

HAMPSHIRE POLICE AND CRIME PANEL

10.30am – 3 October 2014

Held in the Hurstwood Room, Public Sector
Plaza (Havant Borough Council)

PRESENT

Councillors:

Chairman

a David Stewart
(Isle of Wight Council)

Vice Chairman

p Adrian Collett
(Hart District Council)

p John Beavis MBE
(Gosport Borough Council)

p Gavin James
(Basingstoke & Deane Borough Council)

p Goff Beck
(New Forest District Council)

p Alison Johnston
(Test Valley Borough Council)

p Ken Carter
(East Hampshire District Council)

p Satvir Kaur
(Southampton City Council)

p Trevor Cartwright MBE
(Fareham Borough Council)

a Peter Latham
(Hampshire County Council)

a Tonia Craig
(Eastleigh Borough Council)

a Ken Muschamp
(Rushmoor Borough Council)

d Michael Cheshire MBE
(Havant Borough Council)

p Jan Warwick
(Winchester City Council)

p Ken Ellcome

(Portsmouth City Council)

Co-opted Members:

Independent Members

p Bob Purkiss MBE
p Amy Milford

Local Authority

p Keith Dibble
p Peter Mason
p Lynne Stagg (appointed at meeting)

At the invitation of the Chairman:

Rob Carr

*Head of Finance, Hampshire County Council –
Financial Advisor to the Panel*

Simon Hayes
Anne Hibbert

*Police and Crime Commissioner for Hampshire
Corporate Accounting Manager, Hampshire County
Council – Financial Advisor to the Panel*

Michael Lawther *City Solicitor and Monitoring Officer – Portsmouth
City Council, Legal Advisor to the Panel*
Andy Marsh *Chief Constable, Hampshire Constabulary*
Terry Lowe *Operational Change Programme Manager.
Hampshire Constabulary*

144. **WELCOME AND INTRODUCTIONS**

It was noted that Councillor David Stewart had given his apologies for the meeting, and therefore Councillor Adrian Collett, the Vice Chairman, would be chairing today's meeting. Councillor Jan Warwick would be assisting as Vice Chairman on this occasion.

The Chairman welcomed all to the meeting and noted changes to the Panel's appointed membership:

- Councillor Gavin James, who replaces Councillor Ranil Jayawardena for Basingstoke and Deane Borough Council.

In addition, Councillor Ken Ellcome was welcomed as the new Portsmouth City Council appointed member.

145. **APOLOGIES FOR ABSENCE**

Apologies were also received from Councillor Michael Cheshire from Havant Borough Council. It was heard that Councillor Jackie Branson was attending as the temporary appointed member in his place

Apologies were also received apologies from Councillors Tonia Craig, Eastleigh Borough Council, Peter Latham, Hampshire County Council, Ken Muschamp, Rushmoor Borough Council, and David Stewart, Isle of Wight Council.

146. **DECLARATIONS OF INTEREST**

Members were able to disclose to the meeting any disclosable pecuniary interest they may have in any matter on the agenda for the meeting, where that interest is not already entered in their appointing authority's register of interests, and any other pecuniary or non-pecuniary interests in any such matter that Members may wish to disclose.

Councillor Ken Ellcome declared a non-pecuniary interest as his son is employed by Hampshire Constabulary.

147. **MINUTES**

The Minutes from the 4 July meeting, following an amendment of wording in Minute 122 of 'Fareham' to 'Havant', were confirmed as a correct record and signed by the Chair.

Under matters arising

- The Police and Crime Commissioner's annual report had been circulated to Panel Members.

- The Police and Crime Panel's annual report had been finalised and sent to all stakeholders.

148. **QUESTIONS FROM THE PUBLIC**

No questions from the public were received on this occasion.

149. **POLICE AND CRIME PANEL – CO-OPTION OF AN ADDITIONAL LOCAL AUTHORITY MEMBER TO THE POLICE AND CRIME PANEL**

The Panel received a report summarising the process undertaken to recommend three individuals to the role of Additional Local Authority Co-opted Member.

(Take in report)

The Chairman reminded the Panel of the process agreed at the 29 June 2012 meeting for co-opting additional local authority Members. The co-option of additional Members would enable the Panel to meet, or better meet, the balanced appointment objective on political proportionality grounds.

The Panel heard that one Liberal Democrat nomination had been recommended, in line with the proportionality table provided to Members. The Chairman asked the recommended person to give an overview of the skills and qualities that they felt they could bring to the Panel.

RESOLVED:

That the following local authority members are appointed to the Hampshire Police and Crime Panel:

- Councillor Lynne Stagg, Baffins (Portsmouth City Council)
(Liberal Democrat)

150. **CHAIR'S ANNOUNCEMENTS**

Broadcasting Notice

The Chairman announced that the press and members of the public were permitted to film and broadcast the meeting. Those remaining at the meeting were consenting to being filmed and recorded, and to the possible use of those images and recording for broadcasting purposes.

Operational Change Programme Briefing

The Chairman reminded new Members that they had been invited to a briefing on the Operational Change programme at the Offices of the Police and Crime Commissioner on the 13 November at 9am.

Working Groups

The Panel were notified of vacancies on the finance working group. Additionally, Independent Co-opted Member Amy Milford notified the

Panel that she wished to step down from the Police and Crime Plan working group owing to time commitments.

It was agreed that the Plan working group would continue with five members, and that Councillor Ken Ellcome and Amy Milford would fill the vacancies on the finance working group.

151. **COMMISSIONER'S ANNOUNCEMENTS**

The Chair invited announcements from the Police and Crime Commissioner for Hampshire (hereafter referred to as 'the Commissioner'). He informed the Panel of:

New Deputy Chief Constable

A new Deputy Chief Constable had been appointed by the Chief Constable, Andy Marsh. Graham McNulty is currently a Commander in the Metropolitan Police, and is due to take up his new role on 2 November.

Rotherham Child Sexual Exploitation Cases

The Commissioner had asked the Chief Constable to undertake a review of all child sexual exploitation cases related to children's homes from 1997 – 2013, in order for the population of Hampshire and the Isle of Wight to be assured that child safeguarding was a top priority for the Constabulary and partner agencies. This review was due to report in January 2015, and Panel members would be updated on its outcomes.

Ashya King Missing Person Case

The Commissioner had been fully briefed on this case throughout the time that this story had made national and international news headlines. The Commissioner's view had been and remained that Hampshire Constabulary had conducted itself professionally and had acted properly on information provided to it from University Hospitals Southampton. An independent review had now been jointly commissioned with the Portsmouth Safeguarding Board, with a view to understanding the facts and learning any lessons. The report of the review would be made public and is likely to be available in the New Year.

Services for Victims and Witnesses

Commissioners were due to takeover responsibility for services for victims and witnesses from October 2014. A conference was due to be held on 5 November, to which Panel members had been invited, to allow partners to be informed of and help shape future services. It was understood that the Panel would soon also be holding a proactive scrutiny session on this area, and the outcomes of this conference would be fed into the Commissioner's response.

Youth Commission

The Youth Commission were assisting the Commissioner to launch 'Be

Part of the Solution', a project aimed at asking people, young or old, to say what they do to contribute to society. This project was due to go live on 25 October at Southampton Football Club, and the Commissioner encouraged Members of the Panel to get involved by having their photo taking and pledging to be part of the solution.

In response to questions, the Panel heard:

- That the Commissioner confirmed that Hampshire Constabulary did not issue any press statements including details of the Kings' religion to the press. In addition, Mr Hayes was satisfied that his office was appropriately resourced enough to be able to deal with communication requests in relation to high profile cases.
- That there was a possibility that Portsmouth City Council's Scrutiny Management Panel would be looking at the King case to assure itself that its own processes were followed correctly.
- Activities were being organised by Hampshire Constabulary to celebrate Black History Month. Two days of events would be taking place over the weekend of 18-19 October at Netley, to which all Panel Members were invited.

152. **POLICE AND CRIME COMMISSIONER FOR HAMPSHIRE – OPERATIONAL CHANGE PROGRAMME**

The Panel received an update on the progress of the operational change programme from the Commissioner, together with Andy Marsh, Chief Constable, and Terry Lowe, Operational Change Programme (OCP) Lead, both from Hampshire Constabulary.

A summary of the changes were provided to Members, and reference was made to the slide pack which had been made available to the Panel prior to the meeting (see Item 9 in the Minute Book).

Mr Lowe outlined the three key elements of the programme;

- To resolve more incidents at the first point of contact, via the new Resolution Centre to be established in Southampton.
- To reduce management numbers over the next 18 months, specifically Sergeant and Inspector ratios, which are higher than in other forces.
- To restructure operational policing teams in terms of response and patrols.

In discussion, Members raised issues relating to OCP changes in their areas. It was agreed that these concerns would be raised outside of the meeting, and that more dialogue was needed with local authorities who hadn't recently been briefed on the progress of the changes.

In response to questions, the Panel heard:

- The Commissioner had been clear throughout the planning for the OCP that neighbourhood policing needed to remain a top priority.
- That the Isle of Wight would not be disproportionately affected by the OCP, as it was expected that there would be a 13% reduction in staffing across both Counties.
- The Resolution Centre had been running as a pilot 'proof of

Members to potentially visit the new resolution centre

concept' for the previous five months, operating every one in five shifts. Public satisfaction had been surveyed throughout this time, and it had been found that this remained high. It was important that the Constabulary retained the trust and confidence of the public throughout the OCP. All Panel Members were invited to observe the resolution centre once it is fully operational.

- It was expected that the force enquiry centre would be downscaled and moved into the resolution centre as part of the OCP.
- That savings to staff costs would be made through natural attrition. Work to analyse trends in staff turnover had taken place, and currently staff attrition rates were slightly higher than expected. The Constabulary had a controlled exit plan in place should the natural turnover of staff not produce the savings expected.
- That the force were taking on a small number of new recruits, with 15 in training this year. Concerns about losing experience, and the need for consistency in leadership in district command posts, were noted and had been recognised as potential risks to the project.
- Discussions had been held with local authority leaders and senior officers around shared estate, but communication for the most part had involved briefing councillors on changes. The OCP was a Constabulary-owned and Commissioner-led transformation project, and as such local authorities had not been invited to shape proposals.
- That the Constabulary had build into the OCP the need to get better at partnership working, and the Chief Constable expected to personally brief the new district commanders taking up their posts on his expectations around this.
- That morale within the force is understandably low, with officers who were in previous times promised job security now concerned about future job prospects. The Chief Constable had identified that the biggest risk to the OCP was change management, and taking staff with him on this significant change. Performance management for staff was taking into account the change to the organisation, with more of a focus on wellbeing.
- Hampshire Constabulary has 3,000 individuals posted across the two Counties, and all staff were surveys on their preferred locations to work out of once the changes have taken effect. So far, 85% of staff had been given either their first or second preference, and for those who hadn't, work was ongoing to ensure that access to travel and work/life balance would not be affected.
- The Commissioner had been engaging with the public on the OCP through various public meetings and forums. An external communications strategy would be agreed to keep local people up to speed on the changes and what they mean for communities. It was key that the population of Hampshire and the Isle of Wight remained engaged on the process.

RESOLVED:

That a further update is provided to the Panel on the progress of the Operational Change programme in April 2015.

153. **POLICE AND CRIME COMMISSIONER FOR HAMPSHIRE –**

POLICE AND CRIME PLAN IMPLEMENTATION MONITORING

Members received a revised implementation plan for the Commissioner's 'Police and Crime Plan' which included for the first time 'RAG' statuses. Additionally, an appendix was provided on decisions taken since the previous meeting (see Item 10 in the minute book).

In response to questions, the Panel heard:

- That the implementation plan was showing green against all outcomes, except one.
- It was expected that all outcomes would be delivered, and the Commissioner believed it a realistic expectation that these would be delivered by the end of his term of office.

RESOLVED:

- That the papers are noted.

154. POLICE AND CRIME PANEL – FINANCIAL MONITORING LEADING TO 2015/16 GRANT BUDGET AGREEMENT

Members received a report setting out the final costs of the Police and Crime Panel during the 2013/14 financial year, and the projected costs for 2014/15.

(Take in report)

Members asked questions relating to the larger areas of spend in the budget. The Panel noted that there had been a large increase in the proportion of the budget allocated to democratic and scrutiny work. This was in order to ensure that suitable resource could be allocated to the Panel going forward, given the desire of Members to continue with a proactive work-programme.

The training budget was discussed, and it was heard that funding could be reorganised to ensure Members requiring training or development were able to receive it in-year.

RESOLVED:

That the Panel:

- Note the final financial position for 2013/14.
- Note the current performance against the budget for this financial year.

155. POLICE AND CRIME PANEL – QUARTERLY COMPLAINTS REPORT

Members received a report from the scrutiny officer to the Panel detailing the activities of the Complaints Sub-Committee in the last quarter (see Item 12 to the Minute Book).

RESOLVED:

That the report is noted.

156. **POLICE AND CRIME PANEL –FUTURE MEETINGS AND WORK PROGRAMME**

Members received a report from the Scrutiny Officer to the Panel, setting out the proposed Police and Crime Panel dates for 2015/16, together with the proposed future work programme.

The report also set out the proposed cancellation of the 5 December meeting, on the basis that:

- There would not be enough time to undertake the proactive scrutiny topics effectively between the December and January meetings.
- Therefore the proactive scrutiny of 'diversity' would be more timely
- The sole item on the agenda (which is not a standing item) is the HMIC report on data integrity, which would be more timely to consider at the PCP's formal meeting in January.
- The cancellation of the meeting will result in a saving to the taxpayer (owing to reduced spend on travel, printing, refreshments and officer time).

The Panel were asked to note that should the December meeting be cancelled, the next meeting of the Panel would take place in Winchester on 23 January. Full details would be provided with the dispatch of papers.

RESOLVED:

That:

- The meeting dates for 2015/16 are agreed.
- The cancellation of the 5 December meeting is noted and agreed.
- The work programme, subject to any recommendations made at the meeting, is agreed.

Chairman, 23 January 2015