

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 14 April 2022 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 To receive communications from the Chair.
5.	Minutes (Pages 5 - 18) To confirm the minutes of the Panel meeting held on 3 rd February 2022.
SCRUTINY OF THE POLICE, FIRE & CRIME COMMISSIONER	
6.	Priorities in Northamptonshire for managing fire safety risks in residential properties, including houses in multiple occupation (Pages 19 - 32) Guide time: 1.15 – 2.00pm
7.	Activity on Early Intervention and Adverse Childhood Experiences in Northamptonshire (Pages 33 - 36) Guide time: 2.00 – 2.45pm
8.	Fire & Rescue Plan Delivery Update (Pages 37 - 48) Guide time: 2.45 – 3.00pm

9.	Police & Crime Plan Delivery Update (Pages 49 - 78) Guide time: 3.00 – 3.15pm
10.	Fire & Rescue Authority Budget Update (Pages 79 - 84) Guide time: 3.15 – 3.30pm
11.	Policing Budget Update (Pages 85 - 90) Guide time: 3.30 – 3.45pm
PANEL OPERATION AND DEVELOPMENT	
12.	Police, Fire & Crime Panel Work Programme (Pages 91 - 98) Guide Time: 3.45 – 4.15pm
13.	Complaints and Conduct Matters Update (Pages 99 - 102) Guide Time: 4.15 – 4.30pm
14.	Urgent Business The Chair to advise whether they have agreed to any items of urgent business being admitted to the agenda.
15.	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
6 April 2022

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 2 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.

Evacuation Procedure

If a continuous fire alarm sounds you must evacuate the building via the nearest available fire exit. Members and visitors should proceed to the assembly area as directed by Democratic Services staff and await further instructions.

Access to Meetings

If you have any special requirements (such as a large print version of these papers or special access facilities) please contact the officer named below, giving as much notice as possible before the meeting.

Mobile Phones

Please ensure that any device is switched to silent operation or switched off.

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

This page is intentionally left blank

Northamptonshire Police, Fire and Crime Panel

Minutes of a meeting of the Northamptonshire Police, Fire and Crime Panel held at the Maybin Room, One Angel Square, Angel Street, Northampton NN1 1ED on Thursday 3 February 2022 at 1.00pm.

Present Councillor Gill Mercer (Chair)
 Councillor Jon-Paul Carr
 Councillor Dorothy Maxwell
 Councillor Zoe McGhee
 Councillor Ken Pritchard
 Councillor David Smith
 Mrs Anita Shields
 Miss Pauline Woodhouse

Substitute Councillor Rufia Ashraf [to item 42]
 Members

Also in Stephen Mold, Northamptonshire Police, Fire & Crime Commissioner
 attendance Deborah Denton, Joint Head of Communications, Office of the Police,
 Fire & Crime Commissioner
 James Edmunds, Democratic Services 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 also two members of the public in attendance.

37. **Apologies for Absence and Notification of Substitute Members**

Apologies for non-attendance were received from Councillors Gonzalez De Savage, Roberts and Strachan. Councillor Ashraf substituted for Councillor Strachan.

The Panel was advised that Councillor Gonzalez De Savage was currently not able to attend in-person meetings but would be following the live webcast of the Panel meeting.

38. **Notification of requests from members of the public to address the meeting**

Requests to address the meeting on agenda item 6 (the Police, Fire & Crime Commissioner's proposed Police Precept for 2022/23) were received from:

- Ms Shirley Jones
- Mr Aaron Preston

The Panel was advised that Mr Preston was present but had asked that his address be read on his behalf.

39. **Declarations of Interest**

None declared.

40. **Chair's Announcements**

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

- The meeting was being webcast live and participants were asked to use their microphones.
- The agenda for the current meeting featured guide times for individual agenda items, as agreed by the Panel. Panel members were encouraged to follow these.
- The Chair had participated in a recent Home Office workshop on developing training for Police & Crime panels.

41. **Minutes**

RESOLVED that: the minutes of the Police, Fire & Crime Panel meeting held on 16th December 2021 be approved, subject to the amendment of minute 30 sixth bullet point to read: "Previous investment had put the force on course to have 1,500 officers by 2023."

42. **Police, Fire & Crime Commissioner's proposed Police Precept for 2022/23**

The PFCC presented the proposed Police precept and budget for 2022/23, which were based on an increase in the precept of £10 per year for Band D Council Tax. The PFCC highlighted the following points:

- The proposed precept and budget had been developed against the background of significant financial uncertainty.
- The 2021 Spending Review had provided a three-year funding settlement and the flexibility to increase the Police precept by £10 in each year to 2024/25. At the same time, public bodies faced pressures resulting from increases in the cost of living and the continuing impact of the COVID-19 pandemic.
- This situation added to the importance of consulting Northamptonshire residents on the proposed precept. In this case, 50.3 per cent of those replying to public consultation indicated that they would be prepared to pay a £10 increase; 42.9 per cent of those replying thought that Northamptonshire Police was doing a good or excellent job.
- He needed to strike the right balance between competing demands when setting the precept. He considered that the proposed precept did this and that it represented the best deal for Northamptonshire.
- The proposed precept and budget for 2022/23 would support a further increase in the number of police officers in the county to 1,500; provide investment in early intervention; and would include ring-fenced funding for other action to support the delivery of his Police, Fire & Crime Plan priorities.

- The proposed precept and budget would provide funding for the capital programme and for reserves to meet unforeseen demand.
- Medium term savings would still need to be made but the proposed precept would enable him to set a balanced budget over three years for the first time.
- Funding for policing in Northamptonshire had not kept pace with local growth and he would continue to press for the police funding formula to be updated, as well as working with his counterparts on the response to other national challenges such as future pension costs.
- He commended the proposed precept as a robust proposal that would produce a balanced budget over the next three years and that would support his strategic priorities.

Ms Shirley Jones addressed the meeting and made the following points:

- She had recently been in contact with Northamptonshire Police as a service-user. The force was very stretched and in her case it had not fulfilled its statutory duties: it had not been able to download CCTV footage within six months, which had meant that a case was not able to proceed.
- The small budget for the Office of the Police, Fire & Crime Commissioner (OPFCC) showed in the standard of service provided at times. She thought that correspondence and complaints could be dealt with better.
- The Northamptonshire Police Professional Standards Department (PSD) had taken over eight weeks to acknowledge a complaint that she had made and would not respond to related queries. The police complaints process should treat complainants fairly.
- She believed that her experiences reflected that Northamptonshire Police was funded poorly.

The Democratic Services Assistant Manager read out the address by Mr Aaron Preston, which made the following points:

- Mr Preston thought that the increases in the Police and Fire precepts proposed by the PFCC could have been higher, given the need for the two services to have adequate equipment and personnel to support and protect local communities. However, he welcomed that the increases would provide additional resources to help to meet current policing challenges and to improve the financial position of Northamptonshire Fire & Rescue Service (NFRS).
- Mr Preston raised the need for more information to be provided to local communities about planned activity to support crime prevention and community safety in the county. He was the Police Liaison Representative (PLR) for Far Cotton and Delapre. It was more difficult to get residents to engage with the force and to provide local intelligence if there was a lack of information about how best to support the force and about initiatives underway. Residents also needed to understand how crime was going to be reduced and how success in this would be measured
- Mr Preston questioned how the success of the Safer Nights Out (SNO) van trial project would be judged and what the project aimed to achieve.

- Mr Preston highlighted that beat officers still had to spend a significant amount of time on paperwork, which reduced their visibility in the community. He questioned whether there was a plan to address this situation, including making more use of automated systems and civilian staff.

The PFCC thanked the speakers for taking the time to attend the meeting.

The PFCC made the following points in response to Ms Jones' address:

- He agreed that Northamptonshire Police should receive higher funding and he encouraged members of the public to lobby their MP on this matter.
- He apologised that Ms Jones' experience of making a complaint to the OPFCC had not been better. The capacity of the Complaints Team had recently been reduced due to the need to fill a vacancy that had arisen.

The PFCC advised that he would provide a written response to Mr Preston following the meeting and made the following points:

- The PLR scheme had been launched in April 2021. PLRs were supposed to receive a welcome back and regular information from the force. It did not appear that Mr Preston was receiving this and the situation could be checked.
- Current investment in neighbourhood policing reflected the importance of community intelligence. More accessible services would encourage residents to share information.
- The SNOvan had operated for less than eight weeks so far. The project was intended to provide support to vulnerable people in the night-time economy in Northampton, not to reduce crime or anti-social behaviour. He thanked the Northampton Guardian volunteers who operated the SNOvan.
- The force faced additional demands relating to paperwork as a result of requirements set out in the latest guidance on charging produced by the Director of Public Prosecutions. However, increasing the numbers of officers, the Qlik data-sharing system and the joint-service IT function would produce a benefit.

The PFCC provided additional information in response to further questions as follows:

- As PFCC he was subject to a statutory obligation to publish performance data. Members of the public would see the OPFCC publish more information over the coming year.
- Northamptonshire Police had been a struggling force and was still not where he wanted it to be but was now making real progress. Recent reports by Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) demonstrated this.
- Perceptions of the performance of PSD needed to take into account that it carried out complex and sensitive work. It also received a significant number of spurious complaints that wasted time. The PFCC had taken a greater role in overseeing the complaints process to help to address this situation. He was also considering what could be done to increase PSD resources.

The Panel considered the proposed Police precept.

The Panel questioned the PFCC about the benefit that Northamptonshire residents would see from the proposed precept and budget. It was emphasised that the major commitments it was intended to support needed to be delivered in practice, particularly in 'left behind' areas. The PFCC made the following points:

- The outcomes that the budget was intended to support could not be achieved immediately. The force currently had over 500 police officers who had been in the role for less than four years and needed time to become fully effective.
- Performance data already showed that police officers were more visible in the community but that public engagement remained at the same level. This was part of the reason for ring-fencing funding in the budget to support neighbourhood policing.
- The force was on an improvement journey and was making good progress but was not yet where it needed to be.
- Funding for neighbourhood policing would be used across the county rather than focussed only on specific areas. However, it was part of his role as PFCC to hold to account the Chief Constable for the outcomes being achieved by the force. He expected that the expanded neighbourhood policing offer in Northamptonshire should produce a benefit for all areas.

The Panel noted that the PFCC had increased the Police precept by £13 at Band D in 2022/23 compared to the £10 increase proposed for 2022/23 and sought reassurance about the potential impact of setting a lower precept this year. The PFCC was further questioned about whether he would need to raise the precept in 2023/24 if the cost of increasing the force's establishment to 1,500 officers would be covered in the latest budget.

The PFCC made the following points:

- All Police & Crime commissioners had to work with the Council Tax referendum limit set by the government, which had been higher in 2021. He was comfortable that a £10 increase represented the best option at this point, whilst the force had also been tasked with delivering a 1 per cent annual efficiency saving.
- The flexibility given to commissioners to increase the precept by £10 in each of the next three years would provide a clearer position over the near future.
- The Police precept set for 2023/24 would take into account that there would still be a need for additional resources at that point. The cost of police pay would increase as officers progressed in the role and moved through a broad pay scale. The force would also need to be in a position to meet new demands, such as the significant cost of charging electric vehicles.

The Panel considered potential risks that could affect the delivery of the 2022/23 budget as proposed. Panel members made the following points:

- Increased inflation, operating costs and new government priorities that did not come with funding attached could all contribute to pressures on resources in the near future.

- Possible increases in employer pension contribution rates could produce a pressure of £6.4m per year by 2024/25. It would be a significant concern if the government did not provide funding to cover this demand and it fell on local taxpayers.
- Budget pressures on partner organisations that affected their involvement in collaborative work could create additional demands on the force.

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

- Neither the range of potential increases in employer pension contribution rates nor the amount that might be covered by the government were yet known. The OPFCC was modelling an increase of 10 per cent with the government covering 75 per cent of the cost, which reflected previous experience.
- It was unlikely that the government would expect public sector organisations to meet the full cost of potential increases in employer pension contribution rates but there was a risk in anticipating the final position. However, this risk had been appropriately identified in the Medium Term Financial Plan and would be dealt with as necessary.

The PFCC made the following points:

- His approach to the question of future employer pension contribution rates was informed by the judgement that local taxpayers would not support an increase in the precept intended to build up a reserve now to deal with pension cost pressures that might arise in the future.
- He did have concerns about the impact of changes in partnership working, in light of a recent issue regarding local authority funding for the Sunflower Centre. Northamptonshire was going through an unsettled period following local government reorganisation and other changes such as the creation of the Children's Trust. It was important that all partners acted in a way that supported the aim of making people safer.

The Panel sought reassurance that the level of reserves maintained by the PFCC was adequate. It also sought further information about the use of the earmarked reserve intended to support specific initiatives arising from the Police, Fire & Crime Plan, given that the Reserves Strategy identified the risk of initiatives not being adequately defined or delivered and producing poor value for money.

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

- General and earmarked reserves had been thoroughly analysed as part of the development of the budget.
- The general reserve of £5m represented a suitable amount that made provision for issues that could arise, such as the local cost of responding to a major incident or meeting the external audit requirement to show a balanced budget over a three-year period.
- The PFCC did not keep a significant sum in earmarked reserves.

The PFCC made the following points:

- He judged that current reserves were adequate, which was supported by the Joint Independent Audit Committee.
- The Reserves Strategy identified the risk of initiatives not being adequately defined or delivered and producing poor value for money to reflect the difficulty in some cases of proving that an intervention had produced better outcomes than would have occurred if no action had been taken. Initiatives funded from the reserve were still designed to be as effective as possible.

The Panel noted that the public consultation on the proposed precept had generated a better response than the consultation on the PFCC's Police, Fire & Crime Plan in 2021. However, the PFCC was challenged about whether he was content with the number of responses received. The PFCC made the following points:

- He was always looking to improve public engagement. The consultation on the proposed Police precept had used a range of methods and the number of responses received was statistically relevant.
- The outcome of the Police, Fire & Crime Commissioner election in 2021 also represented a significant judgement on his priorities.
- As the PFCC he was ultimately responsible for making a decision on the precept and he was comfortable doing so having considered all of the relevant factors.

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

The Chair welcomed the workshop session for Panel members on the Police and Fire budgets held ahead of the current meeting, which had been very useful. The PFCC was also invited to advise the Panel if it could assist in making the case for updating the current police funding formula.

The Chair invited the Panel to agree its conclusions on the proposed Police precept.

RESOLVED that: the Panel supports the Northamptonshire Police, Fire & Crime Commissioner's proposed Police precept for 2022/23.

43. **Police, Fire & Crime Commissioner's proposed Fire Precept for 2022/23**

The PFCC presented the proposed Fire precept and budget for 2022/23, which were based on an increase in the precept of £5 per year for Band D Council Tax. The PFCC highlighted the following points:

- The proposed precept and budget came at a time of significant financial uncertainty, as a result of the one-year funding settlement announced by the government and increases in the cost of living.
- This situation made it particularly important to consider how any increase in the precept would affect Northamptonshire residents and to ensure that the budget he set was sustainable.
- Since becoming the fire and rescue authority in 2019 he had taken action to build a sustainable base budget, establish a realistic capital programme and increase reserves. He had also continued to make a case to the government for

recognition of the particular financial pressures faced by the authority. This case had been heard: the government had given Northamptonshire and the other seven lowest charging fire and rescue authorities one-off flexibility to raise the precept by £5 in 2022/23.

- Taking the option of raising the precept by £5 would generate almost £1m in additional funding for Northamptonshire and with some medium term savings would enable him to set a balanced budget over the next three years, with an integrated capital programme and stronger reserves.
- Responses to public consultation were supportive of the proposed precept: 61.3 per cent of those replying were prepared to pay an increase of at least £5, whilst 63.7 per cent thought that NFRS was doing a good or excellent job.
- The proposed budget for 2022/23 was almost £4.6m more than it had been in 2019. He was proud of the progress that had been made in this time.
- He considered that the precept proposed for 2022/23 would produce a fair and deliverable budget that represented the best deal for Northamptonshire residents and that would support the future of a vital service.

The Panel considered the proposed Fire precept.

The Panel questioned the PFCC about the resources available to NFRS relative to the demands on it. Panel members made the following points:

- The additional resources that the PFCC had provided since 2019 were welcome but if the proposed precept and budget were agreed Northamptonshire would still be the second lowest precepting fire and rescue authority in the country, with the second lowest core spending power and the lowest reserves.
- Progress was being made and the additional precept flexibility permitted by the government was positive but parity remained some distance away.
- It was questioned whether a £5 increase in the precept was sufficient in light of the significant pressures on NFRS. NFRS needed to have sufficient officers and equipment to deal with the risks that could result from increasing residential and commercial development in the county, such as fires in large warehouses.
- Reassurance was sought about the prospective impact of opening HMP Five Wells on local resources.

The PFCC made the following points:

- It had taken some effort to secure the flexibility to raise the precept by £5. He considered that the government should remove the limit on local flexibility to raise the precept.
- He was confident in the proposed budget. It was essential to use available resources as effectively as possible rather than just requesting more. This included learning from examples of good practice in other areas.
- New government requirements could increase the demands on NFRS. As an example the government was seeking to increase the focus on mid-rise buildings in the current fire safety inspection regime, which could have implications for Northamptonshire.

- His focus was on maximising the resources available for frontline services. This could increase the potential need to discuss with partner organisations what services the force and NFRS could and could not provide in future. Partner organisations making service reductions should not assume that the force and NFRS would be able to expand their activity to meet resulting needs.
- He had a good level of engagement with the HMP Five Wells management team, which aimed to make the prison a market-leading facility.
- The fire and rescue authority did not receive any additional government funding connected with HMP Five Wells and was expected to meet any needs within existing fire cover arrangements. However, the prison should generate some economic benefit for the county rather than just representing an additional cost.

The Panel noted that the precept provided approximately 63 per cent of funding for the fire and rescue authority. Reassurance was sought about the robustness of assumptions regarding the local Council Tax base and collection rates built into the proposed budget and the impact if these were not met. It was also highlighted that current economic pressures could cause difficulties for more local taxpayers this year.

The PFCC made the following points:

- He particularly thanked Northamptonshire residents for being prepared to make a higher contribution to the fire and rescue authority's resources given current economic pressures.
- Council Tax was guaranteed to produce a certain amount of funding. The fire and rescue authority had an existing smoothing reserve that could then be used to mitigate a deficit in the final position on the Council Tax collection fund.

The Chief Finance Officer further advised that the two Northamptonshire local authorities had provided very good estimates of their collection fund positions as well as sharing other relevant information that had informed the proposed budget.

The Panel sought clarification of the latest position concerning the provision of support services to NFRS. The Chief Finance Officer provided additional information in response to points raised by members during the course of discussion as follows:

- NFRS currently used LGSS support services. These had worked well but NFRS would be moving to a new ERP system from 1st April 2023.
- Northamptonshire Police was moving to the same system a year earlier following the withdrawal from Multi-Force Shared Services. A phased transfer to the new common system would be more effective than both organisations changing arrangements at once.

The Panel sought clarification of particular elements within the fire and rescue authority capital programme. The Chief Finance Officer provided additional information in response to points raised by members during the course of discussion as follows:

- The higher capital allocation for Information & Communications Technology in 2022/23 compared to subsequent years reflected the need to front-load work to address legacy issues, following a lack of investment in the past.
- The capital programme for estates reflected a similar need to deal with legacy issues, including removing asbestos from buildings and providing better welfare facilities for firefighters.
- The capital funding allocation in 2022/23 reflected the development of the new joint fleet workshop for NFRS and Northamptonshire Police. The fire and rescue authority had purchased the workshop building and the force would pay a charge for using it, whereas the opposite arrangement applied to Darby House.

The PFCC confirmed that he had done as much as he could to seek additional one-off capital funding support from the government to mitigate the costs of financing legacy items in the capital programme. The government had not yet responded, but the proposed budget made prudent assumptions on this matter.

The Chair invited the Panel to agree its conclusions on the proposed Fire precept.

RESOLVED that: the Panel supports the Northamptonshire Police, Fire & Crime Commissioner's proposed Fire precept for 2022/23.

44. **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, highlighting the following points:

- The work programme reflected resolutions from the last Panel meeting requesting a report on fire safety risks in residential properties for the meeting on 14th April 2022 and identifying children and young people's involvement in crime and anti-social behaviour as a possible topic for future scrutiny, subject to further consideration of the practicalities involved.
- The PFCC had offered to give the Panel a presentation on the telematics system earlier in the current meeting.
- The potential for Panel members to visit Darby House had been highlighted again at the current meeting.

The Chair suggested that a visit to Darby House should be combined with a briefing session with the Chief Constable and Chief Fire Officer as the Panel had previously intended. The Chair also highlighted that the reserve Panel meeting on 17th February 2022 did not need to take place as the Panel had supporter both of the proposed precepts for 2022/23.

The Panel considered the report. Members highlighted modern slavery and the role of Trading Standards in dealing with crime as potential topics that the Panel could include in its work programme. The Chair noted that trading standards was more of a topic for local authority scrutiny. The PFCC advised that he could provide briefings to the Panel on a range of topics, such as modern slavery or the vehicle fleet. He encouraged the Panel to identify the topics that it wanted to cover so that the Panel Secretariat and the OPFCC could produce a schedule.

The Panel went on to consider how to move forward with potential work on children and young people's involvement in crime and anti-social behaviour. Members made the following points during the course of discussion:

- This was a pressing issue affecting the county. If there was an opportunity for the Panel to help to address it then it should do so.
- It would be a good starting point for the Panel to seek a presentation from those involved in work on this topic. That would help the Panel to identify if a piece of task and finish work was necessary.
- The Panel could scrutinise whether the PFCC was holding the force to account effectively for the contribution it was making to preventing young people from becoming involved in crime and anti-social behaviour.
- The proposed topic was very broad. The Panel should be clear about the focus of any work.
- Any work by the Panel should reflect that its role was to scrutinise and support the PFCC. It could be counterproductive for the Panel to seek to scrutinise issues for which the PFCC was not responsible.
- Many aspects of the suggested topic were likely to be covered by the work of the Community Safety Partnerships. However, it could still be useful for the Panel to have a briefing.
- The topic of children and young people's involvement in crime and anti-social behaviour could be linked to priorities set out in the PFCC's Police & Crime Plan.

The Chair identified the potential for the Panel to request a presentation on work on Early Intervention and Adverse Childhood Experiences (ACEs) in Northamptonshire as a way of moving forward. However, the Panel would also need to consider how this could be scheduled given that it only had one more meeting in 2021/22.

The Democratic Services Assistant Manager made the following points during the course of discussion:

- The Panel was encouraged to be clear about the aims of any in-depth scrutiny work that it proposed to do. This would then help it to identify the best approach and the timescale for the work.
- The Panel was able to change the priorities within its work programme. It might consider rescheduling the proposed report on fire safety risks in residential properties, or the regular update reports, from the Panel meeting on 14th April 2022 if it considered that other business was a higher priority.

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

- The Panel's and the PFCC's respective remits should be reflected in any potential work on children and young people's involvement in crime and anti-social behaviour.
- The force was not solely responsible for dealing with anti-social behaviour.
- The Early Intervention & ACES team operated by the OPFCC dealt with an aspect of the wider topic. He was happy to discuss the team's work. He currently

had concerns about their ability to work with the Children's Trust and around data-sharing and vulnerability.

- He could present shorter budget updates to the Panel meeting on 14th April 2022 if requested, particularly given how early it would be in the financial year.

RESOLVED that:

- a) The Panel requests that a visit to Darby House for Panel members be combined with briefing sessions with the Chief Constable and the Chief Fire Officer on their respective service's priorities and challenges.**
- b) The Panel agrees that Panel members should suggest topics for future briefing sessions to the Secretariat to enable a programme of sessions to be produced.**
- c) The Panel agrees to include a briefing session on the use of telematics in Northamptonshire in the programme of briefing sessions.**
- d) The Panel agrees that the agenda for its meeting on 14th April 2022 should include the following items of business:**
 - **An overview of work on Early Intervention and Adverse Childhood Experiences in Northamptonshire.**
 - **An overview of priorities in Northamptonshire with regard to managing fire safety risks in residential properties, including risks associated with houses in multiple occupation.**
 - **Short updates on the Police and Fire & Rescue Authority 2021/22 budget positions.**

45. Police, Fire & Crime Panel meeting dates 2022/23

The Chair introduced the report setting out proposed meeting dates for the Panel in the next municipal year.

The Panel considered the report. A member questioned that the current Panel was being asked to set dates for 2022/23 when the councillor membership could change in the meantime. The Chair responded that the proposed dates provided a basis on which to proceed; individual dates could be changed later if the need arose.

RESOLVED that: the Panel agrees the following meeting dates for 2022/23:

- **23rd June 2022**
- **8th September 2022**
- **1st December 2022**
- **2nd February 2023**
- **16th February 2023 (Reserve)**
- **20th April 2023**

All meetings to start at 1.00pm. All meetings to take place at local authority venues in Northampton.

46. **Urgent Business**

There were no items of urgent business.

The meeting closed at 3.50pm

Chair: _____

Date: _____

This page is intentionally left blank



NORTHAMPTONSHIRE POLICE, FIRE & CRIME PANEL

14th April 2022

Subject: Managing Fire Safety Risks in Residential Properties, Including Risks Associated with Houses in Multiple Occupation

1. Introduction

- 1.1 Fires in the home (dwelling) and commercial properties continue to present one of the highest risk: as a risk to life or as a significant economic or environmental impact in the county. Our data analysis shows that fires can occur at any time of day and anywhere within the county; however, is most likely:
 - within the urban areas of our towns (where more people live/location of businesses),
 - during the evening, and
 - most likely to originate in the kitchen.
- 1.2 Some specific dwelling types present an increased risk of fire and fire injury (including fatality). These premises include Houses of Multiple Occupation (HMOs) where the occurrence of fire is more prevalent than single dwelling fires.
- 1.3 Lifestyle also has a contributing factor, for example: mobility, age, smoke detection systems, smoking, misuse of cooking and heating appliances can all contribute to the cause of fires in domestic dwellings and survivability factors.
- 1.4 According to national statistics, you are around 8 times more likely to die from a fire if you don't have a working smoke alarm in your home, read more here: <https://firekills.campaign.gov.uk/>

2. Background

Fire and Rescue Services Act 2004 identifies the functions of the Fire Authority. For NFRS, this is the Office of the Police Fire and Crime Commissioner (OFCC). The Authority's core duties include promotion of fire safety, provision for extinguishing fires and protecting life and property in the event of fires,

provision for rescuing people and protecting them from harm in the event of a Road Traffic Collision (RTC) and other emergencies.

The Fire and Rescue National Framework for England provides overall strategic direction for the Fire Authority, the latest version in 2018 requires FRAs to:

- make appropriate provision for fire prevention and protection activities and response to fire and rescue related incidents.
- identify and assess the full range of foreseeable fire and rescue related risks their areas face.
- collaborate with emergency services and other local and national partners to increase the efficiency and effectiveness of the service they provide.
- be accountable to communities for the service they provide; and
- develop and maintain a workforce that is professional, resilient, skilled, flexible and diverse.

The following three key strategic documents provide the strategic direction for the service:

- Police, Fire and Crime Plan - the Commissioner's strategic plan for the service;
- Community Risk Management Plan (CRMP): The Commissioner's strategic resourcing plan based on risk;
- Fire25 – the Chief Fire Officer's (CFO) strategic plan outlining the Fire and Rescue Service's Vision for 2025.

3. Home Fire Safety (Prevention)

3.1 Through education and raising awareness about risk in the wider community, we aim to make our residents safer and reduce the number and severity of incidents that occur.

3.2 The overarching risk for Prevention is the increasing population: expected to rise by a further 15.5% over the medium term (2018-2041). Rises are especially centred in the under 19 and over 65 bracket. There are also more people being cared for in their own home, with increasingly complex needs, and an increase in complex safeguarding cases.

To mitigate this, we have adopted the following:

- A Risk Matrix that provides a tiered approach to prioritise the most vulnerable in our community
- Increased data and intelligence from closer working with new unitary partners to understand and highlight those at risk

- Increased Prevention staff numbers including the addition of specialist roles to deal with high risk cases
- The use of station plans to direct operational staff to support prevention work in the communities and to identify those with additional requirements

3.3 Our [Prevention Strategy](#) and priorities are based on the risk of fire, and other emergencies in Northamptonshire and its 753,278 ([latest figures dated: 2019](#)) residents. Improving Home Fire Safety and reducing accidental dwelling fires remains our top prevention priority.

Prevention Priorities:

- **Improve Home Fire Safety and reduce accidental dwelling fires**
- Reduce Arson and Deliberate Fire-setting
- Provide Road Safety Education to reduce risk
- Engage with young people to improve safety awareness and deter/divert them from anti-social behaviour and fire crime
- Improve Awareness of Water Safety

3.4 Delivery Triangle: We want to make the biggest impact we can with the resources we have. Our Delivery Triangle shows how we create capacity in a tiered approach to prevention and make “Best Use of Our Resources”. With specialist support provided at the top of the triangle to mitigate the greatest risk, targeted engagement within the middle and a universal offer that offers core advice to the public if required.

Specialist support: Managing individual risk or risk requiring specialist support. These activities are usually delivered by the Prevention Team and will often involve multi-agency working around vulnerable individuals or localities for a specific time period.

Targeted Engagement: Managing Community Risk identified in the CRMP and through Community Safety and other partnerships, using internal and external data to problem solve and to identify priority groups and/or priority places. Targeted activities can be delivered by prevention specialists or crews as part of the local station plan.

Universal Offer: Advice and guidance is provided to help individuals and groups to help themselves. This will include our website content, educational toolkits, local and social media campaigns and seasonal messaging.

3.5 We know that some people are more vulnerable than others due to a combination of factors such as health, living environment and lifestyle. We also know that the characteristics that put people at greater risk of dying in a fire are different to those that put people at risk of having a fire or being injured.

The factors that increase the likelihood of a fire starting or severity of consequence include:

- Arson threats linked to domestic/honour based violence, hate/organised crime, disputes.
- Hoarding – to the extent that access and egress is affected.
- Fire-setting tendencies or previous near miss occurrences.
- Use of home oxygen and particularly if smoking.
- Use of emollient creams whilst smoking.
- Neglected living environment.

In addition, fire data also shows us that these groups can also be more at risk because of the nature of their accommodation:

- Those living in high-rise rented accommodation
- Those living in rented accommodation in House in Multiple Occupation (HMOs)

3.6 Our Home Fire Safety Visit (HFSV) is a direct intervention ‘person centred approach’. This involves visiting a person in their home, assessing how vulnerable they are to fire and other emergencies and taking steps to reduce the risk, offering advice and fitting smoke alarms, and where needed providing specialist equipment.

The topics we cover during a HFSV include:

- Smoking
- Cooking
- Electrical
- Safe heating
- Smoke alarms
- Escape plans
- Assistive Technology to help in an emergency

3.7 Other fire concerns include the use of home oxygen/emollients, medication/alcohol and how that affects fire safety, hoarding and clutter, Risk of Falls while escaping, Candles and Naked Flames, Thatched Property, Fire-setters etc.

3.8 HFSV Risk Matrix: In a county of over 750k, it is not possible to visit every resident in their home. We, therefore, prioritise visits to those individuals whom our risk analysis suggests are at greatest risk of fire. In particular, we target those who live alone, individuals and families with care and support needs or frailty, and those who are over the age of 65.

We have incorporated the priority profiles into a Risk Matrix Tool to help with prioritisation of referrals for HFSV and to triage resources. **(Appendix A)**

3.9 Our HFSV policy and risk matrix is consistent with the National Fire Chief Council (NFCC) Person Centred Approach which takes into account that a combination of factors contribute to fire risk.

- **Person factors:** integral to the person/people, can be temporary or permanently a part of them such as their level of mobility.
- **Home factors:** factors integral to the home or physical environment and how the person interacts with it and others within it.
- **Behaviour Factors:** actions, activities or behaviours, things that people do or don't do such as smoking and taking medication.

Our matrix shows our priority profiles and the behavioural and environmental factors that combine to increase risk. This will help to ensure we can triage our tiered approach and prioritise visits effectively, offering advice in different ways to people at lower risk and ensuring a swift or multi agency response to those at highest or complex risk.

In particular we still continue to target those who live alone, those with care and support needs or frailty, and those who are over the age of 65, or as a result of data from our Community Impact Assessments, our serious fire incidents and our own HFSV data.

We also prioritise individuals and families who may be in need of care or some kind of support but are not fully accessing it, this could be for a variety of reasons such as poor mental or physical health, dependency on drugs and/or alcohol, limited understanding and social isolation.

3.10 Generating Visits: HFSCs are generated in a number of ways:

- Occupiers making a self-request (telephone/email/online referral form).
- Referrals to Home Safety Team from a partner agency e.g. Social Services.
- Hot Strikes following a serious or fatal fire.
- Direct Engagement in targeted high-risk areas through partnership activity or direct engagement by crews.
- Generated and completed by a partner agency such as Age Concern.
- A direct request from a customer to a station.

3.11 HFSC Referral Pathways: To help us to reach priority people we promote our Home Fire Safety Visit referral pathway to the organisations that already work with them. This ensures that we have consent to engage which in turn helps to ensure that our contact is successful and effective.

We provide information and guidance to enable frontline workers in these organisations to recognise fire safety concerns and triggers and know when and how to refer. We currently receive referrals from a range of agencies

including adult and children's social care and early help teams, blue light services, housing providers, home oxygen teams, community health teams such as district nurses, mental health support workers and charities.

The impact of the COVID-19 pandemic has already changed our understanding of different risks and we will continue to work with public health partners to those previously on the Clinically Extremely Vulnerable List can be offered a HFSV where living alone, health, mobility and wellbeing has an impact on fire safety.

- 3.12 Safeguarding: Targeting prevention advice effectively means we interact with more children and adults who may also be at risk from harm and abuse. Safeguarding is, therefore, an increasing part of our role. Since 2019, we have embedded an internal oversight group to develop the learning and audit of this area and employed a specialist officer to support crews who raise concerns and to work effectively with statutory partners. There is a rising number of outward referrals being made and a rising number of adult risk management cases.
- 3.13 Complex Case and Risk Intelligence: When a HFSV or other specialist intervention identifies complex risk where fire safety is dependent on other factors that cannot easily be mitigated, the Prevention Team will manage outgoing referrals and instigate multiagency working.
- 3.14 Performance Management: This targeted approach ensures our resources are effectively prioritised to mitigate risk to the most vulnerable within the community. NFRS are currently delivering 76% of its HFSCs within H/VHigh risk premises with 11% non-white British households.

Use of Resources: 32% of HFSCs have been completed by the Home Fire Safety Team (the more complex cases), 62% by Wholetime/ Variable Crewing Staff and 6% within an on-call station area.

4. **House of Multiple Occupation (Protection)**

4.1 A HMO is a house in multiple occupation (HMO) if both of the following apply:

- at least 3 tenants live there, forming more than 1 household^(a)
- you share toilet, bathroom or kitchen facilities with other tenants

^(a)A household is either a single person or members of the same family^(b) who live together.

^(b) A family includes people who are:

- married or living together - including people in same-sex relationships
- relatives or half-relatives, for example grandparents, aunts, uncles, siblings
- step-parents and step-children

- 4.2 In some circumstances HMOs are licensable by the local authority. Mandatory licensing is where the premises has 5 or more residents, forming more than 1 household, and additional licensing where the local authority has instigated a local requirement for a specific reason or area.

Additional licensing is in place within Northampton which was initially in response to student housing near the university.

[Additional HMO Licensing | West Northamptonshire Council - Northampton Area](#)

- 4.3 Legislation: The primary legislation that governs HMO's is the Housing Act 2004 which is enforced by the local authorities within Northamptonshire. This is the legislation that imposes mandatory licensing and contains the requirements for standards covering health, safety and welfare.

The Regulatory Reform (Fire Safety) Order 2005, FSO, also imposes legislative requirements upon HMOs but only in their common areas. Kitchens, living rooms and the means of escape (hall, stairs and landing).

The powers of the FSO effectively stop at the door of the individuals private dwelling, their personal bedroom. The requirements for the bedroom are the protection of the escape route, a fire door, and automatic detection within the room to provide early warning to the wider premises in the event of a fire.

- 4.4 What responsibilities for fire safety does NFRS or NCFRA have in relation to these premises?

As the fire authority we have a duty under article 26, '*Every enforcing authority must enforce the provisions of this Order...*'

- 4.5 Prevention and protection teams will work closely around HMO's, sharing intelligence and information where necessary to both safeguard the residents and ensure we discharge our legislative duties.

- 4.6 Fire Risk: Deaths and injuries from fires in HMOs are proportionately higher than in single family homes.

Government figures shows that only 5.4% of the population (3.1million) live in HMOs, but that multi-occupancy properties account for 34.8% of all fire deaths and 39.2% of all fire injuries.

The dynamics within a single household differ from the average HMO significantly. If, at 10am, 5pm or 3am, you ask a resident of a single household/family home who was in the house it is likely you would be told names and locations with a high degree of accuracy.

In HMOs you find independent people/families living their lives with minimal interaction with the other residents.

Experience on protection inspections shows that not only will residents not know who is in or out at the time of our visit, they may never know the names of the other residents. Clearly this exacerbates the risk in the event of a fire, an emergency situation, where crews are trying to identify if persons have failed to evacuate or where they may be located.

Residents will work different shifts, cook at different times and potentially have a higher fire loading and more fire hazards within their own rooms.

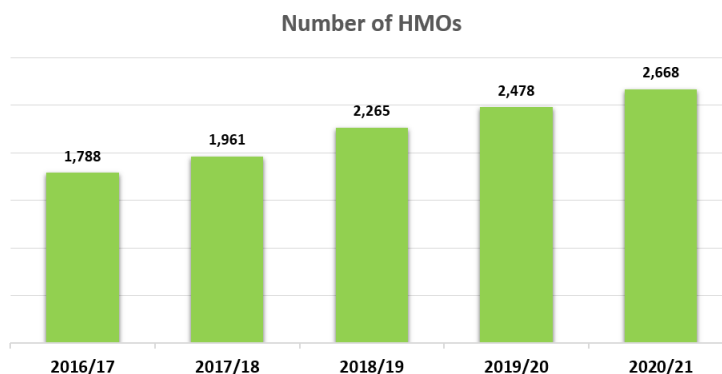
- 4.7 Within protection, we have included HMOs within the risk based inspection programme (RBIP). All premises that have historically undergone formal enforcement action are being reviewed and re-inspected, with a large portion of these being HMOs.

Annually we will plan to undertake 200 audits within HMOs that are new/unknown to NFRS. The concept of targeting unknown premises is supported by the fact that a significant portion of our enforcement action within HMOs is in connection with premises where we have had no previous contact.

In addition to formal action, there has been over 440 informal notification of deficiencies issued since 2016.

In March 2019, NFRS successfully prosecuted a landlord of multiple HMO's. After reaching Crown Court they pleaded guilty to 26 offences, including the breach of a prohibition and the failure to comply with an enforcement notice. They received a custodial sentence of eight months

- 4.8 The target of 200 is linked to the average increase in the number of known HMOs in Northamptonshire.



The outcome is such that:

- Our qualified and competent fire protection officers are targeted towards the portion of HMOs where the risk is likely to be highest and our ability to significantly reduce the risk gap is greatest.

Local authority will also be involved and/or informed in relation to this activity, regardless of if the HMOs are licensable and non-licensable.

- Local authorities undertaken the inspection and administration for the licensable HMOs, enforcing their primary legislation. Their work is not limited to licensable properties and with their intelligence lead approach, they will respond and act upon risk in all properties.
- Crews will target protection checks towards the lower risk, non-licensable HMOs.

Intelligence and intervention within unknown HMOs can commence and/or occur in a number of ways:

- Proactive contact with owners undertaking renovation or new development work. Very effective at ensuring standards are correct prior to occupation and presents FPOs as a trusted agency, providing of professional advice (in accordance with section 6 of the Fire Services Act). This promotes future contact and good word of mouth referrals to other landlords.
- Concerns from members of the public e.g. residents and neighbours. Again, the fire service is seen as a trusted agency, approachable when referring concerns and have a reputation for acting upon them.
- Concerns from the compliant landlords. A benefit of NFRS having positive working relationships with the 'good' landlords is that they are personally impacted by landlords who do not provide safe homes. These 'rogue' landlords, who do not abide by the rules, subsequently take rent but do not spend any of it on what is legally required.
- Fires and emergency incidents. Crews are aware of general fire safety requirements and will flag issues and concerns through to the duty fire protection officer, who provides 24/7 cover.
- The use of article 27 letters, formal requests to owners and agents to disclose premises they have responsibility for which are used as HMOs.
- Inter-agency working with the private sector housing teams in the local authorities. This again could be for the reasons above or the application of a license for a new HMO, work around an investigation into a particular owner/managing agent and other proactive activity.

- 4.9 Increasing capacity: Training has now been rolled out to crews so that they can begin to undertake protection checks with HMOs. These checks are targeted at the HMOs which have previously been audited by a competent FPO and found to be compliant.

The protection check will take significantly less time to undertake, which is beneficial to the landlord, and allows for the qualified FPOs to be targeted towards our RBIP.

The training for crews was designed and delivered internally and provides sufficient input to allow these checks to be effective. In the event of issues being highlighted, that are outside of the crew competency, the availability for escalation to the protection team is always an option.

Whilst there is a time saving for the landlord, a person we could consider to be historically compliant, there is also the clear advantage that the crew can complete the protection check of the common areas and then proceed to give home safety advice to the individual residents/families. This can occur immediately after the check or at a later date as is convenient.

Whilst this will primarily attract the compliant landlords it presents opportunity for crews to access the community in their homes but more specifically those who live in accommodation and in a manner that increase their risk from fire.

- 4.10 Additional Support: The creation of only two unitary authorities has improve our inter-agency working going forward.

Historical there were clear challenges in modifying our approach and working practises to meet those within any particular authority.

We have had instances and times where there was no real access to local authority support, out of hours. This has been key in situations where we are issuing a prohibition notice and residents may become homeless.

This issue appears to have been improved immediately by a single point of contact, out of hours, via emergency planning.

We have recently met with managers for private sector housing teams, within the two authorities, and there is clearly work ongoing.

In recent meetings with the private sector housing managers we have raised and discussed the importance of reinvigorating landlord events. Historically we have attended events, primarily in what was the NBC area, and these proved useful. We would have an opportunity to present to the proactive landlords, thus improving/sustaining fire safety awareness, but also we would receive intelligence from these landlords about premises they have become aware of that are not compliant with fire safety.

Local authorities would lead on these events, as they have previously, but ideally remove the historic local authority boundaries. Landlords clearly cross internal county (local authority) borders and opportunities should be open to as many as possible.

5. Recommendations:

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

Stephen Mold
Northamptonshire Police, Fire and Crime Commissioner

This page is intentionally left blank

RISK MATRIX TOOL HFSV REFERRAL PRIORITISATION Considering the likelihood of fire using known risk factors And consequence/severity using occupier's ability to react in an emergency and the impact of fire		Severity of consequence according to household profile									
		Significant/Very High Risk Customer profiles					Medium/Lower Risk Customer profiles				
		Lone "Adult at Risk" (already receiving care & support)	Child At Risk/In need (CP/Child In Need Plan)	Vulnerable Adult incl 80+ adults (single or couple) Adult needs some support	Vulnerable Adult living with other able adult (e.g. partner u 80, or family)	Child/Family needing or accessing Early Help/financial hardship live in target area	Adult/s over 65 (no known support needs)	Family & under 5's no other known needs	Lone Adult <65 (no known support needs)	Family & older children No other known needs	Adult not VA and living with other adult/s
Likelihood of fire	Single or Multiple risk factors Lifestyle/behaviour/environment										
	Arson Threat/Attempt										
	Hoarding scale 6+/or cluttered escape										
	Heavy Meds/Drug/Alcohol concern						*NA	*NA	*NA	*NA	*NA
	Smoking & bedbound						*NA	*NA	*NA	*NA	*NA
	Smoking/Open Flame with home oxygen, and/or emollient use						*NA	*NA	*NA	*NA	*NA
	Fire-setting concerns										
	Previous accidental fire or near miss such as burn marks/cooking										
	Inability to raise/react/escape unaided eg bedbound due to physical health, sensory impairment (no above risks)						*NA	*NA	*NA	*NA	*NA
	Concerns re living environment - electrical safety, clutter (3-6), poor repair, heating										
	HMO potential (not in above risks)										
	Concerns about safe decision making/mental health capacity						*NA	*NA	*NA	*NA	*NA
	Home Oxygen and/or emollients – no smoking/open flame risk										
	No working smoke alarms but no known specific fire safety issues from above										
	WORKING Smoke detector present no specific fire safety issues from above	HST	HST								
Key to Risk Ratings and NFRS response time for initial customer contact attempt											
	IMMINENT	ATF/HST – 24hr		HIGH COMPLEX	HST – 5 day		MEDIUM	TEL/ONLINE			
	VERY HIGH	HST – 72hr		HIGH	HST/CRG – 7 day		LOW	ONLINE			

Areas of deprivation - we will target these on the assumption that high risk factors/profiles are more likely to be found. For HST – where a red risk exists and there is no working smoke detector these referrals will be prioritise over ones where there is a WSD. (*NA – if this category applies customer would be in a different profile.)

This page is intentionally left blank



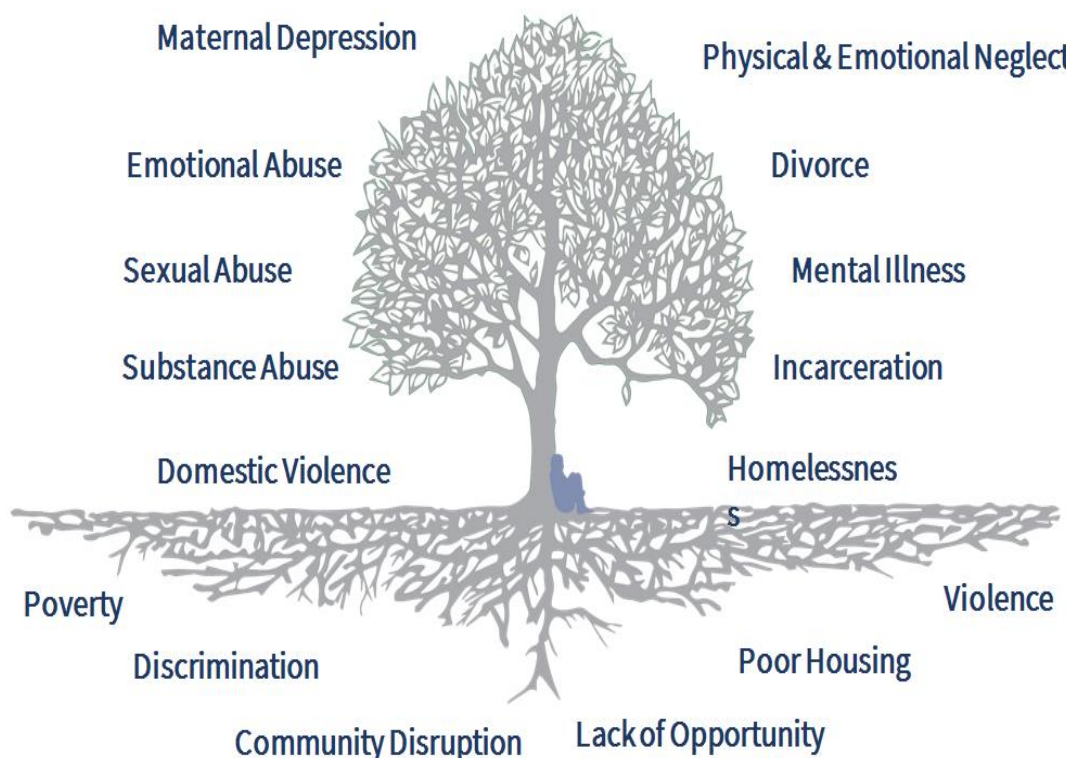
NORTHAMPTONSHIRE POLICE, FIRE & CRIME PANEL

14th April 2022

Subject: Overview of the work delivered by the OPFCC Early Intervention Family Support Team

1. Introduction

1.1 Adverse Childhood Experiences (ACEs) are traumatic events which occur during childhood that can have negative and lasting effects on a person’s health and behaviour.



1.2 The Early Intervention Family Support Team launched in February 2019 to identify families in difficulty at an early stage and to step-in and offer support. The team support families across Northamptonshire and provide advice and guidance on a range of issues such as domestic abuse, healthy relationships, parenting, online safety, mental health of parent or young person, substance misuse, parenting issues and school exclusions. The team fill a gap in early intervention and prevention that is not currently provided by partners.

2. The Work of the Team

- 2.1 Almost half of all referrals to the team are a result of a Police Public Protection Notices (PPN). During the numerous lockdown periods, the team have received reduced referrals from schools, however referrals for support did increase when schools reopened. The team worked throughout the pandemic, supporting families by phone, video conferencing and when permitted, meeting with a young person in school, or in an agreed safe outdoor area.
- 2.2 Since January 2021, the team have initiated a family feedback project which aims to provide qualitative feedback about the service and most importantly gives a voice to how the families view their current situation and if they feel they are in a better place. This feedback also helps identify any further support required.
- 2.3 In January 2021, two domestic abuse (DA) support officers were established to help people who have received a police officer call out for an incident assessed as "standard" low level domestic/family conflict. The team referred some families to the Multi Agency Safeguarding Hub (MASH) after gathering further information and assessing the presenting risks. The advice, guidance, support and referral to specialist domestic abuse agencies educates and empowers adults and children to consider making changes to their personal circumstances and gives the practical expertise to do this. Additional support with finances, housing, legal issues and safeguarding is also offered and these support elements decrease the opportunity for further domestic incidents and increases the likelihood the police will not be called.
- 2.4 This project has been put together in response to the growing number of Police callouts for domestic/family conflict related incidents unlikely to result in prosecution. The Early Intervention Domestic Abuse Practitioners contact every family who have had the police respond to a standard-graded domestic incident within 48 hours. The practitioners have extensive knowledge and experience of supporting victims, perpetrators, children and young people who have witnessed or experienced domestic abuse and work in the same way as the rest of the team, uncovering the underlying reason for the incident.

3. Early Help Assessments

- 3.1 The EHA allows the family to tell their story once and the assessment is a dynamic document that will sit alongside the family show casing positive progress or highlighting additional areas where support would be needed.
- 3.2 Where staff think it necessary, they will start the EHA and hand over to a lead professional when the support work is completed.

4. What the Team Don't Deliver

- 4.1 The team do not work with entrenched multi-generational problems as they have a short timeframe of around 3 months where the team will work directly with the child, young person and their families.
- 4.2 They look to unpick the root causes of problems that if left, could have a long-term impact. The service is consent-based and cannot work with families who do not consent for support.

5. Referral Process

- 5.1 The Early Intervention team is growing, and from 31 March 2022, has been able to take direct referrals from professionals.
- 5.2 Any professional working with children & families can refer to the Team by completing an online referral form via a web link. Referrals are assessed for suitability and where not suitable for the service the referral will be returned to the referrer to consider alternative services.

6. Looking Ahead

- 6.1 Longer term, the ambition is to deliver the following:
 - An outcome for all PPNs completed for a domestic incident (“An outcome” refers to contact being made for all domestic non crime incidents assessed as standard)
 - Increase the Force’s professional curiosity and knowledge of trauma informed practice
 - Better identification and classification of domestic incidents
 - Improve consistency of domestic abuse referrals across the county.
- 6.2 The EI Family Support team now has the skills and experience to provide a much-needed service that will meet the needs of couples and families who, without some support, are highly likely to come into contact with Northamptonshire Police and ultimately may enter the criminal justice system. By getting upstream we are able reduce the demand on front line policing and hopefully provide beneficial outcomes for those who need our help or support.

7. Recommendations

- 7.1 That the Northamptonshire Police, Fire and Crime Panel notes the continued progress to date and future ambitions for the Early Intervention Family Support Service.

Stephen Mold
Northamptonshire Police, Fire and Crime Commissioner

This page is intentionally left blank



NORTHAMPTONSHIRE POLICE, FIRE & CRIME PANEL

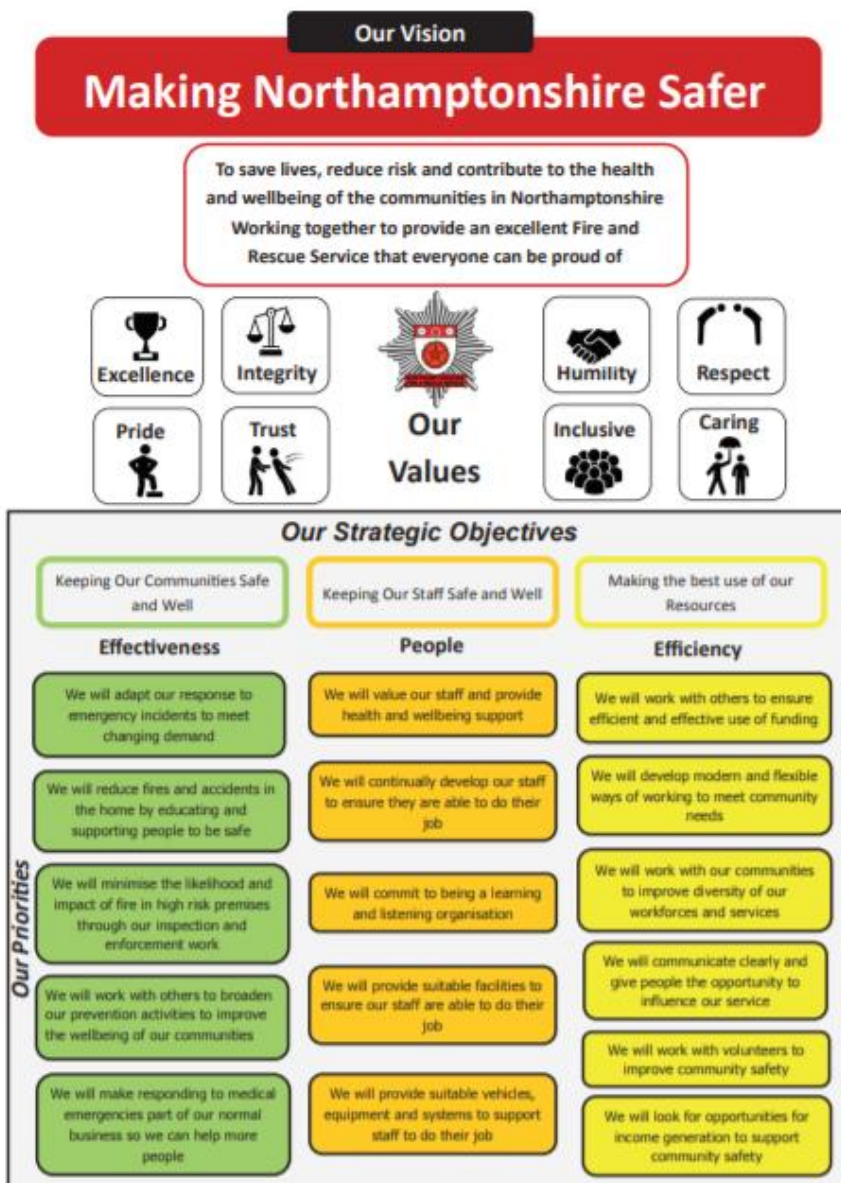
14th April 2022

**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



Our Strategic Objectives



2.1 Work Delivered by NFRS

- 2.2 **Chief Fire Officer Darren Dovey to retire later this year** – I thought it was important that I formally put on record that Chief Fire Officer Darren Dovey of Northamptonshire Fire and Rescue Service has announced his intention to retire later this year after 35 years in the fire service. Darren has been at the helm of Northamptonshire Fire and Rescue Service since April 2016 and delayed his planned retirement twice – firstly to manage the transfer of the governance of the fire service to the then Police and Crime Commissioner and then again in 2020 to lead the service through the pandemic. Darren will leave in October and has announced his intentions as early as possible to give us the time to recruit a new Chief Fire Officer.

Darren Dovey was appointed Chief Fire Officer on 1 April 2016. He was born in London but has lived in Northampton since the age of 7, growing up and going to school in the Thorplands area. He joined Royal Berkshire Fire and Rescue in 1987 and transferred to London Fire Brigade in 1999 moving to Northamptonshire Fire and Rescue Service in 2008 as an area manager. During his career he worked on the fire at Windsor Castle, was at Russell Square as part of the response to the 07/07 bombings in London and attended the Buncefield Oil Depot fire in Hertfordshire.

I am very grateful for the leadership that Darren has brought to Northamptonshire Fire and Rescue Service and the determined way he dealt with the considerable financial and organisational challenges that the service has faced. I have been constantly impressed by his determination to make our fire service an effective organisation that truly meets the needs of the community and has the safety of the public and its staff at the heart of everything it does. That's been very clear during the pandemic, when Darren has ensured that Northamptonshire Fire and Rescue Service has stepped up to support other agencies as well as focussing on their day job, and I know how much that commitment is appreciated. Darren's will be big shoes to fill but he can be assured that he will leave Northamptonshire Fire and Rescue Service in a much stronger place than it was when he became Chief Fire Officer.

- 2.3 **Fire Service outlines plans for coming years** - A draft strategy for the next three years has outlined how Northamptonshire Fire and Rescue Service will keep communities safe and tackle potential risks – and residents are being asked to share their views on it. The new Community Risk Management Plan (CRMP) has taken a detailed look at what risks are present in Northamptonshire and identifies how NFRS can provide an outstanding service and deploy resources to reduce those risks and make the county a safer place for everyone. Firefighters from 22 stations, plus teams from the Prevention and Protection departments, deal with a whole host of risks that have been identified in the Plan, made more challenging by Northamptonshire being one of the fastest growing counties in the country yet still being a significantly rural area. As well as fires at domestic and commercial properties, other risks identified include the county being at the heart of the country's strategic road

network, a sharp growth in the number of logistic hubs, and many waterways and rivers. The Plan outlines three major projects to help meet future pressures:

The Green Agenda

Ensuring that NFRS considers environmental risks such as flooding and wildfires, while also attempting to become greener through a more efficient estate and vehicles within its fleet.

Digital and technological

Updating systems to drive change.

Emergency cover review

Taking a detailed look at how resources are managed.

The Community Risk Management Plan plays a major role in driving forward improvements and outlines our strategy on how we transform the Service and ensure that this county

- 2.4 **Teamwork reinforces arson message to younger people** - My commitment to delivering early intervention and engagement activities to younger people in the county has been supported by a collaboration between the joint Police and Fire Arson Task Force and the Commissioner's Targeted Youth Service. The initiative launched in January as part of a 12-week targeted youth programme that educates young people about risk and danger and sees the Arson Task Force engage with Year 7 students at Kettering Science Academy in an interactive session on deliberate fire setting. Recent arsons in and around Kettering provided real-life examples of the risks and consequences of anti-social behaviour and educate young people on the impact of arson. Following the success of this first session, the teams will be rolling out a series of events over the coming months to deliver early intervention that aims to divert young people from criminal activity and build relationships and trust between the younger generation and fire service personnel. I am delighted that the Targeted Youth Service and Arson Task Force are working together to deliver early intervention activities, a key priority in my Police, Fire and Crime Plan. The power of partnerships, working to mitigate criminal issues such as arson, is the most effective way to reduce crime and protect residents in the county.
- 2.5 **Unite against anti-social behaviour in Daventry** - After firefighters were called to a spate of deliberate fires in Daventry town centre in 2017, the consensus was that something needed to be done to tackle a growing and worrying trend. That year saw fire crews called out 77 times to public areas to tackle fires that had been deliberately started. It was at this point leading organisations in Daventry came together – and the result was Operation Unite. The scheme works to reduce arson and anti-social behaviour in and around Daventry town centre and is run as a partnership that includes amongst others Northamptonshire Fire & Rescue Service, West Northamptonshire Council, Northamptonshire Police, Daventry Town Council and Neighbourhood Watch.

I have been very impressed to see that the improvement has been stark. Those 77 deliberate fires back in 2017 had dropped down to 17 in 2021, a massive decrease of 78 per cent across the Daventry district. Equally as impressive was that 26 of the deliberate fires in 2017 were in Daventry town centre, but there have now been no deliberately started fires in the town centre in 2020 and 2021. Other aims of Operation Unite include promoting water safety – with partnership work from the Canal & River Trust and the Royal National Lifeboat Institution – as well as creating a safer environment in the Daventry district, reducing waste issues and fly-tipping working alongside Norse, and educating local businesses about fire safety.

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 January 2022

3.4 **Budget 2022/2023** - The Commissioner requests a presentation of final budget proposals for Northamptonshire Fire and Rescue Service for 2022/2023 to include the treasury management and reserves strategies. The S151 Officer and colleagues agreed to undertake the comparison of funding changes between governance transfer and now. Both the Commissioner and Chief Finance Officer recognised the significant work that had been undertaken to get to the current position on the budget. The Commissioner further acknowledged the amount of work that had taken place with government departments to build secure additional funding and thanked everyone involved. The Commissioner was satisfied that the Fire Service had been able to provide a proposed three-year balanced budget, subject to the assumptions outlined within the proposal. The Commissioner reiterated that it was essential that the Fire service delivered robustly against the proposed savings plan. This was required to achieve a balanced budget and to create the ability to reinvest in other areas. The Commissioner asked that the Chief Fire Officer appoint a senior officer to lead the operational review and also provide the indicative timescales for this work. This is an important piece of transformational work and as such, should be prioritised accordingly. The Commissioner formally approved the proposed budget.

3.5 Fire Accountability Board 8th February 2022

3.6 **Budget conditions letter update** - As part of the budget setting process for 2021/2022, the Commissioner and Chief Fire Officer agreed a budget conditions letter outlining areas that were to be delivered in this financial year. The Commissioner requires an update which demonstrates the progress made to date,

on the delivery of these agreed outcomes and measures. The Commissioner commended the progress that had been made on the capital budget and compliance with audit processes, noting that they had improved significantly over the past year. The Commissioner reiterated that the required £149k saving in the budget for 2022/2023 was in relation to cashable savings. While the Commissioner was pleased with the overall progress against the agreed budget conditions, he did raise some concerns about the pace of progress on the operational interoperability activity between Fire and Police. He requested that the Chief Fire Officer link in closely with the Chief Constable to ensure there was a shared vision and commitment to progress

3.7 Code of Ethics paper update - In May 2021, the Fire Service in England adopted a national Code of Ethics. In July 2021 NFRS presented to the PFCC its plans to properly embed this into its daily business. The Commissioner sought an update on progress on achieving this since this time, describing how the activity described in the July 2021 paper has continued and progressed and seeking actual examples of where this adopted code has made a difference. The Commissioner recognised that whilst the Code of Ethics was relatively new for the Fire Service nationally a significant amount of work had already been undertaken locally to embed these and accepted that whilst there had been a number of workstreams concerning ethics and EDI in the service it was difficult to determine what changes had taken place in terms of culture as a direct result of the code, rather than something else. As such the Commissioner requested a further update in relation to cultural changes brought about through all of these workstreams later in 2022.

3.8 Fire Accountability Board 8th March 2022

3.9 NFRS performance update - The Commissioner received an updated on the performance against the measures and metrics contained within the IRMP. The Chief Fire Officer presented on the performance of NFRS against the measures in the IRMP. Overall, the Commissioner was assured that progress continued to be made in reducing the risks to local people, with performance positive in most areas. The Commissioner was concerned about the increased rate of short-term sickness. The Chief Fire Officer stated that this was mainly covid related but that work was needed with some junior managers to ensure that repeated bouts of short-term sickness was identified earlier and managed appropriately. This work is underway. The Commissioner was pleased that the agreed 3-year high risk-based inspection programme was on track.

3.10 Grenfell Inquiry - The Commissioner requires an update that provides an end of year update on the implementation of actions arising from the Grenfell Tower Part 1 report. In the event there are actions that remain outstanding the report should provide detail of what they are, the reason that they remain outstanding and anticipated completion dates. The Commissioner was provided with an update about continued progress relating the local action plan arising from the findings of the Grenfell Tower fire inquiry Part 1. This was considered alongside the recent HMICFRS inspection and it appears that comments on that will be positive. The Commissioner

is assured that at this point progress is good and appropriate and that there is strong governance around this.

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

- [NFRS Decision Record 66 Liquid Fuels Contract](#)
- [NFRS Decision Record 67 Asbestos Removal](#)
- [NFRS Decision Record 68 Insurance cover](#)
- [NFRS Decision Record 69 Compressor Replacement](#)
- [NFRS Decision Record 70 NFRS Vehicle RTC Training](#)
- [NFRS Decision Record 71 Joint Fleet Workshop](#)
- [NFRS Decision Record 72 Provision of Mains Water and Sewerage Contract](#)
- [NFRS Decision Record 73 Provision of IT hardware](#)
- [NFRS Decision Record 74 RTC hydraulic cutting equipment](#)
- [NFRS Decision Record 75 NCFRA Firefighters Apprenticeship Contract](#)
- [NFRS Decision Record 76 Asbestos Consultancy Works](#)
- [NFRS Decision Record 77 Fire Precept 2022-23](#)
- [NFRS Decision Record 78 NCFRA Firefighters Apprenticeship Contract Variation](#)
- [NFRS Decision Record 79 External Audit Services Procurement](#)
- [NFRS Decision Record 80 Replacement Command & Control System](#)
- [NFRS Decision Record 81 NCFRA Firefighters Apprenticeship Additional Contract Variation](#)
- [NFRS Decision Record 82 Network Connectivity Services](#)

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

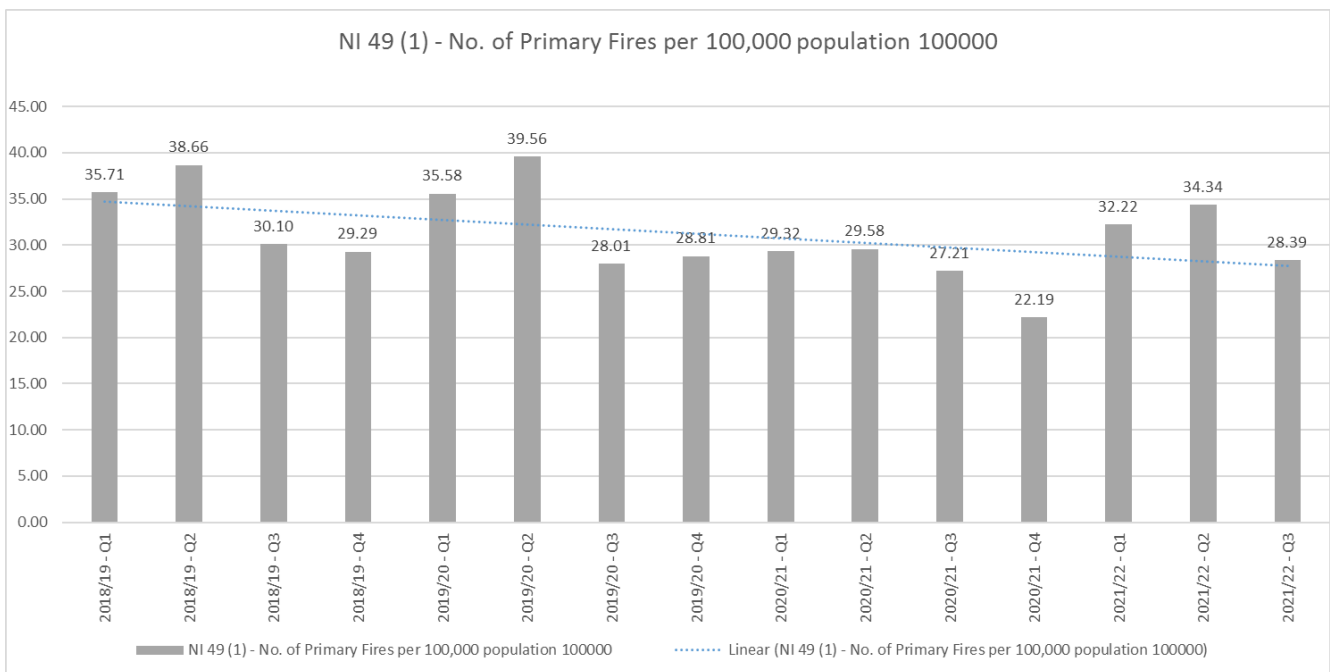
This page is intentionally left blank

Appendix A – IRMP 2019-2022 outcome measures

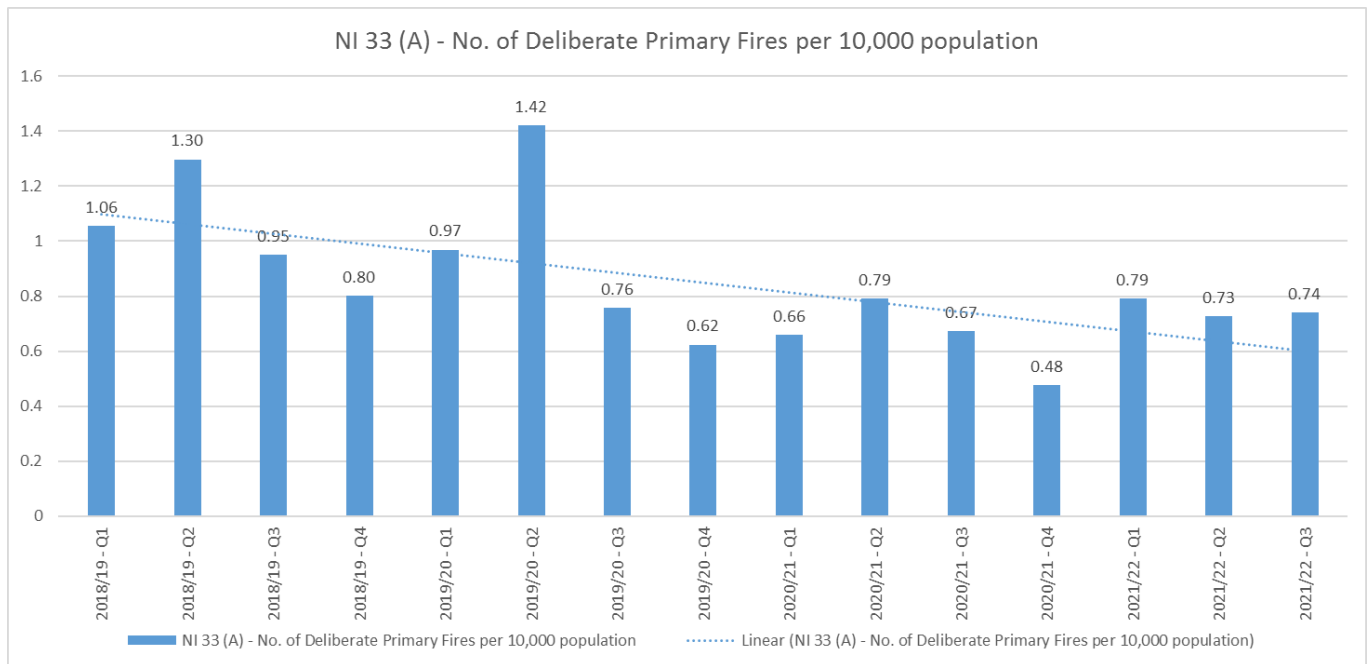
Community Outcome Measures:

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.

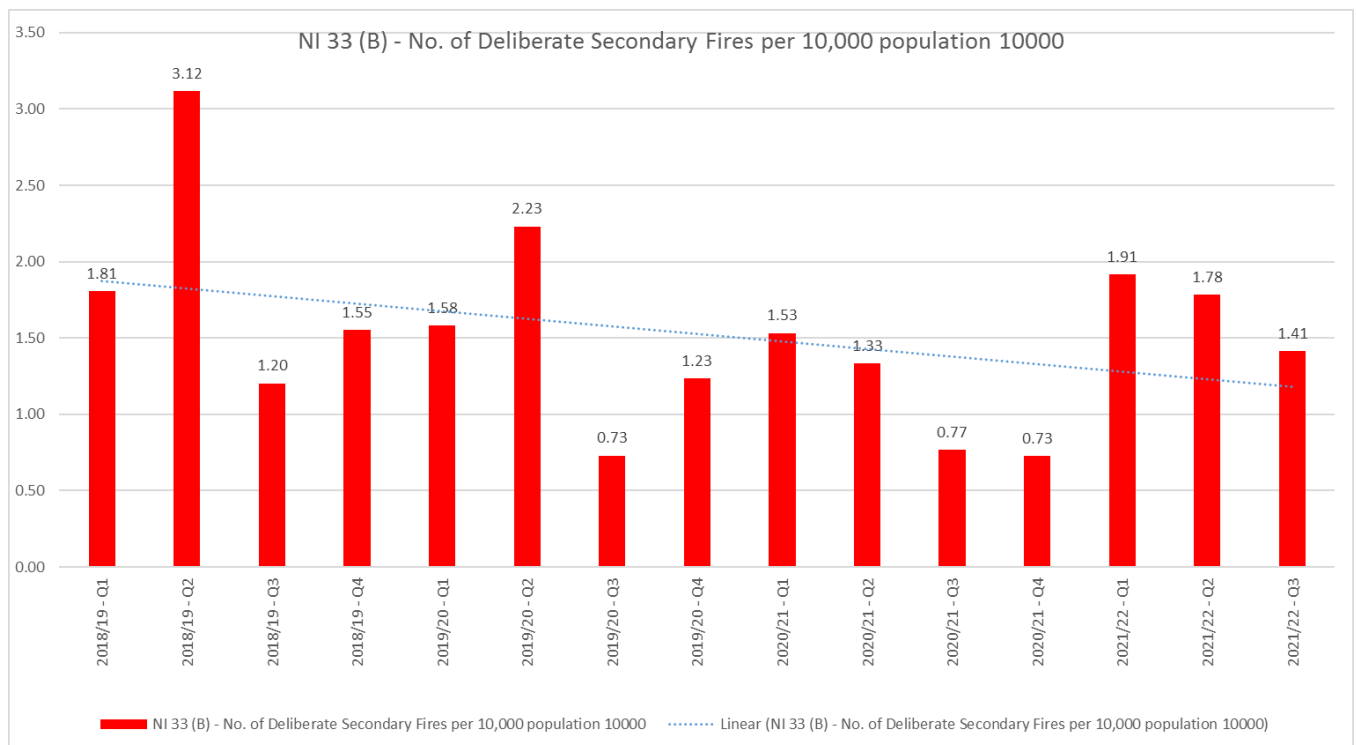
The graph below details the number of primary fires per 100,000 population. The long term trend line shows primary fires are decreasing. Primary fires, which are higher than last year, remain lower than pre-pandemic levels and have reduced in Q3 with Quarters 1 and 2 being traditionally higher.



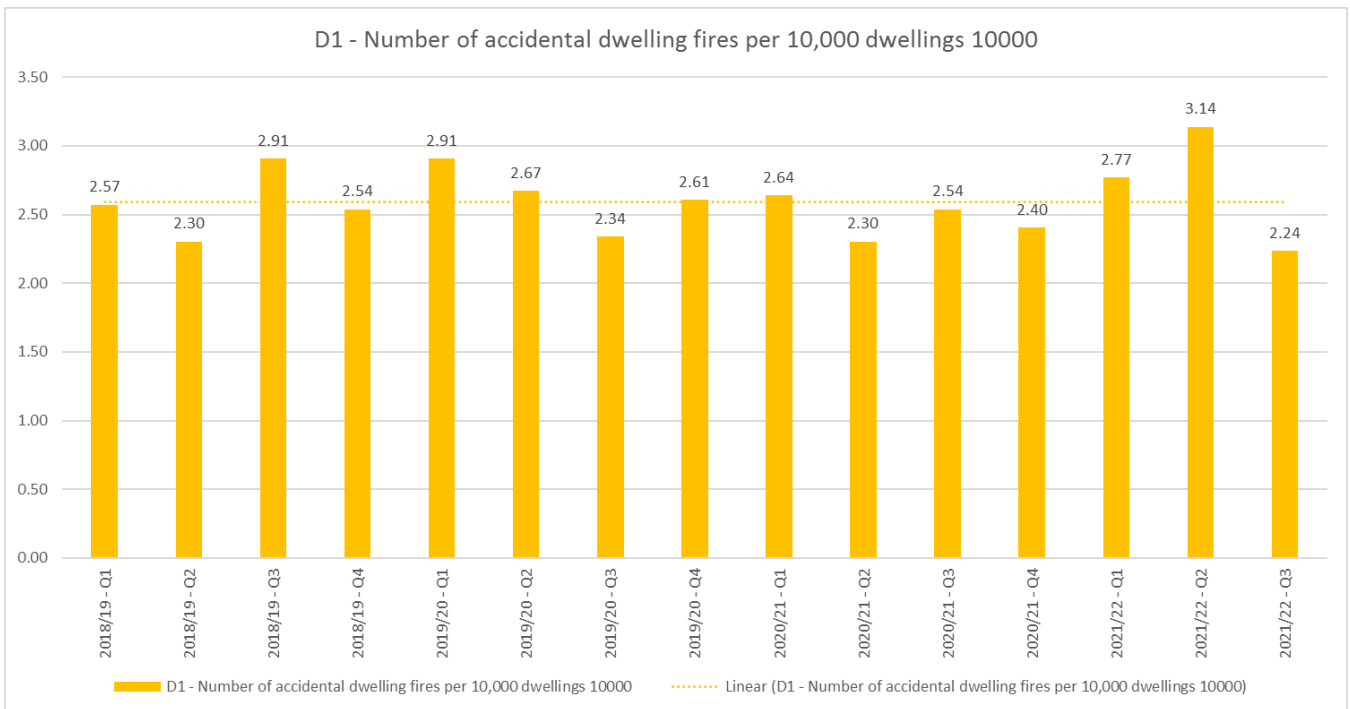
Primary - Deliberate fires have increased slightly in Q3 but remain lower than pre-pandemic levels.



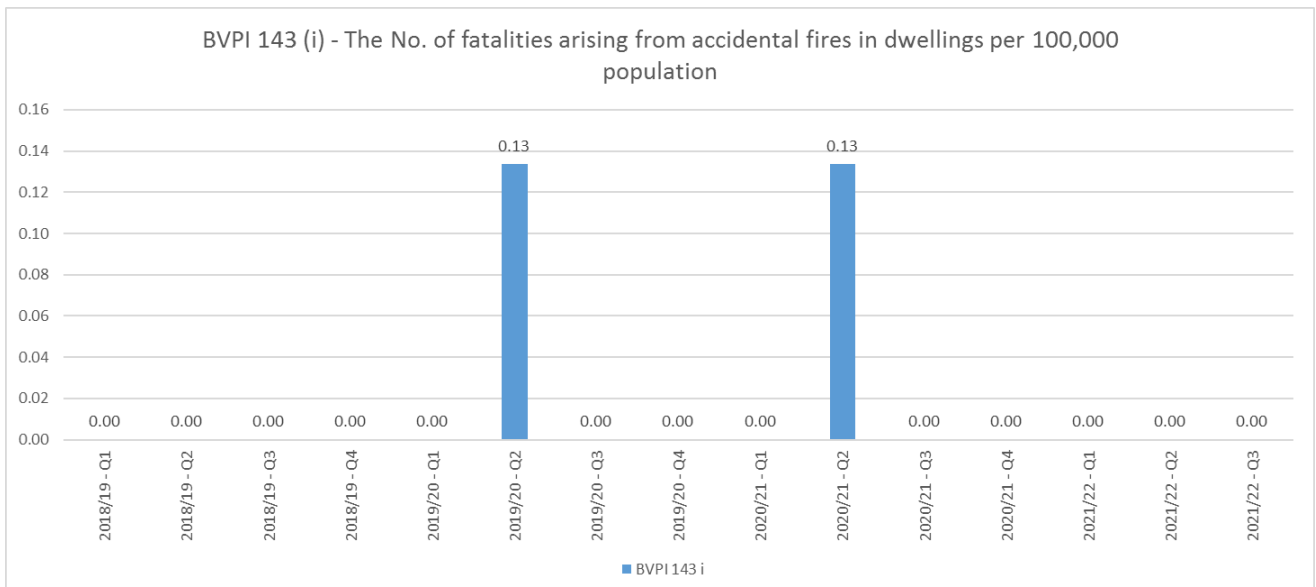
Overall secondary deliberate fires are decreasing, and in December we experienced less than half of the calls relative to the previous month.



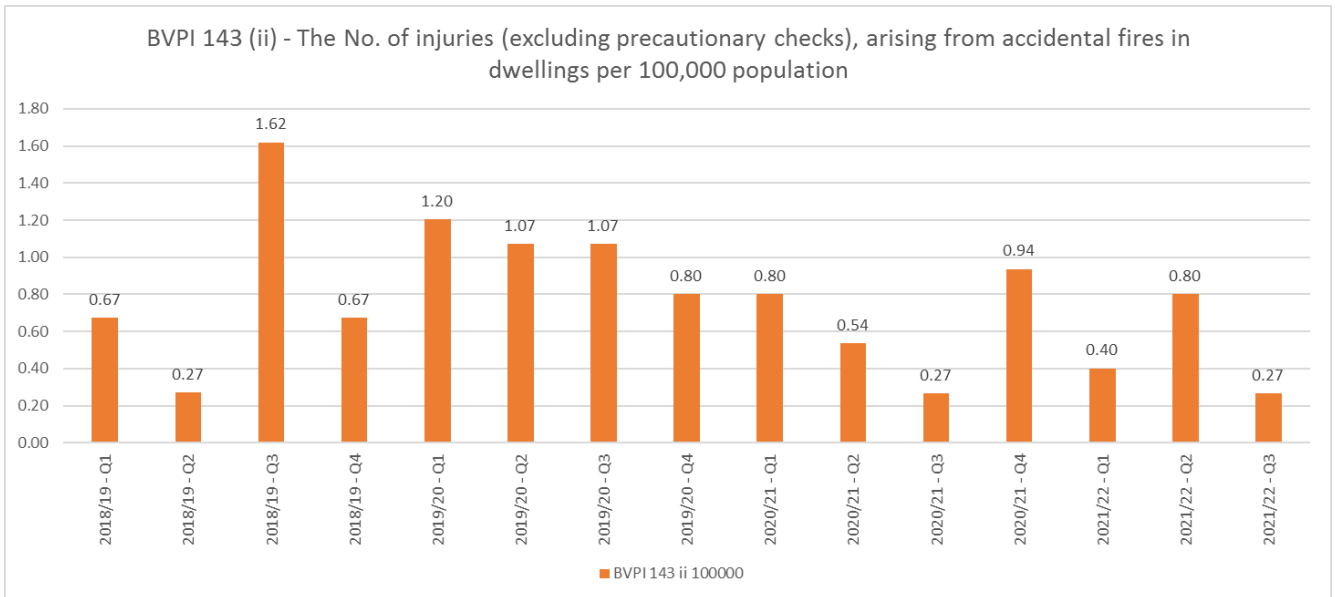
The graph below shows the number of accidental dwelling fires per 10,000 dwellings. It shows that there has been a slight increase in accidental dwelling fires, although the trend overall is flat; further analysis did not reveal any noticeable pattern. In Q3 we attended less in that quarter than in any period since 2018/19.



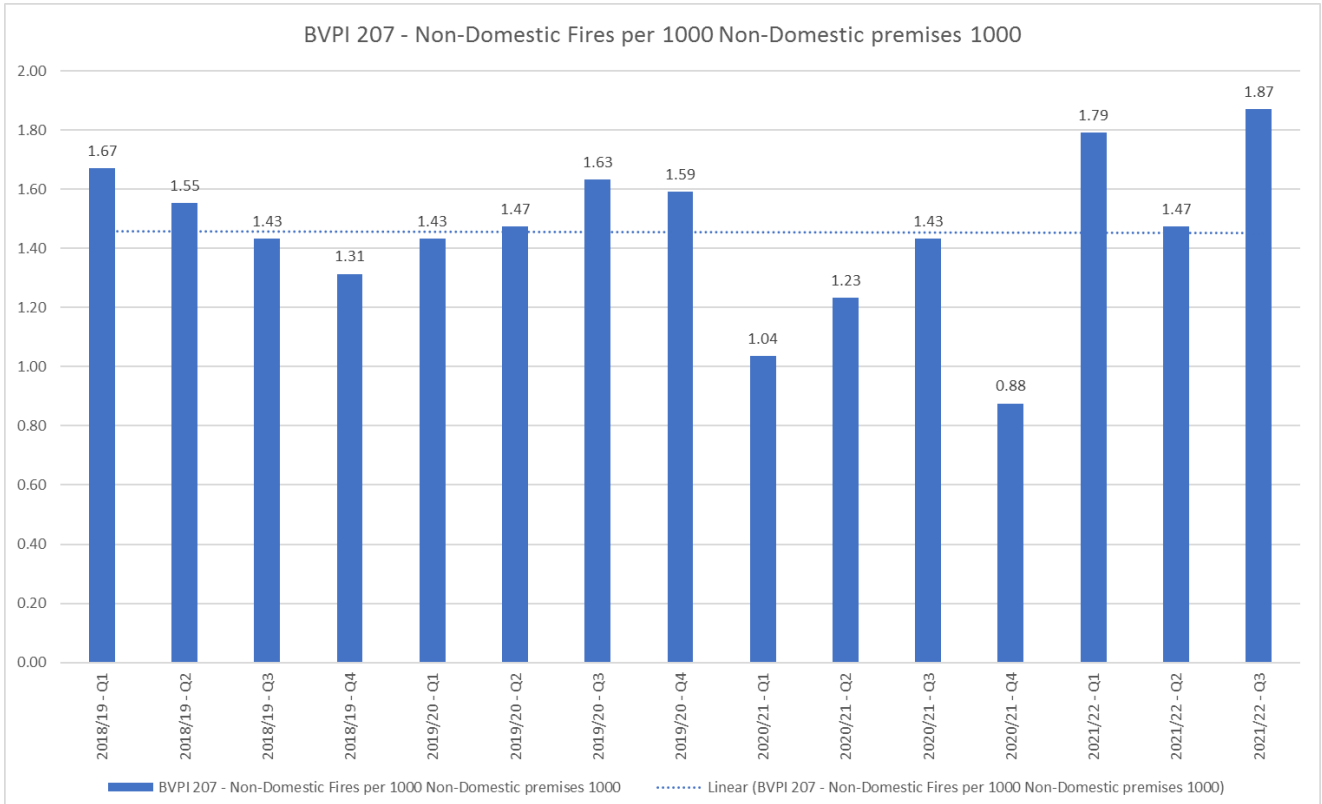
We have not attended any fatalities in this category in Q3 (or in the previous 4 quarters)



In Q3 we experienced a reduction of the number of injuries arising from accidental fires in dwellings; the overall trend is declining.



In Q3 we attended more non-domestic fires than in any previous period since 2018/19 Q1; whilst levels this year are higher than those we attended pre-pandemic, the overall trend remains flat.





Northamptonshire Police, Fire & Crime Panel

14th April 2022

Office of the Northamptonshire Police Fire & Crime Commissioner

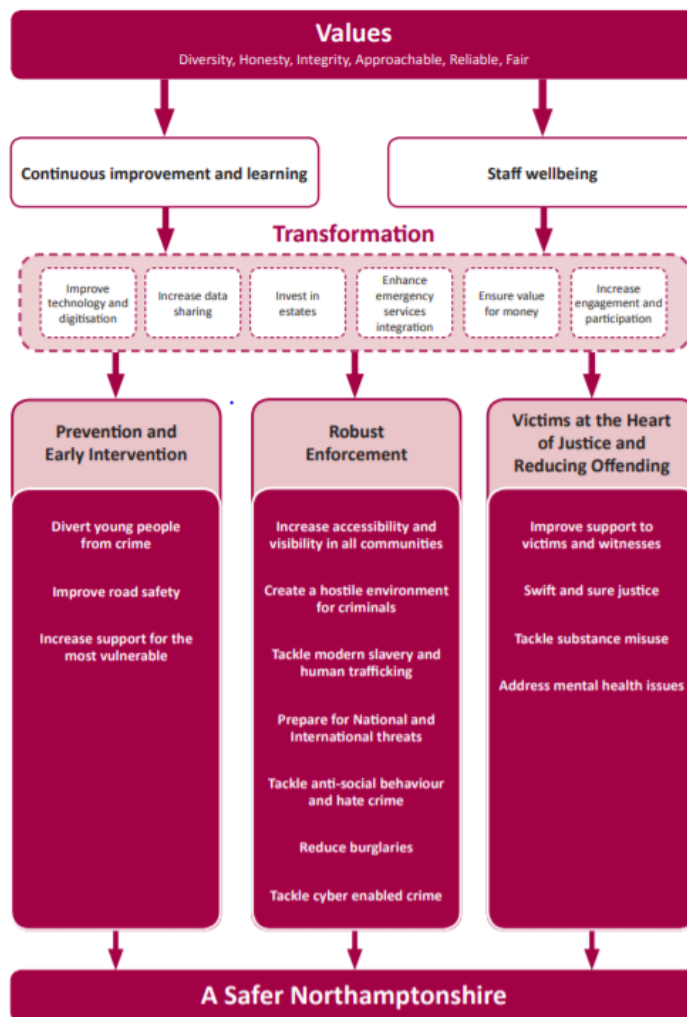
POLICE AND CRIME PLAN UPDATE

1. Introduction

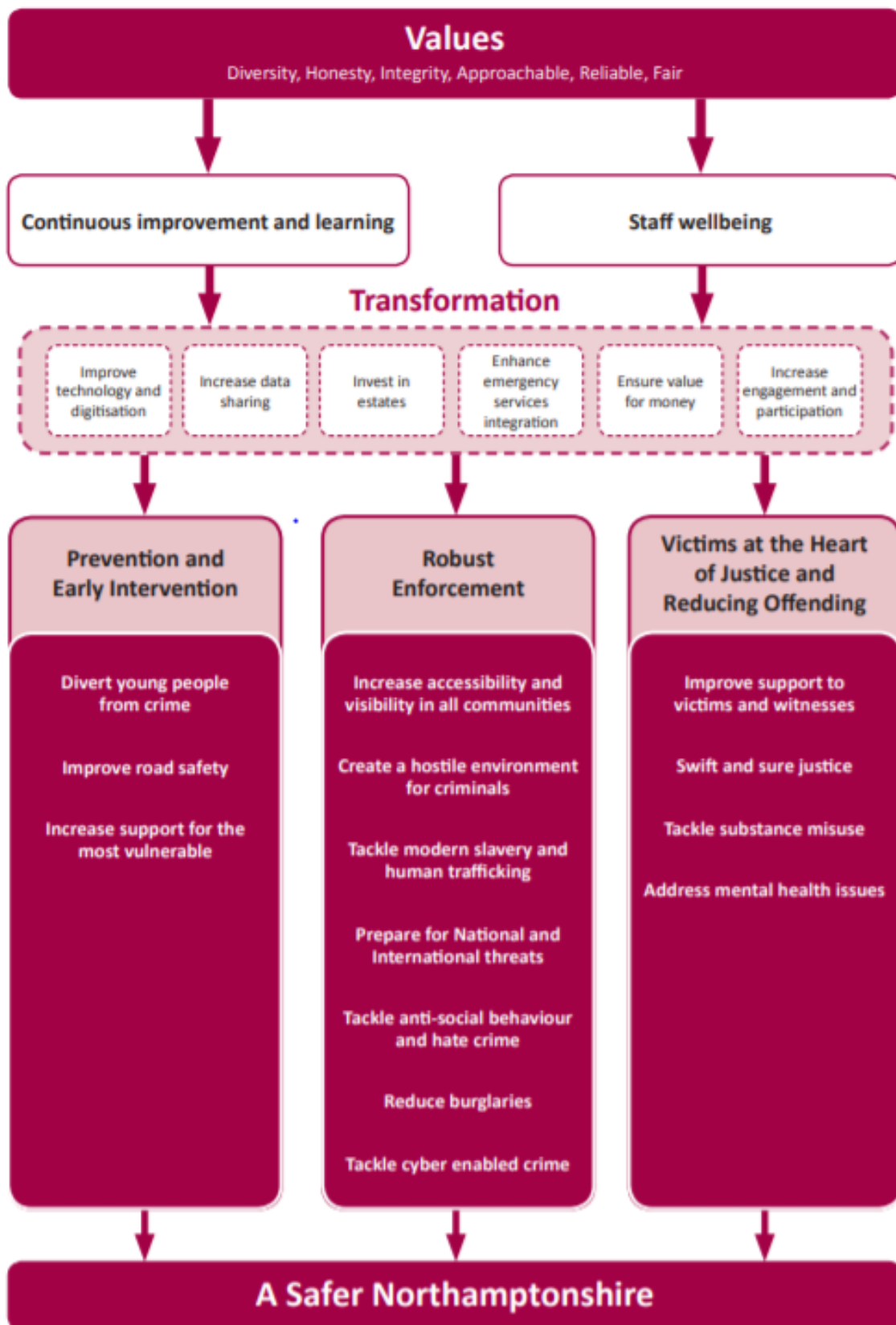
- 1.1 This report updates the Panel on the work of the Northamptonshire Police, Fire and Crime Commission and the progress being made in relation to the delivery of the new Police and Crime Plan for Northamptonshire which is set out in detail in appendix A.

2. Delivering the Police and Crime Plan

Plan on a Page



Plan on a Page



2.1 Transformation

- 2.2 Prime Minister visits Northamptonshire Police - I was pleased to welcome the Prime Minister when he visited Northamptonshire Police to meet with frontline officers and senior leaders of the force. During his visit, the Prime Minister stopped by at Weston Favell Police Station where he met members of the Neighbourhood Policing Team and was shown around one of the two new mobile 'Beat Buses', which is allowing Northamptonshire Police to increase its presence in some of the county's most rural and remote areas.

This is the second visit to Northamptonshire the Prime Minister has made recently and has given the opportunity to highlight the positive journey Northamptonshire Police has been on. The fact that this was his second visit to our Force in just over a year shows that the work we are doing is not going unnoticed nationally. This was an excellent opportunity to highlight to the Prime Minister how we are implementing the new Beating Crime Plan and cutting down on serious violence and neighbourhood crime such as burglary and anti-social behaviour. There was also a chance to discuss our work on tackling drugs and serious organised crime and highlight the positive journey that we are on as a Force.

As well as meeting the Neighbourhood Policing Team, the Prime Minister shared a cup of tea with response officers and was also shown around the new Safer Nights Out (SNOvan). I was delighted to help show him around one of the new Beat Buses and the SNOvan, and these have proved hugely successful since we introduced them in terms of offering a vital service but also improving our visibility in the community. I was delighted to speak with Mr Johnson about the important steps forward the Force is taking and that we are well on track to have more police officers on our streets than ever before.

It was also a chance to discuss the impact of COVID on justice. We know that court delays have had an impact on the victims of crime and making sure we can deliver effective justice is a key part of my new Police, Fire and Crime Plan for the next three years. The visit also gave me the opportunity to highlight to the Prime Minister how effective the new collaboration and joint working between Northamptonshire Police and Northamptonshire Fire & Rescue Service has been since I took on the governance of the Fire Service from the County Council, and I was delighted to tell him about the positive steps that have been taken since then.

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. Additional investment has allowed the team to maintain the family support work and diversify into specialisms such as Domestic Abuse. The Early Intervention Service has been supporting families who have received a Police call out for a domestic incident assessed as low level of risk and harm for twelve months.

Over one thousand (1011) Police Public Protection Notifications (PPNs) have been processed by the team.

The Police Public Protection Notifications highlighted 1817 children and young people who were impacted by the incidents. Before my team were in place, these notifications would have been assessed as not needing further action, but these are the children impacted by events who are more likely to grow into young people and adults affected by the trauma they experienced.

The PPN which identifies vulnerability and risk for children were completed for the following reasons.

- 23% - communication issues within the relationship.
- 22% - harassment and associated issues.
- 15% - relationship issues
- contact issues, emotional abuse, physical abuse, coercive control and financial control were also identified.
- Over half of all the PPNs (562) sent to the team resulted in advice and guidance and were assessed as not needing further support. Advice and guidance focuses on safety planning if another incident occurred, consideration to the impact on the children in the family home, guidance on legal rights and information on wider support available in the county.
- 152 families were identified as requiring specialist domestic abuse support and were referred to the appropriate agency. The specialist Early Intervention Support Workers gain more insight and information the day after the incident. Without these timely open conversations, it is likely the family may need further Police intervention.
- 94 families have been supported for a sustained period of time by the Family Support Practitioners. Support focused on practical issues around contact, child welfare, finances, mental wellbeing, parenting techniques, improving communication within the family and the impact of trauma on children.
- 15 families were referred to the Multi Agency Safeguarding Hub (MASH) for safeguarding issues gathered as a result of the contact made by the Family Support Officers.
- 51 families did not want support or further contact
- 134 families could not be contacted due to incorrect contact information. The team still progress these referrals through schools, health visitors etc. Feedback to the Force regarding quality of PPNs is

ongoing and team are working closely with the Force to reinforce the importance of accurate recording and the journey of the PPN.

Throughout the last year, PPN numbers have been consistently higher in Northampton, followed by Kettering, Corby, Wellingborough and East Northants and South Northants. In addition to the family support offer, online workshops have been offered to parents highlighting the impact conflict and trauma within the family impacts children now and in the future.

The new financial year will see an additional strand of prevention, education and support work for couples who have received a Police call out for a domestic incident who do not have children.

2.5 Youth Team commended by police commander

The Youth Outreach Team set up by the OPFCC in 2019 has been commended for its work with young people in the north of the county. Superintendent Adam Ward, Head of Local Policing for North Northamptonshire, has now given the Youth Team a formal commendation for helping to transform the lives of young people who are in most need of support. The Youth Outreach Team has helped young people have a voice and an opportunity to explain the issues they face in their communities, which has then influenced Policing activity across the county. They have led on engagement work in Op Revive, aiming to build trust between young people and the police, and have worked with partner agencies to help with engaging school curriculums on neighbourhood issues in North Northamptonshire. They have also focussed on work to educate young people about the risks of being groomed into a gang and the repercussions of carrying a knife, as well as setting up forums to work with schools in identifying early warning signs of gang involvement. Superintendent Adam Ward wanted to formally recognise the group for the excellent work they have done on youth engagement in North Northamptonshire. He has noted that the force is now getting better levels of youth engagement and intelligence which is helping to build a lasting trust with this generation of young people. Prevention and early intervention is one of the key priorities of my police, fire and crime plan and the work of our Youth Outreach Team is proving to be vital in delivering that priority.

- 2.6 Road safety skills for scooting** - The OPFCC has funded sessions at Wicksteed Park to help children and families learn key new skills to stay safe on scooters. The free sessions at the Kettering venue were organised by social enterprise Brightwayz, with youngsters and their parents learning the ins and outs of safe, fun scooting. While families enjoyed scooting to a soundtrack, cyclists were invited to bring their bikes into the Park's Learning Centre for a service, and minor repairs. Both the scooting and cycle sessions were organised by Brightwayz and formed part of Wicksteed Park's Active Travel project, which is funded by my office. Scooters are rapidly growing in popularity so it is hugely important that we find ways to educate people and young children on how they can use them safely. Improving safety in Northamptonshire is a big

priority for me, so I have been only too happy to work with Brightwayz to help fund what was I'm sure an invaluable course for those who attended.

2.7 **Helping to inform on county lines** - More than 200 parents have now benefited from a webinar session educating them about county lines and child exploitation. The webinar was organised by children's charity Barnardo's, but also featured representatives from the charity Pace (Parents Against Child Exploitation), Detective Sergeant Adrian Sharpe from Northamptonshire Police's Missing Persons Unit, and members of the Early Intervention team and Adverse Childhood Experiences (ACE) officers from the OPFCC. The webinar helped parents understand what knife crime and county lines are, to help them recognise if children are at risk and to learn how offenders groom and exploit children. By the next day, two parents had contacted the ACE Support Officers at the OPFCC as what had been discussed was ringing alarm bells for them.

2.8 **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 sufficient 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 2020, as part of the detached work within communities around the county, we have now had interactions with over 6,365 young people, of which 665 interactions took place during Q3 21/22. We have delivered 700 individual detached sessions to date, targeting interventions such as emotional wellbeing, forming positive relationships, staying safe & gang awareness to name but a few. These sessions have largely taken place in the areas of Rushden, Kettering, The Racecourse, Corby and Wellingborough. Action-based research has been carried from the outset to understand the needs of the young people. From this targeted work is planned and offered 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 consists of 6-12 sessions with young people, focusing on issues identified by referrers or by the child/young person themselves. This includes working alongside young people who have siblings, already involved within the criminal justice system. We seek to make a difference through early intervention and addressing emerging needs, with the aim to steer them away from risks such as challenging behaviour, being vulnerable to gang involvement, child criminal exploitation, and child sexual exploitation.

From December 2021 the team have delivered 61 informal educative sessions to young people. These sessions addressed young people's vulnerabilities to exploitation from gangs, knowing the risk, healthy relationships, and child sexual exploitation. During the final quarter of the calendar year, the team supported 182 individuals, through groupwork and one to one intervention. This is the highest number of referrals received during a quarter. During the quarter, 83.3% of all referrals were received from schools (105). The team use a nationally recognised assessment tool 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.

Young people whose interventions have finished with the team through groupwork, and one-to-one intervention continue to make good progress. This has been demonstrated with over 80% of those individuals who are most vulnerable noticing an improvement within subject matters such as 'physical health', 'where you live', 'being safe', 'relationships', feelings & behaviour', 'friends' and 'confidence & self-esteem' following interventions with the youth service and positive actions the individuals have taken. 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.

Another key priority for the service is to work with young people who are on the cusp of becoming NEET or are NEET (Not in Education, Employment or Training). We work with young people to build their career aspiration and address concerns which inhibits them from engaging with the education system. We are currently working with 18 young people on a one-to-one basis, who are at risk of either not being in education, training, or employment (NEET) and supporting these individuals with focus areas such as emotional wellbeing with issues such as anger. Other focus areas include providing support relating to gang awareness and knife crime. In total, the team have worked with 81 individuals who are at risk of being NEET through one-to-one or groupwork sessions. This relates to 23% of all service referrals to date.

Drop-in sessions have been offered in schools around the county. The sessions are offered as a carousel in schools to address concerns within year groups. From December 2021 we have worked with 329 young people offering 15 informal educative sessions. The focus and some of the themes covered are

related to sex and relationships, knife crime sessions and how they could keep themselves safe.

We have established targeted work which is offered within specific building settings across the county; 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 have had a primary intensive focus on knife crime, county lines, alcohol and drug misuse and anti-social behaviour in the community.

- 2.9 **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. The platform is now complete, and we are working with the youth commission to consider the next steps in launching this platform.

2.10 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**

- 2.11 **Deputy Lord Lieutenant Dominic Goble visits the SNOvan** - Deputy Lord Lieutenant, Dominic Goble, was full of praise for the Northampton Guardians after joining them on the Safer Nights Out (SNO) van in Northampton during a cold night in February. Dominic, who was representing HM Lord Lieutenant of Northamptonshire, spent three hours with the volunteers as they offered practical assistance to vulnerable people on a night out in the town centre. The focus of his visit was to see exactly what the volunteers dealt with on a Friday and Saturday night and to thank them for their commitment to supporting night-time revellers and ensuring that they had a safe place to go if they felt vulnerable or needed assistance.

Whilst out on patrol, Dominic saw the Guardians provide support to a lone and vulnerable woman, preventing her from stumbling into the busy road, and with the help of nearby door supervisors, arranging for her to be safely taken home. And they also reunited a confused young man with his friends, after they had been separated during the night. Dominic remarked; “The interventions I witnessed focused on the individual’s needs and I am of the firm opinion that without the Guardians and the resources on the SNOvan the only possible outcomes for some of the people we saw would have involved police time or A&E. I offer my sincerest thanks to all involved in delivering this initiative.” The SNOvan is available to anyone in Northampton town centre should they feel vulnerable or need assistance whilst on a night out. Staffed by volunteers from Northampton Guardians and Street Pastors, the SNOvan provides water and warmth, a phone charger, basic first aid and emotional or practical support. Further initiatives which will include additional CCTV, improved walking routes in Northampton and an awareness campaign highlighting unacceptable behaviour towards women, will be rolled out over the coming months.

2.12 Working to keep women and girls safe - Several initiatives are underway to help improve the safety of women and girls across the county, particularly in the night-time economy. The OPFCC is working alongside West Northamptonshire Council and Northamptonshire Police among others, on projects that are together supported by more than £800,000 from the Home Office Safety of Women at Night Fund and the Safer Streets 3 fund. Schemes underway will see West Northamptonshire Council improving lighting and CCTV on the Racecourse and Becket’s Park. We are very grateful for the Home Office funding that gives us collectively more than £800,000 to support these important improvements in Northampton. As well as physical crime prevention measures, we’ll be working to raise awareness of the kind of behaviours that make women uncomfortable, and the Police will be targeting offenders who prey on women out at night. I know that people across the county feel less safe and more reluctant to go out at night and we want to make sure that women can feel confident and help create a safer environment for everyone. Tackling the harm caused by violence against women and girls is a key priority in my Police, Fire and Crime Plan. I am proud of the work we are delivering, and I will of course provide the Panel with further updates at a future meeting.

2.13 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**

2.14 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.

This funding has enabled me to fund Voice so it continues to deliver services to a wide range of victim. The Domestic Abuse uplift has allowed them to recruit 3.5 additional, specialist, Independent Domestic Abuse Advocates.

Funding Core Victim Services and Child Sexual Abuse	
Victim Services	£813,336
Child Sexual Abuse 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

2.15 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. For this reason, I have increased funding to the Witness Care Unit.

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 am pleased that the scheme has attracted significant partnership support.

I and my team are engaging with the Director and other senior staff at HMP Five Wells in Wellingborough, which has just officially opened.

2.16 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 also received a funding uplift and now contribute to the funding of substance misuse treatment. NNC, ourselves and Probation will conduct a review of treatment services in the County this year with a view to recommissioning the services in 2023.

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.

2.17 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 January 2022**

3.4 **Budget 2022/2023** - The Commissioner requested an update in relation to the final budget requirements and settlement for Northamptonshire Police for the financial year 2022/2023 to include treasury management and reserve strategies. The Commissioner received this paper and offered his thanks to everyone for the work undertaken to present a balanced budget over three years. The Commissioner welcomed the ambition being shown by the Chief Constable and his senior team to identify savings in the core budget that would assist ongoing investments in areas of operational business. There was a discussion about several investment proposals from the Chief Constable. It was agreed that if the Force made the savings proposed and, with the agreed use of balancing reserves, the proposed three-year budget was affordable. This was commended by the Commissioner. During the discussion on the investment proposals, it was made clear by the Commissioner that while these appeared to be affordable, he would wish to discuss these in more details with the Chief Constable before agreeing to them and as such, given the viability of the budget proposals, this could be agreed at the next accountability board meeting.

3.5 **Budget conditions letter update** - The Police, Fire and Crime Commissioner agreed a budget conditions letter with the Chief Constable as part of the budget setting process for 2021/2022. The Commissioner agreed that in most areas there had been positive progress and he thanked the Force for this. There was a discussion about progress in relation to interoperability; Whilst the Commissioner was satisfied that progress on the enabling services agenda was positive, he was less assured in relation to the operational interoperability workstreams. He also reiterated that he wished to quickly see the promised PCSO review.

3.8 **Accountability Board Meeting 8th February 2022**

3.9 **Force matters of priority performance update** - The Chief Constable has adopted a suite of performance measures and targets relating to Force matters of priority for 2021/2022. The Commissioner request a presentation showing performance against these measures and targets. The Commissioner commented on what he considered the improved quality of the performance pack that Chief Officers were now utilising. The Commissioner was assured that there were signs of genuine improvement across a range of areas, and in the case of the Chief Constables 'matters of priority', the Force was currently achieving 22 of its 33 localised targets. The Commissioner expressed his concerns in relation to grade 1 response times and ASB satisfaction levels however, he was cognisant of the good work undertaken by the Force that assured him that there were genuine improvements across the board. It was noted that further improvements are also required in other areas including knife crime and neighbourhood crime.

- 3.10 **2021 PEEL inspection** - Following the 2021 PEEL inspection and report the Commissioner requested an update outlining how the Force intends to address and deliver progress against the AFI and key findings highlighted in the inspection report along with key timescales. The Commissioner recognised that the Force had what appeared to be an effective governance and oversight process in place for responding to the recent PEEL inspection, with senior officer leadership. He was also pleased to see that initial progress had been made on some of the recommendations/AFI. The Commissioner asked for further details on the sign off process for areas of identified improvement and was assured by the robustness of the process in place between the force and HMICFRS. The Commissioner thanked the Chief Constable for the comprehensive update and stated that he would ask for quarterly updates against the milestones presented at this meeting.
- 3.11 **Investment proposals** - The Commissioner agreed in the January Accountability Board that if the Force made the savings it proposed as part of the 2022/23 budget setting process, he was supportive of the Chief Constables Investment Proposals but that he would wish to discuss these in more detail before agreeing to them. The Chief Constables Investment proposals along with the supporting business case for each one were submitted for review on 7th December 2021 for consideration. Discussion of the proposals took place and the Chief Constable thanked the Commissioner for his support and formally noted his appreciation to colleagues for the work they have done pulling the Investment proposals together which had facilitated the full, frank and meaningful discussion on each proposal that will ultimately be of benefit to the people of Northamptonshire.
- 3.12 **Accountability Board Meeting 8th March 2022**
- 3.13 **Violence against women and girls** - The Commissioner requested a formal update on 2 matters relating to violence against women and girls. The Commissioner was presented with a paper that covered two issues. These were the Force response to the HMICFRS 2021 national report relating to the police response to violence against women and girls and progress against the 5 recommendations within it. The second was a presentation of the Northamptonshire Police plan to address VAWG. There was a discussion in relation to the impending review of the Force protecting vulnerable people department, that will include investigative and support functions. The Commissioner requested that Nicci Marzec was consulted in the development of the Terms of Reference for this. The Commissioner also sought assurance that where it was appropriate, this review would also include partners. The Commissioner received the Force 4 P plan relating to violence against women and girls. He raised concerns about what appeared to be a downturn in performance in the Force responding to requests for information under the Domestic Violence Disclosure Scheme. This was acknowledged by the Chief Constable who provided him with assurances that this was recognised and unacceptable and would be rectified. The Commissioner recognised that

progress was being made on this agenda but made the point that this was a high priority and he expected further improvements to be made and would look to reassess this in 3 months' time

3.14 East Midlands Special Operations Unit - Forensic Services (EMSOU FS) - The Commissioner requested an update relating to the performance of EMSOU FS in terms of scenes visited, DNA and FP evidence recovered, identifications made and conversion to positive outcomes. The Commissioner received a briefing in relation to the performance of EMSOU (FS), which covered attendance at crime scenes and forensic evidence recovery rates. The briefing highlighted that there had been some process issues relating to scene attendance and this had been rectified. In addition, the Chief Constable had agreed to the recruitment of additional crime scene investigators from the current budget. There had been a reduction in the conversion rate of DNA and fingerprint identifications over the last 12 months and the analysis to identify the reasons for this was being undertaken. The Chief Constable acknowledged that this was not acceptable and that the Force needed to improve. The Commissioner agreed with this and was grateful that this work had already started but stated he would be seeking a further formal update on this later this year.

4. Summary of PFCC Decisions taken

- [Decision Record 251 – Mint LLP Wind Up](#)
- [Decision Record 252 – Electrical Testing](#)
- [Decision Record 253 – Body Worn Video Variation](#)
- [Decision Record 254 – Technical Professionals advisor team licences](#)
- [Decision Record 255 – Extension to the Security-Reception Guard contract](#)
- [Decision Record 256 – VMware licenses](#)
- [Decision Record 257 – Supply of 500 Laptops](#)
- [Decision Record 258 – Aspect system upgrade – support and maintenance](#)
- [Decision Record 259 – Oracle Services](#)
- [Decision Record 260 – supply and fit of Tyres](#)
- [Decision Record 261 – Police Precept 2022-23](#)
- [Decision Record 262 – Force Vehicle Purchases](#)
- [Decision Record 263 – Target Hardening Services](#)
- [Decision Record 264 – Grounds Maintenance Contract Extension](#)
- [Decision Record 265 – PPC vehicles](#)
- [Decision Record 266 – Additional Independent Domestic Violence Advisors](#)
- [Decision Record 267 – ANPR Installations](#)
- [Decision Record 268 – Sunflower Funding](#)
- [Decision Record 269 – National Police Coordination Centre](#)
- [Decision Record 270 – UoN Contract Extension](#)
- [Decision Record 271 – Temporary Labour Contract Extension](#)

- [Decision Record 272 – Northamptonshire Police and Fire Collaboration Arrangements](#)
- [Decision Record 273 – External Audit Services](#)
- [Decision Record 274 – Supply of Multi-Functional Devices](#)
- [Decision Record 275 – Qlik Licencing Extension](#)
- [Decision Record 276 – Orbis Licence Renewal](#)
- [Decision Record 277 – Skoda Vehicle Purchases Contract](#)
- [Decision Record 278 – Microsoft Licences](#)
- [Decision Record 279 – Supply of Goodyear Tyres](#)
- [Decision Record 280 – Provision of GIS Software](#)

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

This page is intentionally left blank

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 Q3 21/22 Update

Intervening Early & Preventing Crime		
Plan Priority	Key Outcome	Commentary & Assessment
Road Safety	Reduce KSI	<p>172 incidents recorded over the last 12 months. This is a 17.8% increase in comparison to the previous 12 months (148 incidents), however incidents are 39.2% down from 3 years ago (Jan 19 – Dec 19). Main contributing factors to the lower volumes in comparison to 3 years ago are more people tending to work from home and generally driving less than they were pre-COVID.</p> <p>30 fatalities over the last 12 months, this is an increase of 42.9% in comparison to the previous 12 months (18), but a reduction of 30.2% in compared to in line with volumes recorded 3 years ago (43).</p> <p>December 2021 saw Northamptonshire Police launch their annual drink & drug driving campaign, which consists of a widespread crackdown to target those who choose to drink or take drugs & drive in a bid to keep the county’s communities safer over the festive period. During the month, 294 tests were administered to people who were not involved in a collision. As a result, there were 66 arrests in total following a breath test to those who were not involved in a collision.</p> <p>The figures for 2021 calendar year show</p> <p>308 collisions involving someone being killed or seriously injured, up 11.6% from 2019 but down 11% from 2019. 1317 total collisions, up 20% from 2020 but down 12% from 2019/ Fatalities were 29 from 27 collisions, this compares with 19 from 17 in 2020 and 44 from 38 in 2019.</p>

		<p>2020 figures do not provide a good comparator for any category given the reduction in road usage during Covid.. Example of this is that in 2019 there were 6m recorded vehicle miles in the County, reducing to 4.7 in 2020.</p>
Domestic Abuse	Respond effectively to domestic abuse	<p>During Q3 21/22 domestic abuse demand remained relatively stable; demand in December saw a large increase but this was in line with the expected seasonal variations, with a spike occurring in the run up to Christmas and continued through to New Years. During this period, the force ran a zero-tolerance approach, pushing arrests and provided additional specific domestic abuse patrol cars.</p> <p>Over the latest 12-month period, domestic abuse incidents are down 6.6% in comparison to the previous 12-months. The volume of victims of domestic abuse crime has also seen a 4.9% reduction over the latest 12-month period.</p> <p>At the end of December 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. Over the last 12 months, Grade 1 Urban (G1U) times increased to 00:12:59 (00:12:41 at the end of Q2 21/22). Grade 1 Rural (G1R) incidents also continue to increase with the 12-month rolling average for G1R at the end of December 2021 was 00:16:44 (00:16:32 in Q2) and continues to be above the forces local 21/22 baseline target of 00:16:03. The Commissioner has had a number of discussions with the Chief Constable in relation to his expectations of improvements in relation to response times for emergency graded calls.</p> <p>The domestic abuse arrest rate at the end of Q3 21/22 continues to remain above the forces target of increasing the arrest rate for DA crimes to at least 30%. At end of December, the arrest rate in the last 12 months was 33.5% (30.7% at the end of Q2 21/22).</p> <p>Positive Outcomes continue to see increases across all risk levels of DA. The latest 12-month period shows the resolution rate currently achieving 13.2% (previously 12.5% at the end of Q2 21-22), this is above the baseline target set by the force of 10.7% and maintaining an increase to the positive outcomes ratio during high demand as seen in December is positive.</p>
Children’s Safety	More children are safeguarded	<p>In Q3 21/22, crimes flagged using a CSAE element continue to remain stable, and demand is below the county’s peers. As of December 2021, the latest 12-month period has seen a reduction of CSAE crimes by 14.1% in comparison to the previous 12-month period. All sectors of CSAE, such as sexual offences with a child or familial child sexual offences, were within the forces expected variation and were not of a concern.</p> <p>The rolling 12-month positive outcome rate for child sexual offences continues to increase. At the end of December, the ratio was 8.7%, which is slightly higher than at the end of Q2 21/22 (8.4%) but a sizeable improvement in comparison to the same period last year were the ratio was at 7% over a 12-month period. Changes in recording practices has led to better recordings of PPNs being heard at the MADRA meeting (Multi Agency Daily Risk Assessment) and being shared with partners. As an</p>

		example, 64.7% of PPNs were shared with partner agencies in December, this is a vast improvement to the 45.2% in December 2020.
Youth Service	Reduction in the number of young people who are not in education, training or employment (NEET)	<p>The team received 126 referrals during Q3 21/22. This is the highest number of referrals received in a quarter to date by 23.5%. During the quarter, 83.3% of all referrals were received from schools (105). The team have established positive working relationships with a multitude of schools across the breadth of the county.</p> <p>The team are currently working with 18 individuals on a one-to-one basis, who are at risk of either not being in education, training, or employment (NEET) and supporting these individuals with focus areas such as emotional wellbeing with issues such as anger & sexuality. Other focus areas include providing support relating to gang awareness and knife crime.</p> <p>In total, the team have worked with 81 individuals who are at risk of being NEET through one-to-one or groupwork sessions. This relates to 23% of all youth service referrals to date.</p>
Youth Service	Improvement in behaviour and capabilities of vulnerable young people	<p>The youth team continue to conduct interactions with young people, providing educational sessions around various areas of the county through detached work and have now had interactions with over 6,365 (5,700 in Q2 21/22) young people since January 2020. To date, the team have delivered 700 individual detached sessions to date (647 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 6 'live' detached projects running across the county; this includes needs-based analysis and addressing the risk of being involved criminal activity. It has resulted in addressing the need through diversion projects in Kettering, Corby, and the Racecourse in Northampton.</p> <p>During the quarter, the youth team were commended by the force for its work with young people in the north of the county. The team led on engagement work in Op Revive, aiming to build trust between young people and the police, and have worked with partner agencies to help with engaging school curriculums on neighbourhood issues in North Northamptonshire. This has included work to educate young people about the risks of being groomed into a gang and the repercussions of carrying a knife, as well as setting up forums to work with schools in identifying early warning signs of gang involvement.</p> <p>Individuals who finish their interventions with the team through Groupwork & 1:1 sessions continue to make good progress. This has been demonstrated with over 80% of those individuals who are most vulnerable noticing an improvement within subject matters such as 'physical health', 'where you live', 'being safe', 'relationships', feelings & behaviour', 'friends' and 'confidence & self-esteem' following interventions with the youth service and positive actions the individuals have taken.</p>
ACE Team	Reduce & influence the need for higher cost services	75 referrals received during Q3 21/22 of which 61% (46 cases) were accepted by the ACE team. The ACE team directly supported 80% (37 cases) of all 'accepted' referrals. The remaining 20% are either awaiting to be triaged and allocated to a Family Support Practitioner or have been escalated to higher need services following new needs being identified by the team.

		<p>Q3 21/22 saw 24 referrals received through schools (32% of all referrals). This is the highest received to date and above the 12-month average of 19.6% of all referrals. This is a trend we expect to continue as children return to school after the various lockdowns.</p> <p>The ACE team’s specialist domestic abuse (DA) support officers continue to receive high referral demands. The team have received 863 referrals since January 2021 which have been assessed as suitable and allocated to be supported by the DA Support Officers. Q3 21/22 saw 186 referrals into the team of which 121 (65%) were supported directly or advice and guidance given. Communication issues and harassment continue to be the main 1st presenting issues, making up 46.5% of all referrals received.</p> <p>At the end of Q3 21/22, 719 children have been provided a level of support, 20.4% of these (147 children) were supported during the quarter. In total, 68.1% of cases were offered advice & assessed as not needing further support. 11% were provided direct support by the ACE team & 19.2% 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.</p>
ACE Team	Reduce the likelihood or impact of adverse childhood experience	<p>At the end of Q3 21/22, 94.2% (672) of all ‘accepted’ referrals closed, with all presenting needs having been met following Early Intervention Family Support. This continues to be on an upward trend and has improved significantly from the previous quarter, with 82% in Q2 21/22, having all presenting needs met.</p> <p>In Q3 21/22, 82% of all cases closed during the quarter had their needs met or were escalated to higher needs services. The remaining 18% were not worked by the team i.e., support declined by the family or has been triaged to other appropriate services.</p> <p>During the quarter, 26.7% of all referrals had mental health & emotional wellbeing as their main presenting issue; this is above the 12-month average of 17.4%. There has also been a notable rise in the number of referrals made with behavioural issues as the main presenting issue; this made up 20% of all referrals during the quarter (13.1% during the last 12-months). This reflects the increased referral rates from schools and professionals are recognising the impact of lockdowns on mental health and wellbeing.</p>
ACE Team	Improve families in their situation and/or ability to deal with it	<p>The Early Intervention Family Support team started a Family Feedback Project in January 2021., This aims 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 project sees all families approached to provide permission to give initial feedback on the support they have received from the Early Intervention Family Support team & an agreement to contact them within a 6-month period.</p> <p>During Q3 21/22, 32 families provided feedback (the same as Q2 21/22), where 100% confirmed they had good communication with their support worker only 9% felt their situation ‘would’ have changed without ACE support</p>

		<p>6 months after the intervention, 65.6% felt their family were now in a better place. The remaining felt some improvement has been made (34.4%). 90.6% of the families scored the ACE support between 8-10, 72% scored the service 10/10.</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).</p>
--	--	--

Fight Crime & Protect People		
Plan Priority	Key Outcome	Commentary & Assessment
Officers on the Frontline	Public feel that police are more visible	<p>At the end of December 2021, the median time for all Grade 1 Urban incidents was 12:23 (12:13 at the end of Q2 21/22). This is 8.6% slower than the same period last year (11:26). This is based on a 12-month rolling average. The 12-month rolling average for Grade 1 Rural incidents is currently at 14:53 which is an improvement on the 15:00 average recorded at the end of Q2 21/22 and is below the same period last year (14:58). The force have made a recent concerted push in responding to G2's. This effort has made a vast improvement in the short-term where the mean time for November was 2hr 22min and 20sec (compared to 2hr 41min & 20sec in October 2021). We will continue to monitor this in the coming months.</p> <p>I have had a number of discussions with the Chief Constable where I have expressed my requirement for improvements on overall Grade 1 emergency call response times.</p> <p>At the back end of last year, I funded for two new Neighbourhood Beat Buses which are being used to help 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. 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.</p>
Officers on the Frontline	Public feel that police are more accessible	<p>At the end of December 2021, 88.6% all 999 calls were answered within 10's over the last 12 months, which is a slight reduction in comparison to the previous 12 months (89.6%). However, the force are continuing to see high levels of 999 calls and internal investigations within the force have shown that they're seeing a genuine increase in 999 calls (rather than an increase in inappropriate calls). G1 Incident demand is currently 2.4% above forecasted levels and in December 1 in 4 incidents required a G1 response which is the highest in 2 years.</p>

		<p>During November 2021, 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 and continues to remain stable.</p> <p>At the end of Q3 21/22, headcount stood at 1,408 with an FTE of 1,341. FTE is down in comparison to Q2 21/22 (1,341) and is currently below its quarterly, 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. These recruitment events have appeared to have a positive effect with 261 individuals currently in the recruitment stage and 154 awaiting vetting. This will enable numbers to catch up and exceed again by the end of the financial year.</p> <p>The force remains confident that the target to recruit to over 1500 officers by March 2023</p>
Neighbourhood Watch	Public feel supported with interventions available	<p>Over 1,100 registered schemes continue to operate in Northamptonshire and covers approx. 40,000 households. 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. Of particular note is the welcome news that NHW have supported us with securing a small number of additional schemes on some of the areas where we have been undertaking Safer Streets work in the County. These have largely been locations where establishing schemes has been difficult.</p> <p>The OPFCC have carried out an interim evaluation on the Safer Streets round 1 (SSF1) intervention’s which covered areas in Kettering, Northampton, and Wellingborough. The evaluation looked at crime data over 6-month period post interventions and making comparisons to previous years. Initial analysis suggest that interventions completed as part of SSF1 funding are starting to make a positive impact on volumes and detections of acquisitive crime in these areas; however longer time period (12-months) and larger sample size is required in order to ascertain the scale of crime reduction as a result of SSF1 interventions. This analysis will take part in April 2022 and will be shared more widely once we’re in a position to do so.</p> <p>Safer Streets Round 2 bid in the Hemmingwell estate has continued to progress with all interventions in place by the end of March 2022.</p>
Neighbourhood Alert	Public feel informed	<p>At the end of December 2021, membership stood at 24,505, increasing by 5% over the quarter (23,323 in Q2 21/22). Over the past 7 months (June 21 – Dec 21), 1,634 messages have been sent (an average of approx. 230 messages a month) and 2,006 people have registered to the system during this period.</p>
Victim Satisfaction	Confidence of victims in the system	<p>Decreases have been observed across all elements of satisfaction with 83.4% of victims satisfied with ease of contact (Dec 20 – Nov 21), this has decreased from 85.9% in November 2020. At the end of November 2021, victims tend to be least satisfied with follow up and being kept informed of progress. Satisfactions levels were down from 53.4% in November 2020 to 51.6% in November 2021.</p> <p>The Deputy Chief Constable is leading some work to identify issues and causes of this and to rectify.</p>

<p>Victim Satisfaction</p>	<p>Increased victim satisfaction</p>	<p>The latest victim satisfaction report is up to November 2021. The latest results showed an overall satisfaction for all crime types to be 74.8%. This is over a 12-month rolling period (Dec 20 – Nov 21) and has decreased from the 77.2% reported during the same period last year. One of the crime types which has contributed to the decrease is ASB, where satisfaction levels are currently at 62.4% which is a considerable decrease from the same period last year (70.1%). The force has undertaken analysis to provide an insight to current low satisfaction levels. These investigations have shown that there are a considerable amount of low-level “personal” incidents included within the satisfaction rates, which are subjective and do not necessarily constitute as a crime i.e., youths playing loudly in a local park. The force are undertaking a range of activities to improve satisfaction levels moving forward.</p> <p>Domestic Abuse victims continue to be the most satisfied with overall experience. At the end of November 2021, satisfaction levels are currently up to 89.7% (88.4% same period last year). At the end of November 2021, Violent crime satisfaction levels has also seen a noticeable increase where it has increased from 74.3% in November 2019 to 79.7%.</p>
<p>Serious Sexual Offence</p>	<p>Respond effectively to serious sexual offences</p>	<p>Recorded levels of rape over the last 12 months have increased by 2.9% and after a 4-month period (August – November 2021) of above average demand, December saw more typical sexual offence crime levels. Although December’s demand was somewhat suppressed, this was during a period where the government advised people to work from home again and restrict social gatherings over the Christmas period due to the threat of the Omicron variant. Demand is therefore expected to resume above seasonal levels once restrictions ease in the New Year. The force have made available additional capacity to provide support for investigation and understanding into the RASO operational teams.</p> <p>The force remain an outlier against its peers and are ranked 8/8 within their MSG for recorded offences for rape & serious sexual offences and are currently have a national ranking of 39/43.</p> <p>The force continue to make strides with their positive outcomes for rape & serious sexual offences (RASSO). At the end of December, 9.8% of RASSO crimes were positively resolved (8.4% at the end of Q2 21/22) and remains high compared with peers. We have sought assurances from The Crown Prosecution service who state that there is a noticeable improvement being observed in the quality of these types of investigations. One of the greatest risks for the force with RASO however is the witness attrition rates which is being caused by court delays. During Q2 21/22 for example, attrition rates rose from 16% to 31% due to court timeliness, backlogs & resource issues. This is also the case nationally and my office have made the resident judge aware and is supportive of these frustrations.</p>
<p>Violent Crime</p>	<p>Reduction in levels of violent crime</p>	<p>Violence against women & girls (VAWG), very much a national focus for the government & will continue to be so over the coming months.</p> <p>Following a successful bid from West Northamptonshire Council (WNC) in partnership with my office to the Home Office Safer Street Fund, round 3, it was announced during Q3 21/22 that WNC would receive more than £500,000 to help reduce crime and</p>

		<p>make communities safer in parts of Northampton. This funding is being used to improve safety in and around The Racecourse and Becketts Park. This round of funding had a focus on reducing violence against women and girls (VAWG) and increasing women and girls’ feelings of safety in public spaces. Plans include improved lighting and CCTV coverage at the Racecourse as well as installation of ANPR cameras in the Racecourse car park and improved signage and floor markings that will be visible at night in Becketts Park.</p> <p>The last 12 months have seen recorded levels of violence against the person decrease by 0.7% in comparison to the previous 12 months and are now similar to pre-pandemic levels. After spiking in the first quarter of 21/22, stalking & harassment levels have been stable in recent months and now returning to average levels seen prior to COVID with a current year on year reduction of 1.7%.</p>
Alcohol Fueled Crime	Reductions in alcohol linked violent offences in night-time economy	<p>December 2021 saw the launch of the Safer Nights Out van (SNOvan) which I have funded to provide a base for volunteers to support hundreds of people in Northampton’s night-time economy. The SNOvan is to provide a safe haven for anyone who feels vulnerable or needs assistance, particularly women, and on the first weekend alone, assisted more than 200 people who provided help such as warmth, water, first aid, phone charging or reuniting them with friends. The SNOvan is in Northampton town centre between 10pm and 5am on Fridays and Saturdays.</p> <p>During the quarter, my office were also successful in receiving £300,000 following a successful bid for round 4 of the Safer Streets Fund, which focuses on helping to make Northamptonshire streets safer for women and girls during the night-time economy. Plans will include training and awareness for staff in licenced 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. Other initiatives include creating well-lit, safe routes to and from their night-time economies. All interventions are due to be in place by the end of March 2022.</p>
Drug Dealing	Positive activities in reducing street level drug supply	<p>Drug trafficking demand remains relatively stable and continue to have successes through proactive policing. At the end of Q3 21/22 drug trafficking offences were below the L24 month average.</p> <p>Cannabis grows continue to be a force priority where the force continue to discover more grows and generally responding well to intelligence. The force are working with regional partners to identify, disrupt and deter criminals. This included a raid at a huge cannabis factory in December, where more than 700 plants spread across three floors of a derelict nightclub in Northampton were uncovered by Northamptonshire Police.</p> <p>At the end of December 2021, 9 in 10 offences of drugs possession result in a positive outcome. The force have developed a local drugs profile; however, this has been temporarily delayed so consideration to the recently published National Drug Strategy can be reviewed to ensure it is fit for purpose and without need for further changes after publication.</p>

		Drug related Stop Searches equated for 64.3% of all stop searches over the past 12 months, this is below the previous 12 months of 70.9%. However, the force have engaged in a more proactive response to stop search over the current financial year and over the last 12 months there has been a 20% increase in stop searches overall; this includes +163 additional drug related searches in comparison to the previous 12-months.
Modern Slavery & Human Trafficking	Reduce all forms of modern slavery & human trafficking	Modern Slavery & Human Trafficking (MSHT) continues to be one of Northamptonshire Police’s matters of priority & Q3 21/22 have seen MSHT occurrence remain high, however this has been linked to Op Constrictor which is a Northamptonshire Police investigation into the organised large-scale supply of Class A drugs in Kettering and includes safeguarding teen drug runners.
Burglary	Reduction in residential burglaries	Home Invasion burglaries during December was the highest it’s been for 2 and a half years, however overall, over the last 12 months, volumes are down 16% for residential burglaries (-15.4% reduction for home invasion) in comparison to the previous 12 months. The latest understandings of the recent increase seen in December is down to seasonality and a small number of offences with numerous offenders that have now been arrested and charged with multiple offences and remanded in custody. At the end of Q3 21/22, business and community burglary volumes over the last 12 months have seen a 33.2% reduction in comparison to the same period last year and -61.6% in comparison to 2 years ago.
Burglary	Improved service for victim of burglary	The 12-month burglary satisfaction rate at the end of November 2021 was at 79.9% which is just below the forces target of at least 80%. November’s score is lower than the same period last year (81.5%) however continues to be significantly higher than it was 2 years ago (72%). Burglary is the second highest crime type recorded at the end of the quarter (behind domestic abuse at 89.7%).
Cyber Crimes	Reduction in cyber crime	The force are on track to achieve their targets of reducing victimisation for victims of cyber-flagged crimes. At the end of December 2021, the repeat rate was at 32% which is slightly above the baseline target of 31.1%. Positive outcome ratios continue to be on an upward trajectory at 9.5% (8.8% in Q2 21/22) and far exceeding the target of 7.3%. Cybercrime volumes over the last 12-months (4,889) are currently 4.8% above what they were the previous 12-months (4,664) and still above pre-pandemic levels, but this is the same nationally. Q3 21/22 did however record the lowest cybercrime volumes of the financial year to date and 17% less than they were during the same period last year.
Anti-Social Behaviour	Deal with ASB more effectively	At the end of Q3 21/22, the number of ASB incidents continue to be on a downward trend. Over the last 12-months ASB incidents (including COVID-19) decreased by 29.5% (22.1% in Q2 21/22) and non-COVID ASB saw a 12.5% decrease over the same period. The county are also recording a 12.2% reduction for the period April to December 2021 vs. the same period of 2019 (pre-COVID). Reductions seen locally are above our MSG average. We remain 4/8 in our MSG however have improved our national ranking slightly moving from 22 nd to 21 st . At the end of December 2021, the number of ASB repeat victims was at 5.7% which is below the forces target of 6.1%. The demand they account for recorded at 10.1% (11.4% baseline target). November 2021 also saw repeat callers and the volumes

		of calls they make at the lowest month recorded in the past 5 years. The force are confident that this is as a result of their proactive approach to tackling ASB in the local communities.
Hate Crime	Deal with hate crime more effectively	<p>Hate crimes over the past 12 months have decreased by -3.2% in comparison to the previous 12-month period. During this period racial hate crime has experienced 1,017 occurrences which is a decrease of -3.1%. Other notable decreases during the period includes hate crimes concerning disability, which has seen a decrease of -12.2% (a difference of -18 crimes).</p> <p>At the end of Q3 21/22, arrest rates increased by 8% over the last 12-months in comparison to the previous 12-month period (+20 arrests). Despite the increase in arrests however, the volume of positive outcomes over the last 12-months has decreased by -17.6%. 0.1% of hate crime.</p>

Victims at the Heart of Justice		
Plan Priority	Key Outcome	Commentary & Assessment
VOICE: Victims & Witnesses	Better recovery from victimisation	<p>Referral volumes for all victims in Q3 21/22 now in line with pre-COVID levels and are approx. reducing by 200 referrals per quarter. Volume are 14.6% below what they were during the same quarter last year.</p> <p>Domestic Abuse (DA) continues to account for the majority of referrals & has accounted for 22% of all referrals during 21/22 to date. This is in a downward trend in comparison to Q1-Q3 20/21 where DA accounted for 25.9% of all referrals. Referrals relating to public order, theft/fraud & violence against the person however are now accounting for more than they were in 20/21 and this generally mirrors the increase in crime volumes seen recently in the county.</p> <p>The service level agreement during the quarter saw a big improvement in comparison to the previous quarter. Q3 saw 98.7% of victims contacted within 72hrs (91.3% in Q2), which is the highest quarterly ratio since the same quarter last year.</p> <p>4.1% of all valid victim referrals accepted a level of support in Q3 (5.5% in Q2). This is the lowest recorded during 21/22 which has averaged 4.9% to date.</p> <p>During Q3 21/22 95.6% of individuals who provided a closing assessment reported that they were better to cope with being empowered to act on information and 93.5% felt they had an improved feeling of support.</p>

VOICE: Road Harm	Increased support and satisfaction	<p>Road usage is now back to normal levels (pre-covid) and referral volumes into the service are 15.8% higher than they were in comparison to the same quarter pre-pandemic (Q3 19/20).</p> <p>18.9% of all referrals in Q3, accepted a level of support from the Roadharm service. This is a sizeable drop compared to the previous quarter (33.7%), however the ratio remains similar to the same quarter pre-pandemic which recorded 19.5% during Q3 19/20.</p> <p>The service level agreement remains high and stable with Q3 seeing 94.6% of all referrals being contacted within 48hrs (85% in Q2).</p>
VOICE: Witness Care	Increased support and satisfaction	<p>Outcome not currently on track, however witness attendance rates have seen slight improvements this quarter following a prolonged downward trend. Rates were up to 81% during Q3; this is an improvement on 76.1% recorded in Q2 21/22, however the county is currently below the national average of 84%. Notable reduction in comparison to the same period last year (89.9%) with court backlogs in the county increasing which is having a knock-on effect on a reduction of first hearing guilty pleas. This is a national issue.</p>
VOICE: Restorative Justice	Better recovery from victimisation	<p>2 referrals during the quarter (1 in Q2). 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.</p>
VOICE: Children & Young People (Child Psychology Service)	Better recovery from victimisation	<p>During the quarter the service received 1,123 referrals which is an increase 7.8% in comparison to the previous quarter (1,040 in Q2 21/22) but is lower than the 12-month average of 1,153. The speed of service continues to remain high, where 99.6% of individuals were contacted within 48hrs of a referral (98.99% in Q1 21/22).</p> <p>The accepted levels of support remains stable. 2.6% accepted a level of support during Q3 21/22; this is above the 12-month average however slightly down on the levels recorded during the same period last year where 2.8% accepted a level of support.</p> <p>Counselling & therapy sessions still remain below the levels recorded pre-COVID, however the gap is closing. Q3 21/22 saw 33hrs of counselling & therapy sessions (40hrs in Q3 20/21).</p>
Independent Domestic Violence Advisors (Sunflower)	Better recovery from victimisation	<p>Upward trend in referrals continues with 1,015 recovered during Q3 21/22 (950 in Q2 21/22). This is the highest received into the service since at least Q1 19/20 and has been on an upward trend since Q2 20/21. Despite increased demand, the speed of service remains high, with 98% of individuals being contacted within 24hrs.</p>

		<p>Repeat victim referrals remain high at 67.3% (69.9 in Q2 21/22) and has averaged 66% over the last 12-months. This is above repeat rates seen last year, where 47% of all referrals being repeats during Q3 20/21. The increase in repeat rates does appear to correlate with what the force are currently witnessing, where over the last 12 months, there has been a 65% 'high' risk repeat rate.</p> <p>Referrals heard at MARAC meetings remain high and comparable to pre-pandemic levels, with over 400 heard for the second quarter in a row (412 in Q3 19/20). Additional meetings have been implemented to ensure referrals were being heard in a timelier fashion & this change is having a notable positive effect on the additional number of hearings which can now be heard.</p>
Swift & Sure Justice	More efficient & effective system	<p>Not on track & continues to be a similar pattern across the country. The short-term performance at Northampton Magistrates Court during December 2021 has seen the county's backlog increase by 5.75% This is against the longer-term trend experienced in 2021 where significant strides were made in reducing the backlog and at a greater rate than the regional & national trend. The sharp rise in the backlog experienced during December is a concern and this is being felt by the force, who are experiencing high witness attrition rates, being caused by court delays. The backlog at the end of December was 4,923 (4,655 in November 2021). The midlands also experienced a sizeable increase from October to December 2021, where the backlog increased by 4.6% overall.</p> <p>Partners around the county, have explored issues around the Magistrates court, however the force have confirmed that they are unable to find capacity or funding to address the current backlog issues. I will continue to raise these concerns as chair of the East Midlands Criminal Justice Board.</p> <p>Since June 2021, the Northampton Crown Court caseload backlog in the county had been on a downward trajectory, where they have reduced by 17.2% over the last 6 months (July – December 2021) and have returned to what they were in September 2020. At the end of December 2021, the backlog in the county was 545; this is 12.4% higher than they were pre-COVID (March 20), however volumes have increased at a much slower rate than seen in the midlands (41.5%) & nationally (41.6%). My office will continue to monitor over the coming months.</p>
Substance Misuse	Fund an effective referral treatment service from the Criminal Justice system.	<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 reduction of mental health flagged incident demand continued in Q3 21/22 occurred in Q2 21/22. At the end of the quarter, mental health incidents accounted for 5.9% of all incidents in the force over the last 12-months, which is a sizeable reduction in comparison to the previous 12-months (6.9%). December in particular saw a decline in mental health related incidents, but this is in line with the national picture which also saw a decrease.</p> <p>The use of S136 remains stable and is a welcomed picture, with 83% requesting advice from Op Alloy with the force seeing high engagement with relevant parties. Recent national comparative data undertaken by the force, suggests that the county has a low use of detentions under the mental health act when compared to other forces and one of the main contributing factors with this is due to the increased utilisation of Op Alloy service which the Commissioner funded in 2021 for an uplift to the existing service. During the quarter, Op Alloy provided the force with advice to 81.7% of all mental health incidents and this is on an upward trend (74.4% at the end of Q2 21/22).</p> <p>Officers spending more time at mental health incidents continues to be on a downward trend, with officers spending 10.8% of their hours at mental health incidents over the last 12-months. This is in comparison to 13% at the end of December 2020. This continues to be monitored by the force.</p>
----------------------	---	---

This page is intentionally left blank



NORTHAMPTONSHIRE POLICE, FIRE & CRIME PANEL

14 APRIL 2022

NORTHAMPTONSHIRE COMMISSIONER FIRE AND RESCUE AUTHORITY

FIRE - FINANCIAL UPDATE 2021/22

REPORT BY THE CHIEF FINANCE OFFICER

Purpose and Context

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.

2020/21 Audited Statement of Accounts

2. The external audit of the 2020/21 Statement of Accounts has concluded and an unqualified audit opinion issued. They are published on the OPFCC website.

Forecast Summary Revenue Outturn as at 31 March 2022

3. The forecast outturn is attached at Appendix A. It is based on ten months of actual and two months of estimated costs and at this point there is a forecast underspend of £71K. This forecast is subject to change, particularly in the areas of estates and facilities where essential works have been brought forward into 2021/22 although work could be completed either side of the year end.

4. Variances of note include:

Wholetime/Retained firefighters

Wholetime costs reflect the unbudgeted nationally negotiated pay award which has been funded from the PFCC contingency. Wholetime recruitment has taken place and a number of retained firefighters have been appointed. As a result, there are vacancies

in retained firefighters, therefore, additional overtime costs have been factored into the forecast to reflect cover for sickness and vacancies.

Corporate Budgets

Some costs are lower than anticipated such as Enabling Services Charges, Pension Administration and Insurance charges.

Engineering and Stores

Additional fuel costs have impacted on engineering and stores, which is now showing an overspend.

Estates and Facilities

Rates rebates have been received for a number of the Fire stations. As stated earlier in the report, whilst some essential repair and maintenance activities have prudently been estimated in 2021/22, it is possible not all will be completed until the next financial year.

5. Additional government grant has been received for business rates and council tax income guarantee in March 2022. Any excess above that budgeted will be transferred to the funding reserve and used to mitigate deficits on the Council Tax and business Rates Collection Funds in 2022/23 and future years as set out in the precept report.
6. The Fire budget is delegated to the Chief Fire Office. The conditions of delegation are set out in a formal budget letter from the PFCC to the Chief Fire Officer which sets out a number of requirements and expectations, including that the Chief Fire Officer will manage the resources within his delegated budget. Overspends could be taken from the following year's budget allocation.
7. The PFCC is supportive of the Chief Fire Officer managing within his budget, therefore, he proactively discusses the use of any underspends with the Chief Fire Officer after the end of the financial year when the final position is known.
8. The PFCC scrutinises the budget monitoring throughout the year and receives regular updates at the Accountability Board.
9. The impact of Brexit and COVID has affected the delivery of the Capital Programme and it is envisaged a number of projects will slip into 2022/23.
10. Following representation by the PFCC in December 2021, in March 2022, NCFRA were awarded £500K special grant funding from the Fire Minister towards the costs of the legacy capital programme. The PFCC is grateful for the Minister's support and this funding will be applied in the most effective way to minimise future revenue costs.

11. Since January 2019, the PFCC has actively lobbied for additional funding and/or the ability to repurpose funding for NCFRA at every opportunity. By March 2022, in addition to securing precept flexibility, this proactive approach has provided Northamptonshire Fire with almost £4.8m since the date of the governance transfer. This support has been invaluable in ensuring a resilient level of reserves could be established and supporting essential investment in the service.

Recommendation

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

This page is intentionally left blank

Appendix A – Forecast Outturn as at 31 January 2022

Budget Group	As at 31 January (P10)		
	Original Budget	Forecast Outturn	Variance
	£000	£000	£000
Response Control	699	730	31
Response Wholetime	13,092	13,409	317
Response Retained	2,103	1,987	(116)
Business Planning & Perf	193	182	(11)
Joint Operations Team	77	67	(10)
Commercial Training	5	(33)	(38)
Community Prevention	517	516	(1)
Community Protection	527	539	12
Corporate Budgets	2,291	2,152	(139)
Engineering Services & Stores	1,493	1,629	136
ICT and Communications	1,263	1,295	32
Occupational Health	140	135	(5)
Estates & Facilities	1,498	1,426	(72)
Securing Water Supplies	62	69	7
Strategic Leadership Team	832	834	2
Training	783	742	(41)
Service Information Team	273	236	(37)
Contribution to/(from) Reserves	(950)	(973)	(23)
Contingency	120	0	(120)
Strategic Finance	249	249	0
Investment Interest	(7)	(2)	5
Total	25,260	25,189	(71)

This page is intentionally left blank



NORTHAMPTONSHIRE POLICE, FIRE & CRIME PANEL

14 APRIL 2022

NORTHAMPTONSHIRE POLICE, FIRE AND CRIME COMMISSIONER

POLICE - FINANCIAL UPDATE 2021/22

REPORT BY THE CHIEF FINANCE OFFICER

Purpose and Context

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.

Forecast Summary Revenue Outturn as at 31 March 2022

2. The forecast outturn is based on two months of estimated data and, therefore is still subject to change during the year. In line with regular monitoring and accountability board processes, it will be updated and refined to reflect latest information as the year progresses.
3. At this early stage in the year, there is a forecast underspend of £1.634m. This is made up of £1.599m on PFCC managed budgets and £35K for the Force.
4. Given that the majority of the PFCC variation is as a result of one off timing impacts, the PFCC is considering the options available to him at year end . These considerations include, but are not limited to: increasing revenue contributions to capital, thus reducing capital financing costs, or supporting investment or one off budget pressures in future years.

5. The forecast outturn is attached in detail at Appendix A and summarised below as follows:

Budget Heading	Budget £'000	Forecast Outturn £'000	Variance £'000
Budgets Consented to the Chief Constable	142,671	142,636	(35)
Managed by the Police Fire and Crime Commissioner			
- PFCC Staff and Office Costs	1,120	1,044	(76)
- Commissioning and Delivery Services	4,749	3,226	(1,523)
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	151,898	(1,634)

6. Key highlights:

Budgets consented to the Chief Constable are forecast to underspend by £35K. Key points of note include:

- 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 key areas are highlighted in the December 2021 report to the Panel. 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. 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.

Budgets managed by the PFCC are forecast to underspend as follows:

An underspend of £76K for the office:

- v. There is a vacancy in the OPFCC office which is being covered by agency staff supporting the Safer Streets initiative.

An underspend of £1.523m for the Delivery Budgets as follows:

- vi. Reducing reoffending – the majority of the investment in this area is now funded by the Ministry of Justice and budgets have been reduced in 2022/23 accordingly:
- vii. The Early Intervention and Youth team underspends relate to timing of recruitment to vacancies which is later than previously envisaged. As such, one off underspends have been released in these areas.
- viii. 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.

Investment proposals – ring fenced £1m

- vix. The PFCC had 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. Whilst the January forecast prudently assumes this would be spent in the current year, at the time of writing, it is likely that spending will not take place in 2021/22 and will be included as part of the 2022/23 and future years investment considerations.
7. 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.
 8. 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.
 9. The PFCC scrutinises the budget monitoring throughout the year and receives regular updates and seeks additional information and further clarifications at the Accountability Board.

Recommendation

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

This page is intentionally left blank

Appendix A – Detailed Policing Forecast Outturn 2021/22 – As at 31 January 2022

Budget Heading	Budget £'000	Forecast Outturn £'000	Variance £'000
Budgets Managed by the Chief Constable			
Non Devolved Budgets			
Police Pay and Oncosts	74,592	75,004	412
Police Community Support Officers (PCSOs)	3,264	3,033	(231)
Other Pensions Costs	902	982	80
	78,758	79,019	261
Devolved Budgets			
Enabling Departments	24,057	25,689	1,632
Collaboration Units	7,227	7,080	(147)
Devolved Operational Budgets	23,183	22,216	(967)
Control Room	6,224	6,566	342
Corporate Services	3,222	3,239	17
	63,913	64,790	877
Agreed Transfers to/from Reserves		(1,173)	(1,173)
Budgets consented to the Chief Constable	142,671	142,636	(35)
Budgets Managed by the PFCC			
PFCC Office Budget			
Staff and Office Costs	1,352	1,276	(76)
Contribution to Governance Costs from Fire	(232)	(232)	0
	1,120	1,044	(76)
Commissioning and Delivery Budgets			
Commissioning	737	715	(22)
Early Intervention Youth Work, Safeguarding and Youth Offending	1,106	561	(545)
Crime Prevention and Safer Streets Support	250	91	(159)
Customer Services - Complaints	125	113	(12)
Delivery, Accountability and Digital	139	80	(59)
Domestic and Sexual Abuse Provision	474	430	(44)
Early Intervention & EI DA support	852	805	(47)
Joint Communications Team With Fire (net)	166	116	(50)
Reducing Reoffending	650	234	(416)
Police and Crime Plan Delivery Fund	250	81	(169)
	4,749	3,226	(1,523)
Total Budgets Managed by the PFCC	5,869	4,270	(1,599)
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	151,898	(1,634)

This page is intentionally left blank

NORTHAMPTONSHIRE POLICE, FIRE & CRIME PANEL

14 APRIL 2022

Report Title	Northamptonshire Police, Fire & Crime Panel Work Programme
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	06/04/2022
West S151 (for West and joint papers)	Martin Henry	23/03/2022

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 and to identify any matters that it wishes to highlight for potential inclusion in the 2022/23 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.
- 2.2. The report also invites the Panel to identify any matters that it wishes to highlight for potential inclusion in the outline work programme that will be agreed by the Panel at the start of 2022/23.

3. Recommendations

- 3.1 It is recommended that the Northamptonshire Police, Fire & Crime Panel:
- a) Endorses its outline work programme for 2021/22, subject to any changes that the Panel considers to be necessary.

b) Identifies any matters that it wishes to highlight for potential inclusion in the outline work programme for 2022/23.

3.2 Reasons for Recommendation(s) – The recommendations are intended to support the effective operation of the Panel and the delivery of its statutory responsibilities during 2021/22 and into 2022/23.

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.
- 5.3 As this is the final Panel meeting in the current municipal year there is also an opportunity for the Panel to identify any matters that it wishes to highlight for potential inclusion in the outline work programme for 2022/23. In practice, this new work programme may largely represent a continuation of its predecessor: the Panel will have the same core functions; there is likely to be some continuity in Panel membership between 2021/22 and 2022/23; and the Panel already operates a rolling 12-month work programme. However, the Panel that is appointed for 2022/23 should set its own work programme. A draft outline work programme will be presented to the first Panel meeting in 2022/23 as a starting point for consideration. This draft outline work programme can include any matters that may be highlighted by the current Panel.

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

Northamptonshire Police, Fire & Crime Panel – Outline Work Programme

MEETING DATE	STATUTORY BUSINESS	DISCRETIONARY BUSINESS	BUSINESS RELATING TO PANEL OPERATION	OTHER BUSINESS
14 April 2022		<ul style="list-style-type: none"> - Priorities in the county with regard to managing fire safety risks in residential properties, including risks associated with houses in multiple occupation. - Work in the county on Early Intervention and Adverse Childhood Experiences. - PFCC’s Budget updates 	<ul style="list-style-type: none"> - Work programme - Complaints and conduct matters update 	
23 June 2022	<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"> - PFCC’s Budget updates 	<ul style="list-style-type: none"> - Appointment of Panel Chair and Deputy Chair - Work programme - Appointment of Complaints Sub Committee members 	
8 September 2022		<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 	

MEETING DATE	STATUTORY BUSINESS	DISCRETIONARY BUSINESS	BUSINESS RELATING TO PANEL OPERATION	OTHER BUSINESS
1 December 2022		<ul style="list-style-type: none"> - PFCC's Delivery updates - PFCC's Budget updates 	<ul style="list-style-type: none"> - Work programme 	
2 February 2023	<ul style="list-style-type: none"> - PFCC's proposed Police precept and budget for 2023/24 - PFCC's proposed Fire precept and budget for 2023/24 		<ul style="list-style-type: none"> - Work programme - 2023/24 meeting dates 	
16 February 2023 (Reserve meeting)	<ul style="list-style-type: none"> - PFCC's revised Police precept and budget for 2023/24 [if required] and/or - PFCC's revised Fire precept and budget for 2023/24 [if required] 			
20 April 2023			<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.
2. The Panel has identified the involvement of children and young people in crime and anti-social behaviour in Northamptonshire as a potential topic for scrutiny as part of its future work programme, subject to further consideration of the practicalities involved.

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 the new headquarters building at Darby House, Wellingborough, for all Panel members.
3. A briefing session open to all Panel members on the use of telematics fleet management by Northamptonshire Police

The Panel has agreed that Panel members should suggest any additional topics for briefing sessions to the Panel Secretariat so as to enable a programme of future sessions to be produced.

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.

NORTHAMPTONSHIRE POLICE, FIRE & CRIME PANEL

14 APRIL 2022

Report Title	Complaints and Conduct Matters Update
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	06/04/2022
West S151 (for West and joint papers)	Martin Henry	23/03/2022

List of Appendices

None

1. Purpose of Report

- 1.1. The report is intended to provide the Northamptonshire Police, Fire & Crime Panel with an update on complaints and conduct matters relating to the Police, Fire & Crime Commissioner for Northamptonshire, in accordance with arrangements agreed by the Panel.

2. Executive Summary

- 2.1. The Panel is advised that during the period September 2021 – March 2022 one new complaint about the Police, Fire & Crime Commissioner was recorded. This complaint has been referred to the Panel Secretariat to convene a meeting of the Complaints Sub Committee to consider the complaint in accordance with the Informal Resolution Protocol agreed by the Panel. There are no other outstanding complaints or conduct matters at the time of writing this report.

3. Recommendations

- 3.1 It is recommended that the Northamptonshire Police, Fire & Crime Panel notes the update.

- 3.2 Reasons for Recommendation(s) – The recommendation is intended to assist the Panel to oversee the operation of arrangements it has adopted to deliver its statutory responsibilities concerning complaints and conduct matters relating to the Police, Fire & Crime Commissioner for Northamptonshire.

4. Report Background

- 4.1 The Police Reform & Social Responsibility Act 2011 and the Elected Local Policing Bodies (Complaints & Misconduct) Regulations 2012 set out certain responsibilities on Police & Crime Panels for dealing with complaints against Police & Crime Commissioners (PCCs) and Deputy Police & Crime Commissioners (DPCCs) and conduct matters. The Regulations define these terms as follows:
- “Complaint”: means a complaint about the conduct of the PCC or DPCC.
 - “Conduct”: includes acts, omissions, statements and decisions (whether actual, alleged or inferred).
 - “Serious Complaint”: means a complaint made about conduct which constitutes or involves or appears to constitute or involve a criminal offence.
 - “Conduct Matter”: means a case where there is an indication that the PCC or DPCC may have committed a criminal offence (for example, where an indication comes to light through media reporting).
- 4.2 In summary, the Regulations require the Panel to make suitable arrangements for:
- Receiving and recording complaints and conduct matters.
 - Initial sorting of complaints and conduct matters to determine whether they appear to have a criminal element that requires referral to the Independent Office for Police Conduct (IOPC), which is the body responsible for their investigation.
 - Informal Resolution of complaints that do not have a criminal element. Informal Resolution is intended to represent a locally-agreed process for resolving a complaint, involving engagement with the complainant and the person complained against. It is not an investigation of the complaint: the Panel is prohibited from taking any action intended to gather information about a complaint other than inviting the comments of the complainant and the person complained against.
- 4.3 The Northamptonshire Police, Fire & Crime Panel has previously agreed arrangements for delivering its statutory responsibilities relating to complaints and conduct matters. The main elements of these arrangements are:
- Delegation to the Monitoring Officer of the host authority of the Panel’s responsibilities for receiving, recording and referring complaints and conduct matters.
 - Establishment of a Complaints Sub Committee with delegated responsibility for the Informal Resolution of non-criminal complaints, according to an agreed Informal Resolution Protocol.
 - Provision by the Monitoring Officer of a half-yearly monitoring report to the Panel about all complaints and conduct matters dealt with in the preceding period, the actions taken (including any obligations to act, or refrain from acting, that have arisen under the Regulations but have not yet been complied with or have been contravened) and the outcome of the process.

5. Issues and Choices

- 5.1 The last update report was presented to the Panel at its meeting on 9th September 2021, reporting the position for January – August 2021. This update report therefore covers the period September 2021 – March 2022.
- 5.2 As noted in paragraph 2.1 above, one new complaint about the Police, Fire & Crime Commissioner was recorded during this period. This complaint has been referred to the Panel Secretariat to convene a meeting of the Complaints Sub Committee to consider the complaint in accordance with the Informal Resolution Protocol referred to in paragraph 4.3 above. This process is ongoing at the time of writing this report. There are no other outstanding complaints or conduct matters at the time of writing this report.

6. Implications (including financial implications)

6.1 Resources and Financial

- 6.1.1 There are no resource 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 It is important that the Panel deals with complaints and conduct matters in accordance with statutory requirements and the arrangements that that Panel has adopted to deliver its specific responsibilities. In this context it should be recognised that the complaints and conduct matters update is not presented to the Panel with a view to it discussing matters relating to individual complaints, which would be inappropriate. Rather, the update provides the Panel with an overview of complaints dealt with during the preceding period in order to support the Panel's role of monitoring the operation and effectiveness of the arrangements that it has adopted.

7. Background Papers

Police Reform & Social Responsibility Act 2011

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

Police & Crime Panel Regulations: Non-Criminal Complaints and Misconduct – Home Office Guidance

Police & Crime Panels: Handling Complaints about the Police & Crime Commissioner and their Deputy – Local Government Association Guidance

Northamptonshire Police, Fire & Crime Panel Rules of Procedure

This page is intentionally left blank