

Northamptonshire Police, Fire and Crime Panel

A meeting of the Northamptonshire Police, Fire and Crime Panel will be held in the Jeffrey Room, The Guildhall, St Giles Street, Northampton NN1 1DE on Thursday 15 June 2023 at 1.00pm

Agenda

1.	Apologies for Absence and Notification of Substitute Members
2.	Appointment of the Panel Chair for 2023/24
3.	Appointment of the Panel Deputy Chair for 2023/24
4.	<p>Notification of requests from members of the public to address the meeting</p> <p>Any requests to speak on an item on the agenda should be notified to the Chair (c/o the Committee Manager) by 12 noon two working days before the date of the meeting.</p>
5.	<p>Declarations of Interest</p> <p>Members are asked to declare any interest and the nature of that interest which they may have in any of the items under consideration at this meeting.</p>
6.	<p>Chair's Announcements</p> <p>To receive communications from the Chair.</p>
7.	<p>Minutes (Pages 5 - 18)</p> <p>To confirm the minutes of the Panel meeting held on 20 April 2023.</p>
SCRUTINY OF THE POLICE, FIRE AND CRIME COMMISSIONER	
8.	<p>Police, Fire and Crime Commissioner's Annual Report and Fire and Rescue Statement for 2022/23</p> <p>Guide time: 1.15 – 2.15pm</p>

a)	Police, Fire and Crime Panel statutory responsibilities (Pages 19 - 22)
b)	Annual Report and Fire and Rescue Statement (Pages 23 - 54)
PANEL OPERATION AND DEVELOPMENT	
9.	Police, Fire and Crime Panel Work Programme 2023/24 and operating arrangements (Pages 55 - 64) Guide time: 2.15 – 2.45pm
10.	Appointments to the Police, Fire and and Crime Panel Complaints Sub Committee for 2023/24 (Pages 65 - 74) Guide time: 2.45 – 3.00pm
11.	Urgent Business The Chair to advise whether they have agreed to any items of urgent business being admitted to the agenda.
12.	Exclusion of Press and Public In respect of the following items the Chair may move the resolution set out below, on the grounds that if the public were present it would be likely that exempt information (information regarded as private for the purposes of the Local Government Act 1972) would be disclosed to them: The Panel is requested to resolve: “That under Section 100A of the Local Government Act 1972, the public be excluded from the meeting for the following item(s) of business on the grounds that if the public were present it would be likely that exempt information under Part 1 of Schedule 12A to the Act of the descriptions against each item would be disclosed to them.”

Catherine Whitehead
Proper Officer
7 June 2023

Northamptonshire Police, Fire and Crime Panel Members:

Councillor Gill Mercer

Councillor Andre Gonzalez De Savage

Councillor Fiona Baker

Councillor Jon-Paul Carr

Councillor Dorothy Maxwell

Councillor Zoe McGhee

Councillor Russell Roberts

Councillor Ken Pritchard

Councillor David Smith

Councillor Winston Strachan

Mrs Anita Shields

Miss Pauline Woodhouse

Information about this Agenda

Apologies for Absence

Apologies for absence and the appointment of substitute Members should be notified to democraticservices@westnorthants.gov.uk prior to the start of the meeting.

Declarations of Interest

Members are asked to declare interests at item 4 on the agenda or if arriving after the start of the meeting, at the start of the relevant agenda item

Local Government and Finance Act 1992 – Budget Setting, Contracts & Supplementary Estimates

Members are reminded that any member who is two months in arrears with Council Tax must declare that fact and may speak but not vote on any decision which involves budget setting, extending or agreeing contracts or incurring expenditure not provided for in the agreed budget for a given year and could affect calculations on the level of Council Tax.

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Queries Regarding this Agenda

If you have any queries about this agenda please contact James Edmunds, Democratic Services, via the following:

Tel: 07500 605276

Email: democraticservices@westnorthants.gov.uk

Or by writing to:

West Northamptonshire Council
One Angel Square
Angel Street
Northampton
NN1 1ED

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Northamptonshire Police, Fire and Crime Panel

Minutes of a meeting of the Northamptonshire Police, Fire and Crime Panel held at Maybin Room, One Angel Square, Angel Street, Northampton NN1 1ED on Thursday 20 April 2023 at 1.00 pm.

Present:

Councillor Gill Mercer (Chair)
Councillor Andre Gonzalez De Savage (Vice-Chair)
Councillor Adam Brown
Councillor Jon-Paul Carr
Councillor Dorothy Maxwell
Councillor Zoe McGhee
Councillor Ken Pritchard
Councillor David Smith
Councillor Winston Strachan
Mrs Anita Shields
Miss Pauline Woodhouse

Also Present:

Stephen Mold, Northamptonshire Police, Fire and Crime Commissioner
Ivan Balhatchet, Deputy Chief Constable, Northamptonshire Police
Deborah Denton, Joint Head of Communications, Office of the Police, Fire and Crime Commissioner
Helen King, Chief Finance Officer, Office of the Police, Fire and Crime Commissioner
Stuart McCartney, Governance and Accountability Manager, Office of the Police, Fire and Crime Commissioner
Nicci Marzec, Director for Early Intervention, Head of Paid Service and Monitoring Officer, Office of the Police, Fire and Crime Commissioner
Liz Wilcox, Detective Chief Inspector, Northamptonshire Police
James Edmunds, Democratic Services Assistant Manager
Diana Davies, Democratic Services Officer

Apologies for Absence:

Councillor Russell Roberts

Officers:

133. Apologies for Absence and Notification of Substitute Members

Apologies for non-attendance were received from Councillors Roberts.

134. Declarations of Interest

None declared.

135. **Chair's Announcements**

The Chair welcomed all those present to the meeting and reminded the Panel:

- The meeting would be webcast live and participants would need to utilise their microphones.
- The meeting was the final scheduled Panel meeting in the municipal year 2022/23 and thanked everyone for their hard work.

136. **Minutes**

RESOLVED that: the minutes of the Police, Fire and Crime Panel Confirmation hearing held in public on 11 January 2023 be approved.

RESOLVED that: the minutes of the Police, Fire and Crime Panel Confirmation hearing held in private on 11 January 2023 be approved.

RESOLVED that: the minutes of the Police, Fire and Crime Panel meeting held in public on 2 February 2023 be approved.

RESOLVED that: the minutes of the Police, Fire and Crime Panel Confirmation hearing held in public on 2 February 2023 be approved.

RESOLVED that: the minutes of the Police, Fire and Crime Panel Confirmation hearing held in private on 2 February 2023 be approved.

137. **Northamptonshire response to recommendations from the HMICFRS inspection of vetting, misconduct, and misogyny in the police service**

The Police, Fire and Crime Commissioner (PFCC) introduced the report and emphasised to the Panel that Police Officers should deliver the highest standard of behaviour and integrity. Identifying and eliminating unacceptable behaviour was vital and vetting procedures needed to be robust and effective.

The PFCC had provided additional investment to the Chief Constable for resources and a vetting management software system, which helped to attract and retain excellent staff and with the identification of individuals who did not meet the expected standards for a Police Officer.

The PFCC then introduced Ivan Balhatchet Deputy Chief Constable, Northamptonshire Police, to provide an outline of the work that the force had delivered under Operation Admiral. Liz Wilcox, Detective Chief Inspector, Northamptonshire Police, was also present to provide more detailed information on work in this area.

The Deputy Chief Constable advised that his role included the responsibility for Professional Standards within Northamptonshire Police. Nationally, the standards of discipline and crime in Policing had been subject to media attention. A team had been created to review Professional Standards within Northamptonshire Police. The

review included historic non-recent reports, criminal investigations, vetting, the disciplinary procedures, the number in the Professional Standards department, focus groups and surveys from staff.

It was recognised there was a need to build confidence with victims of crime in order that they trusted in the confidentiality of the reporting system, and would report wrong-doing by Police Officers; to ensure allegations were taken seriously; and to ensure that the right people were investigating.

Public confidence in policing, particularly amongst women and girls, was currently low and Northamptonshire Police were actively identifying inappropriate behaviours within the force to rebuild public trust.

The Detective Chief Inspector explained that she had an objective investigatory crime background with the Metropolitan Police and had transferred to work on Operation Admiral, to look at professional standards, misconduct, crime and corruption in Northamptonshire Police.

The HMICFRS report had outlined 28 recommendations specific to the Police, all had been discharged in Northamptonshire. One recommendation was rated 'Amber' as it required a change of legislation and codes of practice to vary the manner that the data stored within the Police National Database (PND) could be utilised. Further work had been identified to improve and enhance the public service and the safety within the organisation.

The Director for Early Intervention, Head of Paid Service and Monitoring Officer, OPFCC had decided all OPFCC staff would undergo a PND check. Although exempt, the PFCC had considered it important for him also to be included in the checks.

The vetting systems had been reviewed and investment made in a new software system, Core-Vet, to improve data collation, records and the timeliness of the extraction of data from the systems. Further improvements could be achieved by having a single vetting system, supporting a joined up approach that would help to ensure references were followed up and the force was employing the right people.

To ensure that investigations had been thorough and conducted properly the team had completed a review of 3 years of allegations of misconduct by Police Officers and staff within Northamptonshire, in line with recommendation 28 of the HMICFRS report, and reported that overall the investigations were of a good standard. Risks that were identified would be subject to review by a panel, made up of the Detective Chief Inspector and two members of the team, both detective sergeants.

A review of crime was carried out and a review of corruption matters was scheduled. On completion, the results of all reviews would be considered to ensure that investigations were being undertaken by the correct team and that the appropriate staffing resource was allocated to ensure that processes were effective and robust.

The team were conducting an exercise to ensure that PND checks had been carried out on every serving member of staff and all Police Officers in Northamptonshire

which included the PFCC and the chief officer team. The exercise was estimated to be completed by September 2023.

The team would review the information distributed in job advertisements to set the standard required and attract appropriate applicants and would continue with face-to-face interviews to assess suitability.

The force could invoke Regulation 13 should a member of staff prove unsuitable for the job. How that regulation was being applied was under review.

The PFCC commended the work of Northamptonshire Police with particular mention to the Deputy Chief Constable and the Detective Chief Inspector. As a result of internal disclosures, the force had exited a number of individuals. At the same time, the PFCC emphasised that the majority of the force were dedicated public servants, committed to making Northamptonshire safer.

Northamptonshire had the highest number of Police Officers than ever before. Both time and effort had been invested into the vetting process to improve the quality of officers entering the force. A former Metropolitan Police Officer, who worked for Northamptonshire Police, had reassured the PFCC that the extent of any issues in Northamptonshire Police was not comparable.

The Panel considered the report and members raised the following points during the course of their discussion:

- The cost implications of focussing on public confidence.
- The importance that public confidence played in the effectiveness of the force.
- Potential to roll out the same vetting procedures for the Fire and Rescue Service.
- The importance of inappropriate behaviours being challenged.
- Delivery of a training module to new recruits to address professional standards, misconduct, crime and corruption.
- The potential for more communication with the public to give assurances regarding changes being made against serving police officers – for example, by live streaming hearings
- Efficacy of naming individuals in advance of a guilty verdict.
- Delivery of a training module for all staff on Subconscious Bias.
- How far the use of Regulation 13 restricted the former officer/staff member in terms of future job opportunities in policing, for example by preventing them from transferring to another force.
- The limitations of a DBS check.

The PFCC made the following points during the course of the discussion:

- Regulation 13 was considered a performance mechanism and its use to dismiss a member of staff did not mean that they were corrupt: it could be used when an individual was not performing to the required standard.
- Northamptonshire Police did not have the same scale of issues as the Metropolitan Police, but they were not complacent and recognised that there

were changes and improvements to be made and confidence measures to be implemented.

- The results of consultation on the PFCC's proposed police precept were a measure of public confidence in the force. Despite current financial pressures more people said they were willing to pay more for policing in Northamptonshire than previous years.
- Further information would follow on the HMICFRS report on culture in the Fire and Rescue Service and work done with regards to culture and vetting.
- A decision had been made for complaints from the public to pass through the OPFCC. The OPFCC had engaged IPSOS in 2022 to produce an independent assessment of perceptions of safety in Northamptonshire. The report was expected in May 2023 and would provide an independent sense check and a level of assurance and confidence in the direction of change.
- Work that built public confidence in policing was considered to be important and an area for investment. There was a healthy balance of the funding in both policing in Northamptonshire, and the public confidence work being carried out.
- Northamptonshire Police were proactive in their approach to responding to the recommendations from HMICFRS and ensuring that their response was right.
- Each force was taking their own approach to responding to the recommendations, and it would be difficult to benchmark Northamptonshire Police with other forces.
- Whilst both the police and the Fire and Rescue service relied on public confidence, the police had the power to deprive people of their liberty, which increased the importance of high standards of conduct.
- Northamptonshire Fire and Rescue Service had carried out Disclosure and Barring Service (DBS) checks on staff for around 15 years and they would carry out a review.
- The new Chief Fire Officer had been tasked with ensuring a healthy vibrant culture that people wanted to work in.
- Northamptonshire Police had employed around 700 new Police Officers, which should help bring about a new culture and improve attitudes towards crimes like domestic abuse.
- The force remained committed to, and would continue to invest in, improving public confidence, that was not an over investment, the force had also achieved a significant increase in the number of police officers in Northamptonshire with representation from an ethnic and diverse perspective.
- Resources had been doubled in neighbourhood police officers that had been deployed and would be repeated. Their approachability, visibility and ties with the community all built confidence and trust.
- Confidence was also built through various areas of police work including the work of the Youth Team, ACE Workers, Neighbourhood Teams, the Flare App and the Safer Streets Team.
- One word change in the College of Policing Guidance regarding naming of individuals had cause considerable debate. Forces relied on legislation to help address the issues in relation to dismissal. There was also the presumption of innocence and an arrest did not automatically imply guilt of a crime.
- Whilst the force had a Professional Standards department, the Fire and Rescue Service did not. However, developing a combined Human Resources

function for both services would provide reassurance and sharing and combining information and adopting one vetting process would make it more likely that the Fire and Rescue Service would prevent issues arising that could cause it to receive complaints.

- The future of policing could involve Artificial Intelligence (AI) programme, AI overlaid on to Closed-circuit Television (CCTV) which could be utilised for crime prevention. The computer could identify when smoke would lead to a fire, recognise aggressive behaviour by assessing a person's gait, or identify a make of gun or knife.

The Deputy Chief Constable made the following points during the course of the discussion:

- Investment had been made to improve the team with no end date
- The force was undergoing an exercise to ensure that its culture and behaviours were right beyond those actions recommended by the HMICFRS or outlined in the Casey report.
- Procedures for officers transferring between forces were being tightened up.
- Powers to dismiss officers were operated by means of a panel of independent police officers or the Chief Constable could dismiss officers on accelerated hearings, which would be held in public.
- There were known issues in Northamptonshire Police, and the review was considered as an opportunity to invest and ensure the right people were in post. Anyone dismissed would be placed on a National Barring list, preventing their re-employment within the force.
- PND checks would be carried out on all officers, including senior officers.
- Work was being done with staff to provide appropriate reporting routes, giving consideration to confidentiality.
- The force was directing staff to engage with Voice for confidential support.
- The force was ensuring the right routes were in place to ensure victims and survivors could report in confidence and know action would be taken.
- The Chief Constable could exit people on accelerated hearings, and Regulation 13 would be used when officers were identified, during their probation, as either inappropriate for the job, or as a means to exit staff in misconduct matters. There would be no right of appeal if dismissed under Regulation 13 and individuals would be flagged to prevent them joining another force.
- The vast majority of police officers and staff were brilliant, carrying out amazing work for the public.
- The force was being proactive in holding people to account, engaging with the public to offer reassurance that officers and staff would be held to account for their standard of behaviour.
- The force had a great organisation and staff and would identify the few that did not meet that standard and exit them.
- The force had strict rules on reporting names of individuals and the circumstance of their dismissal to ensure the right outcomes are made.
- Work was ongoing to make improvements, so that staff felt comfortable to report inappropriate behaviours.

The Detective Chief Inspector made the following points during the course of the discussion:

- The team took a long-term view, by identifying the legacy behaviours they would be better placed to make changes, beyond the recommendations made in the HMICFRS report. Additional areas identified for review and improvement included crime, corruption, misconduct and staffing levels.
- Public confidence was required to police by consent, therefore investment and improvement was at a priority.
- On conclusion of the individual reviews they would identify investigators with the appropriate skill sets to deal with complaints and the method of reporting that would give the public most confidence and dispel historic perceptions of police investigating themselves.
- Work would be done to review and change the operating model to ensure investigations sat in the right area with the appropriate level of resource.
- Change needed investment, recognition and engagement.
- Consideration being given to the training and development of police officers started from the initial job advertisement to ensure the right calibre of candidate applies; included ongoing training and development; and would also explore the possibility of training through the University of Northampton.
- A cultural change was required. Operation Admiral was focussed on the crime and misconduct element and linked to team Stronger Together who focussed on cultural change. They would deliver Unconscious Bias Training where required and provide advice and suggestions to Operation Admiral. Operation Admiral also worked with Professional Standards recognising that people make mistakes and required a forum to ask questions without judgement, reflection to identify areas for change and improvement and to receive guidance.

RESOLVED that:

The Panel notes the Northamptonshire response to recommendations from the HMICFRS inspection of vetting, misconduct, and misogyny in the police service.

138. **Police, Fire and Crime Commissioner's Estates Strategy Update**

The PFCC introduced the report and advised that delivering an effective and efficient estate for both Northamptonshire Police and Northamptonshire Fire and Rescue Service was particularly challenging in the current economic climate. The PFCC went on to highlight the following points:

- The OPFCC had carried out a review of the joint estate to assess affordability and suitability to provide best value.
- The proposed project for a joint garage hub in Earls Barton would not proceed due to a significant rise in development costs. The building would be sold and consideration given to alternative means of delivering a joint facility.
- His ambition was for a 15 - 20 year estates strategy to ensure resilience for future PFCCs.
- He would continue to progress plans for collaborative working reflecting the changing economic climate.

The Panel considered the report and members sought a greater understanding of the following matters during the course of their discussion:

- The capacity to accommodate all staff in the current estate.
- Plans regarding the sale of Kettering Police Station, which sat vacant, and the allocation of sale proceeds.
- Ownership and future plans for Towcester Police Station.
- List of property proposals for disposal, and how this would affect policing in those areas.
- The location of the current fleet workshops.
- The balance between disposal of assets and the impact of police presence in the community.
- The potential to generate a benefit from assets that were surplus to requirements other than by disposing of them.
- Marketing potential of Police Boxes.
- The potential for the PFCC to share a final list of surplus assets with the Northamptonshire local authorities and to work together to identify potential future uses, for example, as sites for the construction of social housing.

The PFCC made the following points during the course of the discussion:

- Should all staff physically attend the work-place buildings would be close to capacity.
- The Estates Strategy would consider modern methods of working, capacity, condition of the buildings and their locations.
- An outside property organisation had been engaged to assist with drawing up a master plan.
- The draft Estates Strategy was awaiting approval by the Estates Board.
- The police control room at Wootton Hall would need updating or a new building sought.
- North Northamptonshire Council (NNC) owned part of Kettering Police Station, and the OPFCC had incurred significant challenges working with NNC to sell the property. Recently significant progress had been made and they could be in a position to be sold as a joint asset soon.
- The appropriate percentage of the sale proceeds would be allocated to NNC.
- Towcester police station was not currently on the market due to a challenge through the planning process relating to its previous use, which had held up the process.
- The OPFCC was looking at a strategy to avoid situations that cause delays by taking a long-term view considering how buildings would be used in the future, including the possible further development of existing sites, maximising the estate on land that was already owned, considering location, suitability of highways access points, future housing developments and affordability.
- Consideration of the future Fire and Rescue estate would link to the operational cover review being carried out by the Chief Fire Officer.
- Kettering and Corby police stations had been vacant for some years. Officers operated primarily from the Northern Accommodation Block.
- He had addressed Police Officers' visibility within communities and invested in mobile technology to measure Police Officer activity time on patrol. This was supported by providing places for rest and administrative work, balancing modern working with visibility in the community.

- The OPFCC was also working on the ability for the force to share buildings, on unmanned fire stations and on co-location where two buildings were in close proximity. It was considering the Milton Keynes model for a Super Station for Police and Fire.
- Data collected from the fleet vehicles enabled a review of areas being patrolled.
- Repairs for the Fire and Rescue Service were carried out in Moulton Logistics Centre and the fleet for police at Wootton Hall. The plan was for both to move to one location and consideration was being given to the options available.
- The importance the public gave to buildings within the community was considered. However, keeping outdated buildings could limit the number of officers employed and visible within the community.
- The estate also included Emergency Services Mobile Communications Programme (ESMCP) radio sites and locations that could be disposed of or in some cases, where sites were required for masts, transferred to national government.
- The OPFCC would look at alternative ways to create revenue from estates and better ways of disposing of assets, which was why outside experts had been engaged to support the estates review. This might include applying for Outline Planning Consent prior to disposal of assets to steer the development towards initiatives like local green housing or other ways of getting better value for the public. This would create opportunities to work with both North Northamptonshire Council, West Northamptonshire Council or the NHS.
- A more detailed Estates Strategy could be available to be presented to the Panel in the Autumn. This was likely to involve a hub and spokes model with consolidation to bigger sites in significant and strategic locations within the area. The review would enable informed decisions to be made for future proofing the estate.
- Whether there was a market for Police Boxes was unknown. There were five in total and where they were leased the OPFCC was exiting the leases. Options for potential use of buildings that were owned and provision for local groups were being explored.
- The OPFCC did work with both Northamptonshire local authorities regarding estates and would welcome the collaboration.

RESOLVED that:

- a) The Panel notes the Police, Fire and Crime Commissioner's Estates Strategy Update.
- b) The Panel requests the Police, Fire and Crime Commissioner to present the new version of the Commissioner's full Estates Strategy to the Panel in 2023/24.

139. **Police, Fire and Crime Plan Delivery Update**

The PFCC presented the Police, Fire and Crime Plan Delivery update and highlighted the following points:

- This update presented to the Panel provided a comprehensive review of recent work being undertaken to deliver the priorities set out in the Plan.

- Northamptonshire had been chosen, as one of the 16 areas in England and Wales by the Home Office, to participate in a new crackdown on anti-social behaviour. This attracted additional funding of £2 million to support either new 'hotspot' enforcement areas or a trial of a new 'Immediate Justice' scheme.
- Successful Safer Streets funding bid had now attracted in excess of £3 million of funding to the county. The scheme had delivered 650 new doors, alley gates, security lighting for a number of property schemes and a major extension of North Northamptonshire's CCTV network.
- A successful pilot scheme to support businesses in Northamptonshire to improve investigation of shoplifting and other retail crime would be established permanently and extended to the west of the county.
- Reports to the Flare App had enabled data to be analysed, problems areas identified and follow up action taken.
- The Chief Fire Officer had been tasked with ensuring the concerns raised in the HMICFRS report in relation to embedding values and promoting equality, diversity and inclusion in the Fire and Rescue Service were addressed.
- The update demonstrated the breadth of work done by the OPFCC.

The Panel considered the report and members raised questions on the following areas during the course of their discussion:

- The quantity and scope of schemes and initiatives being undertaken and the risks of overlap with similar projects, for example between night time medical patrols in Kettering and the new SNOvan for the north of the county.
- Whether adding a Star Rating to the Flare app would help with raising public awareness of the app and encouraging usage.
- The 18 parishes that were awarded funding from the Road Safety Community Fund were mainly in the west. Was there scope to do more in the north of the county: Irthlingborough was one area there with road safety issues.
- Communities would find it helpful if in-person Joint Action Group (JAG) meetings were resumed.
- Improved safety of nightlife once ID Scanning implemented.
- It may take time to see the results of some of the changes being made.
- The increase prevalence of graffiti in the county.
- The impact of more visible policing in the county was still not very apparent.
- The St George ward in Northampton had been allocated a second Police Community Support Officer (PCSO) but they had not been available for work since.
- In 2022 a young man was attacked and threatened with a knife and no action had been taken by the police. A similar incident recently had resulted in a fatality in Kingsthorpe. A system review was required and action needed to be taken to protect and support the community.
- Complaints from residents regarding drug dealing in Kingsley had been reported to the police but officers had advised that only 3 minor incidents had been reported. The systems in place were not supporting the community.
- Implementation of a serious incident action plan to provide immediate support to the local community.
- Flare app cards could be distributed to all councillors to promote it.
- The merits of holding serious Incident drills.

- Work being undertaken with the Fire and Rescue Service in relation to houses in multiple occupation (HiMOs) and the buildings included in the definition of HiMOs.

The PFCC made the following points during the course of the discussion:

- Some projects detailed in the report were time limited or had different focuses. All related projects were designed to work together.
- The Licensing Security and Vulnerability Initiative (SAVI) and Pub Watch scheme were two different schemes. Pub watch would run for 6 months and the new SNOvan would be active by the summer.
- The Flare Ap was well advertised and may be extended in the future.
- He was cautious about the implementation of Star Ratings intended to promote the ratings of an app.
- ID scan technology that would identify the age of an individual would be more effective than Photo ID cards. The technology would enable the identification of known individuals and could be used by the police to identify attendees at a venue should there be an incident. Training on the system had been provided to the trade.
- Having different authorities in the north and west of the county had meant that a Road Safety Community Fund scheme could be piloted in the north. The increase in successful prosecutions that had resulted had led to the scheme being rolled out to the west.
- Advertising of the Road Safety Community Fund and the availability of funds could be included in briefings for Ward and Parish Councillors, held at 4–6 weekly intervals. Further information and details of how to apply could be found on the OFPCC website
- The Road Safety Community Fund was topped up from money collected within the county including monies paid for speed awareness courses.
- Consideration could be given to modifying the format for local JAG meetings.
- Licensing SAVI was designed to encourage the rating of an establishment in order to improve standards in clubs.
- He had discussed licencing standards with the Chair of West Northamptonshire Council's Licensing Committee with a view to emboldening the licensing function to raise the standards expected of establishments.
- Ensuring public safety would have economic benefits.
- He would speak outside the meeting concerning issues raised relating to the St George ward.
- Graffiti was not a police responsibility. He would facilitate a discussion with the relevant local authority portfolio holder.
- Councils had briefings to identify how the Council and police could work together to address some of the challenges that schools face in relation to dealing with serious incidents.
- The 'Right Person Right Care' approach would be a challenge, but would ensure policing was focused on crime and not dealing with mental health issues. People having a medical episode would be identified to enable them to be supported by medical practitioners. Medical provision would be available in the control room to support staff.
- Recruitment to PCSO posts was ongoing and involved some challenges, including that a number of those recruited to PCSO posts had left to become

full time officers. PCSO recruitment could be given more attention now that the force had its highest ever number of full time officers, using resources recouped by the OPFCC when the force was not using them for PCSOs.

- 16 police force areas were granted funding for a pilot to crack down on anti-social behaviour from the 43 in the country as a whole. It would be a Northamptonshire wide project, how it would be administered required more thought and collaboration with the other areas. Consideration was being given to Immediate Justice, or conditional caution. It would be an opportunity for collaborative working and sharing of ideas.
- A significant societal change was required to make carrying knives unacceptable. The response to risks connected with knives needed to be a joint effort, involving parents, schools and police.
- He could provide further information to the Panel on action being taken in Northamptonshire to implement the new Serious Violence Duty.

The OPFCC Director of Delivery made the following points during the course of the discussion:

- The paramedic qualified staff out in the night-time economy initiative came through the grants awarding process and would provide a service in Kettering until the new SNOvan purchased for the north was fitted out.
- Both the Youth Team and the Community Initiative to Reduce Violence (CIRV) were involved in the immediate response to the recent fatal incident in Kingsthorpe and worked with the school for their response to support young people and the school. Young people directly affected were taken on to CIRV. Exodus provided extra support over the weekend. A plan was developed with the local authority after the immediate response. Learning had been taken from the incident.
- The Safeguarding Board had agreed the creation of an education subgroup as part of the safeguarding board they had agreed the actions in relation to this particular response and a group tasked to work with relevant parties to develop a crisis management pack for head teachers
- The standard crisis management pack would be issued to schools. Schools could be encouraged to carry out serious incident drills as part of a teacher training days. Once a plan has been developed conferences would be set up for schools to facilitate conversations around the incident. Head teachers would be issued with a pack which would include a list of key contacts for them to contact in the event of an incident to get advice or guidance on how to use an implement the pack and how to work with the public and Gold Commanders.
- There was a need to work together to address societal change in relation to knife crime. The OPFCC had increased the focus with the Knife Angel, roll out of additional bleed kits, amnesty bins, and had provided comprehensive education packages for schools.

15.45 - The meeting was adjourned in response to a fire alarm.

16.05 - The meeting reconvened.

In attendance:

Councillor Mercer, Councillor Smith, Councillor Maxwell, Councillor Pritchard, Councillor Carr, Councillor McGhee, Councillor Strachan, Miss Pauline Woodhouse, Mrs Anita Shields, James Edmunds and Diana Davies

The Chair explained, to the public live stream that the meeting had been adjourned in response to a fire alarm.

RESOLVED that:

- a) The panel notes the Police, Fire & Crime Plan Delivery Report.
- b) The Panel requests the Police, Fire and Crime Commissioner to present a report on the impact of implementing the Serious Violence Duty as part of the Panel's future work programme.
- c) The Panel requests the Police, Fire and Crime Commissioner to present a report on the impact of delays in the Criminal Justice System as part of the Panel's future work programme.

140. Fire and Rescue Authority Finance Update

The Chair noted that the PFCC and OPFCC officers had needed to leave due to the delay in the meeting resulting from the adjournment. Any questions on the report could be dealt with outside of the meeting.

RESOLVED that:

Panel members send any questions on the Fire and Rescue Authority Finance Update to the Panel Secretariat to arrange for answers to be provided by the Office of the Police, Fire and Crime Commissioner.

141. Policing Finance Update

The Chair noted that the PFCC and OPFCC officers had needed to leave due to the delay in the meeting resulting from the adjournment. Any questions on the report could be dealt with outside of the meeting.

RESOLVED that:

Panel members send any questions on the Policing Finance Update to the Panel Secretariat to arrange for answers to be provided by the Office of the Police, Fire and Crime Commissioner.

142. Police, Fire and Crime Panel Work Programme

The Chair introduced the report setting out the work programme, which was based on the standard agenda item but reflected that this was the last meeting of the year. The report therefore invited the Panel to highlight the items that it wanted the successor Panel to give consideration to including in the new work programme for 2023/24. The Chair subsequently noted that scrutiny work on Early Intervention was ongoing and the Panel had also identified additional items of future business earlier in the current meeting.

The Panel considered the report. In response to a question the Democratic Services Assistant Manager advised that the item in the work programme relating to the recruitment of independent co-opted members reflected that the term of the post was 4 years and recruitment would need to take place in the summer of 2024. The Panel had previously sought a third co-opted member and was currently carrying a vacancy.

RESOLVED that:

- a) The Panel notes the report.
- b) The Panel recommends that its work programme for 2023/24 should include the following matters:
 - A report from the Police, Fire and Crime Commissioner on the new version of the Commissioner's full Estates Strategy
 - A report from the Police, Fire and Crime Commissioner on the impact of implementing the Serious Violence Duty
 - A report from the Police, Fire and Crime Commissioner on the impact of delays in the Criminal Justice System.

143. **Complaints and Conduct Matters Update**

The Democratic Services Assistant Manager presented the report, which advised that one new complaint relating to the PFCC had been recorded during the period September 2022 – March 2023. This complaint had been subject to Informal Resolution by the Panel's Complaints Sub Committee.

The Chair invited Panel members to raise any points relating to the report that they wished the Panel to consider. Panel members suggested that it could be useful to include comparison statistics on numbers of complaints in future reports.

RESOLVED that:

The Panel notes the Complaints and Conduct Matters Update.

144. **Urgent Business**

There were no items of urgent business.

The meeting closed at 4.20 pm

Chair: _____

Date: _____

NORTHAMPTONSHIRE POLICE, FIRE AND CRIME PANEL

15 JUNE 2023

Report Title	Northamptonshire Police, Fire and Crime Panel's statutory responsibilities relating to review of the Annual Report and Fire and Rescue Statement for 2022/23 produced by the Police, Fire and Crime Commissioner for Northamptonshire.
Report Author	James Edmunds, Democratic Services Assistant Manager, West Northamptonshire Council James.edmunds@westnorthants.gov.uk

Contributors/Checkers/Approvers		
West MO (for West and joint papers)	Catherine Whitehead	07/06/2023
West S151 (for West and joint papers)	Martin Henry	05/06/2023

List of Appendices

None

1. Purpose of Report

- 1.1. The report is intended to set out the statutory requirements on the Northamptonshire Police, Fire and Crime Panel to review the Annual Report and Fire and Rescue Statement for 2022/23 produced by the Police, Fire and Crime Commissioner for Northamptonshire.

2. Executive Summary

- 2.1 The report summarises the Northamptonshire Police, Fire and Crime Panel's statutory responsibilities relating to reviewing and making a report on the Annual Report and Fire and Rescue Statement for 2022/23 produced by the Police, Fire and Crime Commissioner for Northamptonshire. This Annual Report and Fire and Rescue Statement appears on the agenda for the current Panel meeting as the next item of business.

3. Recommendations

- 3.1 It is recommended that the Northamptonshire Police, Fire and Crime Panel reviews the Annual Report and Fire and Rescue Statement for 2022/23 produced by the Police, Fire and Crime Commissioner for Northamptonshire.

4. Reasons for Recommendations

- 4.1 The recommendation is intended to enable the Panel to carry out its statutory responsibilities relating to scrutiny of the Annual Report and Fire and Rescue Statement effectively at the current meeting.

5. Report Background

Annual Report

- 5.1 The Police Reform and Social Responsibility Act 2011 (sections 12 and 28) states that a Police and Crime Commissioner must produce an “annual report”.
- 5.2 The annual report must report on:
- a) the exercise of the Police and Crime Commissioner’s functions in the financial year, and
 - b) the progress which has been made in the financial year in meeting the police and crime objectives in the police and crime plan.
- 5.3 The annual report must be sent to the relevant Police and Crime Panel as soon as practicable following its publication by the Police and Crime Commissioner.
- 5.4 The Police and Crime Panel must arrange a public meeting of the Panel to be held as soon as practicable after the Panel receives the annual report.
- 5.5 The Police and Crime Commissioner must attend the relevant meeting of the Panel to present the report and to answer such questions from the Panel about the report as the Panel members think appropriate.
- 5.6 The Police and Crime Panel must then review the annual report and make a report outlining any recommendations to the Police and Crime Commissioner. The report or recommendations of the Panel must also be published.
- 5.7 The Police and Crime Commissioner must provide a response to the panel and must also publish that response.

Fire and Rescue Statement

- 5.8 The Fire and Rescue National Framework for England sets out the government’s priorities and objectives for fire and rescue authorities. Every fire and rescue authority must have regard to the National Framework in carrying out its functions. Every authority must publish an annual statement of assurance of compliance with the National Framework, referred to as “the Fire and Rescue Statement”. This requirement applies to Police and Crime commissioners who take on the functions of a fire and rescue authority under the provisions of the Policing and Crime Act 2017, as is the case in Northamptonshire.
- 5.9 The Police Reform and Social Responsibility Act 2011 (sections 12 and 28) as amended by the Policing and Crime Act 2017 Schedule 1 requires that the Fire and Rescue Statement published by a Police, Fire and Crime Commissioner is subject to scrutiny by the relevant Police, Fire and Crime Panel.
- 5.10 The Fire and Rescue Statement must be sent to the relevant Police, Fire and Crime Panel as soon as practicable following its publication by the Police, Fire and Crime Commissioner.
- 5.11 The Police, Fire and Crime Panel must arrange a public meeting of the Panel to be held as soon as practicable after the Panel receives the Fire and Rescue Statement.
- 5.12 The Police, Fire and Crime Commissioner must attend the relevant meeting of the Panel to present the Fire and Rescue Statement and to answer such questions from the Panel about it as the Panel members think appropriate.
- 5.13 The Police, Fire and Crime Panel must then review the Fire and Rescue Statement and make a report outlining any recommendations to the Police, Fire and Crime Commissioner. The report or recommendations of the Panel must also be published.
- 5.14 The Police, Fire and Crime Commissioner must provide a response to the panel and must also publish that response.

6. Issues and Choices

- 6.1 The Police, Fire and Crime Commissioner for Northamptonshire has produced an Annual Report for 2022/23 that also incorporates the Fire and Rescue Statement. This has been sent to the Panel to review, reflecting the requirements summarised in section 5 of this report.
- 6.2 Reviewing and reporting on the Annual Report and the Fire and Rescue Statement are mandatory tasks for the Panel. The Panel should seek to carry out these tasks in accordance with its overall role of scrutinising and supporting the effective exercise by the Police, Fire and Crime Commissioner of his responsibilities.

- 6.3 Local Government Association guidance for panels on policing and fire governance gives the following advice on good practice relating to reviewing and reporting on the Annual Report:

Scrutiny of the annual report should focus on:

- *understanding whether the objectives set out in the police and crime plan have been met*
- *using panel members' own insight and independently gathered evidence to evaluate whether the commissioner's conclusions on this matter are robust, and*
- *supporting the commissioner to hold the chief constable to account on operational delivery.*

An effective panel annual report session should use the report as a tool to carry out an annual review of the commissioner's activities, looking back at the last year's successes and challenges, and forward to the next year's opportunities and priorities.

A less beneficial session could involve the panel highlighting apparent factual inaccuracies in the annual report, asking for additional narrative information on details or pointing out typographical or grammatical errors. None of these would add value to the effective scrutiny of the commissioner and all of them would represent a poor use of time for everyone involved.

7. Implications (including financial implications)

7.1 Resources and Financial

- 7.1.1 There are no resources or financial implications arising from the proposal.

7.2 Legal

- 7.2.1 There are no legal implications arising from the proposal.

7.3 Risk

- 7.3.1 There are no significant risks arising from the proposed recommendation in this report.

8. Background Papers

Police Reform and Social Responsibility Act 2011

Policing and Crime Act 2017

Northamptonshire Police, Fire and Crime Panel Terms of Reference.

Policing and fire governance – Local Government Association guidance for police and crime panels (2019)

2022-2023



**NORTHAMPTONSHIRE
POLICE, FIRE & CRIME
COMMISSIONER**

Stephen Mold

Annual Report

Introduction

This is my first Police, Fire and Crime plan combined annual report and it reflects the breadth of work being undertaken by the OPFCC, and with colleagues in the Force and the Fire and Rescue Service to successfully deliver my priorities to make Northamptonshire safer.

2022-23 has also seen us deliver real improvements to communities across Northamptonshire in partnership with our local authority colleagues, through the Safer Streets initiative. This has seen us working at a very local level to address the issues and concerns of residents. The work we have undertaken in Northamptonshire has been recognised as best practice nationally and is already having a positive impact to people's lives.

This year has also seen us deliver a number of projects to combat violence against women and girls (VAWG). This work is important to me both as a Police, Fire and Crime Commissioner, but also as a father. No one should have to endure unacceptable behaviour or abuse and the work we have delivered, helps send out a clear message that this will not be tolerated in our county. The Chief Constable has stated that he wants to make Northamptonshire a hostile place for offenders, and we are working together to ensure this includes those who think sexist and misogynistic behaviour is in any way acceptable.

Such behaviour is totally unacceptable in policing or in the fire and rescue service and I am pleased that both Chiefs are taking this issue seriously. I have asked them to challenge and modernise outdated work practices and unacceptable behaviours. I am proud that since becoming the Commissioner, we have been able to deliver real improvements to both services and it is vital that this work is not undermined through a failure to address cultural failings within the services.

I will also never lose sight of the fact that we have much to be proud of in our police force and fire and rescue service. Their work touches so many lives on a daily basis and they can often find themselves having to deal with unimaginable situations, which test their training and professionalism to the absolute limit. Their dedication and motivation to protect us is greatly inspiring. We should never take for granted what they do for us each and every day.

Finally, none of the work in this report would have been possible without a team of highly skilled and motivated individuals who have supported me each and every day. The OPFCC continues to deliver innovation and excellence which is often overlooked, but it is a source of pride that I get to work with a group of highly experienced and professional colleagues.



Stephen Mold
Police, Fire and Crime Commissioner for Northamptonshire

Highlights of the year



April 2022

18 new recruits join the Fire and Rescue Service



May 2022

Delivery of four new fire appliances



July 2022

More bleed cabinets are rolled out across the county



November 2022

The Flare Report APP is launched to help make women and girls feel safer



February 2023

A series of events were held to address rural crime



May 2022

The Knife Angel visits Northamptonshire



June 2022

The decision is taken to appoint Mark Jones, as the new Chief Fire Officer



September 2022

New green motorbikes to help Neighbourhood Policing



January 2023

The decision is taken to reappoint Nick Adderley as Chief Constable



March 2023

The Safer Streets-lite scheme is launched

Policing - a year in numbers

On average, **385** 999 calls received a day or one call every **3.5** minutes

185.859 non-emergency calls received, which works out as one call every **3** minutes

12,196 arrests made, an increase of **11.3%**.

152 Domestic Violence Protection Orders secured (**88%** success rate)

80.5% conviction rate achieved at the Crown Court

83.3% conviction rate achieved at the Magistrates Court

71.8% of victims of crime surveyed were satisfied with the overall service

65.8% of neighbourhood and response officer's time spent outside of the station.

Prevention that keeps the public safe

Making the night-time economy in Northampton and Kettering safer

Schemes in Northampton and Kettering, delivered in partnership with both councils are now enhancing the safety of women and girls at night thanks to more than £0.450m of funding. Work included the creation of a night safety charter, lighting improvements and alley gating and the launch of the Flare app to allow anonymous reporting of incidents of abuse or where people were made to feel threatened or unsafe to help inform future improvements.

These schemes are now enhancing the safety of women and girls at night, thanks to the funding secured by my office from the Safer Streets Scheme.

Queensway, Wellingborough

Around 650 properties in Kiln Way and Minerva Way have had new secure doors fitted in a partnership with Greatwell Homes, and alleys in the Shelley Road area have been gated as part of a further £0.680m secured from the Safer Streets Scheme. Security lighting was fitted to some properties and there was a significant roll out of security products to residents. A major extension of North Northamptonshire Council's CCTV scheme was also delivered with 15 new cameras on the Queensway estate. Future work this year will look to enhance security of car parking and the provision of additional facilities for young people.

Preventing doorstep crime

Training being delivered to health and social care professionals to help them recognise and tackle doorstep crime was extended for a further 12 months and will reach other community groups and charities, thanks to funding from the OPFCC. Operation REPEAT was designed to enable health and social care sector staff who visit vulnerable people regularly, to deliver important information about doorstep crime and scams. Doorstep crime can affect anyone, but elderly and vulnerable people are most at risk of being targeted by rogue traders, unscrupulous salespeople, distraction burglars and bogus callers. Operation REPEAT provides an effective means to reach these people.

More information about Operation REPEAT can be found on their website at <https://www.oprepeat.co.uk/> and information about Northamptonshire Carers can be found at <https://www.northamptonshire-carers.org/> The scheme has been so successful that a utility provider has agreed to co-sponsor additional training, meaning that delivery can continue for another two years.

ID scanning technology to bring safer nights out in our town centres

Late night venues in Kettering, Daventry, Wellingborough and Northampton have been equipped with state-of-the-art security technology to help them manage identification checks and share information about troublemakers, funded by the OPFCC. 27 bars and clubs that open after 1am now have the latest ScanNet ID scan equipment to help them make their premises safer and it also gives them the opportunity to work together and share information about people intent on causing trouble from all their premises. This is the first time that a network of premises is being equipped to the same standard and enabled to work together across the county. ScanNet ID technology works by scanning someone's identify documents to detect if it is genuine, as well as capturing their image to enable customer causing troubled to be identified.

Prevention that keeps the public safe

Fire prevention priorities

The Fire Service is committed to improving community safety through prevention activities and the Fire Prevention team focuses on delivering home fire safety checks and equipment, complex needs visits to vulnerable people, road and water safety education. The service continues to support national fire safety campaigns and develop broader work supporting victims of domestic abuse, hate crime and neighbourhood disputes with their arson reduction work.

More than 5,600 Home Fire Safety Visits (HSFV) were carried out by Northamptonshire fire crews and fire staff to help some of the most vulnerable people across the county live more safely in their homes, almost 1400 more than the previous year. Approximately two thirds were carried out by fire crews and one third by Northamptonshire Fire and Rescue Service's Prevention Team. Home Fire Safety Visits (HFSV) by firefighters have more than doubled (67% increase) from 2520 in 2018/19 to 4210 in 2022/23. Home Fire Safety Advisors in the Prevention Team focus on vulnerable people with the most complex needs to ensure that risks in their homes are thoroughly evaluated and made safer by installing working smoke and carbon monoxide alarms. Advisors can also make Winter Warmth referrals to get expert advice on financially viable ways to heat their homes safely. To supplement the additional four Home Safety advisor posts funded by the OPFCC, Fire Protection uplift funding from central government grant has been used to develop the team and permanently employ three additional Fire Protection Officers. At all times, the service ensures it works locally to engage with different community groups to promote diversity and inclusion.

Effective and efficient response

Tackling violence against women

As part of the Safer Streets initiative, a partnership led by Northamptonshire Police, Fire and Crime Commissioner West Northamptonshire Council and North Northamptonshire Council, working with Northamptonshire Police, Northamptonshire Rape Crisis and Northampton BID, has delivered a number of measures to make women safer at night by improving physical safety and security, tackling perpetrators and enable people to call-out abuse. This has included making licensed venues safer and a ground-breaking programme to train venue staff to recognise and tackle predatory behaviour. The initiatives were developed in consultation with groups representing women and local communities, and included:

- £0.180m investment for new, monitored CCTV and further investment for help points on the Racecourse, Becket's Park, All Saints Plaza and Abington Street in a first for Northampton. These allow someone to buzz for help and speak instantly to CCTV operators, while the camera zooms in on their location
- Funding to bring the Shout Up! programme to venues in Northampton and Kettering, to train and accredit bar staff in identifying and challenging harassing behaviour in their premises
- ANPR cameras and other safety improvements in the Racecourse car park and a well-lit and signed safer walking route across Becket's Park to the town centre
- Funding for licensed premises to take part in the Licensing Safety and Vulnerability Initiative (LSavi) so that they can reassure their customers that they take security seriously

Night-time safety operation extended

Further investment was made into Operation Kayak, aimed at targeting men who prey on vulnerable women on a night out in Northampton and Kettering. Uniformed police officers patrol hotspot areas on Friday and Saturday nights to help reduce crime and keep the public safe, targeting people with sexually aggressive, intimidating or concerning behaviour. Vehicles loitering in or driving around the town centres were stopped and challenged and as a result, 159 suspicious vehicles were added to the ANPR alert list. Since the start of the operation, Northamptonshire Police have disrupted over 400 males acting suspiciously, and more than 480 vulnerable people have been identified and kept safe. Op Kayak police officers also attend unrelated incidents, and made arrests for other offences including drink driving, other driving offences, assaults and drug possession.

New video is the centrepiece of road safety education push for teenagers

Work with the Northamptonshire Safer Roads Alliance (NSRA), which is a partnership between Northamptonshire Police and the Fire and Rescue Service, Local Authorities Highways Departments and the OPFCC, has continued to deliver innovative programmes to improve road safety within the county. A recent campaign focused on educating young people and featured a road safety education film called My Pink Trainers, aimed at Year 12 students. The short, hard-hitting film was developed in consultation with young people and involves a real incident where a young person lost their life following a road traffic collision. The video sends a stark message to young drivers and passengers that an error of judgment or carelessness can have devastating consequences. The video forms the centrepiece of a much wider educational and prevention delivery, that also includes the provision of appropriate pastoral care for young people at the point of delivery in schools.

Effective and efficient response

New Flare Report app to help make women and girls feel safer in Northamptonshire

A new, free smartphone app – Flare Report – was launched to help women and girls feel safe and be safer on the streets of Northamptonshire. Flare Report allows women to anonymously and quickly report any incidents or behaviour that make them feel unsafe when they are out and about. Northamptonshire Police collate and analyse the reports to identify problem areas and act to make them safer. Flare is not for reporting crimes in progress, but reports are monitored daily to make sure that nothing requiring an urgent response has been submitted. Details of the app can be found at: <https://flarereporting.com/>

Northamptonshire to pilot new anti-social behaviour crackdown

Northamptonshire has been selected by the Home Office as one of 16 areas in England and Wales to participate in a new crackdown on anti-social behaviour. The initiative includes funding to support new 'hotspot' police and enforcement patrols in areas with the highest rates of anti-social behaviour and to trial a new 'Immediate Justice' scheme to deliver swift and visible punishments. It is intended that, following these initial trailblazers, both schemes will be rolled out across England and Wales from 2024.

Retail crime investigator drives better results on shoplifting

A pilot scheme to support businesses in North Northamptonshire with better investigation of shoplifting and other retail crime will now be funded by the OPFCC permanently following impressive results in the first year. The scheme is a partnership between Northamptonshire Business Crime Partnership and Northamptonshire Police, Fire and Crime Commissioner has improved the response to retail crime by focusing on prolific and violent retail crime offenders, working closely with the Police Initial Investigation Team to increase the number of crimes that are resolved. The scheme significantly boosted the number of retail crimes detected and over the 12-month trial, the number of positive outcomes for shoplifting in the north of the county rose from 47 to 174 and the number of shoplifters charged with criminal offences in the north of the county increased by 10 per cent. Funding to mirror this activity in the West of the county has also been agreed.

Northamptonshire Fire and Rescue Service - Emergency Cover Review

The Fire and Rescue Service is undertaking a detailed study of service activity levels to inform a risk-based approach to provide the most appropriate response to emergencies in Northamptonshire. The Terms of Reference for the review have been developed and work on the detail will be carried out over the summer and will report back to the Police, Fire and Crime Commissioner on recommendations for future service needs that meet the emergency cover needs of the county in August 2023.

Effective and efficient response

Four new fire engines for Northamptonshire Fire and Rescue Service

Last year four new fire engines were rolled out in Northamptonshire, giving firefighters more capacity, access to the latest technology and modernising an ageing fleet. The generation Type B SCANIA appliances are based at The Mounts, Moulton, Kettering and Mereway and mark the first new fire engines for Northamptonshire Fire and Rescue Service in more than a decade. The new fire engines have been designed by the service's Fleet team with public safety, crew welfare, diversity and futureproofing at the forefront of their thinking. Major new additions include a clean cab design, with separate lockers for Breathing Apparatus and clean spare fire kit and for contaminated kit. During the year a further four fire engines and one aerial appliance were delivered and will be rolled out in the coming months. We continue to lobby Government to enable further investment in new engines and equipment to ensure firefighters are well trained and well-equipped to keep the county safe.

Risk profile review

The Community Risk Management Plan (CRMP) 2022-25, which examines the risks the county may face and how the Service will use its resources to tackle them, continues to be dynamically reviewed as new information and data comes to light or is published, with a formal update and review completed annually.

Working in collaboration

Collaborative working is well embedded in Northamptonshire, and Police and Fire continue to work together on activities like searching for missing people, sharing of intelligence and planning for events such as Silverstone and other significant countywide events. They also help to improve community safety and wellbeing by working together to tackle incidents such as deliberate fire setting and target hardening. Following the recent Manchester Arena Inquiry reports, both organisations have reviewed collaborative working and the Interoperability working group continues to look for future opportunities to respond effectively to incidents in partnership to maximise resources across the county. Current activities include:

- **Arson Reduction** – The County Schools Challenge engaged hundreds of year 9 pupils in raising awareness of arson and deliberate fire-setting issues. There has also been joint work with statutory stakeholders in relation to problem solving.
- **Road Safety** – Work with Highways and Northamptonshire Police to deliver road traffic collision reduction education and initiatives. Northants Safer Roads Alliance delivered road safety education packages including the My Pink Trainers educational film, Mature Drivers Events and Biker-down & Parking Buddies.
- **Youth** – The Northamptonshire Emergency Services Cadet Scheme, jointly supported by the Police, Fire and Ambulance service, has over 300 cadets across the county including 30 per cent from diverse backgrounds.

Effective and efficient response

- **Water** – Collaboration with RNLI continues to deliver Waterside Responder Training and monitor availability of throwlines through the Water Safety Forum.
- **Safeguarding** – Supporting the Hoarding Framework with local authorities, health and social care, environmental protection to highlight and mitigate risks as part of a person-centred approach
- **Protection** – Working with the local authorities to support the planning process and HMO inspections, attending business, landlord and commercial forums.



Protect and support those who are vulnerable

The Early Intervention Team

A specialist Early Intervention team, employed by the OPFCC, provides additional support to families and vulnerable young people who are at increased risk of becoming victims of crime or are likely to get involved in criminal behaviour. The Early Intervention Family Support team provide a range of preventative services targeting families where there are issues with domestic incidents, risk of exclusion from school or involvement in crime, and issues of concern referred by other professionals in the county. This critical work is integral to the Police, Fire and Crime Plan commitment to divert young people away from crime and safeguard them from criminal exploitation. Early intervention is essential to understanding why young people get involved in crime and other negative activities and to prevent problems before they escalate. With support at the right time, work with young people and their families can improve engagement with education and training, improve family relationships and life chances and reduce the risk of them getting involved with or becoming a victim of crime.

Since April 2022 the service received 347 referrals for family support and support was given to 269 families across the county. The team provided support on a wide range of issues from school exclusion, parenting, finance and tenancy related issues and mental health and wellbeing. In addition to face-to-face work with individuals and groups, the team also offer online parenting workshops which have been particularly well received by working parents. 21 workshops were delivered last year, and subjects have included:

- Positive Parenting
- Understanding the teenage brain
- Self-Care and the impact on parenting
- Managing challenging behaviours
- Maintaining rules and boundaries

The team also have specialist Domestic Abuse Family Support Workers who contact families who have received a police call out for a domestic abuse incident where children were present. Generally, these referrals relate to low level incidents which will not be progressed through the criminal justice system. The team make immediate contact to offer support to help address the issues which may be causing arguments and violence to occur to prevent escalation and further calls to the police. In the last year 1,279 families were referred to the team by the police following incidents that they attended. The top four issues reported by families as the drivers of unhealthy relationships and domestic incidents during this period were family issues, harassment, emotional abuse and family issues.

The Domestic Abuse support officers also delivered 19 online workshops to parents covering the impact of parental conflict and healthy and unhealthy relationships. Parents attended the workshops, all reporting a greater understanding of the issues and impact on their children, evidenced by pre and post feedback scores.

Protect and support those who are vulnerable

Early Intervention support to the Community Initiative to Reduce Violence (CIRV)

Early Intervention Support Officers also work alongside police officers in the CIRV initiative and are the first point of contact for young people referred to it. They work with colleagues across a range of partner organisations to ensure young people receive tailored support for their needs. The Early Intervention support officers offer one to one interventions with young people to help them to understand the impact of their behaviour and to plan ways of changing their behaviour in a safe way. Since April 2022 the team has engaged and supported 435 young people and examples of the support that the team give are:

- Understanding how their adverse childhood experiences have impacted lives.
- Understanding criminal exploitation and how it can affect them and their friends and families.
- Knife Crime – impact of carrying knives, the law and risks.
- Risky behaviours – understanding what they are and the impact.
- Understanding their own emotions and developing strategies to manage in a safer way.
- Supporting parents to understand the risks of Criminal Exploitation and how they can help to reduce risk.

The team is also responsive to the needs of the community and works collaboratively with the police to support young people who are impacted by crime in the community. In response to a recent murder, the team immediately provided support to young people and local schools, which resulted in 112 young people being supported over a five-day period.

The OPFCC Youth Team

The OPFCC Youth team works with young people across the county in areas and schools which have been identified as priority areas by Community Safety Partnerships for crime and anti-social behaviour. The team undertake outreach activities and receive referrals from professionals who are concerned about behaviour, absence from school or have identified possible risks of exploitation. The Youth Workers support young people on a one-to-one basis and in groups to offer mentoring, support and informal education to address personal issues, enhance self-esteem and engage them in positive activities and routes into education and training. Since April 2022, the team supported a total of 949 young people, 309 young people received one to one support from a Youth Worker while, 640 young people have educative group work sessions in schools with input on knife crime, exploitation, online safety, healthy and unhealthy relationships.

Supporting victims of knife crime

In May 2022 the Knife Angel, a national monument against violence and aggression made from 100,000 knives, was brought to Northamptonshire. The impressive statue was displayed in Northampton and Corby as well as at an event in Wellingborough and heralded the launch of a month of activities across the county aimed at raising awareness and educating people about the impact of knife and violent crime. This was achieved through funding from the Police, Fire and Crime Commissioner, working in partnership with local charity C2C Social Action, West Northamptonshire Council and North Northamptonshire Council.

Protect and support those who are vulnerable

Fire Service proactive work on safeguarding and adult risk management

The involvement of the fire service in safeguarding has significantly increased in recent years where officers have identified and acted upon concerns of harm, abuse or severe self-neglect either by making referrals that meet statutory thresholds or taking part in other multi- agency processes to help manage risk. Safeguarding concerns are usually identified through Home Fire Safety visits, incident response or through our youth programmes. Referrals to other agencies like housing, health and the police to support safer living increased by 88 per cent between 2020/21 and 2022/23 helping to ensure that elderly and vulnerable people can live safely in their own homes. In addition, the National Fire Standard for Safeguarding is now in place in Northamptonshire which ensures that all new entrants to the service have been checked by the Disclosure and Barring Service (DBS).

Home fire safety visits

Fire Protection officers visited more than 1,000 premises in 2022 to help significantly reduce the risk of fires in buildings where people live, work and visit. Northamptonshire Fire and Rescue has also proactively contacted property owners across the county to ensure they meet their legal requirements, with landlords of Houses in Multiple Occupancy (HMOs) a recent priority. HMOs are properties where at least three unrelated people rent out rooms in the same home and the Protection department offers specialist advice to landlords to ensure they meet the latest safety regulations. The team are also actively involved in business forums so that they may effectively and efficiently speak with commercial organisations and the protection website has been effective with a significantly higher number of visits last year. The website provides a universal information and resources for people to access as well as a new and innovative online tool to aid landlords to calculate the potential number of people that a room/building can accommodate, allowing for safe movement and escape.

<https://www.northantsfire.gov.uk/guide-to-assessing-your-occupancy-limit/>

<https://www.northantsfire.gov.uk/business-safety/>

Protect and support those who are vulnerable

More bleed cabinets rolled out across Northamptonshire

Seventeen new bleed control cabinets containing lifesaving equipment have been installed across the county by Off the Streets NN, with the support of funding from the Police, Fire and Crime Commissioner. The cabinets contain medical items used to stop catastrophic bleeding and keep someone alive until the emergency services arrive. The cabinets are fixed in high profile locations including Northampton Racecourse, Eastfield Park in Wellingborough, the Recreation Ground in Kettering and Adrenaline Alley in Corby. In addition, 30 bleed control trauma kits have been put into shops and stores that will be identified by a window sticker. These new kits and cabinets join more than 50 others already installed by campaigning organisation Off the Streets NN and will help to save lives in the event of potentially fatal wounds.



Effective justice

Voice for Victims and Witnesses

Voice is Northamptonshire's victim and witness service, commissioned by the Police, Fire and Crime Commissioner to support victims of crime and witnesses to prosecution. Supporting victims and witnesses is at the heart of the Police, Fire and Crime Plan and the service has been given additional funding to increase the capacity of the witness care team and to deliver support to victims of domestic abuse. This will ensure the needs of victims and witnesses are met in light of the increased demand, particularly as a result of court backlogs and delays in the criminal justice system.

Further details of Voice's work can be found on their website at: <https://www.voicenorthants.org/about-voice-northants/>

Throughout 2022/23, Voice received a total of 35,023 referrals into the adult service, of which domestic abuse accounted for the largest group of referrals, making up 24 per cent of all Voice referrals, closely followed by theft and fraud (20%) offences. Of all the referrals into the adult service, 12% of people went on to receive help and support ranging from immediate and practical support, being referred to other specialist services or receiving ongoing emotional support.

At the end of 2022/23, the Voice witness care team has seen a strong upward trend in witness attendance rates at court. At the start of the year, the witness attendance rate for the team was 71.2 per cent, however by the end of March 2023, this increased to 85.1%, which is above the national average of 83.2 per cent.

Local Criminal Justice Board

Since March 2020 the Police, Fire and Crime Commissioner has chaired the Local Criminal Justice Board which was established to bring together key criminal justice agencies together to draw up coordinated responses to the challenges facing the criminal justice system. The objective of the Board is to promote effectiveness and efficiency of the whole criminal justice system and it has developed a business plan and performance framework to measure performance against a range of measures. The Board monitors the delays in the system which, although improving locally, are still impacted by the legacy effects of the COVID pandemic and delays in the court process can mean that victims and witnesses lose confidence in the justice system and decide to disengage from the Court process, making the work of the Voice witness care team even more important than ever.

Effective justice

Reducing Reoffending Board

The Northants Reducing Reoffending Board is chaired by the OPFCC's Criminal Justice Delivery Manager, and a number of priorities aimed at reducing reoffending have been agreed. Over £0.220m was spent on reducing reoffending projects, including the commissioning of services to support the coordinated multi-agency management of cases within a refreshed adult Integrated Offender Management (IOM) scheme. Cases managed by the scheme will include the most prolific local offenders, many of whom cause significant harm to our communities. The local IOM scheme will be subject to both local and national evaluation.

Substance misuse treatment and recovery services

Last year, £0.24m of funding was allocated towards substance misuse treatment and recovery services commissioned through a pooled treatment budget with the Local Authority. In 2023 work has started with partners to determine how services will be commissioned in accordance with the Government's 10-year Drug Strategy ('From Harm to Hope'). The aims of the strategy are to reduce drug related crime, improve the numbers of people in treatment, improve treatment outcomes and create a generational shift in attitudes to drug use.

Since 2018, Northamptonshire has been a test bed site for mental health treatment requirements, and the work undertaken locally has gone on to shape national thinking on how best to deliver mental health (and subsequently other) treatment as part of a court order. Early evaluations of this work identified significant positive outcomes. The OPFCC has commissioned a range of out-of-court disposals for low level offenders, ensuring that appropriate offenders can be conditionally cautioned to attend a rehabilitative programme including those for domestic abuse, drug or alcohol offences and a special programme for female offenders. All these programmes are subject to internal and external evaluation. Having a broad range of programmes in place has allowed the police to transition smoothly to a "two tier" out-of-court disposal scheme, ahead of legislation which will require all areas to adopt the new model.



Modern services that are fit for purpose

A strong and inclusive fire and rescue service

The Fire and Rescue Service 2021 – 2025 'Culture and People Strategy' focuses on developing a service fit for the future, empowered, engaged and accountable with resilient leadership. This has been supported by a range of positive activity to promote a strong and inclusive organisation which allows staff at all levels to develop and grow their potential. The leadership and new talent development programmes include a range of leadership and continuing professional development training aligned to the Fire Leadership Standard and to identifying, developing and supporting high-potential staff and aspiring leaders for the future. Joint training with police colleagues also allows for skills and experiences to be shared and for each to learn from the other and to identify improved emergency response opportunities.

Working together measures

A new strategic board has been established between Police, Fire and Rescue and the OPFCC which will oversee implementation of key priority areas for joint working and development of new and innovative responses to emergency response and community safety. Four key priority areas have been agreed, including:

- The development of a multi-service officer role to provide a more holistic first response to the community.
- Community Safety and prevention work to reduce the harm and risk of crime and fire in communities
- Enhancing the opportunities for Cadets and Volunteers schemes to engage young people and communities in the work of emergency services.
- Joint Operational Team - building on the existing centre of excellence to ensure that joint responses to critical incidents are well co-ordinated and managed.

Work is also continuing on a joint feasibility study and outline business case for a new control room to serve the needs of both police and fire in the county, ensuring most effective deployment of resources to emergency calls.

An estate fit for the future

The need for buildings which meet the needs of staff and the public to deliver effective and efficient emergency services is also a central tenet of the Police and Crime plan. Many of the existing buildings owned by both services are in need of modernization and repair to make them fit for current purpose, some are no longer appropriate or needed because the way services are delivered has changed.

Last year the Police, Fire and Crime Commissioner commissioned a detailed external review of the whole joint estate across police and fire, resulting in the development of an Estates strategy which will over the next 10 to 20 years see a range of investment in current and new buildings as well as selling those which are no longer required. This means that staff will work in buildings with facilities that meet their needs and those of the service as well as being accessible to the public where appropriate.

Modern services that are fit for purpose

Significant progress in how Northamptonshire Fire and Rescue Service keeps the county safe

Northamptonshire Fire and Rescue Service has been commended for the improvements that it has made in keeping the county safe, in its second inspection by Her Majesty's Inspectorate of Constabulary, Fire and Rescue Services. The Service received an overall rating of 'Good' from Inspectors as well as in the areas of its operational effectiveness, efficiency, making the best use of resources and having a robust plan to manage its finances well into the future. These areas had been graded as requires improvement in the previous inspection in late 2018. However, in the 'People' area HMICFRS graded Northamptonshire Fire and Rescue Service as 'requires improvement' and the Police, Fire and Crime Commissioner has set out clear expectations for the service in relation to the need to address the cultural and behavioural issues in the service highlighted by the inspection and in services across the county in national reports.

Preparing our fleet to become greener

Vehicle telematics have been added to the Fire and Rescue Service fleet of 150 vehicles as well as the 400 plus vehicles in the police fleet fitted with telematic equipment. The data will provide valuable information to target resources, look at potential fuel savings and inform vehicle replacement programmes in the future. The shared telematics system will also allow for better joined up emergency response by both Fire and Police within the county, and also allows real time comparison in performance with other Police and Fire services. It is important that both Fire and Police can have the best access to technology that provides them with the best data to inform service delivery and to achieve a greener fleet and one that is in line to meet the government's carbon targets.

Developing data sharing

The integrated Digital, Data & Technology team for both police and fire has achieved over £2m of cashable and efficiency savings since inception, far exceeding the expectation of £163,000 by the end of 2022/23. The Digital Data and Technology team now incorporate performance management and analytical functions, reflecting the strategic importance of data and the need to align our digital strategy with data to inform and future proof the service going forward. In addition, the collaborative approach has brought all business change functions into one department, together with the information assurance/governance function to help deliver efficiencies that will support the front line.

Northamptonshire Cyber Security Forum

The Northamptonshire Cyber Security Forum is an informal supportive network which puts local organisations and businesses in the same room as Policing. The Forum meets monthly and includes presentations from knowledge experts. to raise awareness of the cyber landscape and facilitate discussion about a wide range of issues including cyber resilience, asset management, data breaches, ransomware, cyber recovery and vigilance. Work is also underway to develop an innovative suite of cyber awareness tools that will be free to the local Northamptonshire community in promoting and educating about Cyber Security.

Complaints

The Police, Fire and Crime Commissioner, took on responsibility for the receipt, recording and resolution of less serious complaints on 1st of February 2020 with the creation of the Customer Service Team to carry out these responsibilities. Since inception, the Customer Service Team has dealt with a total 5,337 contacts from members of the public which includes complaints, queries, and requests for complaint reviews under the revised legislation.

Type of contract	Number
Complaint against Police	2,045
Request for review of finalised complaint	182
General query about Policing	3,110
TOTAL	5,337

Demand continues to increase, with the number of contacts up approximately 15 per cent on the same period last year, but the team continues to maintain high levels of service recovery with 60-70 per cent of complaints being dealt and resolved by the team. Complaints are closely monitored to identify any themes, patterns or trends to inform service development and improve performance.

Recent data from the Independent Office for Police Conduct (IOPC) reflects the Customer Service Team are outperforming the vast majority of other forces nationally, for example, initial contact with a complainant is on average 0.6 working days compared to the national average of 5.3 working days. A monthly analysis on complaints data helps to identify performance and service issues and recent learning has identified:

- An increase in complaints about delays in the Firearms Licensing Unit, resulting in plans to tackle the backlog and improve service to customers.
- Feedback to officers about their own performance and use of equipment in responding to emergencies.
- An investigation being reopened and submitted to the Crown Prosecution Service.
- Individual feedback to an Officer regarding his approach to a sensitive situation in front of children.
- An investigation was reopened where it was identified that it had been filed inappropriately and should have been submitted to the CPS for a charging decision.
- Feedback given to an individual officer reminding them to use Body Worn Video.

The team also review complaints finalised by the Professional Standards Department to ensure an effective complaint handling process for those which are referred to the police for investigation. In future this process will be extended to look at specific areas of concern such as discrimination and violence against women and girls. From the 1st April 2023, the OPFCC's Customer Service Team have taken on the management of the Fire and Rescue Service's complaints process to free up capacity to deal with operational demands and enable more effective oversight.

Complaints

Four new Independent Panel Members have been recruited and trained to support Police gross misconduct hearings, where they form part of the panel to determine the outcome and level of sanction for officers subject to such hearings.



Independent assurances

Independent Custody Visitors Scheme

The Police, Fire and Crime Commissioner has a statutory duty to maintain an effective Independent Custody Visiting (ICV) scheme for Northamptonshire. The scheme provides independent scrutiny which offers mutual protection to detainees and the police, and reassurance to the community and allows for volunteers from the local community to observe, comment and report on:

- The welfare of detainees
- That detainees are receiving their rights and entitlements
- That the conditions that detainees are being held in are satisfactory.

Northamptonshire has Custody Centres, the Criminal Justice Centre (CJC) in Northampton has 40 cells and the Weekley Woods Justice Centre (WWJC) in Kettering has 22 cells.

Between 1st April 2022 and 31st March 2023, 12,142 detainees were held in the custody centres in Northamptonshire. ICVs prioritise speaking to vulnerable detainees and during the 12-month period, 1,008 (8 per cent) of those detained were under the age of 18, 2,002 (16 per cent) were female, and 4,894 (40.3 per cent) had a mental health condition. The top five defined ethnicity groups were White British (59.9 per cent), any other white background (19.6 per cent), Black African (3.7 per cent) and Black Caribbean (2.6 per cent).

There are 24 Independent Custody Visitors (ICVs) in Northamptonshire with 13 new ICVs recruited to the scheme last year. During the 12-month period (April 2022 – March 2023), 96 ICV visits took place, and 340 detainees were seen (268 spoken to and 72 observed). 86 per cent of those that were asked, consented to speaking to an ICV and 14 per cent of detainees declined to talk.

During this period, 55 issues were raised by detainees. 17 per cent of the issues raised related to adequate food not being offered, 16 per cent related to adequate drink not being offered, 12 per cent related to requests for a Solicitor and 12 per cent related to medical matters.

Joint Independent Audit Committee

The Joint Independent Audit Committee (JIAC) supports the Police, Fire and Crime Commissioner and the Chief Constable to discharge their responsibilities by providing independent assurance on the adequacy of their corporate governance, risk management arrangements and the associated control environments and the integrity of financial statements and reporting. The JIAC covers three organisations: The Police, Fire and Crime Commissioner (PFCC), the Chief Constable (CC) and Northamptonshire Commissioner Fire and Rescue Authority (NCFRA). The Northamptonshire Fire and Rescue Service is provided by NCFRA. The JIAC produce an annual report and a copy can be downloaded after the JIAC's July 2023 meeting from the OPFCC website at

<https://northantspfcc.org.uk/category/opfcc/accountability-opfcc/joint-independent-audit-committee/>

OPFCC grants schemes

The Making Northamptonshire Safer Fund provides funding of £3,000 to £10,000 to organisations with projects that support the Police, Fire and Crime Plan. The grants can be varied in nature owing to the breadth of the plan but cannot be for recurring activity.

<https://northantspfcc.org.uk/our-work/grant-schemes/making-northamptonshire-safer-fund/>

The Road Safety Community Fund, which is supported by the Northamptonshire Safer Roads Alliance, offers grants of between £500 - £5,000. The fund looks for applications that support the Northamptonshire Strategic Road Safety Plan. Grants are often allocated for Vehicle Activated Speed Signs, traffic calming measures, school road safety project costs, and other projects that aim to make the roads in Northamptonshire safer for all users.

<https://northantspfcc.org.uk/our-work/grant-schemes/road-safety-community-fund/>

The Small Grants Scheme offers grants between £500 and £3,000 to smaller organisations running projects in Northamptonshire that support the Police Fire and Crime Plan.

<https://northantspfcc.org.uk/our-work/grant-schemes/small-grant-schemes/>

Fly-tipping Grants Scheme

In partnership with the local authorities in Northamptonshire, the Office of the Police, Fire and Crime Commissioner has allocated funds to support the removal of items that have been fly tipped on private land, and subsequently support the target hardening of these sites where possible to reduce the incidents of future fly-tipping. The OPFCC will contribute a maximum of £1,500 toward the costs associated with each site.

<https://northantspfcc.org.uk/our-work/grant-schemes/fly-tipping-grant-scheme/>

For more details on the grants process can be found on

<https://northantspfcc.org.uk/our-work/grant-schemes/>

Budget and financial outturn 2022-23

The Police, Fire and Crime Commissioner is the recipient of all funding for both Fire and Policing. This includes all the grant funding from the government for Policing and Fire, Business Rates for Fire and funding raised by the Council Tax.

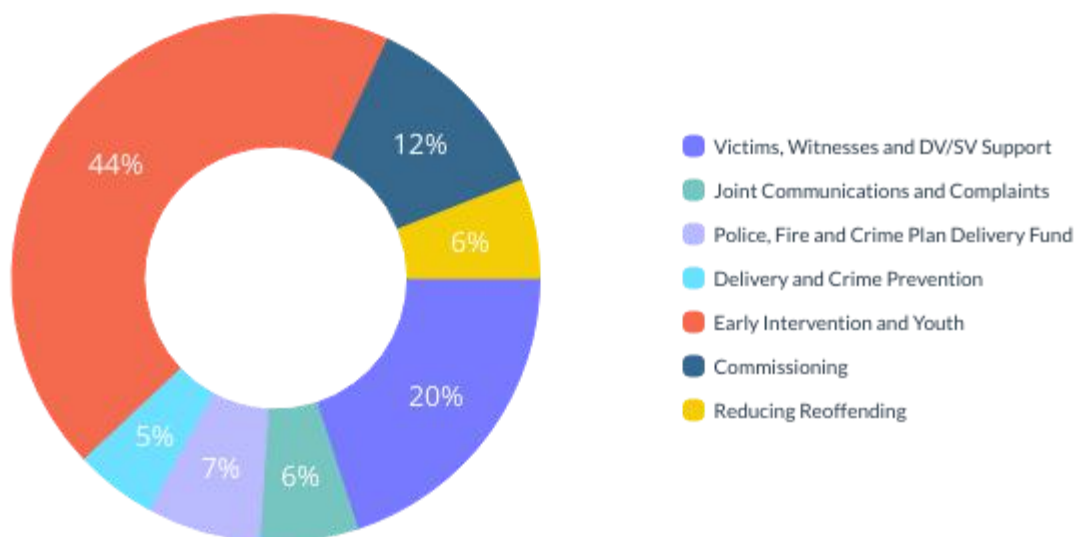
One precept is set for Fire and another one is set for Policing. The Policing budget covers Northamptonshire Police and the Office and the Delivery activities of the Police, Fire and Crime Commissioner. How this money is allocated in each service is a matter for the PFCC who consults the Chief Fire Officer and the Chief Constable as they provide professional operational advice and recommendations. The PFCC also undertook a public consultation at the end of 2022 to inform the 2023-24 budgets and funding priorities for the year. These were set out in detail in the precept proposals as considered by the Police, Fire and Crime Panel in February 2023.

Each year the PFCC produces separate Statement of Accounts for Fire and Policing which set out the detailed financial performance for the year. The Statement of Accounts are published on the Police, Fire and Crime Commissioner website and are externally audited.

Police

Funding for the £161m Police budget was made up of 55% of national police grants and 45% from local council tax precept. In 2022-23, the PFCC allocated over 94% to the Chief Constable to deliver operational policing and included funding to increase Police Officers in Northamptonshire to 1501 full time equivalents, the most there has ever been. This number was exceeded, and the Police, Fire and Crime Commissioner was successful in claiming an additional grant of almost £1m for the county, with an expectation to draw down a similar sum in 2023-24. Around 4% was allocated to fund capital expenditure and the costs of running the Office of the Police, Fire and Crime Commissioner. The balance of 3% (£4.5m) was used by the Police, Fire and Crime Commissioner to directly support his delivery and commissioning priorities as follows:

Delivery and Commissioning



Budget and financial outturn 2022-23

Police Funding Formula – the challenge

Around 55% of Police funding is allocated via the Police Allocation Formula (PAF). The PAF is a calculation that uses various data sources (such as population density) to share money between police authorities in England and Wales. This formula was “frozen” in 2011/12 and includes population as a key factor in the allocations. Northamptonshire’s population has and continues to grow at a much faster rate than the national average.

This means that the majority of funding provided for Policing in Northamptonshire is based on a formula which is over ten years old. His Majesty’s Inspectorate of Constabulary Fire and Rescue Services (HMICFRS) issue annual Value for Money profiles. In 2022/23, these profiles reflected that Northamptonshire’s central police grant per head of population is way below the national average as follows:

- Northamptonshire’s central grant funding was £114.88 per head of population
- Regional Force area Nottinghamshire’s was £137.77 per head of population
- The national average for England and Wales was £134.93 per head of population
- The average for the metropolitan areas was £181.88 per head of population

The PFCC is concerned that the current formula is not fit for purpose – it does not reflect the current challenges and demands of policing in Northamptonshire and has not kept pace with the population increase. The PFCC will continue to actively lobby for a fairer funding formula for the residents of Northamptonshire.



Budget and financial outturn 2022-23

Fire

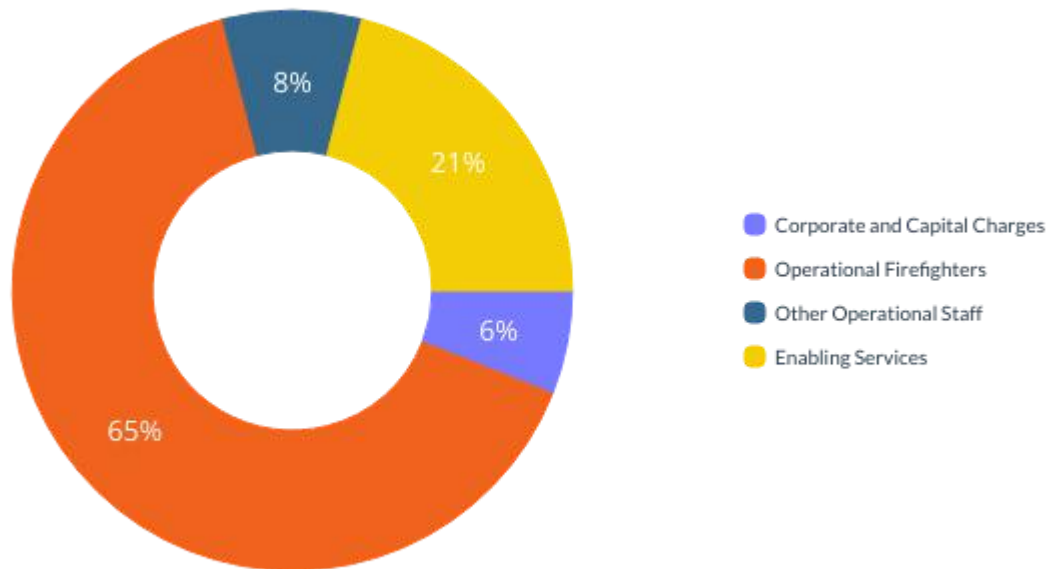
Funding for the £27.1m Fire budget was made up of around 14% from national grants with the balance of 86% from local business rates and local council tax precept.

Although Northamptonshire are still one of the lowest funded Fire and Rescue service in the country, the PFCC has continued to actively lobby and secure funding for Northamptonshire. In fact, since the governance transfer, the Fire budget will have increased by over 30% by 2023-24 (almost £7m). Around 73% of the budget is spent on operational firefighters and staff and the remaining 27% transport, digital, funding capital expenditure and support staff.

In January 2019, Fire transferred with a base budget which had no resilience, a long list of essential capital funding requirements and no reserves. Since that time, Fire have worked hard to build and maintain a stable and resilient funding position.

There is now a sustainable budget and a reasonable level of reserves held to support unforeseen challenges and to support investment in transformation and improvements for the residents of Northamptonshire.

Fire expenditure



Budget and financial outturn 2022-23

Grant funding

The PFCC actively seeks additional grant funding to support new or existing local and national initiatives, as well as offsetting additional costs for Fire and Policing. Since 2016/17, over £12.7m has been secured for Policing and since January 2019, over £4.9m for Fire in Northamptonshire.



Northamptonshire Commissioner Fire and Rescue Authority (NCFRA)

Fire and Rescue Statement 2022/23

Introduction and background

Fire and rescue services play a crucial role in making our communities safer, whether it be preventing and protecting people from fire and other risks or responding swiftly and effectively to the incidents and emergencies that occur. The Fire and Rescue National Framework (2018) provides overall strategic direction and guidance with how fire and rescue authorities discharge their functions. Within the framework, there is a requirement for the authority (NCFRA) to provide annual assurance on financial, governance and operational matters. In addition, strategic direction is also provided by other plans for which the annual assurance is also required to show due regard to:

- The Police, Fire and Crime Plan
- The Community Risk Management Plan (CRMP)

Governance transferred to the Police, Fire and Crime Commissioner (PFCC) on 1 January 2019. This year's statement comes at the end of the fourth full financial year of governance under the Northamptonshire Police, Fire and Crime Commissioner (PFCC).

During 2021/22, the service developed 'A Vision for 2025 – Fire 25' and the Community Risk Management Plan 2022-25 (previously known as Integrated Risk Management Plan). These two documents provide strategic direction for the service over that period and sit alongside the PFCC's plan 2021-26 (Police, Fire and Crime Plan) the first combined plan for both police and fire. The service has been the subject to three inspections (two full effectiveness and efficiency inspections, and one COVID-19 compliance inspection) by HMICFRS since 2019. The next full inspection is due in September 2023

In October 2022, Chief Fire Officer Darren Dovey retired from Northamptonshire Fire and Rescue Service after 35 years in the sector. Following a robust recruitment process, Chief Fire Officer Mark Jones was appointed by the Commissioner and the appointment ratified at the Police, Fire and Crime Panel in July 2022.

Performance

The Authority monitors fire and rescue performance through the OPFCC Accountability Board. This board maintains oversight of key delivery areas including operational response, prevention and protection. This board holds strategic leads accountable for the delivery of community outcomes, improvement actions and performance outcomes.

Community outcome measures

	2022/23				21/22	22/23	
	Q1	Q2	Q3	Q4	EOY	EOY	
No. of Deliberate Primary Fires per 10,000 population	0.98	1.02	0.65	0.51	2.80	3.15	↑
No. of Deliberate Secondary Fires per 10,000 population	2.26	3.76	0.98	0.90	6.30	7.90	↑
No. of Primary Fires per 100,000 population	31.39	36.60	26.43	25.03	118.08	119.46	↑
No. Fatalities in Primary Fires per 100,000 population	0.13	0.00	0.00	0.00	0.66	0.13	↓
No. of Non-Fatal Casualties in Primary Fires per 100,000 population	0.79	0.00	0.00	0.00	3.21	0.79	↓
No. of deaths arising from accidental fires in dwellings per 100,000 population ##	0.13	0.00	0.00	0.00	0.00	0.13	↑
No. of injuries (exc precautionary checks) arising from accidental fires in dwellings per 100,000 population	0.64	0.25	0.38	0.51	1.72	1.78	↑
No. of accidental dwelling fires per 10,000 population	2.57	2.47	2.67	2.87	10.69	10.59	↓
Non-Domestic Fires per 1000 Non-Domestic premises	1.43	1.35	1.51	1.19	6.05	5.49	↓
Sickness – Wholetime (days/shifts lost per head) ^	3.37	2.98	2.99	1.96	10.10	11.30	↑
Sickness – All staff (days/shifts lost per head, excluding on-call) ^	2.95	2.67	2.67	1.85	9.83	10.15	↑
Prevention	Q1	Q2	Q3	Q4	21/22	22/23	
Delivery of Home Fire Safety Visits (HFSV)	1349	1285	1572	1480	4255	5685	↑
Protection	Q1	Q2	Q3	Q4	21/22	22/23	
Risk Based Inspection Programme Inspections RI/FURI*	193	185	160	225	644	763	↑
Full Inspections FI	67	33	74	29	205	203	↓
Informal Notifications	22	836	35	15	79	108	↑
Enforcements Served	4	5	14	6	24	29	↑
Prohibitions Served	2	4	6	9	7	21	↑
Building Regulation consultations BR	126	128	139	113	495	506	↑
Other Consultations OC	23	14	12	12	112	61	↓
Other Fire Safety Activities OFSA	208	209	189	220	1098	862	↓
Total Risk Inspections FRRI / FI / BR / OC / OFSA*	617	569	574	599	2554	2359	↓
Response	Q1	Q2	Q3	Q4	21/22	22/23	
Average of Full Response Time (including call handling)	09:55	10:32	10:08	10:12	10:16	10:14	↓
Average Call Handling Time (call to mobilise)	01:43	01:38	01:40	01:44	01:40	01:41	↑
Average appliance availability (No. of appliances)	17.93	17.82	18.01	17.81	-	17.90	
Training	Q1	Q2	Q3	Q4	21/22	22/23	
% of Wholetime operational staff in date with Core Competences^^	95%	80%	85%	95%	94%	95%	↑
% of on-call operational staff in date with Core Competences^^	84%	73%	72%	83%	84%	83%	↑

Data Notes:

2021/22 population figures based on 757,100. 2022/23 population figures based on 786,900 = 4.33% population increase

* Protection codes – RI – Re-Inspection, FURI – Follow up re-inspection, FI – full inspection, BR – building regulation, OC – other consultation, OFSA – other fire safety activity

– Number of Fatalities in Primary Fires per 100,000 population. This indicator includes all fire related fatalities in all property types. During 2022/23 there was 1 fire fatality within a domestic dwelling.

^ Sickness - Wholetime (days/shifts lost per head) and sickness absence (All staff, excluding on-call). There has been a high level of sickness reported throughout 2022/23, however there is a steady decline over the last 2 reporting quarters.

^^Training – in September 2022 a new Competency Based Training Framework was introduced which captures and records slightly different data hence initial slight drop in %.

Financial assurance

The Police, Fire and Crime Commissioner acting as Northamptonshire Commissioner Fire and Rescue Authority is responsible under legislation for ensuring all financial activities are carried out in accordance with statutory and professional requirements. This includes safeguarding public money, receiving all income due to the organisation and meeting all financial obligations in respect of for Northamptonshire Fire.

As a corporation sole, NCFRA is required to have a Section 151 Officer. In line with the options set out within the Home Office Financial Management Code of Practice, the role of NCFRA Section 151 Officer in Northamptonshire is also undertaken by the PFCC and Group Section 151 Officer for Policing.

The PFCC delegates financial arrangements within NCFRA to ensure day to day activities can be undertaken and decisions can be made by those who have the knowledge and authority to do so. The PFCC delegates the operational Fire service budget to the Chief Fire Officer and sets out the requirements of this allocation in an annual strategic outcomes letter.

Delegation arrangements and levels are set out within NCFRA's Corporate Governance Framework (CGF). The CGF was established at the time of the governance transfer in January 2019. A full review of the framework started in 2022 and was concluded in May 2023.

Regular financial monitoring reports are considered monthly by the Police, Fire and Crime Commissioner and regularly throughout the year at the Accountability Board. Financial updates are considered by the Police, Fire and Crime Panel throughout the year.

Financial performance, level of reserves and medium-term financial outlook is included within the annual NCFRA Statement of Accounts and is subject to external audit.

Since the Governance change on 1 January 2019, the Authority has produced three Statement of Accounts, all of which have received unqualified audit opinions:

- The 2018/19 accounts cover the 3-month period 1 January to 31 March 2019, and
- The 2019/20 accounts cover the 12-month period 1 April 2019 to 31 March 2020 and
- The 2020/21 accounts cover the 12-month period 1 April 2020 to 31 March 2021.

The 2021/22 Draft Statement of Accounts were published on the OPFCC website in line with statutory deadlines and it is anticipated the audit opinion will be issued in the coming months.

The Statement of Accounts were produced ensuring compliance with Codes of Practice issued by CIPFA and include within it an Annual Governance Statement which assesses controls and makes recommendations for changes in the following year.

As in previous years, the pre-audit Statement of Accounts for 2021/22 were published by the statutory deadline and a workshop took place with auditors, officers and Joint Independent Audit Committee members scrutinising the Statements in December 2022.

Work is well progressed on the 2022/23 statement of accounts for NCFRA which cover the period 1 April 2022 to 31 March 2023. The pre-audit Statement of Accounts will be published prior to the statutory deadline and available on the PFCC website after that time, with the external audit taking place after this date.

Governance assurance

In his role as NCFRA, the governance of Northamptonshire Fire and Rescue Service is the responsibility of the Police, Fire and Crime Commissioner for Northamptonshire. Governance is concerned with how NCFRA manages its affairs on a day-to-day basis including its business practices, standards of conduct and overall management procedures. These arrangements are set out within the Corporate Governance Framework, a copy of which is available on the OPFCC website.

For the period 1 April 2022 to 31 March 23, NCFRA have prepared an Annual Governance Statement (AGS) as part of the Statement of Accounts, and which included:

- An acknowledgement of responsibility for ensuring there is a sound system of governance and system of internal control.
- A brief description of the key elements of the governance arrangements including explicit areas such as internal audit and risk management.
- A brief description of the process that has been applied in maintaining and reviewing the effectiveness of the governance arrangements.
- An evaluation of the level of assurance that the systems and processes that comprise the governance arrangements can provide an outline of the actions taken, or proposed, to deal with significant governance and internal control issues.

Whilst internal audit work for 2022/23 has not yet concluded, in their draft annual report for the year, the Chief Internal Auditor issued a draft opinion based on the audit work undertaken as at the date of the Annual Governance Statement:

Audit Opinion - 22/23

I can confirm that sufficient work has been completed to allow me to form a conclusion on the adequacy and effectiveness of Northamptonshire Commissioner Fire and Rescue Authority's internal control environment. Based on audit work undertaken during the year, in my opinion, NCFRA's framework of governance, risk management and management control is GOOD.

Audit testing has demonstrated that controls were working in practice across key areas for the most part during the year.

Where weaknesses have been identified through internal audit review, we have worked with management to agree appropriate corrective actions and a timescale for improvement.

Jacinta Fru BA (Hons) FCCA, Chief Internal Auditor

In her report, the Chief Internal Auditor concluded that NCFRA's framework for 2022/23 was assessed as "Good". This assessment is an improvement on every year since NCFRA was established as they have previously been assessed as "Satisfactory."

This Chief Internal Auditor's opinion was considered by statutory officers charged with governance in the formulation of the Annual Governance Statement for 2022/23. In line with the approach undertaken in previous years, the report and opinion will be considered in full at the Joint Independent Audit Committee (JIAC) in July 2023.

Operational assurance

The Northamptonshire Commissioner Fire and Rescue Authority has carried out its functions in accordance with the defined statutory and policy framework in which it is required to operate. The key documents setting this out are:

- The Fire and Rescue Services Act 2004
- The Civil Contingencies Act 2004
- The Regulatory Reform (Fire Safety) Order 2005
- The Fire and Rescue Services (Emergencies) (England) Order 2007
- The Localism Act 2011
- The Fire and Rescue National Framework for England
- The Health and Safety Act at Work etc Act 1974

Whilst the Authority is primarily a locally based service, mutual aid arrangements are in place with other services where incidents occur near our borders and to provide resilience for large scale or complex incidents where additional resources need to be called on. The Authority contributes to national resilience and can make a number of its assets available to support a national emergency.

The Authority has robust Business Continuity Management (BCM) plans in place which are integral to our strategy in managing corporate risk and to provide, in the event of a major disruption, a fire and rescue service to the community. These plans underwent significant test and review during 2022/23 to provide community reassurance throughout lengthy periods of high temperature during the summer period and in preparation for potential periods of industrial action and national power outages.

The Authority publishes a Community Risk Management Plan (CRMP) that sets out details of its operational service provision and improvement plans at a local, regional and national level, together with individual delivery plans. The current Plan came into effect on 1 April 2022 and runs until 2025. It has now reached the end of its first full year and is undergoing its planned annual review.

A copy of the current Police, Fire and Crime plan, CRMP, Fire 25 and related documents can be found on our website at: <https://www.northantspfcc.org.uk/fire-and-rescue-service/>

The service was subject to an inspection by HMICFRS in January 2022, providing a 'good' rating for 8 out of 11 areas inspected. The report findings were published in September 2022 and can be found here along with any associated public facing action plan.

<https://www.justiceinspectors.gov.uk/hmicfrs/frs-assessment/frs-2021/northamptonshire/>

Overall assurance arrangements

The assurance arrangements that the Authority had in place are considered to meet the requirements set out in the National Framework.



**NORTHAMPTONSHIRE
POLICE, FIRE & CRIME
COMMISSIONER**

Stephen Mold

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NORTHAMPTONSHIRE POLICE, FIRE AND CRIME PANEL

15 JUNE 2023

Report Title	Northamptonshire Police, Fire and Crime Panel Work Programme 2023/24 and operating arrangements
Report Author	James Edmunds, Democratic Services Assistant Manager, West Northamptonshire Council James.edmunds@westnorthants.gov.uk

Contributors/Checkers/Approvers		
West MO (for West and joint papers)	Catherine Whitehead	07/06/2023
West S151 (for West and joint papers)	Martin Henry	05/06/2023

List of Appendices

Appendix A – Outline Work Programme 2023/24

1. Purpose of Report

- 1.1. The report is intended to enable the Northamptonshire Police, Fire and Crime Panel to consider and agree its work programme for 2023/24 as well as to consider and agree the approach it will take on certain matters connected with the operation of the Panel.

2. Executive Summary

- 2.1. The report invites the Panel to consider and agree its work programme for 2023/24, including any specific areas or priorities for scrutiny, reports to be requested from the Police, Fire and Crime Commissioner, and the timetable for identified activities. The work programme will support the Panel in carrying out its statutory responsibilities effectively through the year ahead.
- 2.2. In addition, the report invites the Panel to consider and agree whether to continue to participate in two network groups relevant to its role: the East Midlands Police and Crime Panels Network and the National Association of Police, Fire and Crime Panels.

3. Recommendations

- 3.1 It is recommended that the Northamptonshire Police, Fire and Crime Panel:
- a) Agrees the content of its work programme for 2023/24
 - b) Agrees to continue its membership of the East Midlands Police and Crime Panels Network for 2023/24.
 - c) Agrees to continue its membership of the National Association of Police, Fire and Crime Panels for 2023/24.

4. Reasons for Recommendations

- 4.1 The recommendations are intended to support the effective operation of the Panel during 2023/24 and the delivery of its statutory responsibilities by establishing a work programme for the year; and by enabling the Panel to agree its membership of relevant information-sharing network groups.

5. Report Background

- 5.1 The Police Reform and Social Responsibility Act 2011, the Policing and Crime Act 2017 and supporting legislation give various specific responsibilities to the Northamptonshire Police, Fire and Crime Panel (“the Panel”). These are principally as follows:
- Scrutinising and reporting on the Police, Fire and Crime Commissioner (PFCC)’s proposed Police and Fire and Rescue precepts
 - Scrutinising and reporting on the PFCC’s Police and Crime Plan and Fire and Rescue Plan
 - Scrutinising and reporting on the PFCC’s Annual Report on the delivery of Police and Crime Plan objectives and on the annual Fire and Rescue Statement reporting compliance with the Fire and Rescue National Framework
 - Scrutinising and reporting on proposed appointments by the PFCC to certain positions (: Deputy PFCC; Chief Executive; Chief Finance Officer; Chief Constable of Northamptonshire Police; and Chief Fire Officer of Northamptonshire Fire and Rescue Service)
 - Dealing with complaints from members of the public about the conduct of the PFCC.
- 5.2 In addition, the legislation referred to in paragraph 5.1 above gives the Panel the general responsibility to review and scrutinise decisions made, or other action taken, by the PFCC in connection with the discharge of his functions and to make reports or recommendations to the PFCC with respect to these matters. The Panel is required to carry out its role with a view to supporting the PFCC in effectively exercising his functions.
- 5.3 It has previously been standard practice for the Panel to set an annual work programme to provide a framework within which it carries out its functions and the practical tasks these involve. The work programme is made up of a combination of statutory and discretionary scrutiny work; matters relating to the operation of the Panel; and any supporting activities such as briefings or training. The work programme covers a rolling 12-month period. The work programme is considered at the first Panel meeting in the municipal year. It can then be kept under regular

review by the Panel and modified or updated as necessary, with a view to ensuring that it is focussed on the aim of using available capacity to best effect.

6. Issues and Choices

Work Programme 2023/24

- 6.1 An outline work programme for the Panel for 2023/24 is included with this report (at Appendix A). This incorporates statutory business outlined in paragraph 5.1 above; regular monitoring reports that the previous Panel chose to receive to support its more general scrutiny role; and items of business relating to the operation of the Panel. The document also lists some other potential items of business and supporting activity that the Panel may wish to consider.
- 6.2 It is emphasised that this outline work programme is being presented to the Panel as a starting point for discussion that will produce the final version. The work programme for 2023/24 should be set by the current Panel. The work programme can be informed by input from a range of sources, including suggestions from the previous Panel, from individual Panel members and from the PFCC. The Panel should consider suggested topics from all sources on their merits, with a view to setting a work programme that reflects the Panel's remit, has the support of Panel members, is realistically deliverable within available resources and has the potential to produce the most worthwhile outcomes.

Participation in the East Midlands Police and Crime Panels Network

- 6.3 The Panel has previously participated in the East Midlands Police and Crime Panels Network that has operated since 2014. The Network is intended to be an information and support network for the five panels in the region: Derbyshire; Leicester, Leicestershire and Rutland; Lincolnshire; Northamptonshire; and Nottinghamshire. It is administered by Frontline Consulting Associates (FCA), which provides advice, consultancy and learning and development activity in the public sector. The Network holds two information-sharing meetings per year, which can be attended by 2-3 representatives from each panel. Network members also get access to sources of information and guidance on good practice and a 10% discount on the cost of any training activity purchased from FCA. The Panel is invited to consider whether to continue its membership of the Network for 2023/24. The cost of this is £420.

Participation in the National Association of Police, Fire and Crime Panels

- 6.4 The National Association was established in April 2018 as a special interest group of the Local Government Association. The National Association aims to represent and promote the views and interests of Police, Fire and Crime panels in England and Wales. Its specific purposes include providing a forum for discussion of issues affecting panels; sharing ideas and experience; promoting good practice; supporting liaison and dialogue with other relevant agencies; facilitating common responses by panels to relevant consultations; horizon scanning; and promoting better public understanding of the role of panels. The National Association is led by an elected Chair and Executive Committee and administered by Democratic Services at Essex County Council. The National Association operates on a non-subscription model and there is no

cost for membership. The Panel has been a member of the National Association since January 2020. The Panel is invited to consider whether to continue its membership for 2023/24.

7. Implications (including financial implications)

7.1 Resources and Financial

7.1.1 It is intended that the resource implications associated with the proposed decisions set out in this report will be accommodated within grant funding that the Panel's host authority is able to claim from the Home Office for the purpose of maintaining a panel for the Northamptonshire Police area. The specific cost of membership of the East Midlands Police and Crime Panels Network can also be met from this grant funding.

7.2 Legal

7.2.1 There are no legal implications arising from the proposal.

7.3 Risk

7.3.1 The principal risk associated with the recommended decisions is that the Panel agrees a work programme that is not sufficiently effective. This situation could be caused by a range of factors: for example, if the work programme did not reflect the Panel's statutory functions; if the work programme was unfocussed or included too much business to be realistically deliverable; or if the work programme was fixed at the start of the year and did not allow the flexibility to respond to issues that might subsequently arise. These risks should be mitigated by the Panel taking a considered view of the work programme at the start of the year, informed – but not bound – by the work of its predecessor. The Panel should then review the work programme at each of its subsequent meetings through the municipal year and amend it as may be considered necessary. Throughout, the Panel should ensure that the work programme and the specific activities contained within it remain deliverable within the Panel's overall capacity and the resources available to support it.

8. Background Papers

Police Reform and Social Responsibility Act 2011

Policing and Crime Act 2017

Northamptonshire Police, Fire and Crime Panel Rules of Procedure

Northamptonshire Police, Fire and Crime Panel – Outline Work Programme

MEETING DATE	STATUTORY BUSINESS	DISCRETIONARY BUSINESS	BUSINESS RELATING TO PANEL OPERATION	OTHER BUSINESS
15 June 2023	<ul style="list-style-type: none"> - PFCC’s Annual Report on Policing for 2022/23 - PFCC’s Fire and Rescue Statement for 2022/23 		<ul style="list-style-type: none"> - Appointment of Panel Chair and Deputy Chair - Work programme - Appointment of Complaints Sub Committee members 	
7 September 2023		<ul style="list-style-type: none"> - PFCC’s Delivery update - PFCC’s Finance updates - Joint Independent Audit Committee Annual Report 	<ul style="list-style-type: none"> - Work programme - Complaints and conduct matters update 	
30 November 2023		<ul style="list-style-type: none"> - PFCC’s Delivery update - PFCC’s Finance updates 	<ul style="list-style-type: none"> - Work programme 	
6 February 2024	<ul style="list-style-type: none"> - PFCC’s proposed Police precept for 2024/25 - PFCC’s proposed Fire and Rescue precept for 2024/25 		<ul style="list-style-type: none"> - Work programme - 2024/25 meeting dates 	

20 February 2024 (Reserve meeting)	<ul style="list-style-type: none"> - PFCC’s revised Police precept for 2024/25 [if required] and/or - PFCC’s revised Fire and Rescue precept for 2024/25 [if required] 			
18 April 2024			<ul style="list-style-type: none"> - Work programme - Complaints and conduct matters update - Arrangements for recruitment of independent co-opted Panel members 	

Further Information

(A) Statutory Business

PFCC’s Annual Report and Fire and Rescue Statement – The Police, Fire and Crime Commissioner (PFCC) is required to produce an Annual Report on the exercise of the PFCC’s police and crime functions during the previous financial year and the progress made in meeting objectives set out in the PFCC’s Police and Crime Plan. The PFCC is also required to publish an annual statement of assurance of compliance with the priorities set out in the Fire and Rescue National Framework for England. The Panel must review and report on both the Annual Report and Fire and Rescue Statement as soon as practicable after they are received.

PFCC's proposed Police and Fire and Rescue precepts – The PFCC's proposed precepts must be reviewed and reported on by the Panel before they can be issued. The Panel has the power to veto a proposed precept, in which case the PFCC is required to produce a revised proposal that must also be reviewed by the Panel at the reserve meeting included in the outline work programme (if the Panel does not veto either of the proposed precepts the reserve meeting will not be held). The steps involved in this process must take place by specific deadlines set in legislation.

(B) Discretionary Business

PFCC's Delivery Update – This is a regular report setting out actions by the PFCC supporting progress towards the delivery of the strategic outcomes set out in his Police, Fire and Crime Plan. The Delivery Update also includes contextual information about Northamptonshire Police and Northamptonshire Fire and Rescue Service performance.

PFCC's Finance Updates – These are two regular reports setting out the latest in-year position for the budgets for policing and the Office of the PFCC and for the budget for the Northamptonshire Commissioner Fire and Rescue Authority.

Joint Independent Audit Committee Annual Report – The Joint Independent Audit Committee (JIAC) is responsible for providing independent assurance of the corporate governance, risk management and financial control arrangements operated by the PFCC and the Chief Constable. The JIAC's Annual Report is customarily presented by its Chair to the Panel, to reflect the complementary roles of the two bodies.

(C) Business relating to Panel operation

Complaints and conduct matters update – The Panel has adopted specific arrangements to carry out its responsibilities for dealing with complaints and conduct matters relating to the PFCC. These include the provision by the host authority Monitoring Officer of a half-yearly monitoring report about all matters dealt with in the preceding period. In this way the Panel is able to monitor the operation of the arrangements it has made to deliver this aspect of its statutory responsibilities.

Recruitment of independent co-opted members – The Panel is required to include a minimum of two independent co-opted members in its membership and has previously secured approval from the Home Secretary to increase this to three. The co-option of independent members is intended to assist in supporting the aim that the membership of the Panel, when taken as a whole, has the skills, knowledge and experience necessary to enable it to carry out its functions effectively. Independent co-opted members should be drawn from the local community through an open recruitment and selection process. The sitting independent co-opted members of the Panel were appointed in 2020 for a four-year term running until the day before the date of the first Panel meeting in the 2024/25 municipal year. The Panel will need to consider arrangements to advertise for and recruit independent co-opted members to join the Panel from this point.

(D) Potential business for consideration

Topics identified by the previous Panel – The previous Panel made the following resolutions during the course of its work in 2022/23 identifying potential topics for scrutiny in the future:

- To request the PFCC to provide sight of action plans developed to address areas for improvement in service delivery by Northamptonshire Fire and Rescue Service as identified in the HMICFRS 2021/22 inspection (: Panel meeting on 8 September 2022)
- To request the PFCC to present a report on the outcomes of the recent IPSOS Mori public consultation exercise on community safety in Northamptonshire (: Panel meeting on 2 February 2023)
- To request the PFCC to present a report on the new version of the PFCC’s full Estates Strategy (: Panel meeting on 20 April 2023)
- To request the PFCC to present a report on the local impact of implementing the Serious Violence Duty under the Police, Crime, Sentencing and Courts Act 2022 (: Panel meeting on 20 April 2023)
- To request the PFCC to present a report on the local impact of delays in the Criminal Justice System (: Panel meeting on 20 April 2023)

Task and finish work on early intervention – The previous Panel agreed to include in its work programme for 2022/23 a piece of focussed task-and-finish work on early intervention activity with young people at risk of becoming involved in criminal activity in Northamptonshire. A working group was appointed for this purpose and met several times during the first half of 2023. The working group was originally tasked with presenting its final draft report to the Panel meeting on 20 April 2023. However, the Panel subsequently concluded that additional time needed to be allocated to this work. The Panel therefore agreed that the final draft report could be presented at the start of 2023/24. The latest position on this work can be confirmed at the current Panel meeting.

Briefings with the Chief Constable and Chief Fire Officer – The Panel has previously sought to include in its work programme briefing sessions, held at least annually, with the Chief Constable of Northamptonshire Police and the Chief Fire Officer of Northamptonshire Fire and Rescue Service. These sessions are intended to give an overview of the operating environment for the two organisations and their key priorities and challenges, to help to inform the Panel in carrying out its role of scrutinising and supporting the PFCC. The previous Panel met with both chiefs on 27 May 2022 and again with the Chief Constable on 1 December 2022.

Development of the PFCC's proposed precepts and budgets – The Panel usually holds a workshop session with the PFCC and the OPFCC Chief Finance Officer in January of each year to consider the financial environment and key factors informing the development of the PFCC's budget and precept proposals. This session feeds into scrutiny of the final proposals by the whole Panel at its formal meeting in February.

Other briefings or training for Panel members – It is open to the Panel to identify any other topics for briefing sessions that would inform it in scrutinising and supporting the PFCC. Similarly, the Panel may wish to consider whether there is any other training or support that could assist it to carry out its role effectively.

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NORTHAMPTONSHIRE POLICE, FIRE AND CRIME PANEL

15 JUNE 2023

Report Title	Appointments to the Northamptonshire Police, Fire and Crime Panel Complaints Sub Committee for 2023/24
Report Author	James Edmunds, Democratic Services Assistant Manager, West Northamptonshire Council James.edmunds@westnorthants.gov.uk

Contributors/Checkers/Approvers		
West MO (for West and joint papers)	Catherine Whitehead	07/06/2023
West S151 (for West and joint papers)	Martin Henry	05/06/2023

List of Appendices

Appendix A – Informal Resolution Protocol regarding non-criminal complaints against the Northamptonshire Police, Fire and Crime Commissioner and Deputy Police, Fire and Crime Commissioner.

1. Purpose of Report

- 1.1. The report is intended to enable the Northamptonshire Police, Fire and Crime Panel to appoint members to serve on the Panel's Complaints Sub Committee for 2023/24.

2. Executive Summary

- 2.2. The report summarises the Northamptonshire Police, Fire and Crime Panel's statutory responsibilities for considering non-criminal complaints about the conduct of the Police, Fire and Crime Commissioner and the approach that the Panel has adopted to carry out this function, using a Complaints Sub Committee. In order to continue this approach the Panel must appoint members to serve on the Sub Committee for 2023/24.

3. Recommendations

- 3.1 It is recommended that the Northamptonshire Police, Fire and Crime Panel agrees to appoint the following Panel members to serve on the Panel's Complaints Sub Committee during 2023/24:
- a) 4 councillor Panel members, 3 from the majority political group and 1 from the minority political group represented on the Panel; and
 - b) All independent co-opted Panel members to act as a pool providing 1 independent co-opted member for Sub Committee meetings.

4. Reasons for Recommendations

- 4.1 The recommendation is intended to enable the Panel to fulfil statutory requirements using an approach that has previously operated effectively.

5. Report Background

- 5.1 The Police Reform and Social Responsibility Act 2011 and the Elected Local Policing Bodies (Complaints and Misconduct) Regulations 2012 require Police (Fire) and Crime Panels to adopt a process for carrying out "Informal Resolution" of non-criminal complaints about the conduct of the relevant Police (Fire) and Crime Commissioner and the Deputy Commissioner, should a Deputy Commissioner be appointed.
- 5.2 Informal Resolution is intended to represent a locally-agreed process for resolving a complaint as far as possible by mediation between the complainant and the subject of the complaint. It is not an investigation of the complaint: a panel is prohibited from taking any action intended to gather information about a complaint other than inviting comments from the complainant and the subject of the complaint.

6. Issues and Choices

- 6.1 The Northamptonshire Police, Fire and Crime Panel agreed in 2012/13 to incorporate in its Rules of Procedure the following arrangements for carrying out Informal Resolution:
- Adoption of an Informal Resolution Protocol (included with this report at Appendix A).
 - Establishment of a Complaints Sub Committee with the following powers and duties:
 - Where a complaint or conduct matter comes to the Sub Committee's attention it must secure that all appropriate steps are taken, both initially and from time to time after that, for obtaining and preserving evidence relating to the conduct in question and to comply with any directions given by the Independent Office for Police Conduct (IOPC) in this regard.
 - To provide the IOPC and every member of its staff with such assistance as it may reasonably require in connection with the carrying out of any investigation by the IOPC or by anyone appointed to carry out an investigation on its behalf.

- To determine whether a complaint that has been recorded should be subject to Informal Resolution, or should be excluded from Informal Resolution on grounds identified in the 2012 Regulations, and in that case, to determine how to handle the matter or whether to take no action in relation to it.
- To deal with the Informal Resolution of complaints in accordance with the requirements of the 2012 Regulations.

6.2 The Panel has updated the composition of the Complaints Sub Committee since it was originally established when this has been considered necessary. The following changes have been made:

- 2014/15: The Panel reviewed the Sub Committee's original membership, which consisted of three Panel members: one councillor from each of the two political groups represented on the Panel and one independent co-opted member. In light of experience and to give the Sub Committee more flexibility the Panel agreed to increase the membership of the Sub Committee to 5 members, consisting of two councillors from each of the political groups represented on the Panel and one independent co-opted member, who could also be substituted by another independent co-opted member.
- 2020/21: The Panel agreed that the independent co-opted member on the Sub Committee should be drawn from the pool of all three independent co-opted members on the Panel, rather than a specific member being identified. Again, this change was intended to increase flexibility and to enable the Panel to make more use of independent co-opted members in this area of its work.
- 2021/22: The Panel agreed that the councillor membership of the Sub Committee should be changed better to reflect the revised composition of the Panel following local government reorganisation in the county. The Panel agreed that the Sub Committee should continue to consist of four councillor members, with three councillors coming from the majority political group on the Panel (Conservative) and one councillor coming from the minority political group (Labour). Substitute councillors were also identified.

6.3 It is proposed that the composition of the Complaints Sub Committee established by the Panel in 2021/22 still represents an effective and practical approach and should therefore continue to apply in 2023/24. The composition of the Sub Committee should give it the necessary capacity to carry out its role and enable it to do so in way that reflects the Panel's role of scrutinising and supporting the Police, Fire and Crime Commissioner. It is open to the Panel to consider and agree alternative ways of achieving this if it sees this as necessary.

6.4 For reference, the members of the Complaints Sub Committee in 2022/23 were Councillors Adam Brown, Dorothy Maxwell, Ken Pritchard and Winston Strachan (with Councillors Andre Gonzalez De Savage and Zoe McGhee as substitutes) and Mrs Anita Shields and Miss Pauline Woodhouse (independent co-opted members). All Sub Committee members are provided with appropriate training and support to carry out the role.

6.5 It should be further noted that the workload of the Complaints Sub Committee is largely determined by the number of complaints about the Police, Fire and Crime Commissioner that it needs to consider. The number of Sub Committee meetings in each of the years since it was established has been as follows:

Municipal year	Complaints Sub Committee meetings
2013/14	4
2014/15	1
2015/16	0
2016/17	0
2017/18	1
2018/19	0
2019/20	2
2020/21	1
2021/22	1
2022/23	1

7. Implications (including financial implications)

7.1 Resources and Financial

7.1.1 The resource implications associated with the proposal consist of the reimbursement of expenses that may be claimed by Complaints Sub Committee members for any meetings that need to be convened and/or other activity involved in carrying out their role. These can be met from Police and Crime Panel grant funding that the Home Office makes available to the local authority that hosts each panel. As indicated in paragraph 6.5 above, the Complaints Sub Committee will only be convened during 2023/24 if there is a specific need to do so.

7.2 Legal

7.2.1 There are no legal implications arising from the proposal. It represents an established approach that has been used by the Panel to carry out part of its statutory functions.

7.3 Risk

7.3.1 The recommended decision will mean that the Complaints Sub Committee can be convened should the need arise for it to consider a complaint about the conduct of the Police, Fire and Crime Commissioner. The risk of not taking the decision is that the Panel would not be in a position to carry out part of its statutory functions, which would have a practical and reputational impact. It is open to the Panel to consider alternative means of carrying out the complaints functions but this could take time to establish and be unproven, whereas the Complaints Sub Committee in its current form has previously operated effectively.

8. Background Papers

Police Reform and Social Responsibility Act 2011

The Elected Local Policing Bodies (Complaints and Misconduct) Regulations 2012

Northamptonshire Police and Crime Panel's statutory responsibilities relating to complaints against the Police and Crime Commissioner – report to the Police and Crime Panel (5 March 2013)

Future operation of the Northamptonshire Police and Crime Complaints Sub Committee – report to the Police and Crime Panel (3 July 2014)

Appointments to the Northamptonshire Police, Fire and Crime Complaints Sub Committee for 2020/21 – report to the Police, Fire and Crime Panel (16 July 2020)

Appointments to the Northamptonshire Police, Fire and Crime Panel Complaints Sub Committee for 2021/22 – report to the Police, Fire and Crime Panel (17 June 2021)

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Northamptonshire Police, Fire and Crime Panel

**Informal Resolution Protocol regarding non-criminal complaints against the
Police, Fire and Crime Commissioner and Deputy Police, Fire and Crime Commissioner
for Northamptonshire**

1. The Monitoring Officer of the host authority ('the Monitoring Officer') will act as the first point of contact for all complaints made against the Northamptonshire Police, Fire and Crime Commissioner (PFCC) and Deputy Police, Fire and Crime Commissioner (DPFCC) and will deal with any such complaints in accordance with the requirements of the Elected Local Policing Bodies (Complaints and Misconduct) Regulations 2012 ("the Regulations").
2. Any complaints received by Panel Members, by any of the Panel's constituent authorities, by the Office of the Police, Fire and Crime Commissioner (OPFCC), or by the Chief Constable of Northamptonshire Police will be forwarded to the Monitoring Officer as soon as is practicable on their receipt.
3. The Monitoring Officer will determine whether or not a complaint should be recorded.
4. When a complaint is recorded the Monitoring Officer will:
 - (a) Send a copy of the record made of the complaint to the complainant.
 - (b) Send a copy of the complaint to the person complained against, subject to any decision taken not to supply a copy of the complaint or to supply the complaint in a form which keeps anonymous the identity of the complainant; and
 - (c) Refer the record, and copies of all the associated paperwork, to the Panel's Secretariat no later than 2 working days after the complaint has been recorded.
5. On receipt of the complaint the Panel's Secretariat will:
 - (a) Convene a meeting of the Panel's Complaints Sub Committee, normally to be held within three weeks of the Secretariat's receipt of the complaint.
 - (b) Write to the complainant, setting out timescales and providing details about the Informal Resolution procedure; and giving the complainant an opportunity to make further comments in support of their complaint. Where the Panel's Secretariat believes that the circumstances of the case are such that the Complaints Sub Committee may decide to treat the complaint as having been resolved the complainant will be asked to provide their representations in this regard for the Complaints Sub Committee to take into account.
 - (c) Write to the person complained about, setting out timescales and providing details about the Informal Resolution procedure; and giving them an opportunity to make comments in response to the complaint.

6. The Panel's Monitoring Officer will compile a brief report for the Complaints Sub Committee, setting out the pertinent details of the complaint, recording any failure by the person complained about to comment on the complaint and making suggestions for the next steps.
7. The Complaints Sub Committee will first consider whether the complaint has been satisfactorily dealt with and, subject to any representations by the complainant, may decide to treat the complaint as having been resolved. In such a case, the Complaints Sub Committee's reasons will be recorded and notified to all parties.
8. If, on considering the report, the Complaints Sub Committee feels that the matter needs to be resolved, it will decide its course of action. In accordance with the Regulations the Complaints Sub Committee may not conduct an investigation. The Complaints Sub Committee may use its delegated powers to require the person complained against to provide information or documents or attend before it to answer questions or give evidence, as this will not be regarded as an investigation. However, any other step intended to gather information about the complaint, other than inviting the comments of the complainant and the person complained against, will be likely to amount to investigation and will not therefore be undertaken.
9. The Complaints Sub Committee will consider whether to devise an action plan (to be drawn up by the Panel's Secretariat) and in so doing will take into account any applicable guidance issued by the Secretary of State and may also consider any guidance issued by the Independent Office for Police Conduct (IOPC) pursuant to Section 22 of the Police Reform Act 2002 on local resolution. Any such action plan will include an indicative timeframe.
10. Any such action plan may include (for example):
 - (a) An explanatory letter being written by the Panel's Secretariat (or on behalf of the Complaints Sub Committee),
 - (b) An explanatory letter being written by an officer of the OPFCC,
 - (c) A suggested change to OPFCC policy, practice or action; or
 - (d) A request that an apology is tendered (no apology may be tendered on behalf of the person complained against unless that person has admitted the alleged conduct and agreed to the apology).
11. The Complaints Sub Committee will also decide whether it wishes to:
 - (a) Reconvene to take any steps identified in the action plan,
 - (b) Authorise any named individual (who may not be the PFCC, the DPFCC or the OPFCC Chief Executive) to take any steps in accordance with the action plan; or
 - (c) Refer the matter to the full Police, Fire and Crime Panel recommending that the identified action be taken.

12. Once the actions from the plan have been completed the matter may be referred back to the Complaints Sub Committee or an authorised individual may determine that the matter has been resolved. The Panel's Secretariat must make a record of the outcome of the informal resolution as soon as practicable, normally within 3 working days, after the process is completed and provide copies to the complainant and the person complained against. The matter will then be closed.
13. No part of the record may be published by the Complaints Sub Committee unless, having given the parties an opportunity to make representations about the proposed publication and having considered any such representations, the Complaints Sub Committee considers that publication is in the public interest.
14. The Monitoring Officer will present a half-yearly update report to the full Police, Fire and Crime Panel about all complaints dealt with in the preceding six months, the actions taken (including any obligations to act, or refrain from acting, that have arisen under the Regulations but have not yet been complied with or have been contravened) and the outcome of the process.
15. If, at any stage, the IOPC informs the Panel that they require the complaint to be referred to them, or if the Complaints Sub Committee decides that the complaint should be referred to the IOPC, the Informal Resolution process will be discontinued. The Complaints Sub Committee may only decide that the complaint should be so referred if matters come to light during the Informal Resolution process that indicate the commission of a criminal offence, thus leading to the earlier decision as to whether or not the complaint was a serious complaint being reversed.

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