and Crime Commissioner - Draft Medium Term Financial Plan 2014 – 2020**

The Commissioner presented the Medium Term Financial Strategy (MTFS) 2014/2020, a 6 year strategy for Staffordshire Police and the Police and Crime Commissioner. He advised that the MTFS was complementary to the Police and Crime Plan and is intended to provide the financial resources to enable implementation. Members were informed of the assumptions, risks, opportunities, strategic objectives and outcomes being sought when setting the Financial Plan.

It was intended that a detailed budget report for 2014/15 to include funding requirements, Government Grants and Council Tax will be presented to the Panel in January 2014.

Concerns were raised that the lack of detail in crucial areas of the Police and Crime Plan prevented the panel from carrying out its role of a “critical friend”, scrutinising and questioning the Commissioner.

The Commissioner offered a reassurance that there was work on-going to add more detail and that he expected the plan to be finalised by the end of the 2013 the beginning of 2014, stressing that it was 6 year plan.

Simon Crick, Chief Financial Officer, commented in relation to funds raised through estates and assets advising members that the assumptions were cautious and set on the low side to ensure realistic aspiration. Ultimately the proposal was to make more effective use of the assets. Making reference to the site of the former Police Headquarters remaining unsold he expected the situation to change within the next 4 months. Current assumptions were based on savings in rates and the cost of security rather than the sale of the site.

In respect of key assumptions, risk and planning the Commissioner informed the members that the financial Reserve and Contingencies shown in the Financial Plan met national guidelines and in the event of a major incident he was confident that there were sufficient funds available. He was of the view that to be most effective the finance was better in the hands of local people to address issues arising at a local level and not kept in reserve for no real purpose. He was confident that whatever happened, unless it was a very unusual set of circumstances, there was no risk to the public of Staffordshire.

On the issue of assumptions the Commissioner was asked that they were sufficiently robust and was urged to stress test these assumptions before finalising budget proposals.

Due to the number of questions remaining which members wished to ask and the time constraints it was suggested that that the Panel would prepare a list of questions to be answered the Police and Crime Commissioner before the next meeting and in any event within the month. The Commissioner gave an undertaking to respond to the request.

**RESOLVED** – that the Police and Crime Panel forward a list of questions to the Police and Crime Commissioner who would provide a written responses to be submitted to the secretary before the next meeting and in any event within the next month and would bring back a more detailed financial plan to the next meeting.

## **26. Strategic Property Partnership**

The Police and Crime Commissioner reported on his intention to enter into a partnership along with Staffordshire County Council to begin a procurement process to secure a private sector partner to provide a strategic property service to develop and deliver a long term plan for the Police Estate. Through the strategic property partnership it was intended to utilise the Police, Commissioner and County Council assets to meet strategic and operational needs.

The Commissioner anxious that members understood that this was not intended to move assets outside of the public sector. The involvement of the third sector would be to work with the Police and Crime Commissioner and County Council to put into place a property partnership and establish an assets portfolio. He advised that there would be some multi-agency ownership of assets but that the assets currently held by the public sector would remain under their control. His view being that a commercial approach would be an advantage to the public sector, whilst at the same time retaining control of the public purse.

The issues involved in the transfer of police services from Newcastle Police Station to the Newcastle Civic Office Building were discussed with concern voiced that it appeared that operational needs had taken second place to the police estate property portfolio. Members were assured that this would not be the case in the future as operational needs would be considered from the outset and where necessary consultation would take place. In consequence of the co locations there was recognition that properties may become redundant resulting in sale but funds raised would be used to buy new properties, the ownership and control of would be retained by the public sector. In relation to multi-agency tenancy he identified the need for private partnership in this area as an opportunity to maximise current assets. He was confident that the drive for profit would motivate private sector partners providing obvious advantage and gain to public sector.

**RESOLVED-** That the Commissioner's intention to enter into a Strategic Property Partnership with Staffordshire County Council be noted and reported on in further detail at a future meeting of the Panel

## **27. Staffordshire Police Performance - Latest Review**

The Police and Crime Commissioner presented his Report on the scrutiny of the performance of Staffordshire Police in relation to the Police and Crime Plan information. He advised that performance measurement was in the context of data spanning 3 years and not the quarterly periods previously used.

Members were made aware of the changes in performance measures, which were now considered more rigorous than in the past. The Commissioner advised that there was a definite move away from target chasing with the emphasis now on pinpointing a specific time and drawing comparisons year on year to determine operational response. This



would establish true levels of performance in the form of outcomes, and at the same time returning discretion to the police in determining how best to address crime at a local level.

The Commissioner acknowledged the requirement to report certain categories of crime to the Home Office and informed members that the Home Office had abolished many targets and statistics. The new method of recording and analysing was more users friendly and particularly informative to the public. The method and processes adopted gave the ability to identify an exception to the norm which following analysis could be managed in a more effective way. It was crucial to the whole process that the relevance of the analysis to the area concerned was fully understood.

Junaid Gharda, Head of Policy, Performance and Communications added that the process was a fair way of identifying the needs of communities, resulting in narrative and not a reliance on bare statistics. The process relied heavily on professional judgement and whilst not including targets it was possible to measure outcomes and draw comparisons with other forces.

The Police and Crime Commissioner emphasised the importance of transformation taking place and the importance of information being passed to the victims and witnesses in crime. In the past the lack of communication between the police and these groups had led to a number of often unnecessary complaints. This would be addressed by the Victims Gateway, a system designed to meet the needs of the individual, enhanced technology and the possibility of the introduction of 24 hour contact centres. There was acknowledgment that in the past customer service had not been a priority on the police agenda but this was now changing. The public dissatisfaction with the 101 Reporting System had been noted and there was an acceptance that there was work to be done to improve the service. That work had commenced.

**RESOLVED** – that the report on Police Performance be noted.

## **28. Dates of Future Meetings and Work Programme**

The dates of the next and future meeting of the Staffordshire Police and Crime Panel were outlined.

Individual “Champions” were nominated from the Panel for each of the 4 priorities contained in the Safer Fairer United Communities for Staffordshire Strategy Document together with a 5<sup>th</sup> Champion to focus on Finance.

It was agreed that the “Champions” for each of the priorities would meet with Glynn Dixon to be briefed for each of the priorities, and would report each quarter.

**RESOLVED-** that

- a) the Panel note the dates of the future scheduled meetings
- b) the “Champions” be briefed by Glynn Dixon Chief of Staff OPCC

**Chairman**

---

Documents referred to in these minutes as Schedules are not appended, but will be attached to the signed copy of the Minutes of the meeting. Copies, or specific information contained in them, may be available on request.

**Police and Crime Panel – 27<sup>th</sup> January 2014**

**COMMUNITY FUNDING UPDATE**

Report of the Police and Crime Commissioner

**1. Introduction**

This report provides an update on community safety funding made available by the Police and Crime Commissioner (PCC) in 2013/14 and also the plan for a new and far bigger Community Fund for 2014/15 onwards.

**2. 2013/14 Background**

Community safety funding available through the PCC in 2013/14 totals £1.3 million. This is made up of the ‘inherited’ community safety fund transferred from local authorities of £1.05m and Proceeds of Crime Act (POCA) funding of £250,000.

In 2013/14, the PCC allocated community safety funding for the year in two six month tranches. This was in line with the community safety funding allocated in 2012/13 and prior to the PCC becoming responsible for funding. This provided a level of continuity for those in receipt of funding.

For the second half of 2013/14, the PCC has set an expectation that those commissioners in receipt of funding provide a monitoring report at the end of the financial year, i.e. reporting to March 2014, that details how funding has been utilised in helping to deliver the PCC’s priorities, how it has met local needs and what outcomes have been achieved for local communities.

As part of his commitment to communities the PCC launched a new £250,000 Local Policing Fund in September 2013 to support local projects in conjunction with Local Policing Teams and Local Authorities.

The table below details the expenditure for 2013/14, which is higher than the allocation given the PCC’s commitment to provide additional in-year support.

<b>Fund</b>	<b>Detail</b>	<b>Actual Spend £000</b>
Community Safety Funding (Historic)	Allocation to Community Safety Partnerships, Staffordshire County Council and Stoke-on-Trent City Council	495
	Drug Intervention / Youth Offending (County)	360
	Drug Intervention / Youth Offending (City)	185
	Substance Misuse	85
Local Policing Fund**	Bidding – LPT led	257
	<b>Total</b>	<b>1,382</b>

Appendix A provides further detail of how funding made available is spent, with reference to specific schemes.

### Local Policing Fund 2013/14

In 24 August 2013, the Police and Crime Commissioner (PCC) announced the availability from 1 September of the Local Policing Fund, with the objective of increasing funding made available to local communities. Totalling £250,000 and open to applications for funding from partners and community groups, it gave a clear stipulation that any activity for which funding was being sought should clearly meet at least one of the four priorities within the Safer, Fairer, United Communities Strategy;

- Early Intervention;
- Supporting Victims and Witnesses;
- Reducing Re-offending;
- Increasing public confidence

With a very short time administrative timeframe to prepare internal processes, funding applications were received by the Office of the Police and Crime Commissioner (OPCC) by 24 October, with funding provided within six weeks of approval of application and monies to secure activities, to be committed by applicants by 31 March 2014.

The funding stream was oversubscribed with 130 applications received, totalling £1.6m. The largest application received was £80,000 and the smallest £100. 56 applications have been supported, a number of which were part-funded and details of these are contained at Appendix B. Evaluation of projects will be by submission of a formal report in June 2014, which will be considered by the OPCC.

### **3. New Funding Arrangements for 2014/15**

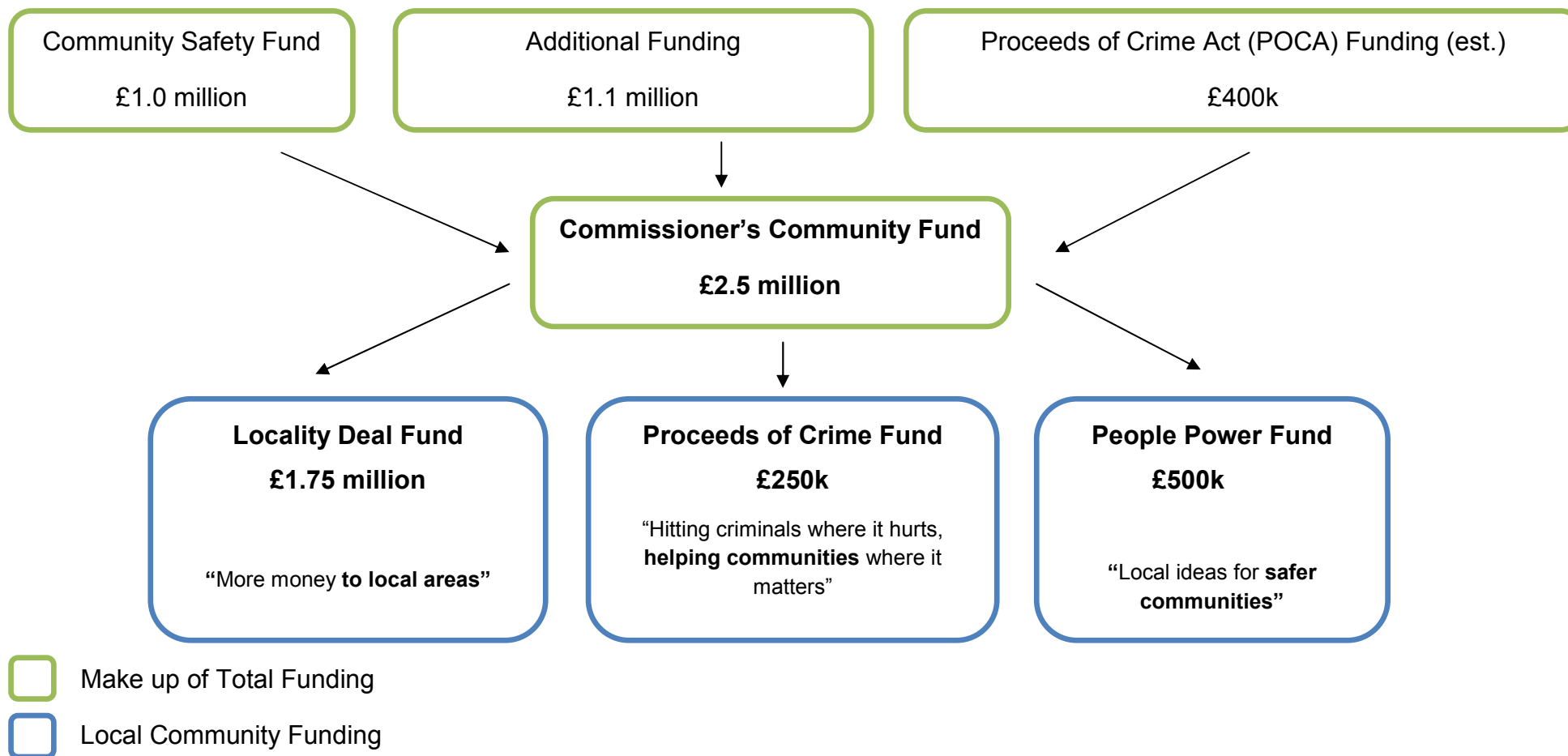
The PCC is ensuring that from 2014/15 onwards, more funding is made available directly to local communities by creating the Commissioners Community Fund. Overall the amount of funding made available will be £2.5 million as compared to the £1.3 million in 2013/14, almost doubling the allocation.

The OPCC has learned from the allocation and bidding arrangements that have been in place in 2013/14, refining these and making sure that they will work for local communities, local forums and local organisations e.g. Community Safety Partnerships, local authorities, local policing, action and resident groups, community and voluntary sector organisations etc. This will ensure the continuation of robust and transparent processes relating to the Commissioner's Community Fund from 1 April 2014 onwards. Evaluation mechanisms have been further enhanced to more easily evidence positive outcomes for local communities and to challenge funding provision if and where appropriate to ensure value for money services.

2014/15 funding to be made available totals £2.5m as detailed below:-

## Commissioners Community Fund 2014/15

Representation of the funding made available for local communities and for local discretion



Further detail on how the new Commissioners Community Fund will operate in 2014/15 will be made available shortly. In summary, all funding streams available through the PCC for 2014/15, together with criteria and guidance will be notified to local stakeholders as part of an overall communication plan.

For 2014/15, three funding streams are being made available through the PCC that together double the previous funding made available to local communities: -;

### **Locality Deal Fund**

#### **“More money to local areas”**

1. Total funding available of £1.75 million. Of this, approximately £1.1m available for allocation to City / County / District partnerships after committed funding provision for Substance Misuse / Youth Offending services pan Staffordshire.
2. Three year commitment to provision of funds, so that local partnerships / commissioners can develop a longer-term plan and in buying services give providers e.g. local community and voluntary sector organisations a longer-term commitment.
3. Funding allocation to 8 Districts/Boroughs and the City CSP, calculated using Commissioners Locality Deal Funding Matrix as developed by a multi-agency group and based on identified locality need. Weighted to reduce demand on public services and to focus on increasing in public confidence.
4. To deliver commissioned / contractual services at a local level. 80% to be paid to in April 2014, with remaining 20% paid in October based on outcome evidence.
5. £60k allocation to County District Commissioning Leads to drive joint and collaborative working.
6. Evaluation/outcome measurement to be monitored by OPCC.
7. Joined up communication / PR activity between local partnerships and the PCC.

### **Proceeds of Crime Fund**

#### **“Hitting criminals where it hurts, helping communities where it matters”**

1. £250,000 available to key community safety partners for bids between £3,000 and £15,000.
2. Applicants to this fund must also recognise the Policing Priorities set out by Staffordshire Police in addition to evidencing alignment to the PCC’s priorities and local community safety priorities.
3. Two funding rounds, April and September with applications being supported by LPT Commanders and sponsored CSP leads as Stage 1. Chief Superintendents to assess applications as Stage 2, with PCC making final decision at Stage 3. Applications to be assessed on weighting and strategic alignment.
4. Funds to be held in Force and issued by Police Force.
5. Individual evaluation requirements set by PCC as funding agreed and forming part of funding offer.
6. Evaluation/outcome measurement to monitored by OPCC in line with support from local policing.

7. Joined up communication / PR activity between local partnerships and the PCC.
8. All accept/decline application letters to be issued by the OPCC.

## **People Power Fund**

### **“Local ideas for safer communities”**

1. 500,000 available to community groups for bids between £100 and £3,000.
2. Two funding rounds, April and September with bids being pre-assessed by Staffordshire Community Foundation (SCF) under SLA.
3. Unacceptable/unsuitable bids to be supported/redirected to other funding streams where appropriate by SCF using OPCC guidance provided.
4. SCF to present bids to locally defined strategic CSP forums across each CSP area as part of Stage 1. CSP supported applications to be presented to PCC at Stage 2 by SCF.
5. SCF to issue funds by BACS transfer to applicants with all communication/PR activity referenced and aligned to OPCC Communications team.
6. Individual evaluation/outcome measurement to set by OPCC as part of funding offer and monitored by SCF in line with SLA.
7. SCF to provide quarterly reports / reviews completed on all funding provided.
8. Joined up communication / PR activity between local partnerships and the PCC.

## **4. Conclusion**

Making more money available at the local level is a key part of PCC’s Safer, Fairer, United Communities Strategy for Staffordshire. The PCC will deliver against this commitment in 2014/15 and in future years through making available three new funding streams that in total almost double the local resources made available in 2013/14. The priorities contained within the Strategy alongside local priorities that are identified by local stakeholders and communities should help secure improved community safety and crime and disorder reduction across Staffordshire.

## **5. Recommendations:**

- i) That the report be received by the Police and Crime Panel.
- ii) That any queries relating to the funding provision detailed within this report be raised following the presentation.

Matthew Ellis

**Police and Crime Commissioner**





## **Further Detail on Funded Schemes 2013/14 and 2014/15**

### **Drug Intervention Programme (DIP)**

The aim of the DIP service is to get adult drug-misusing offenders who misuse specified Class A drugs (heroin and cocaine/crack cocaine) out of crime and into treatment. This is achieved through providing a countywide service, linking new and pre-existing ways of working across the criminal justice system, healthcare and drugs treatment services. The Programme also provides a range of other supportive and rehabilitative services.

Further developments to include a greater commitment to a pan-Staffordshire programme through joined-up commissioning.

### **Young People's Substance Misuse**

Staffordshire Young People's Substance Misuse Service aims to help young people aged 10 to 18 to recognise and reduce the risks and harm associated with alcohol or drug misuse. This is achieved through providing intervention, screening and structured substance misuse treatment services.

### **Youth Offending Service Grant**

The funding will support the prevention of offending through early intervention. Improving local evidence based on the value of early interventions is the priority: i.e. preventing the onset of offending and /or substance misuse amongst young people; and /or tackling the escalation of offending or substance misuse amongst young people. The approach maximises the partnership base through a clear alignment with local integrated Offender Management arrangements.

Further developments to include the development of joint commissioning aligned with other changes in the justice system.

### **Community Safety Partnerships**

Money is provided to each of the Local Authority areas in Staffordshire at District and Borough level to enable local commissioners to develop sustainable initiatives that deliver improved outcomes to areas of identified need in the local area.

Funding also supports a range of projects identified as priority areas through the Safer City Partnership Strategic Assessment in Stoke-on-Trent.



	Organisation/Group	LPT	Geographical Area(s)	Brief Description	Priorities Met	Amount of Funding Agreed	Evaluation Method
1	Stoke-on-Trent Business Crime Partnership	Staffordshire Moorlands	Leek Biddulph Cheadle	Set up three new Business Crime Reduction Partnership in the market towns of the Staffordshire Moorlands, namely Leek, Biddulph and Cheadle by engaging independent local traders. The project aims to reduce the opportunity to commit crime and disorder in the market towns of the Staffordshire Moorlands across the 24 hour economy.	<ul style="list-style-type: none"> <li>• Early Intervention</li> <li>• Preventing offending and re-offending</li> <li>• Improving Public confidence</li> </ul>	£12,000	Evaluation report to be circulated to all successful applicants in June 2014
2	The Country Trust - West and East Midlands Region	East Staffordshire South Staffordshire Stafford Stoke-on-Trent Tamworth	Burton Stafford Stoke-on-Trent Tamworth	Early Intervention with children from deprived areas who have been disengaged at school and vulnerable of exclusion. Countryside educational events teach children to behave in a socially responsible way.	<ul style="list-style-type: none"> <li>• Early Intervention</li> <li>• Improving Public confidence</li> </ul>	£5000	

3	Brereton and Ravenhill Parish Council (Community Speedwatch)	Cannock Chase	Brereton and Ravenhill	Set up a Community Speedwatch initiative in order to reduce the risk of accidents in and around the villages of Brereton and Ravenhill. To protect pedestrians and wildlife from the dangers of speeding drivers. To support responsible driving and road safety in Brereton and Rugeley. To instil trust and confidence amongst the local community in the determination of the local police and Parish Council in delivering community safety against local concerns.	<ul style="list-style-type: none"> <li>• Preventing offending and re-offending</li> <li>• Improving Public confidence</li> </ul>	£950	
4	Winter and Summer Club	Cannock Chase	Cannock Wood	The project enables the delivery of key behavioural messages to local young people through boundary setting, peer mentoring and positive example. To encourage volunteering within the Cannock Wood area. To break down barriers and false perceptions between the older and younger communities of Cannock Wood with inter generational work. To promote and drive feelings of citizenship, belonging and positive attitudes amongst local young people. PCSOs attend the club regularly.	<ul style="list-style-type: none"> <li>• Early Intervention</li> <li>• Preventing offending and re-offending</li> <li>• Improving Public confidence</li> </ul>	£2000	

5	Cannock, Rugeley and Hednesford Business Crime Reduction Partnership	Cannock Chase	Cannock Rugeley Hednesford	Develop a Business Crime Reduction Partnership in Rugeley to ensure the prevention and detection of crime within the business community.	<ul style="list-style-type: none"> <li>• Early Intervention</li> <li>• Preventing offending and re-offending</li> <li>• Improving Public confidence</li> </ul>	£4000	
6	Urban Expression Cobridge: ROC Sport	Stoke-on-Trent (N)	Cobridge	Provide diversionary sporting activities to young people in response to anti-social behaviour in the Cobridge area. ROC Sport also provides young people with positive learning experiences to help them develop lifestyle skills and confidence. Involvement in ROC Sport has encouraged some of the young people to become role models for others.	<ul style="list-style-type: none"> <li>• Early Intervention</li> <li>• Preventing offending and re-offending</li> <li>• Improving Public confidence</li> </ul>	£2140	
7	Partners Against Business Crime in Staffordshire	All 11 LPTs	Staffordshire wide	Provision of responsible retailing training to shop owners/licensees across Staffordshire to reduce underage sales of alcohol.	<ul style="list-style-type: none"> <li>• Early Intervention</li> <li>• Improving Public confidence</li> </ul>	£3840	
8	Gateway	Lichfield	Lichfield	Early intervention. Provision of technology to help children with moderate to severe behavioural difficulties to communicate functionally and to control and understand their own unwanted behaviours.	<ul style="list-style-type: none"> <li>• Early Intervention</li> </ul>	£1500	

9	Lichfield Positive Futures	Lichfield	Chasetown Burntwood	Friday night trampoline project designed to reduce the number of young people involved in ASB and underage alcohol consumption in the Burntwood area.	<ul style="list-style-type: none"> <li>• Early Intervention</li> </ul>	£906	
10	Lives Released Limited	Lichfield	Lichfield	Lives Released mentors and supports offenders on their release into the community or following a conviction which carries a non custodial sentence.	<ul style="list-style-type: none"> <li>• Preventing offending and re-offending</li> <li>• Improving Public confidence</li> </ul>	£5000	
11	Ball Green Village Partnership	Stoke-on-Trent (N)	Norton Ball Green	A project led by young people to set up a new youth and young person's club for Ball Green and Norton. The project aims to reduce anti-social behaviour caused through the lack of youth provision, provide young people with positive new learning experiences, allow young people to develop as role models for other young people and reduce negative perceptions amongst the wider community.	<ul style="list-style-type: none"> <li>• Early Intervention</li> <li>• Preventing offending and re-offending</li> </ul>	£15,840	
12	Berkswich Good Neighbour Scheme	Stafford	Baswich Weeping Cross Walton on the Hill Milford Brocton	Provision of information through volunteers educated by the Good Neighbour Scheme. Helping reduce the loneliness experienced by many older people making them feel safer and reassured.	<ul style="list-style-type: none"> <li>• Improving Public confidence</li> </ul>	£1700	

13	Staffordshire Police	Stafford	Stafford Borough area	Funding to enable the purchase of crime prevention safety products (bike locks, purse bells, shed padlocks) to help with the ongoing work to reduce crime and the fear of crime in the Stafford Borough area.	<ul style="list-style-type: none"> <li>• Early Intervention</li> <li>• Supporting Victims and Witnesses</li> <li>• Preventing offending and re-offending</li> <li>• Improving Public confidence</li> </ul>	£3000	
14	Stafford and Stone Business Crime Reduction Partnership	Stafford	Stafford Town Centre Stone Town Centre	Roll out the Business Crime Reduction Partnership to Stone Town Centre during the day and to support the developing night time partnerships in Stone and Stafford.	<ul style="list-style-type: none"> <li>• Early Intervention</li> <li>• Preventing offending and re-offending</li> <li>• Improving Public confidence</li> </ul>	£4000	
15	Mid Staffordshire Mencap	Stafford	Stafford Cannock	Project to provide specialist support to a current initiative helping people with learning disabilities to understand and deal with hate and mate crime and its consequences.	<ul style="list-style-type: none"> <li>• Early Intervention</li> <li>• Supporting Victims and Witnesses</li> <li>• Improving Public confidence</li> </ul>	£5417	

16	Stoke-on-Trent Safer City Partnership	Stoke-on-Trent (S)	Normacot	The projects aims to build on recent work in the Normacot area to reduce levels of community tension, reduce levels of antisocial behaviour, reduce levels of violence, increase levels of community confidence and cohesion, ensure local groups are engaged in creating the solution to local needs.	<ul style="list-style-type: none"> <li>• Early Intervention</li> <li>• Improving Public confidence</li> </ul>	£8300	
17	Madeley Parish Council - Upcycle	Newcastle	Madeley	The project will involve young people maintaining, repairing and servicing bikes.	<ul style="list-style-type: none"> <li>• Early Intervention</li> <li>• Preventing offending and re-offending</li> <li>• Improving Public confidence</li> </ul>	£7200	
18	Crime Stoppers	Stoke-on-Trent (N)	Tunstall	Targeted project in Tunstall to increase the number of people informing the police of criminal behaviour in the area.	<ul style="list-style-type: none"> <li>• Early Intervention</li> <li>• Supporting Victims and Witnesses</li> <li>• Preventing offending and re-offending</li> <li>• Improving Public confidence</li> </ul>	£4068	
19	Crime Stoppers	Stoke-on-Trent (N) Staffordshire Moorlands	Leek Biddulph Cheadle	Funding for Fearless, a project that helps 11-16 year olds pass on information about crime anonymously.	<ul style="list-style-type: none"> <li>• Early Intervention</li> <li>• Supporting</li> </ul>	£5110	



			Burslem Tunstall Sneyd Green Milton Smallthorne Packmoor Bradeley Goldenhill Sandyford		Victims and Witnesses <ul style="list-style-type: none"> <li>• Preventing offending and re-offending</li> <li>• Improving Public confidence</li> </ul>		
20	Highfields Community Group	Stafford	Highfields	Engage two age groups (10-15) and (16 and over) to participate in a series of music/song writing workshops. Each individual will aim to complete a music course with certified accomplishment.	<ul style="list-style-type: none"> <li>• Early Intervention</li> <li>• Supporting Victims and Witnesses</li> <li>• Preventing offending and re-offending</li> <li>• Improving Public confidence</li> </ul>	£2900	
21	Saltbox	Stoke-on-Trent (N)	Burslem Tunstall Sneyd Green Milton Smallthorne Packmoor Bradeley Goldenhill Sandyford	Funding will pay for a van/mini bus needed to develop a volunteering project aimed at building the confidence, skills and experience of ex-offenders who are returning to the area after a period of imprisonment and learning new skills such as painting, decorating and plastering.	<ul style="list-style-type: none"> <li>• Preventing offending and re-offending</li> </ul>	£5000	
22	Tunstall North Resident's Association	Stoke-on-Trent (N)	Tunstall	Purchase of 100 Forensic Marking kits.	<ul style="list-style-type: none"> <li>• Improving Public confidence</li> </ul>	£1000	

23	Stoke-on-Trent Safer City Partnership	Stoke-on-Trent (N)	Burslem	A project based upon recent issues connected to community cohesion and levels of crime and disorder on match days in the Burslem area. The project aims to deliver preventative actions in order to reduce levels of community tensions, reduce levels of ASB, reduce levels of violence, increase levels of community confidence and increase levels of community cohesion.	<ul style="list-style-type: none"> <li>• Early Intervention</li> <li>• Supporting Victims and Witnesses</li> <li>• Preventing offending and re-offending</li> <li>• Improving Public confidence</li> </ul>	£5053	
24	Vale Park Community Initiative	Stoke-on-Trent (N)	Burslem	To work with 11-13 year olds who are causing problems in the community. To offer support and education about the dangers of becoming involved in committing crime.	<ul style="list-style-type: none"> <li>• Early Intervention</li> <li>• Preventing offending and re-</li> </ul>	£1490	
25	Arch North Staffs	Stoke-on-Trent (N)	Burslem Tunstall Sneyd Green Milton Smallthorne Packmoor Bradeley Goldenhill Sandyford	Delivery of a 12 week programme that engages and educates female victims/survivors of domestic abuse aged 16+, to make a safe transition from receiving crisis support, to empowering them to prepare to build lives and communities that are free from domestic abuse.	<ul style="list-style-type: none"> <li>• Early Intervention</li> <li>• Supporting Victims and Witnesses</li> <li>• Improving Public confidence</li> </ul>	£1810	
26	Newford Farm Allotments	Stoke-on-Trent (N)	Smallthorne	Crime reduction initiative on a self managed allotment site in Smallthorne. The initiative will reassure allotment tenants that the allotments are safe to use	<ul style="list-style-type: none"> <li>• Supporting Victims and Witnesses</li> <li>• Preventing offending and re-offending</li> </ul>	£600	

					<ul style="list-style-type: none"> <li>• Improving Public confidence</li> </ul>		
27	Engage Communitas CIC	Stoke-on-Trent (N)	Sneyd Green	A project to provide young people on the margins of crime with alternative positive opportunities.	<ul style="list-style-type: none"> <li>• Early Intervention</li> </ul>	£2660	
28	RubyGirl UK	Stoke-on-Trent (N,C,S), Newcastle, Staffordshire Moorlands	All Stoke-on-Trent, Newcastle and Staffordshire Moorlands	An ongoing project designed to empower young women to realise their value and reach their potential. The money will assist RGUK to continue their innovative existing work in the north of the county.	<ul style="list-style-type: none"> <li>• Early Intervention</li> <li>• Supporting Victims and Witnesses</li> <li>• Preventing offending and re-offending</li> <li>• Improving Public confidence</li> </ul>	£5000	
29	Staffordshire Police and Staffordshire County Council	Stafford	Stafford Borough area	Pilot project to reduce theft of pedal cycles and cycle parts in Stafford Borough with the use of Radio Frequency Identification Devices.	<ul style="list-style-type: none"> <li>• Early Intervention</li> <li>• Preventing offending and re-offending</li> <li>• Improving Public confidence</li> </ul>	£2275	
30	Thistley Hough Academy	Stoke-on-Trent	Penkhull	To set up a permanent Right Stuff boxing project at Thistley Hough Academy.	<ul style="list-style-type: none"> <li>• Early Intervention</li> <li>• Preventing offending</li> </ul>	£7190	

					and re-offending • Improving Public confidence		
31	Rising Stars	Stoke-on-Trent (C)	Abbey Hulton	To provide a range of activities, information evenings and skills for young adults with learning difficulties to increase their personal confidence, allowing them to feel safer and reassured.	• Improving Public confidence	£1440	
32	YMCA North Staffordshire	Stoke-on-Trent (C)	Hanley	The project is designed to engage and motivate young people who are at risk of offending and to get them to the point where they are positively contributing to their communities.	• Preventing offending and re-offending	£4730	
33	The Foundation/North Shelton Community Centre	Stoke-on-Trent (C)	Shelton	Funding for coffee mornings for Muslim females in the Shelton area of Stoke-on-Trent.	• Improving Public confidence	£150	
34	Northern IOM (Partnership Group)	Stoke-on-Trent (C)	Etruria Hanley Hasthill Basford Stoke Penkhull Birches Head Abbey Hulton Trent Vale Springfields	Boxing sessions to be built into a structured package designed for former offenders.	• Early Intervention • Preventing offending and re-offending • Improving Public confidence	£4000	

35	Sammies Pool	Stoke-on-Trent (S)	Longton	The angling club would like to increase the number of children it can teach to fish in order to reduce anti social behaviour around the fishing pool and surrounding area.	<ul style="list-style-type: none"> <li>• Early Intervention</li> <li>• Preventing offending and re-offending</li> </ul>	£450	
36	Breathe UK Training	Staffordshire Moorlands, Stoke-on-Trent (N,C,S)	Staffordshire Moorlands and All of Stoke-on-Trent	Purchase of equipment to enable the provision of personal safety classes to mothers and daughters and young adults.	<ul style="list-style-type: none"> <li>• Early Intervention</li> <li>• Supporting Victims and Witnesses</li> <li>• Improving Public confidence</li> </ul>	£3250	
37	Lily Gertrude Housing Complex	Stoke-on-Trent (N)	Tunstall	A project designed to break down barriers between generations by engaging local children with elderly residents at the housing complex.	<ul style="list-style-type: none"> <li>• Improving Public confidence</li> </ul>	£750	
38	Tamworth Boxing Club	Tamworth	Kettlebrook	Working with Tamworth IOM the project aims to ensure that both prevention and education is included in the programme of rehabilitation for offenders.	<ul style="list-style-type: none"> <li>• Early Intervention</li> <li>• Preventing offending and re-offending</li> <li>• Improving Public confidence</li> </ul>	£8900	
39	AlterEgo Creative Solutions	Tamworth	Tamworth Borough area	Delivery of an innovative child sexual exploitation awareness raising production 'Chelsea's Choice' to year 10 and 11 students at a number of secondary schools across Tamworth.	<ul style="list-style-type: none"> <li>• Early Intervention</li> <li>• Preventing offending and re-</li> </ul>	£7678	

					<ul style="list-style-type: none"> <li>offending</li> <li>• Improving Public confidence</li> </ul>		
40	CHOICES	Tamworth	Tamworth Borough area	The project will offer appropriate therapeutic intervention to individuals who are involved in hate crime or anti-social behaviour, whether they are victims or perpetrators.	<ul style="list-style-type: none"> <li>• Early Intervention</li> <li>• Supporting Victims and Witnesses</li> <li>• Preventing offending and re-offending</li> </ul>	£2090	
41	Chase Against Crimes of Hate	Cannock Chase, Stafford and South Staffordshire	Cannock Stafford South Staffordshire	Provision of sessions in schools and educational establishments designed to support victims of hate crime and discrimination.	<ul style="list-style-type: none"> <li>• Early Intervention</li> <li>• Supporting Victims and Witnesses</li> <li>• Preventing offending and re-offending</li> <li>• Improving Public confidence</li> </ul>	£12,000	

42	Youth Services	Stoke-on-Trent (S)	Fenton Meir Blurton Hanford Trentham Hanford Dresden Lightwood Weston Coyney Blurton Normacot	Provision of peripatetic youth services to hotspot areas.	<ul style="list-style-type: none"> <li>• Early Intervention</li> <li>• Preventing offending and re-offending</li> <li>• Improving Public confidence</li> </ul>	£2051	
43	Hayden Park/The Paddock	Staffordshire Moorlands	Biddulph	To reduce ASB in the area of the park by moving the park to a more suitable area.	<ul style="list-style-type: none"> <li>• Improving Public confidence</li> </ul>	£2000	
44	Art and Soul Friendship Group	East Staffordshire	Uttoxeter and rural East Staffordshire	To provide social support in a safe, welcoming environment, the group accommodates anyone affected by mental health issues, including their families.	<ul style="list-style-type: none"> <li>• Early Intervention</li> <li>• Supporting Victims and Witnesses</li> <li>• Preventing offending and re-offending</li> <li>• Improving Public confidence</li> </ul>	£1053	
45	Burton Albion Community Trust	East Staffordshire	Burton	Use the power of the brand of BAFC to deliver quality, diverse and targeted engagement projects aimed at reducing ASB.	<ul style="list-style-type: none"> <li>• Early Intervention</li> <li>• Preventing offending and re-offending</li> <li>• Improving</li> </ul>	£10,000	

					Public confidence		
46	Rolleston Football Club	East Staffordshire	Rolleston	Funding is provided to enable the growth of the new youth team.	<ul style="list-style-type: none"> <li>• Early Intervention</li> </ul>	£4300	
47	Home Group Stonhan Housing Association	East Staffordshire	Burton	Provide training and workshops to Hawthorne House tenants to integrate them back into the community with housing and employment.	<ul style="list-style-type: none"> <li>• Preventing offending and re-offending</li> <li>• Improving Public confidence</li> </ul>	£4000	
48	SWOCA Stoke West and Oakhill Community Association	Stoke-on-Trent (C)	Boothen	Acquisition of a pop up (peripatetic) youth venue for young people. A transportable trailer kitted out with a pop up stage, PA, drums, seating etc on which young musicians and singers can perform.	<ul style="list-style-type: none"> <li>• Early Intervention</li> <li>• Preventing offending and re-offending</li> </ul>	£11,380	
49	Yeaman Street Play Area Group	Stoke-on-Trent	Boothen Oakhill	To improve facilities for all groups to utilise within the playground area.	<ul style="list-style-type: none"> <li>• Early Intervention</li> <li>• Preventing offending and re-offending</li> <li>• Improving Public</li> </ul>	£4800	



					confidence		
50	Unity Young People's Project	Stoke-on-Trent (C)	Hanley	To address and tackle the issues surrounding crime, including the causes and effects and address how disadvantaged young people can face these challenges.	<ul style="list-style-type: none"> <li>• Early Intervention</li> <li>• Preventing offending and re-offending</li> <li>• Improving Public confidence</li> </ul>	£6700	
51	Penkhull Village Hall	Stoke-on-Trent (C)	Penkhull	Improving lighting around Penkhull Village Hall, a hub of the community, used by groups of all ages to ensure they feel safe walking to and from the hall.	<ul style="list-style-type: none"> <li>• Preventing offending and re-offending</li> <li>• Improving Public confidence</li> </ul>	£2890	
52	Penkhull Village Hall	Stoke-on-Trent (C)	Penkhull	Reducing the fear of crime among older residents of Penkhull by creating a community cafe within Penkhull Village Hall where the community can meet. Promote, greater understanding, respect and tolerance between old and young.	<ul style="list-style-type: none"> <li>• Improving Public confidence</li> </ul>	£6024	
53	Newcastle PABC CIC	Newcastle	Newcastle Town Centre	Application for the installation of additional CCTV cameras at Newcastle Justice Centre.	<ul style="list-style-type: none"> <li>• Early Intervention</li> <li>• Preventing offending and re-offending</li> <li>• Improving Public</li> </ul>	£15,000	

					confidence		
54	Stafford Street Pastors	Stafford	Stafford Town Centre	To support the street pastors working in Stafford.	<ul style="list-style-type: none"> <li>• Early Intervention</li> <li>• Supporting Victims and Witnesses</li> <li>• Preventing offending and re-offending</li> <li>• Improving Public confidence</li> </ul>	£6800	
55	Madula	Stoke-on-Trent (N,C,S) and Newcastle	Silverdale Fenton	To develop two centres in Silverdale and Fenton that allow young people to engage in positive cultural learning activities. The project will be supported by regular visits from PCSOs.	<ul style="list-style-type: none"> <li>• Early Intervention</li> <li>• Preventing offending and re-offending</li> <li>• Improving Public confidence</li> </ul>	£3400	
56	Marsh Recreation Ground and Community Centre Trust	South Staffs	Kinver	Crime Prevention Project to reduce ASB and unauthorised usage of a village hall car park.	<ul style="list-style-type: none"> <li>• Preventing offending and re-offending</li> <li>• Improving Public confidence</li> </ul>	£4144	
				<b>Total</b>		£256,928	



*Please note:* This form will be used for information and scrutiny items presented to meetings with the PCC.

**INFORMATION/SCRUTINY ITEM FOR POLICE & CRIME COMMISSIONER**

Date information/scrutiny item to be considered:

**For completion by OPCC only:-**

<b>Title</b>	<b>Force Performance</b>
--------------	--------------------------

**Purpose of information provided :**  
To present Force performance against its objectives

**Recommendation:**

- (1) the report be received
- (2) any queries relating to performance detailed within the report to be raised during the meeting
- (3) to be noted that the data in the report is provisional and could be subject to change

**Chief Executive:**

I hereby approve the provision of information for scrutiny.

Signature

Date

**PART I – NON-CONFIDENTIAL FACTS AND ADVICE TO THE PCC**

**1. Introduction and background**

Current Force performance is presented to the Office of the Police and Crime Commissioner in respect of the aforementioned key strategic objectives. These support and are detailed in the document entitled 'Policing Plan 2013-2018'. On the meeting of Thursday 16<sup>th</sup> January 2014, this presentation will provide an update of the Force position in relation to its key objectives.

The content of the report will highlight areas where the force is performing well, areas where there are no concerns and those areas which are presenting a challenge.

## 2. Issues for consideration/exceptions

The 2013-2018 Policing Plan sets out the vision, mission and key objectives for Staffordshire Police for the next five years. The key strategic objectives identified to achieve this are:

- Dealing with what matters to communities
- Providing outstanding service
- Preventing crime and disorder

The objectives are further supported by key performance and diagnostic measures.

### **Dealing With What Matters to Communities**

#### **The Percentage of People Who Agree That the Police Deal With Issues in Their Community**

Dealing with what matters in local communities continues to be a strong priority for policing in Staffordshire. The force and Staffordshire Observatory have both completed research into the factors which shape public opinion for this measure.

In response to this, local policing teams have created Visibility/ Engagement Plans. To help develop these further new profiles have been created for each LPT. These divide each LPT into wards and each ward into its constituent socio-economic groups using MOSAIC social classification data. They include the engagement and communication preferences for each group. Used in conjunction with local knowledge and other data these profiles will help with the development of police tactics that can be targeted to best meet the needs and expectations of different areas and communities and directly impact on the police dealing with what matters measure.

The next set of results have arrived and will be analysed for the next report.

### **Providing Outstanding Service**

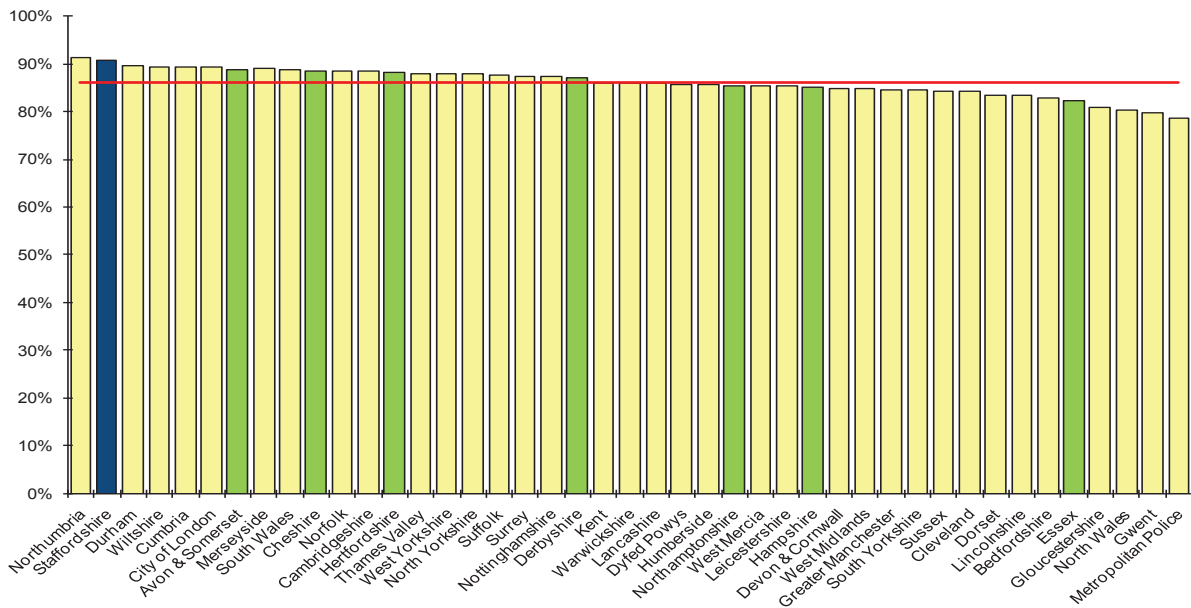
#### **The Percentage of Victims Who Are Satisfied With the Overall Service Provided by the Police (Crime)**

Latest results show that 92% of crime victims were either completely, very or fairly satisfied with the service provided to them. Over the past 3 years the trend has been very positive with the improvement in results reaching statistically significant levels. Compared with the other 42 forces in England and Wales the Force was ranked in 2<sup>nd</sup> position at the year end September 2013<sup>1</sup> and 1<sup>st</sup> when ranked against its most similar group (MSG) of 8 forces. In relation to the key elements of service that drive satisfaction the Force is ranked as follows:

Ease of contact – 1<sup>st</sup> in MSG ; 7th nationally  
 Action taken – 1<sup>st</sup> in MSG ; 1st nationally  
 Kept informed – 5th in MSG ; 22nd nationally  
 Treatment – 3<sup>rd</sup> in MSG ; 5th nationally

<sup>1</sup> Latest national data available

National & MSG Comparison Year Ending September 2013



To account for the statistically significant change in overall performance the action taken and in particular the follow up service provided have seen excellent improvements during the last 12 months. Follow-up results are the same as the MSG average and above average Nationally. Making deployment decisions based on the needs of the caller and circumstances of the incident (THRIVE) has contributed significantly in the improvement in performance.

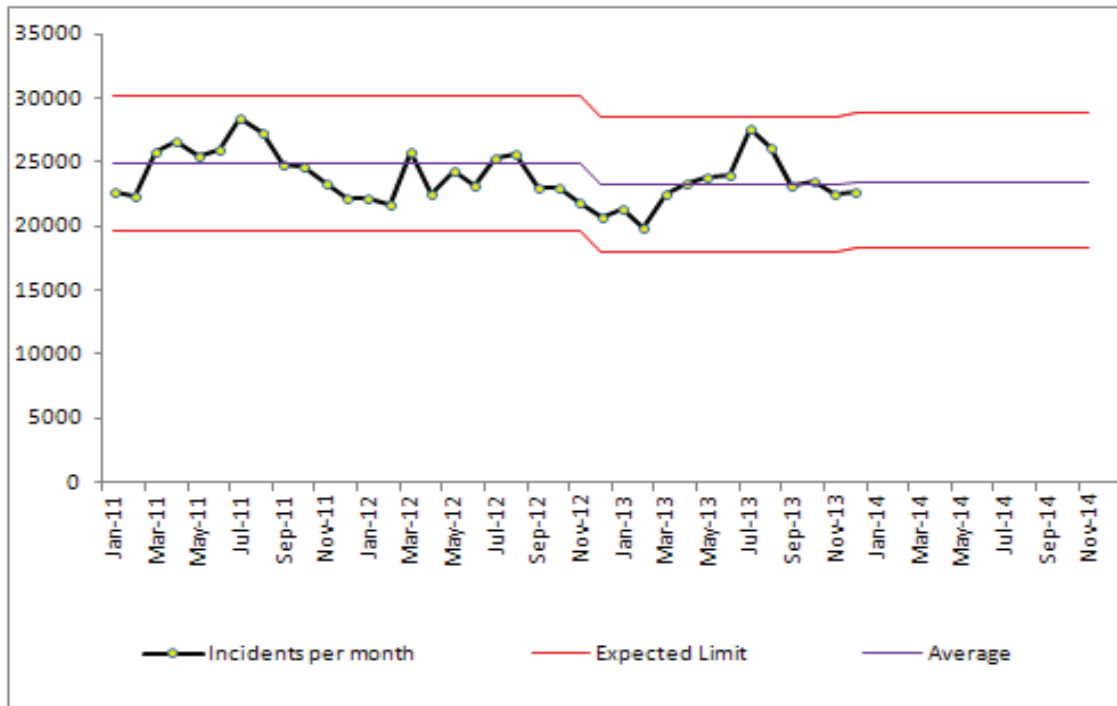
**The Percentage of Victims Who Are Satisfied With the Overall Service Provided by the Police (ASB)**

The latest results show that 88% of ASB victims were either completely, very or fairly satisfied with the service provided to them. The overall trend is stable, despite lower levels experienced during the summer months. No national comparison of data is available.

'THRIVE' Definition  
Threat, Harm, Risk, Investigation, Vulnerability, Engagement

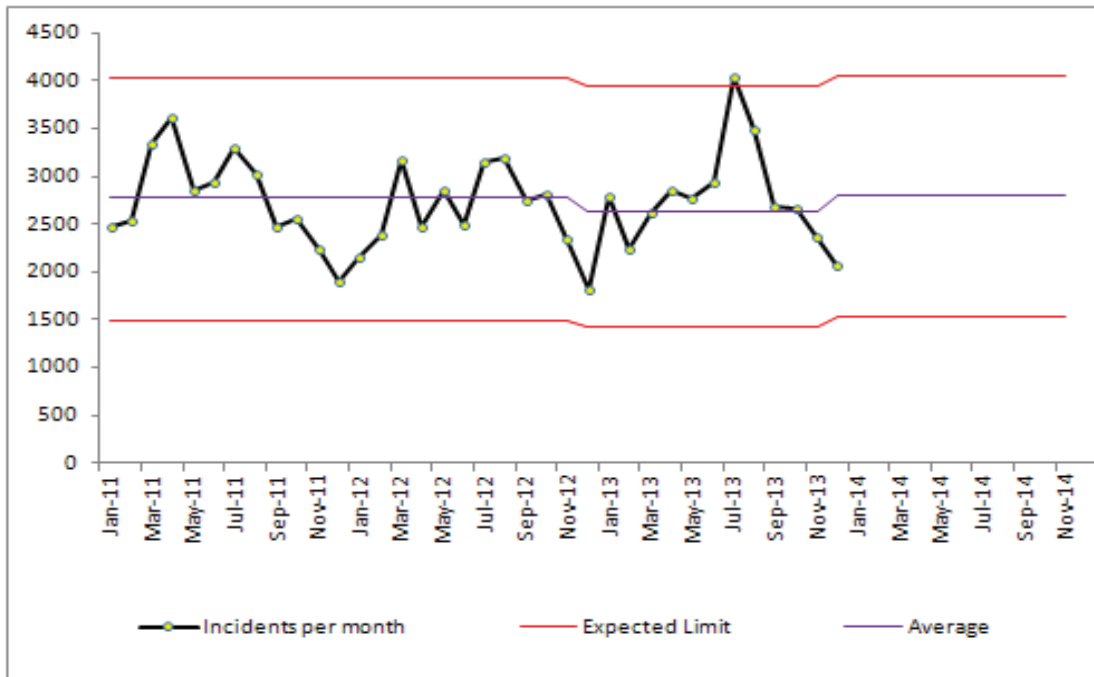
## Preventing Crime and Disorder

### Incidents



There are no concerns in relation to the overall number of incidents across the force and the results remain within the levels expected. There is variation across the year with relatively higher volumes during the summer and lower volumes during the winter. However, The average volume of incidents is lower than what it was 2 years ago and looking to the future this is set to continue.

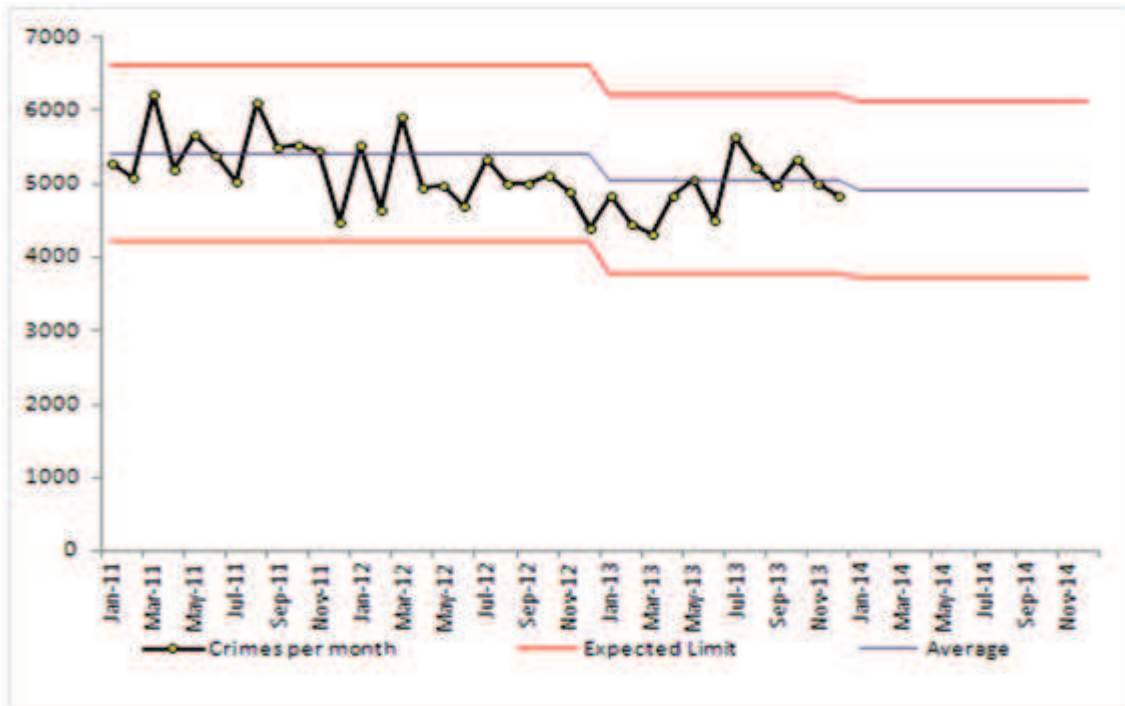
**Anti-Social Behaviour**



On the whole the level of Anti-Social Behaviour has remained stable over the past 3 years and results have remained within expected levels. The general pattern of incidents during the course of a year shows higher levels during the spring/summer and lower levels during the autumn/ winter. However, during July 2013 exceptional volume of ASB incidents were reported, the majority of which related to rowdy and inconsiderate behaviour. This level of incidents coincided with an unusually long period of warm weather and the school holidays. Also, the force has encouraged the public to report these incidents and this will also have had an impact. The small number of areas within the force that have experienced higher demand than expected have been identified and a key focus remains on repeat victims and locations. Following this peak demand levels of ASB have fallen each month with the last 2 months being below the average. Results will be closely monitored to identify an early indication of any future increase.



**All Crime**



All recorded crime in Staffordshire continues to reduce overall. Results have remained within what we would normally have expected and during the last 12 months they have been consistently below average with relatively low variation. July and October 2013 showed a slightly higher level of crime as a whole but the average level has further reduced. Significant reductions in acquisitive crimes such as domestic and other burglary, vehicle crime and theft have contributed to this clear reducing trend.

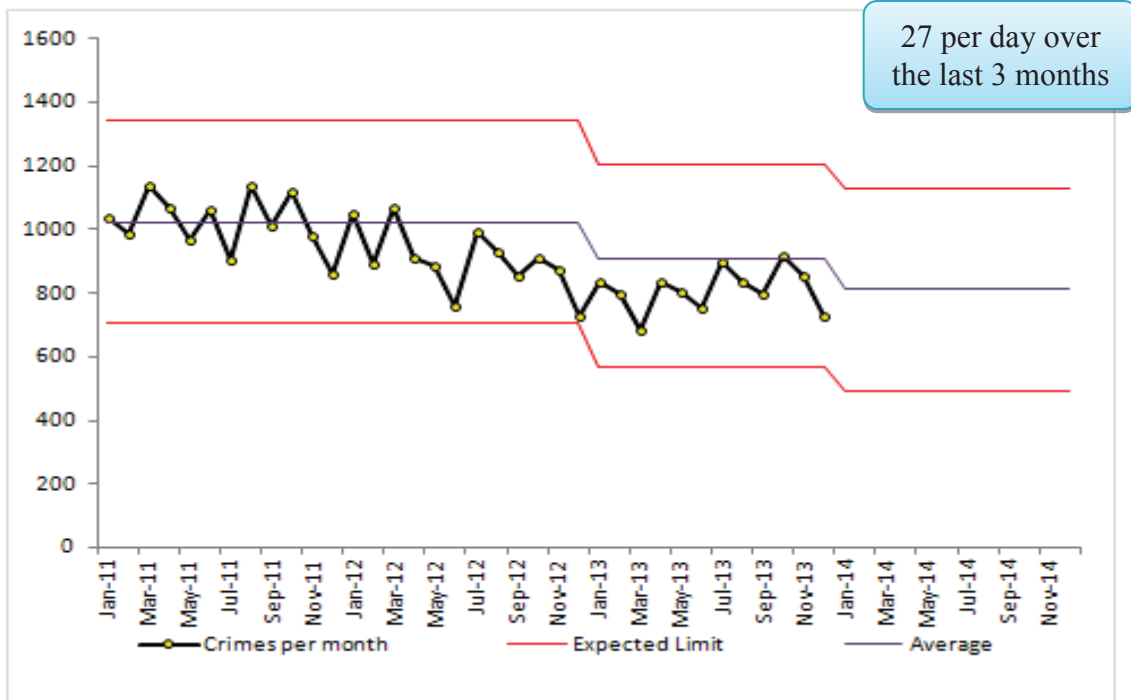
For all crime in the 12 month period ending November 2013 the force is ranked 3<sup>rd</sup> in relation to its peers<sup>1</sup> and 19<sup>th</sup> nationally<sup>2</sup> when considering crimes per 1000 population.

<sup>1</sup>A group of 8 forces that have similar social demographics

<sup>2</sup>All 43 forces in England and Wales

**Crime Reduction : Areas of Success**

**Criminal Damage**



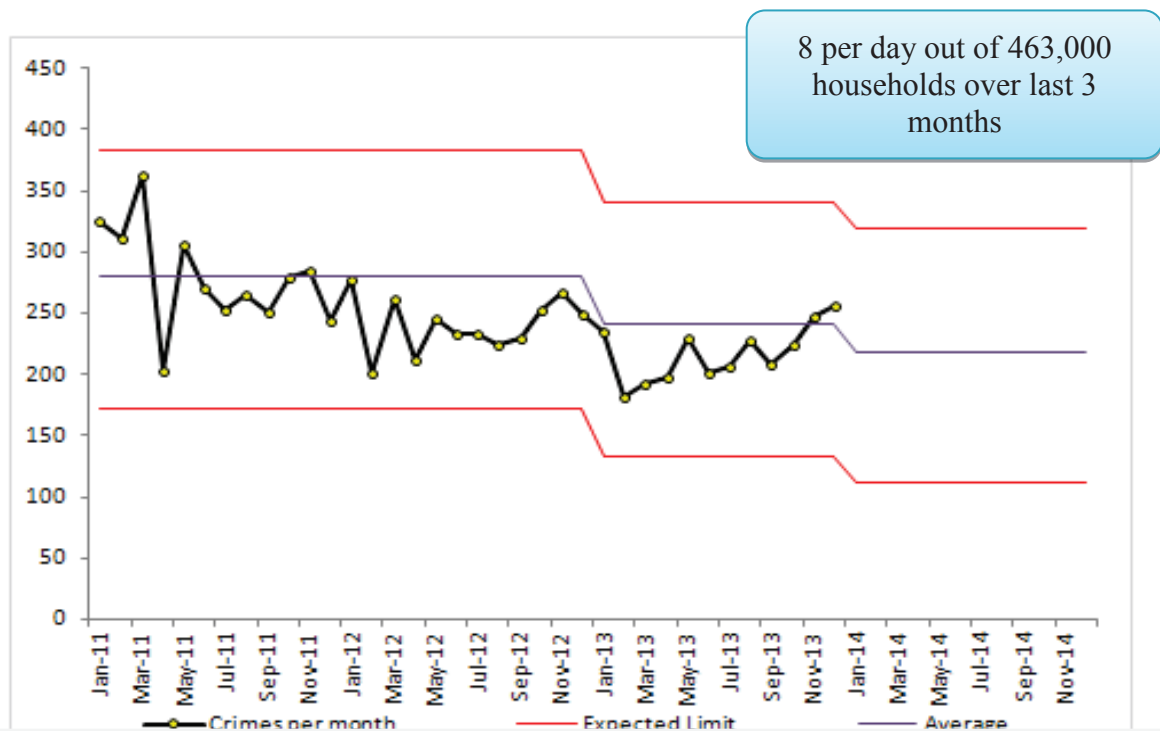
'Criminal Damage' Definition  
 Destruction or Damage to Property.  
 Examples of this type of crime might be - 1 )A group of offenders damage houses on their way home from a party 2) Overnight vandals have ripped the wheels and lids off wheelie bins.

The risk of criminal damage offences occurring can be linked to anti-social behaviour activity. Over the past 3 years criminal damage has reduced dramatically and the variation in offence levels has also reduced. The last 18 months have been consistently below the average seen previously and this is an area of success for the force.

For criminal damage in the 12 month period ending November 2013 the force is ranked 6<sup>th</sup> in relation to its peers<sup>1</sup> and 24<sup>th</sup> nationally<sup>2</sup> when considering crimes per 1000 population.

<sup>1</sup>A group of 8 forces that have similar social demographics  
<sup>2</sup>All 43 forces in England and Wales

## Household Burglary



### 'Household Burglary' Definition

Burglary of residential premises.

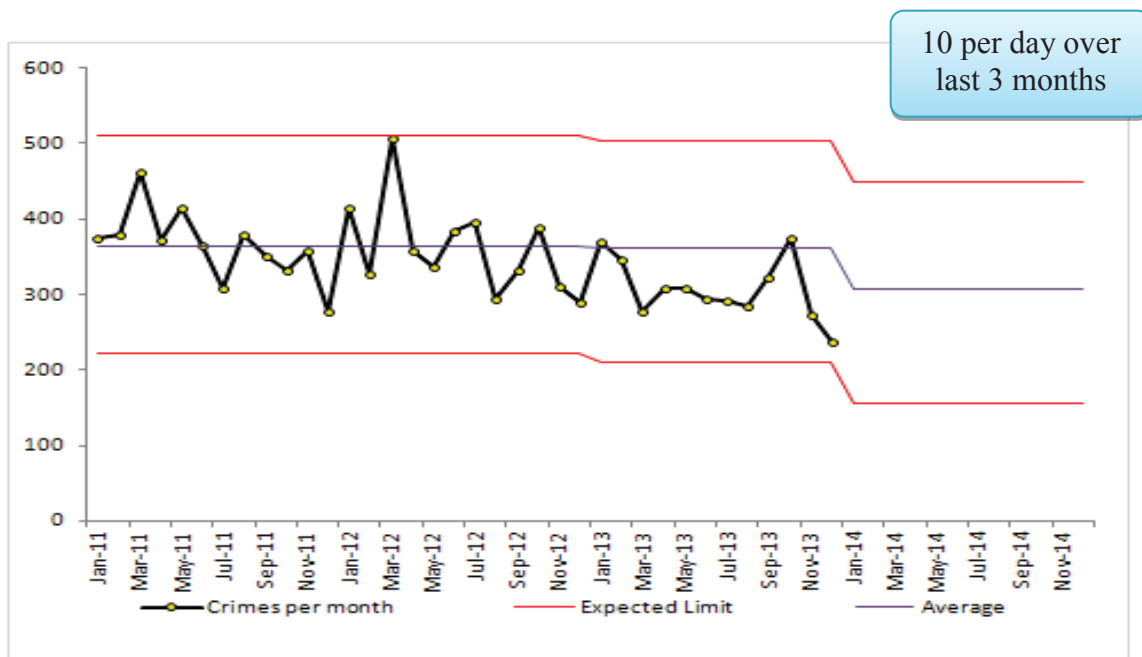
Examples of this type of crime might be 1) A person breaks into a number of houses in a street. 2) A person reports having the front door to his house kicked in, keys to car taken and car driven away. 3) A dwelling house, used as a holiday home or a weekend second home, is entered by a trespasser during the owner's absence and electrical goods are stolen from it. 4) A flat is entered by a trespasser and property stolen from it. The flat is used by the owner as a holiday home and at the time of the burglary was occupied for a week's holiday by a family who rented it via a holiday

For household burglary in the 12 month period ending November 2013 the force is ranked 2<sup>nd</sup> in relation to its peers<sup>1</sup> and 14<sup>th</sup> nationally<sup>2</sup> when considering crimes per 1000 households.

<sup>1</sup>A group of 8 forces that have similar social demographics

<sup>2</sup>All 43 forces in England and Wales

**Burglary other Buildings**

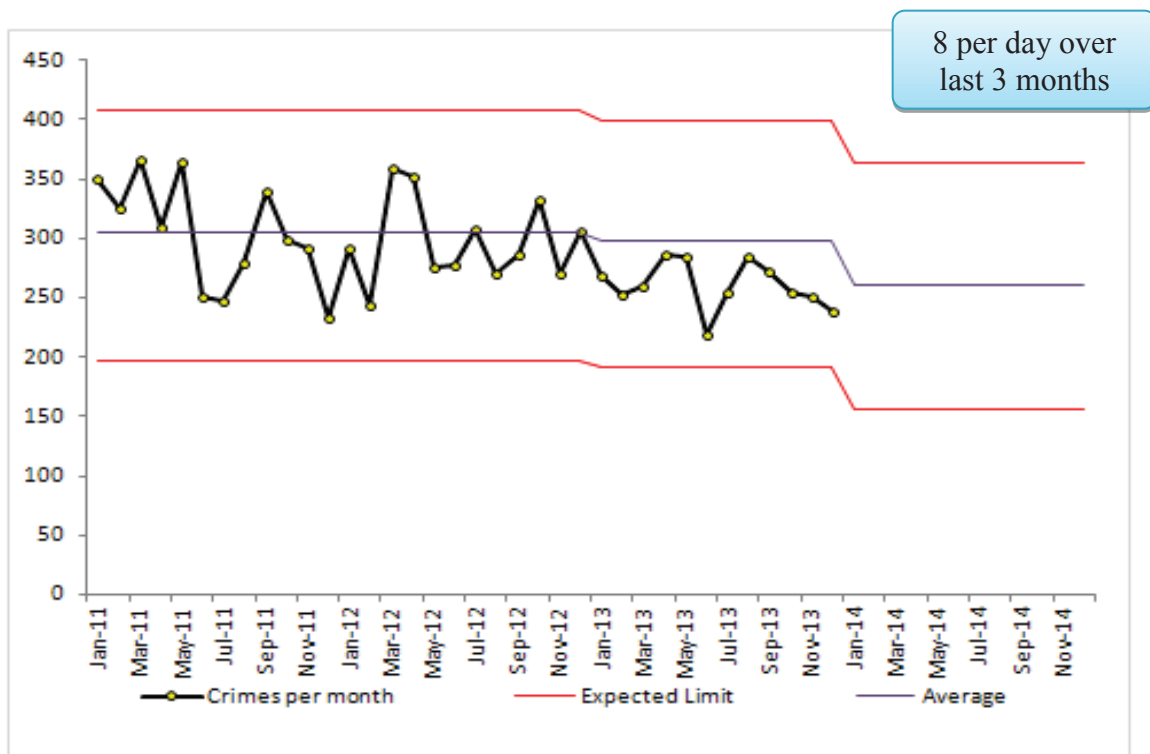


**'Burglary Other Building' Definition**  
 Burglary in a building other than a dwelling  
 Examples of this type of crime could be : 1) A shed is broken into and property taken. 2) A person burgles an office block. 3) A person enters a hotel with intent to steal. 4) A person breaks into a garage which is detached from the house.

For burglary other buildings in the 12 month period ending November 2013 the force is ranked 2<sup>nd</sup> in relation to its peers<sup>1</sup> and 6<sup>th</sup> nationally<sup>2</sup> when considering crimes per 1000 population.

<sup>1</sup>A group of 8 forces that have similar social demographics  
<sup>2</sup>All 43 forces in England and Wales

### Theft from Motor Vehicles



#### 'Theft From Motor Vehicle' Definition

Theft from a car or goods vehicle

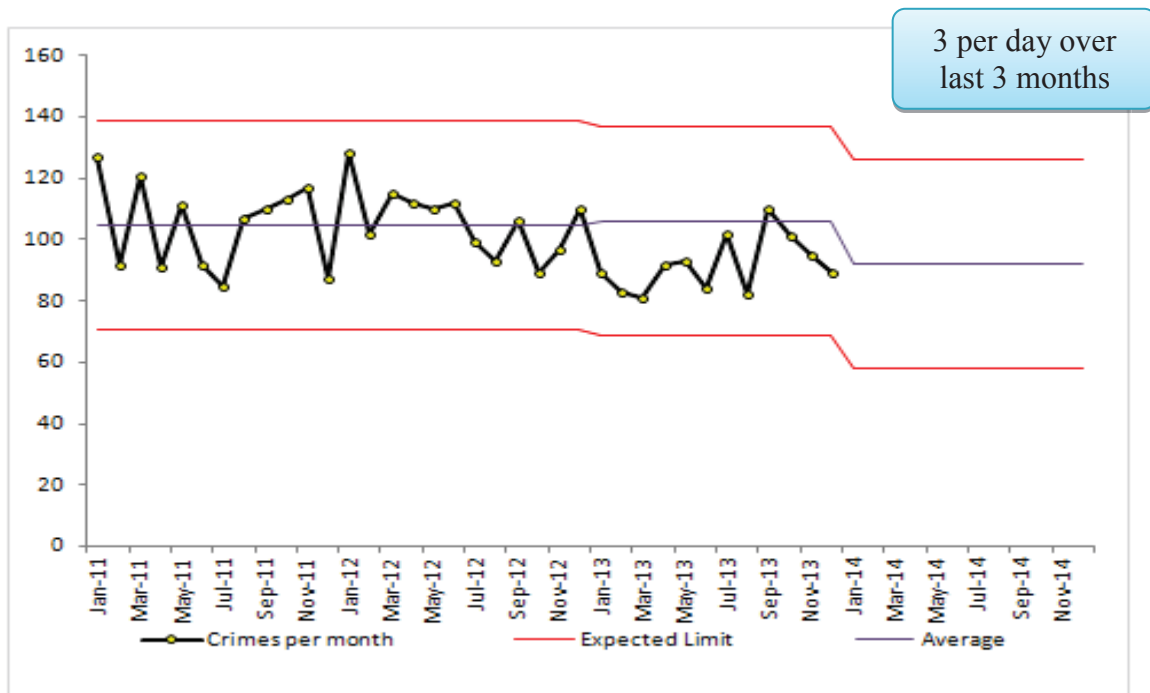
Examples of this type of crime might be 1) A person steals radios from cars parked in street. 2) A person syphon's petrol from a car. 3) A car is stationary at traffic lights and items are taken via an open window.

For theft from motor vehicles in the 12 month period ending November 2013 the force is ranked 1<sup>st</sup> in relation to its peers<sup>1</sup> and 7<sup>th</sup> nationally<sup>2</sup> when considering crimes per 1000 population.

<sup>1</sup>A group of 8 forces that have similar social demographics

<sup>2</sup>All 43 forces in England and Wales

## Theft of Motor Vehicles



### 'Theft of Motor Vehicle' Definition

Theft of a car or goods vehicle .

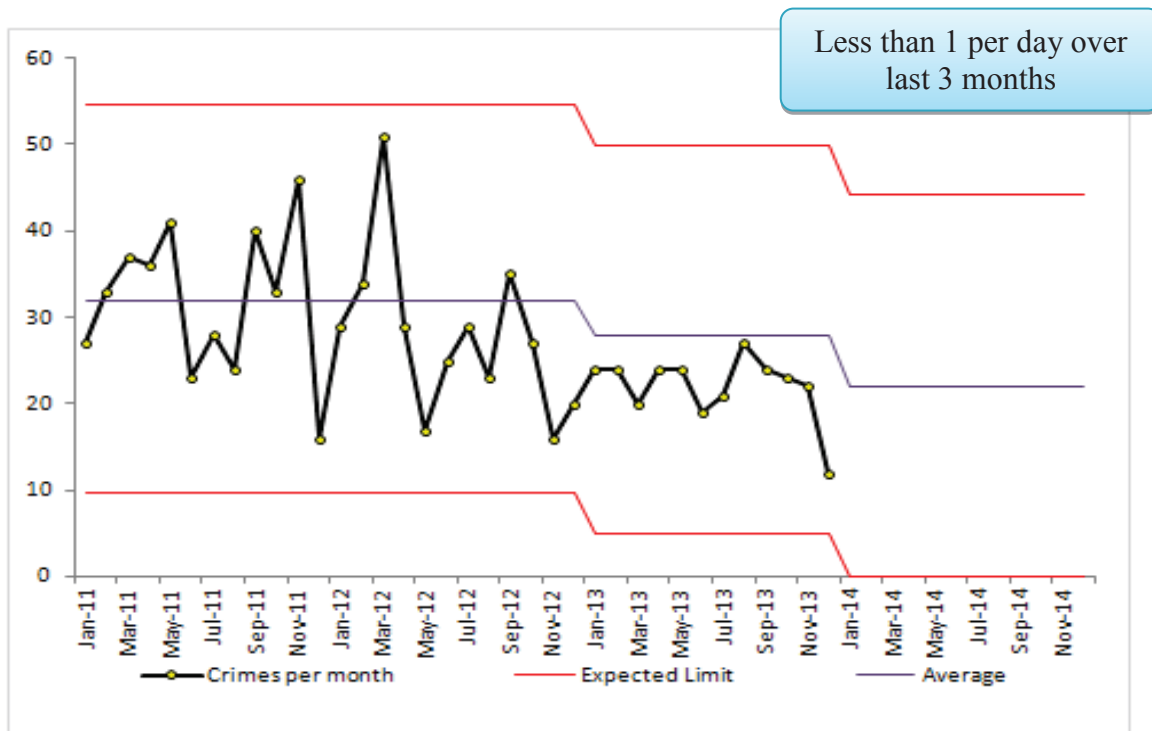
Examples of this type of crime might be : 1) A vehicle is reported stolen and later found abandoned  
2) Three taxis belonging to same company are reported stolen.

For theft of motor vehicles in the 12 month period ending November 2013 the force is ranked 4<sup>th</sup> in relation to its peers<sup>1</sup> and 21<sup>st</sup> nationally<sup>2</sup> when considering crimes per 1000 population.

<sup>1</sup>A group of 8 forces that have similar social demographics

<sup>2</sup>All 43 forces in England and Wales

**Vehicle Interference**



'Vehicle Interference' Definition

Interference or tampering with a motor vehicle, trailer or anything else carried in or on a motor vehicle or trailer.

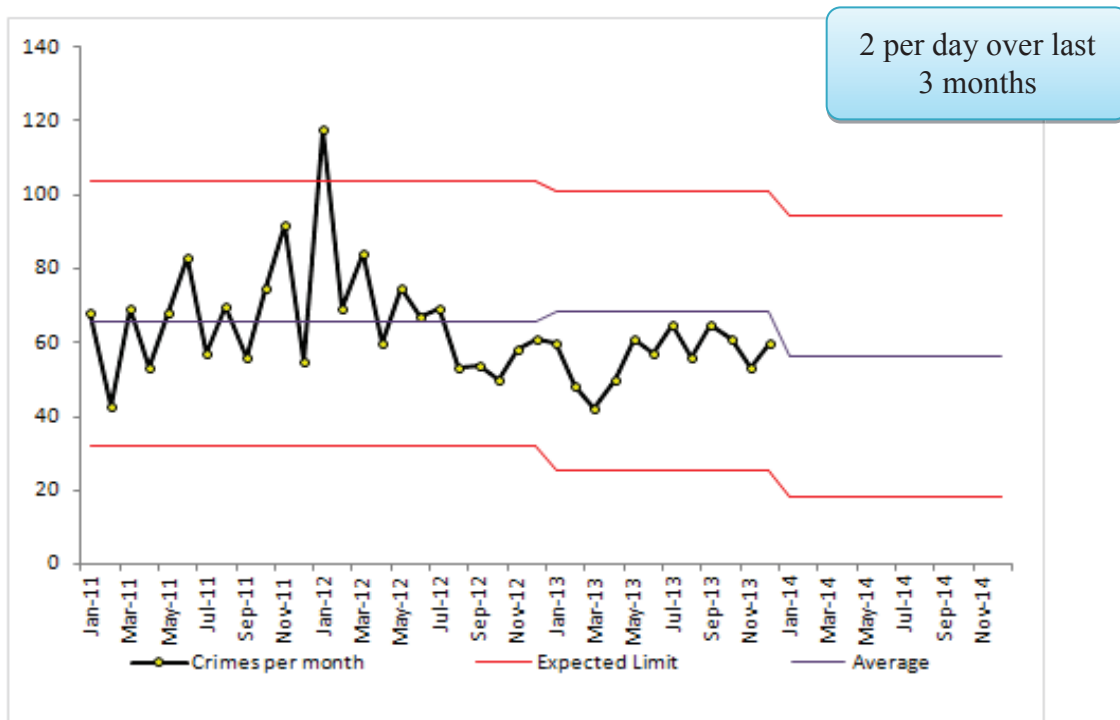
- Examples of this type of crime might be :
- 1) A car door lock has been super glued but with no apparent intention to enter vehicle
  - 2) A car door has been bent out at the top with no entry gained.
  - 3) A car has a broken side window, shopping and laptop are visible on back seat.

For vehicle inference in the 12 month period ending November 2013 the force is ranked 3<sup>rd</sup> in relation to its peers<sup>1</sup> and 15<sup>th</sup> nationally<sup>2</sup> when considering crimes per 1000 population.

<sup>1</sup>A group of 8 forces that have similar social demographics

<sup>2</sup>All 43 forces in England and Wales

**More Serious Violent Crime With Injury**



'More Serious Violent Crime with Injury' Definition

Ranges from Murder, Grievous Bodily Harm to Wounding. Examples of this type of crime might be 1) One person armed with a sword attacks and wounds a person 2) Following a dispute in a public house "A" breaks the bottom of a bottle on the bar and strikes "B" in the face, causing a wound below the left eye.

Actions and activities in place:

Licensing:

- Post Christmas Licensing Plan in place
- 1 problematic Pub has been closed in Stoke on Trent North LPT

Schools:

- There has been a multi-agency input into schools regarding violence
- A local Theatre group have agreed to work with young people to help them understand the implications of violence

Domestic Violence:

- A pilot project in Stoke on Trent South Local Policing Team saw members of a 3<sup>rd</sup> Sector support organisation patrolling with a Police Officer to offer support to victims
- Robust management of Domestic Violence Offenders and victims through the MARAC process to ensure those at the greatest risk are effectively dealt with.

Gang related issues:

- New ways of identifying gang activity

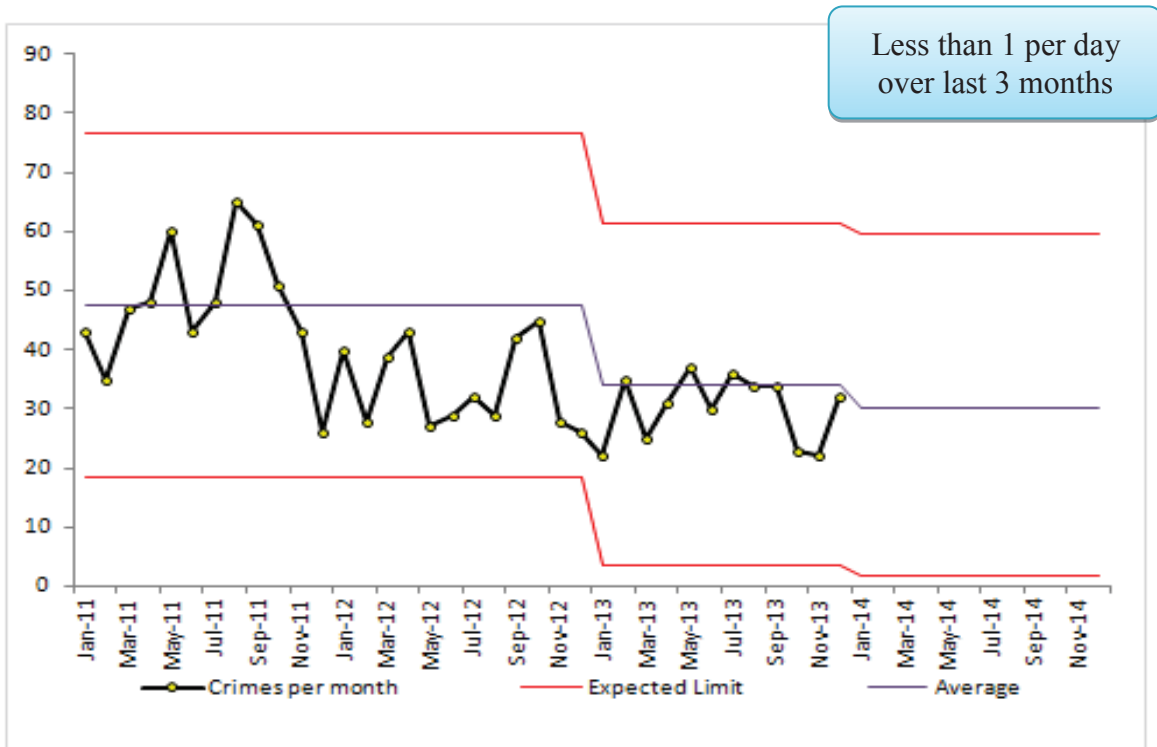
For more serious violent crime in the 12 month period ending November 2013 the force is ranked 7<sup>th</sup> in relation to its peers<sup>1</sup> and 25<sup>th</sup> nationally<sup>2</sup> when considering crimes per 1000 population

<sup>1</sup>A group of 8 forces that have similar social demographics

<sup>2</sup>All 43 forces in England and Wales



**Arson**



'Arson' Definition

Setting fire to property. Example of this type of crime might be : 1) Three cars parked in a street are individually set on fire. 2) A car has been abandoned in a car park by its owner, after stripping out the interior, removing the engine and number plates. Local youths set fire to this car which spreads to two cars parked next to it.

We have worked jointly with Staffordshire Fire and Rescue Service to identify and take action against types and patterns of offences has helped achieve this reduction.

For arson in the 12 month period ending November 2013 the force is ranked 5<sup>th</sup> in relation to its peers<sup>1</sup> and 19<sup>th</sup> nationally<sup>2</sup> when considering crimes per 1000 population.

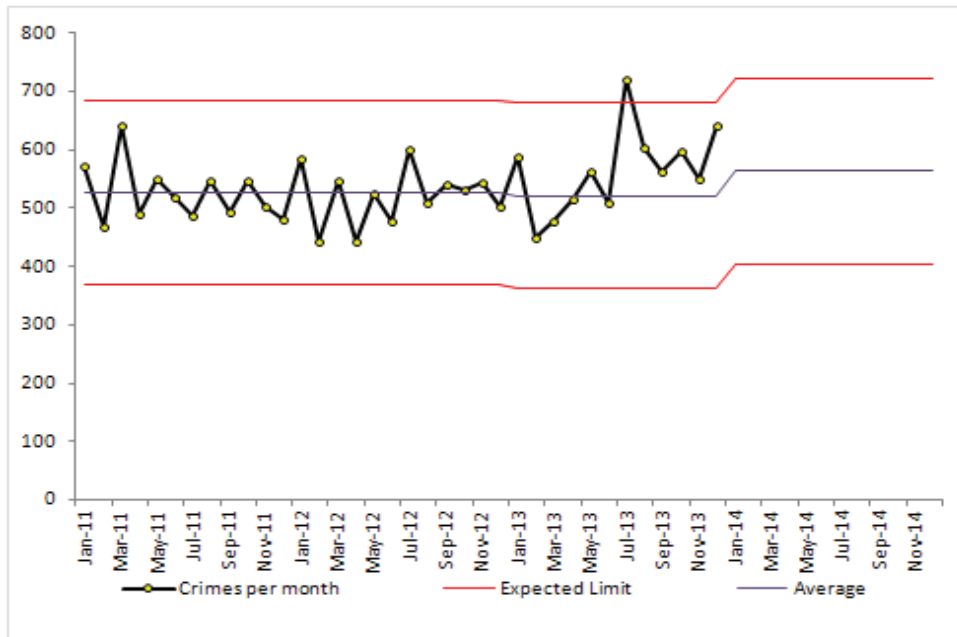
<sup>1</sup>A group of 8 forces that have similar social demographics

<sup>2</sup>All 43 forces in England and Wales

**Achievement of Reductions**

Excellent reductions continue to be achieved for burglary, vehicle crime, more serious violent crime with injury and arson as a whole. Results over the last few years have demonstrated consistency in reduction below average levels coupled with lower variation between long periods of time. This sustained level of achievement has reduced the average offence levels significantly. This can be attributed to :-

- Robust management of offenders
- Stronger partnership working. e.g. Property marking system
- Quality and timeliness of investigations
- Night Time Economy Operations 'Safer Nights'
- Identification of repeat victims and offenders
- Licensing reviews and Cumulative Impact Zones
- Profiling/Predictive analysis
- New body cam equipment

**Crime Reduction : Areas of Challenge****Violent Crime****Less Serious Violent Crime with Injury****'Less Serious Violent Crime with Injury' Definition**

Assaults occasioning bodily harm. Examples of this type of crime might be : 1) The victim leaves a nightclub in a drunken state. He sees a group of people arguing and intervenes to try and calm the situation down but he is set upon by the group. The victim received a kick to the head and sustains minor bruises and grazes 2) A woman in a nightclub appears to provoke another woman she knows by pouring a drink over her head. She slaps her across the face causing a red mark.

**Summary of ongoing actions**

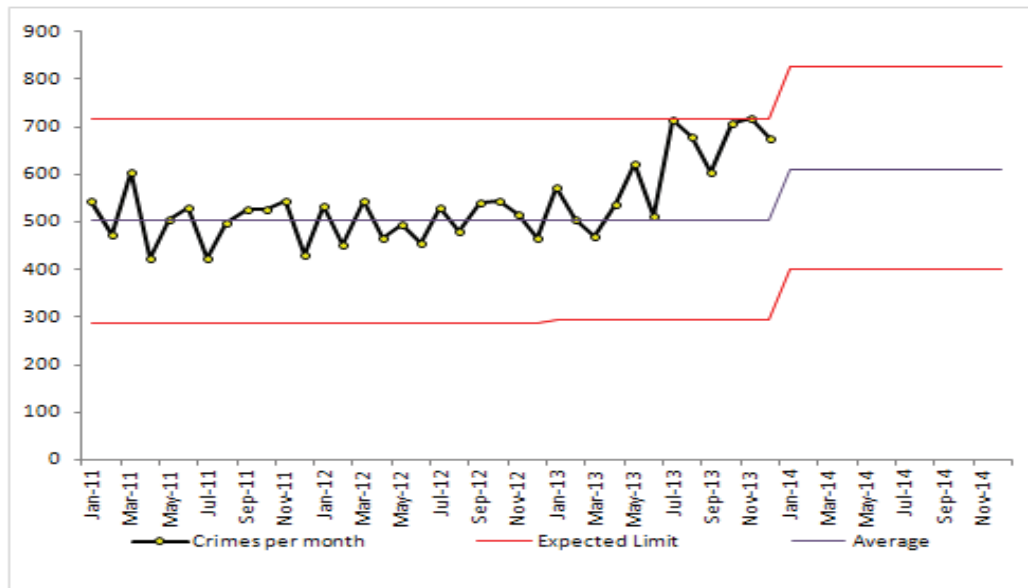
- Analysis for all LPTs identifying the repeat non domestic violent crime offenders so that Local Commanders can take problem solving action
- Problem Profiles have been created at various hot spots across the force to help us understand and make decisions around use of police officers and where partners can assist in reducing the number of crimes through positive intervention
- Use of new body cam equipment to enhance evidence gathering
- Forthcoming Media Campaigns for 'reduce drinking'
- Cumulative Impact application for Hanley Town Centre in order to assess new licensing applications
- Developing the use of preventative orders such as Drink Banning Orders

For less serious violence with injury in the 12 month period ending November 2013 the force is ranked 8th in relation to its peers<sup>1</sup> and 37<sup>th</sup> nationally<sup>2</sup> when considering crimes per 1000 population.

<sup>1</sup>A group of 8 forces that have similar social demographics

<sup>2</sup>All 43 forces in England and Wales

## Other Violence Against the Person



### 'Other Violence Against the Person' Definition

1) common assault (approx 2/3 of the total). Example of this type of crime might be: slap, punch or other attack that leaves no visible mark or injury and does not cause more than a passing moment of pain. e.g. a minor sting ; 2) Harassment (approx 1/5 of the total). Examples of this type of offences include: putting people in fear of violence, stalking in fear of violence, stalking involving serious alarm/distress, harassment of a person in his/her home.

In terms of both of the violence categories above recorded offences during the past 3 years had been relatively stable with most results remaining with relatively low variation. Since July 2013 where significantly high levels were recorded there has been an increasing pattern and levels have remained above the average for what we would have expected, this increase is more prominent in the other violence category. An examination of this increase for less serious violent crime with injury revealed that the increase is across 9 out of the 11 LPT's. In relation to other violence against the person the increase is across all the LPT's.

In terms for accounting for the increase, analysis has pinpointed the contribution as: domestic related (more offences but the same proportion of total offences), volume increases in the main categories of assaults are common assaults and harassment.

Harassment has seen a clear increase. Analysis shows that this is related to the use of mobile phones and social networking sites. There is more to understand around this problem such as the relationship between the victim and offender. We also know that town centre violence is down; the proportion of offenders under 18 has increased by approximately 12%; reports show that alcohol is a factor in 29% of violence (this is believed to be greater); there is further work to do in dealing with alcohol as an issue.

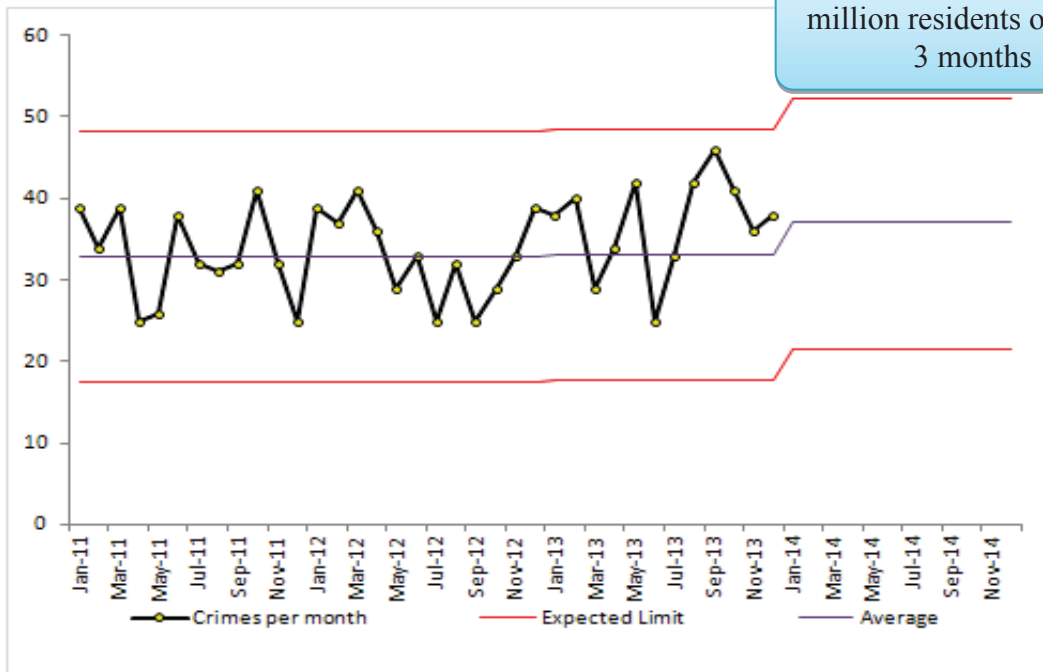
A range of activities have and continue to take place to reduce violence such as night time economy policing operations, licensing reviews, drink banning orders and media campaigns.

For other violence in the 12 month period ending November 2013 the force is ranked 8<sup>th</sup> in relation to its peers<sup>1</sup> and 40<sup>th</sup> nationally<sup>2</sup> when considering crimes per 1000 population.

<sup>1</sup>A group of 8 forces that have similar social demographics

<sup>2</sup>All 43 forces in England and Wales

**Robbery from a Person**



1 per day out of 1.1 million residents over last 3 months

**'Robbery from a Person' Definition**

Property stolen by force or threat to a person Examples of this type of crime might be 1) A victim is walking down the street and the suspect grabs his/her shoulder bag causing the victim to fall over. 2) A man has his pocket picked he feels it and his wallet or mobile phone are stolen after a tussle.

The main items taken are Ipods/mobile phones/laptops/money through threats of violence without any weapon involved.

Results for personal robbery have remained fairly stable over time and stayed within expected levels. However, levels of offences increased sharply during August and September which has caused an upward shift in average levels. The increase has occurred in the north and problem solving work has helped to identify age ranges and gender of victims, streets with high volumes, neighbourhoods and wards of note, offenders/suspects and property types targeted. Additional work to help understand patterns of crimes and offenders has been completed to assist with the Stoke-on-Trent Local Policing Teams. The last 3 months has seen a reduction to levels similar to those for previous years. Relatively low numbers means small increases are more noticeable.

**Robbery action plan :-**

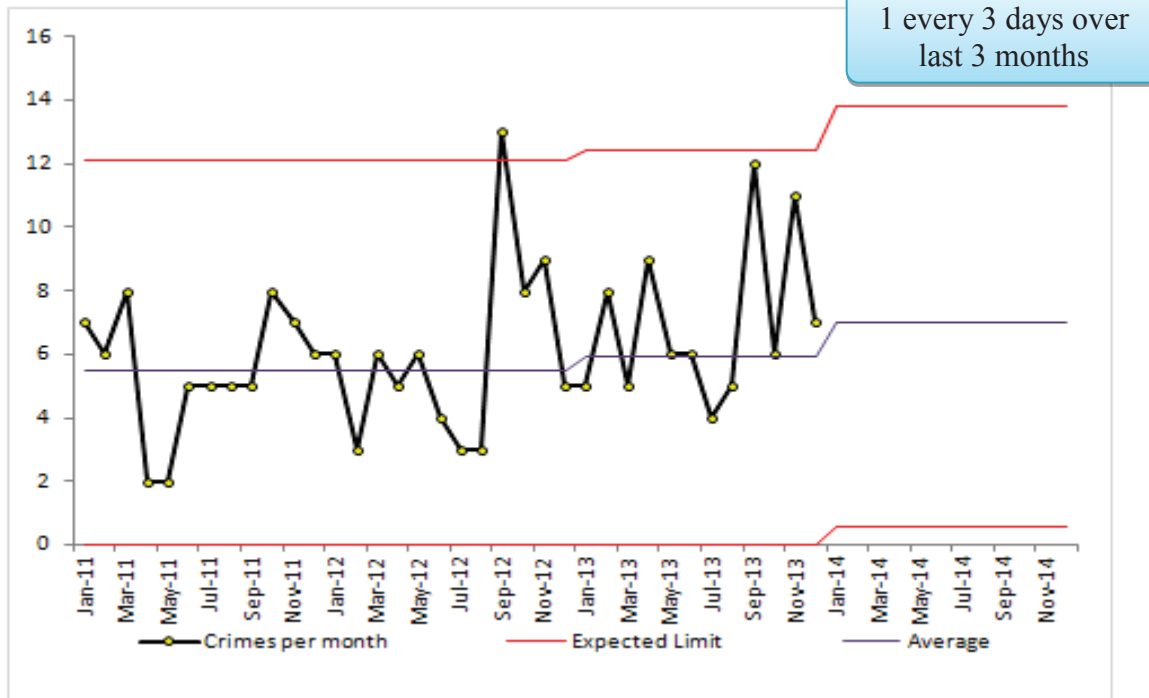
- Enhanced management of offenders and prisoners due to be released, who have or are likely to commit robbery type offences
- Media Campaign on Immobilise
- Internal Roadshows/Briefings for National Mobile Phone Crime & Immobilise
- Review Questions asked by the Control Room Staff when a victim reports the crime
- Develop Second Hand Dealers Registration Scheme

For robbery from a person in the 12 month period ending November 2013 the force is ranked 4<sup>th</sup> in relation to its peers<sup>1</sup> and 25<sup>th</sup> nationally<sup>2</sup> when considering crimes per 1000 population.

<sup>1</sup>A group of 8 forces that have similar social demographics

<sup>2</sup>All 43 forces in England and Wales

## Robbery from a Business



### 'Robbery from a Business' Definition

Property stolen belong to a business or corporate body by force or threat to a person Examples of this type of crime might be : 1) Two offenders carry out a robbery in a supermarket and steal the takings . 2) A bank is robbed and no one is injured.

Levels of business robbery has remained relatively stable and mainly stayed within expected levels. September 2012 showed highest levels recorded but levels then returned to average until September 2013 when another peak of demand was recorded. Analysis has shown no correlation between these two peak levels of demand. Relatively low numbers means small increases are more noticeable.

We are building a business crime strategy in partnership with the OPCC to improve how we investigate business crime and ensure we provide a really good service to victims of this crime type.

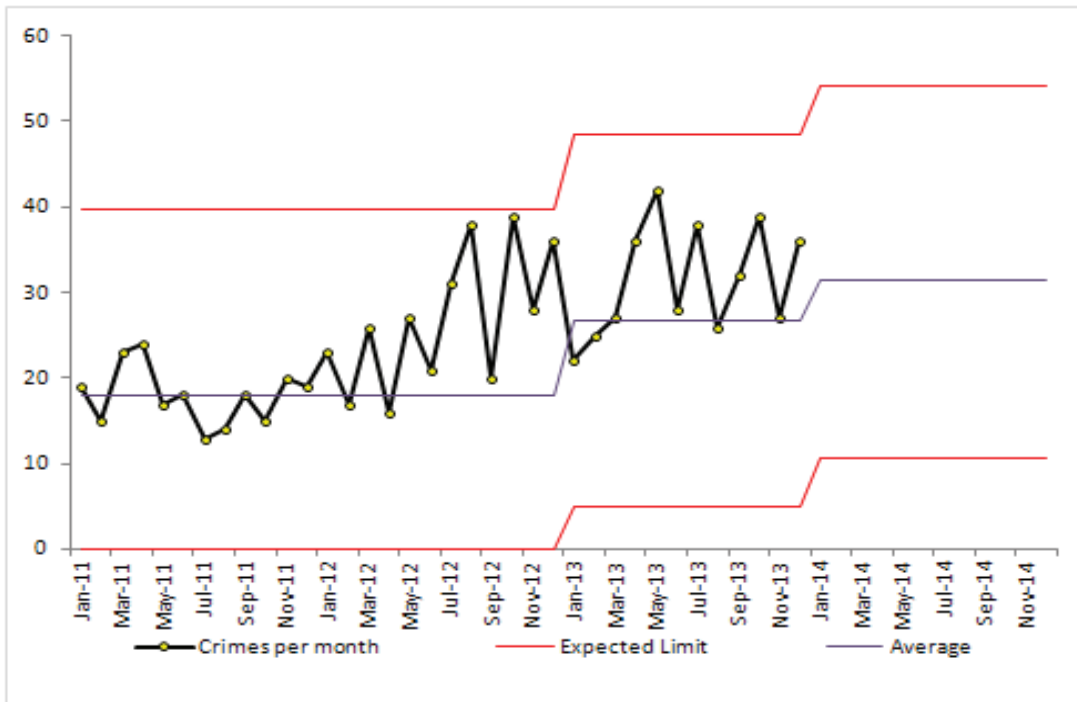
For robbery from a business in the 12 month period ending November 2013 the force is ranked 6<sup>th</sup> in relation to its peers<sup>1</sup> and 31<sup>st</sup> nationally<sup>2</sup> when considering crimes per 1000 population.

<sup>1</sup>A group of 8 forces that have similar social demographics

<sup>2</sup>All 43 forces in England and Wales

## Rape and Other Serious Sexual Offences

### Rape



#### 'Rape' Definition

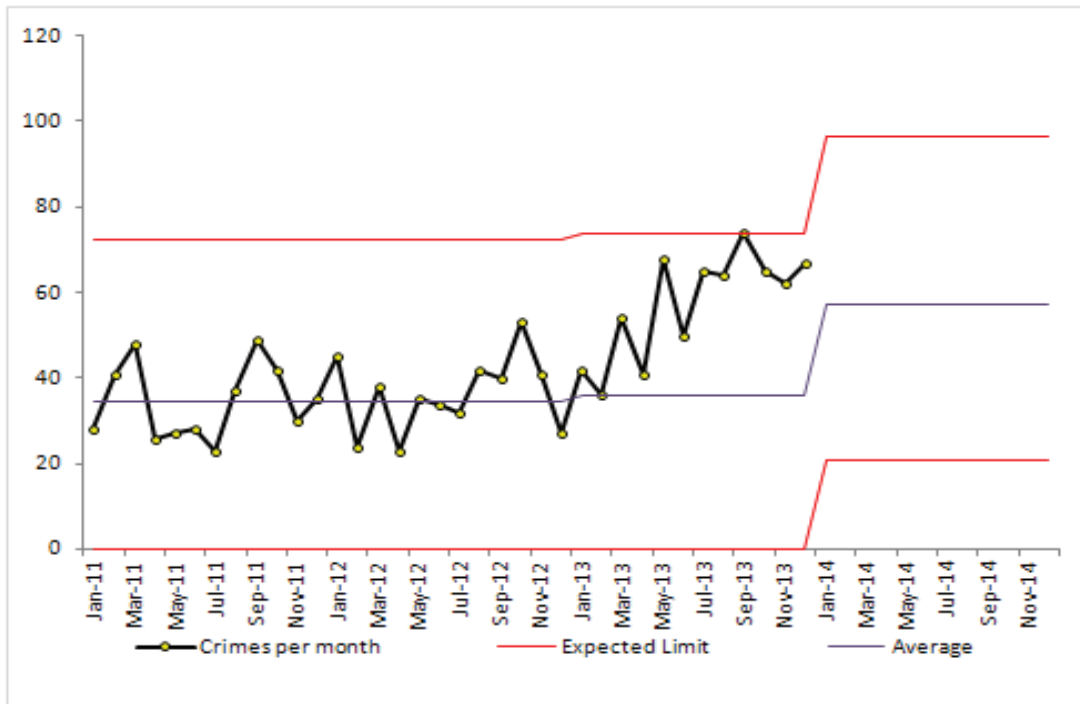
Rape of a male or female

For rape in the 12 month period ending November 2013 the force is ranked 6<sup>th</sup> in relation to its peers<sup>1</sup> and 28<sup>th</sup> nationally<sup>2</sup> when considering crimes per 1000 population.

<sup>1</sup>A group of 8 forces that have similar social demographics

<sup>2</sup>All 43 forces in England and Wales

**Other Serious Sexual Offences**



'Other Serious Sexual Offences' Definition  
 Ranges from Sexual Assault/Activity to trafficking for sexual exploitation

For other serious sexual offences in the 12 month period ending November 2013 the force is ranked 8<sup>th</sup> in relation to its peers<sup>1</sup> and 37<sup>th</sup> nationally<sup>2</sup> when considering crimes per 1000 population.

<sup>1</sup>A group of 8 forces that have similar social demographics  
<sup>2</sup>All 43 forces in England and Wales



In terms of both rape and other serious sexual offences there has been a steady sustained increase since April 2012. This has resulted in average levels increasing over the past 2 years as most results have approached the upper areas of the control charts.

A similar pattern can also be seen in several other forces: Bedfordshire, Dorset, North Wales, South Wales, West Yorkshire, Wiltshire and Kent.

With regard to rape the increase and trend is force wide. During each of the previous 4 years approximately 38% of offences occurred more than 12 months before they were reported. Therefore, the number of historical reports of rape has increased but the proportion has remained the same.

Other serious sexual offences follow a similar pattern in terms of increase and trend. During the previous 4 years the comparison of the historical reporting offences is as follows:

Time Period	Number of Historic Offences	Total Serious Sexual Offences	Percentage of Historical Serious Sexual Offences
2010/11	120	473	25%
2011/12	114	404	28%
2012/13	143	459	31%
2013/14 (Apr to Dec)	151	557	27%

During 2012/13 there was an increase in the proportion of offences that were historical, that is where the date the offence was committed is more than 12 months before the date the crime is recorded.

A further breakdown of historical offences for rape and other serious sexual offences shows that for rape 55% of the historical offences occurred more than 10 years ago and 19% more than 30 years ago, for other serious sexual offences the figures are 43% for more than 10 years ago and 20% for more than 30 years ago. Full details are shown in table below

Time Period Occurred	Rape		Other Serious Sexual Offences	
	Offences Reported	Percentage of all Historical reports	Offences Reported	Percentage of all Historical reports
Between 1 to 10 years ago	52	45%	86	57%
Between 11 to 20 years ago	26	23%	25	17%
Between 21 to 30 years ago	15	13%	10	7%
More than 30 years ago	22	19%	30	20%
<b>All Historical Reports</b>	<b>115</b>	<b>100%</b>	<b>151</b>	<b>100%</b>

A number of research and intelligence products have been produced with respect to rape and other serious sexual offences. These products were commissioned to inform a partnership approach to a county wide prevention plan for these types of offences.

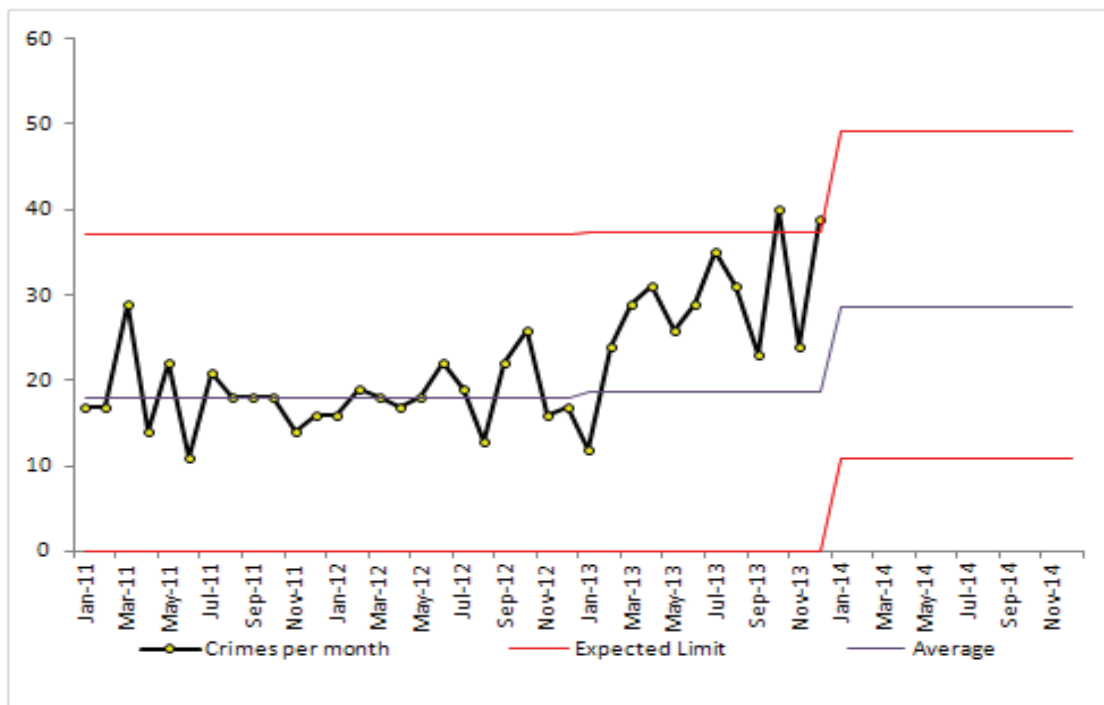
The force takes sexual offences exceedingly seriously and has invested considerable numbers of staff and resources to tackle these types of offences. An emphasis has been placed on improving services for victims of this type of crime and improving the standard of investigations. The investment within the force has been made within the MASH (Multi Agency Safety Hub), SARC (Sexual Assault Referral Centre) and CET (Child Exploitation Teams) will also have had an impact.

Information and intelligence has been gathered to help the police and partners understand the nature and patterns of these serious offences. The aim is to understand a broad profile of common themes for high risk offence types and separate 'recent' and 'historic' offences.

A Countywide prevention plan is currently being developed with partners which will focus on following:

- Greater Partnership working to prevent crimes / provide support for victims
- Monitor confidence in policing & safety within the community
- Greater access to 'safe' locations within known hotspots
- Encourage greater levels of reporting amongst victims
- Reduce repeat victims / offenders
- Identify best practice both within investigation, prevention of offences and the support of victims

**Other Sexual Offences**



'Other Sexual Offences' Definition  
 Ranges from exposure, voyeurism to abuse of a position of trust

Other sexual offences also showing an increase since April 2012 with recorded levels in October and December 2013 going outside the expected levels, the upward trend has consequently increased the average.

Although the increase is spread across all LPT's the south of the county is showing a larger increase than the north.

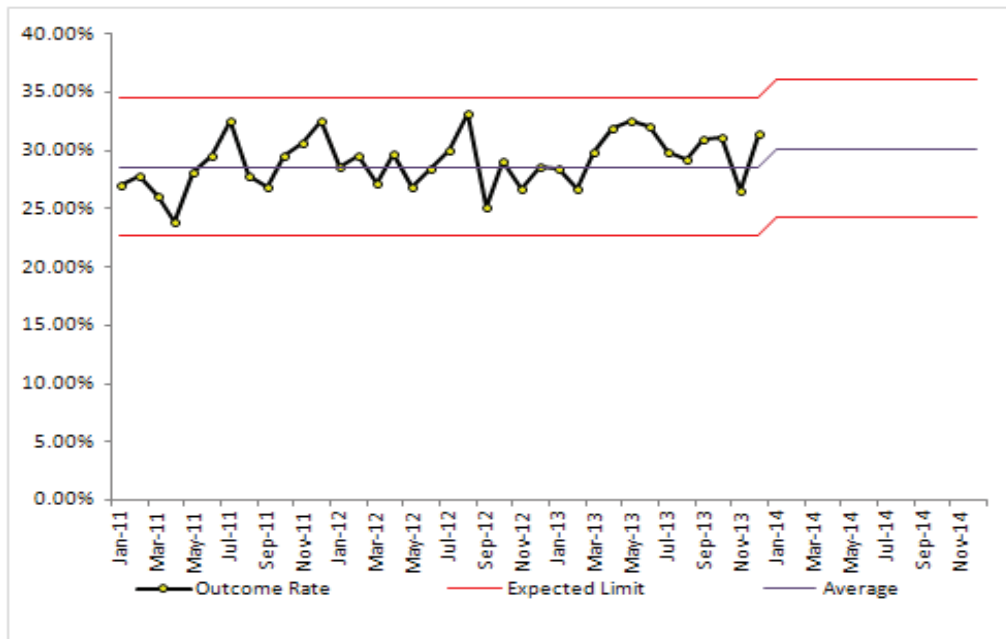
Information and intelligence profiling has taken place to identify and manage the Police response to patterns of offences in some Local Policing Team areas.

For other sexual offences in the 12 month period ending November 2013 the force is ranked 7<sup>th</sup> in relation to its peers<sup>1</sup> and 35<sup>th</sup> nationally<sup>2</sup> when considering crimes per 1000 population.

<sup>1</sup>A group of 8 forces that have similar social demographics

<sup>2</sup>All 43 forces in England and Wales

**Outcomes**

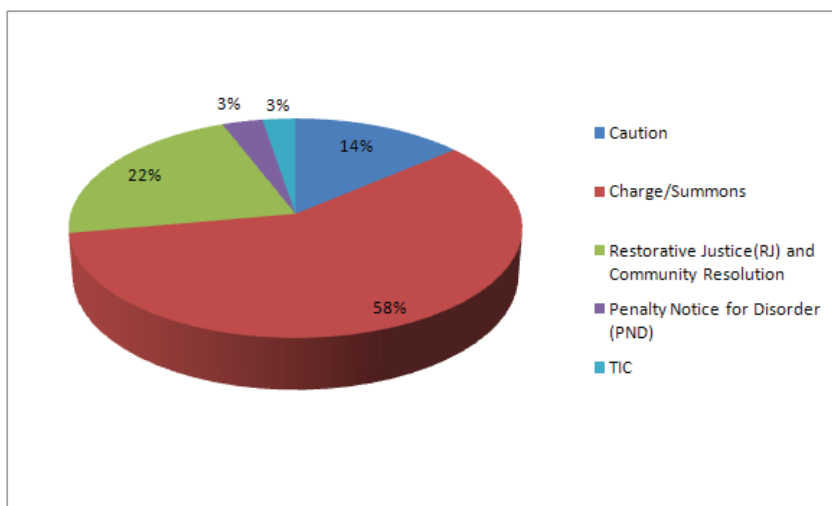


'Outcome' Definition

Positive Resolution- where the offenders is held to account through charge/summons to court, police caution, restorative justice or penalty notice.

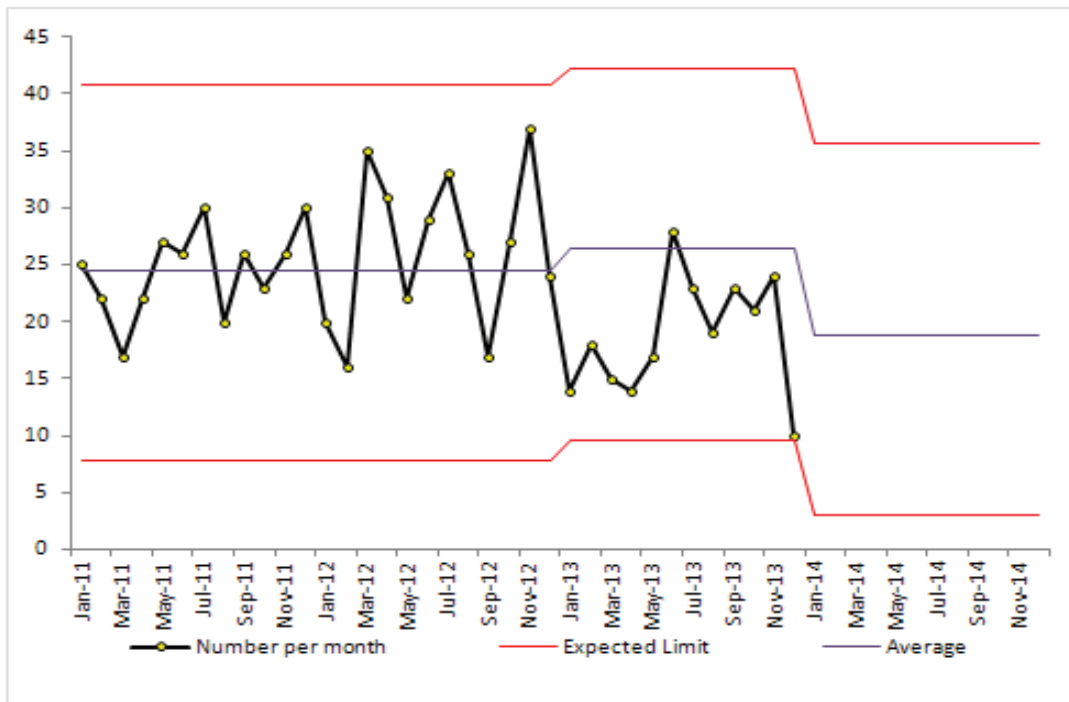
Outcome rate for recordable offences has remained relatively stable over last few years. Removal of targets has not had a negative impact on bringing offenders to justice with the year to date outcome rate at 30.6% compared to 28.5% for previous year.

**Breakdown of Outcomes (April to December 2013)**



Restorative justice (RJ) gives victims the chance to tell offenders the real impact of their crime, to get answers to their questions and to receive an apology. It gives the offenders the chance to understand the real impact of their actions and to do something to repair the harm. RJ holds offenders to account for what they have done, personally and directly, and helps victims to get on with their lives. Since June 2013 the use of RJ as an outcome has increased by 45%.

**Number of People Killed or Seriously Injured in Road Traffic Collisions**



**'Serious Injury' Definition**

Ranges from where a person is detained in hospital or serious injury such as fracture, burns, concussion or severe cuts

Recent results indicate a reducing trend with this last 12 months demonstrating consistency in reduction on or below average. December's figures will be confirmed at the end of January 2014.

This reduction can be attributed to the joint working with the Community Safety Partnerships targeting drink drivers, speeding, seat belts, identification of high risk locations, awareness and road safety campaigns.

Highly successful "Cars Behind Bars" campaign resulted in 1300 uninsured vehicles being removed from the roads will have contributed to this reduction.

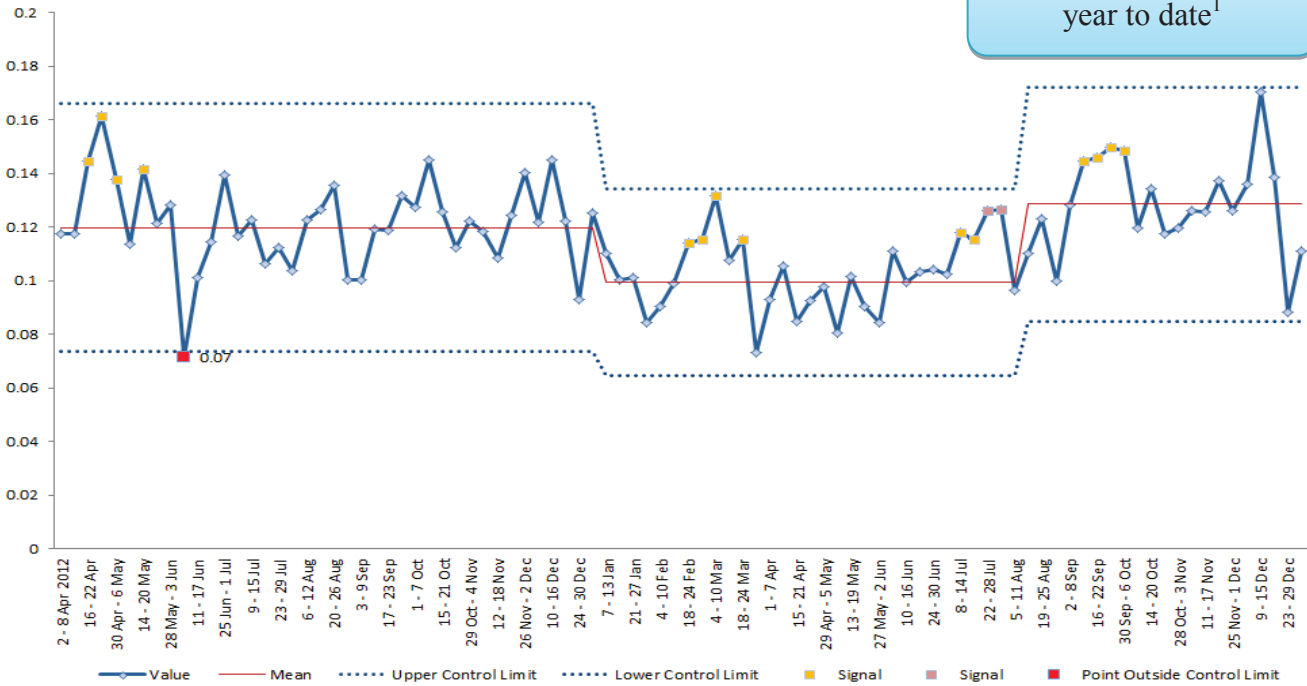
The data is based on the number of casualties, not the number of accidents eg there can be one accident with two or more casualties.

## Sickness Information

### Police

Police officers : Working Days Lost Per Officer

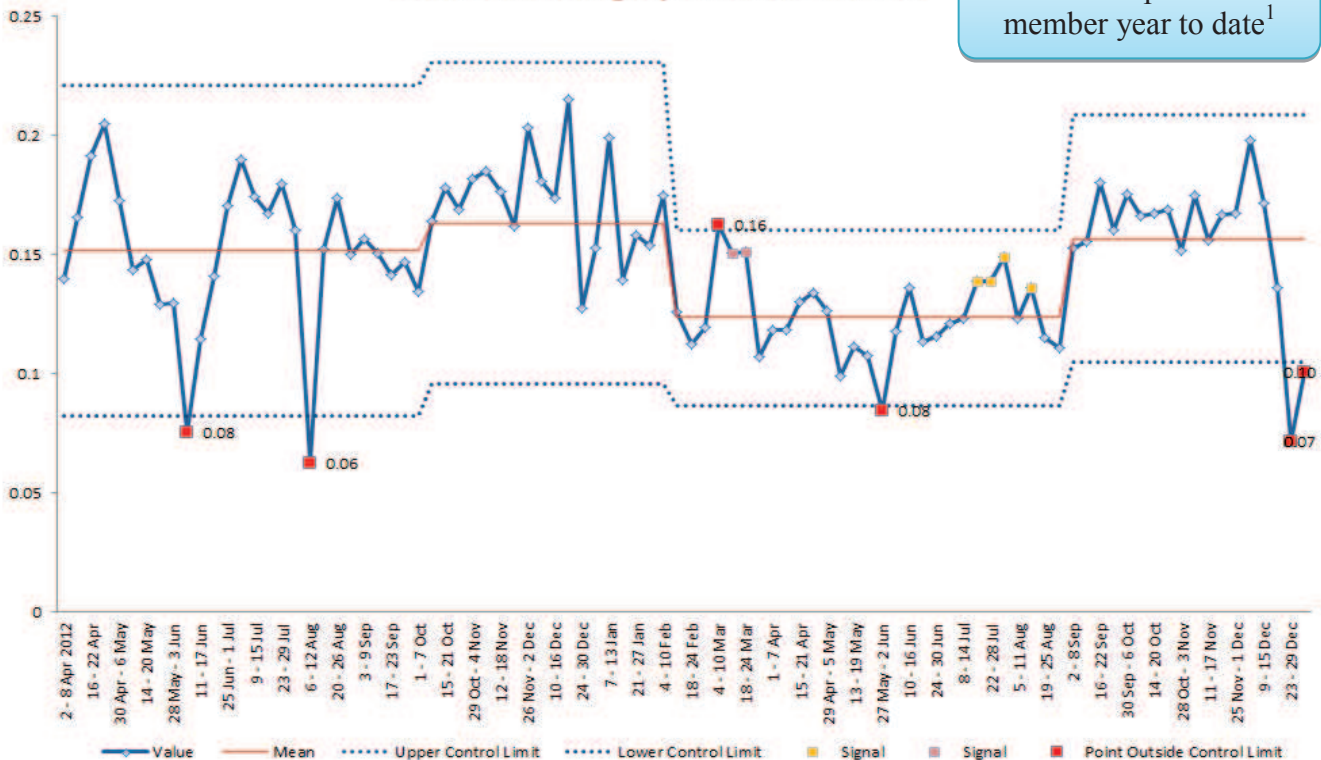
Average 4.6 days sickness per officer year to date<sup>1</sup>



### Police Staff

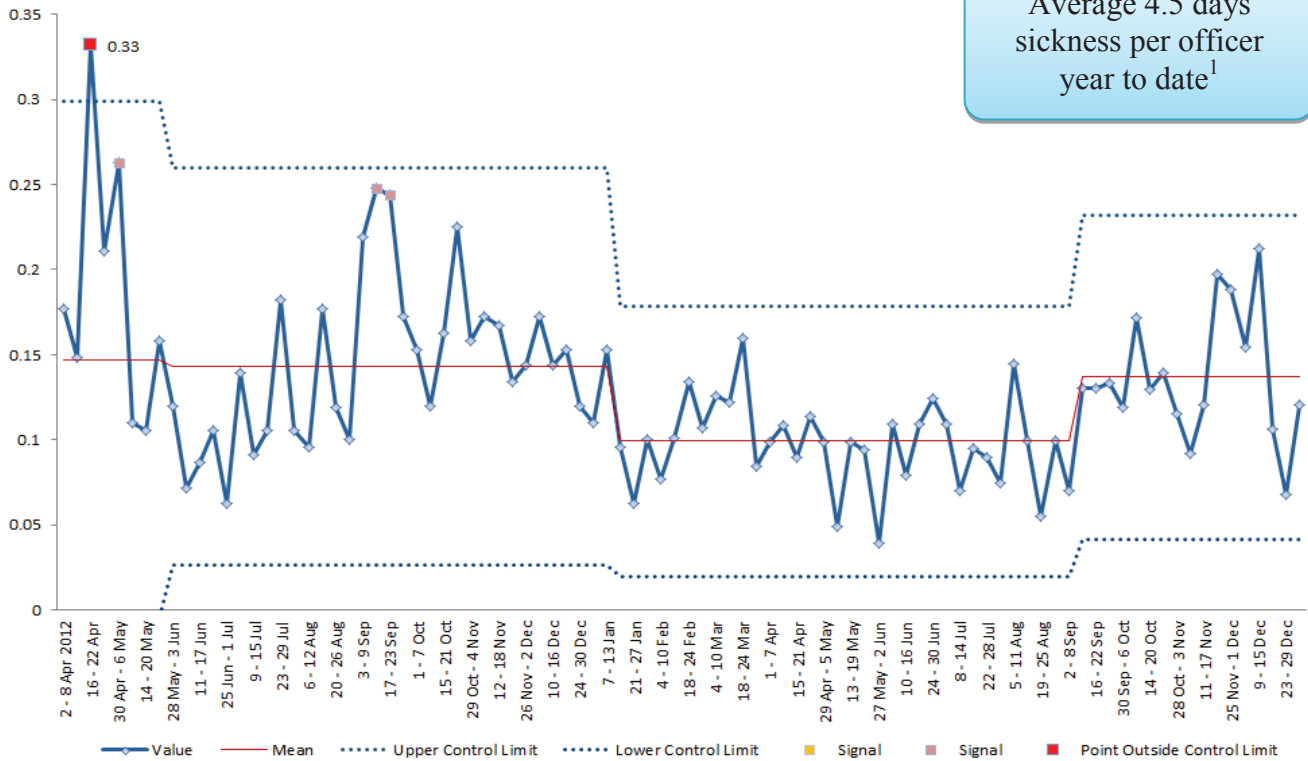
Police staff : Working Days Lost Per Staff Member

Average 5.5 days sickness per staff member year to date<sup>1</sup>



**PCSO**

**PCSOs : Working Days Lost Per Officer**



'Sickness Calculation'

We calculate sickness by dividing the number of working days lost to sickness by the number of full time equivalent (FTE) officers/staff

What's being done to improve sickness levels :

1. Examination of the detail of where the sickness is within the force and also consider the following factors :

- Injuries on duty
- Stress related absences
- Medical retirements
- Voluntary Exit Scheme – sickness profiles and who was off sick at the time of exiting the organisation
- Cancer and other serious illness/condition - related absence/recovery periods
- Specific areas in the force that have high sickness
- Ageing workforce and working conditions – patterns/trends
- Back surgery & other muscular skeletal conditions

<sup>1</sup>Year to date figures are 1<sup>st</sup> April 2013 to 5<sup>th</sup> January 2014

2. Providing performance management information to managers to ensure robust action is being taken, this has included how many staff and Police Officers have progressed to formal stages of Capability Procedures due to sickness absence.
3. Simplifying the sickness management process to make sure that its less bureaucratic and supports managers to manage sickness effectively, including improving the way we get extra support and help to Officers and staff who are sick to get them back to the workplace.
4. We are developing a Wellbeing Strategy to improve the way we support our staff to be productive in the workplace and reduce their absence.
5. Increased levels of support by Human Resource professional to line managers to tackle sickness issues amongst staff.
6. Being proactive in targeting specialist support to departments that are at a higher risk of staff going off sick, in an effort to try and prevent sickness.



**3. Background/supporting papers**

Not applicable

**4. Public access to information**

Form to be published on the OPCCs website.

**ORIGINATING OFFICER DECLARATION:**

<b>Author</b>	<b>Superintendent Sharrard-Williams</b>
<b>Signed</b>	
<b>Date</b>	<b>16<sup>th</sup> January 2014</b>



**STAFFORDSHIRE POLICE AND CRIME PANEL – 27 January 2014**

**WORK PROGRAMME PLANNING 2014**

**Report of the Secretary**

Recommendation

That the Panel considers whether it wishes to add to the Work Programme for 2014 detailed below.

Background

By Regulation this Panel is required to meet on a minimum of 4 occasions each year with the facility to convene additional meetings as and when required.

Historically, the agendas for ‘ordinary’ meetings mainly comprised the quarterly reports on Force Performance, Staffing and Resources – as submitted to the Commissioner for his own accountability meetings with the Chief Constable.

Recently, following consideration of the Commissioners plan ‘Safer, Fairer, United Communities for Staffordshire 2013-18 the Panel has appointed ‘Champions’ for each of the 4 priority areas identified by the Commissioner (together with a 5<sup>th</sup> Champion role for Finance) and has expressed a wish for each Panel meeting to focus on a specific priority.

Following discussions with the Commissioners Chief of Staff on the practicalities of requiring reports on specific areas for each meeting the Panel accepted that each area will not be developed in isolation and therefore agreed that ‘ordinary’ meetings receive update reports from the Commissioner on the selected priority area together with a progress report on the delivery of ‘Safer, Fairer, United Communities for Staffordshire.

The approved Work Programme for 2014 is as follows:

<b>Date of Meeting</b>	<b>Agenda Items</b>
Monday 27 January 2014 (am)	Consideration of the PCC’s proposed Budget and Precept 2014/15
Monday 3 February 2014 (am) <b>(IF REQUIRED)</b>	Consideration of the PCC’s Revised Budget and Precept 2014/15
Tuesday 29 April 2014 (am)	Update from the PCC re Safer, Fairer, United Communities for Staffordshire 2013-18. (Focus priority: Early Intervention)
Monday 21 July 2014 (pm)	Update from the PCC re Safer, Fairer,

	United Communities for Staffordshire 2013-18 (Focus priority: Supporting Victims and Witnesses) Consideration of PCCs Annual Report 2013/14
Monday 20 October 2014 (pm)	Update from the PCC re Safer, Fairer, United Communities for Staffordshire 2013-18 (Focus priority: Managing Offenders)
Monday 19 January 2015 (pm)	Update from the PCC re Safer, Fairer, United Communities for Staffordshire 2013-18 (Focus priority: Public Confidence)

**Members views are sought on whether any of the above meetings should be held outside Stafford.**

J Tradewell  
Secretary to the Panel

Contact Officers: Julie Plant and Tony Jackson

01785 276135 and 277868

[Julie.plant@staffordshire.gov.uk](mailto:Julie.plant@staffordshire.gov.uk) and [Tony.jackson2@staffordshire.gov.uk](mailto:Tony.jackson2@staffordshire.gov.uk)