

Police and Crime Commissioner Annual report

April 2015 – March 2016

Introduction

Many initiatives and programmes successfully came to fruition in 2015/16. This report outlines the achievements and progress during the 2015-16 financial year, set against the four priorities in the then Police and Crime Plan.

Priority 1: Improve frontline policing to deter criminals and keep communities safe

There has been significant change and improvement in frontline policing and by April 2016, many projects created through the Hampshire Constabulary's Operational Change Programme were fully implemented.

Hampshire Constabulary's Operational Change Programme was designed to increase effectiveness, release financial savings, reduce demand for police services, increase shared services with other forces and public services, embrace opportunities for technological development, and ensure flexibility to respond to civil emergencies and major events.

Successful implementation, resulted in the:

- Introduction of a Resolution Centre to manage non-emergency incidents through telephone resolution, in order to reduce demand on the rest of the force
- Implementation of new neighbourhood boundaries and teams aligned with council wards
- Implementation of omni-competent investigation teams
- Implementation of new Response and Patrol teams and borderless deployment process

Having a strong police presence in the community and local neighbourhoods was important and, in addition to protecting Police Community Support Officer (PCSO) numbers, 198 new police constables were also recruited into the force during the latter months of 2015 and early 2016.

Investment to tackle cyber crime

Cyber crime is a growing threat and it is predicted that the volume of cyber crime is set to exceed that of traditional crime. To tackle this increasing risk, £1.5 million was invested in 2015 in helping to ensure that people, businesses and communities are as safe as possible from cyber crime threats through modern policing. Support was also given to Hampshire Constabulary to take part in a 12 month pilot scheme to recruit specialist volunteers to increase the skill set within Hampshire Constabulary to prevent and solve cyber crime; advising on live investigations, analysing phones or computers for evidence, and providing advice to regular digital investigators.

Rural Policing Strategy

Outside of the two unitary areas of Portsmouth and Southampton, much of Hampshire and the Isle of Wight is rural. A first rural policing strategy was developed and in 2015 it achieved:

- Operation Falcon – created to protect rural communities and make them a hostile environment for criminals, reduce rural crime, and improve confidence in the police amongst rural communities.
- Introducing a Chief Inspector for each district area and ring-fenced Neighbourhood Policing Team, to ensure locally led policing and facilitate local accountability

- Dedicated Country Watch Team that specialises in dealing with rural issues and wildlife crime. They work closely with key partner agencies and build up contacts in the community to help them tackle issues effectively
- Introduction of a Rural Crime Partnership group, chaired by an Assistant Chief Constable – symbolising that rural policing is now seen on an equal footing with urban policing within the Constabulary.

During 2015, rural residents from around Hampshire and the Isle of Wight were engaged and consulted with about rural crime at eight rural events: Highclere Game Fair, Isle of Wight Agricultural Show, New Forest Show, Garlic Festival Isle of Wight, Alresford Show, Wolverton Manor Garden Show Isle of Wight, Romsey Show and Hampshire Country Sports Day. These events provided the opportunity to discuss rural concerns.

Tackling radicalisation and terrorism

A particular focus was made on raising the profile of the 'Prevent' strand of the government's Counter Terrorism Strategy (known as CONTEST) amongst partners. This was primarily achieved through the Hampshire and the Isle of Wight Community Safety Alliance. In November 2015, support was given to a competition inviting students to make a short film to provide a counter-narrative to the films being released by extremist groups. Six colleges from around Hampshire and the Isle of Wight took part in the competition, the first of its kind in the county, and Christ the King College from the Isle of Wight won first prize.

Supporting people with mental ill-health

Supporting victims and perpetrators with mental health problems was a key focus for the Commissioning Plan during this year. Several projects were commissioned to improve support in this area during 2015, including specialist services for domestic abuse and sexual violence victims who are vulnerable to mental health problems as a result of their experiences. This support included grant funding to projects such as 'Youth First', which tackles anger and anxiety in young people and 'Buzz Off', a project aimed at reducing crimes experienced and committed by people with learning disabilities. As a result of the action and investment in this area, the number of adults held in police custody as a place of safety under the Mental Health Act reduced significantly from 598 in 2012/13 to 22 in 2015/16. In addition, children are no longer held in police custody as a place of safety in the Hampshire Policing Area.

Transforming the Police Estate

Following the introduction of a new Estate Strategy and Change Programme in 2013, a number of successes have been achieved. Those of note in 2015/16 included:

- In January, the investigation teams moved into the first Police Investigation Centre (PIC) in Southampton and, in September, construction started on the second PIC in Basingstoke, to serve the north of the County.
- In October 2015, the first teams moved into the newly renovated Operational Headquarters, Mottisfont Court in Winchester
- They were closely followed by police staff moving into the newly refurbished Strategic Headquarters, shared with Hampshire Fire and Rescue Service, in November 2015. This is the first headquarters of its kind, with the senior management teams from police and fire working together in one building
- Almost 20 Neighbourhood Police Teams moved in with partner organisations: Whitehill with East Hampshire District Council, Bordon Eco Station; Basingstoke with Basingstoke and Deane, Parklands Building; Ventnor with Ventnor Town Council, Coastal Visitors Centre; Hayling with Hampshire County Council, Library; Civic Centre with Portsmouth City Council; Gosport with Gosport Borough Council, Civic Centre; Paulsgrove with Portsmouth City Council Housing Office; Sandown with Isle of

Wight County Council, The Barracks; Fleet with Hart District Council, Civic Centre; Havant with Havant Borough Council, Plaza and Buckland with Portsmouth City Council, Housing Office

Priority 2: Placing victims and witnesses at the heart of policing and the wider criminal justice system

As a result of targeted work in this area, including the launch and introduction of the Victim Care Service in April 2015, significant improvements were made to the journey of victims and witnesses through the criminal justice system.

The Victim Care Service (provided by Victim Support) receives automatic referrals from Hampshire Constabulary and offers a tailored package of support to victims of crime, fulfilling many of Hampshire's obligations under the Code of Practice for Victims of Crime. Any needs identified may be met immediately through emotional support over the phone, result in signposting to another more suitable support organisation, or may result in practical support such as a personal alarm or door locks being issued. In April to December 2015, the Victim Care Service received 33,279 referrals to support victims of crime. 42% of these were considered priority victims and 20% required a needs assessment.

Widening access to restorative justice

A commitment was made in the Police and Crime Plan to increase the use of restorative justice, to put the victim at the heart of the criminal justice system and reduce reoffending. As a result, the Restorative Justice Strategy was launched in 2015, which set out a vision to make restorative justice available across the Hampshire Policing Area, at all stages of the criminal justice system.

A Restorative Justice Coordinator was recruited to develop and deliver the overarching strategy and over £450,000 was invested to deliver restorative justice in the area, further showing the commitment in this area. As a result Restorative Solutions are now rolling out services across Hampshire and the Isle of Wight that offer traditional restorative justice for victims of crime in the form of conferences or face to face meetings between the victim and offender. In addition, during the last year, frontline police officers are being trained to raise awareness of restorative justice and service being delivered, to ensure this is being offered to victims by officers in the force.

Working together to reduce domestic abuse

In November 2015, a financial contribution was made towards Southampton's integrated domestic abuse contract and led a collaboration with Hampshire County Council and Southampton City Council resulting in the development of a contract to manage domestic abuse perpetrators. This service includes the identification of perpetrators, risk assessment, management of perpetrators and a review by Southampton University. A funding contribution towards Portsmouth City Council's domestic abuse perpetrators service called Up2U was also made.

Supporting victims of Sexual Crime

The first Sexual Crime Strategy was introduced this year, which is focussed on the principle that all victims and survivors of sexual crime should be supported. It sets out the intention to work in partnership to support victims and survivors, embracing the principles of prevention and innovation, to help address hidden crime, and promote confidence and awareness. The strategy sets out what services are available for victims of sexual crimes and where there are gaps in service provision, and makes a series of recommendations as a result of these findings.

During 2015/16 £413,166 was invested in sexual violence services in the Hampshire Policing Area. These services included the Sexual Assault Referral Centre (SARC), Independent Sexual Violence Advisors, and specialist organisations such as four Rape and Sexual Abuse Support Centres.

Tackling child sexual exploitation

Child sexual exploitation (CSE) became an emerging priority following the discovery of extensive CSE in Rotherham and other parts of the country. In light of these findings, Hampshire Constabulary, with the support of the four Local Safeguarding Children's Boards, carried out a review of how CSE cases were dealt with between 1997 and 2013. As a result of this, Hampshire Constabulary set up a non-recent legacy CSE investigation team, known as Operation Marmion. This team worked in partnership with Children's Social Care leads from each local authority in Hampshire, Southampton, Portsmouth and the Isle of Wight, with support provided by specialist Independent Sexual Violence Advisors. It quickly became clear that more cases were emerging as a result of victims having the confidence that their experience would be taken seriously.

During the year, £187,153 was allocated to tackling child sexual exploitation, this resulted in the delivery of:

- A six week programme working with families with a holistic approach to tackling child sexual exploitation, provided by Barnardos.
- Chelsea's Choice - an innovative and powerful production highlighting the very serious and emotional issue of child sexual exploitation aimed at young people, parents and professional working with young people.
- Love 146 – a project working with trafficked young people who are at risk of exploitation. The project provides safe accommodation to vulnerable young people, creating safety plans to protect them from perpetrators.

Priority 3: Work together to reduce crime and anti-social behaviour in your community

Crime and anti-social behaviour cannot be tackled by the police alone; success depends on working closely with other public organisations, private and voluntary organisations, and communities themselves. Building effective partnerships supports greater joint working to tackle common issues.

In January 2015 the first Hampshire and the Isle of Wight Police and Crime Reduction Alliance was launched to ensure more coordination between key stakeholders across the Hampshire Policing Area. It brought together key agencies across the region to work collaboratively to improve outcomes for local communities. The Alliance is attended by the Commissioner, Council Leaders, the Chief Constable, Chief Fire Officer, the Chief Executive from the Community Rehabilitation Company, and a representative from the Clinical Commissioning Groups.

Coupled with this, the Hampshire and the Isle of Wight Community Safety Alliance was also launched, bringing together chairs of the community safety partnerships from across the Hampshire Policing Area to work in partnership to prevent duplication, reduce costs, and tackle issues using a joined-up approach. Through this meeting, partners have been engaged to work together to tackle priorities by pooling resources and identifying local and shared needs.

A Hate Crime Action Group for the Hampshire Policing Area was also launched in this year. This group brings together a range of organisations to raise awareness of and better understand the nature of hate incidents, ensuring an appropriate response to individuals and the wider community. Through the use of best practice

initiatives, engagement and involvement, it also aims to educate and increase confidence in communities to understand hate crime, how to report it and the support they will receive.

Modern Slavery Partnership

Launched in September 2015, the Modern Slavery Partnership was set up to work together to fight slavery and support victims of slavery in the Hampshire Policing Area. It is focused on pursuing offenders, preventing slavery, protecting victims, and preparing services to identify and tackle it through raising awareness. The partnership, one of the first of its kind in the country has grown a membership of 140 people from over 30 different organisations. Since its launch, the Partnership has been promoted at a number of conferences and events to raise awareness and encourage involvement, as well as through a dedicated website which contains information on what modern slavery is, how to stop it, the partnership, rights and responsibilities, training and resources and useful contact details. A social media campaign successfully increased traffic to the website, encouraging people to register a personal pledge of support online.

The first Modern Slavery Partnership conference took place in February 2016, which brought together stakeholders and national leads in this area to share best practice, which was followed up with a series of Master Classes, covering age assessments, spotting the signs and improving cultural understanding.

Working together to create safer roads

After investing in road safety, particularly in rural areas, 800 volunteers were working on 81 schemes, 25 of which are part-funded. An evaluation in 2015 found that the schemes had been widely taken up in rural areas and these were the most proactive groups in approaching the police to find out about the scheme. Research during this year, also discovered that almost 80% of Speedwatch volunteers felt the scheme had made a positive difference in their area, and 70% felt valued by Hampshire Constabulary.

Priority 4: Reduce reoffending

The traditional approach to reducing offending, specifically the arrest and prosecution of offenders through the courts, and use of custodial sentencing, represents a huge cost to the public purse. While prison may be the only option for some, prisons are full to capacity and are not the best solution for all offenders. During the last year, projects that were introduced early in the term are clearly having a positive and successful impact on the reduction of reoffending.

Community Peer Court

A year on from its launch in 2014, the Community Peer Court is having fantastic results, with a reoffending of just 5% as opposed to the national rate of 33%. This three year pilot has been trailing a new approach, enabling young people aged 10 to 17 who have committed a minor offence to be judged by peers of their own age. It aims to make offenders think seriously about this offence, divert them from the criminal justice system and deter them from future offending. It uses peer pressure, one of the main reasons for young people offending, to reverse their attitude to crime and anti-social behaviour.

The general role of the community court is not to decide on innocence or guilt, but to use community-driven mechanism to help decide on appropriate and fair sanctions for young people who have acknowledged their guilt. The Hampshire Community Court is complementing current restorative justice provisions, not replace existing criminal courts for young people (Youth Courts).

The project has won two awards; Star of the Community Award 2015 (The News Youth Awards) and Youth on Board Award (Making a Difference 2015, British Youth Council). The court is currently being reviewed by the College of Policing with a view to establishing another community court elsewhere in the country.

Diverting young people from crime

A range of programmes for young people that divert them away from crime have been funded to generate lasting social change, one such activity was the Hampshire Police Cop Car – The Driving Futures project that was launched in 2015. The 10 week challenge, saw 11-16 year olds, who face difficulties within the normal school system, work as part of a team, in order to build an F24 Kit Car. Bringing the students together with the Police, Royal Navy and teaching and support staff, the project offered young people currently unable to attend regular schools the chance to grow in confidence, learn many new skills and to engage with the police in a positive manner.

Maintaining border control

In 2015, funding was committed to ensure the continued work of Hampshire Constabulary's Marine Unit. This unit plays a vital role in counter terrorism, especially given the attacks that other parts of the world have seen in shipping and coastal areas. The Unit also supports a number of high profile events such as Cowes Week Regatta and the Americas Cup World Series.

Other Achievements

Many other successful activities were achieved.

During 2015, a second Chief Constable was recruited to Hampshire Constabulary, following Andy Marsh moving to another county. Olivia Pinkney was successfully recruited as the new Chief Constable in February 2016.

Two Takeover Days were held, one in Winchester and one on the Isle of Wight. 24 students had the opportunity to share their views with the Commissioner and gain an insight into the responsibilities of the role.

In the months before the 2015 Comprehensive Spending Review, lobbying was undertaken to make it clear that Hampshire Constabulary could not make further cuts without significantly changing its approach to crime, especially prevention and certain low level offences. Fortunately, the final announcement confirmed that the risk to public safety from further cuts had been recognised.

Scrutiny and accountability

The 'Commissioner's Performance, Accountability, Scrutiny and Strategy (COMPASS) meetings were set up to hold the Chief Constable to account. These developed into meetings where the Chief Constable is held to account on the delivery of the Police and Crime Plan in public, and also give the public an opportunity to ask questions. All meetings are filmed and published on the Commissioner's website. During 2015, two COMPASS events held in 2015, one in Portsmouth (May) and one on the IOW (September).

It is also important to recognise the role that others play in scrutinising Hampshire Constabulary performance. In particular, Her Majesty's Inspectorate of Constabulary (HMIC) play an important role in inspecting all police forces and have the ability to compare and contrast with other parts of the country. This certainly enhances ability to scrutinise activity at a local level.

Last year, Her Majesty's Inspectorate of Constabulary (HMIC) rated Hampshire Constabulary as 'good' at understanding, engaging with, and treating fairly the people it serves to maintain, and improving its

legitimacy. It highlighted that officers and staff recognise the importance of “dealing with the public in a fair, polite and professional way and how this supports public confidence in the police” (HMIC, PEEL: Police Legitimacy, Hampshire Constabulary, 2015).

An effective Independent Custody Visiting scheme

There is an effective Independent Custody Visiting (ICV) scheme. These are volunteer members of the public who are impartial, independent of the police and have no direct association with the criminal justice system. Their role is to visit all police custody suites across the Hampshire Policing Area unannounced to evaluate welfare. Between 1st April 2015 and 31st March 2016, 23681 detainees were held in custody and during this time custody visitors carried out 283 visits. At the time of their visits, 1288 detainees were being held which represents 5.44% of the overall custody population for the period. Of these, custody visitors were able to offer 837 detainees an interview and 808 accepted. This represents a 96.54% uptake rate. The main reason why detainees were not seen was due to them being on Police interview or with a solicitor. Custody visitors meet with the scheme administrator and the Constabulary on a quarterly basis to discuss their findings.

Improving policing for young people

Hampshire Constabulary was tasked to develop a Youth Strategy to outline how they work effectively with partners to provide a policing service that delivers the best outcomes for children and young people. This strategy was published in 2015 and sets out how Hampshire Constabulary will improve relationships between young people and the police, ensure the police service is relevant to young people’s lifestyles and ways of thinking, prevent young people becoming victims or witnesses of crime, and prevent stereotyping of young people. A board oversees the delivery of the strategy and is currently responsible for implementing over 30 actions.

Improved commissioning

After a period of identifying the needs, service supply and priorities, and the development of partnership networks, by 2015/16 the Commissioning Team had a much clearer picture of what was needed. They were able to distinguish between the services that require stable ongoing funding and those that are more local and flexible year on year. As a result, there was a shift towards contracts rather than grant funding, which facilitated fair competition to bid, best value, sustainability, and enable better performance management.

The focus in 2015/16 has been on increasing efforts to co-ordinate activities with the big charities through the South East Funders Forum. This brings together Big Lottery, Big Lottery Heritage, The Lloyds Foundation, Comic Relief, Children in Need and many others. Hosting and supporting these meetings was undertaken, as well as supporting the South East's PCCs to coordinate commissioning regionally, and share lessons learned and best practice. In this way, along with the existing arrangements with Community Safety Partnerships, support services were commissioned at the most appropriate level.

Engaging and targeting

Ensuring the public are able to influence and shape policing remained important. A number of events were attended to tackle the issues raised by communities across the Hampshire Policing Area and ensure everyone has equal opportunity to share their concerns and influence the direction of local policing. A number of events were undertaken, which included, but were not limited to:

- Gosport Summer Passport Scheme
- Vaisakhi Festival in Southampton
- New Forest Show
- Highclere County Show
- Alresford Show
- Winchester and Fareham Access All Areas
- Romsey Agricultural Show
- Mela Festival
- Hampshire Pride
- Whestival
- Safer Gosport Community Day

During the year, there were regular meetings with the Presidents of the four University Student Unions in Hampshire to inform them about issues and changes and obtain their support in giving out crime prevention advice to students. Other activities included a series of 'walk-about's, joining street pastors on patrol, visiting youth offending teams, a boxing academy, Neighbourhood Watch meetings, football projects, and much more.

A number of surveys to consult with the public on specific issues were also undertaken, ensuring that their views are represented in decision making. These included:

- During February 2015/16 Council Tax precept consultations (the latest one consulting over 2,500 people)
- Community remedy (over 800 respondents)
- Business Crime survey (to inform the Business Crime strategy)

Engaging and involving with a wide cross section of communities and partners across the Hampshire Policing Area has been achieved through a number of conferences during this year:

- May 2015 – Adult Safeguarding (Isle of Wight) and Anti-Social Behaviour
- September 2015 – Sexual Crime Strategy launch / workshop
- September 2015 – Business cyber crime event
- November 2015 – Restorative Justice Strategy launch
- February 2016 – Modern Slavery Partnership conference
- March 2016 – Adult Safeguarding (Isle of Wight)

These conferences have been vital to share best practice, encouraged and improved partnership working, and helped shape policy.

Engaging young people

The Youth Commission was set up to be the voice of young people on police and crime issues. Now in its second cohort of young people, the Youth Commission has reached out and engaged with over 2,000 young people from across the Hampshire Policing Area. Gaining their views on a number of priorities have helped

Hampshire Constabulary produce their Young People's strategy. Hampshire Constabulary continues to consult Youth Commission members on young people's police and crime issues.

The Youth Commission successfully launched a number of high profile campaigns. The first being the Be Part of the Solution campaign where young people wished to be seen as part of the solution to crime and anti-social behaviour in their communities. The Be part of the solution campaign encourages young people aged between 14 and 25 years to promote what they are doing in their local community, to improve their personal relationships or the quality of life of their family and friends and to make informed choices, or pledge to do this and to be part of the solution going forward.

In October 2015 the Youth Commission launched its Lethal Highs campaign with the aim of educating young people about what New Psychoactive Substances are and the effects of taking them so they can make informed choices or helps other to. The launch week was a huge success with the @Hantsyc twitter activity achieving 42,000 impressions, the four films produced being viewed 650 times and used by some schools in assemblies or PSHE classes, 400 posters and 3,000 leaflets distributed on request to a variety of organisations, two workshops held with youth organisations, a good level of media interest and a mention in Parliament.

Financial Information

The period of austerity continues within the public sector. Further uncertainty is due to the review of the Police Funding Formula, which was due to take place during the autumn of 2015, but was delayed and is now expected to commence in October 2016, with any changes unlikely to take effect until 2018/19.

Based on the Government's own published calculations, the existing funding formula is unfair on the people of the Hampshire Policing Area , where additional grant of £10m would be received if the current agreed formula were fully implemented. In simple terms, this means fewer police officers to keep people safe.

Since 2010/11, government grant reductions and low council tax increases have required planned savings of £80m to be achieved. The initial phase removing £54m of costs from support services, then from efficiencies from frontline areas of £26m. Further grant reductions mean that further savings will be required, therefore a new change programme has been put in place to review current processes and find the required savings from efficiencies wherever possible.

The HMIC carried out a PEEL Efficiency Assessment within the Force in 2015. The overall rating received was 'Good', however the specific rating for the question 'How sustainable is the force's financial position for the short and long term?' was judged to be 'Outstanding' showing that HMIC has confidence in the financial planning and management within Hampshire. The assessment for 2016 was carried out earlier this year and the results will be published shortly.

The Revenue Budget outturn for 2015-16 is an underspend of £7.8m (2.6%) for the combined accounts of the OPCC and the Chief Constable. This will be transferred to the Transformation Reserve to fund costs of future change.

The Medium Term Financial Strategy will be refreshed, building in additional budget for priority areas and reducing costs where efficiencies can be found.

Office of the Police and Crime Commissioner
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