

# Northamptonshire Police, Fire and Crime Panel

A meeting of the Northamptonshire Police, Fire and Crime Panel will be held at the Maybin Room, One Angel Square, Angel Street, Northampton NN1 1ED on Thursday 1 December 2022 at 1.00pm

## Agenda

1.	<b>Apologies for Absence and Notification of Substitute Members</b>
2.	<b>Notification of requests from members of the public to address the meeting</b> 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.	<b>Declarations of Interest</b> 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.	<b>Chair's Announcements</b> To receive communications from the Chair.
5.	<b>Minutes</b> (Pages 5 - 26) To confirm the minutes of the Panel meeting held on 8 September 2022.
<b>SCRUTINY OF THE POLICE, FIRE &amp; CRIME COMMISSIONER</b>	
6.	<b>Independent Custody Visitors Scheme in Northamptonshire</b> (Pages 27 - 32) Guide time: 1.15 – 1.45pm
7.	<b>Police, Fire &amp; Crime Plan Delivery Update</b> (Pages 33 - 60) Guide time: 1.45 – 2.15pm
8.	<b>Fire &amp; Rescue Authority Finance Update</b> (Pages 61 - 68) Guide time: 2.15 – 2.30pm

<b>9.</b>	<b>Policing Finance Update</b> (Pages 69 - 76) Guide time: 2.30 – 2.45pm
<b>10.</b>	<b>Appointment of Chief Constable [verbal item]</b> Guide time: 2.45 – 3.00pm
<b>PANEL OPERATION AND DEVELOPMENT</b>	
<b>11.</b>	<b>Police, Fire &amp; Crime Panel Work Programme</b> (Pages 77 - 84) Guide time: 3.00 – 3.30pm
<b>12.</b>	<b>Urgent Business</b> The Chair to advise whether they have agreed to any items of urgent business being admitted to the agenda.
<b>13.</b>	<b>Exclusion of Press and Public</b> 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  
23 November 2022

**Northamptonshire Police, Fire and Crime Panel Members:**

Councillor Gill Mercer (Chair)

Councillor Andre Gonzalez De Savage (Vice-Chair)

Councillor Adam Brown

Councillor Jon-Paul Carr

Councillor Dorothy Maxwell

Councillor Zoe McGhee

Councillor Russell Roberts

Councillor Ken Pritchard

Councillor David Smith

Councillor Winston Strachan

Mrs Anita Shields

Miss Pauline Woodhouse

## **Information about this Agenda**

### **Apologies for Absence**

Apologies for absence and the appointment of substitute Members should be notified to [democraticservices@westnorthants.gov.uk](mailto:democraticservices@westnorthants.gov.uk) prior to the start of the meeting.

### **Declarations of Interest**

Members are asked to declare interests at item 3 on the agenda or if arriving after the start of the meeting, at the start of the relevant agenda item

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

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

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### **Queries Regarding this Agenda**

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

Tel: 07500 605276

Email: [democraticservices@westnorthants.gov.uk](mailto:democraticservices@westnorthants.gov.uk)

Or by writing to:

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

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**Northamptonshire Police, Fire and Crime Panel**

Minutes of a meeting of the Northamptonshire Police, Fire and Crime Panel held at Great Hall, The Guildhall, Northampton NN1 1DE on Thursday 8 September 2022 at 1.00 pm.

Present            Councillor Gill Mercer (Chair)  
                       Councillor Andre Gonzalez De Savage (Vice-Chair)  
                       Councillor Dorothy Maxwell  
                       Councillor Zoe McGhee  
                       Councillor Russell Roberts  
                       Councillor David Smith  
                       Councillor Winston Strachan  
                       Mrs Anita Shields  
                       Miss Pauline Woodhouse

Substitute        Councillor Paul Clark  
 Members:        Councillor Philip Irwin  
                       Councillor Greg Lunn

Also in

Attendance:     Stephen Mold, Northamptonshire Police, Fire & Crime Commissioner  
                       Councillor Ian Jelley, North Northamptonshire Council  
                       Ann Battom, Chair of the Joint Independent Audit Committee  
                       Deborah Denton, Joint Head of Communications, Office of the Police,  
                       Fire & Crime Commissioner  
                       Paul Fell, Director of Delivery, Office of the Police, Fire & Crime  
                       Commissioner  
                       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  
                       Mick Stamper, Chief Superintendent – Enabling Services,  
                       Northamptonshire Police  
                       Paul Hanson, Democratic Services Manager, West Northamptonshire  
                       Council  
                       James Edmunds, Democratic Services Assistant Manager, West  
                       Northamptonshire Council  
                       Diana Davies - Democratic Services Officer, West Northamptonshire  
                       Council

Apologies        Councillor Adam Brown  
 for                 Councillor Jon-Paul Carr  
 Absence:         Councillor Ken Pritchard

There were also two members of the public in attendance.

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

Apologies for non-attendance were received from Councillors Brown, Carr and Pritchard substituted by Councillors Lunn, Irwin and Clark respectively.

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

None received.

83. **Declarations of Interest**

None Declared.

84. **Chair's Announcements**

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

- The meeting would be webcast live and participants would need to utilise their microphones.
- That, with a full agenda, members should make their discussion focussed.

85. **Minutes**

**RESOLVED that: the minutes of the Police, Fire and Crime Panel public meeting held on 6 July 2022 be approved.**

**RESOLVED that: the minutes of the Police, Fire and Crime Panel private meeting held on 6 July 2022 be approved.**

**RESOLVED that: the minutes of the Police, Fire and Crime Panel public meeting held on 19 July 2022 be approved.**

86. **Joint Independent Audit Committee Annual Report 2021/22**

The Police, Fire and Crime Commissioner (PFCC) stated that he was sure all present sent their best wishes to Her Majesty Queen Elizabeth II given emerging news about the state of her health.

The PFCC commented that the Joint Independent Audit Committee (JIAC) had supported the effective governance of the Office of the Police, Fire and Crime Commissioner (OPFCC) and assisted him to hold the Chief Constable to account. The importance of the JIAC's role in assisting, and the provision of critical oversight of the work of the PFCC was noted. It was further considered best practice to bring the JIAC's annual report to the Police Fire and Crime Panel.

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

- The JIAC had recruited a new member and was undergoing a further recruitment exercise to fill the remaining vacancy.

- The JIAC report provided a summary of activities from the financial year 2021/22 and provided assurance of good governance and practice.
- The JIAC had considered its terms of reference in 2021/2022 and it was not proposed to make any changes to them at this point.
- The JIAC was pleased to note that positive steps had been made to improve the quality of reporting and that the force and Northamptonshire Fire and Rescue Service (NFRS) had adopted the same format and structure for reports and in some cases had combined reporting bring consistency to the reports.
- The JIAC also commented that the officers had been supportive of the JIAC's work and operated in an open and transparent manner.
- External audit had not yet signed off the 2020/2021 accounts. The JIAC and OPFCC had taken all possible action to try to address this. Not being a named party on the external audit contract had restricted the ability of the OPFCC to progress the matter to a conclusion.
- A project to bring enabling services back in-house was being progressed and the JIAC would continue to focus on the project as one of their key work streams.
- The JIAC had taken part in an Estates Programme Workshop, to appreciate how estates had been impacted by different working modes, the link with capital budget, audits recommendations and the completed actions plans. It had been identified that this would be a longer term project, estimated to be a 20 year programme.
- The Chair commended the work carried out by the JIAC and the due diligence shown in approaching the challenges dealt with during the year.

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

- Delays in the completion of external audits caused concern and the Panel asked for clarification on how the OPFCC would manage associated risks.
- The Panel discussed the merits of the Chair of the Police Fire and Crime Panel also making representations to the Home Secretary.
- The OPFCC team should be commended for their efforts to resolve the outstanding issue relating to the auditing of the accounts.
- Would the setting of the Parish Precept be affected by accounts remaining unsigned?

- Was Darby House under-occupied and what action was being taken to maximise its cost-effectiveness?
- Clarification on the status of the Police estates in terms of the short, medium and long term programme was sought.
- Panel members considered it would be beneficial if the PFCC would consider providing an update on the estates strategy.
- Clarification was sought regarding the decision to terminate the MINT LLP that had had been included in the report on changes to the delivery of procurement services considered by the JIAC.

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

- As the external audit contract was part of a framework let by Public Sector Audit Appointments (PSAA) the JIAC was only able to make representations about the issues experienced. The delayed signing off of accounts had not been limited to Northamptonshire. The external auditors had advised that they saw no causes for concern in Northamptonshire and that signing off the accounts should only represent a technical step.
- The reference in the Annual Report to NFRS having made good progress with the provision of a capital programme reflected that NFRS had transferred across to the PFCC without a capital budget. Now, with a capital budget they would be in a position to fund an estates programme and the good progress had been noted in the report.
- MINT LLP had been the vehicle through which procurement was provided. The JIAC had considered the process to provide in-house procurement and had been assured of the benefits to making the change.

The Chief Finance Officer made the following points during the course of the discussion:

- Each Police Force and PCC had separate contracts for internal audit and everyone in the East Midlands had used the same auditor which assisted with the audit of the regional collaborations. The OPFCC had undertaken a tendering exercise for a new consolidated collaboration, the contracts for 2023/24 would be reviewed and awarded in due course. NFRS had separate contract arrangements for auditing which would cease in March 2023 when they would be included in the new regional contract.
- The external audit sector nationally had experienced challenges since the current contract had started in 2018 in terms of the technical requirements; increase in public sector audits, staff turnover, sickness and loss of expertise. PSAA had since 2018/ 2019, publicised the number of accounts produced on time, and audited on time; and it was anticipated that the number that failed to



be audited by the September 2022 deadline would increase in comparison to earlier years. In September 2021 the PFCC had written to the national lead of external audit following advice that external auditors would prioritise work on larger public organisations rather than police forces and Fire and Rescue services.

- The 2020/2021 accounts for NFRS had been signed off, clean unqualified in February 2022. The external audit of police 2020/2021 accounts was still in-progress. Nationally, no external audits of 2021/2022 accounts had started.
- The PFCC had, and the Chief Finance Officer would continue to make representations to the Home Office and PSAA.
- The OPFCC had an active risk management procedure and regularly monitored risks and they would continue to monitor and update the risks associated with the 2021/2022 accounts remaining open.
- It was anticipated that, should the accounts remain unsigned, any change to the figure for the Parish Precept would be minimal.
- The Police already had a continuing pattern of condition survey for estates when NFRS governance transferred to the PFCC, whereas additional focus on NFRS estates was needed.

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

- Continued work on the estates strategy would look at the utilisation of all buildings, and formulating a programme of projects for the short, medium and long term, with a view to rationalising the entire estate.
- Estates and the disposal of some buildings provided some complex and unexpected challenges.
- The condition survey of the inherited NFRS buildings identified the need to invest in the region of a million pounds to update the estate to the required standard.
- He could bring an update on estates to a future Panel meeting. It would be logical to do so after the 2023/2024 precepts had been presented.

**RESOLVED that:**

- a) The panel notes the Joint Independent Audit Committee Annual Report 2021/22.**
- b) The Panel agreed the Chair would write to the Home Secretary regarding the delays in the completion of external audits.**
- c) The Panel requests the Police, Fire and Crime Commissioner to present an update on the Estates Strategy to the Police, Fire and Crime Panel work programme.**

**87. Police, Fire & Crime Plan Delivery Update**

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

- This was the first update presented to the Panel on the new Police, Fire and Crime Plan and he welcomed any feedback on the format used.
- The delivery update included some Force performance data published on the OPFCC website as context and to show how the Force, and NFRS, were held to account for their performance.
- A further bid for the Safer Streets funds had been successful.
- The OPFCC Community Road Safety Fund identified up to £5k to allocate to community groups, schools parish and town councils to enable them to implement solutions to identified road safety issues in the local community.
- Grants provided had included the installation of vehicle activated signs, school road safety systems, installation of village gates at a rural location to slow down traffic and educational programmes for the riding of scooters.
- Through the Youth Commission the OPFCC had delivered a consultation exercise with young people on the subject of road safety resulting in a new version of the educational video 'Too Fast, Too Soon; a new educational production on the breaking and stopping distances and the consequence of speeding.
- The OPFCC had also provided funds to projects to educate young, vulnerable groups on the road, through the Car Craft Event and the Bike Safe Scheme.
- Funding had been put in place for the Under 18 pathfinder Scheme.
- The update demonstrated the breadth of work done by the OPFCC.

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

- It would be beneficial to the Panel to receive a detailed report on Road Safety at a future Panel meeting.
- Sickness levels and interoperability had been a concern in the report and confirmation was sought that the situation had improved to the satisfaction of the PFCC.
- Whilst it was noted that the PFCC was satisfied with the Chief Constable's measure of success against Key Performance Indicators (KPIs) it would be

helpful for the Panel to have more access to performance information that would enable it to make comparisons between performance at different times.

- Would the PFCC have any suggestions for the Council to address the significant rise in Cold Calling?
- Did the PFCC consider crimes were recorded in a timely manner?
- The Panel gave consideration to the merits of the OFPCC canvassing members of the public to gauge their perceptions of contact with the Police Force as an additional source of data.
- Improvements had been made within the Force and attitudes had improved and there was no evidence of complacency. It was asked that message be conveyed
- Could the PFCC provide reassurance to the public that adequate funding was being provided to the Chief Constable to enable sufficient support to the victims of rape and other sexual offences and violence against a person in light of the increase in recorded offences evidenced in the statistics.
- Had the Force fully utilised all opportunities to engage with the community and media to ensure resilience for the community funding projects initiatives and receive their observations?
- It would be interesting for the Panel to hear how many of crime resolutions could be attributed to community agreements.
- Historically Police Community Support Officers (PCSOs), some funded by the Borough Council, had patrolled Northampton and had helped to prevent crime. However, Police officers and PCSOs would not currently be considered visible. A request was made that a copy of the PCSOs review referred to at the Police Accountability Board on 14 January 2022 be shared on completion and that the residents and Councillors of Northampton be engaged to improve relationships with the Force.
- The Stop and Search statistics continued to indicate a disproportionate number of black people stopped. Could the PFCC provide a resolution to this concern?
- It was noted that the PFCC had raised concerns at the Police Accountability Board on 8 March 2022 about a downturn in performance relating to information requests under the Domestic Violence Disclosure Scheme. This issue was not mentioned at the next Accountability Board meeting and reassurance was sought about the latest position.
- The Panel should consider inviting the Chief Constable to attend a future Panel meeting to help to inform the Panel about how issues and challenges in Northamptonshire were being addressed.

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

- He was comfortable that both the force and NFRS had managed and monitored sickness well and would continue to do so. The pandemic had caused particular concern from an accountability perspective.
- He continued to have concerns about interoperability. This was not a significant issue but he wanted both the Chief Constable and the Chief Fire Officer to understand his level of ambition, particularly in the current national financial situation. Whilst progress had been made to find efficiencies by; enabling services; sharing estates, fleet; and finances further efficiencies had been identified.
- He considered that the data appended to the report gave a good indication of the changing position on different types of crime. He monitored the overall position regularly and closely. It was essential to take a contextualised view of performance and also to think carefully about how data was discussed in public to avoid misunderstandings producing concerns
- The PFCC offered to hold an informal briefing session for the Panel to provide the detail behind the performance measures included in the Police, Fire & Crime Plan Delivery Update.
- Cold calling was a local authority responsibility although the Force was concerned by it. The increase in cold calling had been noted and the Force had initiated training with carers to enable them to identify the signs of fraud within the vulnerable community.
- Northamptonshire Police was one of the few forces nationally rated as 'good' in terms of crime recording. The national crime recording regime should also be more reflective of the nuances of cases: for example, a victim of domestic violence could report multiple incidents but not want the police to follow up all of them
- He anticipated providing a briefing to the Panel to provide an overview of the performance monitoring in relation to the recording of victims of crime
- In response to the Panel's queries regarding collection of data from the people that the police are serving and supporting the PFCC advised that in any given year, 96% of members of public would have no contact with the police. However, public feedback on performance was important and was sought in various ways. Enhancing neighbourhood policing was an example of an action that had been Informed by public views.
- He agreed that Northamptonshire Police was moving in the right direction. Several years ago the Force had effectively been put in 'special measures' by Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS). It was now in a mid-table position. The PFCC had made available additional resources, which enabled positive change and provided firm

foundations for the future. This should be reflected in the next inspection by HMICFRS in 18 months.

- The national funding formula for policing seemed to favour areas with high crime rates. Success should be judged in terms of the absence of crime. He had provided feedback to the government about incentivising forces for the absence of crime. As PFCC he sought to focus on securing positive outcomes that satisfied victims of crime. The positive outcome rate was probably the issue he discussed most with the Chief Constable.
- Delays in the criminal justice system had been a pressure point in achieving positive outcomes and could have a particular impact on women who had experienced sexual violence or domestic abuse.
- Domestic violence continued to be 20 to 25% of Northamptonshire Police's daily demand. The PFCC had funded Project PIPA as part of the overall response to this demand, focussing on working with perpetrators to identify and change their behaviour. This approach assisted in producing positive outcomes to crimes and in enhancing the Force's response to demand.
- Provision of early intervention and outreach to support families aiming to prevent adverse childhood experiences reduced the risk of the victim becoming the offender later in life.
- The Panel was aware of the effort he put into seeking to extract additional funding for Northamptonshire from the government. If crime rates continued to increase the PFCC did have some contingency that could be used to respond, for example by recruiting police officers above the target number. Preventing crime from occurring in the first place needed to be a key part of the overall response.
- Increase funding from government could see further investment in communities and in neighbourhood policing, which would help the Force to sustain the advances in crime prevention.
- Approximately 50 per cent of the PFCC's budget would be attained through the Council Tax, which would provide a degree of resilience for future service provision.
- Safer Streets funding had been used to put in place street lights in Corby.
- The PFCC considered the relationship between the police and the public to be one of its most important strengths with modern technology being used to address misinformation on social media, resulting in improved public confidence.
- Community Resolution Agreements (CRAs) were monitored, and the statistics viewed in conjunction with local/national events to assess their impact. Recent delays within the criminal justice system had led to a reduction in CRAs. The

OPFCC had implemented CRA training for officers to facilitate and improve engagement with defence barristers. Improved CRA rates would result in an increase in court availability, expediting hearings for significant crimes.

- An offer was made to connect outside of the Panel meeting to address a member's concerns with regards to the use of Stop and Search and for members to view the Stop and Search Working Group that met to scrutinise each case.
- He still held virtual meetings every 4-6 weeks for councillors in different areas.
- He agreed that there were not enough PCSOs but those in place did a good job. The Chief Constable was responsible for the deployment of PCSOs. If Northamptonshire was to receive additional resources from the government this would be put into neighbourhood policing, which involved PCSOs. Parish councils could fund PCSOs and he was also in discussions about this with new town councils in the county.
- There was no loss of focus on performance relating to information requests under the Domestic Violence Disclosure Scheme. He expected an update on this matter at the next Accountability Board meeting.

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

- The Home Office commissioned a national organisation to evaluate all of the Safer Streets Projects and the OPFCC awaited the results of this.
- The OPFCC had undertaken interim evaluation of Safer Streets, round one projects. Early indications were of a positive impact, although the effect of COVID-19 was also a factor in this. The OPFCC would also do further evaluations of Projects at different stages.
- Funding for Safer Streets had enabled the OPFCC to tackle neighbourhood crime; domestic burglary; theft of and from motor vehicles and theft.
- Ancillary data collected related to provision of alley gates; reduction in fly tipping; and reduction in anti-social behaviour reports.
- The effect of the initiatives had brought drug dealing onto the streets where CCTV could effectively cover the areas. Further information would be shared on the interim evaluation.
- 7 of the current PCSO posts were sponsored with 2 further posts being considered.
- The OPFCC was in discussions with Northampton Town Council with regards to attending a meeting on 19 September 2022 to discuss policing in Northampton.

- Operation Repeat had enabled the training of in the region of 200 care workers in identifying fraud and had been successful. The Operation would be repeated for the next 2 years, with match-funding from Cadent Gas.

The Democratic Services Assistant Manager advised during discussion that if the Panel proposed to invite the Chief Constable to attend a future meeting it should consider the purpose of this, which should reflect the Panel's role of scrutinising and supporting the PFCC.

**RESOLVED that:**

- a) The panel notes the Police, Fire & Crime Plan Delivery Report.**
- b) The Panel requests the Police, Fire & Crime Commissioner to hold a briefing for Panel members to receive the detail behind the performance measures included in the Police, Fire & Crime Plan Delivery Update.**
- c) The Panel requests the Police, Fire and Crime Commissioner provide an interim evaluation of the Safer Streets Projects.**
- d) The Panel request the opportunity to observe the Stop and Search working group.**

**88. Outcomes of the HMICFRS 2021/22 inspection of Northamptonshire Fire & Rescue Service**

The PFCC presented the Outcomes of the HMICFRS 2021/2022 inspection of Northamptonshire Fire & Rescue Service and highlighted the following points:

- HMICFRS independent assessment had confirmed that NFRS provided a much improved service in keeping the county safe. Values and Inclusion had been identified as an area for improvement. The improvement of culture would be a key priority for the new Chief Fire Officer, the progress would be monitored and reported to the Panel.
- Further opportunities for collaboration would be identified within NFRS as the services embedded.
- The HMICFRS report identified that NFRS had made significant progress and he was proud of this.

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

- The HMICFRS report referred to the shortfall in the service's ICT infrastructure and it was questioned whether this reflected that improvements made as part of the development of Enabling Services were not in-place at that point.
- Reassurance was sought that PFCC had a robust process, action plan or strategy in place to address the HMICFRS's concerns with regard to, ensuring fairness and promoting diversity and managing performance and developing leaders, in order to engage and support staff - to improve the service; care of staff and to implement succession planning.

- Having undergone a successful recruitment process with 19 posts having been filled, the benefit and progress towards addressing the concerns in the HMICFRS report would be seen when they were established within post.
- The report had highlighted both Efficiency and Effectiveness as 'good' reflecting improvement in these areas, with room for improvement, which the PFCC had demonstrated he was addressing.

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

- As a consequence of enabling services, a team of approximately 70 staff were now able to provide IT support to the NFRS. As an example of the PFCC's commitment to continuous improvement, the OPFCC had undertaken a procurement exercise for a new Command and Control Service for the NFRS.
- Subsequent to the issue of the inspector's report, a Statutory Action Plan had been produced for NFRS and would be submitted to the HMICFRS. Whilst he held a view of what should be included in the wider action plan, the ownership and implementation of the plan would be the responsibility of the incoming Chief Fire Officer. The wider plan would be shared in due course.
- Whilst Equality had been highlighted as an area for improvement in the HMIFRS report, it had been previously been noted as an area of concern through the NFRS accountability process. He informed the Panel that he was committed to changing behaviours in order to create a working environment where staff felt safe and respected thereby allowing staff to maximise their full potential.
- Whilst the report had identified that there were areas of non-compliance with the Equality Act 2010 by NFRS he was confident that robust procedures were in place to challenge and address the unacceptable cultural attitudes.
- Implementation of change had begun on the transfer of NFRS and measures to address the efficiency and effectiveness had exceeded the requirement for improvement outlined in the report.
- A critical challenge would be to provide support to the firefighters and fire staff by creating an environment of respect, improving facilities and providing effective equipment, and ensuring that improvements were sustainable in a competitive employee market.
- The report indicated that NFRS had strategic action plans in place, and he was keen to ensure they were embedded and would be monitoring the progress.
- Having made significant improvements over two years he commended the NFRS leadership team's achievement in bringing about the positive changes and improving the safety of the public.



**RESOLVED that:**

- a) The panel notes the HMICFRS Report.
- b) The Panel requests the Police, Fire and Crime Commissioner provide sight of actions plans developed to address areas for improvement in service delivery as identified in the HMICFRS 2021/22 Inspection.

89. **Use of Automated Number Plate Recognition technology in Northamptonshire [Presentation]**

The PFCC introduced the presentation and highlighted the following points:

- ANPR was used to detect, deter and disrupt criminality at local force, regional and national level.
- £1.3 million investment in ANPR technology had doubled the network coverage across Northamptonshire; in Northampton, rural areas, other major towns and at the county borders.

The OPFCC Director of Delivery, and the Chief Superintendent – Enabling Services, delivered a presentation giving an overview of the development and use of ANPR in Northamptonshire and the outcomes achieved.

The OPFCC Director of Delivery highlighted the following points:

A description of the functionality of ANPR was given:

- ANPR technology was used to detect, deter and disrupt criminal activity at a local, force, regional and national level. When a vehicle passed an ANPR camera, its registration number would be read and instantly checked against database records of vehicles of interest.
- Police officers could then stop the vehicle, speak to the occupants and, where necessary, make arrests.

Objectives relating to the use of ANPR were two-fold, to improve capability and the response to fighting crime:

- Protecting the county border, increasing protection of rural areas, increasing protection of county towns, improving the response to emerging crime series, preventing & disrupting crime and increasing intelligence resource to process data & support network.

Highlights of the recent ANPR Expansion were:

- The installation of 150 additional camera sites (161 cameras), the addition of 7 new car kits in-built and 10 rapid deployment cameras being regularly used across the county. And increased staffing resources; 1 ANPR Field engineer, 1 Auditor and 3 additional Intel Officers.

The OPFCC Director of Delivery further noted:

- The aim of the ANPR Extension Programme undertaken was a high-level strategic examination of situation within Northamptonshire with a view to increasing the capability of the organisation to address criminal activity.
- Northamptonshire shared borders with 8 counties.
- Review the map of Northamptonshire and identified the roads used to access the county.
- Examined the effectiveness of coverage of the existing ANPR cameras in both rural and urban areas.
- Placing 150 additional cameras in hot spots in Northampton, Wellingborough, Kettering, Corby, Daventry, Towcester, Rushden and in the town centre. 20 new cameras would be added to sites owned by Highways England.
- Improving the force response to emerging crime.
- Preventing and disrupting criminals and restricting passage across Northamptonshire's roads.
- Increasing the use of ANPR intelligence to gather retrospective evidence, post criminal offence.
- Capital investment of £1.3 million had been allocated to the ANPR project.
- The project was funded from the excess monies collected from speeding fines and payments for attendance at speed awareness courses.
- 2.5 to 3.2 million number plates would be read daily in Northamptonshire. The OPFCC had allocated staffing from existing resources to analyse the data.

The Chief Superintendent – Enabling Services highlighted the following points:

- The Number of ANPR Activations for the period 1 January 2022 – 31 March 2022 totalled 267,927.
- 137,638 (51%) of activations had been on the existing cameras.
- 130,289 (49%) activations on the new cameras.
- Individual vehicle activations for the period for the period 1 January 2022 – 31 March 2022 totalled 9,269. 3,718 (40%) of activations had been on the existing cameras and 1,797 (19%) activations on the new.

- A geographical breakdown of activations indicated; Corby 8%, Daventry 12%, East Northants 10%, Kettering 12%, Northampton 33%, South Northants 10% and Wellingborough 14%.
- The enhancement of capability had resulted in; £78m drugs being seized, 94% increase in vehicles of interest being sighted, 880 VRNs being identified and linked to crime investigation and 439 cloned vehicles being identified since July 2021.
- Fighting Crime Initiatives; Operation Jaguar - of 143 Vehicles stopped 44 vehicles had been seized and 26 arrests made. In March 2022, as a result of Operation Opus, 100 vehicles were seized, and 19 arrests made for variety of offences including recalls, robbery, burglary & drug driving. 242 arrests could be directly attributed to ANPR Intel team, many out of force arrests were as a consequence of vehicles being identified in Northamptonshire.
- Operation Typhoon had been set up to address keyless vehicle theft series at both towns and villages and Operation Pound as a response to a series of caravan and trailer thefts across Daventry and South Northants rural areas.
- ANPR team had provided evidence to; support in numerous murder cases, most notably Operation ARUBA, and for the apprehension of a male wanted for multiple rapes, burglary, theft and failure to recall to prison.
- Over a two week period, spanning August and September, the ANPR intel team had reported 10 arrests; 3 for commercial burglary, and 7 for theft from vehicles.

The Chief Superintendent – Enabling Services further noted:

- The majority of ANPR readings were attributed to law-abiding citizens.
- The number of cameras in each area would be proportionate to the amount of crime recorded.
- All officers would flag vehicles up for attention.
- Using ANPR technology Northamptonshire Police had assisted in cross border operations to resolve crime and bring about positive outcomes.

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

- Clarification was sought regarding the sharing of data with DVLA with regard to cloned vehicles.
- Panel members applauded the work carried out across other police forces and deliberated the possible impact on resources and budgets.
- Consideration was given to the volume of traffic that traverses Northamptonshire, and the complexities of managing the volume of data from

the network of roads with the resources available. Further insight was sought into prioritisation.

- Clarification was sought regarding replacement of non-functioning ANPR cameras and the technical capabilities of the ANPR System.
- A Panel member noted that he had experienced the positive impact on the public perception of Northamptonshire Police as a result of successful cross border working between Thames Valley Police and Northamptonshire Police.
- An explanation was sought regarding Northamptonshire Police's thresholds for qualifying markers for crime types and the responsible officer for setting them.
- It was questioned whether it would be appropriate for a Local Authority to request the analytical vehicle tracing data from Northamptonshire Police, for use in the prosecution of fly tipping.
- Panel members praised the OPFCC Director of Delivery and the Chief Superintendent for the clarity of the presentation and commended the work of Northamptonshire Police.

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

- Northamptonshire had a comprehensive network of roads. The benefit to the public of Northamptonshire Police addressing out of county criminal activity within Northamptonshire would outweigh the small impact on cost and resources.
- The amalgamation of ANPR cameras and monitoring systems was beneficial and further improvements were anticipated.
- The quality of markers placed on the intelligence data could be improved.
- The Police dashboard showed 10 missing persons (MISSPER) in Northamptonshire. Current ANPR technology would be utilised to assist, alongside the CCTV Network, with finding them in a timely manner. It was estimated that 78 person hours would be spent per day to locate MISSPERs, any improvement in technology and connectivity of working practices would improve recovery time and enable resources to be redeployed to addressing criminal activity.

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

- Addressing out of county criminal activity would be considered a good use of resources, contributing to making safer Northamptonshire's streets.

- When the ANPR system identified a cloned vehicle via the index plate or vehicle registration number plate the DVLA would share the information data with Northamptonshire Police.
- The PFCC had invested in an app called Qlik, a visualisation tool, which enabled the OPFCC Director of Delivery and the Chief Superintendent to monitor the three sets of data from the 3 million reads per day.
- The Local Authority had been advised that they could purchase ANPR cameras which could be fitted through the data impact assessment to the National ANPR service.
- The Safer Roads Alliance had met and were in the process of consulting with the Chief Executives of the Local Authorities, the NPFCC and the NPC regarding the options for additional speed cameras.

The Chief Superintendent – Enabling Services made the following additional points during the course of the discussion:

- ANPR markers were placed on a car linked to a criminal or criminal activity. The detail within the marker enabled the classification of the crime type and for it to be prioritised accordingly. Dispatchers were well skilled in identifying threat and deploying resources appropriately.
- In making an application for a marker there would be a degree of officer's judgment, there was no defined criteria beyond being proportionate and necessary.
- ANPR could be used as an overt surveillance tool, gathering information about the location of a car, or as a direct surveillance tool, which would be regulated and require the authorisation of a Superintendent. This enabled the tracking of an individual to gather private information.
- The locating of a ANPR camera would be subject to a data protection impact assessment and justification provided.
- Northamptonshire Police did not provide a service to external agencies to share information to prevent a crime being committed. The force might be in a position to share information if, in doing so, it would not identify an individual and would be a subject of discussion with the local police contact.
- The ANPR cameras and speed cameras worked on two different systems and each had separate and distinct functions.

**RESOLVED that: the information contained in the Automated Number Plate Recognition presentation be noted.**

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

The PFCC presented the report, highlighting that it set out the latest forecast budget position in the context of a very uncertain economic situation. The Chief Finance Officer emphasised that early outturn forecasts were always prudent and represented the position without any mitigating action.

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

- Further information was sought on the reasons for the forecast overspend on wholetime response.
- The Fire Brigades Union had rejected the national pay offer of a 2% increase. It was questioned whether there was any provision in reserves for a higher pay offer should this result.

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

- The forecast overspend on wholetime response was the result of various factors, including the very hot summer, continuing COVID-19 sickness absences at the start of the year and a prudent approach to managing the impact of in-year retirements. The PFCC maintained oversight of the forecast outturn position, which was improving as the year progressed as should be expected.
- The Chief Finance Officer had regular discussions with the Home Office about Fire & Rescue finances, which would help to inform its view about whether there was a case for providing additional resources.
- Both NFRS and the force were affected by the impact of the current economic situation on their supply chains and operating costs.
- The PFCC had some reserves that could be used to mitigate the impact of the national pay offer as far as possible, but there were already pressures on the base budget. If necessary, a case for additional resources connected with the pay offer would be made to the Home Office.

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

- All of the eight new fire appliances procured for NFRS had now been delivered. Four were operational and the remainder would be brought on-stream in the next few weeks.
- Representations were already being made to the government about the need to recognise the local impact of future pay awards for both firefighters and police officers.

**RESOLVED that: the Panel notes the Fire & Rescue Authority Budget Report.**

91. **Policing Budget Update**

The PFCC presented the report setting out an overview of the latest position concerning the policing budget.

The Panel considered the report. The PFCC responded to points raised by members during the course of discussion as follows:

- It was still intended that the force should have 1,501 police officers by the end of March 2023. It was on-track to achieve this target and the aim was then to sustain the establishment at this level.
- The operating costs of all properties in the estate were continually monitored, although pressures would remain. In the longer term the aim was to move to a smaller number of more efficient buildings. Lessons learned from operating Darby House were applied to other properties.

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

- The PFCC had written to the government in 2021 concerning delays in the completion of external audits of the policing budgets. The Chief Finance Officer was currently co-ordinating further representations on behalf of all of her counterparts in the East Midlands.
- The forecast outturn position had improved slightly in July 2022 but the force continued to face different pressures. This was why the Chief Constable was tasked with managing the budgets delegated to him within an overall envelope.
- The number of police vehicles written off in the current year could be confirmed to the Panel following the meeting.

**RESOLVED that:**

- a) The Panel notes the Policing Budget Report.**
- b) The Panel requests the Police, Fire & Crime Commissioner to provide the panel with the number of vehicles that had been written off in the year, for Northamptonshire.**

**92. Police, Fire & Crime Panel Work Programme**

The Democratic Services Assistant Manager presented the report setting out the Panel's overall work programme for 2022/23. The Panel was also asked to consider and agree the draft scope for proposed in-depth scrutiny work on early intervention, which had been drawn up by members appointed to the working group set up for this purpose. The draft scope was being presented to the current meeting with a view to enabling this work to progress.

The Panel considered the draft scope. Councillor McGhee, as the suggested chair for the working group, emphasised that it would be excellent for the Panel to commit to this valuable piece of work, which would be carried out constructively and with a view to assisting the PFCC.

The PFCC commented that work by the Panel on early intervention could assist in ensuring that relevant partners such as the two Northamptonshire local authorities were working together to best effect. This would reflect that expenditure by the OPFCC on early intervention represented a relatively small proportion of overall expenditure in the county.

Panel members made the following additional points:

- The choice of topic reflected that the Panel saw early intervention as an important part of the PFCC's remit.
- The two local authorities in Northamptonshire should be involved in the work as evidence-providers.
- Mrs Shields and Councillor Lunn expressed an interest in being involved in the working group. Miss Woodhouse also offered to contribute at the report-writing stage if this would be helpful.

The Chair subsequently invited Panel members to raise any points on the overall work programme that they wished the Panel to consider. A Panel member reiterated that the Panel should invite the Chief Constable to attend the Panel meeting on 1<sup>st</sup> December 2022 to give an overview of the force's current priorities, challenges and performance. Panel members commented that it might be more productive to hold a separate briefing session on this topic, as the Panel had done in the past. This could possibly be organised around the next Panel meeting, although the two sessions would need to be co-ordinated effectively.

The Chair advised that the National Association of Police, Fire & Crime Panels had recently discussed the use of pre-meetings by different panels to identify and co-ordinate lines of enquiry ahead of their formal meetings. The Panel considered the potential benefit and practicalities of adopting this approach. It was highlighted that a separate pre-meeting held between the publication of agenda papers and the respective Panel meeting could be organised as a virtual meeting.

**RESOLVED that:**

- a) The Panel agrees the proposed scope for scrutiny work on Early Intervention activity, subject to the following amendments:**
  - **Mrs Shields and Councillor Lunn would be added to the membership of the working group.**
  - **Miss Woodhouse would be involved in reviewing the draft report.**
- b) The Panel agrees to hold virtual pre-meetings ahead of future Panel meetings following publication of the agenda papers.**
- c) The Panel requests that a private briefing session with the Chief Constable on Northamptonshire Police's current priorities, challenges and performance be arranged around the Panel meeting on 1 December 2022 or as soon as possible afterwards.**

**93. Complaints and Conduct Matters Update**

The Democratic Services Assistant Manager presented the report, which advised that no new complaints or conduct matters relating to the PFCC had been recorded during the period April – August 2022. One existing complaint had been subject to Informal Resolution by the Panel's Complaints Sub Committee.

The Chair invited Panel members to raise any points relating to the report that they wished the Panel to consider.



**RESOLVED that: the Panel notes the Complaints and Conduct Matters Update.**

94. **Urgent Business**

There were no items of urgent business.

The meeting closed at 4.40 pm

Chair: \_\_\_\_\_

Date: \_\_\_\_\_

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## Northamptonshire Police, Fire & Crime Panel

1st December 2022

### Office of the Northamptonshire Police Fire & Crime Commissioner

#### Independent Custody Visiting Scheme

#### 1. Introduction

- 1.1 The Police, Fire and Crime Commissioner has a statutory duty to maintain an effective Independent Custody Visiting (ICV) scheme for Northamptonshire. The scheme allows for volunteers from the local community to observe, comment and report on:
- the welfare of detainees
  - that detainees are receiving their rights and entitlements
  - that the conditions that detainees are being held in are satisfactory.
- 1.2 The scheme provides independent scrutiny which offers mutual protection to detainees and the police, and reassurance to the community.

#### 2. History of Independent Custody Visiting

- 2.1 Many key events and milestones over the years have contributed to the development of the ICV scheme. In 1981 several outbreaks of unrest and riots occurred in major cities throughout the country, including Bristol, Liverpool, Manchester, Birmingham and London. The most significant took place in Brixton where hundreds of people attacked property and the police.
- 2.2 The main cause of these disorders centred around protests about unjust policing, and in particular the alleged harassment of people, especially young black people, by the police. These riots were anti-police and voiced a lack of trust in the service.
- 2.3 After days of unrest, these serious incidents led to the government ordering an urgent inquiry and appointed Lord Scarman to conduct an investigation into the events. This resulted in the Scarman Report, which included several recommendations about reforming the law, community relations and policing practices to help tackle the central problems which caused the unrest. One of these recommendations was a system for members of the public to inspect the way the police detained people in their custody. This system was originally referred to as 'Lay Visiting', and Independent Custody Visiting is the system that has been developed over the years to meet this recommendation.
- 2.4 Legislation that underpins custody visiting includes:

#### **PACE (The Police and Criminal Evidence Act)**

The majority of the Scarman Report recommendations were included in PACE, which was made law in 1984 and revised in 2008. The Act is made up of specific codes of practice for different police procedures, and essentially sets out the way in which police officers must carry out their role.

**Code C** of the Act details the rights of people who are detained by the police. The rights include:

- Free legal advice
- Have someone informed of where they are
- Have medical help if they are feeling ill
- Being informed about their rights. e.g. regular food
- An appropriate adult if they are a child aged 17 or under or a vulnerable adult.

### **The European Convention of human rights**

This was adopted by the UK and sets out how detainees must be treated according to UK legislation and that their basic human rights are respected.

### **Police Reform Act 2000**

Section 51 of the Act made Independent Custody Visiting a statutory obligation for Police Authorities. In 2012 Police Authorities were transferred to PCCs (Police and Crime Commissioners) in England and Wales. A Code of Practice for custody visiting was introduced by the Home Office to provide clarification about the roles and responsibilities of those involved.

### **OPCAT (the Optional Protocol to the Convention Against Torture) 2002**

This is an International Human Rights Treaty designed to strengthen the protection of people deprived of their liberty, where they may be particularly vulnerable to ill-treatment. The treaty sets out a framework for monitoring places of detention, known as the National Preventive Mechanism – the NPM, of which independent custody visiting is part of.

## **3. Introduction to the Northamptonshire ICV scheme**

- 3.1 The scheme allows for volunteers to visit detainees held in the two custody suites in Northamptonshire - the Criminal Justice Centre and the Weekley Woods Justice Centre custody - to check on their welfare and that they are receiving their rights and entitlements. It offers mutual protection to detainees and Custody staff by providing independent scrutiny of the treatment of detainees and the conditions they are being held in. ICVs always visit in pairs, and they visit each Custody centre a least once a week.
- 3.2 There are currently 24 ICV volunteers in the Northamptonshire scheme; 14 of which were recently recruited. It is essential that ICVs are impartial, objective and non-judgemental, and able to communicate effectively with people from diverse backgrounds.
- 3.3 The ICV volunteers give up their time freely to support the PFCC in holding the Force to account. Prior to the new ICVs joining the scheme, the 11 volunteers collectively contributed approx. 270 hours of their time during the last 12 months.
- 3.4 The success of the scheme is due to the ongoing commitment of the volunteer Independent Custody Visitors, and the Northamptonshire Office of the Police, Fire and Crime Commissioner would like to thank them for their hard work and dedication.

## **4. Volunteer demographic**

- 4.1 The OPFCC must seek to ensure that the overall panel of ICVs is representative of the local community and provides a suitable balance in terms of age, gender and ethnicity.
- 4.2 The group of volunteers in the Northamptonshire scheme is 33% male and 67% female, including a transgender female.

Age Group	
18-34	4%
35-49	21%
50-64	38%
65-74	25%
75-84	12%

Ethnicity	
White British	79%
White Other	13%
Black (or Black British)	4%
Asian (or Asian British)	4%

Disability	
Yes	8%
No	92%

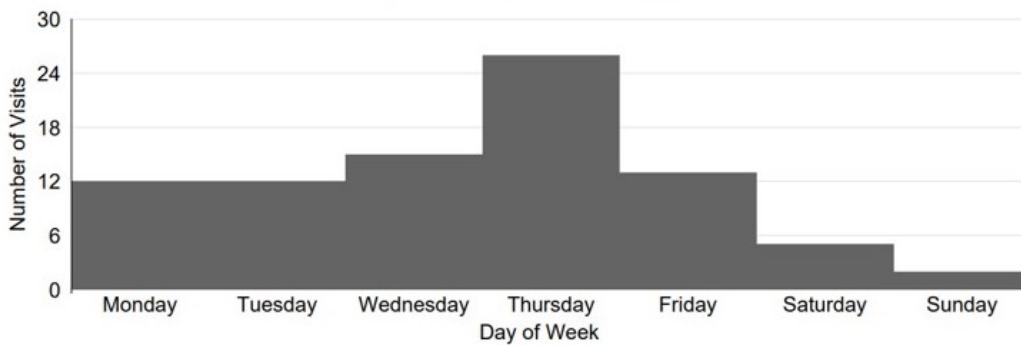
## 5. Visits

5.1 In the last 12 months (Nov 2021 – Nov 2022), 85 custody visits took place.

### Days of visits

Days when visits were made.

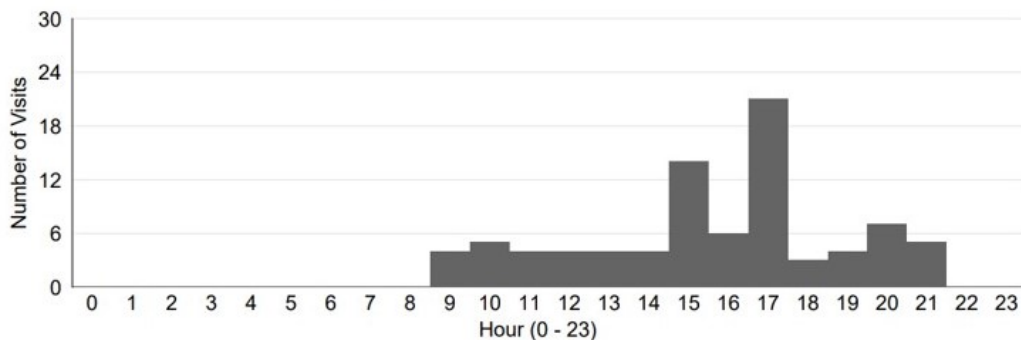
Showing Data for 7 Nov 2021 to 7 Nov 2022



### Times of visits

Times when visits were made.

Showing Data for 7 Nov 2021 to 7 Nov 2022



## 5.1 Process of a visit

- ICVs arrive at Custody unannounced, at any time or day. They have immediate access
- Make themselves known to the Custody Sergeant, who decides who will be their escorting officer.
- Always escorted by a member of custody staff around the cell corridors
- Access to any detainee – subject to safety
- Prioritise vulnerable detainees
- ICVs introduce themselves to DPs and seek agreement to a conversation and permission to view their custody record
- Translation cards are available for non-English speaking detainees
- Private discussion with detainee, standing at entrance of cell, with escorting officer out of earshot but on hand in case of emergency
- View custody records
- Pick up any immediate issues with staff at the time of the visit
- Complete electronic report form – sent to Custody Inspector & OPFCC

## 5.2 ICVs questions to detainees:

- Have the police explained why you have been arrested?
- Have you been informed of your rights and entitlements?
- Do you understand your rights and entitlements?
- Have you been offered the opportunity to speak to a Solicitor?
- Does someone outside the Police Station know that you are here? E.g. Family or friend?
- Has anyone discussed with you any medical needs you have?
- Have you been offered food?
- Have you been offered something to drink?
- Do you have any dietary requirements that the police should be made aware of?
- Have you been offered a blanket?
- Has someone explained how the call bell works?
- Do you have any religious requirements?
- Has someone explained to you that the toilet area is pixelated?
- Have you been able to have a wash, if you wanted one?

In addition, female detainees are asked:

- Have you been offered a hygiene pack e.g. sanitary towels/tampons, if you need one?
- Have you been offered a chance to speak to a female member of staff?

In addition, juveniles or adults with mental illness are asked:

- Has an Appropriate Adult been called?

ICVs request consent from detainees to view their Custody Records. They check the contents of the custody record against what they have been told by the detainee and also check:

- That the entitlements under PACE have been given and signed for.
- That injuries, medical examination, medication and treatment have been recorded.
- That meals and any dietary requirements have been recorded.
- The timing and frequency of cell inspections particularly of inebriated or vulnerable detainees.
- The timing of reviews of the continuing need for detention.
- That the procedures to assess special risks and vulnerabilities presented by detainees have been properly recorded.

## 6. Issues raised

- 6.1 In the last 12 months (Nov 2021 – Nov 2022), ICVs saw 286 detainees. 144 detainees were not available to receive a visit (in interview, violent, in the exercise yard, in the shower, seeing the Doctor or their Solicitor) and 25 refused a visit when offered. Of the detainees available to receive a visit, 90% were seen.

Below shows a summary of issues raised by detainees in the last 12 months.

### **Comments/Complaints**

A summary of the comments/complaints from persons in custody.

<b>Issue</b>	<b>7 Nov 2021 to 7 Nov 2022</b>
Adequate drink not offered	4 (10%)
Adequate food not offered	7 (17%)
Cell and/or contents dirty/broken	1 (2%)
Cell call bell no response	1 (2%)
Cell call bell not working	1 (2%)
Cell too cold	3 (7%)
Not offered to have someone notified of arrest	2 (5%)
Not received medication	5 (12%)
Notice of Rights and Entitlements not received	1 (2%)
Phone call requested but not provided	3 (7%)
Reading material not offered	2 (5%)
Shower not offered (if detained over 24 hours)	1 (2%)
Solicitor not offered	2 (5%)
Toilet paper not provided	2 (5%)
Update on case not offered	2 (5%)
Other	5 (12%)

- 6.2 The issues raised by the detainees above were looked into at the time of the visit and dealt with where necessary. There are no outstanding unresolved issues.

## 7. Governance of the scheme

- 7.1 The scheme enables the PFCC to hold the Chief Constable account on behalf of the public.
- 7.2 Issues and praise raised by ICVs are fed back to the Scheme Manager in the PFCCs office via an electronic report form:
- Smaller issues are resolved by staff on duty at the time of visit
  - Issues that ICVs could not resolve within the visit are escalated to the Custody Inspector to resolve
  - Thematic and serious issues are raised by the Police, Fire and Crime Commissioner with the Chief Constable or senior staff in Northamptonshire Police
  - Issues are shared with the Regional ICV Managers network and the National Independent Custody Visiting Association (ICVA).

- The Northamptonshire ICV Scheme Manager represents the East Midlands Region at the ICV National Expert Forum. National issues from this forum are raised with the NPM, the Home Office and other bodies.

7.3 ICVs, the Scheme Manager and the Custody Inspector come together every three months at a Panel meeting to discuss findings and provide updates.

## **8. Training and Development of ICVs**

8.1 Training for ICVs is continuous. New ICVs undertook Induction training in August and November and longer standing ICVs have observed 'Police use of force' training sessions throughout the year. Guest speakers present at each ICV Panel meeting to ensure ICVs have a general understanding of the wider Criminal Justice System. ICVs also attend an annual training event organised by ICVA.

8.2 New Custody Sergeants and Detention Officers receive an input about the ICV scheme during their training.

8.3 Thank you events are held regularly and ICVs meet annually during the Christmas period at an event organised by the OPFCC which gives the Commissioner the opportunity to meet with ICVs informally and to thank them personally for their exceptional contribution to volunteering.

8.4 The Northamptonshire ICV Scheme attained a silver level in ICVA's Quality Assurance Framework (QAF), which was presented to the Scheme Manger at the House of Lords in May 2019. The QAF is a tool for schemes to ensure consistency across the board and look at areas where improvements can be made.

## **9. Recommendations**

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

**Stephen Mold**

**Police, Fire and Crime Commissioner for Northamptonshire**





## Northamptonshire Police, Fire & Crime Panel

1st December 2022

### Office of the Northamptonshire Police Fire & Crime Commissioner

#### POLICE, FIRE 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 Police, Fire and Crime Plan for Northamptonshire which is set out in detail in appendix 1.

#### 2. Delivering the Police, Fire and Crime Plan

##### 2.1 “Prevention That Keeps the County Safe”

##### 2.2 Night time safety operation continues into new year

A Northamptonshire Police operation targeting men who prey on vulnerable women on a night out in Northampton and Kettering will continue into next year. I have made the decision to fund Operation Kayak, where uniformed police officers patrol hotspot areas on Friday and Saturday nights to help reduce crime and keep the public safe. The focus of the operation is particularly on targeting people who are being sexually aggressive, intimidating or whose behaviour causes concern. Any vehicles seen loitering in or driving around Northampton and Kettering town centres are stopped to see if their reason for being in the area is valid.

Since the start of the operation earlier this year, officers have made 100 arrests, which includes 25 arrests for sexual offences – including rape and sexual assault – as well as dealing with numerous people seen acting suspiciously and more than 435 vulnerable people have been identified and kept safe by the Op Kayak policing team. While working on Op Kayak, police officers have also attended 162 unrelated incidents, and made arrests for other offences including drink driving, other driving offences, assaults, and drug possession.

We need to make sure our town centres are safe and comfortable places not just for women, but everyone to visit at night. I have already funded the SNOvan, which is a safe place that the volunteer Northampton Guardians and use as a base to support people who need help. This operation focusses on the perpetrators, and it has proved to be very effective. I am pleased to be able to ensure it continues.

##### 2.3 Delivering Safer Streets

Our success in both winning funding from the Safer Streets Fund and working with partners to deliver real improvements across our county is being recognised nationally. Last month, the OPFCC Crime Reduction Team were invited to the National Problem Solving Conference to share the work we have delivered in Northamptonshire in relation to Safer Streets Fund and the work we have delivered to tackle crime and lift community spirits. The feedback we got from colleagues from across the country was very positive and I was proud that we were able to share our experiences and best practice and that our work is being

acclaimed nationally. My team have since been asked to deliver this presentation direct to the Home Office Safer Streets Delivery Team.

We are currently implementing two of the four VAWG successful bids in the Northampton and Kettering night-time economies and on the Queensway Estate in Wellingborough. In addition to this, we are about to launch the new Flare app, and ID scan equipment at up to 30 pubs open past 1am Countywide. This is part of a wider plan to improve women's safety. Collectively we have achieved £1.2m for women's safety improvements alone. This includes Help Points, cameras on the Racecourse, SNO van and many other interventions which I outlined in my previous report.

#### **2.4 Patrols tackle poor driving**

I know that communities want more to be done around road safety and through the Road Safety Grant Scheme, the youth education programmes, police interventions, and via my support for the Northamptonshire Safer Roads Alliance we are focused on improving safety for all road users. Northamptonshire Police have carried out patrols to target irresponsible and illegal driving. Twenty-nine vehicles were stopped over two days last month and 28 offences detected including speeding, not wearing seat belts, using a mobile phone, carrying insecure or dangerous loads and even driving whilst disqualified. All drivers have received

Every person who dies or is injured on our roads is one too many and we must never forget that behind each statistic is a grieving family or someone coming to terms with a life changing injury. As a partnership we are working hard to improve road safety and reduce the number of people killed or seriously injured on our roads. The introduction of a new road policing team in January will mean there will be more officers patrolling the county's road networks and challenging the behaviour of those who think they are above the law.

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

We continue to work hard with Northamptonshire Safer Roads Alliance (NSRA), which is a partnership between Northamptonshire Police and Fire and Rescue Service, Northamptonshire Highways and the OPFCC to deliver innovative programmes to improve road safety within the county. This is particularly urgent given the recent increase in the number of fatalities and serious injuries seen on Northamptonshire's roads over the last few months.

One of our recent campaigns focuses on educating young people and features a road safety education film called My Pink Trainers, which will be delivered in schools to Year 12 students. The short, hard-hitting film has been developed in consultation with young people and involves a real incident where a young person lost their life following a road traffic collision. The video sends a stark message to young drivers and passengers that an error of judgment or carelessness can have devastating consequences. On the video, the three survivors of the collision speak candidly about the incident, the aftermath and the emotional and physical impact it has had on their lives. Students will then participate in discussions around distractions whilst driving, consequences and strategies to deal with reckless or inconsiderate driving. The video forms the centrepiece of a much wider educational and prevention delivery, that also includes the provision of appropriate pastoral care for young people at the point of delivery.

We need to educate young people in the way that works the best for them and start relevant conversations that reach beyond the students, to parents and wider communities as well. Young people are more likely to be injured on our roads than involved in any type of crime, and I want to tackle that. If we can reach every school in the county and save even one life through this engagement, then we are making progress.

I have also provided funding to the NSRA for a second video relating to speeding, which takes an interesting different approach to speeding. This video, rather than focus directly on excess speed concentrates on additional stopping distances required by drivers if they are travelling above the authorised speed limit.

## 2.6 Preventing Doorstep Crime

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

After a successful first year in Northamptonshire, Operation REPEAT, which stands for ‘Reinforcing Elderly Persons Education at all Times’ has already been delivered to around 200 trusted health and social care workers, increasing their knowledge on types and signs of scams to help prevent people in their care from becoming victims of doorstep crime. Northamptonshire Carers, who employ over 120 staff, and support over 22,000 individuals across the county, have put many of their staff through the Operation REPEAT training and plan to incorporate it into their staff induction program in 2023.

Offences have been reported and criminal activity prevented as a result of Operation REPEAT as attendees are more aware of scams, fraud and doorstep crime and can quickly and confidently intervene and notify the appropriate policing teams. One Northamptonshire Carers Support Worker commented that without attending the training they may not have recognised certain actions as the crimes they were and were grateful for the knowledge the course had provided.

I am fully supportive of Operation REPEAT in delivering this fraud prevention programme to a targeted audience. We see the devastating effects that doorstep crime can have on its victims, not only through financial loss, but emotional trauma and a long-lasting sense of fear. I am investing in partnerships and resources that disrupt and prevent crime and exploitation and help to keep the most vulnerable people in our county safe. I hope that through this programme we can reach out to even more people particularly at a time when people simply cannot afford to be ripped off. More information about Operation REPEAT can be found on their website at <https://www.oprepeat.co.uk/> and information about Northamptonshire Carers can be found at <https://www.northamptonshire-carers.org/>

So successful was the first round of delivery of this training that CADENT gas, a utility provider asked to co-sponsor additional training, meaning that we can now continue to deliver this training, in this format for an additional 2 years.

## 2.7 “Effective & Efficient Response”

## 2.8 Investment in new ANPR cameras gives good return

Investment from fines paid by speeding motorists has funded additional ANPR cameras to more than doubled the size of the network in Northamptonshire. This extension has already made a significant contribution to tackling crime in the county. As Panel members know, ANPR technology – automatic number plate recognition – is used to deter, disrupt, and detect criminal activity across the country.

I invested in 161 new ANPR cameras at 150 new camera sites, with the specific aim of protecting the county border, increasing the coverage in rural areas, and better covering the major towns. More specialist staff were also employed as the ANPR Intelligence Team, to analyse the additional information being gathered by the new cameras. As a result, in the first three months of 2022, the cameras were activated by vehicles of interest almost 268,000 times – and around half of these activations were down to the new cameras. And their role in tackling major crime and keeping the county safe is significant.

- The enhanced ANPR network has played a key role in the seizure of illegal drugs with an estimated street value of £78 million
- 439 cloned vehicles have been identified

- 100 vehicles were seized in an operation that also resulted in 19 arrests for offences such as robbery and burglary
- And 242 further arrests have been directly attributable to the work of the ANPR intelligence team and their work in identifying suspect vehicles

Northamptonshire has always been a leader in ANPR technology and I knew that this investment would be put to good use. What makes it ever better is that the investment has been funded entirely through the fines paid by speeding drivers, putting that money back to good use to make our roads – and our whole county – safer.

## 2.9 “Protect & Support Those Who Are Vulnerable”

### 2.10 Domestic Abuse Project Highlights

In September & October 2022 the DA practitioners worked with 228 families that were referred to the team via PPN’s. On average the team receive 25 families per week to contact as a result of a police call out for Domestic Abuse at standard level of risk.

The top four issues supported by the DA practitioners are:

- Family Issues
- Housing
- Child Custody Issues
- Finances

Northampton continues to be where most issues are reported followed by Kettering/Corby, Wellingborough/East Northants the Daventry/South Northants.

### 2.11 Early Intervention & ACE Team Highlights

In September and October 2022, the Early Intervention practitioners were allocated 58 families to engage with. These were in addition to already on-going cases received in the preceding weeks and months. Most of these referrals were made by schools, closely followed by health professionals.

The top 4 presenting issues supported by the Early Intervention practitioners are:

- Behaviour
- Parenting
- Mental Health and Emotional Wellbeing
- Housing/Finance Issues

Most referrals came from the Northampton area (28 cases) followed by Wellingborough/East Northants (17), Kettering/Corby (9) and Daventry/South Northants (4).

### 2.12 Feedback

In September & October 2022 the Service has received feedback from 17 families who we have supported. All of these families rated the support from the practitioners 9 or 10 on a scale of 1-10.

#### **Family Feedback comments:**

*“Jodie has turned my life around. She goes above and beyond to support my family and I felt that she genuinely cared about our wellbeing. Nothing was too much to ask and she has ensured that all of the right support is in place moving forward.”*

*“Amazing support, so thankful these resources are available, for most this is a lifeline, a massive thank you to Lauren and The Ace Team.”*

In September & October 2022 the service has received feedback from 13 Partnership Agencies all of which rated us 'Excellent.'

**Partnership feedback comments:**

*"Lucy and her colleague delivered the training very professionally and we now feel better informed about what is available to support children."*

*"We have had several of your teamwork with our families and they are always great to work with. Michelle has been a great support for the family she is working with this time. She has great communication skills and really listens to what is being said. I have found her to be empathetic but also unafraid to talk about the more difficult things that may be happening for a family. The interventions your team offer is really valued by our school."*

*"Gaynor going into a family enabled us to the initial referral was behaviour triggered from mums MH and the younger brother. That was invaluable in the process, we would have known that information without Gaynor going into the home."*

**2.13 Workshops**

In September & October 2022 the team has delivered 7 virtual workshops to 30 parents across Northamptonshire with positive feedback and increased learning on subjects including:

- Parental Conflict
- Health and unhealthy relationships
- Positive Parenting
- Managing challenging behaviours

**2.14 Training and Awareness Raising of the Service**

Free training regarding 'Adverse Childhood Experiences' and awareness raising sessions regarding the Early Intervention Ace and DA Team have been offered to every school in the county. As well as a range of health services and professionals.

In September and October 2022, the senior team delivered training to 3 schools and have sessions booked in over the coming months for another 6. We have already delivered training in over 20 schools and to a large number of health professionals.

**2.15 Youth Team Summer Programme Delivery**

In my previous update report to the Panel, I set out my priority that as a county, we need to do as much as we can to protect young people in Northamptonshire, which is why I have significantly invested in this area. The Youth Service in my department works with children and young people to help and prevent them from becoming involved in or becoming victims of crime

A host of summer activities were held to build relationships between local police officers and young children who are at risk of exploitation – as well as delivering key life and safety messages to them. The outcome of the work led to the team engaging with nearly 240 vulnerable young people and supporting them wherever possible.

The team also provided support in a number of more directed manner which included the following:

**One to one**

- During Q2 22/23, the youth team received 25 referrals to work with on a one to one basis.

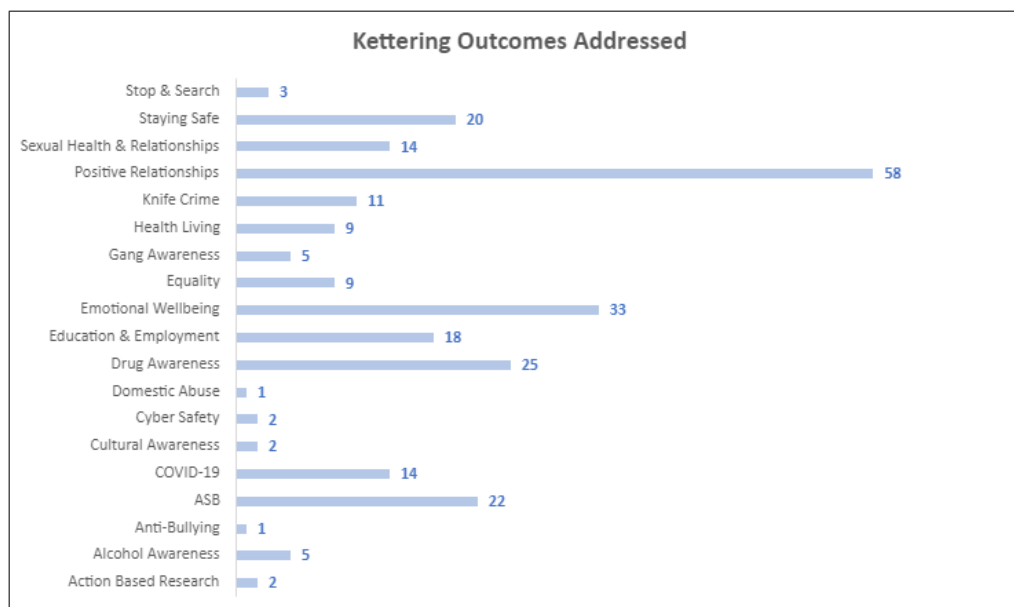
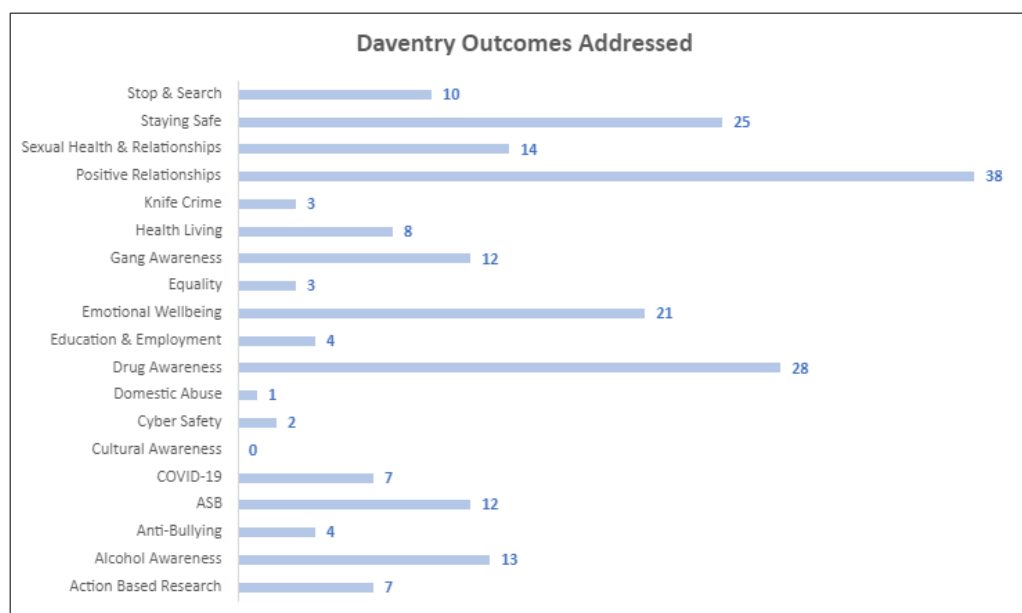
- 36% of these referrals are from Wellingborough, followed by Northampton (24%), Daventry (16%) and Kettering (16%)
- 80% (20) of the Q2 22/23 referrals were referred from schools.
- No NEET or At Risk of Being NEET referrals during the quarter.

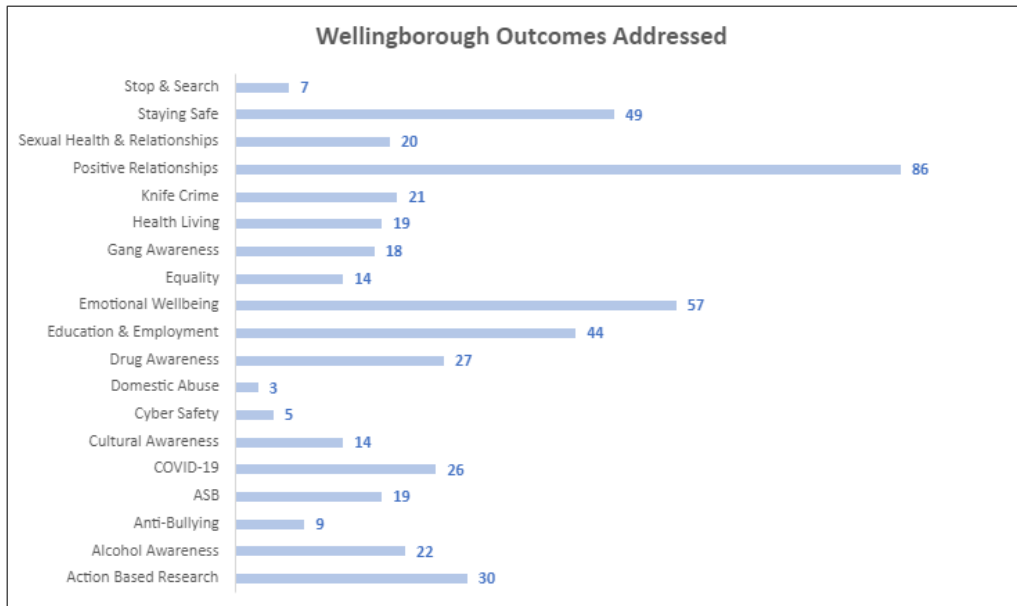
### Group Work

- During Q2 22/23, the youth received 38 referrals for individuals to work within a 'group work' setting.
- 50% (19) of these referrals were school referrals from Daventry and the remaining 50% were referrals from schools within Corby.
- No NEET or At Risk of Being NEET referrals during the quarter.

### Detached Work

- 3 new detached projects created by the team during Q2 22/23 and were located in Northampton (2) and Daventry.
- These projects reached out to 268 participants from young people and included the delivery of 33 sessions being delivered





**2.16 Youth Football Tournament** - Children and teenagers from two Northamptonshire estates took part in a football tournament which also helped educate them on the dangers of knife crime and joining gangs. The tournament was organised as part of a Week of Action by Northamptonshire Police targeting serious violence – and saw 75 young people from Blackthorn in Northampton and Hemmingwell in Wellingborough come together for a friendly tournament at Northampton Academy. Serious violence is one of my key priorities and the Blackthorn and Hemmingwell estates were selected for the scheme as they have higher levels of gang related activities than many other areas in Northamptonshire.

I attended this event and was able to observe the engagement with young people – who were all aged between eight and 18 – and a number of services during downtime between matches. These included local PCSOs, the OPFCC Youth Commission and its Adverse Childhood Experience (ACE) officers, the Community Initiative to Reduce Violence (CIRV) team, the Youth Offending Service and its Prevention and Diversion Scheme, early intervention service Aquarius and community group Off The Streets. Young people were educated about the risks of carrying knives, while parents were also given advice on spotting the signs of gang involvement and ensuring they can leave such activity behind safely.

Both the West Northamptonshire and North Northamptonshire unitary authorities helped contribute financially towards hosting the event alongside the OPFCC and Northamptonshire Police. And the Premier League Kicks scheme – a project partnership with Northampton Town FC Community Trust – helped to supply staff to run the tournament smoothly alongside volunteers from Northamptonshire Police Football Club. It was a pleasure to head along to the football tournament and see a number of organisations working together jointly to educate young people about the tragic consequences that can occur from knife crime and gang involvement. As the Commissioner I will continue to ensure we work with partners to protect young people with early intervention, and it was great to see the positive effect this event had on those who attended as well as their parents.

**2.17 “Effective Justice”**

**2.18** Nationally, the criminal justice system continues to feel the knock on effects of the COVID pandemic, and more recently, the impact of the Bar Association industrial action. As chair of the Local Criminal Board (LCJB), I have used my influence to make sure that all agencies remain focused on delivering effective and timely justice for victims.

**2.19** Since January 2022, 774 adult conditional cautions, which seek to divert low level offenders away from the criminal justice system, have been issued in Northamptonshire with 10 different cautions being available to officers. During the year the Force has been readying itself for new legislation which will

further increase the range of rehabilitative cautions available. The appropriateness of these cautions is monitored by a Scrutiny Panel chaired by a senior magistrate.

**2.20** Following Home Office and Ministry of Justice “refresh” in the Autumn of 2021, the local Integrated Offender Management (IOM) scheme was established as a partnership between the Force and the Probation Service. The scheme supervises some of the most persistent and prolific offenders in the county, with the focus being on neighbourhood crime (such as burglary and robbery). Since January 2022 the scheme has worked with 156 offenders, with 107 currently being managed. An evaluation of the effectiveness of the scheme is currently being undertaken.

## **2.21 “Modern Services That Are Fit for Purpose”**

### **2.22 Review of the Estate Strategy**

A review is to be carried out on all the buildings in the joint Northamptonshire Police and Northamptonshire Fire and Rescue estate to ensure that they are affordable, meet organisational needs and provide best value in the current economic climate. Like all public authorities, we are facing ever increasing running and maintenance costs, as well as supply chain issues in parts and supplies.

This is why I initiated a review to ensure offices and other buildings are cost effective, support both organisations in their mission to keep the public safe and provide best value for the taxpayer. This is why our plans to create a new joint garage workshop in a building in Earls Barton will not now go ahead. Costs of the building project have increased – from £6 million to £16 million – and while bringing both police and fire fleet and garage teams together in one facility is still planned and will provide significant business benefits, the costs of carrying out the development outweigh those benefits. The building will now be sold, and work will continue to find other ways to bring both teams together.

At the same time, I have asked for a wholesale review of the estate to ensure it gives value for money against a background of rising costs and changed ways of working since the pandemic. The Estates strategy is reviewed regularly but this review has been brought forward and will take place as a matter of urgency because of the changed circumstances. The Chief Constable has identified five police ‘boxes’ and a house that are operationally surplus and have no operational police officers assigned to them as a main location but are mainly used as an occasional drop-in site. These will be put on the market and further efforts will be made to dispose of the old stations at Kettering and Corby as soon as possible.

I am proud that in Northamptonshire, we take our responsibility to the taxpayer very seriously and have managed our money well and balanced our budgets. We have created joint services where it makes sense to do so and continue to look for efficiencies. But the core role of both Northamptonshire Police and Northamptonshire Fire and Rescue Service is to keep people safe and so we need to ensure our that our buildings support that work and that the costs do not outweigh the benefits. More joined up working is essential, and I will continue to expect more progress in that area, while continually reviewing our plans to ensure they make sense in our changing economic climate.

### **2.23 Ensuring we recognise, reflect, and respect the communities we serve**

As the Panel will be aware, I took on responsibility for the receipt, recording and resolution of less serious complaints on the 1<sup>st</sup> February 2020, implementing the Customer Service Team so carry out these responsibilities on my behalf. Since its implementation, the Customer Service Team has dealt with a total 5073 contacts from members of the public. This includes complaints, queries and requests for complaint reviews which I am responsible for.



Type of contact	Number
Complaint	2045
Query	3110
Request for review	182
<b>Total</b>	<b>5337</b>

Demand continues to increase with the number of contacts up approx. 15% for the same period last year, however we are maintaining high levels of service recovery at approx. 60-10% of complaints being dealt with by us. We are closely monitoring the complaints that come in so that identify any theme, patterns or trends and ensure that these are continuously monitored and raised with the relevant departments in force.

The most recent data received from the Independent Office for Police Conduct (IOPC) reflects that in the areas of the complaints process that the Customer Service Team are responsible for, we are outperforming that vast majority of other Forces nationally. For example, where we make initial contact with a complainant in an average of 0.6 working days, the national average is 5.3 working days. I think this represents a really good level of service that we provide to complainants who are often understandably upset and in need of assistance.

A monthly analysis is carried out on our complaints data and any concerns identified are raised with the Force. Recent examples of learning or themes we have identified include:

- An increase in complaints regarding delays in Firearms Licensing Unit, which we have raised with the Force who have reassured us that they have a plan in place to tackle the backlogs. Where members of the public raise complaints such as these, we are able to act quickly, acknowledging the complaint within 2 working days and securing an update for them promptly.
- Individual feedback to an Officer regarding his approach to a sensitive situation in front of children.
- An investigation was reopened where it was identified that it had been filed inappropriately and should have been submitted to the CPS for a charging decision.
- Feedback given to an individual officer reminding them to use Body Worn Video.

We currently DIP Sample a number of complaints finalised by the Professional Standards Department every month to ensure that we can robustly hold the Chief Constable to account for the delivery of an effective complaints handling process. We are currently updating this process and we will be carrying out thematic DIP Sampling going forward, looking at areas of concern such as discrimination and violence against women and girls.

Work is ongoing to adopt the NFRS complaints process which will ensure that I have a greater level of oversight of the FRS whilst freeing up resources within the FRS to deal with operational demands.

Over the course of the next year, I am hoping to welcome a new cohort of Independent Panel Members. These are vital to the smooth running of Gross Misconduct Hearings where they form part of the panel responsible for determining the outcome and level of sanction that should be imposed upon the Officer subject to the hearing. Recruitment process have been undertaken and I am pleased that 4 new candidates have been selected and are currently undergoing training before they can be deployed to hearings. The Customer Service Team are currently focussing on identifying themes, trends and learning and working with the force to implement meaningful improvements that will improve the service for members of the public.

### **3. Holding the Chiefs to account**

#### **3.1 Fire Accountability Board 11<sup>th</sup> October 2022**

**Emergency Cover Review Presentation** - The Commissioner requires a presentation that explains and outlines recommendations from the CFO instigated emergency cover review. The Commissioner requested and update on how the review has been undertaken, the methodology, the full range of findings and any recommendations for change. Any recommendations need to be clearly linked to the review analysis and findings. The Commissioner acknowledged the work that had been undertaken to this point but is expecting some solid proposals to be presented by the Chief Officer team following this review. He consequently tasked the new Chief Fire officer with developing some firm proposals by the end of November 2022.

#### **3.2 Fire Accountability Board 8 November 2022**

**Budget monitoring report** - The Commissioner received a mid-year budget monitoring update for Northamptonshire Fire and Rescue Service for the financial year 2022/2023.

**Internal Audit Paper** - In May 2022 the Commissioner received an update on the internal audit processes for NFRS during 2021/2022. In 2 areas there was limited assurances provided, these relating to the audits on Data quality and ICT systems. As discussed at the May meeting the Commissioner requested a further update paper relating to these two areas.

**Code of ethics update** - In February 2022, the Commissioner received an accountability board update on NFRS implementation of the national Fire Service code of ethics, adopted in May 2021. It was agreed that he would receive a further paper later in 2022, to outline examples of how the implementation of the code of ethics and other EDI workstreams could evidence the difference that they were making to cultural change within NFRS. The Commissioner therefore requested an update outlining at a high level the work that has taken place since February 2022 to further embed the code of ethics and other EDI workstreams, mentioned in the earlier paper into day to day culture and activity

#### **3.3 Police Accountability Board 11<sup>th</sup> October 2022**

**PSD timeliness** - Earlier In 2022 the Commissioner received an update from the Chief Constable via the accountability board relating to the management of complaints against police, in the Force. Part of this report related to timeliness of investigations. The Commissioner was concerned about the timeliness of investigations and the effect that this has on public confidence and legitimacy. As such the Commissioner requires a further report on this matter, relating specifically to timeliness. The Commissioner welcomed the work that had been done to improve timeliness withing PSD but recognised that there was still a significant amount of work to be completed to bring timeliness to what he considered to be an acceptable level. He will be tasking his office to monitor this on a monthly basis and will require a further report if he does not see the continued improvement he is expecting.

**HMICFRS update** - In February and July 2022, the Commissioner received updates from the Chief Constable relating to progress against actions, recommendations and AFI from HMICFRS inspections, and preparations for future PEEL inspections. The Commissioner requests a further update outlining the current position in relation to these matters, with a particular emphasis on progress in line with the agreed quarterly targets determined by the Force and highlighted in previous reports. The Commissioner welcomed the progress that had been reported to him and was confident that the Force improvement journey was continuing. He reiterated that it was important for these improvements to be triangulated and tested, as well as articulating policy and procedural change ahead of any future HMICFRS inspection. The Commissioner would be prepared to provide supplementary budgets for peer reviews in these areas.

**Budget monitoring report** - The Commissioner requested a budget monitoring report to this point in the financial year 2022/2023. The Commissioner was assured both with the quality and level of monitoring undertaken by the Force and the information contained within the report. In particular, he welcomed the

sharp focus on the inflationary pressures and how this might affect the future. While he accepted these pressures existed, he was keen to make the point there where it was possible, the Chief Constable would need to mitigate these pressures in the existing financial envelope but remained open to further discussions on this as time progressed.

### **3.4 Police Accountability Board 08 November 2022**

**IOM update** - In May 2022 the Commissioner received an update from the Chief Constable that described the process and progress of Integrated Offender Management across Northamptonshire Police and the County as a whole. At that time, it was agreed that this matter would again be reported in 6 months to incorporate an update on the progress of IOM, to be informed by the planned evaluation, and to include a description of the results and barriers to this point. Having received the update, the Commissioner was reassured that further work had progressed since the previous update earlier in 2022, and that the Force had looked at peer comparisons against others. He made the point however that he was interested in what difference this process was actually making in reducing reoffending and therefore making Northamptonshire Safer. He stated that he was looking for a future update in the New Year, post the evaluation about the outcomes of the IOM project and how this can be evidenced to reducing reoffending and crime.

**EMSOU (FS) update** - In March 2022, the Commissioner received a paper at the accountability board that covered the following:

*The performance of EMSOU FS in terms of scenes visited, DNA and Fingerprint evidence recovered, identifications made and conversion to positive outcomes.*

The report commented the Chief Constables assessment of the service provided by EMSOU FS, as well as providing comparative figures for other Forces in the EMSOU FS collaboration. At that time concern expressed that Northamptonshire was not receiving the same service as some other forces in the region in terms of % of scenes visited, and forensic outcomes. The Commissioner requested an update that outlined the comparative performance, across the regional forces of EMSOU FS in terms of scenes visited, over 12 months, (especially relating to neighbourhood crime), DNA and fingerprint lifts, identifications made and how these relate to positive outcomes, as well as progress made since March, relating to gaining a fuller understanding of the issues of concern from the earlier report and how improvements have been made in this time. The Commissioner was assured to note that Northamptonshire CSI appeared to consistently recover fingerprints at a greater percentage of scenes than others in the region, but there remained questions in relation to:

- The percentage of scenes visited by CSI, in comparison with other Forces
- The differential in recovery rates for DNA, in comparison with fingerprints and with other Forces
- The conversion rate of forensic evidence to outcomes.

The Commissioner asked for further work to be undertaken to better understand this so remedial action can be considered.

## **4. Summary of PFCC Decisions taken**

- [Decision Record 298 – Integrated Communication Control System Maintenance & Support](#)
- [Decision Record 299 – Gritting Services](#)
- [Decision Record 300 – IPSOS Mori Consultation](#)
- [Decision Record 301 – Target Hardening](#)
- [Decision Record 302 – Provision of Desktop Computers](#)
- [Decision Record 303 – Water and Sewage Services](#)
- [Decision Record 304 – CCTV System maintenance](#)

- [Decision Record 305 – Digital Evidence Software Licences](#)
- [Decision Record 306 – Chronicle Cloud System](#)
- [Decision Record 307 – MoJ Funding](#)
- [Decision Record 308 – Purchase of BMW Vehicles](#)
- [Decision Record 309 Softcat Contract Aruba Network Switches](#)
- [Decision Record 310 Target Hardening Greatwell Homes](#)
- [Decision Record 311 Redbox System Upgrade](#)
- [Decision Record 312 Contract Variation CDW Portfolio Management Tool](#)
- [Decision Record 313 Digital Executive Leadership Licences with Gartner](#)
- [Decision Record 314 Purchase of Mercedes Vans](#)
- [Decision Record 315 Bulk Fuel Contract](#)

#### **Key Fire and Rescue Decisions**

- [NFRS Decision Record Number: 83 - Short Term Tenancy Agreement with EMAS](#)
- [NFRS Decision Record 84 Supply of liquid fuels](#)
- [NFRS Decision Record 85 – NFRS Control Room Systems](#)
- [NFRS Decision Record 86 Provision Mobile Data Terminals](#)
- [NFRS Decision Record 87 – Provision of Gas & Electricity](#)

#### **5. Recommendations**

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

**Stephen Mold**

Appendix 1:

# POLICE, FIRE AND CRIME PLAN

Q2 22/23

PERFORMANCE REPORT



# PERFORMANCE REPORT: Introduction

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The Northamptonshire Police, Fire & Crime Plan 2021-2026 sets out five priority areas:

**PRIORITY 1: Prevention that keeps the county safe**

**PRIORITY 2: Effective and efficient response**

**PRIORITY 3: Protect and support those who are vulnerable**

**PRIORITY 4: Effective justice**

**PRIORITY 5: Modern services that are fit for the future**

Within these priorities, the Office of the Police, Fire & Crime Commissioner (OPFCC) monitors Northamptonshire Police in respect of repeat victimisation, fraud, crime prevention, workforce recruitment, burglary, vehicle crime, anti-social behaviour, neighbourhood policing, violent crime, rural crime, knife crime, domestic abuse, positive outcomes, investigations of crime and disruption & detection of crime. Public confidence, emergency response times, early interventions and workforce characteristics are also monitored.

The OPFCC also monitors the Northamptonshire Fire & Rescue Service in respect of prevention activity, workforce capacity, emergency cover, specialist skills collaboration, safeguarding and response.

There are no numerical targets set within the Police, Fire & Crime Plan.

Instead the plan monitors Northamptonshire Police and Northamptonshire Fire & Rescue Service for continuous improvement. The OPFCC recognises that monitoring performance in relation to police, crime and fire and rescue services is complex and in many cases cannot be determined with a single indicator. Therefore this performance report, which informs the Police, Fire and Crime Panel, is based on a range of indicators that demonstrates all aspect of the PFCC's priorities are tracked.

This performance report will focus on the key (not all), performance indicators which are tracked for statistical exceptions from the reporting period (based on 12-month performance), as well as highlighted activities during the period, from my office, Northamptonshire Police and Northamptonshire Fire & Rescue Service.

In terms of statistical exceptions, where a performance indicator moves outside of this range, performance is termed 'exceptional'. This does not necessarily mean performance is good or bad, but that variation is greater than normal.





# PERFORMANCE REPORT: Prevention that keeps the public safe

## Q2 22/23 **Fire** Priority Commentary

### At a Glance:

**Diversify prevention activity into a wider range of topics:** The prevention strategy has been developed around 5 priorities including road & water safety education as well as fire.

One of the priorities centres around early interventions for young people, and the NFRS have now adopted the NFCC Early Intervention Framework which will ensure activities and programmes are built around bespoke theories of change and pillars of resilience. The NFRS team work closely with the OPFCC Youth Team and Neighbourhood Police Teams to identify young people in the community who would benefit from early interventions and to engage with young people around seasonal trends.

Reduction in arson is another priority and is strongly linked to ASB. Themed proactive work around safer neighbourhoods is strongly linked to ASB reduction and regularly feeds Community One for partnership tasking and problem solving. A Joint Arson Reduction Delivery plan ensures that both Police and fire are focused on reducing arson to create safer neighbourhoods and safer businesses. The use of a Qlik app now draws in data from both Police and NFRS to provide more insight into arson and ASB hotspots and trends. Operation Verso is an example of a joint operation which used this data to address a local arson issue in Northampton, this involved local crews and neighbourhood policing teams as well as other community safety partners.

Themed work regarding Safer Homes is also undertaken in parallel with work relating to Domestic Abuse and Child Protection. Through the Fire Service's fire safety programme and close working with partners in the Integrated Care System, as part of their home fire safety visits (HFSV), the service provides assistance regarding falls prevention and the safety of medical equipment and devices such as airflow mattresses and home oxygen. This forms part of the nationally agreed core components for a Fire Service HFSV. Enhanced HFSVs also involve Fire Officers incorporating advice on preventing domestic burglary, doorstep crime and fraud on behalf of the police.

In Q3 NFRS led the launch of a countywide Hoarding Framework to help agencies to work together consistently to identify risks and support occupiers within cluttered and hoarded homes. This work is supported by the Northamptonshire Safeguarding Adult Board and over 100 partners attended the launch event with many others booking onto dedicated training sessions provided by NFRS.

**Further increase the involvement of our staff in prevention activities to target risk in our communities:** Other than HFSVs and HMO checks, the Fire Service's plans to widen community engagement includes engaging with seldom heard community groups and to undertake community safety activities based on local risk and national campaigns. Mereway crews hosted a local Hindu group visit so that firefighters could learn more about the Raksha Bandan celebrations and to raise awareness about home fire safety with that community. Northampton crews also attended the Diwali parade and celebrations. The Kettering station supported two local voluntary sector groups, John's Happy Place (mental health day centre) and St Edwards Church Hall (pop-up café for the homeless) to deliver appropriate safety advice which are aligned to national campaigns regarding the homeless. Similar work is also progressing with the Hope Centre in Northampton. As part of our work with Police and Highways some specialist crews attended the Mature Drivers event to support with advice around checking and installing car seats for grand children and young passengers. Most recently our crews have been promoting Road Safety Week along with Police and Highways.

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## Q2 22/23 **Police** Priority Commentary

### At a Glance:

**Reduce Repeat Victimization:** Progress continues to be made by the Force in the past year in dealing with domestic abuse with small decreasing levels being reported by the Force in the number of repeat victims. At the end of September 2022, the repeat victim rate over a 12-month period was at 44% which is below what it was 12 months ago. There is a continued amount of stability with reductions seen from those victims who are most at harm with repeat rates reducing for both 'high' risk and 'medium' risk persons. The VAWG agenda remains of focus nationally with a new framework setting out how The National Police Chiefs Council (NPCC) and College of Policing will measure the impact of the new VAWG. The first performance report is expected to be published during Q3 22/23, my office will monitor the framework as well as continue to work with the Force to reduce repeat victimisation.

**Deliver and maintain the ANPR network in Northamptonshire to ensure it supports the prevention, disruption and detection of crime:** Over 150 new ANPR cameras have been installed across the county over the past 18 months, which more than doubled the size of the ANPR network in Northamptonshire. The new cameras marked a £1.3m investment by the Fire and Crime Commissioner and the Chief Constable and has already made a significant contribution to tackling crime in the county. Some of the benefits have been previously reported to the panel and within my latest edition of my November Newsletter which can be located here:-

- <https://northantspfcc.org.uk/newsletter-november-2022/>







## Q2 22/23 Working Together Priority Commentary

### At a Glance:

**Give people the opportunity to participate in schemes that make the county safer:** As a major part of my strategy to tackle violence against women and girls (VAWG), I have invested £48,000 in an app which is a safe space for women and girls to share their experiences anonymously. The 'Flare' App offers a proactive stance against VAWG within our community and allows members of the public to anonymously report VAWG incidents thorough the Flare App. The App will provide Northamptonshire Police with intelligence on how to tackle VAWG in our community and does so in a rapid, easy and detailed manner. The App is expected to go 'live' in late November 2022. More information about the Flare App can be found [here](#). This App will allow the Force to receive additional information and intelligence that they may not have otherwise received, which in turn will add to the understanding of this issue in the county and inform operational approaches and deployments.

**Ensure that people have access to information and support to help them prevent crime and keep themselves safe:** Enhanced survey tool Neighbourhood Alert continues to be a key platform for the OPFCC, Northamptonshire Police and Northamptonshire Fire & Rescue Service to keep local communities across the county informed about relevant incidents, information and events in the local area. Through the support of the OPFCC, Northamptonshire police are currently in the process of enhancing the platform by acquiring a survey tool which will provide the Force to gain a real-time understanding of opinions from various community groups and allowing the opportunity to robustly measure the extent of operational successes around areas of the county. Using the intelligent questioning technology available through this tool, it will ensure the public have every chance to respond and questions will go to active citizens, people who really care about their community and influence others to improve response rates.

**Invest in target hardening schemes in areas of the highest risk to reduce crime:** During Q2 22/23, my office was awarded almost £1.2 million from the Home Office after two successful bids to the Government's Safer Streets Fund. This funding will invest in projects to improve the safety of women at night in Northampton and Kettering and to prevent crime on the Queensway estate in Wellingborough. The work to be carried out within the night-time economy bid in Northampton and Kettering includes on-going projects to train bar staff to call out harassment. There will also be significant investment in ID scan technology, so that around 30 venues can share information about people who behave inappropriately. In terms of the Queensway, around 650 properties will have new, secure doors fitted in a partnership with Greatwell Homes, and some alleys within the area will be gated. Security lighting will be fitted to some properties as well as a significant roll out of security products to residents. These projects will be completed by September 2023. My office also supported bids that are being led by WNC and NNC to improve security and reduce crime in Bellinge/Blackthorn in Northampton and the William Knibb ward in Kettering.

**Develop the way that we share critical data between both organisations and with other partners:** Over the past 12 months the formation of the Digital & Technology Department under Enabling Services (Programme Unity) has further imbedded and is continuing to provide benefits. An example of this is £730,300 has been saved and/or avoided since the programmes inception. Over the next 12 months, further collaboration will be achieved from leveraging the Microsoft365 platform, projects are already underway for a new intranet and SharePoint platform. Work continues to update and improve key functions across both services examples of this include desktop upgrades within the Force control room and the command and dispatch system within fire and business intelligence tools. The OPFCCs Digital & Technology Delivery Manager is an integral part of overseeing this transition to a more digitally enabled blue light service, ensuring collaboration where appropriate.



## Q2 22/23 **Fire** Priority Commentary At a Glance:

**Emergency Cover Arrangements:** Terms of Reference and timescales for the review of emergency cover have been agreed with the Chief Fire Officer. Demand analysis has commenced with a view to consideration of a variety of scenarios or change. The OPFCC are receiving a monthly update on progress and a final report with recommendations is expected to be presented to the Fire Accountably Board during the Autumn.

**Risk Profile of the County:** Northamptonshire Fire & Rescue Service has published a new Community Risk Management Plan (CRMP). The CRMP was published after a public consultation, and will cover a three-year period up to 2025. The plan is the services response to the recently published Fire & Rescue plan and is supported by the Chief Fire Officer Vision 25 document. Following the publication of the profile, I have agreed with the Chief Fire Officer's recommendations, such as redeployment of resources.

Incident numbers continue the long term and national downward trend, albeit increasing slightly on last year's figures. The fire and rescue service aren't currently achieving their target of responding to all incidents, on average within 10 minutes in any categories such as fire and RTCs for example. Panel members should be reassured however that their response to fires are under 10 minutes. Attending complex incidents such as RTCs are resulting in the average response times to be over 10 minutes.



## Q2 22/23 **Police** Priority Commentary At a Glance:

**Police Officer Recruitment:** Latest data from the Home Office as part of the Police Uplift Programme (Op Uplift), shows Northamptonshire Police currently having 35.5% (35.6% in June 2022), of female representation. Aspirations are for the force to be in line with the county's female population (50.5%); the recruitment of female officers is on an upward trend despite a slight reduction over the last quarter and above the current national representation of 34.4%. Similarly the force has aspirations to be in line with the county's BAME population (8.1%) and is currently achieving 4.3% (4.5% in June 2022). Both of these aims are a large undertaking both at a local and national level and could potentially take several years to mirror the county's population, however the Force with the support from my office has a proactive position action team to implement these aspirations.

**Strengthen Local Policing:** The Police, Fire and Crime Commissioner and the Chief Constable have a shared vision to have in place over 1,500 police officers by the end of March 2023. This is on track with 1,458 officers in place at the end of September 2022 which is the highest number it has ever been in the county. Estimates by the Force have indicated the recruitment of a further 184 officers between now and the end of the uplift in March 2023 with a long-term aspiration to retain numbers at just over 1,500.

### **Neighbourhood Crime (burglary, vehicle crime & anti-social behaviour):**

Based on the Home Office's Digital Crime and Performance Pack, which uses data to track progress against the national crime and policing measures, the pack shows that the Force continue to hold their own and are still recording the biggest reduction nationally for Neighbourhood crime. At the end of August 2022 the reduction was -45% and significantly above the -27% reduction within our MSG. In terms of geographical districts, areas which have formed part of the main Safer Streets Interventions such as Wellingborough and Kettering have recorded some of the largest reductions in Neighbourhood crime when compared to the national baseline of Jul18 – Jun 19. Wellingborough recorded the 9<sup>th</sup> (out of 313) reduction in neighbourhood crime (-52%) and Kettering the 14<sup>th</sup> (-51%). Reductions in neighbourhood crime are starting to diminish slightly both nationally and in Northamptonshire, however we remain the best performing. My office will continue to monitor the trend of neighbourhood crime closely.

**Neighbourhood Policing:** At the end of Q2 22/23, response times continue to be slower than the previous financial years. Grade 1 (G1) demand continues to be high with the highest level G1 demand ever recorded in August 2022. This has impacted on all response times, which are generally slower than the previous financial years. The G1 urban 12-month rolling average response time was 12 minutes & 57 seconds which is slower than the previous 12 months (12 minutes & 12 seconds). The Police, Fire and Crime Commissioner has set clear expectations with the Chief Constable that he does not expect response times to increase further, and that he will be reviewing 'response' with a holistic approach such as improvements with investigation standards progress being made with victim satisfaction levels. Over the last 12-months there has been an increase with the amount of time spent out of station and currently remains above the Forces target of 63.6%.

**Violent Crime:** VAWG, continues to be a priority within my Police, Fire and Crime Plan, as well as a national focus for central government. As part of my VAWG strategy, I will continue to fund a Northamptonshire Police operation targeting men who prey on vulnerable women on a night out in Northampton and Kettering into 2023. Op Kayak is where uniformed police officers patrol hotspot areas on Friday and Saturday nights to help reduce crime and keep the public safe. The focus of the operation is particularly on targeting people who are being sexually aggressive, intimidating or whose behaviour causes concern. Since the start of the operation earlier this year, officers have made 100 arrests, which includes 25 for sexual offences – including rape and sexual assault – as well as dealing with numerous people seen acting suspiciously. And more than 435 vulnerable people have been identified and kept safe by the Op Kayak policing team.



## Q2 22/23 **Working Together** Priority Commentary

### At a Glance:

#### **Communities Accessing Information:**

Recent articles ensuring communities have access to the information about the activities that police officers and fire crews have undertaken in their area re as follows:

- <https://northantspfcc.org.uk/newsletter-november-2022/>

**Road Safety Fund:** My office continues to award grants through the Road Safety Community Fund which awards grants of between £500 and £5,000 that help to support the Northamptonshire Strategic Road Safety Plan. The strategic plan was created through the Northamptonshire Safer Roads Alliance (NSRA), which brings together representatives from Northamptonshire Police, Northamptonshire Fire & Rescue Service, the OPFCC and Northamptonshire Highways. For further information about the amount of funding which has been provided to date can be located here:-

- <https://www.northantspfcc.org.uk/road-safety-community-grants-awarded-final/>



# PERFORMANCE REPORT: Protect & Support those who are vulnerable



## Q2 22/23 **Fire** Priority Commentary At a Glance:

**Further develop the fire service role and expertise in safeguarding:**

Northamptonshire Fire and Rescue Service to meet and exceed the national Fire Standards for Safeguarding

- Safeguarding Standard Gap Analysis has been completed and the standard of safeguarding at NFRS judged to be good by HMICFRS. Any gaps or improvements identified through internal and external audits are included in the Safeguarding Action Plan. This is actively monitored and managed via the Safeguarding Management Group as part of assurance plans.
- Professional supervision for staff undertaking safeguarding case work and Fire setter Intervention has now been formalised to help ensure their wellbeing and to closer monitor workloads.

Northamptonshire Fire and Rescue Service to develop a training needs analysis and implement planning for any gaps which are identified as a result of the analysis

- Training Needs Analysis has been completed and Training is up to date from levels 1-4 across the organisation. This is monitored regularly by the Safeguarding Management Group.

**Broaden protection activities into areas such as HMOs:** The protection department has 13 staff, this includes 8 frontline fire safety inspectors. The headline statistics for protection delivery in 2021/22 are below accompanied by the year-to-date (YTD) statistics:

- 2021/22 - 561 inspections within the Risk Based Inspection Plan (RBIP). 2022/23 YTD – 373 inspections have been undertaken
- 2021/22 - 319 targeted risk management jobs were completed to react to emerging issues or concerns. 2022/23 YTD – 101 jobs have been completed
- 2021/22 - The team reacted to and investigated 80 concerns by 3rd parties over the fire safety in a premises. 2022/23 YTD – 49 concerns have been investigated
- 2021/22 - 99.6% of consultations under Building Regulations were responded to within the initial 15 days. 2022/23 YTD – 99.73% responded to within the initial 15 days.
- 2021/22 - 495 consultations were received and responded to in total. 2022/23 YTD – 254 consultations

**Work with housing providers, developers, and businesses to minimise risk and keep people safe:** A guide to assessing occupancy levels in licensed premises has been developed by Northamptonshire Fire and Rescue Service, which provides audio, visual and written guidance for public assembly buildings. More information about the guidance and to access the video can be found at: <https://www.northantsfire.gov.uk/guide-to-assessing-your-occupancy-limit/>



# PERFORMANCE REPORT: Protect & Support those who are vulnerable



## Q2 22/23 **Police** Priority Commentary At a Glance:

**Deliver robust enforcement & awareness campaigns to reduce the number of knives on our streets:** Levels of knife crime are in line with what they were 12-months ago and continuing a downward trend seen since throughout 2020/21. Knife-related robbery volumes however have shown an increase of just under 5% over the last 12-months and we are a national outlier. The Force have applied additional monitoring and intelligence in recent months for robbery offences to enable a better understanding of the recent trends. Repeat perpetrators of knife crime has seen a year on year slight increase of 0.1% and is relatively stable, however there remains a long-term increase in under-18 involvement of knife crime. Knife crime is a matter of priority for the Force and it is highly important that repeat perpetrators are tackled, especially those who are under-18, as doing so would have a great impact on the overall demand reduction and decline in harm caused by knife offences. We remain 8<sup>th</sup> in our MSG for the rate of knife crime offences and still significantly below both the MSG and the national average. The Force have developed in association with a number of partners a knife crime awareness and prevention packages to be rolled out into schools across the county to support efforts in the area.

In terms of perpetrators being brought to justice, at the end of September 2022, 24.7% of knife crimes were positively resolved, however this is down from the 2021/22 baseline figure of 26.7%. Positive outcomes for knife-related robbery is also down from the baseline and currently has a rate of 7.6% (10% baseline). This is a concern and is mirrored with the falling victim satisfaction rates for knife crime which is currently at 72.1% and below the baseline of 81.4%. My office will continually monitor our performance against our peers and holding the Chief Constable to account in terms of seeing long-term local improvements and quality of service. 'Threat' offences account for the majority of knife crime demand within the county rather than 'actual' usage offences, which remain low.

**Reduce harm from domestic abuse, pursuing perpetrators, supporting victims, and using rehabilitation and prevention programmes to improve positive outcomes for victims:** Over the last 12 months, repeat suspects and offenders have reduced in comparison to the previous 12 months. There has been a strong increase with the number of arrests made for medium and high risk domestic abuse crimes, this is opposite to the national trend which has been decreasing overall. More victims are also being successfully protected with more Domestic Violence Protection Orders (DVPO) being heard and an increase of those being granted. The months within Q2 22/23 has seen domestic abuse demand remaining stable and slightly below forecasted levels. Demand is expected to return to more normal levels during Q3 22/23 and remain stable until the Christmas period. We will continue to monitor this closely.

The positive outcome ratio in the last 12 months to September 2022 was at 13.6% and remained stable throughout 2022/23 so far. Over the coming months, the criminal justice system will prioritise VAWG within the court backlogs which should result in charges being fast tracked an increase of charges and an improvement of victim experience overall.

In terms of victim support there continues to be an increase in referrals into the Sunflower Centre during the quarter. Just over a 1/3 of referrals received were from new victims with the remaining were from repeat victim referrals. All referrals into the Sunflower Service are subsequently contacted by the team for support, advice and safeguarding.

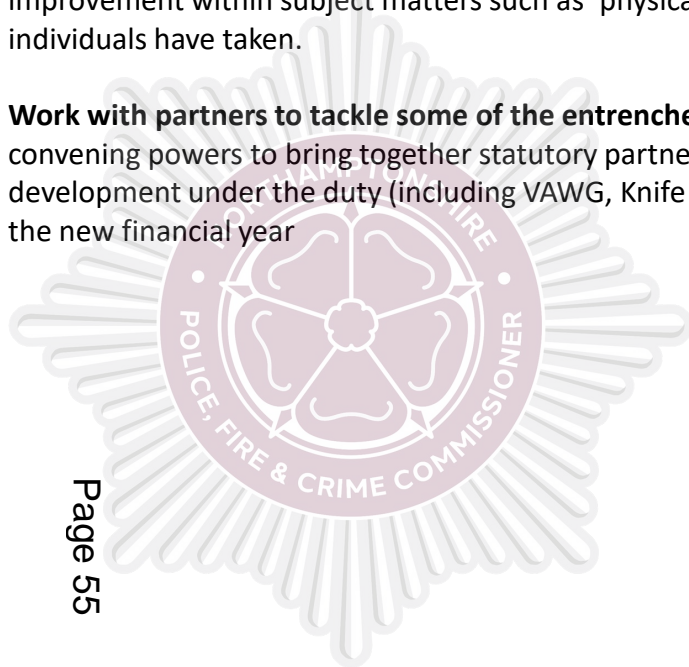
# PERFORMANCE REPORT: Protect & Support those who are vulnerable



## Q2 22/23 **Working Together** Priority Commentary At a Glance:

**Continue to invest in provision for young people, to prevent them from becoming involved in, or victims of, crime with a specific focus on the impact of knife related crime:** The OPFCC Youth Team continue to conduct interactions with young people around 6 main areas around the county (Corby, Daventry, Kettering, Northampton, Rushden and Wellingborough), providing educational sessions through detached work and have now had interactions with over 13,200 young people. To date the team have delivered over 940 individual detached sessions, targeting interventions such as emotional wellbeing, forming positive relationships, staying safe and gang awareness. The service also works with individuals within smaller groups and on a one-to-one basis where the team have established positive working relationships with a multitude of schools across the breadth of the county. Individuals who finish their interventions with the team through groupwork and one-to-one sessions, continue to make good progress. This has been demonstrated with on average 86% of those individuals who are most vulnerable noticing an improvement within subject matters such as 'physical health', 'being safe', 'relationships' where you live' and 'friends' following interventions with the youth service and positive actions the individuals have taken.

**Work with partners to tackle some of the entrenched issues in our communities and improve use of collective resources to support the most vulnerable:** My office are currently using our convening powers to bring together statutory partners on the new Serious Violence Duty which will be enacted in early 2023. A Strategic Needs Assessment identifying the key areas for development under the duty (including VAWG, Knife Crime, Violence against the Person) is currently underway with a coordinated partnership investment and delivery plan to be in place for the new financial year





## Q2 22/23 **Fire** Priority Commentary At a Glance:

**Ensure that enforcement activity in relation to fire safety legislation priorities public safety:** Under The Regulatory Reform (Fire Safety) Order 2005, all enforcement and formal action must relate to the protection of life. In 2021/22, 24 enforcement notices were issued, 7 prohibition/restriction notices and 78 informal notifications of deficiencies. 2022/23 YTD - 24 enforcement notices were issued, 8 prohibition/restriction notices and 93 informal notifications of deficiencies.







## Q2 22/23 **Police** Priority Commentary At a Glance:

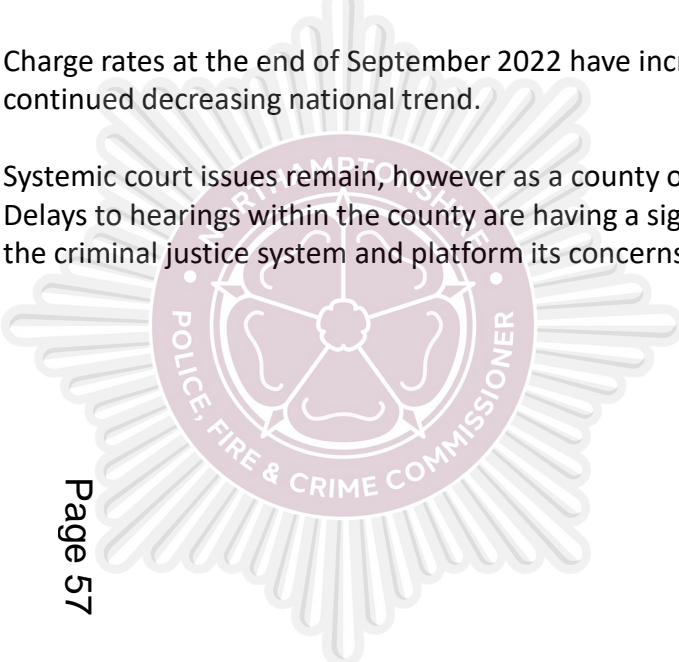
**Increasing positive outcome rates for victims of crime:** The percentage of crimes in the county that resulted in a positive outcome see continual improvements and for the year to date (September 22), stands at 14.2%. This has reduced slightly in comparison to the previous quarter however this is in line with the national trend which has also experienced a decrease during the period. At the end of Q2 2022/23 the Force recorded the 2<sup>nd</sup> highest positive outcome ratio and we remain first within our MSG.

Guilty pleas at first hearing in the Crown Court saw significant drops recently. The county are currently 10% lower than the national rate and significant challenges remain within both the Magistrates and Crown Courts, particularly with staffing issues, however this is impacting the whole of the East Midlands.

**Monitoring the quality of investigations and work to further improve standards:** In the latest twelve months, the amount of criminal investigations closed because of 'evidential difficulties' remains stable overall standing at around 40%. Cases closed for evidential difficulties where the a suspect has been identified and the victim supports action is currently at 17.5%. This is above the national average but as a county we're slowly decreasing towards the national average.

Charge rates at the end of September 2022 have increased over the last 12 month period. The Force are currently ranked 12<sup>th</sup> nationally for charge ratios where we're currently counter the continued decreasing national trend.

Systemic court issues remain, however as a county our conviction rates over the last 12 months are currently higher than the national average for both Magistrates and the Crown Courts. Delays to hearings within the county are having a significant impact on victims and witnesses, however this is a national issues, not just within the county. The OPFCC will continue to monitor the criminal justice system and platform its concerns at the East Midlands Criminal Justice Board.





## Q2 22/23 **Working Together** Priority Commentary At a Glance:

**Working with partners to ensure justice is as swift as possible:** Challenges, within the criminal justice system continues to remain poor and is unlikely to be performing to pre-COVID levels for the foreseeable. Workloads and backlogs continue to build and Northamptonshire is no exception to this. Northamptonshire currently have the highest vacated trial rate (75.6%) in the Magistrates Court nationally and will continue to have an impact on witness attendance rates and support services. This remains a focus for discussion in the East Midlands Criminal Justice Board.

As chair of the East Midlands Criminal Justice Board, I continue to raise concerns with partners over timeliness and the backlog issues, with the OPFCC presenting the local findings from the Criminal Justice System Scorecard on a quarterly basis. The latest version of the scorecard highlighted the county was making improvements in how many days (median) from when a crime is recorded to either the police making a charging decision or where the decision is to pass to the CPS for that decision. Previously this was at 76 but the latest information shows that this has now reduced by 16 days. Although we are still above the national average we are counter to the regional and national trend which is on an upward trajectory. We will continue to feedback trends and concerns with the force and partners.

**Provide effective support for victims and witnesses that meets their needs:** VOICE continues to deliver services to a wide range of victims, with referral volumes continue to be in line with pre-COVID levels. Domestic Abuse (DA) continues to account for the largest group of referrals and generally accounts to around a quarter of all VOICE referrals. Demand into the Sunflower Centre remains above pre-COVID levels, and the last quarter has experienced the highest referral volume in 2 years. Sunflower are also experiencing more DA referrals accepting support. Q2 22/23 for example saw 48.5% of all valid referrals accepting a level of support, this is quite significantly higher than the 12 month average of around 32%.

Referral volumes into the main adult service are on a slight downward trajectory with referral volumes for Q2 22/23 around 3.8% lower than what they were during the same period last year.

At the end of September 2022 the VOICE Witness Care Team reported an average witness attendance rate of 72.8%, this is a slight improvement compared to the previous quarter, however we're still well below the national average of 83.6%. Notable reductions in comparison to pre-COVID19, however this is a similar picture nationally with the increased workload of the courts.

Voice Ltd will be wound down and all victim functions and staffing will be transferred to the OPFCC employment in the new financial year.

# PERFORMANCE REPORT: Modern services that are for the future



## Q2 22/23 **Working Together** Priority Commentary At a Glance:

**Embed and further develop the enabling services approach so that both organisations have strong professional support to take forward transformation:** Over the last 12-months good progress has been made with Northamptonshire Police and Northamptonshire Fire and Rescue, with them now sharing key enabling services operations such as Human Resources, finance, estates, transport and digital departments. The information governance has now been implemented and shared between both organisations.

**Make sure that both organisations have access to technology giving them the best data to inform service delivery:** The building blocks to ensure that both organisations have access to the best data are increasingly in place. The tools, processes and structures between both organisations are making real progress and on a more consistent basis.

**Ensure greater, and more effective, collaboration between both services to maximise effectiveness and efficiency:** Northamptonshire Police and Northamptonshire Fire and Rescue service joined forces in April 22 to take part in a mock-up road traffic collision exercise. The drill involved a simulated two vehicle accident, with one colliding into a train carrying flammable materials. Exercises such as this help each agency to work collaboratively and strategically to use their specialist skills and equipment to safely release and 'save the lives' of casualties. The Commissioner has requested in his Strategic Outcomes Requirements letter to the Chief Constable and Chief Fire Officer, as part of the budget setting process for 2022/2023, that they both openly explore potential future collaborations for enabling service functions.

**Prepare our fleet, estate, and processes to allow us to meet the Government carbon targets:** The Government has set a goal of 2030 to have an established roadmap of how businesses, including public sector organisations, will be working towards becoming carbon neutral by 2050. In light of this, Northamptonshire Police and Northamptonshire Fire and Rescue Service hosted a Sustainability Forum to consider how both organisations can become carbon neutral and to start to refine their strategies for the future sustainability of their fleet, equipment and estate. Northamptonshire were the first to host such an event and we are leading in this area nationally.

Ensuring that the estate and fleet of Northamptonshire Police and Northamptonshire Fire and Rescue service are affordable and sustainable into the future is very important. Darby House, is the flagship shared building for the OPFCC, Northamptonshire Police and the Fire and Rescue service. When the building was purchased in 2020, it had an energy rating certificate of E, which is much below the average for a commercial building. However following the refurbishment of the Darby House, the building now has an energy rating of A+. Sustainable improvements included LED lighting on a sensor system, air source heat pumps and data driven thermostats.

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**NORTHAMPTONSHIRE POLICE, FIRE & CRIME PANEL**

**1 DECEMBER 2022**

**NORTHAMPTONSHIRE COMMISSIONER FIRE AND RESCUE AUTHORITY**

**FIRE - FINANCIAL UPDATE AS AT PERIOD 6 - SEPTEMBER 2022**

**REPORT BY THE CHIEF FINANCE OFFICER**

**Purpose and Context**

1. This report sets out at a high level:
  - a) the forecast financial outturn for the period 1 April 2022 to 31 March 2023;
  - b) current and future challenges;
  - c) pre-budget settlement engagement; and
  - d) an update on the 2021/22 Statement of Accounts;

**Forecast Summary Revenue Outturn as at 31 March 2023**

2. The current forecast outturn includes assumption that the 2% Firefighter Pay Award and 1% in contingency will be fully utilised and any pay awards above that will be met from reserves. The national employers increased their offer to 5%, which was put to staff who rejected the offer. Negotiations continue between the Fire Brigades Union (FBU) and national employers and this impact remains a financial uncertainty in current and future financial years.
3. In line with Police staff, it is anticipated that the Fire staff offer will be reopened. If agreed to match the Police staff offer, this will be an unbudgeted pressure of a further £40k in 2022/23 and subsequent years and built into the next monitoring.

4. The forecast is based on six months of estimated data, which, alongside high inflation levels, means it is subject to change and in line with usual practice, it will continue to be updated to reflect latest information as the year progresses.
5. At this half way point in the year, there is a forecast overspend of £173k which is a reduction of £274k on quarter 1. However, it is likely that this will increase as any national settlement of the Firefighters pay award above 3% will increase this further.
6. As a prudent approach and to inform planning for the Medium Term Financial Plan and Reserves Strategy, it is currently assumed that the overspend will be drawn down from reserves at year end.
7. The forecast is attached in detail as an Appendix and is summarised below:

<b>Budget Heading</b>	<b>Original</b>	<b>Outturn</b>	<b>Variance</b>
	<b>£000</b>	<b>£000</b>	<b>£000</b>
Chief Fire Officer Managed Budgets	26,855	27,427	572
Managed by the Police, Fire and Crime Commissioner	237	237	0
<b>Total Expenditure</b>	<b>27,092</b>	<b>27,664</b>	<b>572</b>
Funding	(27,092)	(27,491)	(399)
<b>Total Fire Forecast</b>	<b>0</b>	<b>173</b>	<b>173</b>
Assumed drawdown from reserves	0	(173)	(173)
<b>Anticipated Outturn</b>	<b>0</b>	<b>0</b>	<b>0</b>

8. The summary above reflects a projected Fire overspend of £572k which is offset in part by an additional £399k in funding grants received during the year.
9. The majority of the Fire budget is delegated to the Chief Fire Officer. The conditions of this allocation are set out in a formal strategic outcomes letter from the PFCC to the Chief Fire Officer each year. This letter sets out a number of requirements and expectations, including that the Chief Fire Officer will manage the resources within his delegated budget and that any overspends would be discussed with the PFCC. Options available include but are not limited to: efficiencies could be sought, funding from reserves could be provided for extenuating circumstances and/or any overspend could be taken from the following year's budget allocation.

10. Whilst the Chief Fire Officer will work hard to manage the Fire expenditure within the financial envelope at year end, as the overspend is due to changes in operational delivery and inflationary pressures, the treatment of it will be discussed with the PFCC at year end when the final position is known.

11. The most significant variations of note are as follows:

**a) Wholetime and Retained Firefighters** – The PFCC sought and received further information and assurances from the Chief Fire Officer on the wholetime and retained budgets at the September Accountability Board as follows:

i. The service have made changes to their operational delivery model to increase pump availability in the county during the year. These changes have significantly impacted on the costs of wholetime and retained which have been exacerbated by vacancies in retained firefighters, higher than anticipated sickness levels and the new recruits fully deployable until later in the year. Therefore, additional overtime and bank costs have been incurred.

The recently appointed Chief Fire Officer is currently reviewing service arrangements to ensure the deployment model is captured in the 2023/24 budget planning.

ii. Fire have advised the PFCC that total costs of providing essential Fire cover during the adverse weather conditions in July and August equate to between £50k-£100k. The S151 Officer has already raised this with the Home Office to facilitate a claim if any national funding is made available.

iii. Although pay awards are currently assumed in line with budget and the PFCC contingency of 1%, this is a significant uncertainty and is highlighted later in the report.

**b) Response Control** – additional funding was built into the control budget to facilitate handover and training in the event of vacancies. It has not yet been required, therefore an underspend is currently forecast.

**c) Enabling Services Costs** – some vacancies in joint enabling services teams and underwriting from reserves for set up costs of joint teams have resulted in an underspend in the current year.

- d) Engineering and Stores** – fuel costs are significantly more than budgeted due to inflation and additional cost pressures are also being experienced with vehicle parts.
- e) Estates and Facilities** – additional unbudgeted income has arisen from the partial letting of Moulton Logistics Centre. Whilst this area is currently forecast as an underspend, it is subject to further inflationary pressures.
- f) Service Information Team** – the underspend on the SIT team is due to the timing of staff vacancies and a number of individuals have taken up posts in the joint Enabling Services Teams.
- g) Funding** – as highlighted at the September Panel meeting, the budget and precepts are set prior to the statutory timescales for notification of Business Rates. As such, the budget was set on a prudent estimated level of Business Rates. Additional Section 31 Grant funding has been received by the government during the year and this is now released to the revenue budget and offsets the cost of the Fire overspend.

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

#### **Future Challenges and Uncertainties**

13. There are a number of uncertainties associated with the forecast, some of the key ones are as follows:

- a) There is uncertainty about the cost or impact of pay negotiations for 2022 as negotiations with the unions are still underway in respect of the 2022 Pay settlement. Firefighter pay is negotiated through the National Joint Council (NJC) for Local Authority Fire and Rescue Services arrangements which is made up of a group of employer representatives, which does not include the Northamptonshire PFCC.

Fire employers increased the Pay offer to 5%, however, this offer was rejected by firefighters and negotiations continue at a local and a national level.

For context: a 5% Pay award would have resulted in an additional cost above that budgeted of £290K in 22/23 and £560K in a full year.

- b) The rate of inflation and supply chain costs particularly for fuel, vehicle parts and utilities are challenging in the current financial year and this uncertainty will continue.



14. Reserves are currently sufficient and provision is available for the PFCC to take forward Police, Fire and Crime Plan and other opportunities with the Chief Fire Officer. However, if pressures cannot be contained within the annual budget envelope and reserves are utilised, the ability to take forward such opportunities could be impacted.
15. Work has already started on the 2023/24 budget and Medium Term Financial Plan. In respect of funding, we continue to link in with West and North Northamptonshire colleagues throughout the year to use consistent estimates of the Police's share of the taxbase, business rates and council tax fund.
16. The 2022 Autumn statement did not include any details on precept or funding levels for Fire and Rescue Authorities. Therefore. At this stage, the planning assumption is that the referendum limit will be the same as for local authorities (2.99%).
17. The Technical Support Team analysed the impact on Fire of the Autumn Statement on the 17 November 2022 for Fire and advised:

The Technical Support Team expects the fire and rescue council tax flexibility to be at least 3% but has not yet heard confirmation. Principles will be officially set out in the provisional local government finance settlement in December.

#### **BUSINESSES**

**Business Rates Overall Package** – Overall, there is a package of targeted support worth £13.6bn over the next 5 years to help support businesses transition. English Local Authorities will be “fully compensated” for

18. The detail of the Fire allocations and the value of any top-sliced elements (reallocations) will not be available until the provisional settlement which is currently anticipated in December.
19. The Panel will recall that precept flexibility of £5 was provided to bottom quartile Fire Authorities (which included NCFRA) in 2022/23 due to their tight financial envelopes. Given the challenging levels of inflation and the pressures on a small Fire budget, the PFCC and the Chief Fire Officer have written to Ministers and the Treasury seeking an increase to the centrally funded grants and similar precept flexibility for Northamptonshire in 2023/24.

#### **Budget and Precept Engagement**

20. Each year following the provisional settlement, the PFCC undertakes a precept consultation with residents of Northamptonshire to gather their views which help to inform his precept intentions.

21. The PFCC is mindful of the impact that inflation and the cost of living is having on the residents of Northamptonshire. As such, for 2023/24, and ahead of his precept consultation in December, the PFCC is undertaking further engagement to inform his considerations.

Of note are the following:

- i. The PFCC, Chief Fire Officer and Chief Fire Officer attended a meeting with Northamptonshire MP's, briefing them on the current financial position for Police and Fire and outlining the current financial context for both services.
- ii. The PFCC and the Chief Finance Officer are attending local meetings with representative groups to have conversations around the current financial position and hear their thoughts on the levels of precept, budget challenges and services. A number of these meetings have already taken place and the PFCC is already finding the conversations and discussions invaluable.
- iii. A meeting with local representatives was held in November, with attendance by the PFCC, Chief Fire Officer, Chief Constable and Chief Finance Officer. Discussions included an update on the financial context, key priorities, efficiencies progressed and examples of the inflation pressures for both organisations. A second meeting is scheduled in January 2023 which has become an established annual date in the calendar for attendees views to inform his precept intentions.
- iv. The PFCC is delighted to invite Police, Fire and Crime Panel members to the Police and Fire budget and precept workshop in January 2023. This workshop has become a key event in the PFCC's budget and precept timetable. The 2023/24 budget and precept will be the third year of holding this workshop which is specifically timed before the precept consultation concludes in order to help inform his intentions.

### **2021/22 Statement of Accounts**

22. Work has commenced on the 2021/22 NCFRA external audit of the Statement of Accounts and officers and auditors are working effectively and collaboratively to progress the audit. However, whilst work on the audit will continue in a timely manner, the accounts cannot be signed off until the external audit of the Northamptonshire Pension Fund has been concluded.

23. Procurement for the next external audit contracts from Police and Fire external audit is undertaken nationally. The next national contracts will run from 2023/24 and proposed auditors for Northamptonshire are currently under procurement and due to be announced shortly.

**Recommendation**

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

## Appendix A - Northamptonshire Fire – Forecast Outturn as at 30 September 2022 (Q2)

Budget Group	As at 30 September (P6)		
	Original Budget	Forecast Outturn	Variance
	£000	£000	£000
Response Control	899	797	(102)
Response Wholetime	13,535	14,458	923
Response Retained	2,112	2,141	29
Business Planning & Perf	201	190	(11)
Joint Operations Team	96	87	(9)
Commercial Training	(9)	(9)	0
Community Prevention	515	515	0
Community Protection	568	550	(18)
Corporate Budgets	1,206	1,181	(25)
Enabling Services Joint Teams	2,220	2,106	(114)
Engineering Services & Stores	1,037	1,194	157
Digital and Technology	943	942	(1)
Occupational Health & Wellbeing	186	186	0
Estates & Facilities	1,556	1,426	(130)
Securing Water Supplies	65	66	1
Strategic Leadership Team	803	809	6
Strategic Finance	(87)	(87)	0
Training	734	734	0
Service Information Team	278	157	(121)
Investment Interest	(3)	(16)	(13)
<b>Total Chief Fire Officer Managed Budgets</b>	<b>26,855</b>	<b>27,427</b>	<b>572</b>
Inflation Contingency held by the PFCC	120	120	0
Capital Financing Costs	571	571	0
Contribution to/(from) Reserves	(454)	(454)	0
<b>Total PFCC Managed Budgets</b>	<b>237</b>	<b>237</b>	<b>0</b>
<b>Total Expenditure</b>	<b>27,092</b>	<b>27,664</b>	<b>572</b>
Funding	(27,092)	(27,491)	(399)
<b>Total Fire Forecast</b>	<b>0</b>	<b>173</b>	<b>173</b>
Assumed year end drawdown from reserves		(173)	(173)
<b>Anticipated Outturn</b>	<b>0</b>	<b>0</b>	<b>0</b>



**NORTHAMPTONSHIRE POLICE, FIRE & CRIME PANEL**

**1 DECEMBER 2022**

**NORTHAMPTONSHIRE POLICE, FIRE AND CRIME COMMISSIONER**

**POLICE - FINANCIAL UPDATE AS AT PERIOD 6 - SEPTEMBER 2022**

**REPORT BY THE CHIEF FINANCE OFFICER**

**Purpose and Context**

1. This report sets out at a high level:
  - a) the forecast financial outturn for the period 1 April 2022 to 31 March 2023;
  - b) current and future challenges;
  - c) pre-budget settlement engagement; and
  - d) an update on the 2020/21 Statement of Accounts;

**Forecast Summary Revenue Outturn as at 31 March 2023**

2. The current forecast outturn includes all nationally agreed pay awards which have now been finalised for operational and non-operational staff.
3. The forecast is based on six months of estimated data, which, alongside high inflation levels, means it is subject to change and in line with usual practice. It will continue to be updated to reflect latest information as the year progresses.
4. At this half way point in the year, there is a forecast overspend of £802k which is an increase of £97k on quarter 1.
5. As a prudent approach and to inform planning for the Medium Term Financial Plan and Reserves Strategy, it is currently assumed that the overspend resulting from inflation will be drawn down from reserves at year end.

6. The forecast is attached in detail as an Appendix and is summarised below:

Budget Heading	Budget £'000	Outturn £'000	Variance £'000
<b>Budgets Consented to the Chief Constable</b>	149,811	150,911	1100
Force Investments and Savings	649	486	(163)
	<b>150,460</b>	<b>151,397</b>	<b>937</b>
<b>Managed by the Police Fire and Crime Commissioner</b>			
- PFCC Staff and Office Costs	1,154	1,168	14
- Commissioning and Delivery Services	5,462	5,685	223
- Victims and Witnesses Grants and Other Income	(999)	(1,371)	(372)
	<b>5,617</b>	<b>5,482</b>	<b>(135)</b>
Capital Financing Costs	3,849	3,849	0
Budgeted Transfer to Reserves	438	438	0
<b>Total Policing Forecast</b>	<b>160,364</b>	<b>161,166</b>	<b>802</b>
Anticipated Year end drawdown from Reserves		(802)	(802)
<b>Anticipated Outturn</b>	<b>160,364</b>	<b>160,364</b>	<b>0</b>

7. The summary above reflects a projected Force overspend of £937k which is offset in part by a £135k underspend in the budgets managed by the PFCC.
8. The majority of the Policing budget is comprised of the Force budget which is consented to the Chief Constable to manage. The conditions of this allocation are set out in a formal strategic outcomes letter from the PFCC to the Chief Constable each year. 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 options available include but are not limited to: efficiencies could be sought, funding from reserves could be provided for extenuating circumstances and/or any overspend could be taken from the following year's budget allocation.
9. Whilst the Chief Constable will work hard to manage the Force expenditure within the financial envelope at year end, as the overspend is specifically as a result of inflationary pressures, the treatment of it will be discussed with the PFCC at year end when the final position is known.

## Chief Constable Budgets

10. The variations to the Chief Constable's budget have mainly arisen from inflation and the impact of the re-opened staff pay award negotiations which have now been finalised. The pay negotiations have been settled to match the national Police award of £1900.
11. As such, there is an impact of £1.1m over budgeted levels for 2022/23 and an additional £1.6m in a full year. Unlike the Police Officer award, there is no additional funding provided by the Home Office, therefore all the pressure falls locally. These support staff budgets are held in Enabling Services, Devolved Operational Teams, Central budgets and Contingencies.
12. Key highlights are as follows:
  - i. The Police Pay budget is broadly on target. Even when accounting for the additional September Bank holiday, and the additional unfunded inflation pressure not met by Home Office Grant, the budget is forecasting a minor underspend .
  - ii. Given the timing of PCSO intakes, the PFCC had agreed with the Chief Constable that any PCSO underspends in the year will be transferred to reserves in order that funding can be ring fenced for neighbourhoods. It is currently anticipated that £599k will be transferred for this purpose and is built into the forecast.
  - iii. The Force Control Room slightly underspent due to timing of staff vacancies.
  - iv. The most significant variance relates to Enabling Services with an overspend after transfers from reserves of £599k.
  - v. Whilst additional staff pay inflation costs are offset by savings in vacancies, there are significant inflation increases on fuel and the transport supply chain costs based costs by price increases in parts and labour. Whilst efforts will continue to be made to bring these budgets back in line, it is envisaged they will remain under pressure during the year.
  - vi. Central Budgets are forecast to overspend mainly due to the pressure of staff pay award as set out earlier.

## PFCC Office and Delivery Budgets

13. The PFCC budgets are also subject to the impact of the pay award, which adds an unbudgeted pressure of £40k. However, timings of recruitment mean that this can be absorbed within the overall envelope.
14. In 2021/22, the PFCC ring fenced the sum of £207k to be placed in reserves and used to meet the costs of priorities in the office and delivery areas which were not completed within that year and were moved to a 2022/23 implementation.
15. Mindful of the future financial climate, the PFCC is now planning to meet these costs from within the overall 2022/23 Office and Delivery team budgets and not draw this funding down from reserves.
16. Key headlines are:
  - i. The pressures in the PFCC Staffing, Complaints and Communications budgets mainly relate to the higher than anticipated pay award. Underspends in the office budget such as travel and subsistence and printing have mitigated these costs.
  - ii. It is envisaged the Police, Fire and Crime Plan Delivery Fund will be fully spent in the year. The PFCC has commissioned work on community engagement and consultation, with a particular focus on women's views to get a broader understanding of what would make them feel safer in Northamptonshire.
  - iii. The OPFCC delivery budgets are underspent in the area of Early Intervention, and Youth Provision due to staff vacancies. It is possible this will increase further during the second half of the year.
  - iv. The Victims and Witnesses costs and the income received mainly from MOJ are now detailed separately, rather than netted off in previous reports to clearly reflect this level of investment.

During the year additional funding was made available from the Ministry of Justice (MOJ) for two years to provide grants to local organisations supporting victims and additional funding provided by the MOJ for Voice ensuring that additional costs are met by additional grant income.
  - v. The Commissioning budget is forecast to overspend due to the extension of the Operation Alloy scheme which supports Mental Health provision in the Force Control Room.



- vi. Savings have been released in Reducing Reoffending and Crime Prevention budgets to reflect the priority of delivering Safer Streets initiatives and contributions to the Female Offender Strategy and Integrated Offender Management are lower than originally envisaged. It is possible that further underspends will be released in this area in the coming months.
17. The PFCC scrutinises the budget monitoring regularly throughout the year and receives regular detailed updates on Force performance at the Accountability Board.

### **Future Challenges and Uncertainties**

18. Reserves are currently sufficient and provision is available for the PFCC to take forward the Police, Fire and Crime Plan and other opportunities with the Chief Constable. However, if pressures cannot be contained within the annual budget envelope and reserves are utilised, the ability to take forward such opportunities could be impacted.
19. Work has already started on the 2023/24 budget and Medium Term Financial Plan. In respect of funding, we continue to link in with West and North Northamptonshire colleagues throughout the year to use consistent estimates of the Police's share of the taxbase and council tax fund.
20. Planning assumptions are based on the Home Office expectation from the Autumn 2021 statement of £10 precept increases over the next two years. As the 2022 statement did not include any further information, professional planning assumptions by the Police and Crime Commissioners Treasurer's Society (PACCTS) remain unchanged at this time.
21. On behalf of the Police, Fire and Crime Commissioners, the Technical Support Team analysed the impact on Police of the Autumn Statement on the 17 November 2022 for Policing and advised:

#### **POLICING, CRIME & JUSTICE**

**Police Funding** – Policing was not mentioned during the Autumn statement, nor in the accompanying documents. However, the Home Office RDEL (excluding depreciation), is set to rise from £14.4bn in 2021-22, to £14.6bn in 2022-23, £15.4bn in 2023-24 and £15.5bn in 2024-25.

22. These Resource Department Expenditure Limits (RDEL) are consistent with the 2021 Autumn Statement and consistent with Medium Term Financial Plan (MTFP) assumptions. However, the detail of how this will be allocated to Forces and the value of any top-sliced elements (reallocations) will not be available until the provisional settlement which is currently anticipated in December.

23. The Panel will be aware that for many years the PFCC has lobbied continuously to secure a Funding Formula review for Police; as the current formula is very out of date and does not reflect the higher than national increase in population within the county. National work on a new formula has been underway for the past year, however, it is disappointing that the Autumn Statement did not include any information in this regard. The PFCC will continue to seek this review in order to ensure a fairer settlement for residents of Northamptonshire.

#### **Budget and Precept Engagement**

24. Each year following the provisional settlement, the PFCC undertakes a precept consultation with residents of Northamptonshire to gather their views which help to inform his precept intentions.
25. The PFCC is mindful of the impact that inflation and the cost of living is having on the residents of Northamptonshire. As such, for 2023/24, and ahead of his precept consultation in December, the PFCC is undertaking further engagement to inform his considerations.

Of note are the following:

- i. The PFCC, Chief Fire Officer and Chief Constable attended a meeting with Northamptonshire MPs, briefing them on the current financial position for Police and Fire and outlining the current financial context for both services.
- ii. The PFCC and the Chief Finance Officer are attending local meetings with representative groups to have conversations around the current financial position and hear their thoughts on the levels of precept, budget challenges and services. A number of these meetings have already taken place and the PFCC is already finding the conversations and discussions invaluable.
- iii. A meeting with local representatives was held in November, with attendance by the PFCC, Chief Fire Officer, Chief Constable and Chief Finance Officer. Discussions included an update on the financial context, key priorities, efficiencies progressed and examples of the inflation pressures for both organisations. A second meeting is scheduled in January 2023 which has become an established annual date in the calendar for attendees views to inform his precept intentions.

- iv. The PFCC is delighted to invite Police, Fire and Crime Panel members to the Police and Fire budget and precept workshop in January 2023. This workshop has become a key event in the PFCC's budget and precept timetable. The 2023/24 budget and precept will be the third year of holding this workshop which is specifically timed before the precept consultation concludes in order to help inform his intentions.

### **2020/21 Statement of Accounts**

- 26. Work has recommenced on the 2020/21 PFCC and CC external audit of the Statement of Accounts following the last Police, Fire and Crime Panel meeting and officers and auditors are working effectively and collaboratively to progress the audit.
- 27. The PFCC is appreciative to the Panel for writing to the Policing Minister and highlighting that the national challenges are also impacting on Northamptonshire.
- 28. As highlighted at the previous meeting, the Chief Finance Officer has also written to the Home Office updating on the current position.
- 29. Procurement for the next external audit contracts from Police and Fire external audit is undertaken nationally. The next national contracts will run from 2023/24 and proposed auditors for Northamptonshire are currently under procurement and due to be announced shortly.

### **Recommendation**

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

## Appendix A - Northamptonshire Police – Forecast Outturn as at 30 September 2022 (Q2)

Budget Heading	Budget £'000	Outturn £'000	Variance £'000
<b>Budgets Managed by the Chief Constable</b>			
<b>Non Devolved Budgets</b>			
Police Pay and Oncosts	76,591	76,552	(39)
Police Community Support Officers (PCSOs)	3,285	3,285	0
Other Pensions Costs	1,047	1,047	0
	<b>80,923</b>	<b>80,884</b>	<b>(39)</b>
<b>Devolved Budgets</b>			
Devolved Operational Budgets	19,639	20,037	398
Control Room	6,215	6,058	(157)
Enabling Departments	25,747	26,346	599
Corporate Services	3,276	3,171	(105)
Central Budgets	6,778	7,298	520
Collaboration Units	7,233	7,117	(116)
	<b>68,888</b>	<b>70,027</b>	<b>1,139</b>
<b>Budgets consented to the Chief Constable</b>	<b>149,811</b>	<b>150,911</b>	<b>1,100</b>
Investment and Savings	649	486	(163)
<b>Chief Constable</b>	<b>150,460</b>	<b>151,397</b>	<b>937</b>
<b>Budgets Managed by the PFCC</b>			
<b>PFCC Office Budget</b>			
Staff and Office Costs	1,363	1,377	14
Contribution to Governance Costs from Fire	(209)	(209)	0
	<b>1,154</b>	<b>1,168</b>	<b>14</b>
<b>Commissioning and Delivery Budgets</b>			
Victims and Witnesses Services			
- Costs	1,518	1,951	433
- MOJ Grants and transfer from reserves	(949)	(1,371)	(422)
	<b>569</b>	<b>580</b>	<b>11</b>
Commissioning	425	501	76
Crime Prevention and Safer Streets Support	250	200	(50)
Customer Services - Complaints	161	165	4
Delivery, Accountability and Digital	129	129	0
Domestic and Sexual Abuse Provision	160	160	0
Early Intervention & EI DA support	1,201	1,144	(57)
Joint Communications Team With Fire (net)	118	124	6
Reducing Reoffending	378	318	(60)
Youth Work, Safeguarding and Youth Offending	822	743	(79)
Police and Crime Plan Delivery Fund	250	250	0
	<b>5,032</b>	<b>4,894</b>	<b>(138)</b>
<b>Total Budgets Managed by the PFCC</b>	<b>5,617</b>	<b>5,482</b>	<b>(135)</b>
Capital Financing Costs	3,849	3,849	0
Budgeted Transfer to Reserves	438	438	0
<b>Total Policing forecast</b>	<b>160,364</b>	<b>161,166</b>	<b>802</b>
Anticipated Year end drawdown from Reserves		(802)	(802)
<b>Anticipated Outturn</b>	<b>160,364</b>	<b>160,364</b>	<b>0</b>

## NORTHAMPTONSHIRE POLICE, FIRE & CRIME PANEL

**1 DECEMBER 2022**

<b>Report Title</b>	<b>Northamptonshire Police, Fire &amp; Crime Panel Work Programme 2022/23</b>
<b>Report Author</b>	<b>James Edmunds, Democratic Services Assistant Manager, West Northamptonshire Council</b> <a href="mailto:James.edmunds@westnorthants.gov.uk">James.edmunds@westnorthants.gov.uk</a>

<b>Contributors/Checkers/Approvers</b>		
<b>West MO</b> (for West and joint papers)	Catherine Whitehead	23/11/2022
<b>West S151</b> (for West and joint papers)	Martin Henry	11/11/2022

### List of Appendices

#### **Appendix A – Outline Work Programme 2022/23**

##### **1. Purpose of Report**

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- 1.1. The report is intended to enable the Northamptonshire Police, Fire & Crime Panel to review progress with the development and delivery of its 2022/23 work programme.

##### **2. Executive Summary**

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- 2.1. The report invites the Panel to review the latest version of its outline work programme for 2022/23 and to endorse this subject to any changes that the Panel considers to be necessary.

##### **3. Recommendations**

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- 3.1 It is recommended that the Northamptonshire Police, Fire & Crime Panel endorses its outline work programme for 2022/23, subject to any changes that the Panel considers to be necessary.

##### **4. Reasons for Recommendations**

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- 4.1 The recommendation is intended to support the effective operation of the Panel during 2022/23 and the delivery of its statutory responsibilities.

## **5. Report Background**

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- 5.1 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.
- 5.2 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.
- 5.3 It is standard practice for the Panel to set an annual work programme to provide a framework within which it carries out its functions and the practical tasks these involve. The work programme is made up of a combination of statutory and discretionary scrutiny work; matters relating to the operation of the Panel; and any supporting activities such as briefings or training. The work programme covers a rolling 12-month period. The work programme is considered at the first Panel meeting in the municipal year. It 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.

## **6. Issues and Choices**

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- 6.1 The Panel considered its outline work programme at its meeting on 19<sup>th</sup> July 2022 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).
- 6.2 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.

## **7. Implications (including financial implications)**

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### **7.1 Resources and Financial**

7.1.1 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.

### **7.2 Legal**

7.2.1 There are no legal implications arising from the proposal.

### **7.3 Risk**

7.3.1 The Panel should ensure that its work programme enables 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 did not reflect the Panel's statutory functions; that was unfocussed or included too much business to be realistically deliverable; or that was fixed at the start of the year and did not allow the flexibility to respond to issues that might subsequently arise. These risks should be mitigated by the Panel 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.

## **8. Background Papers**

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Police Reform & Social Responsibility Act 2011

Policing & Crime Act 2017

Northamptonshire Police, Fire & Crime Panel Rules of Procedure

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Northamptonshire Police, Fire & Crime Panel – Outline Work Programme 2022/23

MEETING DATE	STATUTORY BUSINESS	DISCRETIONARY BUSINESS	BUSINESS RELATING TO PANEL OPERATION	OTHER BUSINESS
1 December 2022		<ul style="list-style-type: none"> <li>- PFCC’s Delivery update</li> <li>- PFCC’s Finance updates</li> <li>- Independent Custody Visitors scheme in Northamptonshire</li> </ul>	<ul style="list-style-type: none"> <li>- Work programme</li> </ul>	
2 February 2023	<ul style="list-style-type: none"> <li>- PFCC’s proposed Police precept and budget for 2023/24</li> <li>- PFCC’s proposed Fire &amp; Rescue precept and budget for 2023/24</li> </ul>		<ul style="list-style-type: none"> <li>- Work programme</li> <li>- 2023/24 meeting dates</li> </ul>	
16 February 2023 (Reserve meeting)	<ul style="list-style-type: none"> <li>- PFCC’s revised Police precept and budget for 2023/24 [if required] and/or</li> <li>- PFCC’s revised Fire &amp; Rescue precept and budget for 2023/24 [if required]</li> </ul>			
20 April 2023		<ul style="list-style-type: none"> <li>- PFCC’s Delivery updates</li> <li>- PFCC’s Finance updates</li> <li>- Draft report of the Early Intervention scrutiny review</li> </ul>	<ul style="list-style-type: none"> <li>- Work programme</li> <li>- Complaints monitoring report</li> </ul>	

July 2024	<ul style="list-style-type: none"> <li>- PFCC's Annual Report on Policing for 2022/23</li> <li>- PFCC's Fire &amp; Rescue Statement for 2022/23</li> </ul>		<ul style="list-style-type: none"> <li>- Appointment of Panel Chair and Deputy Chair</li> <li>- Work programme</li> <li>- Appointment of Complaints Sub Committee members</li> </ul>	
September 2024		<ul style="list-style-type: none"> <li>- PFCC's Delivery update</li> <li>- PFCC's Finance updates</li> <li>- Joint Independent Audit Committee Annual Report</li> </ul>	<ul style="list-style-type: none"> <li>- Work programme</li> <li>- Complaints monitoring report</li> </ul>	

### **Additional topics not yet scheduled**

The Panel agreed at its meeting on 8<sup>th</sup> September 2022 to request the Police, Fire & Crime Commissioner to present an update on his Estates Strategy to a future Panel meeting.

The Panel agreed at its meeting on 8<sup>th</sup> September 2022 to request the Police, Fire & Crime Commissioner to provide sight of action plans developed to address areas for improvement in service delivery by Northamptonshire Fire & Rescue Service as identified in the HMICFRS 2021/22 inspection.

### **Task-and-finish work**

The Panel has agreed to carry out a piece of focussed task-and-finish work on early intervention activity in Northamptonshire as part of its work programme for 2022/23. The Panel agreed the terms of reference for this work and set up a working group to carry it out at the Panel meeting on 8<sup>th</sup> September 2022. The working group has been tasked with presenting its final draft report to the Panel meeting on 20<sup>th</sup> April 2023.

## **Briefings / Training (open to all Panel members)**

1. Briefing sessions with the Chief Constable and with the Chief Fire Officer on their organisations' operating environment, priorities and challenges. To take place at least once during the year.

The Panel agreed at its meeting on 8<sup>th</sup> September 2022 to request that a briefing session with the Chief Constable on Northamptonshire Police's current priorities, challenges and performance be arranged around the Panel meeting on 1<sup>st</sup> December 2022 or as soon as possible afterwards. This briefing session is due to take place on 1<sup>st</sup> December 2022.

2. A briefing session on the detail behind the performance measures included in the Police, Fire & Crime Plan Delivery Update. This briefing session took place on 22<sup>nd</sup> November 2022.
3. A briefing session on the development of the Police, Fire & Crime Commissioner's proposed precepts for 2023/24. The Office of the PFCC has proposed that an online session be held on 17<sup>th</sup> January 2023, from 2.00-4.00pm, subject to the Panel's agreement.
4. A briefing session on road safety strategy in Northamptonshire and supporting activities.
5. A briefing session on learning from complaints about Northamptonshire Police.

## **Further Information**

(A) Statutory Business

**PFCC's Annual Report and Fire & Rescue Statement** – The Police, Fire & Crime Commissioner (PFCC) is required to produce an Annual Report on the exercise of the PFCC's police and crime functions during the previous financial year and the progress made in meeting objectives set out in the PFCC's Police & 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.

(B) Discretionary Business

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

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

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

(C) Business relating to Panel operation

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