

Northamptonshire Police, Fire and Crime Panel

A meeting of the Northamptonshire Police, Fire and Crime Panel will be held in the Maybin Room, One Angel Square, Angel Street, Northampton NN1 1ED on Thursday 16 December 2021 at 1.00pm.

Agenda

1.	Apologies for Absence and Notification of Substitute Members
2.	Notification of requests from members of the public to address the meeting 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.
3.	Declarations of Interest 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.
4.	Chair's Announcements
5.	Minutes (Pages 5 - 20) To confirm the minutes of the Panel meeting held on 9 th September 2021.
SCRUTINY OF THE POLICE, FIRE & CRIME COMMISSIONER	
6.	Police, Fire & Crime Commissioner's Draft Police, Fire & Crime Plan 2021-2026
a)	Police, Fire & Crime Panel statutory responsibilities (Pages 21 - 24)
b)	Draft Police, Fire & Crime Plan (Pages 25 - 90)
7.	Fire & Rescue Plan Delivery Update (Pages 91 - 112)
8.	Police & Crime Plan Delivery Update (Pages 113 - 142)

9.	Fire & Rescue Authority Budget Update (Pages 143 - 148)
10.	Policing Budget Update (Pages 149 - 156)
PANEL OPERATION AND DEVELOPMENT	
11.	Police, Fire & Crime Panel Work Programme 2021/22 (Pages 157 - 164)
12.	Urgent Business The Chair to advise whether they have agreed to any items of urgent business being admitted to the agenda.
13.	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
8 December 2021

Northamptonshire Police, Fire and Crime Panel Members:

Councillor Gill Mercer (Chair)	Councillor Andre Gonzalez De Savage (Deputy Chair)
Councillor Jon-Paul Carr	Councillor Dorothy Maxwell
Councillor Zoe McGhee	Councillor Russell Roberts
Councillor Anna King	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 3 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 the Council Chamber, The Guildhall, St Giles Street, Northampton NN1 1DE on Thursday 9 September 2021 at 1.00 pm.

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

Also in attendance Stephen Mold, Northamptonshire Police, Fire & Crime Commissioner
 John Beckerleg, Chair, Joint Independent Audit Committee
 Deborah Denton, Joint Head of Communications, Office of the Police, Fire & Crime Commissioner
 James Edmunds, Democratic Services Assistant Manager, West Northamptonshire Council
 Helen King, Chief Finance Officer, Office of the Police, Fire & Crime Commissioner
 Nicci Marzec, Director for Early Intervention, Head of Paid Service and Monitoring Officer, Office of the Police, Fire & Crime Commissioner
 Stuart McCartney, Governance & Accountability Manager, Office of the Police, Fire & Crime Commissioner

There were three members of the public in attendance.

12. Apologies for Absence and Notification of Substitute Members

Apologies for non-attendance were received from Mrs Anita Shields.

13. Notification of requests from members of the public to address the meeting

None received.

14. Declarations of Interest

None declared.

15. Chair's Announcements

The Chair welcomed all those present to the meeting and made the following points:

- It had been intended to webcast the meeting live but technical difficulties had prevented this. The issue of webcasting could be discussed further when the Panel considered its work programme.

- Since the previous Panel meeting Mr Robert Mehaffy had resigned as an independent co-opted member. Mr Mehaffy had been a Panel member since 5th February 2019 and thanks were expressed to him for his work. The Panel still had two independent co-opted members as required, which meant there was not an immediate need to go out to recruitment. It was open to the Panel to discuss this matter further at the current meeting if it wished to do so.
- Panel members had been advised of the opportunity to attend the annual national conference for Police, Fire & Crime panels on 2nd November 2021. The AGM of the National Association of Police, Fire & Crime Panels normally took place at the conference but was being held as a separate remote meeting this year. The Chair would again stand for the National Association Executive Committee.
- The government had just begun a consultation on giving Police & Crime Commissioners greater general powers of competence, which Panel members may wish to consider and respond to individually.

16. **Minutes**

RESOLVED that: the minutes of the Police, Fire & Crime Panel meeting held on 17th June 2021 be agreed.

Matters arising from the minutes

18/21 Police & Crime Plan Delivery Update

The Police, Fire & Crime Commissioner (PFCC) advised that the provision of personal alarms for all girls in years 12-13 in the county had been incorporated in a bid for funding from round three of the Safer Streets initiative. The outcome of the bid should be known in November 2021.

07-17/06/2021 Introduction to the PFCC's Priorities and Challenges

The Democratic Services Assistant Manager advised that requested information on the demographic make-up of recent intakes of recruits to Northamptonshire Police and Northamptonshire Fire & Rescue Service had been received from the Office of the Police, Fire & Crime Commissioner (OPFCC) on the previous day and would be circulated to Panel members as soon as possible.

17. **Fire & Rescue Plan Delivery Update**

The PFCC presented the report, highlighting the following points:

- Work to develop joint working between Northamptonshire Police and Northamptonshire Fire & Rescue Service (NFRS) was continuing. Darby House and the new joint garage facility in the county exemplified this approach.
- Changes to outdated NFRS facilities were also progressing, although this involved some challenges such as issues that had help up plans connected with the disposal of Kettering Police Station.
- Significant investment was planned in the next year in NFRS's digital and technology capacity.

- He was proud of the work done to enable additional investment in NFRS staffing. NFRS had recently welcomed 10 transferees in addition to 20 new recruits taken on earlier in the year.
- The Arson Task Force had done good work on fire safety assessments during the COVID-19 pandemic.
- The Chief Fire Officer had published his annual report in the previous month, which highlighted the good work done by NFRS personnel during the pandemic, including carrying out almost 1,100 shifts with the East Midlands Ambulance Service and almost 3,000 pharmacy deliveries. The PFCC thanked all emergency services personnel for their efforts.

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

- It was questioned whether NFRS planned to install throwlines at any sites in North Northamptonshire in addition to those in West Northamptonshire.
- Throwline boards needed to be protected appropriately from the risk of vandalism.
- It could be beneficial for officers from NFRS, Northamptonshire Police and local authority licensing functions to carry out joint inspection visits to licensed premises.
- There was a risk resulting from licensing inspections being put on-hold during lockdown. It was questioned what action could be taken now to address this.
- Licensees were responsible for ensuring that appropriate fire safety arrangements were in place on their premises.
- It was questioned how decisions on the procurement of equipment for NFRS were informed by feedback from frontline officers.
- The PFCC was questioned about how he was supporting NFRS to carry out home fire safety checks, given the added importance of this function when more people were working from home.
- Reassurance was sought that the PFCC was monitoring NFRS's performance on response times robustly and that there was sufficient focus on both rural and urban areas.

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

- Throwlines had been installed at locations where there was the highest risk. He would like to roll out provision further, funded by external grants as far as possible.
- Throwline installations needed to be easily accessible, which made it more difficult to protect them from vandalism. Appealing to people's better nature was the way to reduce this risk.
- Various activity had taken place in Northamptonshire to address fly-tipping. A pilot project had been run in rural areas and opportunities to extend this were now being explored. Covert cameras had also been used to support action by local authorities under the Regulation of Investigatory Powers Act 2000.

- The relevant organisations ideally would co-ordinate inspection visits to licensed premises but this involved various challenges in practice. He had challenged the force and NFRS to improve internal co-ordination, for example, by NFRS bringing together different functions supporting fire prevention.
- There was now a focus on restoring normal continuity in relation to licensing inspections. However, it was important to recognise the number of premises in the county and that NFRS was not the only organisation involved in the licensing process.
- The Chief Fire Officer had regular engagement meetings with NFRS personnel and there were also other opportunities for staff members to feed back comments through the command structure. NFRS should have good communication with frontline staff members to be a successful organisation: the findings of the Grenfell Tower Inquiry reinforced this principle.
- An area that currently concerned him was houses in multiple occupation (HMOs) in the county. Many HMOs were unregistered, which increased the risks involved. This issue needed to be taken into account when considering how NFRS used its overall resources and he provided challenge to the Chief Fire Officer on this matter.
- NFRS carried out several thousand home fire safety checks in normal times prior to the pandemic. He would like to return to this level of activity but it needed to be done in a sensible way that did not expose firefighters to an excessive level of risk from COVID-19. In this context, he also welcomed changes to the NHS app concerning self-isolation notifications. Home fire safety checks were well-received by residents and NFRS should aim to resume its previous approach.
- He regularly monitored NFRS response times. The average response time for all incidents had decreased from 11 minutes 36 seconds before the governance transfer to 10 minutes 10 seconds afterwards. The Integrated Risk Management Plan (IRMP) set a target of 10 minutes. NFRS was achieving this for responses to fires but exceeding it in other areas. Response capacity had been affected by self-isolation notifications over the summer.
- There were 8 whole time fire stations in the county, which were primarily located in urban areas. This led to a better response time in urban than rural areas, which reflected the relative level of risk. The same level of cover could not be provided in all areas of the county. Different options needed to be considered for rural areas, such as the use of on-call firefighters.
- His long term aim was to bring together the force and NFRS control rooms but there was not currently a system that could provide all of the necessary functionality. The call handling and command and despatch system being procured by NFRS and Warwickshire Fire & Rescue Service represented a shorter term solution.

RESOLVED that: the Panel notes the report.

18. **Police & Crime Plan Delivery Update**

The PFCC presented the report, highlighting the following points:

- Significant work had been done on the force's performance and efficiency and he now wanted to see this reflected in the outcomes it achieved.
- The work of the Adverse Childhood Experiences (ACES) Team was now complemented by four specialist Domestic Abuse Support Officers, who supported people involved in incidents classified as low level.
- He had provided additional resources to enhance the force's response to people with mental health needs.
- He supported the force to increase its focus on neighbourhood policing and was proud of the increased number of officers now working in this area. New liveried vehicles that had been introduced would also help to increase the force's visibility in the community.
- A further successful bid had been made to the national Safer Streets fund.
- The Automatic Number Plate Recognition (ANPR) camera network in Northamptonshire had been doubled in size and had resulted in 340 recent arrests.
- The report included information from the PFCC's Performance Framework giving an assessment of progress on some of the priority areas in the Police & Crime Plan.

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

- Concern was raised that there was still not sufficient visible policing in the county: St George ward in Northampton and Kingswood ward in Corby were given as examples. It was argued that a dedicated Police Community Support Officer (PCSO) in St George was needed to provide a visible police presence and help to address anti-social behaviour.
- The aim of increasing neighbourhood policing should not involve officers just going out in police cars, which could cause them to miss out on local intelligence.
- Feedback obtained from young people at a youth club in Corby was that they were reluctant to speak to detached youth workers as they were not known locally and were suspected of being undercover police officers. The PFCC should consider making more use of voluntary youth workers already in the area: employing them could build on existing working relationships.
- County lines crime occurred across the county and it should be apparent what was happening in cases when a young person went away for some time and then reappeared with new clothes or a new phone. Further information was sought as to whether the force had a specific team for county lines who local elected representatives could work with on this matter.
- People taking action in the community against county lines needed to be confident that statutory organisations were also playing their part.

- Written information had been circulated to residents in Northampton about neighbourhood police officers and PCSOs.
- The Accountability Board meeting in February 2021 had discussed the need to deliver policing differently in some areas of the county to address issues such as knife crime. However, knife crime was an issue that could not be dealt with solely by the force but needed a joined up approach by relevant organisations.
- Organisations working with young people needed to reach out to them in the right way, including making use of technology, establishing a relationship based on trust, and engaging them in a conversation in order to address an issue like county lines crime.
- There was a role for parents in countering issues such as drug related crime to support work done by the police and other relevant organisations such as schools.
- Concern was raised that Northamptonshire was an outlier in relation to childhood sexual offences, although the complexity of this issue was also recognised.
- The additional £240,000 allocated by the PFCC to substance misuse treatment and recovery services in the current year was welcome but further information was sought about how the outcomes produced by this funding were measured.
- Further information was sought about the implications for Northamptonshire of the government's new Beating Crime Plan.
- The PFCC was questioned about whether a recent victim satisfaction survey involved a sufficiently large number of people to be representative.
- Concern was raised that modern slavery was increasing in Northamptonshire and further information was sought about how robustly the force was responding to cases and additional action that might be taken to address a negative trend.
- The PFCC was questioned about what action could be taken to clear the backlog of court cases affecting Northamptonshire.

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

- Enhancing visible policing in Northamptonshire was still a work in progress. The force had been set a target for the percentage of officers' time spent outside of a police station and had not yet achieved this. The PFCC would continue to hold the Chief Constable to account on this matter and residents' perceptions could help to inform the PFCC's view of performance.
- Police officers should get into the local community when outside the station: as an example, consideration was being given to officers using scooters. At the same time, the way in which location monitoring was used should respect officers' intelligence and ability to manage their work effectively.
- The scheme to make homes on the Hemmingwell estate in Wellingborough supported by Safer Streets funding would cover all types of homes, including those in private ownership.
- He intended to recruit additional youth workers provided that the necessary funding could be confirmed. His aim was to have a youth team attached to each

neighbourhood policing team in the county. This would involve an increase from 11 to 18 youth workers.

- Councillors should contact their local neighbourhood policing team about an issue such as county lines crime.
- Issues related to drugs could not be addressed with enforcement alone. Relevant organisations needed to adopt a joined up approach and he challenged councillors to play their part in achieving this. There was also a responsibility on the wider community to recognise that using drugs contributed to county lines drug dealing that could endanger young people.
- The force was now a stronger organisation than it was a year ago but its ability to deal with particular challenges still needed to be seen in the context of the demands on its overall capacity. In the last year the force had received 310,000 calls and had attended 190,000 incidents, with a strength of 1,400 officers.
- The Youth Team had conducted a survey that had identified that young people's top three priorities relating to community safety in Northamptonshire were improving their surroundings, limiting drugs and getting rid of gangs and associated violence. This was an example of engaging young people in work on community safety.
- Substance to Solution had been commissioned to deliver a range of out of court disposals for low level offenders involved in substance misuse, using £240,000 funding from the OPFCC and the local authority treatment budget. He was not entirely satisfied with the outcomes delivered by this work and needed to provide challenge back on this together with the local authorities.
- He had been involved in the development of the Beating Crime Plan and his Police & Crime Plan already reflected key elements of it.
- The force's current clear up rate was over 12 per cent, although this needed to be contextualised appropriately. The overall crime rate in Northamptonshire had increased by 3 per cent but the number of victims of crime had decreased by 3,500 for the same period. This situation gave the PFCC confidence that the force's direction of travel was right and that there was a good understanding of the detail behind headline performance figures. As PFCC he had taken care not to set arbitrary targets that could produce unhelpful outcomes.
- The sample size for the recent victim satisfaction survey had been statistically relevant. The OPFCC could not compel people to reply and a lower response rate suggested satisfaction rather than dissatisfaction with services.
- He was challenging the Chief Constable to ensure that the force responded effectively to modern slavery. The PFCC had been questioned by some when he had included this in his Police & Crime Plan as a focus area. It was a difficult issue to address but more was now being done in Northamptonshire than in the past.
- Northamptonshire had made significant progress in addressing the backlog of court cases. In August 2019 it had been in 41st position nationally in relation to the number of magistrates court cases waiting to be heard. It had since improved to sixth position and had been first for the last quarter. Good work had been done on areas such as the quality of case files. This had resulted in Northamptonshire

being in first position nationally in the last quarter for the number of guilty pleas made in magistrates courts at the first hearing stage. He had supported this improvement work as Chair of the Local Criminal Justice Board. However, pressures on court capacity was a national issue and he encouraged councillors to continue to highlight it to the local MPs.

The Director for Early Intervention provided additional information in response to points raised by members during the course of discussion as follows:

- The youth workers funded by the OPFCC were intended to complement other provision in the county not to duplicate it. They needed to be used as effectively as possible as 11-18 youth workers was not a large number for the whole county. It was also recognised that young people would go to different places for different needs. There would be open recruitment to the new posts, although the individuals appointed would be required to work across all parts of the county.
- There was not one organisation that was solely responsible for addressing county lines, given that it could involve issues such as safeguarding in relation to young people who went missing as well as policing.

RESOLVED that: the Panel notes the report.

19. **Fire & Rescue Authority Budget Update**

The PFCC presented the report setting out the latest forecast outturn position, highlighting the following points:

- The current forecast outturn was for an overspend of £27,000, which represented 0.01 per cent of the budget.
- There remained base budget challenges in the medium term.

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

- The PFCC was questioned as to whether he was satisfied with progress made to date towards the development of a sustainable capital programme.
- Further information was sought about the thinking behind the level of reserves currently held by the Fire & Rescue Authority and the planned reduction in general reserves from £3m to £2m in 2021/22.
- The fact that the government was proposing to make the PFCC governance model the national standard reflected well on what had been done in Northamptonshire. The governance transfer had benefitted NFRS.

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

- Significant progress had been towards putting the capital programme in a sustainable position, although there continued to be challenges.
- He had heard that when the Home Office considered decisions on Fire & Rescue service matters they thought about the effect on Northamptonshire and Buckinghamshire. It was welcome that Northamptonshire's situation was prominent in future planning.

- He hoped that when the government brought forward legislation on Fire & Rescue services it would change the funding provided to Northamptonshire. The Chief Finance Officer was working to maximise what was available from other sources, such as Section 106 funding. The enabling services approach also helped to identify new ways of using resources as effectively as possible.

The Chief Finance Officer provided additional information in response to points raised by members during the course of discussion as follows:

- NFRS required a relatively large amount of capital stock and there was a challenge in balancing affordability with the timely delivery of new items. The capital programme had been subject to two reviews in 2021/22 as well as monthly monitoring.
- £99,000 in underspends from 2020/21 had been ring-fenced to support staff relocation costs connected with the move to Darby House and two areas of prevention activity that could not be delivered in the previous financial year.
- The level of reserves held by the Northamptonshire Commissioner Fire & Rescue Authority was the lowest in the country by far. General reserves would be maintained at £2m to provide a sensible buffer. Other reserves were at the planned level.
- The future financial shortfall identified in the medium term financial plan to 2025/26 represented the best estimate at the current time. Funding was not projected to keep pace with requirements. The OPFCC continued to make a case for additional resources to the government at the same time as identifying savings and alternative options in case of need.
- Ideally general reserves would be maintained at £3m. The development of the 2021/22 budget had planned for general reserves at £2m. The Home Office had then provided additional resources to maintain reserves at the higher level but only for one year. This explained the timing of the change.

RESOLVED that: the Panel notes the report.

20. Policing Budget Update

The PFCC presented the report setting out the latest forecast outturn position, highlighting the following points:

- The current forecast outturn was for an overspend of £146,000, which represented 0.1 per cent of the budget. It was expected that this would be managed down to a small underspend by the end of the financial year.
- The anticipated review of the police funding formula had not yet started and he would continue to push for this.

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

- The PFCC was questioned whether a successful outcome from the police funding formula review would mean he would be in a position not to increase the precept.

- The situation in Northamptonshire demonstrated the advantages of bringing emergency services together under a single governance structure. The PFCC was urged to encourage the government also to move in this direction with ambulance services.
- Northamptonshire residents were experiencing unacceptable waiting times for ambulances and the county seemed to have a lower priority than other areas in the East Midlands.

In response to a question the Chief Finance Officer advised that the current forecast underspend on force collaboration budgets related to the regional Emergency Services Network (ESN) team; it was not an underspend on the overall ESN project.

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

- He was on the ESN project board and was confident that the right management was now in-place. The project should be delivered in 2021/22. The most significant pressure relating to the overall ESN project was the cost of continuing to run the Airwave Network for an interim period. The sale of the Airwave spectrum would eventually produce a large part of the funding for ESN.
- The forecast overspend on the force control room budget reflected that staff were recruited in advance of need, which could result in an overspend if turnover was less than was anticipated. He was not concerned by this position as it did not have a negative effect on public safety.
- It was likely that he would seek to increase the police precept by the rate of inflation even if the police funding formula review produced additional resources for Northamptonshire. Freezing the precept would risk creating pressures in future. It would also not provide resources for planned projects and legacy issues that needed to be addressed, such as improving NFRS buildings.
- Establishing a single governance model for police, fire & rescue and ambulance services would involve addressing some very complex challenges. It would also not have an impact without other relevant factors being addressed, such as the effect of pressures in Accident & Emergency departments on ambulance service response times. Having an elected NHS commissioner could help to deal with the overall situation.

RESOLVED that: the Panel notes the report.

21. **Joint Independent Audit Committee Annual Report 2020/21**

The PFCC commented that the Joint Independent Audit Committee (JIAC) supported the effective operation of the OPFCC and the two services, whilst also assisting him to hold to account the Chief Constable and Chief Fire Officer. It was good practice to bring the JIAC's Annual Report to the Panel.

The Chair of the JIAC then presented the Annual Report and highlighted the following points:

- The JIAC had reviewed its terms of reference in 2020/21. These followed national guidance and it was not proposed to make any changes to them at this point.

- Poor performance by external audit was a key issue that had been highlighted by the JIAC's work in the past year. Members of the public should expect to be able to see audited accounts at the appropriate time. The national approach to external audit meant that there was limited scope for local action to address current issues.
- The JIAC had welcomed the decision that services delivered through the Multi-Force Shared Services (MFSS) partnership would be brought back in-house and delivered jointly for the force and NFRS. The phased transition proposed represented a positive approach. The change would involve challenges and the JIAC would monitor the progress made.
- The JIAC had been pleased with the way that the force and NFRS were beginning to work together. He had been involved in the development of the legislation supporting joint working and it was good to see Northamptonshire making use of the opportunities it provided.
- He commended the officers who supported the JIAC's work for their open and transparent approach. He also particularly commended the way in which the finance teams and statutory officers had dealt with challenges experienced during the year resulting from uncertainty about the timing of external audits.

The Panel considered the Annual Report and members made the following points during the course of discussion:

- The decision to bring shared services back in-house was welcomed.
- The detailed oversight carried out by the JIAC gave the Panel confidence.
- Delays in the completion of external audits were also causing significant issues for local authorities but there seemed to be no way to address this. It was questioned whether a more locally-led approach to external audit would provide more control.
- The JIAC was a relatively small body and reassurance was sought that all members were able to make a full contribution to its work.
- It was questioned whether members of the public could attend JIAC meetings.
- It was questioned what action was being taken in response to concerns about the quality of some external audit work.

The Chair of the JIAC made the following additional points during the course of discussion:

- The next national external audit tendering process was likely to involve some strong challenge about the respective benefits of a collective or local approach.
- The JIAC was a manageable size and members worked both in- and outside its formal meetings. Before the COVID-19 pandemic the JIAC had met at force headquarters. It welcomed public attendance and had a process for members of the public to ask questions at JIAC meetings. Information about the JIAC was available on the web.
- The JIAC had sought to broaden its skills base in the latest round of recruitment carried out in 2019.

- Public Sector Audit Appointments (PSAA) had provided some assistance to Northamptonshire on negotiating with external auditors about fees and timescales for the completion of work. He considered that audit fees should be linked more to the quality of work and that authorities were not very well served by PSAA in this respect.

The Chief Finance Officer provided additional information in response to points raised by members during the course of discussion as follows:

- PSAA was due to commission the next national external audit period in March 2022. The Chief Finance Officer was looking at future options for Northamptonshire, including speaking with counterparts who had not been part of the national scheme in the current five-year period.
- The PFCC had made representations to the external auditor about the timing of the latest audits, which had resulted in the NFRS audit being moved forward to autumn 2021. However, the force audit was not due to take place until spring 2022.
- Voice was not subject to arrangements with the PSAA and the OPFCC had confirmed that it could use an alternative external auditor.
- The scale fees for the force and NFRS audits were £45,000 and £25,000 respectively. The external auditor was seeking to increase these fees by £6,000 and £10,000 for Northamptonshire and its counterparts were being asked to pay even more.

[Councillor Smith left the meeting during the preceding discussion].

The Chair thanked the Chair of the JIAC for his attendance. The PFCC went on to thank the Chair and other JIAC members for their previous work, which had provided challenge and counsel that was very helpful for the PFCC.

RESOLVED that: the Panel notes the Joint Independent Audit Committee Annual Report 2020/21.

22. **Police, Fire & Crime Panel Work Programme 2021/22**

The Democratic Services Assistant Manager presented the report setting out the latest version of the Panel's work programme and specific matters relating to the operation of the Panel, highlighting the following points:

- The Panel was invited to review and agree or amend the work programme as considered necessary.
- The Panel had agreed that its work programme should include a workshop session open to all members on the 2021/22 Police and Fire & Rescue Authority budget positions. The OPFCC proposed that this session take place on 13th October 2021. The Panel should consider this date and whether the session would take place in-person or as a remote meeting.
- The report proposed that the Panel should agree to use local authority venues in Northampton as the normal location for its meetings. This was based on a technical solution for webcasting that had not worked at the current meeting, for

which apologies were offered. It was hoped that issues could be resolved with further investigation. The Panel still needed to determine where its future meetings would take place.

- The report provided further information on the question of introducing remuneration for independent co-opted members, confirming that there were other examples of other panels that took this approach using the Home Office Police & Crime Panel grant. The provision of grant funding in 2021/22 had been confirmed. The Panel should determine how it wished to proceed on this matter.

The Panel considered the report and members made the following points concerning the work programme during the course of discussion:

- It was hoped that the Panel would be able to consider the PFCC's draft Police & Crime Plan and draft Fire & Rescue Plan in December 2021 as currently scheduled, particularly as putting this back would result in a large amount of business for the meeting in February 2022.
- The requested visit to Darby House for Panel members should be combined with one of the other proposed briefing sessions.
- Some members were not available to attend a workshop session on 13th October 2021. A new date should be sought. It would also be helpful for members to have the option of participating remotely or in-person.
- The Panel should ensure that it did receive a report on action being taken in Northamptonshire to respond to the outcomes of the Kerlake Report and the Public Inquiry into the Manchester Arena terror attack.

The PFCC advised that he did not want to give an absolute commitment that his new draft plans would be presented to the Panel in December. There were risks that could affect this, although work was underway and the new plans would be an evolution of previous ones.

The Panel considered the locations to be used for its future meetings and members raised the following points during the course of discussion:

- Northampton or Wellingborough would be the best locations. The report identified Kettering as a possible location but it was arguably not central enough in the county to be considered.
- Northampton still seemed to represent the best fit for the priorities identified by the Panel provided that the proposed webcasting solution could be made to work.

The Panel then considered the question of introducing remuneration for independent co-opted members. Various councillor members supported introducing a small allowance, highlighting the disparity that councillors received a basic allowance for carrying out their role including as Panel members; that participating in Panel meetings and other activity involved commitment; and that an allowance could help to attract and retain good Panel members. The Chair also noted that Home Office representatives emphasised that the Police & Crime Panel grant could be discontinued in future if panels did not make full use of it.

Councillor Pritchard asked for it to be recorded that he did not support remuneration for Panel members given that there were comparable roles, such as acting as a magistrate, that were carried out on a voluntary basis.

RESOLVED that:

- a) **The Panel requests that the planned workshop session on the 2021/22 Police and Fire & Rescue budget positions be held in-person at Darby House, Wellingborough, with an option for members to join remotely, on a date to be confirmed following the current meeting.**
- b) **The Panel agrees to use local authority venues in Northampton as the normal location for Panel meetings.**
- c) **The Panel agrees that independent co-opted members of the Panel should be paid an annual allowance of £500 from 2021/22, subject to confirmation of the provision of Police & Crime Panel grant funding to the host authority.**
- d) **The Panel endorses the outline work programme for 2021/22.**

23. Complaints and Conduct Matters Update

The Democratic Services Assistant Manager presented the report providing an overview of complaints and conduct matters for the period from January – August 2021. The Panel was advised that one new complaint had been recorded during this period and had been subject to Informal Resolution by the Panel's Complaints Sub Committee in March 2021. There were no other outstanding complaints or conduct matters.

The Panel considered the report. The Democratic Services Assistant Manager provided additional information in response to questions from members as follows:

- The membership of the Complaints Sub Committee for 2021/22 consisted of Councillors Pritchard, Maxwell and Roberts, with Councillor Gonzalez De Savage as a substitute; Councillor Strachan, with Councillor McGhee as a substitute; and Mrs Shields and Miss Woodhouse, acting as a pool.
- The Panel had delegated to the host authority's Monitoring Officer the functions of receiving, recording and referring complaints. This included determining whether a purported complaint qualified to be recorded or, for example, was considered not actually to relate to the conduct of the PFCC.
- The Complaints Sub Committee could not investigate a complaint as part of the Informal Resolution process but did consider information provided by both parties.
- The Complaints Sub Committee could request further information on a complaint from the PFCC as part of the Informal Resolution process. It was aimed to complete Informal Resolution at a single meeting where possible, but there was precedent for the Sub Committee considering a complaint across two meetings where further information had been requested.

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

- The Complaints Sub Committee should feel able to request further information if this was thought to be necessary when it was carrying out Informal Resolution of a complaint.
- The greater role given to Police & Crime commissioners in the police complaints process increased the risk that dissatisfaction with the force could lead to complaints about the PFCC. The OPFCC also had to deal with some enquirers who just sought to take up time.

RESOLVED that: the Panel notes the report.

24. **Urgent Business**

There were no items of urgent business.

The meeting closed at 4.50 pm

Chair: _____

Date: _____

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NORTHAMPTONSHIRE POLICE, FIRE & CRIME PANEL

16 DECEMBER 2021

Report Title	Northamptonshire Police, Fire & Crime Panel's statutory responsibilities relating to review of the draft Police & Crime Plan and draft Fire & Rescue Plan produced by the Police, Fire & 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	29/11/2021
West S151 (for West and joint papers)	Martin Henry	02/12/2021

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 & Crime Panel to review the draft Police & Crime Plan and draft Fire & Rescue Plan produced by the Police, Fire & Crime Commissioner for Northamptonshire.

2. Executive Summary

- 2.1 The report summarises the Northamptonshire Police, Fire & Crime Panel's statutory responsibilities relating to reviewing and making a report on the draft Police & Crime Plan and draft Fire & Rescue Plan produced by the Police, Fire & Crime Commissioner for Northamptonshire. The Commissioner has produced these plans as a combined Police, Fire & Crime Plan, which appears on the agenda for the current Panel meeting as the next item of business. A summary of responses to public consultation on the Commissioner's draft Police, Fire & Crime Plan is also provided with it.

3. Recommendations

- 3.1 It is recommended that the Northamptonshire Police, Fire & Crime Panel reviews and makes a report on the draft Police & Crime Plan and draft Fire & Rescue Plan produced by the Police, Fire & Crime Commissioner for Northamptonshire.
- 3.2 Reasons for Recommendation(s) – The recommendation is intended to enable the Panel to carry out its statutory responsibilities relating to scrutiny of the draft plans effectively at the current meeting.

4. Report Background

Police & Crime Plan

- 4.1 The Police Reform & Social Responsibility Act 2011 (sections 5 and 7) states that a Police & Crime commissioner must issue a Police & Crime Plan setting out the following matters:
 - a) the Police & Crime commissioner’s objectives for the policing of the police area; for crime and disorder reduction in that area; and for the discharge by the police force of its national or international functions
 - b) the policing of the police area which the chief officer of police is to provide
 - c) the financial and other resources which the commissioner is to provide to the chief officer of police for the chief officer to exercise their functions
 - d) the means by which the chief officer of police will report to the commissioner on the chief officer's provision of policing
 - e) the means by which the chief officer of police's performance in providing policing will be measured
 - f) services to be provided or commissioned by the commissioner to contribute to crime and disorder reduction in the police area and to support victims and witnesses of criminal offences and anti-social behaviour
 - g) any grants which the commissioner is to make in relation to crime and disorder reduction and support for victims and witnesses and the conditions applying to any such grants.
- 4.2 A Police & Crime commissioner must issue a Police & Crime Plan within the financial year in which an ordinary election is held, doing so as soon as practicable after taking office. A commissioner may also issue a new Police & Crime Plan or a variation of an existing Plan at any other time.
- 4.3 Before a Police & Crime commissioner issues a Police & Crime Plan, or a Plan variation, the commissioner must send a draft Plan to the relevant Police & Crime panel. The 2011 Act (section 28) requires the panel to review the draft Plan and to make a report or recommendations on it to the commissioner. The report or recommendations by the panel must also be published.
- 4.4 The Police & Crime commissioner must have regard to any report or recommendations made by the panel on a draft Plan, respond to the panel and publish that response. The commissioner may then issue the Plan.

Fire & Rescue Plan

- 4.5 The Policing & Crime Act 2017 (schedule 1) and the Fire & Rescue National Framework for England state that a Police, Fire & Crime commissioner must issue a Fire & Rescue Plan setting out the commissioner's strategic vision, priorities and objectives for their Fire & Rescue service in connection with the discharge of the commissioner's functions as the Fire & Rescue authority. The National Framework sets the following priorities for all Fire & Rescue authorities:
- to make appropriate provision for fire prevention and protection activities and response to fire and rescue related incidents
 - to identify and assess the full range of foreseeable fire and rescue related risks their areas face
 - to collaborate with emergency services and other local and national partners to increase the efficiency and effectiveness of the service they provide
 - to be accountable to communities for the service they provide
 - to develop and maintain a workforce that is professional, resilient, skilled, flexible and diverse.
- 4.6 The government expects a Police, Fire & Crime commissioner to issue a Fire & Rescue Plan 'shortly after' the commissioner takes office. A commissioner may also revise an existing Plan at any other time. A combined Fire & Rescue and Police & Crime Plan may be produced: in this case the combined Plan must set out both policing and Fire & Rescue priorities and objectives.
- 4.7 A draft Fire & Rescue Plan, or draft Plan variation, is subject to the same scrutiny process detailed in paragraphs 4.3-4.4 of this report.

5. Issues and Choices

- 5.1 Reviewing and reporting on a draft Police & Crime Plan or a draft Fire & Rescue Plan is a mandatory task for the Panel. Local Government Association guidance for panels on policing and fire governance includes the following advice on good practice relating to scrutiny of a draft Police & Crime Plan:

The panel might explore how the draft plan reflects assessments of local needs and could expect to be able to access, review and understand background information and evidence that has informed the plan in a timely way. The panel will also want to consider the commissioner's local police and crime objectives and the resourcing that will be put in place to deliver them.

The panel might also scrutinise the commissioner's consultation on the plan and the communication strategies to promote it, as well as the partnerships that the commissioner develops to ensure delivery of the plan. As the panel's work sits within a wider consultation process by the commissioner on the plan, it might want to test the views of the public against the perceptions of the commissioner. In this, members may draw on their experiences as local councillors, within the community or within the public sector.

Panels are also able to make recommendations for priorities in the plan, on performance measures to be used around delivery of the plan and for improvements in services to meet the

commissioner's objectives. Scrutiny of the police and crime plan should not therefore merely be a 'sign off' by the panel for publication, but instead an opportunity to scrutinise the commissioner and to discuss key issues and options. This approach, when also informed by in-year briefings and proactive work, will enable the panel to more effectively add value to consideration of the plan, rather than come late to a debate that has already concluded.

- 5.2 Ultimately, the Panel should carry out its scrutiny role to reflect the statutory requirement that the functions of the Police & Crime panel for a police area must be exercised with a view to supporting the effective exercise of the functions of the Police & Crime commissioner.

6. Implications (including financial implications)

6.1 Resources and Financial

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

6.2 Legal

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

6.3 Risk

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

7. Background Papers

Police Reform & Social Responsibility Act 2011

Policing & Crime Act 2017

Fire & Rescue National Framework for England

Northamptonshire Police, Fire & Crime Panel Terms of Reference.

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

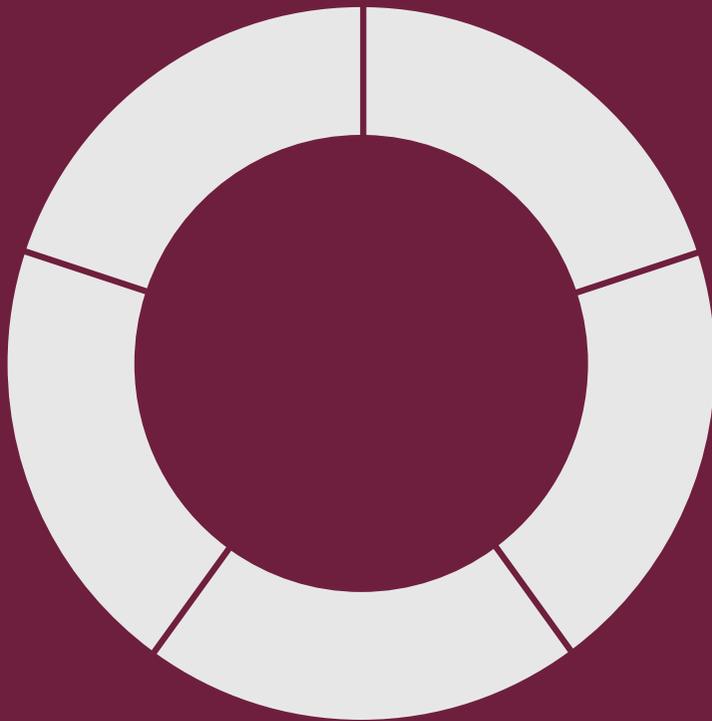
Police, Fire and Crime Plan

2021-2026



**NORTHAMPTONSHIRE
POLICE, FIRE & CRIME
COMMISSIONER**

Stephen Mold





Working with
communities to make
Northamptonshire safer

Contents

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6	My vision
8	My values
10	My priorities
13	Prevention that keeps the county safe
19	Effective and efficient response
25	Protect and support those who are vulnerable
31	Effective justice
37	Modern services that are fit for the future
45	Resources



This is my third police and crime plan and I write with a renewed focus on the core objective of making Northamptonshire a safer place.

For the first time, this is a plan for police and fire, reflecting my responsibility to set the strategic direction for both services in Northamptonshire. It is not an exhaustive list of all the activity that will happen, but it is intended to set the key priorities for both organisations.

We have already begun a journey of bringing together enabling services so both organisations can benefit from consistent, high quality support for officers, firefighters and staff on the front line.

In this plan I set out some joint objectives for the Chief Constable and Chief Fire Officer and some working with partners, because it is clearer to me than ever before that the problems that affect Northamptonshire will never be solved by any one organisation. I want Northamptonshire Police and Northamptonshire Fire and Rescue Service to collaborate wherever it makes sense to do so, out in our communities, to make this county as safe as it can be.

I am confident that police and fire services in Northamptonshire have improved significantly over recent years: now I want to raise the bar and challenge Northamptonshire Police and Northamptonshire Fire and Rescue Service to aim for the best.

I am proud that I have been able to invest in policing, with more officers patrolling our neighbourhoods. We are on course to have more police officers than ever before, and by 2023, there will be more than 1,500 police officers in Northamptonshire.

And I am proud that I have been able to bring stability and investment to improve the service that our firefighters provide.

I am grateful to everyone in both organisations for the work they do, I value the commitment they make. But I set them the same challenge that I set myself – to build, with dedication, on the work we have done so far and be more visible in our communities, to build trust and confidence and make Northamptonshire safer.



Stephen Mold

My vision

Working with
communities to make
Northamptonshire safer



My values

It is more important than ever that our emergency services are seen to embody the highest ethical standards as we work to make a difference for our communities.

I expect Northamptonshire Police and Northamptonshire Fire and Rescue Service to be:

Trustworthy

Doing the right thing with honesty and integrity

Respectful

Treating the public and colleagues with care and dignity

Innovative

Aiming for continuous improvement and learning

Efficient

Working in a well-organised and competent way

Effective

Successfully achieving the best outcomes for our community

Transparent

Being open and honest in everything we do



-  Prevention that keeps the county safe
-  Effective and efficient response
-  Protect and support those who are vulnerable
-  Effective justice
-  Modern services that are fit for the future

Prevention that keeps the county safe

We cannot enforce our way to a safer county. Though we have more police officers and firefighters than ever before, demand will continue to grow. We must work to intervene early to prevent crime and victimisation, to make our roads and homes safe.

Our police and fire services will play their part to the full, alongside partners, in the community safety arrangements that exist to make this county a safer place.

I have invested in tools to help police prevent and disrupt crime: doubling the size of the ANPR network around the county, extending it into our more rural areas and I have used additional government funding to provide additional CCTV in parts of Northampton, Kettering, and Wellingborough where crime was highest.

Considerable enforcement work has already been undertaken to tackle county lines drug dealing, and this must continue. We must also work hard with all partner agencies to prioritise early intervention work to tackle the root causes of knife crime, gang related violence and drug dealing.

This focus on prevention will continue across all areas, including work to tackle issues such as fraud and cyber related crime. At the other end of the spectrum, we will continue our work to make homes and communities less vulnerable to burglary and anti-social behaviour and the risk of fire.



Northamptonshire is a major logistics hub and sits at the centre of England's strategic road network, so work to prevent collisions and to encourage responsible road use is vital. We will also continue to target criminals as they use the county's roads.

I will continue to urge closer collaboration and more innovative solutions to prevent crime and collisions across all our partners.



This focus on prevention will continue...





During the life
of this plan,
I will ●

“

Doubling the
ANPR network
has resulted in

340
arrests

657

vehicle seizures

1,206

traffic offences
identified

in its first
8 months

”



Police

- Develop strategies to reduce repeat victimisation
- Develop fraud prevention programmes, including reducing the risk of cyber related crime
- Deliver and maintain the ANPR network in Northamptonshire to ensure it supports the prevention, disruption and detection of crime



Working together

- Give people the opportunity to participate in schemes that make the county safer such as Neighbourhood Watch, Street Watch and Speed Watch
- Ensure that people have access to information and support to help them prevent crime and keep themselves safe
- Invest in target hardening schemes in areas of the highest risk to reduce crime
- Commit to and invest in initiatives and programmes to make Northamptonshire's roads safer
- Increase collaboration that provides holistic prevention activity that makes communities safer
- Develop the way that we share critical data between both organisations and with other partners



Fire & Rescue

- Diversify prevention activity into a wider range of topics
- Further increase the involvement of our operational staff in prevention activities to target risk in our communities
- Increase organisational capacity in Protection, ensuring our warranted Protection Officers can focus on the most complex areas

Effective and efficient response



Providing an effective and efficient response to incidents and calls for service is fundamental to Northamptonshire Police and Northamptonshire Fire and Rescue Service.

They are there when the public needs them and should deliver the professional, caring response that is so highly valued in times of emergency.

We have more police officers than ever and by 2023, Northamptonshire Police will have more than 1,500 officers, the highest number ever.

We have invested in additional firefighters, with the largest recruitment for at least 10 years, and in modern fire appliances.

Additional resources have enabled us to give new focus to neighbourhood policing with a visible, accessible local policing presence that they know and trust. I want to see local problems solved at a local level by partners working together and I am committed to making sure that local policing is effective and increases public confidence.

I also want to ensure that our Police Force and Fire Service better represent the communities they serve.



Our success with burglary shows how an effective response can turn a problem around: a new approach with a dedicated team enormously increased the number of arrests for burglary and cut the number of crimes by 30%. I want to see that rigorous approach applied to street level drug dealing, and anti-social behaviour and I believe that strengthened neighbourhood policing will increase the flow of local intelligence and enable police to tackle these crimes better.

I also believe that it will help us fight serious violence. I will be asking the Chief Constable and partners to come together to find ways to tackle violent crime, with a special focus on violence against women and girls who may feel less safe and confident.

Police and fire already collaborate to deal with road traffic collisions and searching for missing people. I want to see the fire service maintain improved levels of response and look at how they can be even more effective and deliver a better service to local people.



*Police and
Fire are there
when the public
needs them*





During the life of this plan, I will ●

“

100

extra police officers recruited

on track to have

1,500

by 2023

”



Police

- Continue recruitment to ensure we reach 1,500 police officers by 2023, the highest number of officers ever in Northamptonshire
- Strengthen local policing and focus on solving local problems at a local level
- Focus on crimes such as burglary, vehicle crime and anti-social behaviour
- Increase the amount of time that Police officers and PCSOs in neighbourhood teams spend in their local community
- Target violent crime, with a strategy to look at violence against women and girls and understand and act against violence in our communities



Working together

- Understand the concerns in rural areas, providing a visible presence and reassurance in rural communities
- Ensure that communities have access to the information about the activities that police officers and fire crews are undertaking in their area, and that they are able to contact a named local officer
- Invest in a community road safety fund to support communities in addressing local road safety concerns



Fire & Rescue

- Undertake a full review of emergency cover arrangements
- Ensure we fully understand the risk profile of the county, which will enable us to better shape the organisation and the way in which we respond
- Work in collaboration to use our specialist skills and equipment to enhance wider community safety

Protect and support those who are vulnerable



Many factors can cause someone to be vulnerable – mental health, abuse, addiction – and vulnerability can make someone more likely to become a perpetrator or a victim of crime.

Exploitation is a feature of most serious criminality and I will ensure that there is a focus on tackling human trafficking and county lines drug dealing. No area of Northamptonshire is untouched by the affects of drugs and exploitation, and we all feel less safe as a result.

I want to do more for young people in Northamptonshire. Involvement in drugs and gangs has tragic consequences, but the line between being a victim or a perpetrator of crime is sometimes blurred.

I expect to see tireless enforcement activity to target organised and serious crime and exploitation.

Enforcement is only one of the tools we need to tackle these problems. I have already made significant investments in work with young people, and with families where children are at risk of exclusion from school or where abuse or addiction are causing harm. I will be challenging partners across the public sector in Northamptonshire to ensure that our work is truly joined up and that we try as hard as we can to protect young people.



In tackling drugs, we must also look at the people who use them so I want to see campaigns that highlight the consequences of drug use.

Vulnerability can affect a person's safety in other ways too. Our fire service will work to develop its broader role in community safety, as it did during the pandemic.

We must work hard to tackle all crimes and incidents motivated by hate and prejudice and we must ensure that people have the confidence to come forward and report crimes.

Domestic abuse is a key area of focus. Abuse accounts for a huge proportion of the serious incidents police deal with every day and the damage to the men, women and children who are the victims of or who witness domestic abuse is incalculable.

I will ask partners to work together to reduce the harm caused by domestic abuse, and support victims.



*...try as hard
as we can to
protect young
people*





During the life
of this plan,
I will ●

“

My youth
service has
worked with

4,430

children &
young people

delivered over

565

individual
targeted sessions

”



Police

- Deliver robust enforcement and awareness campaigns to reduce the number of knives on our streets
- Reduce harm from domestic abuse, pursuing perpetrators, supporting victims, and using rehabilitation and prevention programmes to improve positive outcomes for victims



Working together

- Work with all partners to ensure that our approach to and delivery of early intervention services are joined up and effective
- Continue to invest in support for families to reduce exclusions from school, involvement in crime and to mitigate the impact of domestic incidents
- Continue to invest in provision for young people, to prevent them from becoming involved in, or victims of, crime with a specific focus on the impact of knife related crime
- Carry out awareness campaigns so that people can recognise and report the signs of exploitation
- Work with partners to tackle some of the entrenched issues in our communities and improve use of collective resources to support the most vulnerable



Fire & Rescue

- Further develop the fire service role and expertise in safeguarding
- Broaden our protection activity into areas such as HMOs in order to target the highest risk premises
- Work with housing providers, developers, and business to minimise risk and keep people safe

Effective justice

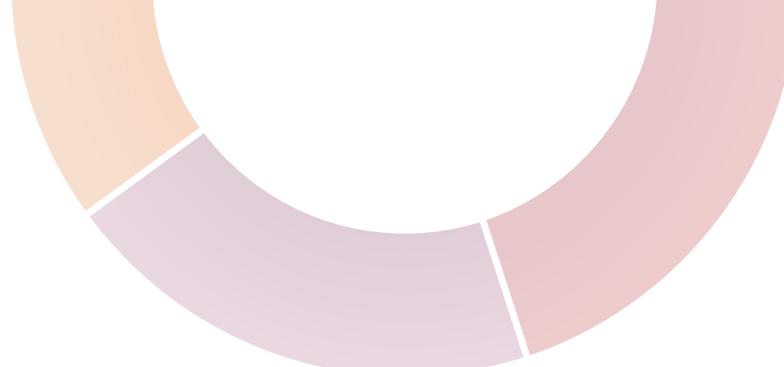


Victims are at the heart of the criminal justice process. I will work with Northamptonshire Police and with other partners in the wider criminal justice system to deliver effective justice in a system that is open, swift, provides good outcomes and deals appropriately with offenders.

Most people in Northamptonshire will never come into contact with the police or justice system. People who do become victims of or witnesses to crime must receive the support and service that they have a right to expect. I will continue to develop Voice, the service for Victims and Witnesses, and invest in other services for victims, so that they receive high quality support at every stage.

Investigations must be timely and of high quality, so that the appropriate outcome can be achieved at the earliest opportunity in every case.

I expect victims to be kept informed and updated at every stage and at the end of the process, to be satisfied with the way that they have been treated.



As Chair of the Local Criminal Justice Board, I will work to influence the way the agencies of the wider criminal justice system work together and to support measures that seek to reduce court backlogs and waiting times to improve the experience and outcomes for everyone involved.

Working with partners, I will make sure there are pathways to divert people away from the justice system where they could be better dealt with in other ways, including more use of out-of-court disposals and restorative justice. We will tackle repeat and prolific offenders, and provide rehabilitation schemes to prevent further crime. I want all people in every community to be able to live their lives safely and free of fear.

“
*People who do
become victims of or
witnesses to crime
must receive the
support and service
that they have a right
to expect*
”



This will be
achieved by ●

“

The Sunflower
Centre Independent
Domestic Violence
Advisor Service
(IDVA service)
received

3,111
in
2020-21

52%
of victims were
successfully
contacted and

36%
accepted regular
and ongoing
engagement with
the service

”



Police

- Increasing positive outcome rates for victims of crime
- Monitoring the quality of investigations and work to further improve standards



Working together

- Working with partners to ensure justice is as swift as possible
- Provide effective support for victims and witnesses that meets their needs
- Develop a range of evidence-based initiatives to intervene early to prevent offending, and to deter reoffending
- Invest in activities to reduce the risks posed by serial or repeat offenders



Fire & Rescue

- Ensure that enforcement activity in relation to fire safety legislation prioritises public safety

Modern services that are fit for the future

Northamptonshire Police and Northamptonshire Fire and Rescue Service have more officers and more firefighters than ever before, but this is one of the fastest-growing counties in the country and the demand on our services will continue to grow.

I will ask for continued improvements in services, so that people can be confident that their police and fire services will be there when they need them.

I have brought together some of the business functions such as HR, IT and Finance to keep our frontline running and make it strong and resilient. The two services also share buildings wherever possible and work together wherever it makes sense to do so.

I want to embed and develop this enabling services approach, so that both organisations move forward together and share innovation and learning. This will also help release officer capacity, within Northamptonshire Fire & Rescue Service particularly, that can be focussed on work to keep the community safe.

I want both services to have well trained staff, able to meet the challenges of serving the public now and into the future.



And the future will be challenging: demand grows and crime types change, asking our police to tackle new issues in new ways; and our firefighters to do so much more than fight fires.

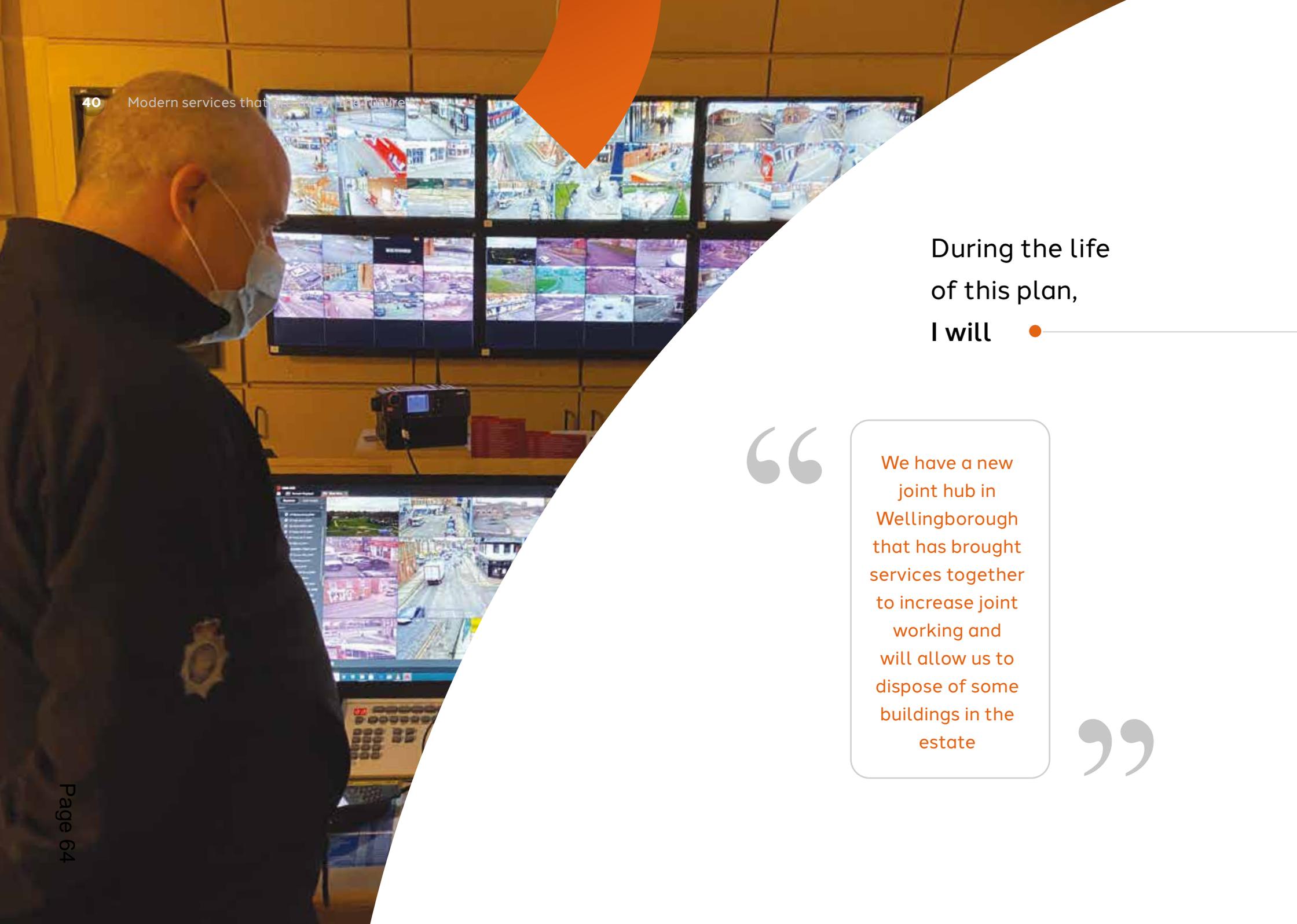
Both organisations will do their best to ensure that they welcome people from diverse backgrounds and that they reflect the communities they serve.

I will look at how we tackle the new carbon targets, and the other ways that the changing climate affect the incidents our fire service deals with.

I will work to ensure that these two emergency services are efficient and effective and provide the public with the best value.



I want both services to have well trained staff, able to meet the challenges of serving the public now and into the future



During the life
of this plan,
I will ●

“

We have a new
joint hub in
Wellingborough
that has brought
services together
to increase joint
working and
will allow us to
dispose of some
buildings in the
estate

”



Police

- Develop a culture of learning that delivers continuous improvement in services



Working together

- Ensure that the values of this plan are demonstrated through everything we do
- Embed and further develop the enabling services approach so that both organisations have strong professional support to take forward transformation
- Make sure that both organisations have access to technology giving them the best data to inform service delivery
- Strive to ensure that both organisations recognise, reflect, and respect the communities they serve
- Ensure greater, and more effective, collaboration between both services to maximise effectiveness and efficiency
- Prepare our fleet, estate and processes to allow us to meet the Government's carbon targets



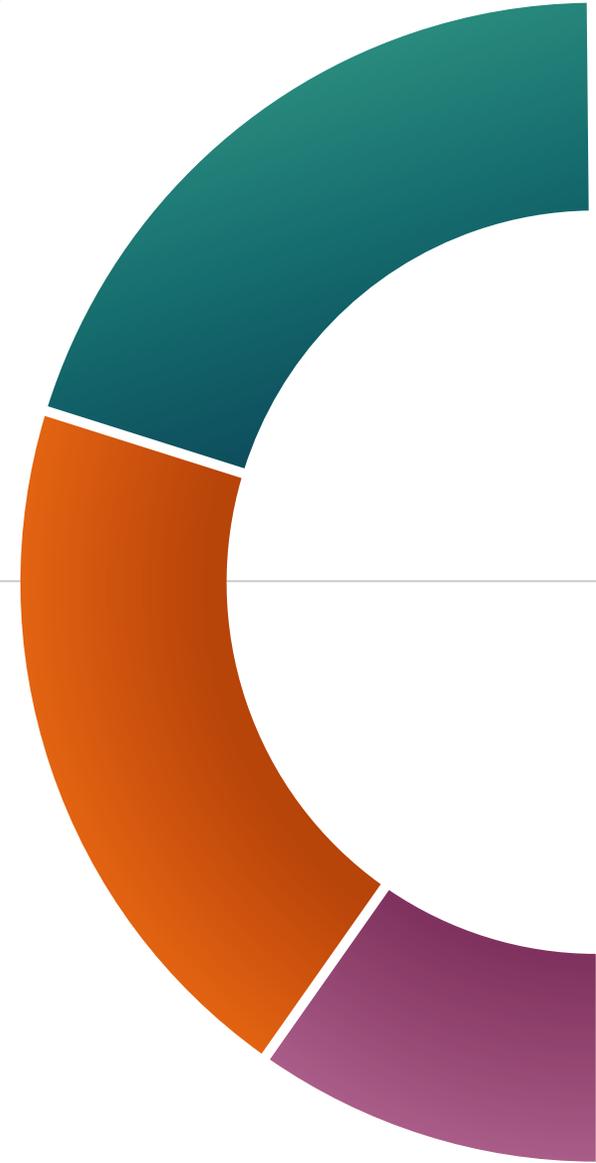
Fire & Rescue

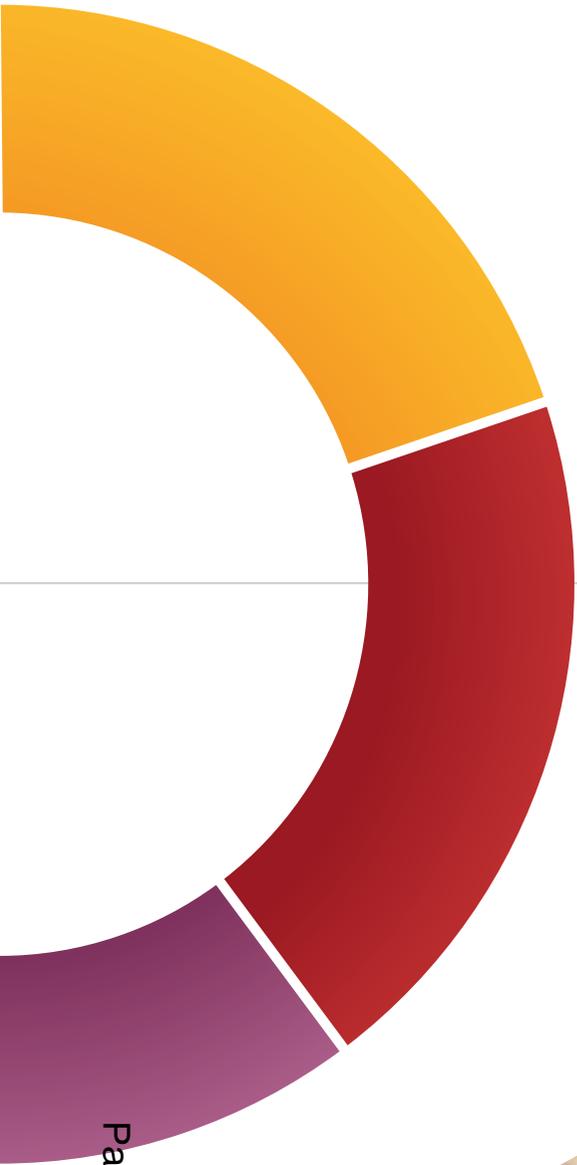
- Respond positively to the new risks arising from climate change, including flooding and wildfire, through training and in our equipment
- Continue to build a stable and sustainable budget position to provide the foundation for transformational change

Prevention
that keeps the
county safe



Effective and
efficient response





Protect and support those who are vulnerable

Modern services that are fit for the future



Effective justice



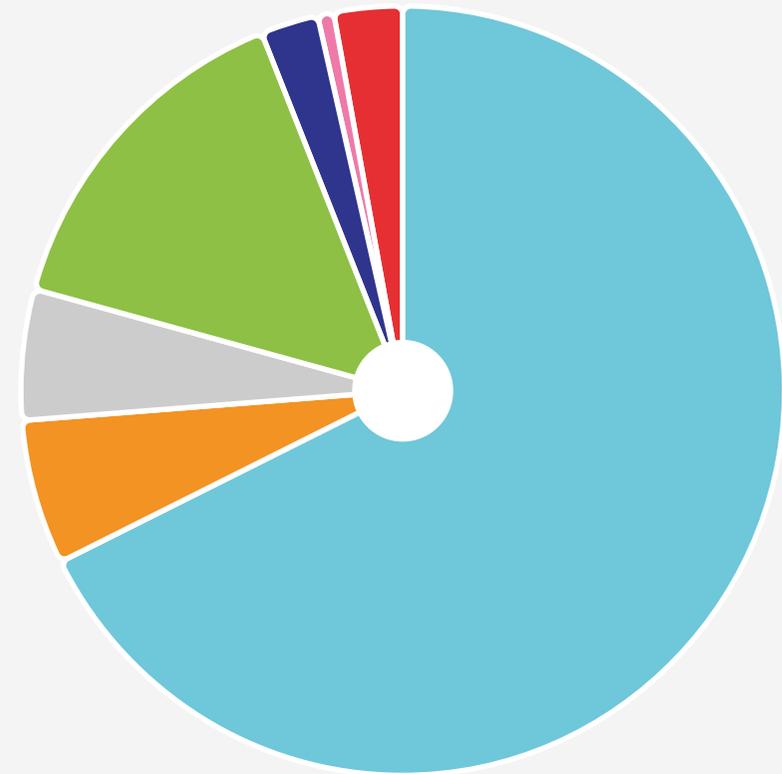


Resources

Northamptonshire Police funding

The 2021/22 budget for Policing totalled £153.5m. Of this amount, almost 44% comes from local taxpayers with the balance of 56% from central government in the form of Police and pension grants.

Almost 94% of this funding is allocated to the Chief Constable with 0.7% used towards the Office of the Police, Fire and Crime Commissioner and the balance used to support commissioning, targeted delivery services and the revenue costs of capital expenditure as follows:



● Police Officers, Staff and PCSOs	68%
● Collaborative Policing and third party cost	5.8%
● Other costs and investments	5.6%
● Support (Enabling Services)	14.5%
● Capital Financing	2.5%
● Office of the PFCC	0.7%
● Delivery and Commissioning	2.9%

Over the past four years, policing reserves have stabilised and the medium term plans are predicated on building police officer numbers to a level of over 1500 by March 2023 and maintaining them for as long as possible. This will be the highest level of Police Officers ever in Northamptonshire.

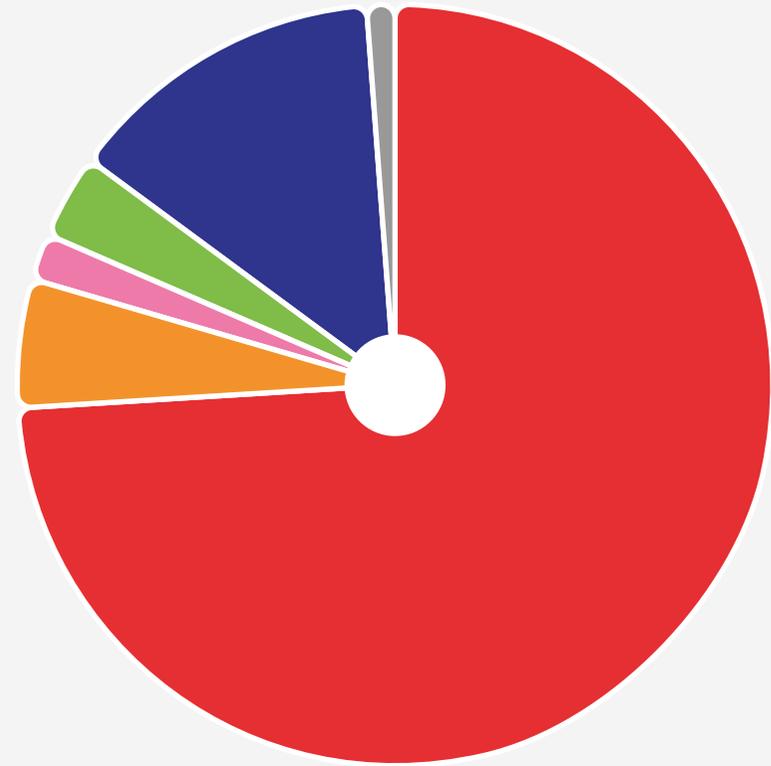
However, this is in the context of a tight financial future and Northamptonshire is a fast growing county with many complex challenges. It is my view that Northamptonshire Police is not served well by the current funding formula compared to other forces and I will continue to take every opportunity to seek a fairer funding formula on behalf of the residents of Northamptonshire.



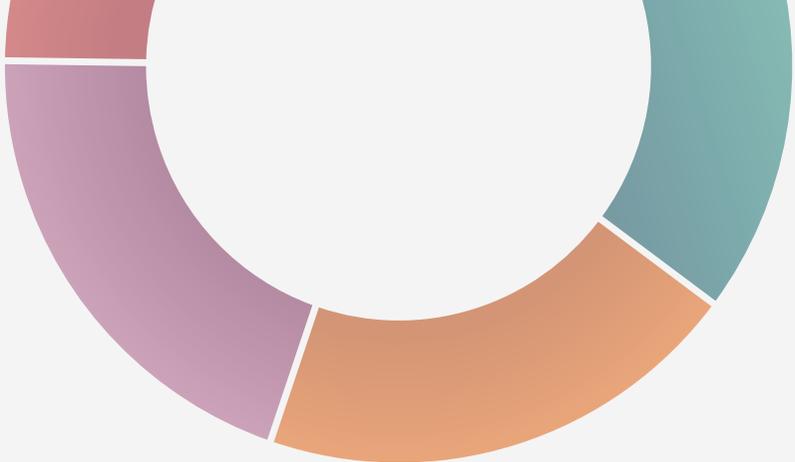
Northamptonshire Fire and Rescue Service funding

The 2021/22 budget for Fire was £25.3m, a lower level than the previous year. Of this amount 62% comes from local taxpayers, 11% from local Business Rates and only 27% from central government grants.

Almost 74% of the budget is spent on firefighters and fire staff with the balance spent on giving the essential infrastructure to undertake their roles as follows:



● Firefighters and Staff	73.7%
● Estates and Facilities	5.8%
● Transport	1.9%
● ICT	3.6%
● Supplies and Services	14.1%
● Capital Financing	0.9%



Since being established in January 2019, Northamptonshire Fire has received the second lowest level of council tax in the country every year and when reserves and the annual budget are combined, they have the lowest level of resources nationally.

Despite this challenging context, I have managed to establish a sufficient, but not excessive, stable level of reserves in Fire and have secured many one-off grants to help replace essential operational equipment.

This has been achieved in a very tight financial climate and the funding challenge for Fire remains. The Chief Fire Officer has worked hard to develop a savings plan to tackle some of these challenges but these do not meet the full budget gaps and there will be significant financial shortfalls in future years. I will continue to work closely with the Home Office to seek funding including requests for a permanent increase to the Fire budget and additional capital funding.





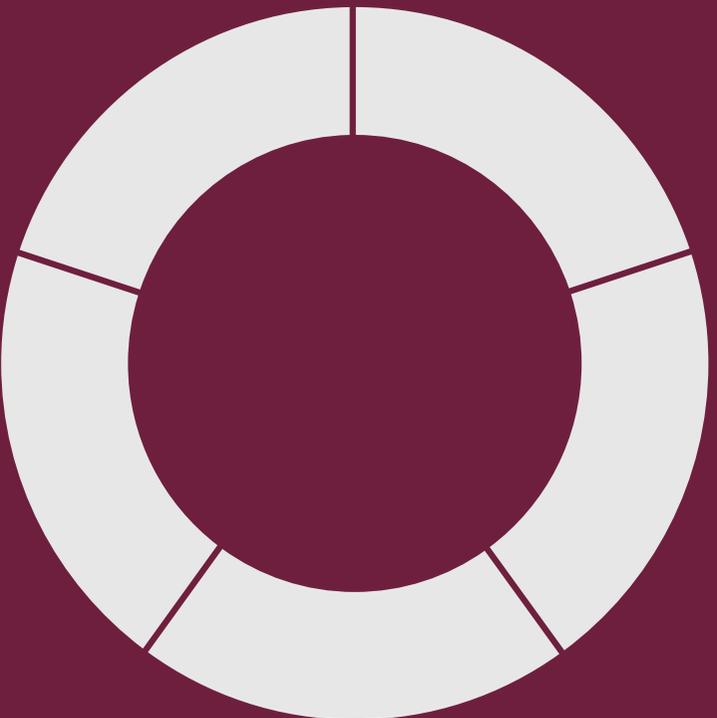
Contact the Police, Fire and Crime Commissioner:

Call: **01604 888113** Email: commissioner@northantspfcc.gov.uk

Write: **Darby House, Darby Close,
Park Farm Industrial Estate, Wellingborough, NN8 6GS**

www.northantspfcc.org.uk

To request this publication in an alternative format please contact us





NORTHAMPTONSHIRE
POLICE, FIRE & CRIME
COMMISSIONER

Stephen Mold

Police, Fire and Crime Plan

2021-2026



**Northamptonshire Police, Fire and Crime Commissioner
Public Consultation
November 2021**

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Background & Methodology

It is the responsibility of the Police, Fire and Crime Commissioner (PFCC) to set out his priorities for keeping our communities safe in the years ahead.

PFCC Stephen Mold carried out a consultation on the Plan that will deliver his vision of 'Working with communities to make Northamptonshire safer'.

The proposed Police, Fire and Crime Plan for 2021-2026 sets out Stephen's priorities for creating a safer county and how Northamptonshire Fire and Rescue Service will work – together and with partners – to achieve this.

There are five priorities set within the plan:

- Prevention that keeps the county safe
- Effective and efficient response
- Protect and support those who are vulnerable
- Modern services that are fit for the future
- Effective justice

The public were invited to tell us what they think about the plan and if this will deliver what is important to them and their communities by completing a short survey - responses will be taken into consideration by the PFCC in deciding the priorities to be included in the plan.

Executive Summary

Executive Summary

The public are largely supportive of all of the proposed priorities - all priorities saw agreement that they should be included in the Police, Fire and Crime Plan above 90%. Effective and efficient response saw the highest agreement at 98.7%, followed by prevention that keeps the county safe at 97.9%.

The majority of the public reported that all of the proposed priorities are important - over 95% of participants stated they are either very important, important, fairly important, or slightly important for all of the priorities. The public said that effective and efficient response was most important (98.8%), followed by prevention that keeps the county safe (98.5%).

Consistency is seen across the level of agreement towards the priorities being included within the plan and how important the public think they are:

	% of those who said "yes" – the priority should be included in the Plan	% of those who said the priority is very important/important/fairly important/slightly important
Effective and efficient response	98.7%	98.8%
Prevention that keeps the county safe	97.9%	98.5%
Protect and support those who are vulnerable	94.1%	98.0%
Effective justice	92.9%	97.0%
Modern services that are fit for the future	92.1%	96.4%

Survey Sample- Demographic Breakdown

1,103 people participated in Police, Fire and Crime Plan consultation.

A demographic breakdown of the people who participated in the survey is provided on this page.

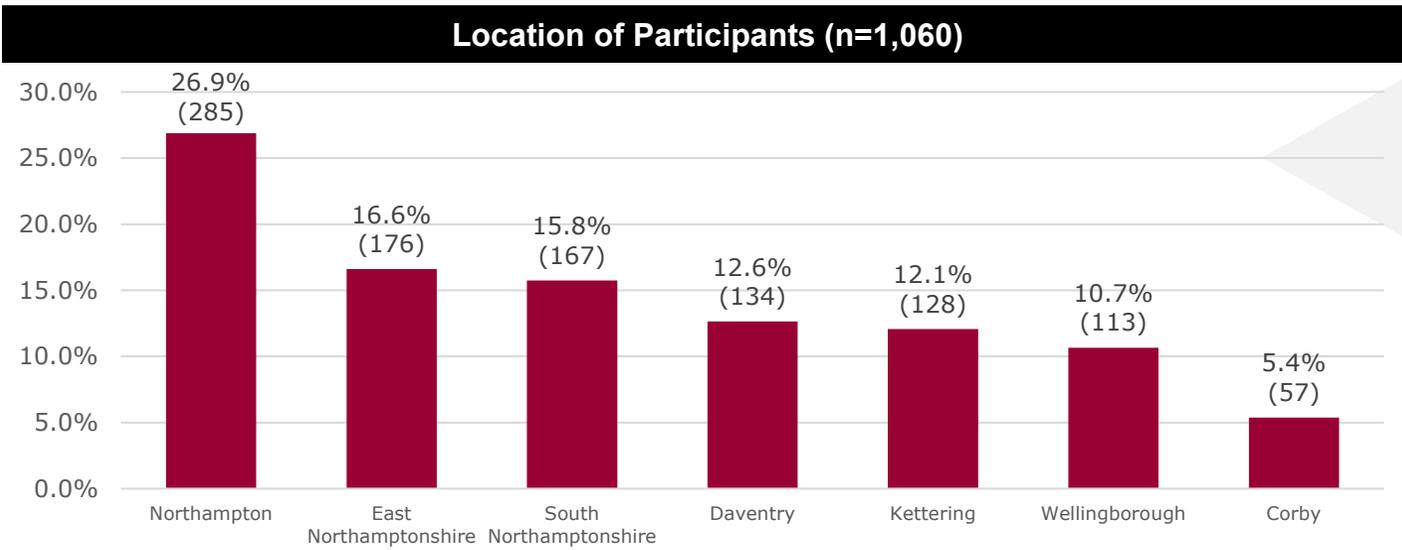
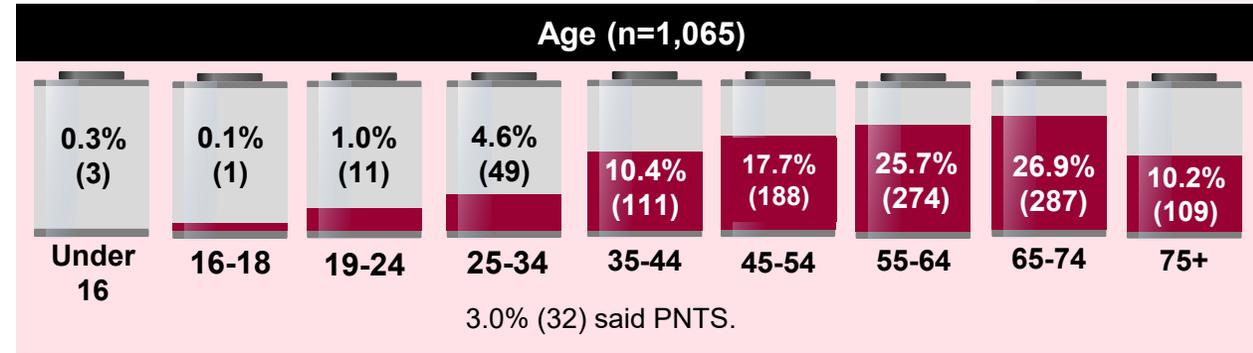
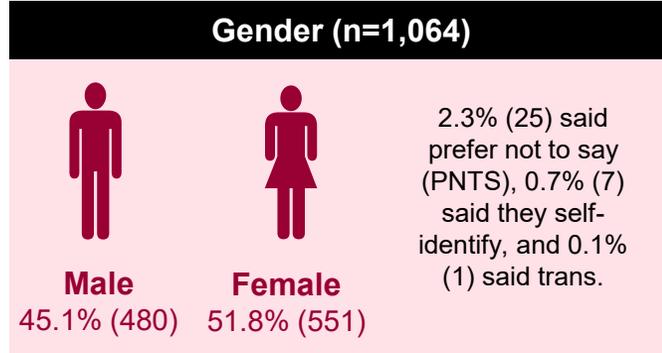
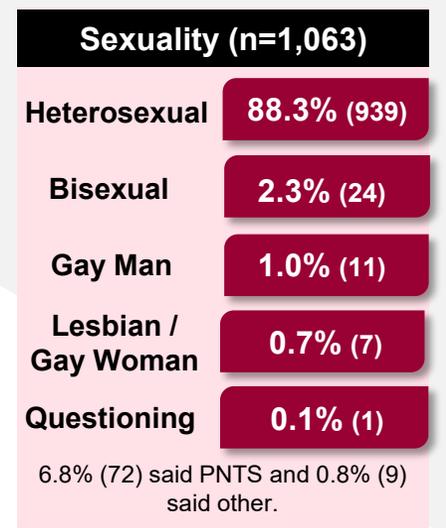
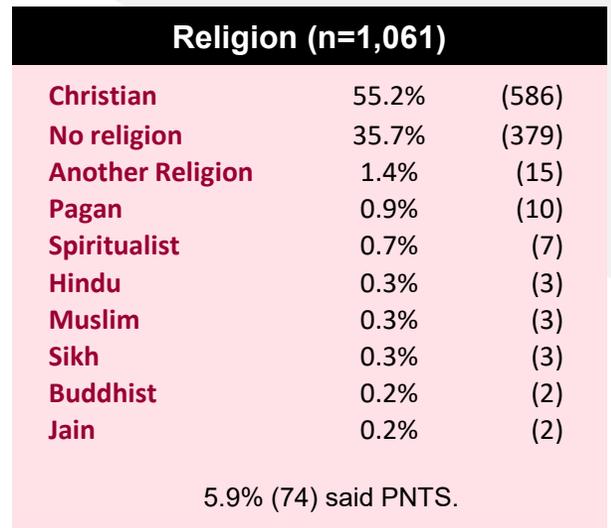
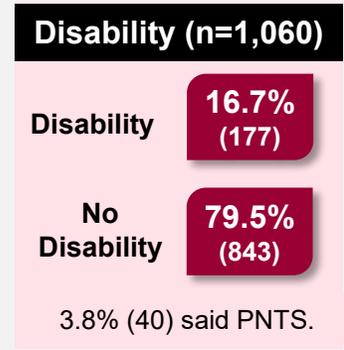
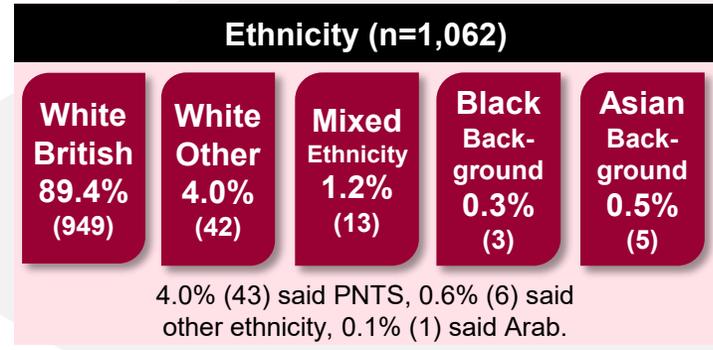


TABLE 1	Sample	Population 2019
Northampton	26.9%	29.8%
South Northants	15.8%	12.5%
Kettering	12.1%	13.5%
East Northants	16.6%	12.5%
Daventry	12.6%	11.4%
Corby	5.4%	9.6%
Wellingborough	10.7%	10.6%

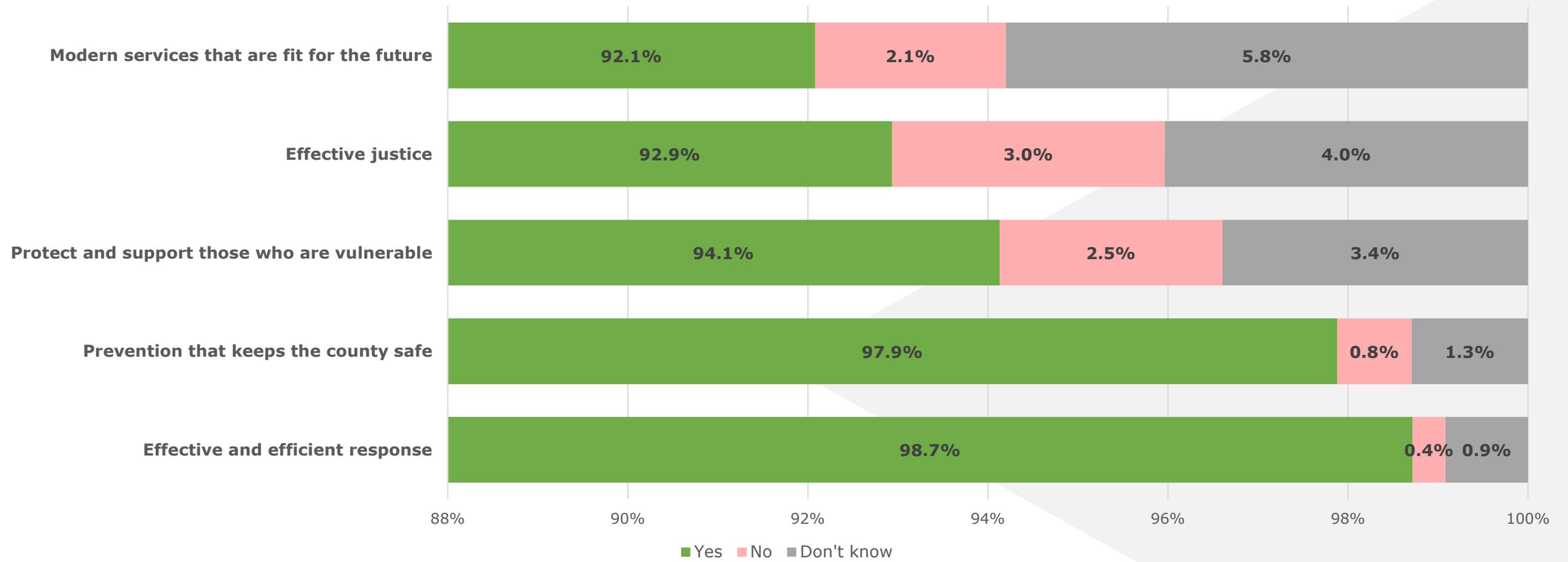
Table 1 shows the breakdown of responses across the county in comparison to the split of the population across the county.

*See appendix for open text responses



Survey Findings

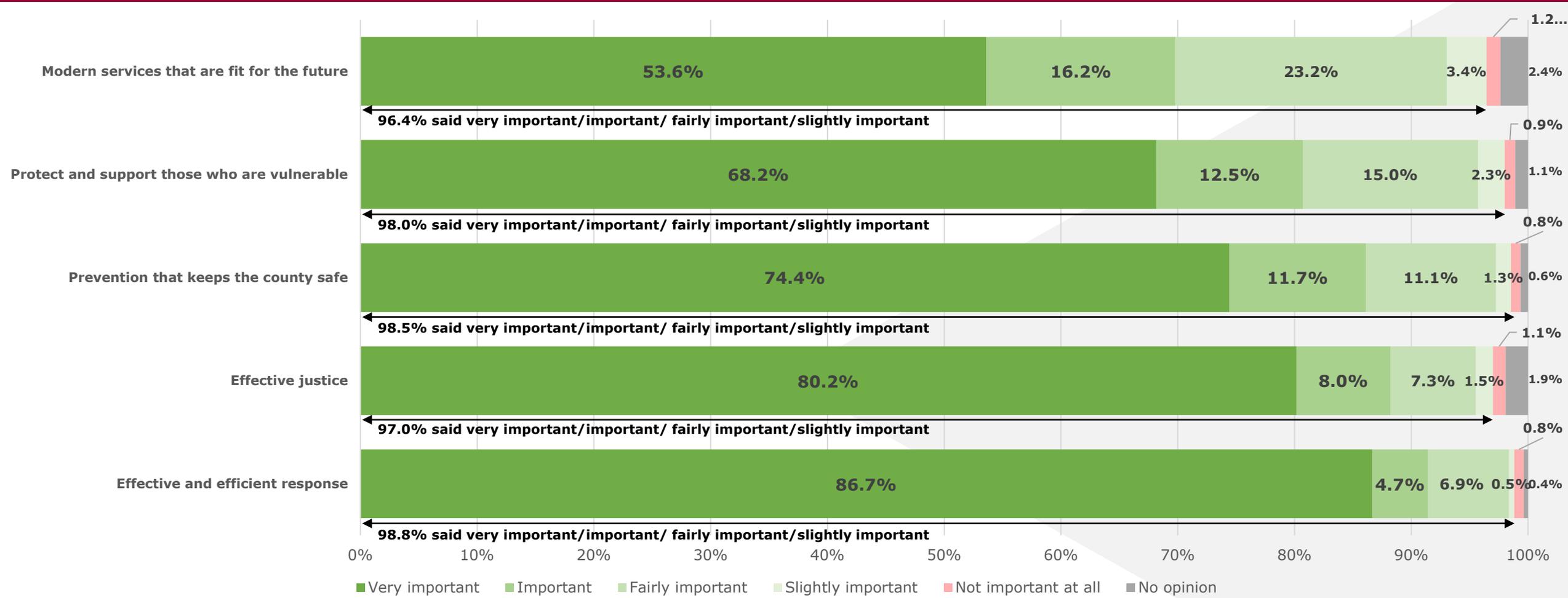
Should the priorities outlined below go into the Police, Fire and Crime Plan?



• Most agreement was seen for effective and efficient response going into the Police, Fire and Crime Plan (98.7%), followed by prevention that keeps the county safe (97.9%), protect and support those who are vulnerable (94.1%), effective justice (92.9%), and then modern services that are fit for the future (92.1%). Overall, the public are largely supportive of all of the proposed priorities.

Least agreement was seen for effective justice going into the Police, Fire and Crime Plan (3%), followed by protect and support those who are vulnerable (2.5%), modern services that are fit for the future (2.1%), prevention that keeps the county safe (0.8%), and then effective and efficient response (0.4%). However, disagreement was low for all of the priorities.

Taking each priority, please rate how important each one is for you?



• The public stated that effective and efficient response was the most important priority - 98.8% of participants stated this was either very important, important, fairly important, or slightly important. This was followed by prevention that keeps the county safe (98.5%), protect and support those who are vulnerable (98.0%), effective justice (97.0%), and then modern services that are fit for the future (96.4%).

• For all of the priorities, very few people stated that they were not important at all.

Are there any other priorities not listed and described within the Police, Fire and Crime Plan that should be included?

No other priorities identified that should be included (101 people, 9.2%)

"No"
"n/a"
"No cant think of anything"
"That's probably enough, else focus is lost"
"None"
"No, really happy with the ones listed."
"No. Frankly, I'm sure the police have a much better idea of what is needed than I do. I'm always impressed by my contacts with local police in general and when attending local incidents."

Visibility/community engagement (88 people, 8.0%)

"Community policing that is visible to everyone"
"Visible police presence"
"Can I just say that connection with the community and community policing are vitally important going forward. Rebuilding the confidence of the public - and that includes the priorities around response, modern services and effective justice - is paramount"
"Effective community engagement"
"Consult with the public"
"Be visible in the community and engage with all sections of the community, in particularly children and young people, and present policing in a positive way."
"We need more officers generally but certainly on the beat on streets to gain information from the public, Police officers cannot be told helpful information whilst in cars passing by."
"Working with communities to achieve these goals is imperative"
"More visible police on foot in neighbourhoods not in police stations/cars"
"Build positive relationships and confidence with communities in our county"
"People of colour, people who are LGBT, people from some faiths e.g. Muslims and women- all may face discrimination, they are not intrinsically vulnerable but the Police should be working with representatives of these groups to understand how widespread, prevalent the harassment is and how communities and law enforcement agencies can work together to protect"

Road safety/parking/electric scooters (35 people, 3.2%)

"Roads policing and Safer Roads should be focused on, we lose too many people on our roads each year and the force should never have removed it as a matter of priority"
"pavement parking, obstructing cycle lanes and dropped kerbs, need to be more robustly policed."
"Safer roads and speeding motorists."
"Clamp down on cycling and E-scooters on footpaths"
"Traffic offences "
"we are plagued with vehicle problems (speeding in rural communities, HGVs flouting 7.5t limits)"
"Road traffic and parking offences"
"Bad/illegal parking"
"Tackle speeding, more patrols away from the town centre to combat to tackle noise pollution coming from cars and motorcycles and riding illegal bikes on the roads."
"Control of Blue Badge abuse"
"Road safety, speeding and antisocial driving enforcement."
"speeding motor bikes and cars"

Accessibility of police when needed (32 people, 2.9%)

"Accessibility of police and community support officers when they are needed"
"Make 101 and on-line reporting an effective and efficient response"
"Local presence with local fast response and follow up to incidents."
"Just answer the 999 calls to crimes being committed immediately"
"Attend crimes like mugging, burglary, robbery, assault, and not just issue crime number."
"Accessibility to our services. With the current system, contacting a police officer is nigh on impossible. A drop in or email/messaging clinic would give some comfort to those situations of feeling vulnerable and knowing support is accessible if needed. Not everyone feels comfortable calling 999 for a concern."
"Accessibility to our services. With the current system, contacting a police officer is nigh on impossible. A drop in or email/messaging clinic would give some comfort to those situations of feeling vulnerable and knowing support is accessible if needed. Not everyone feels comfortable calling 999 for a concern."
"Providing inclusive services across the county whether you live in urban, suburban or rural areas"
"Protect and support ALL, including the vulnerable"
"Visible and Accessible Policing in Communities, not just drive-by patrolling"
"More visible Police presence. Speedier response times."
"Effective deployment of resources"
"Police respond to all calls not just cherry pick"

*See appendix for all identified themes.

Appendix

Open text responses – demographics

GENDER

I self-identify as (please specify)	Number of people who contributed to the theme
Prefer to respond with sex	5
Non-specific/binary	2

ETHNICITY

Other (please specify)	Number of people who contributed to the theme
White english	2
Other	2
Not relevant	1
Sikh	1

RELIGION

Another Religion (please specify)	Number of people who contributed to the theme
Other	5
Catholic/Roman Catholic	3
Humanist	2
Not relevant	2
None	1
Church of Scotland	1
Pagan	1

SEXUALITY

Other (please specify)	Number of people who contributed to the theme
Not relevant	5
Other	3
Don't know	1

Are there any other priorities not listed and described within the Police, Fire and Crime Plan that should be included? – other, less frequently identified themes

Theme	Number of people who contributed to the theme	Total n	%
Drugs	20	1103	1.8%
Better justice processes/outcomes	18	1103	1.6%
Joint working – police, fire and other agencies	17	1103	1.5%
Public confidence in police/police officer conduct.	16	1103	1.5%
ASB	16	1103	1.5%
Increase establishment	16	1103	1.5%
Safety/protection of women	14	1103	1.3%
Education/work with schools/better youth engagement	14	1103	1.3%
Rural policing /visibility	14	1103	1.3%
Value staff/improving health & wellbeing	13	1103	1.2%
Criticism of survey or plan	13	1103	1.2%
Support vulnerable/elderly/mental health	13	1103	1.2%
Inclusive organisations and communities/equality	11	1103	1.0%
Law enforcement/better use of powers	10	1103	0.9%
Other	10	1103	0.9%
Value for money/better use of resources	10	1103	0.9%
Effective recruitment/training	9	1103	0.8%
Knife crime	7	1103	0.6%
Comments on PCC role	7	1103	0.6%
Online offences	6	1103	0.5%

Investment in service/equipment/vehicles	6	1103	0.5%
Support victims	6	1103	0.5%
Gangs	4	1103	0.4%
Fly-tipping	4	1103	0.4%
Fire and police should be separate	4	1103	0.4%
Comms	4	1103	0.4%
Hate crime	3	1103	0.3%
Vehicle crime	3	1103	0.3%
Environmental agenda	3	1103	0.3%
Use of technology	3	1103	0.3%
Homelessness	3	1103	0.3%
More crimes being investigated/effective investigation	3	1103	0.3%
Night-time economy	2	1103	0.2%
HMOs	2	1103	0.2%
Organised crime	1	1103	0.1%
Amalgamation of police forces	1	1103	0.1%
Review of RDS systems for Fire	1	1103	0.1%
Review parish funded PCSOs	1	1103	0.1%
Violence	1	1103	0.1%
Burglary	1	1103	0.1%

Additional feedback provided on the Plan – separate to the survey

“Most of my questions relate to the analysis leading to the chosen thematics for the plan, how they’re prioritised, why those levels of investment and how you’re confident that those investments will have the real-world impact and deliver the outcomes you’re seeking. For example, how do the capabilities you’re planning on investing in face-off against various classes of crime and counter different types of criminal tradecraft. What changes are you anticipating in types of crime, driven by for example a general economic downturn due to COVID, Brexit etc and how will you need to pivot? Do the capabilities you’re planning to invest in have the dexterity to be repurposed to different missions / purposes? Why is there no mention of investment in demonstrable legislative compliance, when you’re planning on increasing ANPR, CCTV and more targeted / intrusive techniques needed to counter cyber crimes? Given the most recent incidents with Wayne Couzens and a number of people pretending to be police officers, it may be worth also including an investment in how the public can verify that police officers are real and lawfully carrying out their duties.”

“I do note that Mental health is mentioned once under the vulnerabilities section. I guess there are two points to this for me. The suggestion that those with mental health issues are vulnerable may not be well received Also the document makes no reference to what the support and management of mental health issues may look like or what the commitment from the PFCC is??”

“couple of pointers re MH. Of note there seemed to be little on the plan other than a fleeting reference in the vulnerability section? Of note 47% of detainees that come into custody self-identify as having MH concerns so we are having regular contact with those living with MH. (that’s around 450 people a month). Of that figure over half are repeat detainees.
<https://northants.intranet.police.uk/departments/corporateservices/performance/Safeguarding%20Adults/Mental%20Health%20Framework.pdf>
The link will give you a feel for police contact with the MH community. My personal view is there should be more reference to MH in the document as it’s a massive area of concern for policing.”





NORTHAMPTONSHIRE POLICE, FIRE & CRIME PANEL

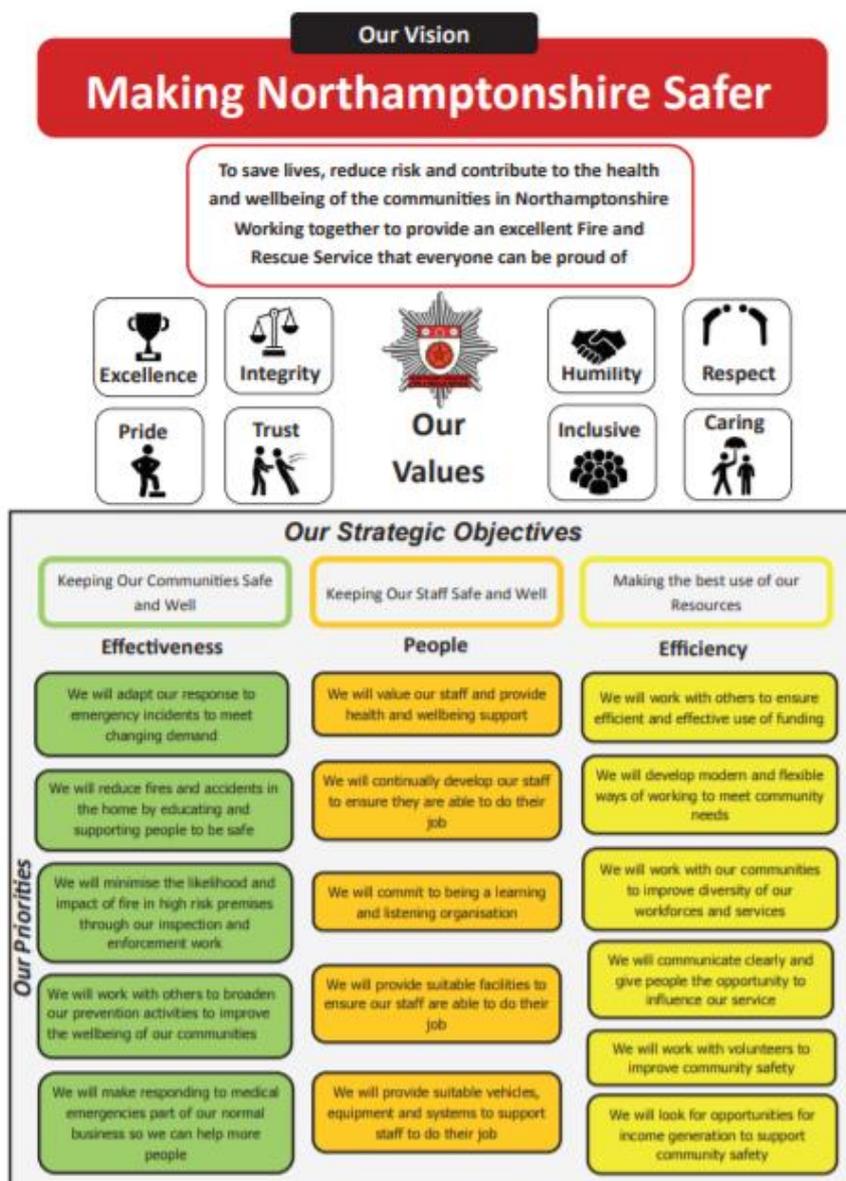
16th December 2021

**Office of The Northamptonshire Police Fire and Crime Commissioner
Fire & Rescue Plan Update**

1. Introduction

1.1 This report updates the Panel on the work of the Northamptonshire Police and Crime Commission and the progress being made in relation to the delivery of the Fire and Rescue Plan for Northamptonshire.

2. Delivering the Fire and Rescue Plan



Our Vision

Making Northamptonshire Safer

To save lives, reduce risk and contribute to the health and wellbeing of the communities in Northamptonshire
Working together to provide an excellent Fire and Rescue Service that everyone can be proud of



Excellence



Integrity



Our
Values



Humility



Respect



Pride



Trust



Inclusive



Caring

Our Strategic Objectives

Keeping Our Communities Safe and Well

Effectiveness

We will adapt our response to emergency incidents to meet changing demand

We will reduce fires and accidents in the home by educating and supporting people to be safe

We will minimise the likelihood and impact of fire in high risk premises through our inspection and enforcement work

We will work with others to broaden our prevention activities to improve the wellbeing of our communities

We will make responding to medical emergencies part of our normal business so we can help more people

Keeping Our Staff Safe and Well

People

We will value our staff and provide health and wellbeing support

We will continually develop our staff to ensure they are able to do their job

We will commit to being a learning and listening organisation

We will provide suitable facilities to ensure our staff are able to do their job

We will provide suitable vehicles, equipment and systems to support staff to do their job

Making the best use of our Resources

Efficiency

We will work with others to ensure efficient and effective use of funding

We will develop modern and flexible ways of working to meet community needs

We will work with our communities to improve diversity of our workforces and services

We will communicate clearly and give people the opportunity to influence our service

We will work with volunteers to improve community safety

We will look for opportunities for income generation to support community safety

Our Priorities

2.1 Work Delivered by NFRS

2.2 Draft Community Risk Management Plan and Risk Analysis Document

With the current Integrated Risk Management plan due to end in March 2022, NFRS have conducted a full risk analysis of the services progress and have drafted a new Community Risk Management Plan (CRMP) which is supported by a Risk Analysis Document. The CRMP has been written with the NFCC Community Risk Programme in mind, which is providing Fire Services with updated guidance on best practice around risk planning. The CRMP is due to be published in April 2022, after a public consultation, and will cover a three-year period up to 2025. The Plan will be the service's response to Police, Fire and Crime Plan and will also be supported by the Chief Fire Officers Vision 25 document.

2.3 Service Performance

During 2021 the service has reviewed how performance is monitored. Overall incident numbers continue the long term and national downward trend, albeit increasing slightly on last year's figures due to the road to Covid recovery. Availability and Standards of Response remain on a sound trajectory. Prevention and Protection audits and activities are increasing in line with our roadmap to recovery. Monthly performance review meetings are now held with heads of Prevention, Protection and Response which enables greater analysis of data and opportunity to react to any trends, increases or decreases in incident data. This has resulted in early intervention across Prevention, Protection and Response. One area of note is Water Safety. The data showed an increase in the Service attending water rescue incidents. As a result, the service linked with RNLI to provide a presentation to the County Water Safety Forum on water safety, crews from Daventry took part in 'Op Unite' to increase public safety. This also led to additional funding for 5 fixed throwlines water rescue boards and a further 5 which was funded by the OPFCC Fire grant.

The co-location to Darby House has supported closer collaboration working across the performance teams. This has included the recent purchase of a joint demographic system, Acorn, which will provide both services with a rich source of demographic data which will support targeting vulnerable members of the community. Performance Data highlighted a spike in deliberate fires (in particular secondary) during April/May and summertime. This is true of previous years as well as the current year. As these spikes correlate to school holidays further mapping using tools on Resilience Direct has taken place to provide more insight into those NFRS and Police recorded incidents where young people were seen in the vicinity or running away. This highlighted some localised clusters which have led to further exploration and partnership working. Notably intensive partnership work at Wilsons Farm Track Northampton, Void premises in Desborough and a request for partnership problem solving via CSP Community One meetings for the Kettering area which is seeing an increased spike.

Police and Fire have now produced a new joint Arson Reduction Strategy, which is supported by a joint delivery plan and actively monitored. New actions include the development of the Qlik app to produce useful data regarding police and NFRS recorded incidents but also to look at the potential to overlay with relevant anti-social behaviour and criminal damage incidents to improve analysis and problem solving. A new piece of work to identify empty buildings that are high risk has also started in anticipation of more void premises in a post Covid economy and taking the learning from recent incidents involving void buildings. The Service is also preparing for a HMICFRS Inspection which is due to commence in December 2021 and run through January 2021.

- 2.4 **HMO pilot scheme** - Northamptonshire Fire and Rescue Service is launching a pilot scheme to build the skills and capacity of fire crews in carrying out inspection visits at homes in multiple occupation (HMOs). HMOs are buildings that are occupied by at least three unrelated people in rented out rooms and this scheme will see firefighters in Wellingborough, Kettering and Daventry carrying out compliance checks in 30 HMOs across those three towns. The checks carried out during the pilot will be at HMOs that have been visited before and found to be well run and compliant with safety regulations. The fire service has regulatory powers that apply only to the common and shared areas of HMOs such as kitchens. During the checks, the crews will be supported by fully warranted, specialist Fire Protection Officers. The aim of the pilot scheme is to extend the skills of Northamptonshire firefighters in protection, increasing the capacity and skills in this type of work and freeing up Fire Protection Officers to carry out more complex work in sectors of higher risk. I am very pleased to see Northamptonshire Fire and Rescue Service continuing to extend the ways they work to keep the community safe.
- 2.5 **Hundreds of new students receive fire safety advice** - As a new wave of students head to university for the first time, Northamptonshire Fire and Rescue Service have been visiting the county's new residents as they settle into their halls of residence accommodation. Over four evenings in October, Prevention and Protection Officers from NFRS met with students living in halls to discuss fire safety and offer advice to help reduce the likelihood of fires starting in these premises. These 'kitchen fire talks' were incredibly well received by the students with 858 attending one of the four sessions. For many students this might be the first time they will be cooking for themselves and with all the distractions that go alongside student life, it is important they know how to be safe in the kitchen.
- 2.6 **'Have A Go' Recruitment Days** - Northamptonshire Fire & Rescue Service have been holding 'Have A Go' days as part of their campaign to hire 12 new trainee firefighters. The 'Have A Go' days allow people to come along and consider whether a career in the Fire Service could be for them, with the events giving members of the public the chance to ask questions of serving firefighters and have a go at some of the entry level tests themselves. Becoming a firefighter is not just about tackling a blaze, it can entail attending a range of incidents such as road traffic collisions and rescues, as well as working in the community to protect people and prevent

incidents from occurring. The 'Have A Go' days took place at fire stations at Rushden, Corby, Moulton and Mereway and marked the start of our recruitment campaign.

- 2.7 **The country's first accredited fire service wellbeing dog** - Northamptonshire Fire and Rescue Service has welcomed a four-legged recruit to service to help with the mental wellbeing of its staff. Olive, the three-year-old cocker spaniel has become the country's first Oscar Kilo 9 accredited, fire service wellbeing and trauma support dog, having successfully completed the suitability assessment. This appointment coincided with World Mental Health Day on 10th October. Firefighters and staff often face challenging and traumatic situations, but no fire service in the UK has yet employed an Oscar Kilo 9 accredited wellbeing dog, until now. Olive, wearing her official 'OK 9' wellbeing jacket, takes up her new position within Northamptonshire Fire and Rescue Service's Wellbeing Team, who already offer a range of services and support to colleagues. Olive can now be called upon to spend time with colleagues who are feeling despondent, have attended a difficult job, or are suffering from stress or trauma. Dogs are renowned for increasing oxytocin and serotonin levels in humans and can contribute to lowering blood pressure. They are perceptive to different emotions in humans and have an innate ability to recognise anxiety and stress. While some police forces already have wellbeing dogs, Olive is a first for the fire service nationally. It's important that we encourage our staff to talk more openly about mental health, especially those who are operational and attend sometimes harrowing incidents. Olive will help to create a calm environment where people will feel more relaxed and able to talk freely, so we can effectively support individuals as needed.
- 2.8 **COVID recovery.** As we come out of the worst of the pandemic NFRS have increased their public facing activity which has seen a 4-fold increase in activity like Home Fire Safety Visits being delivered, school visits restarting, Fire Safety Inspections increasing as well as attendance at high profile community events such as Northampton PRIDE and Diwali. In addition, NFRS staff continue to assist EMAS with the driving of urgent care ambulances and are still playing a full part in the Multi agency effort as we go through the Winter Months with the Chief Fire officer chairing the County's multi agency co-ordination group.
- 2.11 **Enabling Services.** All 5 areas (finance, IT, HR, fleet and estates) are now in the process of embedding new structures and processes to support both organisations. Benefits of bringing together the 5 business functions are starting to be realised, an example being over £1m of avoided costs within IT that would not have been realised without the departments coming together.

3. Holding the Chief Fire Officer to account

- 3.1 The purpose of the Fire Accountability Board is to support the PFCC in exercising the statutory duties of holding the Chief Fire Officer to account and forms part of a wider ranging programme of assurance across the breadth of Fire and Rescue activities.

3.2 The business of the Board covers areas of concern in performance and service delivery at a strategic level, strategic budget setting, medium term financial planning and other matters requiring ongoing levels of assurance.

3.3 **Fire Accountability Board 14th September 2021**

3.4 **NFRS Performance update** - The Commissioner requested an update on the performance against the measures and metrics contained within the IRMP. This report as per the usual quarterly reports should demonstrate the current position and three-year trend data and analysis. Response times were not included in the report however this will be corrected in future reports to the Accountability Board as this is a core statistic. NFRS assured the Commissioner that the long-term trends positive and this will be reviewed and reported at the December Accountability Board. Generally, the figures and demand were showing signs of return to pre Covid lockdown levels. The Commissioner was assured that in most areas, performance was in the right direction, meaning that residents were safer. He did lead a discussion in relation to pro-activity of NFRS staff on matters such as Home Fire Safety Checks. While accepting that these were now increasing, he was looking for further assurance that all stations and all watches were fully engaged in this process.

3.5 **Capital Investment Plan update** - The Commissioner has previously agreed a capital investment plan with the Chief Fire Officer. He requested an update that outlines the progress that has been made against this plan to the point in the year. Assistant Chief Officer Paul Bullen provided an update and stated that the current capital programme was approved in May 2021 from an iteration in February which was used to inform the 2021/22 budget. There has been very limited spend so far this year across the capital programme and it is unlikely that the entirety of the capital programme will be spent in 2021/22. The global shortage of IT hardware and vehicles due to the Covid 19 pandemic continue to impact of delivery however there is now greater confidence that fleet equipment budgets are on track to deliver. The Commissioner noted progress against this plan; a number of areas that were on track; and some signs of slippage in others. The Commissioner accepted that some of the issues, such as hardware delivery were somewhat out of the controls of NFRS and resulted from the worldwide shortage of microchips and disruptions in the supply chain. The Commissioner while satisfied at this point, stressed that he was looking for the Chief Fire Officer to ensure that resources were in place to provide deliverable solutions for the agreed capital investment plan.

3.6 **Fire Accountability Board 9th November 2021**

3.7 **National Operational Guidance and Fire Standards** - The Commissioner requested an update relating to National Operational Guidance for the Fire Service and the new

emerging Fire Standards for the service. The Commissioner was seeking assurance that NFRS has processes in place to effectively comply with both and how progress is being made to do so. The Commissioner received two updates on the National Operational Standards and Fire Standards, and it was explained that a national self-assessment was now in place and was he assured by the Chief Fire Officer that the local assessment against this will be completed by the end of 2021. The Commissioner was pleased and assured that NFRS had understood the National Operational Guidance and commenced implementation of the elements that related to the local service. He was pleased that some of this was being worked on in collaboration with other services in the East Midlands. The Commissioner was assured that effective progress was currently in place for a service of the size of NFRS but stated that this was a subject he would wish to remain briefed on and would ask for a further update and reassurance in mid-2022.

4. Summary of PFCC Decisions (Fire and Rescue Authority) taken

- [NFRS Decision Record 46 – Fire Budget and Precept 2021 and 2122](#)
- [NFRS Decision Record 47 – NFRS Insurance Variation](#)
- [NFRS Decision Record 48 – NFRS Pension Administration](#)
- [NFRS Decision Record 49 – Units 1-5 Baron Avenue](#)
- [NFRS Decision Record 50 – Type B Contract Variation](#)
- [NFRS Decision Record – 51 Belinda Ferrison House](#)
- [NFRS Decision Record 52 Occupational Health and Wellbeing](#)
- [NFRS Decision Record 53 Basic Occupational Health services](#)
- [NFRS Decision Record 54 Mobile Device Terminals](#)
- [NFRS Decision Record 55 Aerial Appliances](#)
- [NFRS Decision Record 56 PPE Contract variation](#)
- [NFRS Decision Record 57 Aerial Turntable Ladder Appliance Contract](#)
- [NFRS Decision Record 58 Smoke Alarms](#)
- [NFRS Decision Record 59 Digital Radios](#)
- [NFRS Decision Record 60 Joint IT Team](#)
- [NFRS Decision Record 61 B type appliances variation](#)
- [NFRS Decision Record 62 NFRS Youth Engagement Officer](#)
- [NFRS Decision Record 63 Compressor Replacement](#)
- [NFRS Decision Record 64 NFRS Cleaning Contract](#)
- [NFRS Decision Record 65 NFRS Pay Awards](#)

5. Recommendations

- 5.1 That the Northamptonshire Police, Fire and Crime Panel considers the content of the report and its appendix.

Stephen Mold
Northamptonshire Police, Fire and Crime Commissioner

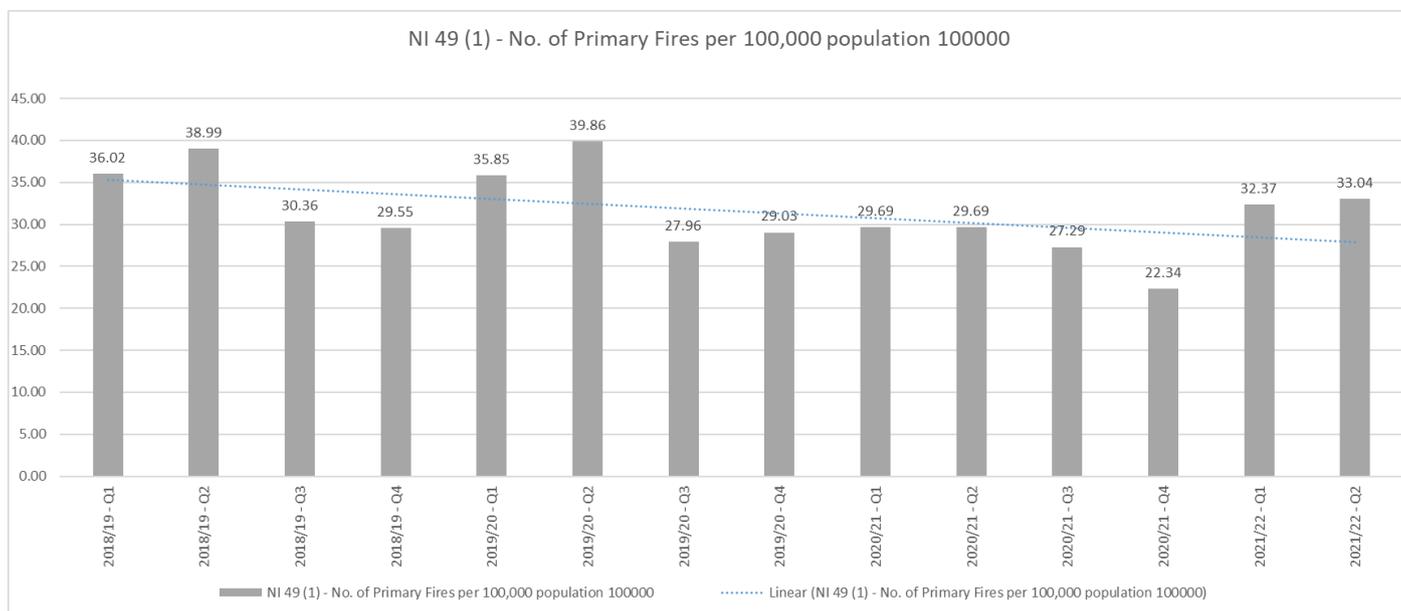
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Appendix 1 – IRMP 2019-2022 outcome measures

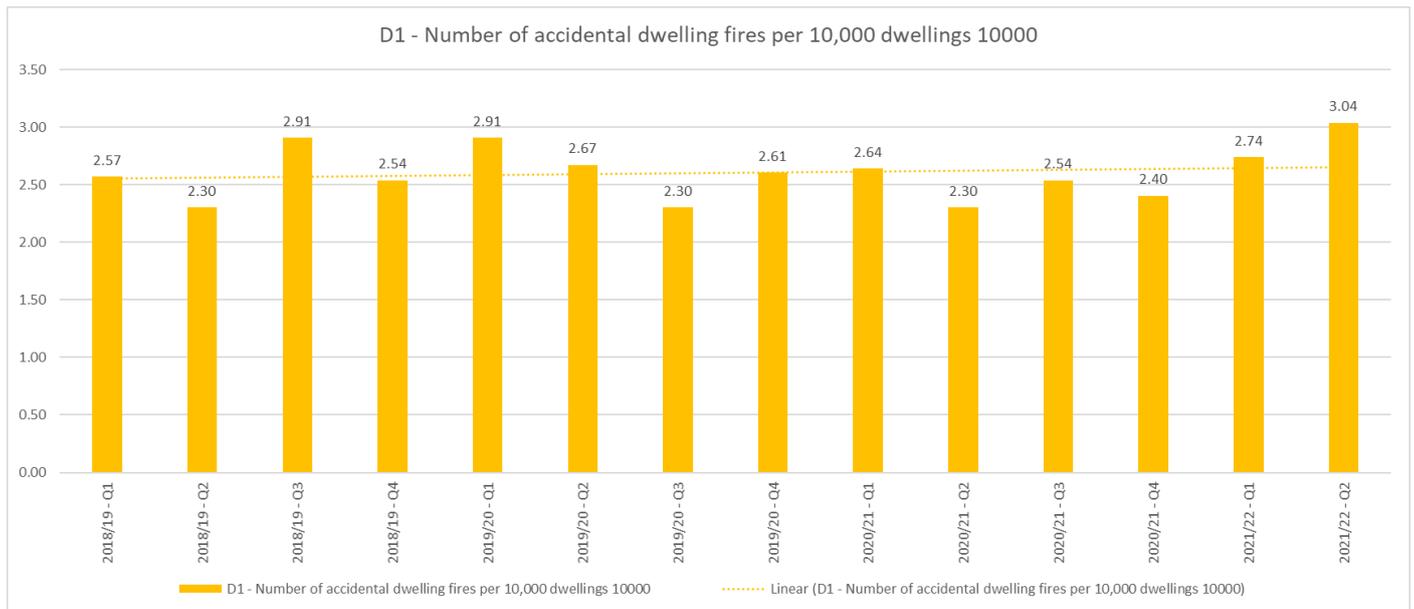
Community Outcome Measures:

The graphs below reflect the IRMP Community Outcome Measures against the national indicators. As requested by the accountability board, the Service have supplied the information over the current and previous 3 year period to provide a longer term view of performance and progress.

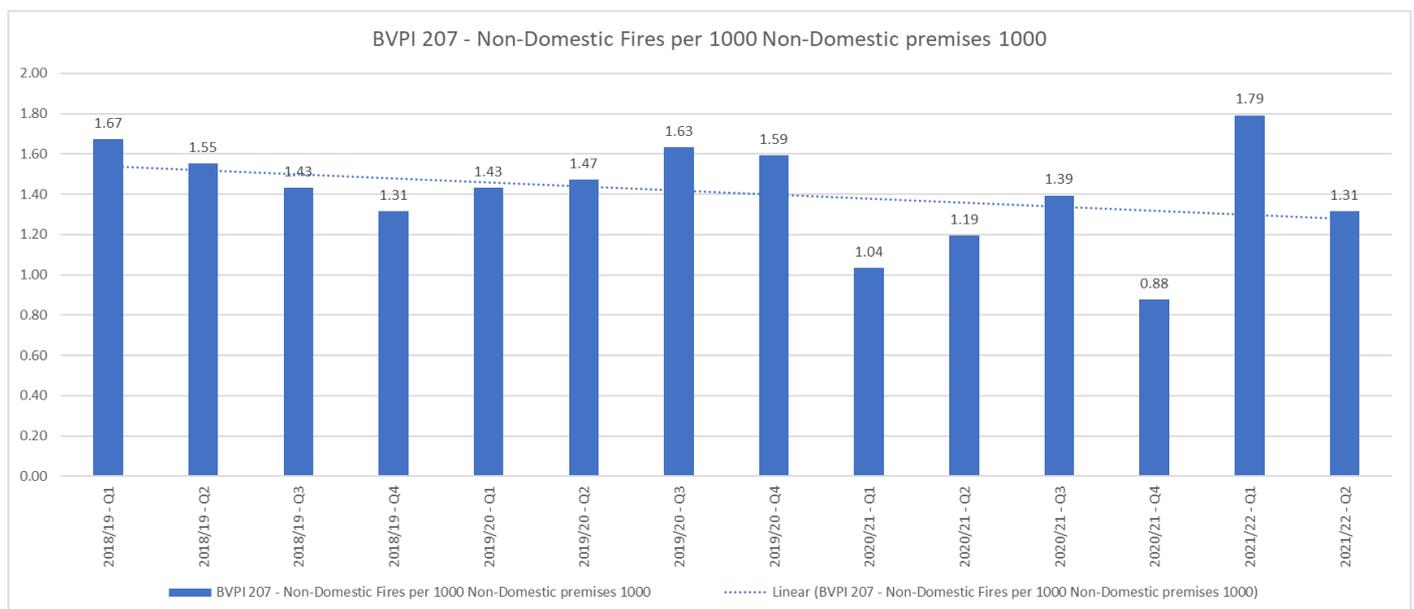
The graph below details the number of primary fires per 100,000 population. The long the term trend line shows primary fires remain decreasing. Quarters 1 and 2 traditionally have higher incident rates but Quarter 1 and 2 2021/22 are showing a decrease when compared the same period in 2019/20 and 2018/19.



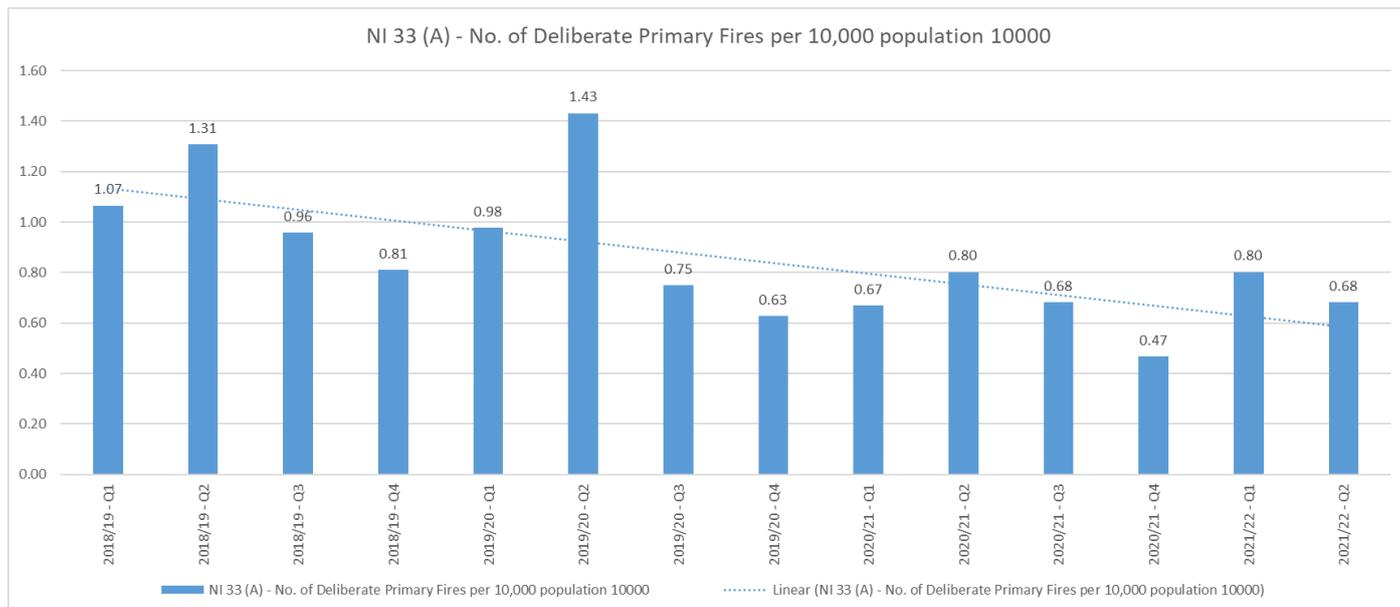
The graph below, Number of accidental dwelling fires per 10,000 dwellings shows that accidental dwelling fires have increased slightly during Quarter 2, 2021/22.



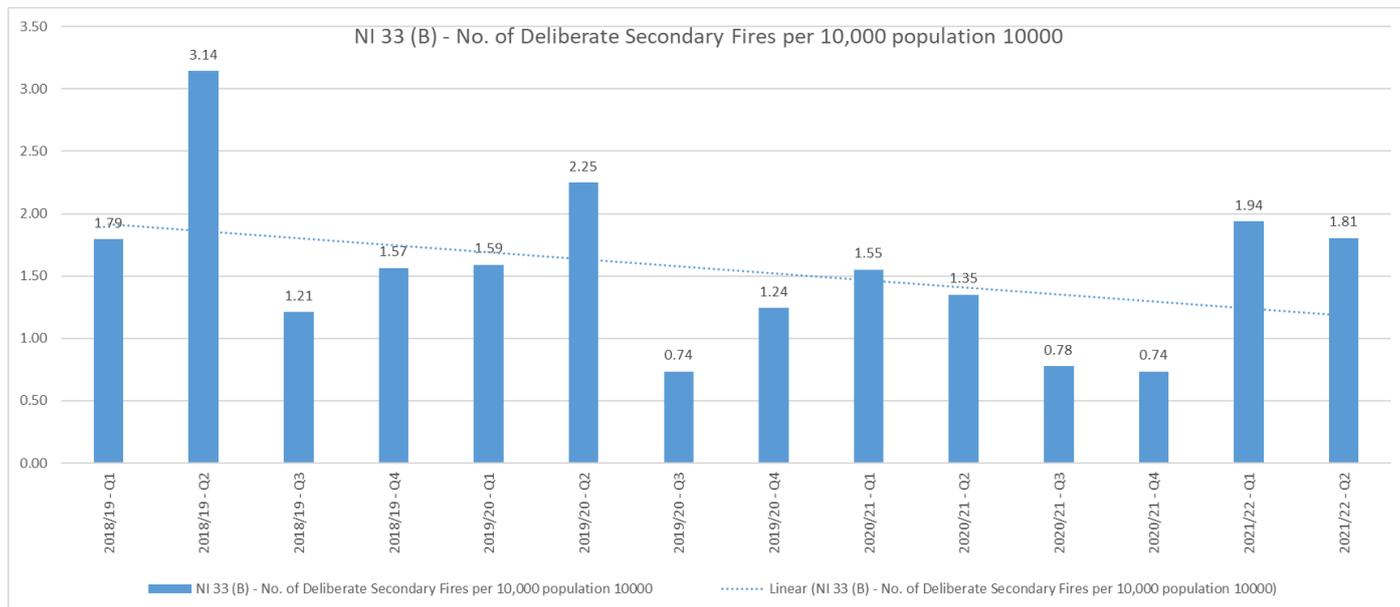
Following a rise during Quarter 1 in non-domestic fires, Quarter 2 has seen a decrease in fires in these types of premises. Quarter 2 is at its lowest pre-covid rate since Quarter 4 2018/19.



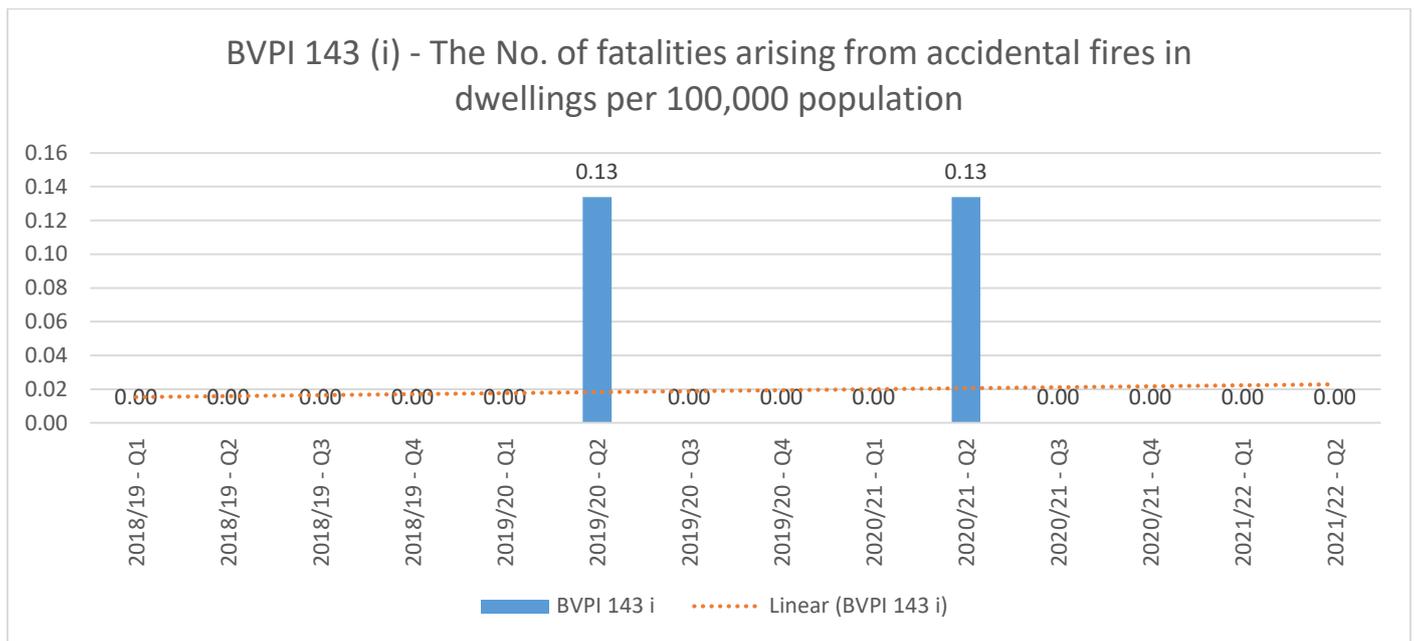
Deliberate Primary Fires continue to show a trend line of reducing over time. After the slight rise in Quarter 1, figures for Quarter 2 have decreased and overall they are still on par with pre-Covid levels.



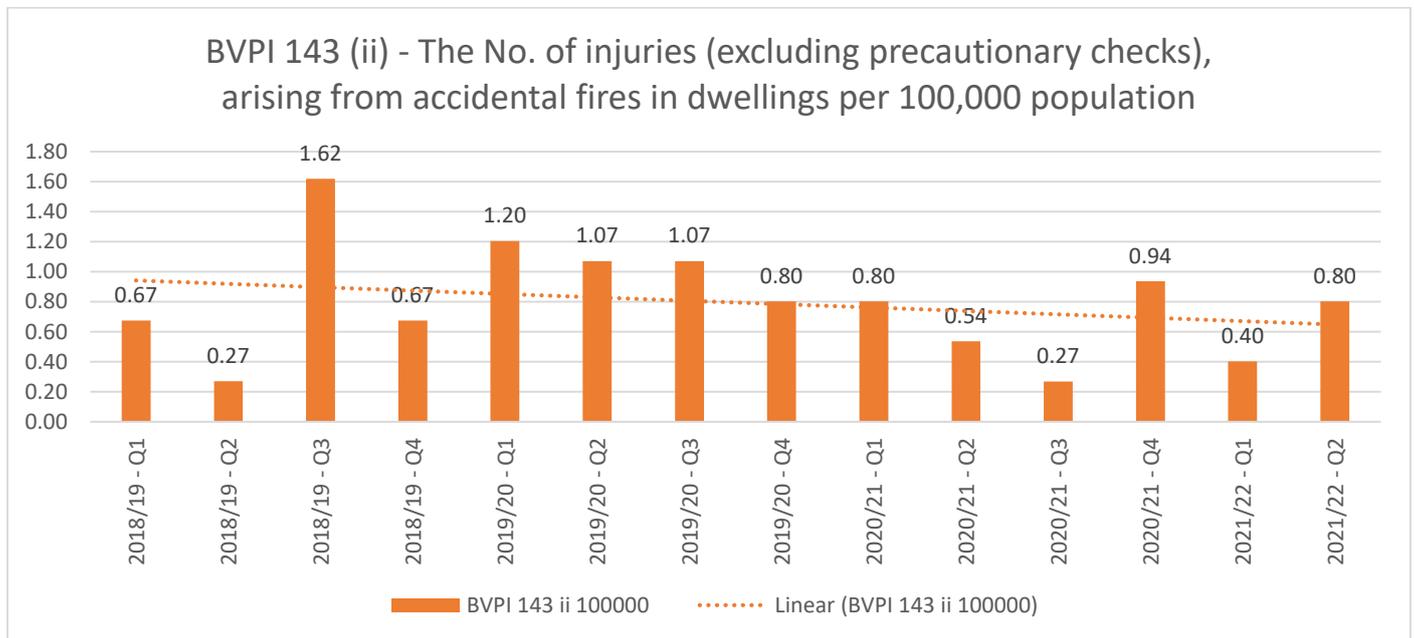
The long term trend is that deliberate secondary fires continue to reduce. After the rise in deliberate secondary fires during Quarter 1, Quarter 2 is showing improvement. Overall Deliberate Secondary Fires figures are still lower than pre-covid levels and highlight a significant improvement especially during the summer months where it is expected that these types of incidents rise.



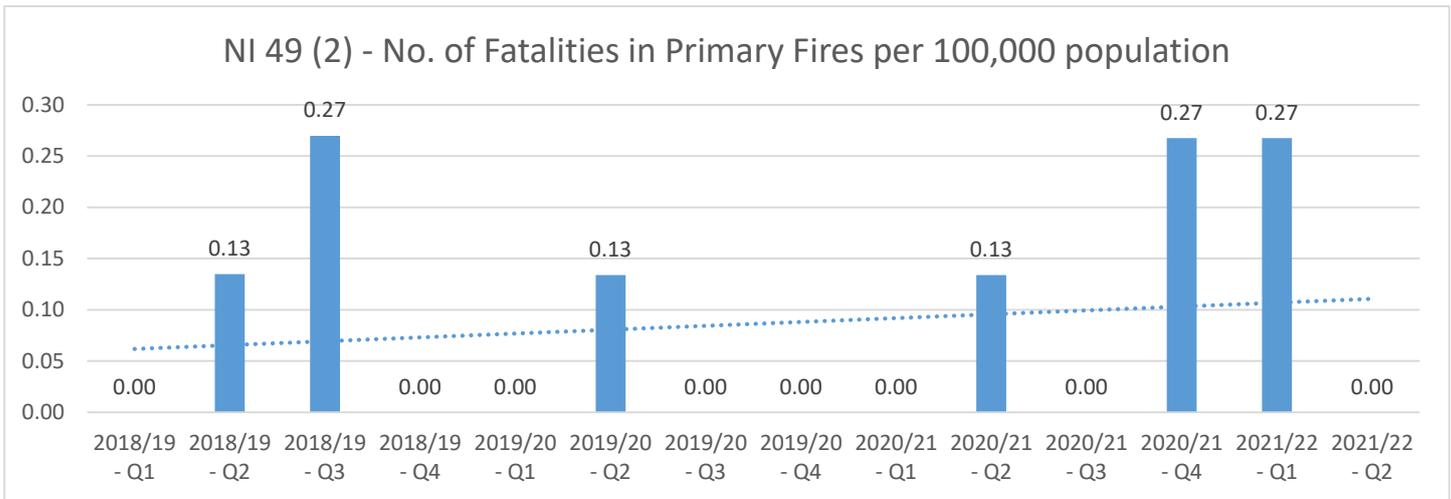
Even with a slight rise in accidental dwelling fires for Quarter 2, the number of fatalities arising from this type of incident remains low this year.



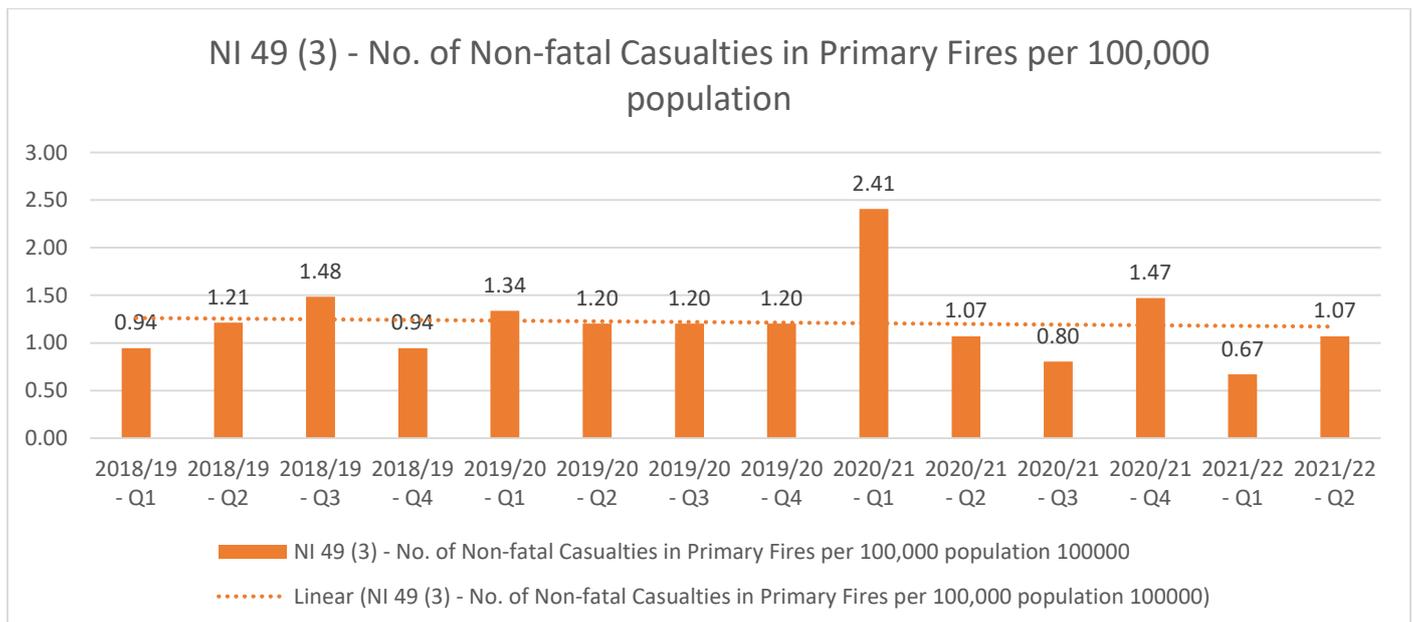
The number of injuries (excluding precautionary checks), arising from accidental fires in dwellings per 100,000 has risen during Quarter 2, however the overall incident level remains low which does contribute to the higher levels. This still remains lower than 2019/20 figures.



Number of fatalities of Primary Fires per 100,000 population. In Quarter 2 there were no recorded fatalities in primary fires. The fatalities during Quarter 1 were 1 car fire and 1 in a non-domestic premises.

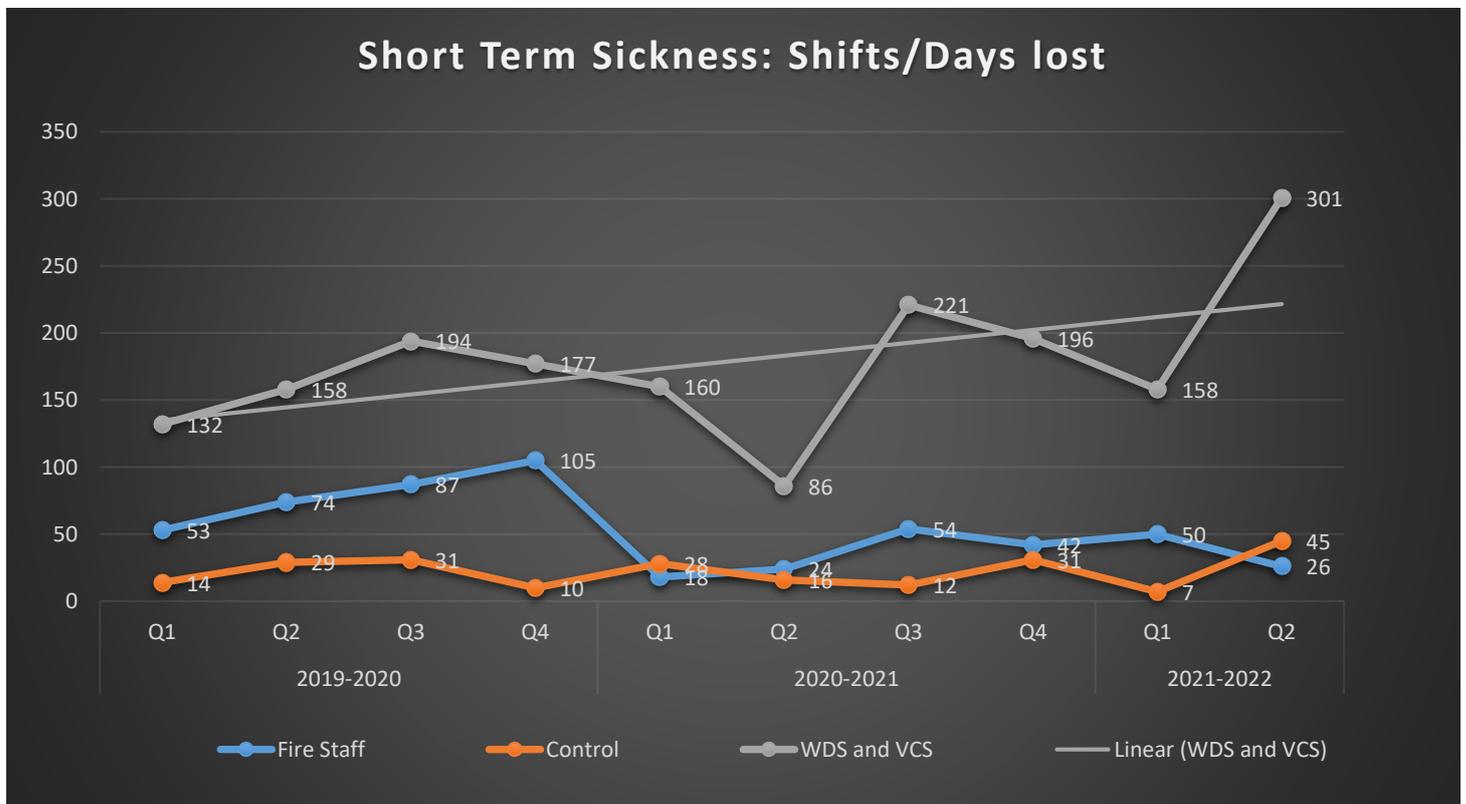
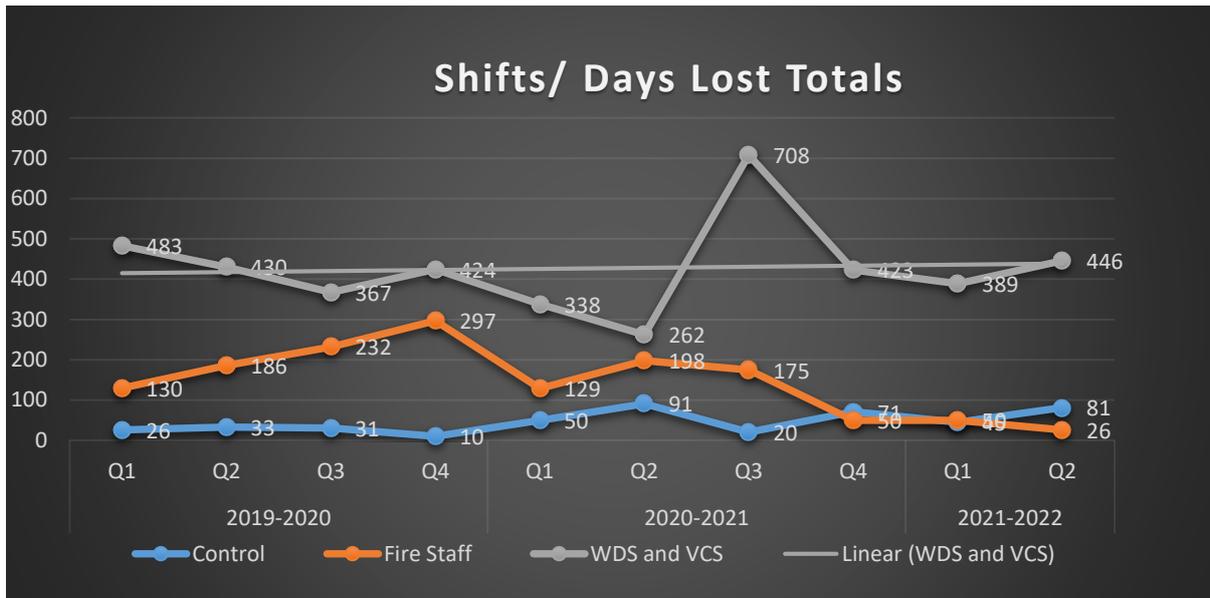


Number of non-fatal casualties in Primary Fires per 100,000 population rose slightly in Quarter 2, however this remains on par to 2020/2 Quarter 2 figures and is below Quarter 2 of 2018/19 and 2019/20.



Sickness data

Overall Staff sickness has seen some rises during Quarter 2, with WDS/VCS having the highest rise across staffing types. WDS/VCS has been impacted by short term sickness with long term sickness reducing significantly during Quarter 2. Fire Control was also impacted by short term sickness but Fire Staff saw a decrease.



Long Term Sickness: Shifts/Days lost



Prevention

In line with our the service roadmap for the resumption of prevention activities our crews had been carrying out smaller numbers of person centred visits in Quarter 1 for those people referred to us by partners. As lockdown restrictions lifted our roadmap opened up more community facing work and the resumption of direct engagement. As a result numbers of HFSVs delivered by crews in Quarter 2 has almost trebled in comparison to the first quarter.

In addition the central Home Safety Team have been able to complete more visits as there is less time spent on COVID security pre-screening.

New targets set for on call stations will further help to boost HFSV numbers in Quarter 3 towards pre-pandemic levels.

We will monitor the % of HFSVs that are H/VH risk according to our risk matrix, to ensure we balance quality of our work against quantity of visits. This % has dropped as we have introduced more post incident and direct engagement activity and we will monitor this strategy closely in quarter 3.

In addition to HFSVs, crews and the Prevention team have resumed activities around our other Prevention priorities, for example promoting water and road safety.

Prev 1	HFSVs	APR	MAY	JUN	Q1 TOTAL	JUL	AUG
O1	Total HFSVs recorded on CFRMIS including refits	174	179	205	558	347	400
O1.1	of which delivered by crew	85	104	92	281	230	276
O1.2	of which delivered by HST	89	75	113	277	117	124
E1.1	% of completed HFSVs initiated as H/VH risk according to FB136 risk matrix	91%	91%	84%	89%	70%	75%
E1.2	% of completed HFSVs delivered to non-white British Households	15%	11%	12%	13%	14%	9%

Performance Data highlights a spike in deliberate fires (in particular secondary) during April/May and summer time. This is true of previous years as well as the current year. As these spikes correlate to school holidays further mapping using tools on Resilience Direct has taken place to provide more insight into those NFRS and Police recorded incidents where young people were seen in the vicinity or running away.

This highlighted some localised clusters which have led to further exploration and partnership working. Notably intensive partnership work at Wilsons Farm Track Northampton, Void premises in Desborough and a request for partnership problem solving via CSP Community One meetings for the Kettering area which is seeing an increased spike.

Police and Fire have now produced a new joint Arson Reduction Strategy, reported at the Interoperability Board. This is supported by a joint delivery plan and actively monitored. New actions include the development of the Qlik app to produce useful data regarding police and NFRS recorded incidents but also to look at the potential to overlay with relevant anti-social behaviour and criminal damage incidents to improve analysis and problem solving. A new piece of work to identify void buildings that are high risk has also started in anticipation of more void premises in a post Covid economy and taking the learning from recent incidents involving void buildings.

Protection

The scorecard below replaces previous reported data and significantly expands on the activity undertaken by Protection. Historic data monitored only one inspection type and the number of those in high risk areas, historically sleeping. Following the revision of our Risk Based Inspection plan (RBIP), which includes the targeting of 1,721 premises over three years by the team.

Since the restart of the RBIP, as part of the Covid recovery, the team have been increasing the audit activity and the internal assessment is that we are on track to complete the RBIP as planned. The new scorecard tracks inspections under the RBIP but also inspections/active outside of the plan e.g. audits of new buildings, investigating concerns raised by 3rd parties and areas of work which is targeted to address a specific and short term priorities.

Month	SORPM2			FUPN and FUEN		
	Building Regulation Responses Total jobs	Building Regulation Responses How many within 15 days	Response rate for quarter	Enforcement Notices	Alteration Notices	Prohibition Notices
April	42	41	99.20%	0	0	0
May	33	33		3	0	1
June	50	50		4	0	0
July	26	26	100.00%	5	0	1
Aug	52	52		1	0	0
Sept	30	30		0	0	1
YTD	233	232	99.57%	13	0	3

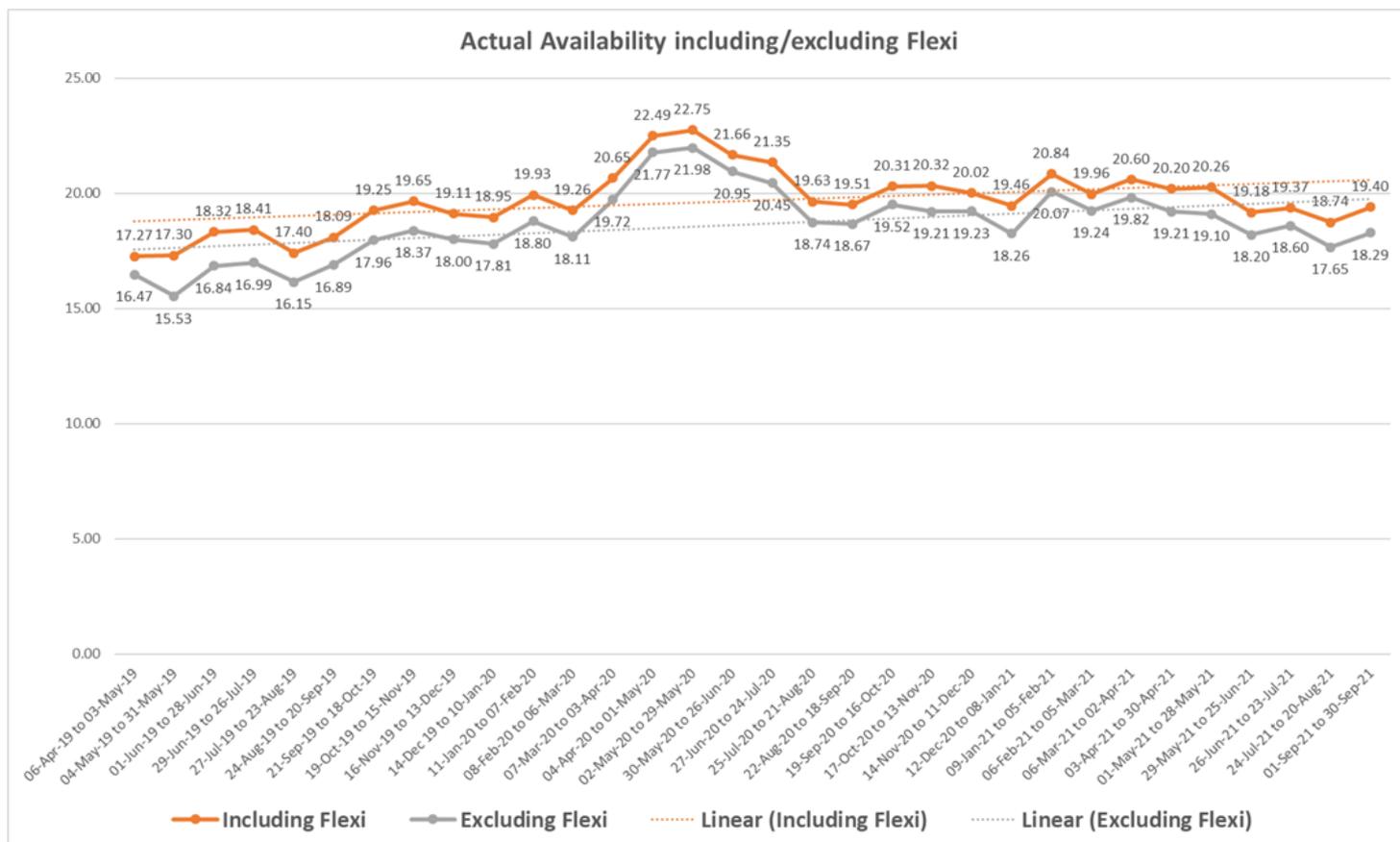
Month	LPI78							
	Total Protection inspection activity (Silhouette Statistics) BR, Planning, Enforcement etc	Number of Full Fire Safety Audits under the RBIP (RI)	Number of Full Fire Safety Audits under the RBIP (FURI)	Number of Full Fire Safety Audits that were as a result of Reactive activity (FI)	Number of Full Fire Safety Audits that were as a result of Reactive activity (FUFI)	Targeted Risk Management activity (TRM)	Number of Complaints received regarding fire safety issues	Total no. of Protective risk inspections
April	182	55	11	2	0	0	9	77
May	394	23	7	19	0	130	2	181
June	481	53	16	14	0	108	10	201
July	296	37	0	42	0	20	8	107
Aug	299	24	5	9	0	10	7	55
Sept	347	89	8	25	0	0	7	129
YTD	1999	281	47	111	0	268	43	750

Appliance Availability

IRMP 2019-2022: We will maintain a minimum of 14 fire appliances to support our strategic response capability. Availability data up to 30th September 2021.

The service percentage of time under 14 appliances has increased from 0% to 3.49% which is lower than 2019/20 (17.20%). The percentage of time under 14 appliances including flexi's is 0.54%, which is lower than 2019/20 when it was 5.11%.

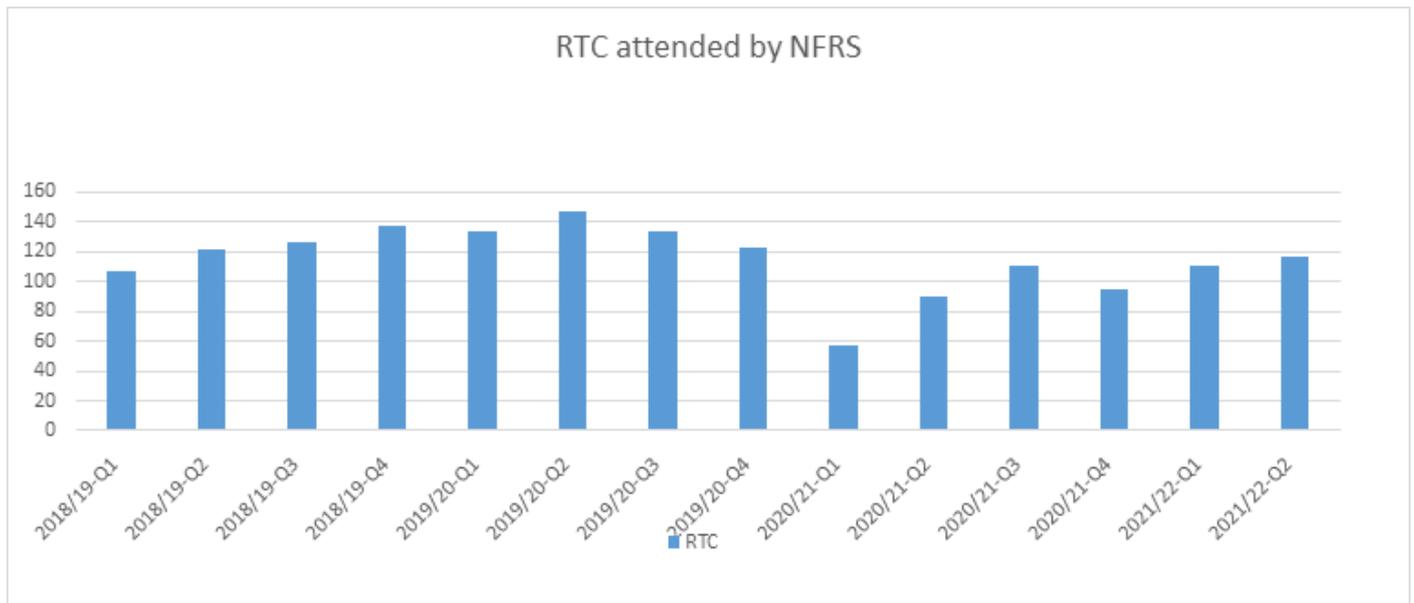
The service operates at 18 pumps+ on 45.83% of the time during August 2021, an increase of 20% compared to 2019/20 (24.87%). With Flexi's this figure is 60.35% which is nearly a 50% increase on 2019/20 where it was 39.11%.



Killed or Seriously Injured

Organisational RTC Performance Data:

Traffic levels have returned to pre-Covid levels however this has not impacted the amount of RTC's that we have attended. Although the graph below shows that RTC's have risen during Quarter 2, the overall long term trend for RTCs shows a reduction compared to pre-Covid years. The continued reduction in RTC's has also impacted on the fatalities and injuries which have been reduced by nearly 50% (Fatalities) and 32% (Injuries). NFRS Data September 2021.

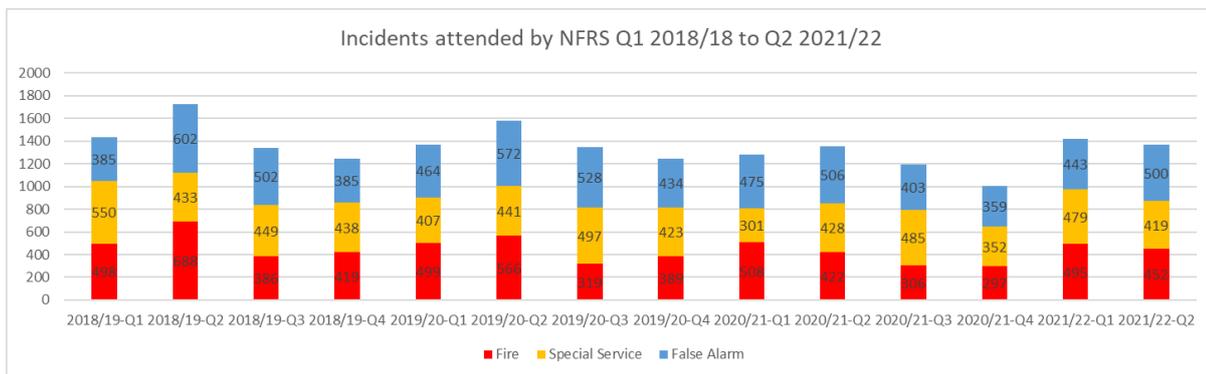


Total Incident Data.

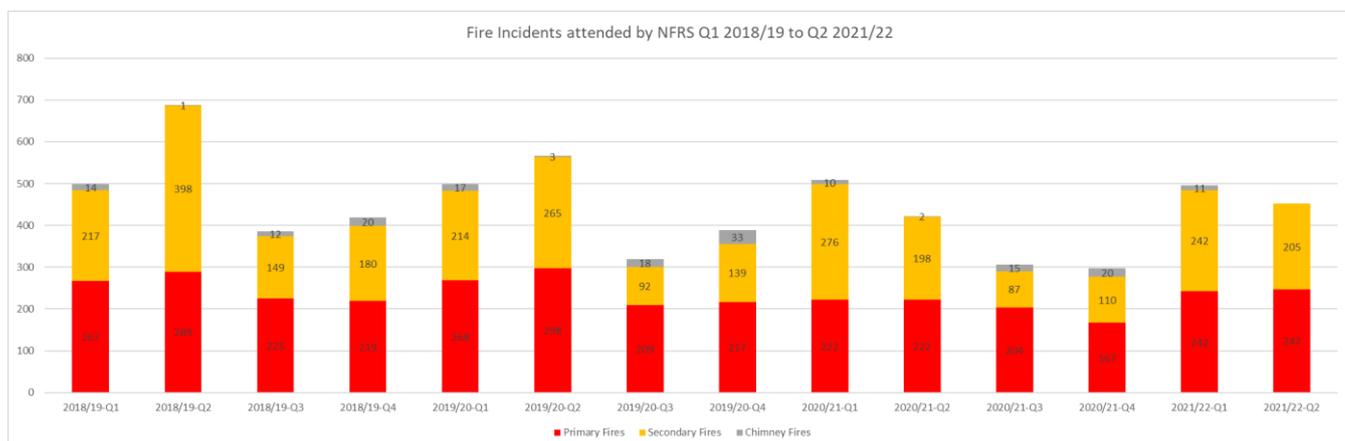
All data from 1st April 2018 to 30th June 2021.

The graph below provides a breakdown of the total number of incidents attended in Northamptonshire

The graph shows that after the increased in Fires during Quarter 1, Quarter 2 shows that Fires have reduced. Overall Fires remain lower than 2019/20 and 2018/19. Non-Fire Related Incidents (Special Services) remain lower than the previous 3 years including during covid. False Alarms have risen, however more domestic premises are being recorded as having fire alarms therefore this is a good news story as the alarms are working as expected and alerting occupiers to potential fires.



The graph below breaks down the type of fires attended. Primary Fires continue to rise slightly during Quarter 2. However this figure is still significantly lower than 2018/19 and 2019/20.



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NORTHAMPTONSHIRE POLICE, FIRE & CRIME PANEL

16th December 2021

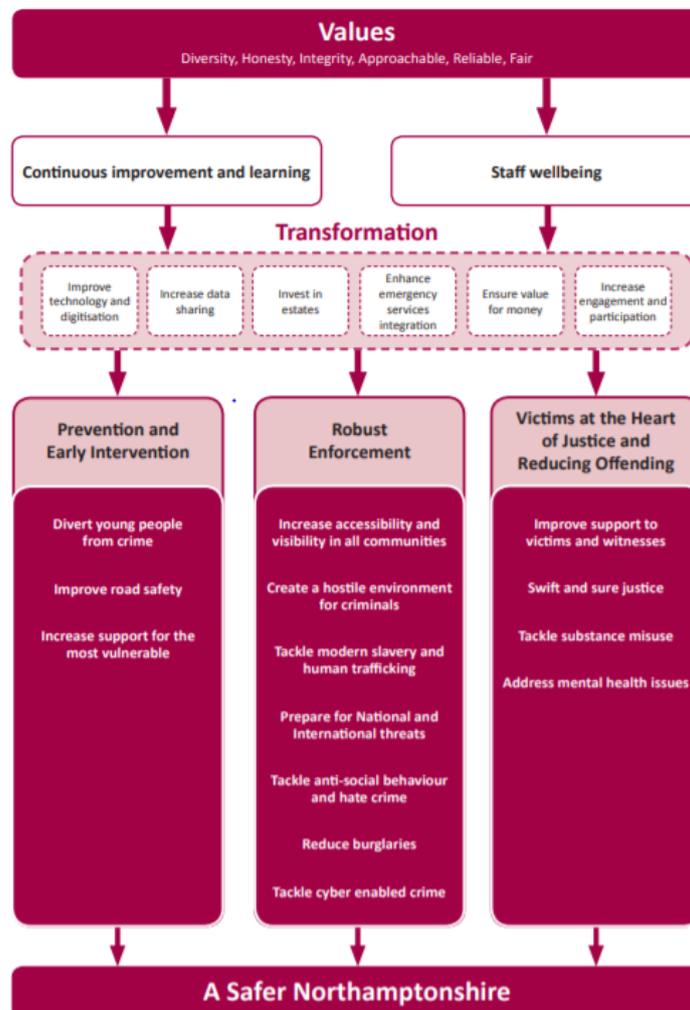
**OFFICE OF THE NORTHAMPTONSHIRE POLICE FIRE AND CRIME
COMMISSIONER
POLICE AND CRIME PLAN UPDATE**

1. Introduction

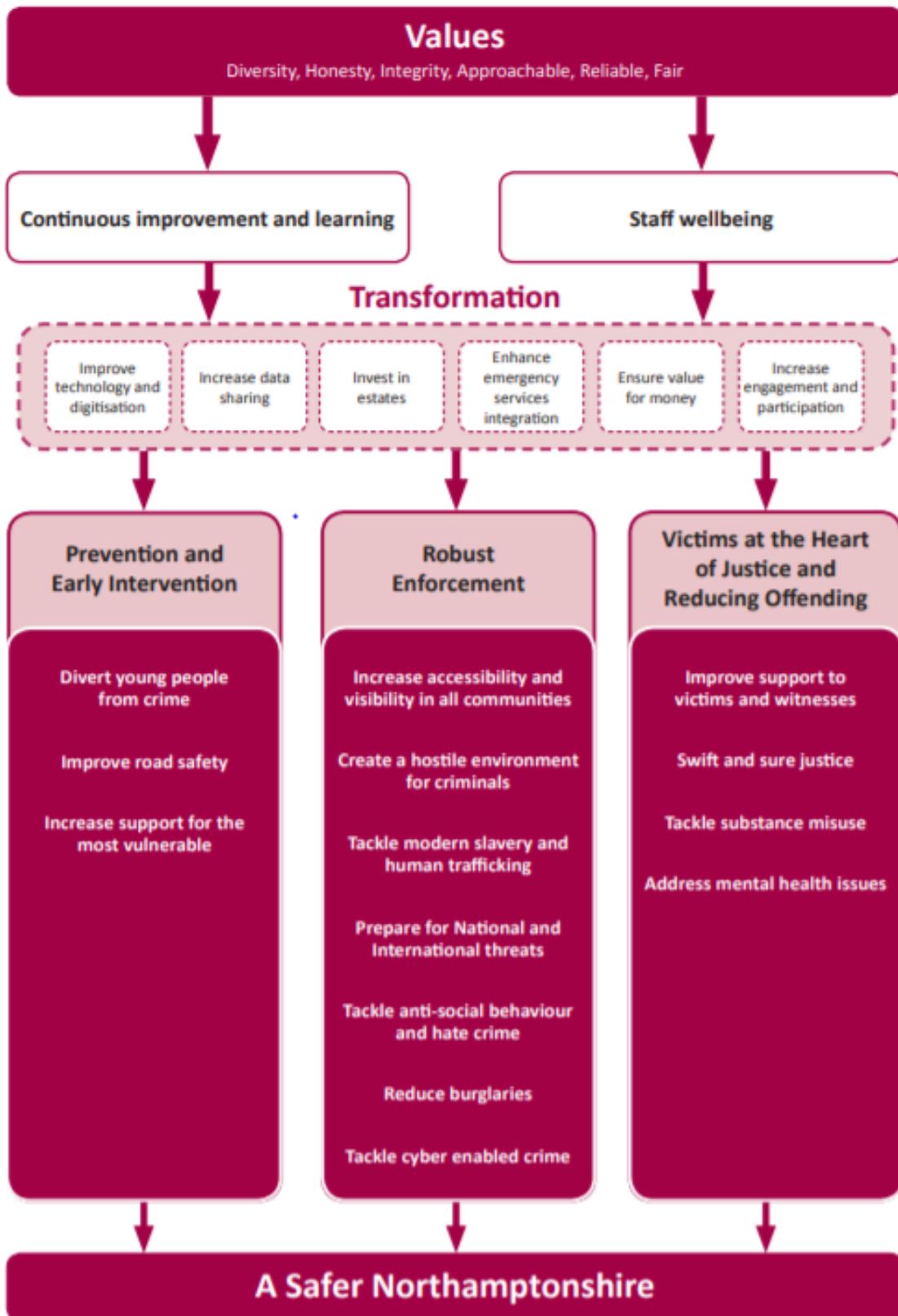
1.1 This report updates the Panel on the work of the Northamptonshire Police, Fire and Crime Commission and the progress being made in relation to the delivery of the current Police and Crime Plan for Northamptonshire which is set out in detail in appendix A.

2. Delivering the Police and Crime Plan

Plan on a Page



Plan on a Page



2.1 Transformation

2.2 Commissioner extends fly-tipping removal scheme to help landowners

A pilot scheme to support landowners with the cost of removing fly-tipping from their land and securing it against future incidents has being rolled out across the county. Earlier this year, the OPFCC established a scheme to help farmers and landowners, with a view to intervening early to prevent crime and to assist in tracking down people who are fly tipping. The pilot scheme was run in conjunction with the former East Northamptonshire District and Daventry District Councils and the Commissioner's Office will now take it forward in conjunction with the two successor authorities, North Northamptonshire Council and West Northamptonshire Council. Local authorities do not remove fly-tipped waste on private land, which is the responsibility of the landowner to clear. However, under this new scheme, farmers and private landowners can apply for a grant towards the cost of having the fly-tipped waste cleared away and to support them in putting prevention measures in place that will make the land less vulnerable to fly-tippers in the future.

Grants of up to £1,500 are available and the scheme is now open to landowners across Northamptonshire who can apply by contacting their relevant local authority. During the pilot scheme, five people received sums ranging from £500 to the maximum £1,500 to help them tackle fly-tipping on their land. This included the proper disposal of the fly-tipped waste and the installation of gates and other measures to make the affected land less vulnerable.

As well as making the grants available the 2 Local Authorities will work on these cases to identify and prosecute those that are responsible for the offences being committed. This has already seen some early success in North Northamptonshire.

Fly-tipping on private land is an issue that is frequently raised by people living in rural communities. I am often contacted by people who have been repeatedly targeted by organised fly-tippers. They face escalating costs of clearing their land and it also has an enormous impact on our environment and our ability to enjoy it. Fly-tipping is an offence and through this scheme, partner organisations are working together to tackle it, to stop it happening again and to track down the offenders. I want to create a safe environment in Northamptonshire, and I am pleased to be able to roll this pilot scheme out and support more people across the wider county.

Anyone interested in applying for a grant to remove fly-tipping on their private land can find more details and information on how to apply at:

<https://www.northantspfcc.org.uk/public-funding/grants/fly-tipping-grant-scheme-2021/>

2.3 Prevention and Early Intervention

- **Divert young people from crime**
- **Improve road safety**
- **Increase support for the most vulnerable**

2.4 Early Intervention

A key priority in my Police and Crime Plan has been early intervention which helps to keep people out of the criminal justice system and provides support. More than 900 families across the county have received support from the ACE (Adverse Childhood Experiences) Team, a project set up to provide early intervention in domestic or family related incidents. The ACE Team was set up in February 2019 and over the past two years, has helped 997 families, with a total of 1,853 children and young people.

The Team works with families in situations where police have been called to domestic incidents that are unlikely to result in prosecutions, or when they are referred by a school if a young person is at risk of exclusion, for example. Workers from the ACE team work with families to offer support to prevent issues from escalating further, including giving guidance on issues like domestic abuse, relationships, parenting, online safety, mental health and substance abuse. Their work is complemented by four specialist Domestic Abuse Support Officers, whose role is to help people in incidents where the police have been called specifically to a domestic incident regarded as low level. Since the appointment in January of two officers and a further two in June, the Domestic Abuse officers have dealt with 801 incidents, supporting 1436 children.

This team is providing a really valuable service, meeting the needs of families who, without some support, are likely to come into contact with Northamptonshire Police and ultimately, may enter the criminal justice system. This work ultimately enhances the life chances of children and young people and I believe, prevents them being involved with or a victim of crime later in life.

The information above provides an overall viewpoint of what the ACE team have achieved since their inception over 2 years ago. I have provided a latest overview of the most up to date figures for the team's performance within Appendix A detailed further below in the report. This commentary forms part of my current Performance Framework in ensuring that the delivery of services is being provided in an effective manner.

2.5 Targeted Youth Service

A key priority of our service is to divert young people away from crime and address antisocial behaviour. The Targeted Youth Service was established in January 2020. The team have developed positive networks with the Force and

within our communities which include wider agencies i.e. the local authorities and the voluntary sector. We work with agencies to ensure enough provision is available for young people with an appropriate, relevant, and meaningful youth offer incorporating places to go, things to do and someone to talk to.

Youth workers across Northamptonshire support vulnerable children and young people who are identified as being at risk of exploitation from adults and at risk of entering the criminal justice system. Since January 2021, the team have had 1926 contacts with children and young people through 647 individual detached/street based youthwork sessions in the areas of Rushden, Kettering, Irthlingborough, Kingsthorpe, Weston Favell, Corby and Wellingborough. We have completed action-based research, offered detached sessions as well as targeted work within these communities.

These sessions are designed to address the underlying causes of offending and at the same time steer children and young people away from criminality in the community. The Youth service offers bespoke groupwork and one to one packages which typically consist of 6-12 sessions with young people, focusing on issues identified by referrers or by the child/young person themselves. We seek to make a difference through early intervention. We work alongside young people who have siblings, already involved within the criminal justice system. The aim is to steer them away from risks such as challenging behaviour, being vulnerable to gangs, child criminal exploitation, and child sexual exploitation.

Since January 2021 the team have delivered an informal educative session to 322 young people. These sessions addressed young people's vulnerabilities to exploitation from gangs, child criminal exploitation and child sexual exploitation. During the final quarter of this year, the team supported 273 individuals, through groupwork and one to one intervention. The team use a nationally recognised assessment named Youth Star, to measure progress and simultaneously reduce the likelihood of further challenges. This process enables us to track and illustrate the journey young people are on. It is a nationally recognised assessment tool which measures progress and illustrates a reduction in the likelihood of further difficulties for the future. By working alongside the young person, we are enabled to capture a score at the start, middle and end of an intervention, highlighting to the young person the difference and impact an intervention has provided to them and how they have progressed.

Towards the end of during Q2 21/22 we saw the second highest number of referrals received in a quarter for one-to-one support to date. This is 27.3% of total referrals received (242) since the inception of the youth service. Despite the school summer break during the quarter, 77.8% of the referrals received (56/72) originated from schools. It has been noted that 80% of those individuals who were most vulnerable within subject matters such as 'education & learning', 'being safe' & 'relationships' began to feel more confident, noticed an improvement following interventions with the youth

service and had taken positive actions due to this. This clearly evidences the impact the group work and one-to one intervention is having in supporting young people within their communities. It allows young people to receive targeted support early, decreasing the likelihood of them having a negative trajectory and ultimately preventing them from becoming involved with the criminal justice system. This also steers them to achieve their aspirations and accomplish positive outcomes.

At the end of July 2021, we commenced the delivery of our summer programme. It specifically focused on educating young people on key issues such as: knife crime, internet safety, alcohol and drug misuse, keeping safe, antisocial behaviour and the law. For Autumn 2021, we have developed an informal education curriculum to be delivered in primary and secondary schools. This has been achieved by working with partner agencies such as the fire service and the housing team, working collaboratively to establish and effectively deliver a curriculum that will be delivered in schools for children, young people and their families. Topics covered will include online safety grooming, arson/fire safety and police stop search. In the long term this will build community resilience in neighbourhoods, creating responsibility and sustainability within the community.

Additionally, we have developed countywide contextual safeguarding gang forums to allow a collective school approach in identifying early warning signs, supporting and educating young people to be diverted away from gang involvement early on, therefore avoiding escalation into specialist services. Over the coming months we will have established targeted work which is to be offered within specific building settings; in order to have a safe and consistent environment for young people. Our ambition is to address the root causality of unhealthy behaviour presented by young people. All sessions will have a primary intensive focus on knife crime, county lines, alcohol and drug misuse and anti-social behaviour in the community.

2.6 **Youth Commission**

The Youth Commission was integrated into the Youth team this year with 26 new members and the development of 7 peer mentors. The sheer number of applications resulted in the Commission being expanded to include 15 schools-based youth commission champions. The aim is for each school champion to work within their school community on the topics chosen by this year's intake, which are water safety and healthy relationships. Partner agencies have been involved in the information sharing and addressing the identified need from the feedback provided by the young people.

Using an online platform, we have commissioned a Choices video, which effectively allows young people to make correct choices and visualise the consequences of different types of driving scenarios. We envisage that it will be incorporated into the school's education curriculum, once the platform is complete.

2.7 Robust Enforcement

- **Increase accessibility and visibility in all communities**
- **Create a hostile environment for criminals**
- **Tackle modern slavery and human trafficking**
- **Prepare for National and International threats**
- **Tackle anti-social behaviour and hate crime**
- **Reduce burglaries**
- **Tackle cyber enabled crime**

2.8 More Safer Streets funding to help make of women and girls safer

The Office of the Northamptonshire Police, Fire and Crime Commissioner has been awarded £300,000 by the Home Office Safety of Women at Night Fund to support crime fighting projects in the county. This is the third time that the OPFCC has been successful in a bid for Home Office Funding, aimed at enhancing the safety of local people and means that the county has benefitted from a total of £2.75 million to fund practical crime prevention measures in the past 18 months. The funding will be used on a series of projects to prevent violence in the night-time economy in Northampton and Kettering predominantly, including measures to target the perpetrators of harassment or violence directed at women. Plans are currently being finalised but include training and awareness for staff in licensed premises so that they can spot unacceptable behaviour and customers who are more vulnerable, and other measures to provide support to people who find themselves in difficulty during a night out. The funding will also allow work to be carried out with the University of Northampton to enhance safety of students and involve them in the development of activities that make women using the night-time economy safer.

West Northamptonshire Council and North Northamptonshire Council will also be involved in activity to create well-lit, safe routes to and from their night-time economies and the OPFCC will also add further funding to provide a vehicle that will be deployed in Northampton town centre on Friday and Saturday nights so that a host of voluntary sector groups can provide a mobile 'safe haven' to anyone on a night out who feels vulnerable or in need of support. Work has been carried out with partners including West Northamptonshire Council and Northamptonshire Police, meaning that this vehicle will be operational ahead of Christmas.

I am delighted that we've been successful in securing £300,000 to help tackle violence against women and girls. This funding means we'll be able to carry on working with our partners towards making Northamptonshire a safer place to live. Prevention is a key priority in my Police, Fire and Crime Plan. I will do everything I can to make this county a safer place – with a particular focus on the safety of women and girls – and the financial support from the Home Office

will be an enormous support in that as we work alongside the local authorities to carry out these projects.

2.9 New online mapping tool to flag 'unsafe' areas

A new online mapping tool has been launched to allow members of the public to flag areas in their communities where they feel unsafe. The StreetSafe map, launched in September by the Home Office and the National Police Chiefs' Council (NPCC) will collect data and allow police to understand specific concerns and use the information to make decisions on safety in the local community. The app provides the facility to allow people to report where they felt unsafe and why. Reports are anonymous and data gathered from this will be used by The OPFCC to identify where there are trends to enable work with both Police and Local Authorities to resolve them. I am keen for members of the public – in particular women and girls – to use the online tool to help contribute data to inform the decision-making process. The link to this mapping and reporting tool can be accessed via the Northamptonshire Police website or direct via police.co.uk

[StreetSafe | Northamptonshire Police \(northants.police.uk\)](http://northants.police.uk)

2.10 Stop Hate UK Helpline launched

A new 24/7 telephone helpline has been launched in Northamptonshire for all those who are directly affected by or a witness to Hate Crime, to report incidents and receive help, support, advice and guidance. The new Northants helpline is operated by Stop Hate UK – a national charity that provides independent and confidential support to people who are affected by all forms of Hate Crime. The provision of the helpline has been made possible by joint funding being agreed by the OPFCC, and the two unitary authorities of West Northamptonshire Council and North Northamptonshire Council. Tackling Hate Crime has been an important priority for me and I am delighted to be able to help fund this helpline. The first contact for victims of Hate Crime is vitally important and if they receive a bad response they could be lost to services and never have the confidence to report again. Hopefully this helpline will demonstrate that they can access expert support and be assured that any report they make will be robustly dealt with. The Stop Hate Line is open 24 hours a day, every day of the year on 0800 138 1625. The helpline is also available by text message on 07717 989 025 and by email to talk@stophateuk.org. British Sign Language (BSL) users can report via the interactive BSL link on our website www.stophateuk.org. Victims and witnesses can also chat on the web or fill in an online form by visiting www.stophateuk.org

People can contact the Stop Hate Line anonymously if they prefer. Where someone has chosen to give their personal details to Stop Hate UK, their trained staff and volunteers will ask who they want their details to be shared with. The charity can also share information with the police and council, with consent, to ensure that those affected by hate crime, in any way, can access the support they need.

2.11 New OPFCC funded investigator to tackle retail crime in Northamptonshire

A newly appointed retail crime investigator will help Northamptonshire businesses receive extra support to bring persistent shoplifters to justice. The specialist role, which will be filled by retired Northamptonshire Police Detective Paul Franks, is part of a 12-month trial scheme in North Northamptonshire which is being funded by the OPFCC. Under the scheme, Mr Franks will work closely with local retail firms in helping them to gather improved evidence – such as statements and CCTV footage – that can then be sent onto Northamptonshire Police so they can investigate incidents that have been reported to them. The scheme, which started at the beginning of October, will give retailers additional specialist assistance when they have been targeted and will focus on persistent and violent shoplifters who cause harm to retailers, their staff, and their communities. The new retail crime investigator will work within the Northamptonshire Business Crime Partnership (NBCP), a non-profit organisation with more than 500 members ranging from national retailers to independent traders. I am absolutely committed to ensuring we provide a valued service to all victims of retail crime. We hope this 12-month pilot will provide further reassurance to businesses that we will do everything in our power to firstly deter criminals, but also to investigate and bring swift justice to those shoplifters who do target our local businesses. I am particularly concerned about the increase in violence or threats that staff employed in this sector have been suffering nationally, and this is wholly unacceptable.

In his new position, Mr Franks will link in with the Initial Investigation Team (IIT) at Northamptonshire Police to provide evidence on lines of investigation. The Force has reviewed the service that is given to retailers reporting shoplifting, and the pilot scheme will support the new direction it is taking.

A recent survey by the British Retail Consortium found that there are more than 450 physical or verbal assaults on retail workers every day in the UK, and that retail crime results in a loss of £1.3 billion a year. And in the county, there were 2,720 shoplifting offences recorded by Northamptonshire Police in the 12 months leading up to July 2021, with a detection rate of 12.8 per cent. A review at the end of the 12-month trial will determine if detection rates have improved as a result of the pilot and the more focussed approach the IIT is taking.

2.12 Two New Neighbourhood ‘Beat Buses’

Local policing teams are now taking to the roads in two new Neighbourhood Beat Buses, helping to boost police visibility and provide easier access to local officers in towns and villages across Northamptonshire. The dedicated neighbourhood vehicles will be used for regular surgeries and community visits across the county, with one vehicle allocated to each of the North and West Local Policing Areas (LPAs). The two new Volkswagen Crafter vans, which have been funded by the OPFCC, will give greater access to policing services in some of the county’s more remote and rural communities, as well as providing a useful focal point for community engagement and targeted policing activity in

more urban areas. The investment in the new 'beat buses' is part of the wider investment in local policing which will see the number of neighbourhood constables more than double over the next 18 months. The renewed focus puts neighbourhood policing at the heart of the fight against crime, tackling problems that matter to local people at the first opportunity and being visible and accessible to local communities. I am committed to ensuring that the people of Northamptonshire receive the highest standard of policing possible, and that means policing that is close to them, that they can see and that tackles local problems at a local level. These beat buses will take local policing teams out to the public, with regular, scheduled visits around the county, particularly to the more rural and remote towns and villages. With more police than ever before, this means that the focus on local policing can be increased and the buses will, quite literally, bring police closer to the communities they serve. I believe they will be a great new tool to help strengthen trust and confidence in policing across Northamptonshire.

2.13 Carers trained to stop scammers

Fraud and online fraud are increasing in number and are crimes that can be traumatic and undermine the confidence of victims, especially if they are elderly. The OPFCC is now funding a new scheme, called Operation Repeat, that will train carers and health staff how to speak to, warn and support the elderly people in their care and help them avoid falling for scammers. Between September and December, Northamptonshire Police and Northamptonshire Trading Standards will run 12 training sessions for health and social care staff, so that they can recognise and help prevent crimes against vulnerable people. Health and care workers are trusted by the people they work with, and so well placed to pass on advice and to spot the signs if someone they work with is being scammed. The training supports the safeguarding responsibilities that health and social care workers already have – research suggests 80% of all such victims are already receiving health and social care services.

2.14 Safer Streets: crime prevention project moving ahead

Hundreds of residents in a Wellingborough estate have now received free home security products thanks to a scheme being run by the Police, Fire and Crime Commissioner. The Safer Streets scheme is investing £432,000 to fight crime in Hemmingwell after a successful bid for Home Office funding by the OPFCC. Last month I attended an event at the Hemmingwell Community Centre where I was able to meet with members of the public about the scheme and explain to them how previous Safer Streets projects have had a positive impact on residents across the county. As well as funding the free home security products, the scheme will fit new doors at 550 homes owned by Greatwell Homes in Gannet Lane and Fulmar Lane to enhance safety, with doors set to be fitted over the next few months. The OPFCC is also working alongside North Northamptonshire Council to extend CCTV coverage on the estate, with additional cameras set to be installed in the New Year. Hemmingwell is the latest community in the county to benefit from Safer Streets funding: Kettering All Saints area, Wellingborough town centre area and Northampton's Bouverie and Portland Place estates were all successful schemes in the last

round, sharing £1.4 million that was spent on physical safety improvements such as CCTV and alley gates. This means that the county will have benefited from almost £2 million of additional funding for crime prevention over the last 18 months.

2.15 Support for Northampton Town Centre businesses

A new initiative that was brought into being through the OPFCC and Northampton’s Business Improvement District (BID) working in partnership has been launched to enhance relationships between local businesses and the police. Town centre businesses in Northampton will be given the name and number of an officer from the Northampton Neighbourhood Team, who will be their point of contact should they want to speak about any issues they have on their premises. Local shop keepers and members of the Northampton BID told me they wanted better lines of communication with us. As a result, the force will ensure there is a nominated police officer or PCSO who will be the main point of contact for those town centre shops that want to sign up to the scheme. This initiative will help give business owners the confidence that a designated officer is there to support them with anything that isn’t a police emergency, such as crime prevention advice and to discuss any emerging issues in the town. By working together, we can make the town centre a safe place to trade, live and visit.

2.16 Victims at the Heart of Justice and Reducing Reoffending

- **Improve support to victims and witnesses**
- **Swift and sure justice**
- **Tackle substance misuse**
- **Address mental health issues**

2.17 Improve support to victims and witnesses

As reported to the Panel previously, organisations working with victims of domestic abuse and sexual violence applied, with the assistance of this office, for another tranche of funding made available by the Ministry of Justice this year. I am pleased to say that all local bids were successful and our total MOJ grant funding for 2021 to 2022 is outlined in the table below.

Funding Core Victim Services and Child Sexual Abuse	
Victim Services	£813,336
CSA Uplift	£60,592
Additional Needs Based Funding	
Sexual Violence Uplift	£54,901
Domestic Abuse Uplift	£116,971
Additional Funding Expression of Interest	
Existing ISVA Award	£48,500
New ISVA Award	£0
New IDVA Award	£107,956
TOTAL	£1,202,256

2.18 Swift and sure justice

Since March 2020, the Local Criminal Justice Board which I established, and chair continues to draw key criminal justice agencies together to draw up a coordinated response to the COVID pandemic which has had a significant impact on the operation of the local Criminal Justice System. I have continued to both support and challenge Her Majesty's Courts and Tribunal Service (HMCTS) to work differently in order to reduce the backlog of court cases which has been exacerbated by the pandemic. Although the situation is easing the backlog is still impacting upon victims and witnesses who are facing long waiting times for their cases to be heard. This year I have made a substantial investment in refreshing the Integrated Offender Management scheme in Northampton. This is a multi-agency project involving the Force, Probation, The Third Sector, and both Local Authorities. The aim of this scheme is to offer support to those prolific offenders who wish to change whilst tightly monitoring and 'gripping' those who do not. I and my team are engaging with the Director and other senior staff at HMP Five Wells in Wellingborough, which is about to become operational.

2.19 Tackle substance misuse

A further £240,000 was allocated towards Substance Misuse Treatment and Recovery Services this year. These funds are pooled with the Local Authority treatment budget which is administered by North Northamptonshire council on behalf of the whole county. In addition, Northamptonshire has been awarded additional Home Office Grant funding to tackle substance misuse amongst our local homeless population. Probation have received a funding uplift and now contribute to the funding of substance misuse treatment. The OPFCC has been instrumental in commissioning a range of out of court disposals for low level offenders, ensuring that appropriate offenders can be conditionally cautioned to attend a rehabilitative programme, for example for domestic abuse offending, drug or alcohol offending and a special programme for female offenders. COVID has meant that some providers of these programmes have had to change their delivery model, to online rather than face to face courses; but these are now returning to normal.

2.20 Address mental health issues

Northants is a test bed site for Mental Health Treatment Requirements, and the work undertaken here has gone on to shape national thinking on how best to deliver mental health (and subsequently other) treatment as part of a court order. I have provided additional funding for this scheme and early evaluations of this work have identified very significant positive outcomes. I have provided additional investment this year in Op Alloy which will see mental health nurses working closely with the Force, providing advice and support both in the Force Control Room and in Response vehicles. This doubles the capacity and extends the service to 3am which improves the quality and appropriateness of our response to those with mental health needs

3. Holding the Chief Constable to account

3.1 The Police Accountability Board supports the PFCC in exercising his statutory duties of holding the Chief Constable to account for the performance of Northamptonshire Police and forms part of a wider ranging programme of assurance across the breadth of policing activities.

3.2 The Board scrutinises areas of concern in relation to performance and service delivery at a strategic level and allows for open and constructive discussions between the Force and the OPFCC in respect of strategic budget setting, medium term financial planning and other matters requiring ongoing levels of assurance.

3.3 Accountability Board Meeting 14th September 2021

3.4 Positive Outcomes

In January 2021 the PFCC received an update from the Chief Constable at an relating to positive outcomes. The Commissioner expressed his concerns about progress being made in relation to the improvements in these. At that time, it was agreed that an update would be provided at the September meeting. The PFCC therefore requests an update on the progress that has been made since over the current year to date and last 12 month rolling data for positive outcomes for the following crime types.

- All Crime
- Burglary
- Rape and serious sexual offences
- Violence
- Domestic Abuse
- Knife Crime
- Shoplifting

The PFCC was provided with some reassurance that the Force understanding of the gaps in positive outcomes was getting stronger and that overall, there was some improvement being seen in positive outcome rates, but this was slow and slower than he would like to see. The PFCC made his concerns clear to the Force Chief Officer Team that his expectation was that this progress needed to be maintained and while there were clear improvements being made the public expected the police to undertake effective investigations to try to bring offenders to justice, when they became a victim of crime. The PFCC was supportive of the Force having a proportionate investigation policy but remained concerned about the level of positive outcomes and evidence of poor application and management of the policy that he wanted to see addressed.

3.5 **Firearms Licensing**

The PFCC requested an update that outlined the workload of the firearms licensing department and how this might have changed over the last 3 years. The update included the average times taken for all applications, renewals and other licensing activity and how this has changed over 3 years. He also wished to be updated on the recovery plan to rectify the identified issues with clarity over the ambition for timescales for firearm processes and for clearing any existing backlogs to achieve these. The PFCC welcomed the overview presented to him of how the firearms and shotgun licensing regime worked. He was reassured that the process for granting certificates was robust within Northamptonshire Police. He was supportive of the approach undertaken during the COVID pandemic, prioritising renewals of existing certificate holders, over and above new grants or variations. The PFCC recognised that this approach, along with some staffing issues, had led to a backlog in work and some unacceptable delays in processing these applications. The PFCC was assured that there was a robust recovery plan in place to clear this backlog and was informed by the Force that the backlog would be back to pre-Covid pandemic 2018 levels by the end of 2021.

3.6 **HMICFRS report into police response to DA in pandemic**

In June 2021 HMICFRS published their thematic report "Review of policing of domestic abuse during the pandemic 2021" This report contained three recommendations, all directed to forces. The PFCC requested an update a report that outlines the three recommendations and the actions taken in respect of these by Northamptonshire Police. The PFCC was provided with a detailed overview of how the Force had responded to the recommendations made by HMICFRS in this inspection report. The report was a national thematic report and did not relate specifically to any Force. The PFCC was assured in relation to the recommendations contained within the report that they had been completed in Northamptonshire.

3.8 **Accountability Board Meeting 9th November 2021**

3.9 **Force Strategic Priorities** - The Chief Constable has adopted a suite of performance measures and targets relating to Force matters of priority. The Commissioner requested an update that shows performance against these measures and targets. The Commissioner recognised the improvements that were being made in some areas but challenged the Force about the pace of progress in others. The Commissioner will write to the Chief Constable with regard to some of the Forces 'Matter of priority' targets set by and agreed with the Chief Constable for 2021/2022. In terms of 'Response times' the Commissioner reiterated that where a target or measure had been agreed and was not being met, there was a need for a greater understanding of this, to be able to explain this should he be asked to do so.

3.10 **Deployable workforce** - Over recent years Northamptonshire Police has benefitted in significant growth in Police Officer numbers both through PFCC local precept arrangements and via the national uplift programme. The Commissioner wishes to ensure best value is being achieved through these additional investments. As such, the Commissioner requested an updated highlighting the establishment and strength in relation to police officer numbers. The update included detail about numbers, and the breakdown of those that are on recuperative and restricted duties and the number of resources that are available for the full duties of a police officer. The Commissioner was assured that officers on restricted duties were being appropriately tasked with other policing duties. He was pleased to see that local Commanders were taking responsibility for the effective use of restricted officers rather than HR department staff. He was further assured that whilst there was more work to do, the Force had, and were implementing better and more robust procedures to identify and regularly review the status of such staff.

3.11 **Fleet accidents** - The Commissioner requested an updated outlining the numbers and rise in fleet accidents and damages over the last twelve months but focuses on what the Force understanding is of the reasons for accidents and what action is being taken to reduce these given the potential effects on budgets. The Commissioner thanked ACO Bullen and the Joint Fleet and Logistics manager for the enhanced use of data, that had led to a much more focused and improved understanding of the use of the fleet, as well as accident data and information. While the data showed some areas of concern, changes were in train that improved safety of staff and the public, as well as reducing costs and creating greater capacity within the Force fleet. The improved use of data was welcomed

4. **Summary of PFCC Decisions taken**

- Decision Record 234- Pension Immediate Detriment requirements
- Decision Record 235- liquid fuels contract
- Decision Record 236- CCTV System Upgrade
- Decision Record 237- Stationary Contract Extension
- Decision Record 238- Safer Streets Grant Scheme CCTV Provision
- Decision Record 239- PPM & Reactive Electrical Work
- Decision Record 240- Target Hardening and Door Replacements
- Decision Record 241- Voice Contract Variation
- Decision Record 242- Language Services
- Decision Record 243- GPS tracking
- Decision Record 244- ANPR Funding

- Decision Record 245- Procurement Posts
- Decision Record 246 – ANPR Car Kits and Rapid Deployment Equipment
- Decision Record 247 – Pensions MoU
- Decision Record 248 – Pexip Conferencing System
- Decision Record 249 – fotoware licences
- Decision Record 250 – Force Vehicle purchases

5. Recommendations

- 5.1 That the Northamptonshire Police, Fire and Crime Panel considers the content of the report and its appendix.

Stephen Mold

Northamptonshire Police, Fire and Crime Commissioner

The table below provides a latest assessment on some of the key priority areas which form part of the Police and Crime Plan. The Performance Framework allows for a robust, wide ranging assurance to take place. Ensuring that outcomes are on track and to articulate whether the delivery of services are being providing in an efficient and effective matter.

Measures are being reviewed on a continual basis and latest commentaries on each priority area will be provided within this report on a quarterly/annual basis.

Police and Crime Plan Performance Framework Q2 21/22 Update

Intervening Early & Preventing Crime		
Plan Priority	Key Outcome	Commentary & Assessment
Road Safety	Reduce KSI	<p>KSI incidents remain low with 158 incidents recorded over the last 12 months. This is a 16% reduction in comparison to the previous 12 months and 40% reduction from 3 years ago. Contributing factors to the lower volumes will be linked to the reduction in travel in lockdown restrictions.</p> <p>15 fatalities over the last 12 months, this is 4 less than volumes recorded the previous 12 months, but in line with volumes recorded 3 years ago. The last 12 months has seen on average 3.75 fatalities a quarter which is below the average taken from the previous 12 months (4.75).</p> <p>With traffic returning to pre-pandemic levels, FPNs issued for speeding has seen a 12 month increase of 22.4%. During the quarter, the Safer Roads team at Northamptonshire Police carried out a traffic survey which found that a high proportion of drivers were exceeding the 30mph limit. Temporary vehicle activated signs (VAS) were initially installed to remind drivers of the speed limit, which has been followed up with visits from the mobile enforcement team.</p>
Domestic Abuse	Respond effectively to domestic abuse	<p>At the end of Q2 21/22 domestic related incidents remain within forecasted volumes. There was a small increase seen nationally over the period, however the force has seen a higher increase than the national trend. Over the latest 12-month period, domestic incidents accounted for 7.8% of all incidents which is higher than previous years which averaged at 7.2% of all incidents. HMICFRS CDI inspection data provides some assurance that these incidents are being recorded correctly.</p> <p>At the end of September 2021, response times to domestic abuse incidents continue to be an issue across the force, which is as a result to higher workloads in general. Grade 1 Urban times have remained stable (00:12:41), however Grade 1 Rural</p>

		<p>(G1R) incidents remain a significant concern to the force, especially the West LPA. The 12-month rolling average for G1R at the end of September 2021 was 00:16:32 (00:16:15 in Q1) and continues to be above the forces local 21/22 baseline target of 00:16:03.</p> <p>The forces target of increasing the arrest rate for DA crimes to at least 30% continues to be met. Based on the last 12-months, the arrest rate was 30.7% at the end of September.</p> <p>Positive Outcomes remain stable at a higher level than previously. The latest 12-month period shows the resolution rate currently achieving 12.5% (previously 11.3% at the end of Q1 21-22) and is above the baseline target set by the force of 10.7%.</p>
Children’s Safety	More children are safeguarded	<p>In Q2 21/22, the volume of crimes flagged using a CSAE element has seen decreases in comparison to previous months and is in line with regional peers. As of September 2021, the latest 12-month period has seen an increase of 7.6% in comparison to the previous 12-month period for volumes of sexual offences with a child victim.</p> <p>During the quarter, the force carried out an audit on Child Concern PPNs for crime recording compliance. The audit found that improvements are required in reporting offenses such as child neglect being recorded in multiple circumstances. This audit activity is set to continue by the force in the coming months where the force will focus on measuring the households experiencing neglect rather than the victims. This should remove any issues around multi child households.</p> <p>The positive outcome rate for child sexual offences remains stable with 8.9% reported in September 2021 and 8.4% over the current 12-month period (8% at the end of Q1 21/22).</p> <p>At the end of Q2 21/22, the demand from missing children has remained stable and has not seen further increases after being in exception at the end of Q1 21/22. At the end of September 2021, the last 12-month period is showing an increase of 5.9% in comparison to the previous 12-month period in relation to the volume of missing children reports. Child Sexual Exploitation (CSE) missing risk demand has seen an overall decline during the quarter.</p>
Youth Service	Reduction in the number of young people who are not in education, training or employment (NEET)	<p>The team received 72 referrals during Q2 21/22 which is the second highest number of referrals received in a quarter. This is 27.3% of total referrals received (242) since the inception of the youth service. Despite the school summer break during the quarter, 77.8% of the referrals received (56/72) originated from schools.</p> <p>The team are currently working with 24 individuals who are either not in education, training or employment (NEET) or at risk of being so. This equates to 9% of all youth service referrals to date and continues to increase quarter on quarter as the team continue to establish working relationships with several schools across the county.</p>

		<p>With the new school year well underway and with the service able to continue with group work & 1:1 interventions, NEET referrals are expected to increase quite significantly over the coming quarters. Designated Safeguarding leads in each school within Northamptonshire, continue to be made aware of the NEET services offered by the youth team and will continue to branch out into new areas within the county. Initiating and leading the development of contextual safeguarding meeting has resulted in schools referring young people earlier for support.</p>
Youth Service	Improvement in behaviour and capabilities of vulnerable young people	<p>During Q2 21/22, the youth service had 1,310 interactions with young people around various areas of the county through detached work and have now had interactions with over 5,700 young people since January 2020. This has included delivering 647 individual detached sessions to date (82 in Q2 21/22), targeting interventions such as emotional wellbeing, forming positive relationships, staying safe & gang awareness to name but a few.</p> <p>The service currently has 5 'live' detached projects running across the county; this includes a longer term detached provision in Wellingborough. This project specifically focuses within the areas of the Hemmingwell & Queensway where the team, through collaborating working with the force, focusing on community engagement as part of Operation Revive. This includes working closely with schools, young people & the force within these communities.</p> <p>As previously stated, the team are using 'My Star' to enable the service to track & monitor the journey and progress a young person is on. This is a strength-based approach which allows the team to monitor progress at the midway and at the end of an intervention with the team. Groupwork & 1:1 interventions are now continuing, with good progress being made, especially to those individuals who have completed their intervention with the team. This has been demonstrated with 80% of those individuals who are most vulnerable within subject matters such as 'education & learning', 'being safe' & 'relationships' feeling more confident & noticed an improvement following interventions with the youth service and positive actions the individuals have taken.</p>
ACE Team	Reduce & influence the need for higher cost services	<p>Q2 21/22 saw 75% (59 cases) of all referrals from the local authorities accepted by the ACE team, this is slightly below the team's 12-month average of 76% and the 4th quarter in a row where acceptance levels have been above 70%.</p> <p>In Q2 21/22, the ACE team directly supported 78% (46 cases) of all 'accepted' referrals. The remaining 22% are either awaiting to be triaged or have been escalated to higher need services following new needs being identified by the team.</p> <p>As previously reported, the ACE team's work has now been complemented by specialist domestic abuse (DA) support officers, who continue to receive high referral demands. Since its inception in January 2021, 673 incidents have been assessed as suitable and allocated to be supported by the DA ACE team. 42% of all referrals occurred during Q2 21/22 (281).</p> <p>At the end of Q2 21/22, 1,219 children have been supported, 41.9% of these (511 children) were supported during the quarter. In total, 58% of cases were offered advice & assessed as not needing further support. 9% were provided direct</p>

		support by the ACE team & 18% were referred to specialist services for further support. Without this support provided by the ACE team, these families are likely to come into contact with the police and may enter the criminal justice system.
ACE Team	Reduce the likelihood or impact of adverse childhood experience	<p>To date, out of the 655 'accepted referrals' closed, 82% (536) were closed with all presenting needs having been met following ACE team support. This appears to be on an upward trend and has improved slightly from the previous quarter were 81% with all presenting needs been met.</p> <p>In Q2 21/22, 68% of all cases which closed during the quarter had their needs met or were escalated to higher needs services. The remaining 32% were not worked by the team i.e., support declined by the family or has been triaged to other appropriate services.</p> <p>There is an upward trend with the number of cases that have 'mental health & emotional wellbeing' as the main presenting issue; this amounted to 27% of all cases which opened in Q2 21/22. This is a significant increase in comparison to 4.3% in Q4 20/21 & 17% in Q1 21/22.</p>
ACE Team	Improve families in their situation and/or ability to deal with it	<p>The ACE team started a family feedback project which initially ran from January – March 2021. The project aimed to provide qualitative feedback about the service & most importantly to find out if the families felt they were more able to use the skills & techniques offered to reduce the likelihood of a similar incident reoccurring. The pilot has now been made business as usual with all families approached to provide permission to give initial feedback on the support, they have received from the ACE team & an agreement to contact them within a 6-month period.</p> <p>Feedback will be used to develop the service & make service improvements where required. Qualitative feedback will allow the ACE team to meet the dynamic needs of our communities & enables the team to offer further support if the family felt they are not maintaining change or are experiencing additional difficulties.</p> <p>During Q2 21/22, 32 families provided feedback, where 50% confirmed they felt their situation wouldn't have changed without ACE support; however, 6 months after the ACE intervention, 69% felt their family were now in a better place. The remaining felt some improvement has been made (22%) or felt there had been no improvement made (9%). Finally, 78% of the families scored the ACE support 10/10, with the remaining scoring the service between a 7 – 9.</p> <p>Feedback will continue to be collated on a monthly basis. Key measures include tracking reduced demand on police call outs & improved school attendance (where applicable). These will be captured at the 6-month feedback review, thus allowing more time to have elapsed & longer-term outcomes to be evidenced. The first 6-month review will take place in December 2021.</p>

Fight Crime & Protect People		
Plan Priority	Key Outcome	Commentary & Assessment
Officers on the Frontline	Public feel that police are more visible	<p>Neighbourhood Officers time spent outside of stations continues to hover just below the 60% target, however, is on an upward trend. Q2 saw officers spend 58.9% (57.5% in Q1) of their time outside of stations and 58% over the 12-month period which is an improvement from the 56.7% recorded at the end of Q1 21/22. This has been a matter of recent discussion with the Chief Constable and my desire to see this increase or reasons for not doing so well articulated, so we are jointly able to consider additional strategies or requirements such as technology provision.</p> <p>At the end of September 2021, the median time for all Grade 1 Urban incidents was 12:13 (11:44 at the end of Q1 21/22). This is 5.9% slower than the same period last year (11:45). The 12-month rolling average was 11:46 where the force are achieving the national target of 15 minutes. At the end of September, the 12-month rolling average for Grade 1 Rural incidents is currently at 15:00 (14:54 at the end of Q1 21/22) which is 5 minutes below the national target of 20:00.</p>
Officers on the Frontline	Public feel that police are more accessible	<p>88.7% of all 999 calls were answered within 10's in the quarter and the rolling 12-month average is currently at 88.4%. By September this had increased again to over 89%. July 2021 saw the highest volume of 999 calls into the force on record. This increased demand saw only 83% of calls handled within the national target of 10s, however demand fell to more typical levels of demand during August & September where 90.2% of calls were handled within the national target.</p> <p>The average answer time for 999 calls during the last 12 months remains at 2 seconds and has done for the past 2 years. The average answer time for 101 (triage) calls for the quarter was 4 seconds; this remains stable.</p> <p>At the end of Q2 21/22, FTE stood at 1,401 (1,420 in Q1 21/22). The force is currently below its quarterly target of 1,408, however this is in line with revised predicted levels as it was agreed between the Chief Constable & the PFCC for recruitment events structured to take place towards the backend of 2021. This will enable numbers to catch up and exceed again by the end of the financial year; where the force remains confident that the target to recruit over 1,460 police officers by the end of March 2022 will be met.</p>
Neighbourhood Watch	Public feel supported with interventions available	<p>Currently 1,100 registered schemes in Northamptonshire, which continues to cover approx. 40,000 households and the scheme continues with aspirations to grow further in the county. My office continues to support NHW with funds to attempt to increase its footprint in higher crime locations.</p> <p>As part of our successful Safer Streets Round 2 bid to make the Hemmingwell estate safer, during the quarter we have delivered around 100 free enhanced security packs to residents within the estate and will replace in the region of 270 rear</p>

		doors. We have secured match funding from Greatwell Homes to replace front doors at the same time to further improve safety and security. The security pack includes specific crime prevention products such a selection of house, window & driveway alarms, plus shed & bike locks. This is one of several crime prevention interventions which the local community in the Hemmingwell will benefit from. All interventions (including new CCTV cameras) will be in place by the end of March 2022.
Neighbourhood Alert	Public feel informed	At the end of September 2021, membership currently stands at 23,323 and has increased slightly by 1.5% over the quarter. PCSOs continue to encourage localised sign up when out on patrol, this was especially the case in Northampton where local PCSOs increased the membership by 210 whilst out in their beat area. This will continue to be emphasised to PCSOs across the county to encourage take up as part of their daily engagements.
Victim Satisfaction	Confidence of victims in the system	<p>At the end of June 2021, a quarterly comparison was made to show the opinion of the police & confidence from domestic abuse (DA) victims. The analysis showed that 83.8% of DA victims felt safer as a result of contacting the force & 89.1% felt the force cared about them. These scores have increased since the previous analysis in Q4 20/21.</p> <p>The analysis also showed that 93.1% would recommend contacting the police to others & 91% felt confident contacting the police again.</p> <p>Due to the pandemic, all in-home face-face surveys for the Crime Survey for England & Wales (CSEW) were suspended in March 2020. This meant a shortened telephone-operated survey was set up to enable estimates of crime victimisation.</p> <p>The ONS have recently announced that a reintroduction of face-to-face interviews are to commence during Q3 21-22. This will enable a return to full topic coverage for the CSEW, where they are aiming to complete 15,000 – 17,000 interviews nationwide by the end of March 2022 with the publication of results during Q1 22/23.</p>
Victim Satisfaction	Increased victim satisfaction	Survey reporting still currently behind schedule due to the pandemic. The latest victim satisfaction report is up to July 2021. In July 2021, 85.3% (81.1% in February 2021) of burglary victims stated they were satisfied and the 12-month rolling average has maintained over the 80% target since it was first established in November 2020. The current 12 month rolling average is 81%. Victim satisfaction for domestic abuse was 93.8% in July, with the 12-month rolling average currently up to 89.9% (89% February 2021). Overall satisfaction for all crime is 76.2% (12m rolling), which is a decrease of 0.4 in comparison to the same period last year (76.6%).
Serious Sexual Offence	Respond effectively to serious sexual offences	Recorded levels of rape over the last 12 months have increased by 7.2% and the force saw continued higher levels in September. This is also the case nationally, where rape offences are above the 2019 & 2020 levels and are forecasted to remain high. Serious sexual offences have also seen a 7.8% increase in volume over the last 12 months & are on an increasing trend for both LPAs.

		<p>The force remains an outlier against its peers and are ranked 8/8 within their MSG for recorded offences for rape & serious sexual offences. However, there are signs that the force are closing the gap and have improved their national ranking of 2 places since Q1 21/22 (39/43). Reassurance can be provided through audit that recording compliance is good.</p> <p>The force continues to make strides with their positive outcomes for rape & serious sexual offences (RASSO). At the end of September, 8.4% of RASSO crimes were positively resolved (7.6% in Q1 21/22) and remain high compared with peers. The force is currently ranked 4th in the MSG & 23rd nationally. The pandemic is having a knock-on effect with the length of time the criminal justice process is taking. This is also the case nationally.</p>
Violent Crime	Reduction in levels of violent crime	<p>Violence against women & girls (VAWG), very much a national focus for the government & will continue to be so over the coming months. My office was once again successful in securing Home Office funding (more than £500,000) for the Safer Streets round 3 initiative and an additional £300,000 in the Safer Women at Nights (SWAN) fund. Round 3 is aimed at helping woman and girls feel safer when out and about in bust centres and public spaces. Northamptonshire’s bid, written by OPFCC but submitted by West Northamptonshire Council, will be used to deploy several interventions, including additional CCTV coverage in the Racecourse & Becketts park in Northampton. The SWAN fund is specifically related to the night-time economy.</p> <p>The last 12 months have seen recorded levels of violence against the person increase by 5.6% in comparison to the previous 12 months and are returning to pre-pandemic levels. 66% of all stalking & harassment victims are female and in the last 12 months there has been a decreasing trend in all recorded volumes of stalking & harassment offences with levels gradually decreasing to levels seen prior to COVID.</p> <p>I have recently convened a workshop with key partners across the County aimed at ensuring a joined-up approach to tackling knife crime. This was well received, and I look forward to being able to provide additional details to the panel in the future.</p>
Alcohol Fuelled Crime	Reductions in alcohol linked violent offences in night-time economy	<p>Since the reopening of the night-time economy during the summer period, the force have increased numbers of officers working in town centres across the county, this included further patrols as the start of the new university term in Northampton.</p> <p>There have however been increased reports of people who believe their drinks have been spiked during nights out in Northampton. During September there were a number of alleged drink spiking across 9 different venues within the town. As a result, the force has launched Operation Kalon to investigate & are repeating their reminder that drink spiking is a crime. This involves working closely with licensing partners, alongside trained door & venue staff. This will be continued to be monitored.</p>

<p>Drug Dealing</p>	<p>Positive activities in reducing street level drug supply</p>	<p>Drug trafficking demand remains relatively stable and continue to have successes through proactive policing. Throughout Q2 21/22, cannabis grows continued to be a force priority where the force continue to discover more grows and generally responding well to intelligence. Following the success of the County Lines Intensification week during Q1 21/22, the force continued to disrupt local drug lines during Q2 21/22. The county remains 5/8 in MSG; however, the force are moving further away from the MSG average (12.5% above the average, 11% in Q1 21/22).</p> <p>During September 2021, as part of an operation (Operation Serpent), over a dozen members of an organised crime gang which supplied drugs in Kettering & exploited children were imprisoned, this was as a result of one of the biggest county lines busts across the county & London which involved more than 250 officers.</p> <p>Drug related Stop Searches equated for 66% of all stop searches over the past 12 months, this is slightly below the previous 12 months of 68.6%. Q2 21/22, saw 399 (390 in Q1 21/22) drug possession offences committed which is a 20% increase in comparison to the same period last year.</p>
<p>Modern Slavery & Human Trafficking</p>	<p>Reduce all forms of modern slavery & human trafficking</p>	<p>Modern Slavery & Human Trafficking (MSHT) continues to be one of Northamptonshire Police’s matters of priority & Q2 21/22 have seen MSHT occurrence remain high & increasing. Emerging shift in recent MSHT offences are occurring in the county, particularly those involving young people & minding cannabis grows. The force have highlighted how critical the safeguarding of those vulnerable children is to avoid future risks to all agencies across the county. The force has had proactive success at discovering cannabis grows during October 2021 in particular, where more than 70 officers took part in a series of raids across Corby. In total 5 people were arrested in connection to a MSHT investigation with further arrests for the cultivation of & possession with intent to supply cannabis & the possession of firearms. Two people were later charged with 11 counts of MSHT.</p> <p>My office continues to raise awareness of MSHT crimes in the county & chairs the countywide MSHT group.</p>
<p>Burglary</p>	<p>Reduction in residential burglaries</p>	<p>Outcome on track and at the end of Q2 21/22 residential burglary reduced by 11.8% over a 12-month period. Despite the continued positive reductions, at the end of September, the force remained in 7/8 within their MSG, which suggests similar reductions were experienced within the MSG. The force has indicated however, that based on the last 6 months performance (April – Sept 21), the force would be placed 4th in the MSG. This also should not undermine the huge and sustained reduction in burglary levels over the past 2-3 years.</p> <p>Despite the reopening of business and commercial units, at the end of Q2 21/22, business and community burglaries volumes saw a 31.2% reduction in comparison to the same period last year.</p>

<p>Burglary</p>	<p>Improved service for victim of burglary</p>	<p>Burglary satisfaction in August 2021 maintained their rolling 12-month average of over 80% (80.6%). Burglary did drop to the third highest crim/incident type (behind domestic abuse & violence); however, it is still only 1 of 3 crime types which are over 80%. The force continues to exceed the force’s target of 80% & August’s score of 80.6% is higher than the same period last year (79.3%).</p> <p>This sustained satisfaction level pleases me and provides a level of assurance that as well as managing a reduction in numbers of offences committed the service being provided to victims is generally high.</p>
<p>Cyber Crimes</p>	<p>Reduction in cyber crime</p>	<p>Outcome currently on track with the force reporting that cybercrime continuing to fall in Q2 with volumes 20.5% below what they were during the same period last year. Volumes over the last 12-months are still above pre-COVID levels however, but this is the same nationally. The force is currently 2nd in the MSG for cyber-flagged crimes & some 38% below the MSG average.</p> <p>It is hoped that volumes continue to fall, especially as we approach the festive period, which may see a reduction in Cyber Monday online purchasing in favour or a return to in-store physical promotional events.</p> <p>The force is currently achieving their targets of reducing victimisation for victims of cyber-flagged crimes. At the end of September 2021, the repeat rate was 31% which is 0.3% below the baseline target of 31.3%. Positive outcome ratios currently at 8.8%, following in an upward trajectory & currently above the baseline target of 7.3%.</p> <p>I recognise that fraud offences, many of which are committed online has increased nationally. I have invested this year in an innovative way of delivery of advice to prevent this by the provision of training to care workers and care establishments so that they can provide advice to those in their care and spot fraud warning signs. This has been universally welcomed</p>
<p>Anti-Social Behaviour</p>	<p>Deal with ASB more effectively</p>	<p>At the end of September 2021, the number of ASB incidents (including COVID-19 incidents) decreased by 22.1% over the last 12-months. Non-COVID ASB saw a 15.9% decrease over the same period. Other police forces within our MSG have also seen a similar reduction on average, with Northamptonshire remaining in 4/8 & 22nd nationally. Criminal damage & arson also witnessing a decrease (-4.5%) over the 12-month period.</p> <p>As of August, the rolling 12-month average for ASB victim satisfaction was the lowest of all recorded incident types at 64.9% & is seeing a decreasing trend (70.2% in August 2020). The main contributing factor for this downward trend is continued low rates of attendance. This has been caused by an increase of ASB incidents graded as G4, whereas a year ago ASB was more likely to be graded higher due to the risks imposed by the pandemic. A new 3-month trial process started in October 2021 for attending G3 ASB incidents. The impact of this will be reviewed over the coming months.</p>

<p>Hate Crime</p>	<p>Deal with hate crime more effectively</p>	<p>Hate crimes over the past 12 months have increased by 7.7% in comparison to the previous 12-month period, driven by an increase of 46 (22.4% increase) in sexual orientation related hate crime occurrences (251 occurrences over a 12-month period and disability related hate crime which has increased by 25% over the period (+51 occurrences) with a total of 155 occurrences over a 12-month period. This is a national concern with support services across the country seeing a huge jump in the number of people seeking support for these related hate crimes. This will be continued to be monitored.</p> <p>As of August 2021, the force achieved a rolling 12-month average of 71.8% for hate victims which is above pre-COVID levels (68.5% Aug 19).</p> <p>I have in conjunction with the West and North Northamptonshire Community Safety Partnerships funded a pilot of a telephone help service for victims of hate related crime, that will allow 24/7 additional support and assistance to victims of this type of criminality.</p>
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<p>Victims at the Heart of Justice</p>		
<p>Plan Priority</p>	<p>Key Outcome</p>	<p>Commentary & Assessment</p>
<p>VOICE: Victims & Witnesses</p>	<p>Better recovery from victimisation</p>	<p>After high volumes during the pandemic, referral volumes in Q2 21/22 now in line with pre-COVID levels (0.1% lower than Q2 19/20). The month of September 2021 saw 2,900 referrals which is 26% below what they were during the same month in 2020. 94% of referral volumes were from the police & 1% were self-referrals.</p> <p>Domestic abuse remains the highest crime type in terms of volume of referrals. Q2 21/22 saw domestic abuse account for 22% of all referrals (23% in Q1 21/22), however there are signs that this is on a downward trend with domestic abuse accounting for typically 25-27% of all referrals during the heights of the pandemic.</p> <p>The service level agreement during the months of August & September saw 99.8% of victim referrals contacted within the service level agreement (SLA) within 72hrs. July however did see a concerning dip in performance with only 57.9% being contacted within the SLA. This was raised by my office where contributing factors such as staff shortages were established. Plans have been put into place where the matter has now been resolved.</p> <p>5.9% of all valid victim referrals accepted a level of support in Q2 (5.2% in Q1). This is the highest recorded over the past 12 months and higher than what was recorded during the same quarter last year (5.5%).</p>

		During Q2 21/22 95.7% of individuals who provided a closing assessment reported that they were better to cope with aspects of everyday life, this is a vast improvement on the previous quarter which recorded 85.7%. 91.5% also saw an improvement with their increased feelings of safety & being better informed and empowered to act on information.
VOICE: Road Harm	Increased support and satisfaction	<p>With traffic levels nearing to pre-COVID levels, referral volumes into the VOICE Roadharm service increased by 29.7% in comparison to the previous quarter, however 14% below what they were during the same quarter in 2019/20.</p> <p>The ratio of all referrals accepting support from the Roadharm service remains high (33.7% in Q2) and significantly above the 12-month average of 24.1%. 95% of all referrals were contacted within the SLA of 48hrs.</p> <p>The number of clients seen for support & therapy during Q2 21/22 continues to increase with 40 individuals seen during the quarter. This compares to 25 in Q1 21/22 & 24 during the same quarter last year. However, this is still some way short of pre-COVID levels where 94 individuals were seen during Q2 19/20. Main contributing factors for this are due to less referrals in comparison to pre-COVID & despite restrictions largely being lifted, reservations naturally remain for some individuals to meet face to face; the team do, however, continue to be flexible in supporting all clients virtually.</p>
VOICE: Witness Care	Increased support and satisfaction	Outcome not currently on track. For the 2nd quarter in a row, witness attendance rates fell. At the end of Q2 21/22 attendance rates were at 76.10% (87.9% in Q1 21/22), which is the lowest recorded by VOICE over the past 30 months & the first time over a longer period where we've been above the national average (83%). Unsuccessful cases in Q2 due to victims failing to give evidence was particularly high (49). This is an increase of 81.5% in comparison to Q1 21/22 and above the 12-month quarterly average of 32 cases.
VOICE: Restorative Justice	Better recovery from victimisation	1 referral during the quarter (2 in Q1). The restorative justice (RJ) process continues to be recognised by the Chief Constable of being an effective method of achieving a positive outcome. During the quarter, the VOICE team continue to receive RJ awareness training & have been proactively working with volunteers to deliver presentations about the process covering Northamptonshire churches & other local agencies. Additional dates are planned for this to continue during the next quarter. Covid restrictions are being slowly and cautiously lifted within prison & probation settings & the team will be looking to progress the number of cases on hold in the coming months.
VOICE: Children & Young People (Child Psychology Service)	Better recovery from victimisation	<p>Referrals into the Children & Young People's service continue to see referral volumes dip. During the quarter the service received 1,040 referrals (1,287 in Q1 21/22) which is 29.4% lower than the same period last year and the 12-month average of 1,120. The speed of service remains high despite a slight dip in comparison to the previous quarter, where 95.5% of individuals were contacted within 48hrs of a referral (98.99% in Q1 21/22).</p> <p>The accepted levels of support during Q2 21/22 were at 2.5% which is higher than the levels recorded in the previous quarter (2.2%) and is above the 12-month average.</p>

		<p>56 hours of counselling & therapy sessions were held during the quarter and a positive increase remains quarter-to-quarter (50hrs in Q1 21/22). Although this is on an upward trend it still remains below the levels recorded pre-COVID where in the same quarter in 19/20, 98hrs of counselling & therapy were held. We expect this to continue to increase over the coming months.</p>
<p>Independent Domestic Violence Advisors (Sunflower)</p>	<p>Better recovery from victimisation</p>	<p>Referrals during Q2 21/22 were the highest into the service since at least Q1 19/20 with 950 referrals. An upward trend since Q2 20/21 & referrals this quarter are 24.3% higher than they were in Q2 20/21. Despite increased demand, the speed of service remains high, with 98% of individuals being contacted within 24hrs (93% in Q1 21/22).</p> <p>Repeat victim referrals remain high. Q2 21/22 saw 69.9% of all referrals were repeat referrals which is the highest breakdown since at least Q3 19/20. The same quarter last year saw 42.5% of all referrals being repeats; this is an increase of 64.5%.</p> <p>Over 400 referrals were heard at MARAC hearings during the quarter, which is an increase of 12.1% from the following quarter (360). There are early signs of an upward trend in referral volumes, with a quarter-on-quarter increase for the first time since Q1 20/21. During Q1 21/22, additional meetings were implemented to ensure referrals were being heard in a timelier fashion and this change seems to be have a notable positive effect on the additional number of hearings which can now be heard.</p>
<p>Swift & Sure Justice</p>	<p>More efficient & effective system</p>	<p>Not on track & continues to be a similar pattern across the country. During the quarter, Northampton Magistrates Court, has shown signs that the case load backlog is reducing and at a greater rate than the national trend. At the end of August 2021, the last 6 months (March – August 2021), saw a reduction of 5.5% which is greater seen within the region (-3.6%) and nationally (-3.9%).</p> <p>Over the past 12 months, the Northampton Crown Court caseload backlog in the county had been on an upward trajectory, however July – August has shown early signs that caseload volumes are starting to reduce. Volumes reduced by 9.7% over the 2-month period which is substantially more than the decreases seen within the Midlands (-2.34%) & nationally (-1.3). This will be continued to be monitored over the coming months.</p> <p>Q2 21/22, has seen a significant decline in the first-time guilty plea rate at the Magistrate court in the county. At the end of September, the first-time guilty plea rate was at 69.2%, which is the lowest seen since 2018. This highlight concerns around the quality of the police files not being effective enough (case material & evidence for example). The force has recognised the necessity to improve & increase the productivity of case files & have put additional processes in place. This is being closely monitored.</p>

<p>Substance Misuse</p>	<p>Fund an effective referral treatment service from the Criminal Justice system.</p>	<p>Current reporting arrangements provided by Change Grow Live (CGL) are not adequate and frequent enough. Clearer contract outcomes and arrangements required and to be reviewed with provider. The PFCC funding currently provides for daily coverage at Northampton Magistrates & Crown courts to access the sustainability and carry out assessments for Alcohol Treatment Requirements (ATR) and/or Drug Rehabilitation Requirements (DRR). This is work that will continue to better establish the value being achieved from this investment. A new framework for the delivery of treatment and recovery services is due in 2022 and with it will come a more robust performance management framework.</p>
<p>Mental Health</p>	<p>To provide a more appropriate service for service users and help to reduce police time spent on mental health related incidents.</p>	<p>A welcomed reduction in mental health flagged incident demand occurred in Q2 21/22. September saw mental health incidents account for 5.1% of all incidents in the force which is the lowest seen in the past 12 months. This has been a continued decreasing trend over the past 12-months & is reflective of the national trend. Only a small increase was seen in September in comparison to 2019 pre-COVID levels but the force has stated that this in line with the national changes.</p> <p>The use of S136 in Q2 saw a decreasing trend over the quarter. In September, S136 was used 33 times which is the lowest volume since the winter lockdown in November 2020. Nationally there has been an increase over the quarter & there are suggestions within the force that one of the main contributing factors with Northamptonshire not seeing this increase is due to the increased utilisation of Op Alloy service which the Commissioner recently funded for an uplift to the existing service. During the quarter, Op Alloy provided the force with advice to 74.4% of all mental health incidents.</p> <p>Officer spending more time at mental health incidents has also continued to see a long-term decline, however, there continues to be some incidents where S136 has been used & the total incident time being more than 10 hours which does have a big impact the number of hours the officers spend at mental health incidents & S136. This will continue to be monitored by the force.</p>

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NORTHAMPTONSHIRE POLICE, FIRE & CRIME PANEL

16 DECEMBER 2021

NORTHAMPTONSHIRE COMMISSIONER FIRE AND RESCUE AUTHORITY

FIRE - FINANCIAL UPDATE AND 2021/22 FORECAST OUTTURN

AS AT SEPTEMBER 2021

REPORT BY THE CHIEF FINANCE OFFICER

1. Purpose and Context

1.1 This report sets out at a high level, a financial update on the 2020/21 provisional outturn, the forecast financial outturn for the period 1 April 2021 to 31 March 2022 and future challenges.

2. 2020/21 Provisional Outturn

2.1 The fieldwork for the 2020/21 draft statement of accounts has been completed and it is anticipated that the accounts will be signed by the end of the calendar year.

3. Forecast Summary Revenue Outturn as at 31 March 2022

3.1 The forecast outturn is based on six months of estimated data will be updated and refined to reflect latest information as the year progresses.

3.2 At this halfway point in the year, there is a forecast underspend of £15K, compared to the £27K overspend forecast previously.

3.3 The forecast outturn is as follows:

Budget Group	As at 30 September (P6)		
	Original Budget	Forecast Outturn	Variance
	£000	£000	£000
Response Control	699	747	48
Response Wholetime	13,092	13,266	174
Response Retained	2,103	2,103	0
Business Planning & Perf	203	194	(9)
Joint Operations Team	97	87	(10)
Commercial Training	5	(24)	(29)
Community Prevention	517	517	0
Community Protection	527	545	18
Corporate Budgets	2,291	2,184	(107)
Engineering Services & Stores	1,493	1,560	67
ICT and Communications	1,332	1,412	80
Occupational Health	140	120	(20)
Estates & Facilities	1,538	1,467	(71)
Securing Water Supplies	62	62	0
Strategic Leadership Team	693	693	0
Training	783	783	0
Service Information Team	273	258	(15)
Contribution to/(from) Reserves	(950)	(973)	(23)
Contingency	120	0	(120)
Strategic Finance	249	249	0
Investment Interest	(7)	(5)	2
Total	25,260	25,245	(15)

3.4 Key highlights:

- I. In line with government direction, no funding was provided for pay awards in the funding settlement and as such was not budgeted for. However, a national pay award of 1.5% for Firefighters was approved by the National Joint Council (NJC) and has been implemented. The forecast includes a financial pressure of £131K in the year for wholetime and retained firefighters which is met in part by the £120K PFCC contingency.
- II. The Control overspend is due to additional strength being added in 2020/21 to add resilience as there were several staffing changes taking place. Due to the pandemic, not all of these changes came to fruition.
- III. The Corporate budget is anticipated to underspend due to some third party charges being less than budgeted such as reduced charges for posts with Police and Pension Administration charges.
- IV. Additional fuel costs have impacted on engineering and stores, which is now showing an overspend.

- V. ICT pressures relate to contractual commitments for the revenue costs of essential ICT software and additional investment agreed during the year. Whilst some additional costs had been included within the budget for 2021/22, work continues with the budget manager to minimise the volatility in this area moving forwards.
- VI. Some refunds of Fire Business Rates have been received, resulting in an underspend in Estates and Facilities.

3.5 At this stage in the year, a prudent shortfall in business rates compared to budget is forecast. As the PFCC budget and precept is set each year earlier than the Business Rate returns, there is often a difference between the budgeted and actual position. To smooth any potential impact, the PFCC established a funding reserve in 2020/21 to meet potential shortfalls which may occur.

3.6 Given that the budget monitoring is based on six months of estimated data, it is likely to change during the year. The Fire budget is delegated to the Chief Fire Officer and the conditions of this delegation are set out in a formal budget letter from the PFCC to the Chief Fire Officer each year. This letter sets out a number of requirements and expectations, including that the Chief Fire Officer will manage the resources within his delegated budget and that any overspends would be discussed with the PFCC and could be taken from the following year's budget allocation.

3.7 The PFCC scrutinises the budget monitoring throughout the year and receives regular updates at the Accountability Board.

4. Capital Programme

4.1 The Chief Fire Officer has undertaken two reviews of the capital programme during the year in order to balance operational requirements, deliverability and affordability.

4.2 Despite this, due to the historic under investment in the Fire capital programme, there are a lot of essential operational requirements which need to be addressed. This is a significant pressure on the NCFRA annual budget and further impacts the pressure on the Medium Term Financial Plan (MTFP).

4.3 In the coming weeks, the PFCC will make representation to the Home Office, seeking financial support for the Capital Programme to fund some of these legacy challenges.

5. Future Financial Challenges

5.1 The PFCC is cognisant of the tight financial environment that NCFRA operate in and as such has been successful in obtaining a number of grants to mitigate financial challenges. Since 1/1/19, he has secured almost £4.3m in additional funding to support both revenue and capital pressures.

- 5.2 These grants have been welcomed and have been utilised to both supplement reserves and meet unbudgeted costs. However, one off grants do not support base funding requirements and the base budget funding challenge remains.
- 5.3 Some savings have been identified and there are planned use of reserves to meet one off pressures. However, this will not bridge the gap and there are still significant shortfalls forecast every year of the MTFP.
- 5.4 Whilst on current assumptions it is assumed that the 2022/23 budget can be balanced, if the council tax precept level is not increased, Fire will need to use a significant proportion of its reserves to do so.
- 5.5 NCFRA have had close engagement with the Home Office on the NCFRA funding position throughout the year. Furthermore, since October 2021, the PFCC has actively lobbied the Home Office, the Department of Levelling Up Housing and Communities (DLUHC) and the Treasury; setting out the challenges and requesting a budget increase or precept flexibility to mitigate these shortfalls.
- 5.6 The PFCC has ensured Northamptonshire MP's have been appraised of Fire's funding challenges during the year, and has sought their assistance and support in obtaining a better base budget position. The PFCC also held a meeting with them on the 17 November 2021, where he took the opportunity to discuss the challenges.
- 5.7 The PFCC is extremely grateful to all MP's for their engagement and support and the proactive lobbying they have taken forward with the Home Office, DLUHC and the Treasury on NCFRA's behalf.
- 5.8 In addition to the challenging revenue position, members are reminded of the following challenges:
- Fire Reserves are currently stable and above the minimum and optimum levels set out in the reserves strategy: however, they remain the lowest nationally and if the base funding position for 2022/23 and future years is not addressed, they will no longer be sufficient.
 - Given the legacy issues being identified on estates, operational equipment and vehicles, the capital programme requirements are very high for a service of this size and funding of the capital programme is a significant pressure on the revenue budget.
- 5.9 Effective financial management requires an appropriate balance between the reserves, capital programme and revenue position. Whilst NCFRA is in a much better position than at the date of the governance transfer, its revenue budget is almost 12% higher than pre governance transfer and its capital, revenue and reserve plans are well progressed, they remain challenging and have not yet achieved the desired level of stability and resilience.

6. Spending Review October 2021

6.1 The Police and Crime Commissioner's Treasurer's Society (PACCTS) Technical Support Team have considered the spending review and have highlighted some of the key elements relevant for Fire:

"On 27 October 2021, Chancellor of the Exchequer, Rishi Sunak MP announced the outcome of the 2021 comprehensive spending review (SR2021) alongside his Autumn Budget 2021 (AB21). Sometimes referred to as the 'Spending Round' or the 'SR', the SR21 sets out public spending totals for the financial years 2022-23 to 2024-25. This was the Chancellor's second SR and his third Budget.

Alongside the SR21 and AB21, the Office for Budget Responsibility released its Economic and Fiscal Outlook.

Inflation – *As stated in the 2021 Spring Budget, CPI inflation fell to just 0.9% in 2020, compared to a pre-Brexit target of around 2% and a pre-pandemic forecast of 1.4%. As the economy has ramped up, forecasts for CPI have risen in the short term to a 2022 peak of 4.0% but are expected to settle to around 2% (the government's target) by 2024.*

The AB21 and SR21 contained very little fire and rescue specific announcements. **Announcements linked to fire and rescue are set out below:**

- *Cladding – SR21 confirms £5 billion funding (£3 billion of which is over the SR period) for remediation of the highest risk buildings with unsafe cladding to ensure everyone can feel safe and secure in their home.*
- *Home Office Funding – The Home Office settlement provides £4.2 billion over the Parliament, increasing from £12.3bn in 2019-20, (14.6bn in 2021-22) to £16.5bn in 2024-25. This is equivalent to a real-terms growth rate of 1.9% a year on average over the SR21 period.*
- *Council tax referendum limits expected to be 2% throughout the SR21 period.*
- *Business rates reliefs total £7bn. It is expected that this will be compensated through s31 grants in the usual way.*
- *ESN – The SR will provide £125 million resource funding in 2022-23 and a saving of £17m by 2024-25 as well as £121m capital funding for the Emergency Service Mobile Communications Programme of the SR21 period.*

6.2 It is likely that the detail of these announcements will not be available until the provisional settlements are published and the impacts are worked through.

6.3 From the information available and initial assessment, there does not appear to be anything contained within the SR to address the financial challenges facing Fire.

6.4 Members are advised that a 1.99% increase on the Fire precept would equate to £1.26 and would raise just over £300K. At current taxbase levels, a £5 increase would increase Fire funding by over £1.3m every year.

6.5 If precept and grants increase by an average of 1.9% each year of the SR period, this would still be far below the average 4% inflation expected. Based on the current indications, the proposed settlement will increase, rather than reduce the funding gap.

6.6 Whilst the spending review considers a three year period, it does not address the potential impact of pension actuarial reviews on the Fire and Police unfunded Pension Schemes from 2024/25. Members will be updated further as part of the Medium Term Plan considerations which will support the PFCC's precept proposal in February 2022.

- 6.7 The PFCC will consider the detail included in the December 2021 provisional settlement, the outcome of the budget negotiations with the Chief Fire Officer and the views of Northamptonshire residents to inform his budget and precept proposals. The proposals will be shared with the Panel in February 2022.
- 6.8 It is the intention of the PFCC to offer a budget and precept workshop with members in January 2022 to inform his precept proposals.

7. Recommendation

- 7.1 That the Police, Fire and Crime Panel considers the financial update and forecast outturn.



NORTHAMPTONSHIRE POLICE, FIRE & CRIME PANEL

16 DECEMBER 2021

NORTHAMPTONSHIRE POLICE, FIRE AND CRIME COMMISSIONER

POLICE - FINANCIAL UPDATE AND 2021/22 FORECAST OUTTURN

AS AT SEPTEMBER 2021

REPORT BY THE CHIEF FINANCE OFFICER

1. Purpose and Context

1.1 This report sets out at a high level, a financial update on the forecast financial outturn for the period 1 April 2021 to 31 March 2022 and sets out future financial considerations and challenges.

2. Forecast Summary Revenue Outturn as at 31 March 2022

2.1 The forecast outturn is based on six months of estimated data and, therefore is subject to change during the year. It will be updated and refined to reflect latest information as the year progresses.

2.2 At this early stage in the year, there is a forecast underspend of £733K. This is made up of a forecast £768K underspend on PFCC managed budgets and a forecast overspend of £35K for the Force.

2.3 If there is an underspend at year end, the PFCC will consider the options available to him – this may include increasing revenue contributions to capital costs, thus reducing capital financing costs, or supporting investment or one off budget pressures in future years.

2.4 The forecast outturn is attached in detail as an Appendix and summarised below as follows:

Budget Heading	Budget £'000	Forecast Outturn £'000	Variance £'000
Budgets Consented to the Chief Constable	142,671	142,706	35
Managed by the Police Fire and Crime Commissioner			
- PFCC Staff and Office Costs	1,120	1,062	(58)
- Commissioning and Delivery Services	4,749	4,039	(710)
Capital Financing Costs	4,133	4,133	0
Budgeted Transfer to Reserves	(141)	(141)	0
Investment Ring Fenced	1,000	1,000	0
Total Policing Outturn	153,532	152,799	(733)

2.5 Key highlights:

- i. Based on latest forecasts, Police pay and oncosts are in line with budget, however, this forms a significant element of the Chief Constable's budget and is impacted when starters and leavers vary from those estimated.
- ii. The underspend in PCSOs reflects current forecast attrition levels.
- iii. Enabling services overspends reflect the additional investment made to support Office 365 implementation and funding of the future systems project to replace current MFSS services in 2022/23, as well as ICT and other pressures. Contributions from reserves already mitigate this as the PFCC has already agreed to meet a large portion of these one off costs from reserves.
- iv. Collaboration Budgets are anticipated to underspend mainly due to the underspend in the regional Emergency Services network (ESN) team.
- v. The Control Room is currently forecast to overspend mainly due to lower than anticipated attrition levels together with higher than estimated overtime costs. The PFCC has asked the Chief Constable for further updates on the control room variances as the year progresses.
- vi. There is a vacancy in the OPFCC office which is being covered by agency staff supporting the Safer Streets initiative.

vii. The OPFCC delivery budgets are underspent in the areas of early intervention, youth team and reducing reoffending. As set out in the September monitoring report, underspends are now being released in these areas as follows:

- Reducing reoffending – the majority of the investment planned in this area is now being funded by the Ministry of Justice.
- The Early Intervention and Youth team underspends relate to timing of recruitment which is now envisaged will be completed by the end of the year. As such, one off underspends are released in these areas.
- Due to the impact of COVID – there is a forecast underspend on the Police and Crime Plan Delivery Fund. It is likely that any underspends in this area will be allocated and ring fenced in reserves to support future initiatives.

vix. The PFCC has tasked the Chief Constable to provide investment proposals in areas to support prevention and/or investment in technology that can sustainably reduce demand in the long term. When received, these proposals will be considered and timescales for any approved proposals updated. At this stage in the year, it is assumed this will be spent, but this will be kept under review alongside the provisional funding settlement.

2.6 Whilst a minor overspend is now forecast for the Force (Chief Constable) budgets, it is important to highlight that this is based on prudent estimates and assumptions and six months of estimated data. It is, therefore, likely to change during the year. The Force budget is consented to the Chief Constable to manage and the conditions of this are set out in a formal budget letter from the PFCC to the Chief Constable each year.

2.7 This letter sets out a number of requirements and expectations, including that the Chief Constable will manage the resources within his delegated budget and that any overspends would be discussed with the PFCC and could be taken from the following year's budget allocation.

2.8 The PFCC scrutinises the budget monitoring throughout the year and receives regular updates and seeks additional information and further clarifications at the Accountability Board.

3. Spending Review October 2021

3.1 The Police and Crime Commissioner's Treasurer's Society (PACCTS) Technical Support Team have considered the spending review and have highlighted some of the key elements relevant for Policing:

"On 27 October 2021, Chancellor of the Exchequer, Rishi Sunak MP announced the outcome of the 2021 comprehensive spending review (SR2021) alongside his Autumn Budget 2021 (AB21). Sometimes referred to as the 'Spending Round' or the 'SR', the SR21 sets out public spending totals for the financial years 2022-23 to 2024-25. This was the Chancellor's second SR and his third Budget.

Alongside the SR21 and AB21, the Office for Budget Responsibility released its Economic and Fiscal Outlook.

Inflation – As stated in the 2021 Spring Budget, CPI inflation fell to just 0.9% in 2020, compared to a pre-Brexit target of around 2% and a pre-pandemic forecast of 1.4%. As the economy has ramped up, forecasts for CPI have risen in the short term to a 2022 peak of 4.0% but are expected to settle to around 2% (the government's target) by 2024.

Home Office Funding – The Home Office settlement provides £4.2 billion over the Parliament, increasing from £12.3bn in 2019-20, (14.6bn in 2021-22) to £16.5bn in 2024-25. This is equivalent to a real-terms growth rate of 1.9% a year on average over the SR21 period.

Police Uplift Programme Commitment – An additional sum of £540m will be given to police to complete the recruitment of the final 8,000 officers, bringing the total to 148,000 officers by 2023.

Crime Reduction and Drug Misuse – An additional £42 million will be given to the police for new programmes that reduce crime and drugs misuse. According to the release, this is on top of £108m for existing programmes such as the Safer Street Fund and more enforcement to tackle drug misuse through the County Lines Programme and Project ADDER.

Money Laundering and Fraud – An additional £18m in 2022-23 and £12m for 2023-24 and 2024-25 will be given to police to tackle money laundering and fraud. This is in addition to the Economic Crime Levy which will provide additional funding from 2023-24. ESN – The SR will provide £125 million resource funding in 2022-23 and a saving of £17m by 2024-25 as well as £121m capital funding for the Emergency Service Mobile Communications Programme of the SR21 period.

Council Tax Referendum Limits – The settlement provides Police and Crime Commissioners (PCCs) in England with the flexibility to increase funding in each year of the SR21 period with a £10 council tax referendum limit. If all PCCs in England and Wales were to take full advantage of this flexibility, this would raise up to an additional £774m by 2024-25 based on current forecasts.

- 3.2 Furthermore, increases were announced to the Ministry of Justice Funding including additional funding Victims support services (of which a significant sum is passed to PCCs to deliver or commission services locally) and extended Justice capacity. PCCs have asked the Minister to seek permanent funding increases in the PCC allocations rather than the one year grants which are currently being provided. Recognising this as a priority area, the PFCC currently spends significantly more than the MOJ funding allocations on supporting Victims in Northamptonshire.
- 3.3 Members are advised that due to the current funding arrangements in policing, a flat precept increase of £10 in Northamptonshire would equate to 3.7%, but in Essex would be a 5% increase.
- 3.4 It is likely that the detail of these announcements will not be available until the provisional settlements are published and the impacts are worked through.
- 3.5 From the information available, initial assessment is that excluding the uncertainty on grant for additional officers, any potential increases of up to 3.7% of precept and 1.9% of grant would equate to an average increase of under 3%. It is possible that even if maximum increases are made, they would not fully meet the additional costs forecast.
- 3.6 Whilst the spending review considers a three year period, it does not address the potential impact of pension actuarial reviews on the Fire and Police unfunded Pension Schemes from 2024/25. Members will be updated further as part of the Medium Term Plan considerations which will support the PFCC's precept proposal in February 2022.

- 3.7 The PFCC will consider the outcome of the budget negotiations with the Chief Constable, the detail provisional settlement anticipated in December 2020 and the views of Northamptonshire residents to inform his budget and precept proposals. The proposals will be made to the Panel in February 2022.
- 3.8 It is the intention of the PFCC to offer a budget and precept workshop with members in January 2022 to inform his precept proposals.

4. Funding Formula Review

- 4.1 The Police funding formula was partially implemented in 2014/2015 and has not been updated since that time. If the 2015 formula had been fully implemented, Northamptonshire Police would receive additional funding each year.
- 4.2 Ministerial commitment has been given towards a funding formula review for policing and governance forums have been established to enable the work to commence.
- 4.3 At the PCC's meeting with the Minister on the 28th October 2021, they were advised that commitment has been undertaken to review the formula in this parliament. However, the Minister advised that whilst the review is planned to take place during 2022, it is unlikely as to whether it will be implemented before the next Parliament in 2024.
- 4.4 It remains the view of the PFCC that Northamptonshire Police are not served well by the current funding formula and the PFCC and CC will continue to take every opportunity to seek a fairer funding formula on behalf of the residents of Northamptonshire.

5. Recommendation

- 5.1 That the Police, Fire and Crime Panel considers the financial update and forecast outturn.

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Appendix A – Detailed Policing Forecast Outturn 2021/22 – As at 30 September 2021

Budget Heading	Budget £'000	Forecast Outturn £'000	Variance £'000
Budgets Managed by the Chief Constable			
Non Devolved Budgets			
Police Pay and Oncosts	74,592	74,611	19
Police Community Support Officers (PCSOs)	3,264	3,064	(200)
Other Pensions Costs	902	902	0
	78,758	78,577	(181)
Devolved Budgets			
Enabling Departments*	23,981	25,302	1,321
Collaboration Units	7,227	7,001	(226)
Devolved Operational Budgets*	23,331	23,239	(92)
Control Room	6,174	6,525	351
Corporate Services*	3,200	3,197	(3)
	63,913	65,264	1,351
Agreed Transfers to/from Reserves*		(1,135)	(1,135)
Budgets consented to the Chief Constable	142,671	142,706	35
Budgets Managed by the PFCC			
PFCC Office Budget			
Staff and Office Costs	1,352	1,294	(58)
Contribution to Governance Costs from Fire	(232)	(232)	0
	1,120	1,062	(58)
Commissioning and Delivery Budgets			
Commissioning	737	773	36
Early Intervention Youth Work, Safeguarding and Youth Offending	1,106	709	(397)
Crime Prevention and Safer Streets Support	250	297	47
Customer Services - Complaints	125	123	(2)
Delivery, Accountability and Digital	139	137	(2)
Domestic and Sexual Abuse Provision	474	503	29
Early Intervention & EI DA support	852	848	(4)
Joint Communications Team With Fire (net)	166	150	(16)
Reducing Reoffending	650	349	(301)
Police and Crime Plan Delivery Fund	250	150	(100)
	4,749	4,039	(710)
Total Budgets Managed by the PFCC	5,869	5,101	(768)
Capital Financing Costs	4,133	4,133	0
Budgeted Transfer to Reserves	(141)	(141)	0
Investment Ring Fenced	1,000	1,000	0
Total Policing	153,532	152,799	(733)

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NORTHAMPTONSHIRE POLICE, FIRE & CRIME PANEL

16 DECEMBER 2021

Report Title	Northamptonshire Police, Fire & Crime Panel Work Programme 2021/22
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	29/11/2021
West S151 (for West and joint papers)	Martin Henry	02/12/2021

List of Appendices

Appendix A – Outline Work Programme 2021/22

1. Purpose of Report

- 1.1. The report is intended to enable the Northamptonshire Police, Fire & Crime Panel to review progress with the development and delivery of its 2021/22 work programme.

2. Executive Summary

- 2.1. The report invites the Panel to review the latest version of its outline work programme for 2021/22 and to endorse this subject to any changes that the Panel considers to be necessary.

3. Recommendations

- 3.1 It is recommended that the Northamptonshire Police, Fire & Crime Panel endorses its outline work programme for 2021/22, subject to any changes that the Panel considers to be necessary.
- 3.2 Reasons for Recommendation(s) – The recommendations are intended to support the effective operation of the Panel during 2021/22 and the delivery of its statutory responsibilities.

4. Report Background

- 4.1 The Police Reform & Social Responsibility Act 2011, the Policing & Crime Act 2017 and supporting legislation give various specific responsibilities to the Northamptonshire Police, Fire & Crime Panel (“the Panel”). These are principally as follows:
- Scrutinising and reporting on the Police, Fire & Crime Commissioner (PFCC)’s proposed Police and Fire & Rescue precepts
 - Scrutinising and reporting on the PFCC’s Police & Crime Plan and Fire & Rescue Plan
 - Scrutinising and reporting on the PFCC’s Annual Report on the delivery of Police & Crime Plan objectives and on the annual Fire & Rescue Statement reporting compliance with the Fire & 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 & Rescue Service)
 - Dealing with complaints from members of the public about the conduct of the PFCC.
- 4.2 In addition, the legislation referred to in paragraph 4.1 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.
- 4.3 It is standard practice for the Panel to agree a work programme that provides 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 is then 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.

5. Issues and Choices

- 5.1 The Panel considered its outline work programme at its meeting on 17th June 2021 and identified items of business that it wished to consider during the year ahead alongside its mandatory tasks. The resulting outline work programme is included with this report (at Appendix A).
- 5.2 The work programme should not be seen as fixed and it is open to the Panel to review and modify it at any time as the municipal year progresses. The work programme can be informed by input from a range of sources, including suggestions from individual Panel members and from the PFCC. The Panel should consider suggested business from all sources on its merits, with a view to maintaining 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.

6. Implications (including financial implications)

6.1 Resources and Financial

6.1.1 There are no specific resources or financial implications associated with this report. The normal operation of the Panel is supported by grant funding that the Panel's host authority can claim from the Home Office for the purpose of maintaining a panel for the Northamptonshire Police area.

6.2 Legal

6.2.1 There are no legal implications arising from the proposal.

6.3 Risk

6.3.1 The Panel should ensure that its work programme and operating arrangements enable it to carry out its statutory role and functions effectively. Factors that might represent a risk to this could include setting a work programme that was unfocussed, that included too much business to be realistically deliverable, or that was not sufficiently flexible. These risks should be mitigated by the Panel reviewing its work programme and any associated matters at each of its normal meetings during the municipal year. This will enable the Panel to consider any changes to existing arrangements that may seem necessary, with a view to ensuring 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.

7. Background Papers

Police Reform & Social Responsibility Act 2011

Policing & Crime Act 2017

Northamptonshire Police, Fire & Crime Panel Rules of Procedure

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Northamptonshire Police, Fire & Crime Panel – Outline Work Programme 2021/22

MEETING DATE	STATUTORY BUSINESS	DISCRETIONARY BUSINESS	BUSINESS RELATING TO PANEL OPERATION	OTHER BUSINESS
9 December 2021	<ul style="list-style-type: none"> - PFCC’s Police & Crime Plan - PFCC’s Fire & Rescue Plan 	<ul style="list-style-type: none"> - PFCC’s Delivery updates - PFCC’s Budget updates 	<ul style="list-style-type: none"> - Work programme 	
3 February 2022	<ul style="list-style-type: none"> - PFCC’s proposed Police precept and budget for 2022/23 - PFCC’s proposed Fire & Rescue precept and budget for 2022/23 		<ul style="list-style-type: none"> - Work programme 	
17 February 2022 (Reserve meeting)	<ul style="list-style-type: none"> - PFCC’s revised Police precept and budget for 2022/23 [if required] and/or - PFCC’s revised Fire & Rescue precept and budget for 2022/23 [if required] 			
14 April 2022		<ul style="list-style-type: none"> - PFCC’s Delivery updates - PFCC’s Budget updates 	<ul style="list-style-type: none"> - Work programme - 2022/23 meeting dates - Complaints and conduct matters update 	

MEETING DATE	STATUTORY BUSINESS	DISCRETIONARY BUSINESS	BUSINESS RELATING TO PANEL OPERATION	OTHER BUSINESS
Meeting #1 2022/23	<ul style="list-style-type: none"> - PFCC's Annual Report on Policing for 2021/22 - PFCC's Fire & Rescue Statement for 2021/22 		<ul style="list-style-type: none"> - Appointment of Panel Chair and Deputy Chair - Work programme - Appointment of Complaints Sub Committee members 	
Meeting #2 2022/23		<ul style="list-style-type: none"> - PFCC's Delivery updates - PFCC's Budget updates - Joint Independent Audit Committee Annual Report 	<ul style="list-style-type: none"> - Work programme - Complaints and conduct matters update 	

Additional work programme topics to be scheduled

1. The Panel has requested to receive a report on action being taken in Northamptonshire to respond to the outcomes of the Kerslake Report and the Public Inquiry into the Manchester Arena terror attack.

Task-and-finish work

1. A workshop session open to all Panel members on the 2021/22 Police and Fire & Rescue budget positions.
This session was held on 30th November 2021.
2. A workshop session open to all Panel members in January 2022 on the development of the Police, Fire & Crime Commissioner (PFCC)'s proposed precepts, to include separate sections on Police and Fire & Rescue.

Potential dates for this session are currently being identified.

Briefings / Training

1. Two briefing sessions open to all Panel members with the Chief Constable and the Chief Fire Officer on their respective service's priorities and challenges, to take place in venues appropriate to the subject matter.
2. A visit to Darby House for all Panel members.

These sessions were due to be held on 22nd November 2021 but had to be postponed due to unforeseen circumstances affecting availability. A new date for the sessions will be identified.

Background Information

(A) Statutory Business

PFCC's Annual Report and Fire & Rescue Statement – The 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 & Crime Plan. The PFCC is also required to publish an annual statement of assurance of compliance with the priorities set out in the Fire & Rescue National Framework for England. The Panel must review and report on both the Annual Report and Fire & Rescue Statement as soon as practicable after they are received.

PFCC's proposed Police and Fire & 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.

PFCC's Police & Crime Plan and Fire & Rescue Plan – The PFCC is required to issue a Police & Crime Plan setting out his police and crime objectives and associated matters during the financial year following an election. The PFCC is also required to issue a Fire & Rescue Plan setting out strategic priorities and objectives 'shortly after the PFCC takes office'. In both cases, proposed plans must be reviewed and reported on by the Panel. These matters are currently listed provisionally in the work programme to reflect that the timing may vary.

(B) Discretionary Business

PFCC's Delivery Updates – These are two regular reports setting out actions by the PFCC supporting progress towards the delivery of the strategic outcomes set out in his Police & Crime Plan and in his Fire & Rescue Plan. The Delivery Updates also include contextual information about Northamptonshire Police and Northamptonshire Fire & Rescue Service performance.

PFCC's Budget 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 & Rescue Authority.