



NORTHAMPTONSHIRE POLICE, FIRE & CRIME PANEL

16th December 2021

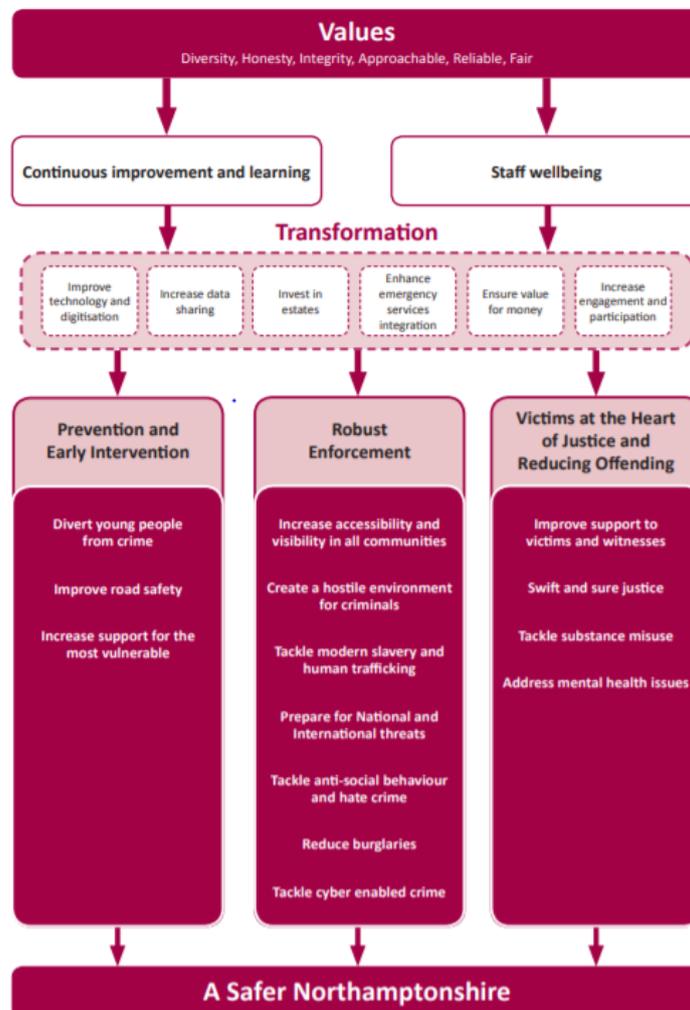
OFFICE OF THE NORTHAMPTONSHIRE POLICE FIRE AND CRIME COMMISSIONER POLICE AND CRIME PLAN UPDATE

1. Introduction

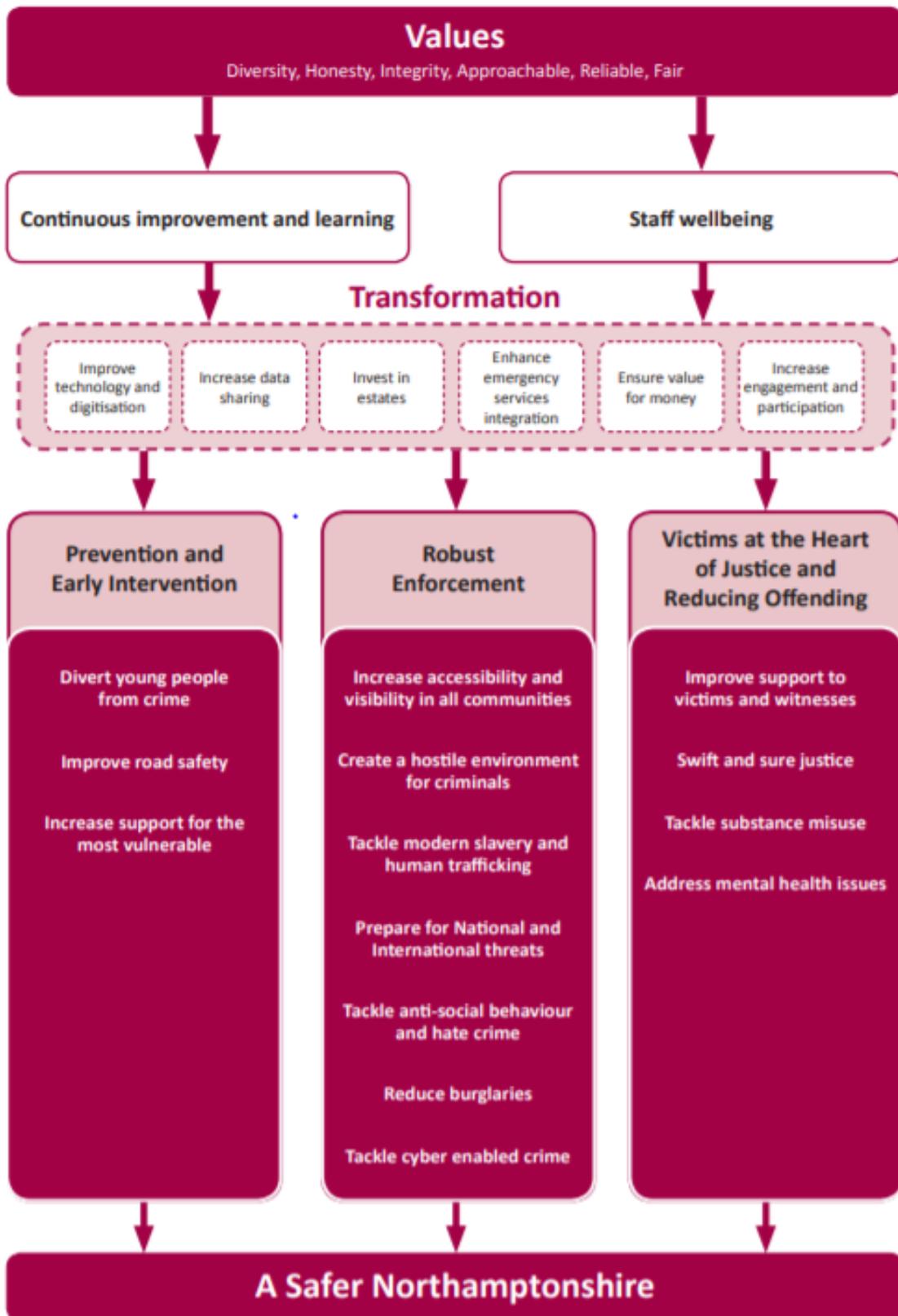
- 1.1 This report updates the Panel on the work of the Northamptonshire Police, Fire and Crime Commission and the progress being made in relation to the delivery of the current Police and Crime Plan for Northamptonshire which is set out in detail in appendix A.

2. Delivering the Police and Crime Plan

Plan on a Page



Plan on a Page



2.1 Transformation

2.2 Commissioner extends fly-tipping removal scheme to help landowners

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

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

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

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

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

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

2.3 Prevention and Early Intervention

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

2.4 Early Intervention

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

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

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

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

2.5 Targeted Youth Service

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

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

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

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

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

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

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

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

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

2.6 **Youth Commission**

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

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

2.7 Robust Enforcement

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

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

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

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

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

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

2.9 New online mapping tool to flag 'unsafe' areas

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

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

2.10 Stop Hate UK Helpline launched

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

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

2.11 New OPFCC funded investigator to tackle retail crime in Northamptonshire

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

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

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

2.12 Two New Neighbourhood ‘Beat Buses’

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

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

2.13 Carers trained to stop scammers

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

2.14 Safer Streets: crime prevention project moving ahead

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

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

2.15 Support for Northampton Town Centre businesses

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

2.16 Victims at the Heart of Justice and Reducing Reoffending

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

2.17 Improve support to victims and witnesses

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

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

2.18 Swift and sure justice

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

2.19 Tackle substance misuse

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

2.20 Address mental health issues

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

3. Holding the Chief Constable to account

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

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

3.3 Accountability Board Meeting 14th September 2021

3.4 Positive Outcomes

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

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

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

3.5 **Firearms Licensing**

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

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

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

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

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

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

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

4. **Summary of PFCC Decisions taken**

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

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

5. Recommendations

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

Stephen Mold

Northamptonshire Police, Fire and Crime Commissioner