



Northamptonshire Police, Fire & Crime Panel

20th April 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 **Northamptonshire to pilot new anti-social behaviour crackdown** - Northamptonshire is to be one of 16 areas in England and Wales to be chosen by the Home Office to participate in a new crackdown on anti-social behaviour. Under the plan, 16 areas in England and Wales will be funded to support either new ‘hotspot’ police and enforcement patrols in areas with the highest rates of anti-social behaviour, or trial a new ‘Immediate Justice’ scheme to deliver swift and visible punishments. A select few areas will trial both interventions, and following these initial trailblazers, both schemes will be rolled out across England and Wales from 2024. I am excited that Northamptonshire will be a pilot area to receive funding to crack down on anti-social behaviour, I lobbied hard to bring the scheme to Northamptonshire. Anti-social behaviour has such a negative impact on neighbourhoods – it’s such a visible, personal crime that can have the effect of making people feel unsafe in their own home and ruining their confidence in the place that they live. That is what I want to tackle. I want to see a robust approach that builds on the problem-solving work that Northamptonshire Police are already doing in communities. We will be bringing that prevention and enforcement work together with restorative justice – making sure that people who commit anti-social behaviour are quickly held to account and made to put right the damage and harm they have caused in the most appropriate way. Further details of the pilot scheme in Northamptonshire will be in due course and I will of course provide an update to the panel.

- 2.3 **£10,000 grant from the OPFCC supports night-time medical patrols in Kettering** - Medically trained professionals with life-saving equipment are now patrolling the streets of Kettering on a Friday and Saturday night thanks to a £10,000 grant from the OPFCC. PT Alpha has been set up by the directors of a Kettering-based medical

company, as a practical initiative to provide medical assistance to anyone out in the town on Friday or Saturday night.

The team from PT Alpha are trained first responders, emergency care assistants and paramedics with the knowledge and skills to deliver life-saving medical interventions. They are helping to keep Kettering revellers safe and are hoping that their interventions will reduce the impact on hospitals and the ambulance services at times when these services can be particularly busy.

PT Alpha patrols Kettering between 9pm and 5am helping people who have been on a night out and for whatever reason find themselves vulnerable or needing medical assistance. I was keen to support an initiative in Kettering's busy night-time economy as part of his overall programme to reduce violence and keep women and girls safer in particular in our town centres at night.

The grant covers the cost of running a dedicated rapid response vehicle which is not only equipped with vital emergency medical equipment including defibrillators, oxygen, bleed packs and pain relief but its high visibility in the centre of town acts as a reassurance that help is immediately available.

The funds will also contribute to the cost of operating a radio network which provides essential communication between PT Alpha and other organisations working in the night-time economy. Street Pastors, Kettering Town CCTV, and door staff and venue managers have immediate access to the team to request urgent medical assistance.

There is already a range of measures in place across the county to help keep our towns safe in the night-time economy, but groups like PT Alpha offer an extra level of protection and support to vulnerable people on a Friday and Saturday night. I am delighted to be able to support PT Alpha in delivering what could be life-saving treatment. They are preventing unnecessary trips to accident and emergency and are another important resource in our commitment to keeping the public safe and safeguarding vulnerable people.

- 2.4 **Safety works underway on Queensway streets** - Work to improve safety in the Queensway area of Wellingborough is gathering pace as part of an ongoing community safety project funded by the Home Office's Safer Streets scheme. The OPFCC was successful in bidding for more than £600,000 to spend on Queensway from the Home Office. This is third time that we have been successful in bidding for money from the Safer Streets fund to tackle acquisitive crime such as burglary, bringing the total brought to the county by the Commissioner to more than £3.3 million since 2020.

Improvement works in the project include around 650 new doors for properties in Kiln Way and Minerva Way, which is being done in partnership with Greatwell Homes. Alleys in the Shelley Road area will be gated, while security lighting will be fitted to some properties. There has also been a significant roll out of security products, including new security lighting to residents. The scheme also includes a major extension of North Northamptonshire Council's CCTV network, with 15 new cameras on the estate, while activity schemes will be provided for young people.

It is great to see this work underway in Queensway, and we thank Greatwell Homes for their partnership in delivering this scheme. The doors and security lighting are practical measures that can help to deter crime and anti-social behaviour, and these are issues which residents have told me they want to see dealt with. We want people to feel as safe as they can feel in their homes, and we have been delighted with the number of people who attended our events over the last few months to claim their free security products.

2.5 ID scanning technology to bring safer nights out to Kettering and Northampton

More than 20 late night venues in Kettering, Daventry, Wellingborough, and Northampton are to be equipped with state-of-the-art security technology that will help them manage identification checks and share information about troublemakers, thanks to funding from my office. The 23 bars and clubs that open after 1am will be provided with the latest ScanNet ID scan equipment to help them make their premises safer. It will also give them the opportunity to work together and share information about to exclude people intent on causing trouble from all their premises if they choose to do so. Some venues in Northampton already have identification scanning equipment but this is the first time that a network of premises is being equipped to the same standard and enabled to work together across the county.

ScanNet ID technology works by scanning someone's identification and detecting if it is genuine, as well as capturing their image. This is also intended to send a message that anyone who is intent on causing trouble can be identified if an incident does occur. The scheme has been planned and funded by my office as part of our wider programme of work to tackle violence against women and girls which I hope will lead to a reduction in alcohol-related crime, violence and disorder and create a safer environment in town centres for everyone.

I hope the investment will deter people from entering venues intent on causing trouble and will help police investigate and detect crimes if they do happen. This system is already in use in other places in the country, where it has been very successful in cracking down on crime and anti-social behaviour. In Northamptonshire, we have established a strong partnership with the police, local authorities, venues and volunteers like the Guardians and street pastors all coming together to create safer nights out in our towns. I look forward to seeing the impact that this system has on violence and disorder."

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

A new, free smartphone app – Flare Report – has been launched to help women and girls feel and be safer on the streets of Northamptonshire. Flare Report allows women to report, anonymously and quickly, any incidents or behaviour that make them feel unsafe when they are out and about. Police will collate and analyse the reports made, so that problem areas can be identified and action taken. Flare is not for reporting crimes in progress, but Police will check reports every day to make sure that nothing that needs an urgent response has been submitted.

I want Flare Report to boost women's confidence and encourage them to report street harassment. And then I want us to be able to show the public what we have done about it. This is the only way to start the conversation and put a line in the sand about the kind of behaviour we will accept in our society.

2.7 Pubs and clubs asked to sign up to night-time safety scheme

Bars and pubs in Northampton and Kettering are now signing up to a safety scheme that will improve safety for customers at their venues. Licensed premises across the two towns have been visited by a team from the Office of the Police, Fire and Crime Commissioner (OPFCC), Licensing Security & Vulnerability Initiative (Licensing SAVI), and Northamptonshire Police encouraging them to sign up to Licensing SAVI.

The scheme, which is being funded by the OPFCC sees venues improve their safety and security by taking part in an online self-assessment that gives them a star rating that they can display in their premises, showing the steps they have taken to make customers feel safe.

This is a fantastic opportunity for licensed premises to complete the Licensing SAVI assessment and show the public that they are taking their customers' security seriously, with measures to keep them safe. It is great to see so many venues get on board with the scheme already, but we want to see as many places signed up from across the county as we can. I'm very grateful to every venue that has signed up so far. I am committed to doing all I can to help keep women and girls safe and supporting the Licensing SAVI scheme will help to improve things further.

- 2.8 **Retail crime investigator drives better results on shoplifting** - A pilot scheme to support businesses in North Northamptonshire with better investigation of shoplifting and other retail crime will now be established permanently thanks to impressive results in the first year and continued funding from the OPFCC.

The scheme is a partnership between the Northamptonshire Business Crime Partnership and the Northamptonshire Police, Fire and Crime Commissioner that aimed to improve the response to retail crime. Under the 12-month pilot scheme, the OPFCC funded a specialist retail crime investigator to collaborate closely with retailers in the towns and villages in the north of the county. The investigator – retired Northamptonshire Police detective Paul Franks – helped businesses to gather improved evidence, such as statements and CCTV footage, that was sent onto Northamptonshire Police to investigate. The aim of the scheme was to focus on prolific and violent retail crime offenders and to work closely with the Northamptonshire Police Initial Investigation Team to increase the number of crimes that are resolved.

The scheme has significantly boosted the number of retail crimes that are detected and at the end of the 12-month trial, the number of positive outcomes for shoplifting in the north of the county had risen from 47 to 174. In addition, the number of shoplifters charged with criminal offences in the north of the county had increased by 10 per cent. Comparing North with West Northamptonshire, the positive outcomes for shoplifting offences in the same period increased, but by a much smaller number – from 54 in 2020/21 to 69 in 2021/22.

As a result of these improvements, the role has now become permanent and we are now working on plans to roll out a similar scheme in Northampton, Daventry and the West of the county. This specialist role is a valuable link between police investigation teams and retailers, and I am pleased that we have been able to increase the confidence of businesses and their staff and have supported the police to resolve these crimes by helping to gather the best evidence. That has helped prevent crime by closing the revolving door where offenders are arrested but are released to continue offending because of lack of evidence. The project has brought clear benefits and been very well received in the north of the county, and I am now looking to see if it can be extended right across Northamptonshire.

- 2.9 **Supporting Local Communities** - Thirteen organisations from across Northamptonshire have received a share of grants totalling more than £100,000 from the OPFCC's Community Grants Scheme, the Making Northamptonshire Safer Fund, over the past 12 months. Twelve parish councils from around the county were also awarded grants with a joint total of £73,326 from the Road Safety Community Fund to make their villages safer.

The Community Grants Funding Scheme provides support of between £500 and £10,000 to charities, voluntary or community groups to carry out projects whose aims support the Police, Fire and Crime Plan for the county.

A separate scheme, the Road Safety Community Fund uses money that has come from fines paid by drivers who attend speed workshops. This Fund gives grants of between £500 and £5,000 to groups and organisations to help them run projects that tackle speeding, enhance road safety and other anti-social road use.

Grants from the Making Northamptonshire Safer Fund have been given for a wide variety of projects, ranging from supporting young people who are affected by drug or alcohol abuse in their family, to supporting girls at risk of criminal exploitation by gangs.

Grants were awarded to:

- Northamptonshire Domestic Abuse Service – expansion of a training programme to develop skills to enable a wider community reach
- Off the Streets NN – supporting the installation of critical bleed cabinets and bleed control kits around the county
- C2C Social Action – a programme to empower young women and divert them from crime, both those at risk of being involved in the criminal justice system, or those already involved. C2C also spearheaded a separate, successful bid of partners that worked to bring the Knife Angel to Northampton, Wellingborough and Corby
- Family Support Link – to run a unique programme supporting young people who are affected by the drug or alcohol misuse of a family member
- Guiding Young Minds – Supporting girls who have been affected by county lines and gang exploitation
- First Line Medical – supplying medical support to people in need of support on a night out in Kettering
- United African Association – Offering wide ranging projects using music and football to support good mental health and improve community wellbeing
- Northants Litter Wombles – support to enable more volunteers to litter pick in their neighbourhoods
- Accommodation Concern – supplying debt advice in Kettering and supporting a service for rough sleepers in Wellingborough, Corby and Rushden
- Hearts of Young People – support for this Corby youth group
- Team Shoe Box – boxing gym working in area of high deprivation in Northampton
- Corby Amateur Boxing Club – equipment to support boxing training that diverts young people away from crime in Corby.

The 18 parish councils that were awarded funding from the Road Safety Community Fund all used the grant to fit vehicle activated speed signs in their area. Bulwick; Clipston; Kelmarsh; Blisworth; Easton on the Hill; Kings Sutton; Overthorpe; Barnwell; Aldwinckle; Whilton; Braybrooke; Bozeat; Pitsford; East Hunsbury; Guilsborough; Sywell and Great Oxenden Parish Councils, and Far Cotton and Delapre Community Council all received grants.

Our police and fire services work hard to make this county a safer place, but they will not succeed without the support of the communities they serve. Groups like these are working tirelessly to support people facing a variety of different challenges and

helping create a resilient, safe Northamptonshire. It's a privilege to be able to support so many different groups that are carrying out such vital work in so many different ways.

2.10 College launches 'Stand by Her' training to tackle abuse against women

Workshops to help male students better understand sexual harassment and abuse against women have been held at Northampton College, encouraging them to challenge or intervene when they see inappropriate behaviour. The 'Stand by Her' training tackles harassment and cultural attitudes towards women and girls and forms part of the ongoing Safer Streets project being delivered by the OPFCC

Reducing violence against women and girls is one of my key priorities and working in partnership with other organisations such as Northampton College is enabling projects like the 'Stand by Her' training to make a real difference in society.

Training sessions for more than 600 students has taken place, while 10 teachers have undertaken 'train the trainer' workshops to future proof the project and embed the training at the College. The training will start conversations with men about negative attitudes and behaviours towards women and will empower participants to actively challenge derogatory and inappropriate behaviour by peers and colleagues. Harassment is often the precursor to crimes which disproportionately affect women and girls and education is key to changing the culture and make more women feel safe.

This is another example of my commitment to making Northamptonshire a safer place, especially for women. 'Stand by Her' training shifts the focus from women keeping themselves safe to target the root cause. This intervention will challenge the culture and attitudes that can lead to further abusive behaviour. It shows how men can be allies to women and play a fundamental role in stopping violence against women and girls. We are delighted to be working with Northampton College to deliver 'Stand by Her' workshops. This partnership enables us to reach a demographic that can really help make a difference in society.

2.11 "Protect & Support Those Who Are Vulnerable"

2.12 Early intervention projects help divert young people from crime - The OPFCC employs a specialist team to provide additional support to families and vulnerable young people who are at increased risk of becoming victims of crime or are likely to get involved in criminal behaviour. The Early Intervention and Adverse Childhood Experience Team runs projects across Northamptonshire that focus on preventative initiatives targeting people who have been involved in domestic incidents or who are at risk of exclusion from school and referred by teachers to the Team.

This critical work feeds directly into the priorities I outlined in my Police, Fire and Crime Plan to divert young people away from crime and safeguard them from criminal exploitation. Students from schools in Northampton, Wellingborough and Thrapston have recently benefited from three specialist initiatives.

Tailored assemblies were delivered to The Progress Schools in Thrapston and Northampton and highlighted the dangers of knife and other violent crime, the

consequences of getting involved in criminal activity and the impact crime can have on individuals, families and communities. These assemblies were well received by teachers and students and will be delivered to more secondary schools across the county over the coming months.

Early Intervention and ACE Officers from the team along with Police Officers aligned to the Youth Offending Service have also trialled drop-in sessions for students at Thomas Beckett School, Northampton and Wrenn School, Wellingborough. Two-hour sessions ran once a week over a 12-week period and gave students, who the school had identified as having emerging or concerning needs, the opportunity to seek informal guidance and advice.

We saw students talk freely about their concerns and engage in frank conversations about risky behaviours and the consequences of anti-social behaviour and knife crime. Several students went on to accept further support from our partners such as PADs, the Prevention and Diversion Service and the OPFCC Youth Team when previously this had been declined or not deemed necessary.

Building trust and rapport over several weeks with students proved to be so successful, we are now continuing the project with another two schools this term and we have plans to engage with other schools after Easter. Two young people who attended the drop-in sessions were also invited to sit on the Northamptonshire Police Use of Power Scrutiny Panel in January with other members of the public. The panel, which meets bi-monthly, were shown video footage of police stop and search incidents. They were asked to assess whether the actions taken by the police officers were appropriate, whether procedures were explained fully and whether a situation could have been handled differently. The meeting in January was the first one to involve young people and their input gave insight into how police activity is perceived by them and was an opportunity for them to understand some of the practices which the police force carries out.

Early intervention and engagement are key to understanding why young people get involved in crime and to prevent problems before they escalate. Without some support, these young people may well enter the criminal justice system, but the work being undertaken will hopefully improve their life chances and will prevent them from getting involved with or becoming a victim of crime.

- 2.13 **Businesses recognised for helping police divert young people away from gangs** - Ten businesses have been praised for their efforts in helping to offer life changing opportunities for young people who were on the cusp of gang involvement in Northamptonshire. The businesses are part of the MY:BK:YD project – which stands for My Back Yard – which was created in 2018 to offer the opportunity for Northamptonshire Police and the county’s business community to work together to address gang related crime. Businesses work alongside members of the police’s Community Initiative to Reduce Violence (CIRV) team, which is made up of serving police officers – known as Navigators – and ACE (Adverse Childhood Experience) Support Officers that are seconded from the Police, Fire and Crime Commissioner. The team works with young people and focuses on reducing county lines drug related violence and exploitation. Employment and the stability and financial rewards that it can offer can often seem too far away for young people who are in gangs, or at risk of becoming involved with them.

The ten businesses are part of a wider network that is helping to break the cycle of re-offending, and they were invited to Darby House in Wellingborough where they were thanked for their efforts. One of the businesses included is 90-ONE Education, which has delivered bike training to cohort members and has allowed them to gain recognised qualifications. One former gang member said the course had allowed him to explore his passion of bikes legally instead of the illegal riding he was undertaking during his days in a gang. Another business helping is McDonald's, which offers up its restaurants to CIRV Navigators so they can meet cohort members in a relaxed environment, as well as offering a free meal to the young person.

This was an excellent opportunity to thank these businesses. Every one of them has done something different to help drive change in our local community. I hope that the success of this scheme, both for the young cohort members but also the businesses themselves, will convince more organisations to come forward and see the benefits of what the scheme can offer to them.

The ten recipients of the certificates were as follows:

- 90-ONE Education has delivered bike training to cohort members and has also allowed them to gain recognised qualifications.
- Elite Survival Training, allows cohort members to build bonds with CIRV Navigators in an outdoors environment, focusing on teamwork and learning skills to survive in the wild which has helped with Armed Forces job applications.
- Northampton Saints Foundation uses its Hitz programme to engage with pupils at risk of expulsion from school by building confidence, teaching functional skills and offering the chance to gain sporting qualifications.
- The Frank Bruno Foundation hosts a number of courses for young people with training on offer to stimulate positive behavioural change and support mental health.
- The Army Careers Centre in Northampton has designed a bespoke army recruitment campaign for CIRV cohort members, with several of them going on to become junior entry soldiers.
- The BST MMA Academy offer free gym classes to cohort members as well as offering work experience, work placement and job opportunities from which more than 25 members have benefitted.
- The Construction Industry Training Board (CITB) in Northampton has been able to offer advice and guidance to young people who might want to look towards a career in construction.
- Goodwill Solutions CIC was the first MY:BK:YD partner and offers academy courses to make positive life changes, as well as involvement in projects such as a bike recycling scheme.
- McDonald's helps with offering up 10 of its local restaurants in Northamptonshire as meeting points for CIRV Navigators to meet with cohort members in a more relaxed environment, as well as supplying the young people with a free meal.
- Prestige Homeseeker Park and Leisure Homes has helped MY:BK:YD with the delivery of food parcels to vulnerable people over the period of the COVID pandemic as part of a major incident response.

2.14 Domestic Abuse Project - From October 2022 to end of February 2023 the Domestic Abuse project received referrals via Public Protection Notifications (PPN's) for 723 families who had received a Police call out for a domestic abuse incident where children were present. These Police call outs were assessed as needing no further

Police intervention and would not be progressed to a crime. The top four issues reported during this period:

- Family Issues
- Harassment
- Emotional Abuse
- Housing

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

- 2.15 **Domestic Abuse Parental Workshops** - The Domestic Abuse project staff have delivered six online workshops to parents covering the Impact of Parental Conflict and Healthy and Unhealthy Relationships. 21 Parents attended the workshops, all reporting a greater understanding of the issues and impact on their children, evidenced by pre and post feedback scores.

The Early Intervention service requests feedback from any partner organisations who have received advice and guidance from the team. We also ask families who have received support to complete feedback.

Partnership Feedback: We have received feedback from 33 Partnership agencies in this reporting period. All feedback completed, rated our service as 'Excellent' or 'Very Good'

- 'Gemma's knowledge was excellent. she made suggestions that we hadn't considered and suggested services that we didn't know existed. I would definitely aim to use this service again with other families.'
- 'Exceptional training session - really useful for my team and has already led to some successful referrals. Thank you so much.'
- 'I have nothing but fantastic things to say about this service. I referred to you for extra support around a range of issues for a family that I have started an Early Help Assessment (EHA) for. Hayley was amazing, she went above and beyond her job role to support this particular Mum. She was very clear and straightforward with Mum which is something I feel she needs and appreciated. Hayley kept the lines of communication open between us at all times, so I was fully aware of what work she had completed with the family and next steps that she had identified. This really took a load off my shoulders and helped me to provide more support for the child within school.'
- 'Great communication from start to finish. Referral to allocated practitioner was a quick and positive process, Michelle supported ongoing work that school could not facilitate to support the family outside the educational setting.'
- 'We very much enjoy working with this service. Positive impact is obvious and it works very well to bridge sometimes a large gap between families and schools.'

Family Feedback - We have received feedback from 66 families in this period relating to the support received. Families rated the service between 9-10 on a scale of how satisfied they were with the support received. The highest rating is 10.

- ‘Thank you for the wonderful support your service offers. An additional Thankyou to jodie for being so understanding and helpful, she will be missed by our family.’
- ‘Thank you very much. I will be grateful for the rest of my life. Thank you for a great support and saving us’
- ‘Jen's work and support helped me and my family through a difficult time, she built a lovely relationship with us and would always ensure that I was okay. Speaking to Jen took a lot of weight off my shoulders and her kind words helped me to feel like a better person and parent. Jen understood the history of domestic abuse and for the first time since opening up I didn't feel judged, I started to see that I wasn't the issue; my abuser was, and I feel that has helped my recovery over the past few months. Jen is a credit to the service.’
- ‘Amazing support, so thankful these resources are available, for most this is a lifeline, a massive thank you to Lauren and The ACE Team’

2.16 **EI and ACE Officers supporting the Community Initiative to Reduce Violence (CIRV)**

The Early Intervention Support Officers who support CIRV are the first point of contact for the young people referred. They work in a multi-agency way to ensure the young person receives tailored support for their needs. The Early Intervention Support Officers offer 1:1 interventions to young people and where a young person in the CIRV cohort is assessed as low risk.

Since October 2022 the team have engaged and supported 116 young people. The Interventions offered are:

- How their Adverse Childhood Experiences have impact lives.
- Understanding Criminal Exploitation.
- Knife Crime – impact of carrying knives, the law and risks.
- Risky Behaviours – Understanding what they are and the impact.
- Emotions – Understanding own emotions and strategies to manage in a safer way.
- Parenting – Supporting parents to understand the risks of Criminal Exploitation and how they can help to reduce risk.

2.17 **Targeted Secondary Schools Project** - Targeted schools across the county are asked to identify students at significant risk of exploitation and gang involvement. The OPFCC Early Intervention team provide a “drop in” opportunity for any young people wanting to talk about issues in school or in their community. The drop-in sessions are supported by Police Officers seconded to the Youth Offending Service.

Schools supported so far:

- Thomas Becket Catholic School, Northampton
- Wrenn School, Wellingborough
- Weston Favell Academy, Northampton
- Montsaye Academy, Rothwell

The outcomes from the Drop in sessions were:

- Referrals made for support to OPFCC Youth Team
- Referrals made to Prevention and Diversion Scheme

- Referrals made to CIRV
- Referrals made to OPFCC Early Intervention Practitioners
- Knife crime intervention
- Suspect and Victim group work programme (Weston Favell Academy)
- Sessions covering Criminal Exploitation, Online Safety, Risky Behaviours (Montsaye Academy)

The Feedback from the young people who used drop in sessions

- **Thomas Becket Catholic School** – ‘I have really found the sessions helpful. I have noticed a big difference in my behaviour and I am getting less X’s in school. It helps to talk to someone who is different from school and helps me reset for the rest of the week’.
- **Wrenn School** – ‘I am really pleased and proud of myself and what I have achieved. I feel more positive and happy’.

2.18 **Knife Intervention Assemblies** - Working in partnership with the Neighbourhood Policing teams the OPFCC Early Intervention Support Officers who support the CIRV programme have delivered this intervention to 140 young people. The assemblies were delivered between October 2022 to February 2023.

- Progress Schools (Alternative Provision) Northampton and Thrapston Sites. Knife Crime Assembly 20 Pupils received the input.
- Kingsthorpe College – Knife Crime Assembly. Approx 120 Pupils received the input.

2.19 **Early Intervention Support Officers** – this team support children, young people and their families across Northamptonshire. There are six Early Intervention Support Officers who each hold a case load of approximately ten cases for a period of around twelve weeks. Organisations referring to the team include Midwives. Health Visitors and School Nurses. Multi Agency Safeguarding Hub (MASH), where referrals are assessed as not meeting Tier 4 or Tier 3 thresholds and Schools across the county.

Issues being referred for support include:

- Challenging behaviours in the family home and in school.
- Parenting issues and request for support with managing challenging behaviours.
- Support for emotional and mental health wellbeing for children, young people and their parents.
- Overcoming barriers preventing school attendance.
- Support for parents to manage their finances.
- Most referrals to the team request support for multiple issues.

Feedback from parents who received support:

- Thank you for the wonderful support your service offers. An additional Thankyou to Jodie for being so understanding and helpful, she will be missed by our family.
- Michelle is fantastic at her job. I was reluctant at first but Michelle put my mind at rest and Archie really liked her: she made us both feel very at ease.

- Hayley was supportive to us all, made time to visit around work schedule for us which was very helpful

Feedback from Partner Agencies:

- ‘As a School we recognise that early intervention is key to the success of a families outcome. We always work hard to build a relationship with the family but find some of the difficulties are very much home based around routines and boundaries and having support that is not 'school' is often more acceptable to Parents. ‘We have had several of the EI and ACE Team working with our families, they have always been great to work with’.
- ‘Thank you, Hayley. I had been pulling my hair out for a couple of months trying to get documents from the customer, but Hayley came and sorted it quickly. Communication with the customer was difficult also, so Hayley being the effective middle man was very helpful. 10/10!’
- ‘I have nothing but fantastic things to say about this service. I referred to you for extra support around a range of issues for a family that I have started an EHA for’.

2.20 **EI and ACE Officers - Parenting Workshops** - Online workshops are offered to parents and in this reporting period the team have delivered Self-Care and Managing Challenging Behaviours workshops.

2.21 **Adverse Childhood Experiences Training and Overview of the Service Offer** - All schools across the county have been offered free training to help identify children who are affected by Adverse Childhood Experiences and an overview of the Early Intervention Service and how to make a referral. Since September 2022 we have delivered 8 training sessions to schools. Feedback from the training has been overwhelmingly positive.

- “The ACEs training that we had for all staff in school was very well received and a number of staff commented on how it had helped them in thinking about children and families that might need some extra support or where there may be some emerging need.”
- “I feel the service offered currently is ideal. Not many organisations come visit schools to explain what their services are, which is invaluable as we were unclear what was offered.”
- “The training was clear and easy to follow.”

2.22 **Youth team** - The Youth team receive referrals from professionals concerned with a young person's behaviour or have identified possible risks of exploitation or are worried they are at risk of entering the criminal justice system. The Youth Workers support young people on a one-to-one basis and offer group work with educational input.

One to one sessions - From October 22 – February 23, 66 referrals were received requesting one to one support. Most referrals are made by schools where staff have noticed a change in behaviour. One-to-One sessions are tailored to the needs of the young person and in this reporting period the Youth Workers have covered issues around:

- Gang language and signs.
- Aggression/ violence towards peers, parents, siblings and problematic friendship groups.
- Anti-social behaviour and risk taking.
- Unhealthy and healthy relationships.
- Concerns regarding alcohol/ drug use
- Bullying
- Mental wellbeing
- Self-harm.
- Risks and signs of exploitation.

Group Work sessions - Schools who have identified patterns of behaviour and risk in certain year groups request group work session. Topics covered:

- Sexualised behaviour.
- Sexism, racism, homophobia.
- Violence/ bullying/ fighting.
- Gang related behaviour.
- Self-identity.
- Emotional wellbeing/ regulation.
- Healthy friendships/ relationships.

2.23 **Multi Agency Drop Down days** - This project sees the Youth team working alongside other agencies delivering educational input to whole school year groups. This helps prepare young people in the transition to Secondary School, looking at making positive and safe choices. The input also covers gangs, knife crime, sexual health, contraception and Anti-social behaviour. This project is delivered with the Police, Fire, NGAGE (drug and alcohol service) and Youth Offending Service.

Academies and Schools who have benefited from the Multi Agency Drop Down Days:

Lodge Park Academy, Corby

- Number of young people attending: 135
- Age range: 13 – 14 years
- Topics covered: Online safety (sexting), Knife Crime, Keeping Safe, Positive relationships

Kingswood Secondary Academy, Corby

- Number of young people attending: 180
- Age range: 13 – 14 years
- Topics covered: Online safety (sexting), Positive Relationships, Knife Crime, Keeping Safe

Newton Road School, Rushden

- Number of young people in total: 47
- Age Range: 10 to 11 years
- Topics covered: Anti-Social Behaviour, Child Criminal Exploitation, Child Sexual Exploitation, Racism and Hate crime

2.24 “Effective Justice”

2.25 “Effective Justice”

Nationally, the criminal justice system continues to feel the knock-on effects of the COVID pandemic, and more recently, the impact of the now resolved Bar Association industrial action. New challenges are emerging in relation to the impending local roll out of the national HMCTS Common Platform IT system and the impact on local delivery of the national prison overcrowding crisis. As chair of the Local Criminal Board (LCJB), I have used my influence to make sure that all agencies respond to these emerging issues and remain focused on delivering effective and timely justice for victims.

During 2022, 936 adult conditional cautions, which seek to divert low level offenders away from the criminal justice system, were issued in Northamptonshire. Since April 1st, 2023, 7 new rehabilitative cautions have been introduced, bringing the total number of different caution available to officers to 17. The appropriateness of the making of these cautions is monitored by a multi-agency Scrutiny Panel chaired by a senior magistrate.

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 almost 200 offenders, with 111 currently being managed. An evaluation of the effectiveness of the scheme, using both Police and Probation data is currently being undertaken.

2.26 “Modern Services That Are Fit for Purpose”

2.27 Response to HMICFRS report on culture in the Fire sector - I have been very clear that HMICFRS’s report on culture must be a line in the sand for the fire sector. We are now at a point where we need to have an open conversation about unacceptable behaviour and attitudes in the fire sector. I am genuinely concerned about the findings, and I will absolutely hold the Chief Fire Officer to account for drawing a clear line in the sand at Northamptonshire Fire and Rescue Service. It is absolutely vital that leaders accept the problems, give people the confidence to speak out about unacceptable behaviour and show they will take action. Owning the problem, being clear about the standards that we expect and involving everyone in the solution is the only way to start creating an inclusive culture. I expect to see leaders at all levels in the fire sector nationally, and in Northamptonshire Fire and Rescue Service specifically, step up by setting the tone and modelling the respectful behaviour that people have a right to expect. The public have such trust and admiration for the fire service, and rightly so. But trust must be earned, and confidence is quickly lost. Work to create a fire service with a culture where people come,

stay and do their best work to keep the public safe will take time. I hope this report will be a catalyst to that change.

The report can be read at:

www.justiceinspectors.gov.uk/hmicfrs/news/news-feed/staff-report-bullying-harassment-and-discrimination-in-every-fire-and-rescue-service

3. Holding the Chiefs to account

3.1 Fire Accountability Board 13 December 2022

Draft budget proposals 2023/24 - The Commissioner requested an update to outline the draft budget proposals and requirements for the Northamptonshire Fire & Rescue Service for the period 2023/2024. Included in the update were proposals for required budget for 2023/2024, any requested investment proposals, any proposed or required efficiency or savings proposals and plans. revised realistic capital programme and the revised MTFP. The Commissioner welcomed and thanked the Chief Fire Officer Team and Head of Finance for the work that had gone into the production of the paper presented to him. He was assured by the fact that he now had increased transparency over the true costs of the current chosen NFRS operating model.

He was also assured that it was becoming clearer as to what the additional cost pressures faced this year had resulted from and which was reflected in the draft 2023/24 budget proposals. The Commissioner confirmed that as a principle he was content to support some one-off pressures from reserves but that the current budget request was not affordable based on the current projected figures relating to national and local taxation funding streams. The Commissioner required the Chief Fire Officer to consider options available to him that would allow the Commissioner to agree a balanced budget for the Fire Service for 2023/2024 at the January Accountability Board meeting.

AOB – The Fire & Rescue Service provided an update on the potential for Industrial action. The Chief Officer team are working to understand who is like to work and who is likely to strike. There is a degree of confidence that the Service will be able to maintain 5 – 6 appliances on the run. There was a discussion on the options available through the NFCC and the Home Office to get additional resource which would be explored where possible. The Ministerial expectation is that 25% of appliances will be available nationally. Using the traffic light system, over 30% cover is considered green and 10% red. The Chief Fire Officer agreed to write to the Commissioner to set out the position, his request for funding support and to provide a recommendation for what to do in event of industrial action.

3.2 Fire Accountability Board 10 January 2023

Budget setting 2023/2024 - The Commissioner requires presentation of final budget proposals for Northamptonshire Fire and Rescue Service for 2023/2024 to include the capital programme. plus, treasury management and reserves strategies. The Commissioner recognised and thanked everyone for the significant work that had been undertaken to get the 2023/2024 budget proposal to the current position given the challenging financial times. He acknowledged that this year again demonstrated a better understanding and was pleased with the additional assurance this provided. He

was assured that the budget proposals presented to him allowed him to set a balanced budget but recognised that this still left challenges both in 2022/23 and in the medium-term financial forecast. He agreed to recommendations from the Emergency Cover Review being prolonged to November 2023, to properly inform future budgets. The proposed budget was approved in principle subject to the precept considerations by the Police, Fire and Crime Panel in February 2023.

Performance update report - The Commissioner requested an update of the performance against the measures and metrics contained within the CRMP and internal NFRS performance framework to the end of Quarter 2 for 2022/2023. The Commissioner welcomed the report and that in the next quarter, investments in technology would improve the Services' ability to understand and interrogate their data. He further welcomed the fact that overall incidents were down and injuries from fire related incidents remained low. The Commissioner acknowledged that there had been an increase in fires over the summer of 2022 but accepted that the service understood the reasons for this and were taking the appropriate action. The Commissioner was pleased to see a better understanding of sickness and welcomed the Chief Fire Officer interventions about better supporting and managing the sickness processes. He looked forward to seeing the fruits of this.

Strategic outcomes requirements letter update - As part of the budget setting process for 2022/2023, the Commissioner and Chief Fire Officer agreed a set of strategic outcome requirements outlining areas that were to be delivered in this financial year. The Commissioner requested an update which demonstrates the progress made to date, on the delivery of these agreed outcomes and measures. The Commissioner was assured that the majority of the requirements of the Strategic Outcomes Requirements Letter were being fulfilled. However, he did comment on the need for both Fire and Police to continue to explore the benefits of closer and collaborative working for the community.

Service support standards – The Chief Fire Officer updated the Commissioner on the work relating to Service Support Standards adding that he is fully supportive of moving staff across to Enabling Services as long as they provide a good service.

3.3 **Fire Accountability Board 14 February 2023**

HMICFRS Update - The Commissioner requested an update on the NFRS response to the 2021 HMICFRS inspection of the service. The update should outline the progress made so far in relation to delivery of any improvements required relating to the Cause of Concern and all Areas for improvement identified through this inspection. The report should also provide the Chief Fire Officer assessment on this progress and report any areas where he feels progress is not as expected, the reasons why and provide a timeline for all actions and activities. The Commissioner received two updates in relation to this agenda item, the first covering just the matters within the people and culture Cause of Concern and the second with details of other areas for improvement commented upon in the 2021 inspection. In relation to the Cause of Concern the Commissioner was assured that there was a plan in place to rectify the issues that had been identified but stressed that work needed to continue at pace, not because HMICFRS had identified an issue but because this was the right thing to do, to deliver a fair and inclusive workplace for staff. The Chief Fire Officer advised that he felt the work underway was well placed to address these concerns. The Commissioner was less assured on the additional AFIs, as the paper articulating

progress on these was not of a high standard. He asked a member of his team to seek additional assurances outside of this meeting.

Revised Pay Offer – The Commissioner received an update relating to the revised pay offer made to the firefighters and the timescales set by the FBU for the response. The Chief Fire Officer advised that another Fire Authority have highlighted that due to month end payroll cut off dates, even if members accept the offer, the response timescale set by the FBU (8/3/23) could mean that pay increases and backdated pay would happen nationally in 2023/24. The Commissioner was advised that the cost of the increased offer will also have an impact on the MTFP. Whilst it is expected that additional money from one off business rate surplus for 2023/24 will ease some of the pressure in the short term, there is no extra money assumed in the base budget at this stage. The Commissioner confirmed he is raising this issue with the Home Office as whilst grateful for the support it has previously given to help build Reserves, the additional pressure from the increased pay award will deplete the Reserves they have helped us to build.

3.4 Fire Accountability Board 14 March 2023

Safeguarding update - The Police, Fire and Crime Commissioner sought assurances relating to two aspects of safeguarding and Northamptonshire Fire and Rescue Service. In December 2022, NFRS received an internal audit report relating to safeguarding policy and procedure. While this audit provided an opinion of a satisfactory level of assurance for the adequacy of systems, it only provided for limited assurance in relation to compliance. This was a concern for the Commissioner, and he required an update to include whether the Chief Fire Officer accepts the report recommendations, assurance that these recommendations have been progressed and completed or where this is not the case the reasons for this and completion timescales. The Commissioner welcomed the update and was pleased that the results of the internal self-assessment undertaken using the NFCC toolkit, identified and mirrored the findings of the internal safeguarding audit. The Commissioner was assured that following the self-assessment there were no areas of the national Fire Standard on safeguarding that the service was not compliant with. The Commissioner was pleased that NFRS and Chief Fire Officer has used the internal audit and self-assessment processes to drive forward improvements in the way that services were provided. He echoed observations made by the Chief Fire Officer relating to the positive work being undertaken in communities to safeguard vulnerable people. The update informed a discussion relating to the checking of firefighters and staff through the DBS system and the frequency with which this ought to be done. The Chief Fire Officer stated that this was currently a source of conversation and discussion in his senior team, and it was his intention to bring forward a further paper in relation to this to the Commissioner. The Commissioner was assured by the fact that all firefighters who have joined the Service in the last 14 years have been DBS checked, and those in specialist posts were subject to enhanced DBS checks. He confirmed his position that he would want to ensure all personnel regardless on when employment commenced would be DBS checked and also these would be subject to regular review. He looked forward to seeing an early paper and proposal from the Chief Fire Officer on this subject.

3.5 Police Accountability Board 13 December 2022

Draft budget proposals 2023/24 - The Commissioner requested an updated to outline the draft budget proposals and requirements for Northamptonshire Police for the period 2023/2024. Included in the update were proposals for required budget for 2023/2024, any requested investment proposals, any proposed or required efficiency or savings proposals and plans. revised realistic capital programme and the revised MTFP. The Commissioner welcomed the transparency and thoroughness of the paper and the investment proposals presented to him and thanked all those that had been involved in its production, commending that detailed background work that had been undertaken and that in his view the proposals and work was the best undertaken since he had taken up the role. He fully accepted that albeit best professional estimates had been used, and whilst it was hoped these would be prudent, the paper had been written ahead of the final grant settlement. He acknowledged that there would be some areas due to unavoidable pressures and where possible to do so, he would support the principal of assisting with these from reserves, however he stressed that there would need to be a review of the initial proposals post the announcement of the grant settlement and ahead of the January accountability board meeting, to ensure that he was in a position to agree a balanced budget at that meeting.

The following investment proposals were agreed:

- Occupational Health and Broader Wellbeing - Clinical supervision and broader wellbeing.
- PVP uplift
- SCIU uplift
- Drone capability
- Neighbourhood Alert – Enhanced Survey Tools
- Rapid Video Response

Vetting, misogyny, and misconduct report - The Commissioner had expressed his concern at the findings of this national report. He requested an update from the Chief Constable which outlines his initial considerations of this national inspection report, his view on how this reflects the culture and position in Northamptonshire Police, the actions that he has taken so far since the publication of the report and in relation to the recommendations that relate to Chief Constables, whether he accepts these recommendations, the work underway to implement them, the timescales for this and the processes and governance in place to implement and ensure that they become effective business as usual for the organisation. The Commissioner was sufficiently assured at this time that the Chief Constable accepted all recommendations and that he had reported to him that he was confident that all of these could be implemented, with no barriers in the required timescales. He was assured that the Force response had been robust, was well led and provided some sustainability in implementation. He informed the Chief Constable that he would be seeking a further formal update on progress ahead of the agreed implementation dates for findings and recommendations.

3.6 Police Accountability Board 10 January 2023

Police Accountability Board 13 December 2022 - Budget Requirements 2023/2024 - The Commissioner requests an update in relation to the final budget requirements and settlement for Northamptonshire Police for the financial year 2023/2024 to include treasury management and reserves strategies. The Commissioner thanked the finance teams for the significant work that had been completed to get to the point where, in such challenging circumstances, a balanced budget proposal was presented and which he accepted. Having supported a number of investment proposals, the Commissioner made it clear to the Chief Constable that he expected these to be put into place at pace particularly given that they had been presented as areas of risk. He also made the point that he would be seeking regular progress updates in relation to these, via the accountability board process. The Commissioner was assured in relation to progress on police officer recruitment. The proposed budget as presented in the paper was approved and agreed in principle subject to precept considerations by the Police, Fire and Crime Panel in February 2023.

Performance update - The Chief Constable has adopted a suite of performance measures and targets relating to Force Matters of Priority (KPQ and KPI) for 2022/2023. The Commissioner requests an update that shows performance against these measures and targets to this point. The Commissioner recognised and welcomed the progress that was being made in many areas by the Force in terms of its performance but highlighted that a number of key performance indicators within the Chief Constables Matters of Priority that are not being met at this time. He invited the Chief Constable to consider whether, his Matters of Priority which cover a three-year period, ought to have a KPI that relates to outcomes at the end of that period. The Chief Constable should be able to demonstrate ongoing progress towards them rather than a series of yearly targets. The Commissioner specifically sought additional assurances from the Chief Constable on the progress for his Matter of Priority relating to serious violence.

Strategic Outcomes Letter update – The Police, Fire and Crime Commissioner agreed a strategic outcomes requirements letter with the Chief Constable as part of the budget setting process for 2022/2023. The Commissioner requested an update outlining progress, to this point in implementation and progress of the matters agreed in this letter. The Commissioner was assured that the majority of the requirements and conditions as outlined in this year’s Strategic Outcomes Requirements Letter were being achieved.

3.7 Police Accountability Board 14 February 2023

HMICFRS 2021 PEEL inspection - In February 2022, the Commissioner received an update at the accountability board from the Chief Constable, relating to the HMICFRS PEEL inspection 2021. This updated outlined the approach that the Chief Constable intended to take in the period January to December 2022, in responding to the inspection report. The proposal agreed at that meeting was a series of quarterly activities, ending in December 2022 that fully dealt with recommendations and AFI from the report, in preparation for future PEEL inspections. The Commissioner has received ongoing updates relating to progress but now requires a further report that outlines the progress made against the agreed timelines presented in February 2022, seeking confirmation that all activities have been completed, providing an explanation as to why where this may not be the case and expected completion timescales. The

Commissioner would also expect this report to provide a view and opinion on the Force readiness for the next PEEL inspection, and the Chief Constables view of the position of the Force in terms of improvement relating to it. The Commissioner received a comprehensive update concerning the progress made by the Force relating to AFI from the 2021 HMICFRS PEEL inspection and preparations for the next inspection process. The Commissioner was impressed and assured with this new approach. He stated that he felt that preparations and responses were better than at any time he had seen in his tenure as PFCC and thanked the Chief Constable for this. He was further assured that there was a high level of confidence that following a recent visit to the Force from HMICFRS liaison officers a number of the AFIs were likely to be signed off ahead of the next PEEL inspection. While it was accepted it was never possible to predict the exact findings of HMICFRS in any inspection, the Commissioner felt that the Force was well prepared for the future inspection.

HMICFRS inspection into burglary, robbery, and acquisitive crime - In August 2022 HMICFRS released a report relating to burglary, robbery and acquisitive crime and police forces response to it. It contained 2 recommendations to be implemented by all Forces by March 2023. The Commissioner requested an update that highlights the Force position in relation to these two recommendations, whether they were already compliant or, if not the action taken to make sure that this is the case. If the Force is compliant then the paper should provide the evidence to demonstrate this. He also requested reassurance that the Force have used this report as a process map to assure itself that it is as effective as possible in the recording of and response to these types of crime. The Commissioner was largely assured that the Force could demonstrate compliance with the two recommendations that arose from the report it related to. He acknowledged the improvements that had been made in relation to the management of offences of burglary. The Commissioner felt that compliance with Recommendation 1 was stronger than with Recommendation 2 and expressed some concern about the levels of vehicle crime and robbery and the recent response to the latter. He stressed the point made by PF that the report was about the harm caused by SAC offending; an area where most Forces did a poor job. He awaits with interest, for improvements, as neighbourhood teams expand further and respond to these offences as described. The Commissioner stated that he would await the linked update in relation to CSI attendance at the March accountability board meeting before deciding whether to ask for a follow up on this paper.

Police Firearms Licensing report - The Commissioner has previously received updates from the Chief Constable in relation to the backlogs in the firearms licensing department. In September 2021 he received a formal paper relating the following:

- the workload of the firearms licensing department and how this might have changed over the last 3 years.
- the average times taken for all applications, renewals and other licensing activity and how this has changed over 3 years. The recovery plan to rectify the identified issues with clarity over the ambition for timescales for firearm processes and timescales for clearing any existing backlogs to achieve these.

The Commissioner was assured that backlogs would be reduced to pre Covid levels by December 2021. He now requests a further additional update relating to this matter that covers the current position relating to 1 and 2 above as well as backlog levels at this point and back to and inclusive of 2019. The Force provided an explanation as to why a backlog still existed in the processing of licences along with assurances from the Chief Constable that this matter was now gripped with a target of eliminating

backlogs by early April 2023. The Commissioner reminded the Chief Constable that he was given a similar promise in September 2021, and this had not materialised. He welcomed the peer review and the transparency that this would provide. The Commissioner requested a further update on this matter and a presentation of the peer review findings at the June accountability board meeting.

3.8 Police Accountability Board 14 March 2022

Forensic Hits Process - In May and November 2022, the Commissioner received updates from the Chief Constable in relation to the performance of EMSOU (FS) at crime scenes in the County. Following the most recent of these it was agreed that the Force would undertake:

- An end-to-end review of the manner in which fingerprint and forensic hits were managed, with a view to making recommendations and amendments to make this more efficient and if possible, harness greater levels of detection
- Review the processes for CSI crime scene attendance for commercial burglary, to ascertain if improvements can be made to that process.

The Commissioner requested an update outlining the findings of these reviews, what actions have been undertaken as a result and the result of these from November 2022. The Commissioner commended the Force for its very honest and open update on this subject. He was assured that the Force had undertaken a thorough review of the 2 areas that were referenced in the report and while the findings were largely positive had identified some areas where they could improve and had implemented interventions to do so. The Commissioner was keen to understand whether further work could take place to prevention activity, especially in relation to commercial burglaries and was informed by Detective Superintendent Tompkins that this was work already receiving consideration through Operation Crooked, managed by himself.

Update report in relation to actions from vetting, misogyny and misconduct inspection report - In December 2022 the Commissioner received a formal update from the Chief Constable, following the publication of the HMICFRS inspection report into vetting, misconduct, and misogyny in the police service. At that time, he was assured that the Chief Constable had responded robustly and positively to that report and a number of related wider issues, and that the Chief Constable informed him that all recommendations requiring action by Forces would be implemented by their due and expected date. All were required to be implemented by April 2023 at the latest. The Commissioner now requested a further update related to whether or not all recommendations are fully implemented, how any improvements are reality tested to demonstrate that they make a difference and an update on the wider work of Operation Admiral. The Force were able to report that they were leading the way in a response by the creation of a dedicated team under Operation Admiral and elements of this has already been identified nationally as good practice by NPCC and HMICFRS. The Force reported to the Commissioner that of the 43 recommendations in the report, 28 related to Chief Constables and these 28 recommendations were due to be implemented by dates in April, October, or December of this year. Most of these were already completed and many had allowed the Force to better identify any risk and mitigate it. The Commissioner was provided with assurances that front end vetting processes were strong, and all staff had a current live vetting status, so were all in date. There were two recommendations that may not be fully compliant with by the

due date, but these were discussed in detail and rationale for this explained with at least one of these being for reasons outside of the Force control. The Commissioner thanked the Deputy Chief Constable for the work on this agenda and was assured at this point. He observed that he may revisit this subject in coming months.

4. **Summary of PFCC Decisions taken**

- [Decision Record Number 316 - Provision of Body Armour with Mehler Vario](#)
- [Decision Record 317 Variation to DMS-Crown Computing Contract to Allow for Testing](#)
- [Decision Record 318 ID Scanning Technology with GB Group plc](#)
- [Decision Record 319 Contract Extension for Storm Support and Maintenance with SCC plc](#)
- [Decision Record 320 DDT Resourcing with Reed Talent Solutions](#)
- [Decision Record 321 Contingent Labour with Adecco](#)
- [Decision Record 322 Variation to EAP with Health Assured](#)
- [Decision Record 323- Grant Agreement with Life Education for SA and SV Prevention in Schools](#)
- [Decision Record 324 - Sailpoint Identity Now with Softcat](#)
- [Decision Record 325 - Firearms Command Training Courses with Calder Conferences](#)
- [Decision Record 326 - Vetting Management System](#)
- [Decision Record 327- Extension of Temporary Labour Contract with Brook Street](#)
- [Decision Record 328 - Neighbourhood Alert System with VISAV](#)
- [Decision Record 329 - Variation to supply and Fit of Vehicle Telematics with UK Telematic](#)
- [Decision Record 330 - Installation of Alleygates with Jeakins Weir](#)
- [Decision Record 331- Variation of Insider Threat Monitoring and Auditing with Corporate IT Systems](#)
- [Decision Record 332 - Variation of Firewalls in FCR Contract with CAE Technologies](#)
- [Decision Record 333 - Children Young People Counselling with Assist Trauma Care](#)
- [Decision Record 334 - Police Precept 2023-2024](#)
- [Decision Record 335 - PDR Talent Management and Feedback with Head Light](#)
- [Decision Record 336 Retail Crime Evidence Gatherer 23-24 and 24-25](#)
- [Decision Record 337 - Variation of GPS Tagging Contract with Buddi Ltd](#)
- [Decision Record 338 - DPS Agreements to Onboard Suppliers to the DiTED Framework with Lazarus and CDS](#)
- [Decision Record 339 - Contract for Safer Streets 4 CCTV Motorbike Track and Gym Equipment with NNC](#)
- [Decision Record 340 - MOU for Funding of a Police Analyst Post with East of England Probation Service](#)
- [Decision Record 341 - M365 True Up Licences with CDW Ltd](#)

- [Decision Record 342-Digital Team Consultants with Consultancy Plus-Reed Talent](#)
- [Decision Record 343 - Variation to ICCS Cortex Maintenance with NEC Software](#)
- [Decision Record 344 - Variation PSD Pronto App with Airwaves Solutions](#)
- [Decision Record 345 - Contract for Delivery of Non Violence Resistance Programme with Rise Mutual](#)

Key Fire and Rescue Decisions

- [NFRS Decision Record 88 Gas and Electricity Supply with Laser](#)
- [NFRS Decision Record 89 Microsoft Licences with Softcat](#)
- [NFRS Decision Record 90 Extension of Firewatch Contract with Infographics](#)
- [NFRS Decision Record 91 Variation of Recruitment Module with Softcat-Oleoo](#)
- [NFRS Decision Record 92 Fire Estate Enhancements](#)
- [NFRS Decision Record 93 Contingent Labour with Adecco](#)
- [NFRS Decision Record 94 - Variation for supply of Liquid Fuel with Your NRG](#)
- [NFRS Decision Record 95 - Extension of Vehicle Servicing and Parts with Truck East](#)
- [NFRS Decision Record 96 - Contract for Upgrades to Fire Estate with MJE Construction Ltd](#)
- [NFRS Decision Record 97- Fire Precept 2023-2024](#)
- [NFRS Decision Record 98 - CFRMIS Upgrade with Civica](#)
- [NFRS Decision Record 99 - Command and Effective Command Courses with K Lamb Associates](#)

5. Recommendations

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

Stephen Mold