



Norfolk Police and Crime Panel

**Minutes of the Meeting held on Thursday 8th October 2015 at 10.00 a.m.
Cranworth Room, County Hall, Norwich**

Main Panel Members Present:

Mr Alec Byrne
Mr Keith Driver
Dr Christopher Kemp
Mrs Elizabeth Nockolds
Mr William Richmond
Mr Alexander D Sommerville, CPM
Mr Fran Whymark

Norfolk County Council
Norwich City Council
South Norfolk Council
King's Lynn and West Norfolk Council
Breckland Council
Co-opted Independent Member
Broadland District Council

Officers Present

Mr Greg Insull
Mrs Jo Martin

Assistant Head of Democratic Services
Democratic Services and Scrutiny Support Manager

Others Present

Mr Stephen Bett
Ms Sarah Hamlin
Ms Sharon Lister
Mr Mark Stokes
Dr Gavin Thompson

Police and Crime Commissioner for Norfolk
Assistant Chief Constable Norfolk Constabulary
Performance and Compliance Officer, OPCCN
Chief Executive, OPCCN
Senior Policy & Commissioning Officer, OPCCN

1. To receive apologies and details of any substitute members attending

- 1.1 Apologies received from Mr Brian Long (substituted by Mrs Elizabeth Nockolds), Ms Katy Stenhouse, Mr Terry Jermy, Mr Brian Hannah, Mr Richard Shepherd, and Ms Sharon Brooks.

2. Members to Declare any Interests

- 2.1 Mr F Whymark declared an Other Interest as he sat as a member for organisations that may be part of some of the commissioned services provided by the commissioner's office.

3. To receive any items of business which the Chairman decides should be considered as a matter of urgency

- 3.1 The Chairman asked the Panel to agree to a revised order of business as the Commissioner had requested that the Assistant Chief Constable Hamlin give a brief presentation on 'Norfolk 2020' and to be present for item 7. It was suggested that the Assistant Chief Constable address the Panel after item 5, then item 7 would be taken before returning to the running order.
The Panel **agreed**.

4. Minutes of the meeting held on 28th July 2015

- 4.1 The minutes of the meeting held on the 28th July 2015 were confirmed by the Panel as a correct record and signed by the Chairman.

Referring to paragraph 9.3 the Panel noted that the independent members had confirmed they would continue with the handling of complaints.

5. Public Questions

- 5.1 No questions received from the public.

6. Norfolk 2020

- 6.1 The Panel received a brief presentation from Assistant Chief Constable Sarah Hamlin regarding the plans for Norfolk 2020. She outlined the challenges facing Norfolk Constabulary in anticipation of further budget cuts and the terms of reference for the Constabulary's review called 'Norfolk 2020' which had been launched the previous week. This would establish the vision for policing in Norfolk in five years' time and beyond, questioning the current shape, scope and size of Norfolk Police and, importantly, building upon ideas for the future of policing in Norfolk. This review would be delivered in parallel to existing programmes of change and collaboration.
- 6.2 The following points were raised by the panel and responded to by the Assistant Chief Constable and the Police and Crime Commissioner:-
- There would be a public consultation before any major changes were made and it was considered that engagement with the public at an early stage would be key to facilitating any required changes.
 - What changes would be required would depend on the changes that could be made to the Police Grant Formula; this information should be available by the end of October 2015.
 - Public Services could do much more by working together and sharing a common budget, thereby identifying duplicate services and removing services that were no longer needed.
 - Public services needed to start looking forward strategically and considering options for the long term goals which may include joined up working with organisations outside of Norfolk.

6.3 The Panel thanked the Assistant Chief Constable for attending the meeting to provide the Panel with the updated information and answering the Panel's questions.

7. Police Integrity Reforms

7.1 The Panel received the suggested approach from the Scrutiny Support Manager which outlined the approach for considering the update from the Home Office on Police Reforms.

7.2 The Panel received the update from Ms Sharon Lister, Performance and Compliance Officer for the Police and Crime Commissioner's Office.

7.3 The following points were made during the discussion:-

- The timescales for the new reforms coming into practice were as follows:
 - final draft of the new Policing and Criminal Justice Bill should be released by the end of 2015.
 - The bill would receive Royal Assent in November 2016
 - Enactment of reforms in relation to police complaints expected by the end of 2016-2017.
- Concerns were raised around the availability of resources to carry out the work should more of the complaints processes move to the Office for the Police and Crime Commissioner.
- The Police and Crime Panel would need to be made aware of the model that the Commissioner intended to adopt, to enable it to understand any additional responsibilities it might have with regards to scrutiny of the Commissioner. The appellant functions that currently sit within Chief Constables will move to Police and Crime Commissioners regardless of which model is adopted. There would not be a route of further appeal beyond the Police and Crime Commissioner to the Police and Crime Panel.
- In response to a question around how many complaints had been received by Norfolk Constabulary in the last year, officers advised that national figures had been published that week and they would provide a copy for circulation.
- The OPCC had received 153 applications for the legally qualified chairs for the Eastern Region to sit on the Police Officer Misconduct Hearing Panels and they would be in post by the start of 2016 in line with the new legislation requirement.
- The Chairs of the Police Officer Misconduct Hearing Panels would be paid a daily rate of £366 and this expenditure would be dealt with by Norfolk Constabulary, Professional Standards Department.
- The Vice Chairman queried why the Commissioner's Office had not provided feedback on the reform consultation (referring to P89 of the report.) and was advised that the Commissioner had provided feedback

through the formal route of the Association of Police and Crime Commissioners.

- The Panel were advised that the HMIC would retain inspection functions in relation to the police complaints process no matter whether the process was fully or partly allocated to the commissioner's office.

- 7.4 The Chairman informed the Panel that a member of the public had contacted him to raise concerns regarding the handling of complaints by Norfolk Constabulary. The member of the public had said that they had evidence to show that the recommendations made by HMIC following its November 2014 'Police Integrity and Corruption' were entirely valid, and that staff do not address the criticisms made ".
The Chairman advised that he had not validated the member of the public's claim, but asked the Commissioner to comment and give his views on the integrity of Norfolk Constabulary.
- 7.5 In response the Performance and Compliance Officer for the Police and Crime Commissioner's Office advised that the Commissioner held the Chief Constable to account for the performance of Norfolk Constabulary's handling of complaints at the regular Police Accountability Forum meetings, and the progress of implementation of HMIC's recommendations was routinely monitored by the Commissioner's Office.
- 7.6 The Chairman proposed that the Vice-Chairman, one other Panel member and support officer should work with OPCCN to develop how the complaints process might work in practice once the legislation is published, including the PCP's scrutiny role. Also that it should support the idea of Norfolk being an 'early adopter' area, which would probably be after the PCC elections in May 2016.
- 7.7 The Panel **agreed** that the Vice Chairman and panel member Mr Alexander D Sommerville, CPM, would work with the OPCCN.
- 8. Police and Crime Plan for Norfolk 2014-16: progress and performance monitoring of commissioned services**
- 8.1 The Panel received the suggested approach from the Scrutiny Support Manager which outlined the progress being made by the Commissioner towards delivering the strategic objectives set out in the current Police and Crime Plan 2014-16 and possible areas for the Panel to consider.
- 8.2 The Police and Crime Commissioner invited Dr Gavin Thompson, Senior Policy & Commissioning Officer, OPCCN to present the report.
- 8.3 The following points were raised during the discussion:-
- Each organisation was vetted and then the panel would decide funding allocation based on a needs assessment.
 - Each charity would have a contract, which would stipulate length of contract and short, mid and long term goals. This was monitored by the

charity providing quarterly reports which would provide performance indicators.

- Information on all the organisations and the bids won was available on the Commissioner's website to ensure that all transactions were transparent.
- The Commissioner highlighted the success of one organisation, Leeway – General Practitioner Training as now all GP's in Norfolk had been trained and the goal had shifted to now include A&E doctors; the service was believed to have filled a critical gap.
- The Commissioner intended to present an update report to the Panel every quarter.

8.4 The Commissioner thanked his team for the hard work they had put in to making the commissioned services process such a success.

8.5 The Panel noted the report and that it would receive an update report every quarter.

9. Procedure for public questions

9.1 The Panel received a report which provided it with options for amending the period of notice required for the submission of public questions.

9.2 The Vice Chairman proposed that dual model be considered (submit 10 working days in advance and be guaranteed a response, and submit no later than 2 working days before the meeting with Panel's Chairman having the option of providing a written response within a stated time-frame).

9.3 Mr K Driver proposed, seconded by Mr C Kemp that the period of notice required to submit a question to the Panel should be reduced to 5 working days.

The motion was **carried** with 5 votes For and 2 Against.

10. Information bulletin – questions arising to the Commissioner

10.1 The Panel received the report from the suggested approach from the Scrutiny Support Manager which summarised for the Panel both decision taken by the Commissioner and the range of his activity since the last Panel meeting.

10.2 The Chairman invited the Commissioner to highlight any matters within the report he felt should be mentioned.

10.3 The Commissioner highlighted the Norfolk 2020 review and the following points were raised:-

- The Chief Constable had opened the debate by outlining the challenges that would be faced if the force had to find 40% worth of savings.

- As 83% of the budget was staff this would mean a significant cut in officers and would likely mean that most policing would need to be focused on where the greatest need was, the urban areas of the county.
- Currently there was a need to find £9m, if the grant formula was decided at 40% then this would mean a need to find a further £9m.
- The Norfolk 2020 consultation would continue until the end of the year to enable a wide communication with members of the public.

10.4 In response to a question from the Panel, Mr S Bett confirmed that he did intend to run in the next round of elections for the Police and Crime Commissioner for Norfolk but that he would be running without a Deputy.

10.5 The Panel noted the report.

11. Work Programme

11.1 The Panel received the report which outlined the Forward Work Programme.

11.2 Panel members **agreed** that an item should be included at the December meeting about the Cities and Devolution Bill and the possible impact of combined authorities on the Police and Crime Panel.

11.3 The Panel members **agreed** that the meeting on the 8th December would be a good opportunity to hear from the Commissioner's Office early views on the Commissioner's proposed budget consultation.

11.4 The Panel members **agreed** that an informal meeting with the newly elected Police and Crime Commissioner should be programmed before the 15 June 2016 meeting.

11.5 The Panel noted the Work programme.

The meeting closed at 11:36am.

CHAIRMAN



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