



## **Norfolk Police and Crime Panel**

### **Minutes of the Meeting held on 2 February 2021 at 10am on Microsoft Teams (virtual Meeting)**

#### **Panel Members Present:**

Cllr William Richmond (Chair)	Norfolk County Council
Air Commodore Kevin Pellatt (Vice-Chair)	Co-opted Independent Member
Mr Peter Hill	Co-opted Independent Member
Cllr Colin Manning	King's Lynn and West Norfolk Borough Council
Cllr Mike Smith-Clare	Great Yarmouth Borough Council
Cllr Martin Storey	Norfolk County Council

#### **Substitute Members present**

Cllr John Toye for Cllr Tim Adams	North Norfolk District Council
Cllr James Easter for Cllr Michael Edney	South Norfolk Council

#### **Officers Present:**

Simon Bailey	Chief Constable for Norfolk
Lorne Green	Police and Crime Commissioner for Norfolk (PCC)
Peter Jasper	Assistant Chief Officer Finance and Support Services, Norfolk Constabulary
Helen Johns	Communications Manager, Office for Police and Crime Commissioner, Norfolk (OPCCN)
Sharon Lister	Director of Performance and Scrutiny, OPCCN
Nicola Ledain	Democratic Support Officer, Norfolk County Council (NCC)
Jo Martin	Democratic Support and Scrutiny Team Manager, NCC
Jill Penn	Chief Finance Officer, OPCCN
Mark Stokes	Chief Executive, OPCCN
Gavin Thompson	Director of Policy and Commissioning, OPCCN

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

- 1.1 Apologies were received from Cllr Tim Adams (substituted by Cllr John Toye), Cllr Michael Edney (substituted by Cllr James Easter), Cllr Sarah Butikofer, Cllr Kevin Maguire and Cllr Gordon Bambridge.

#### **2. Minutes**

- 2.1 The minutes of the meeting held on 1 December 2020 were agreed as an

accurate record.

- 2.2 The Chair thanked the Office of the Police and Crime Commissioner and Norfolk Constabulary for the briefing regarding online crime that had been provided after the last meeting which had been requested as part of the performance monitoring item.

### **3. Members to Declare any Interests**

- 3.1 No interests were declared.

### **4. To receive any items of business which the Chair decides should be considered as a matter of urgency**

- 4.1 No urgent business was discussed.
- 4.2 The Chair, at this point in the meeting, allowed the PCC to make a brief statement. The PCC expressed anger and frustration about the recent media reports detailing events where Police Officers have been deliberately assaulted. In the last few years, crimes like these had risen significantly. The PCC reported that he would be, once again, arguing for a more serious sentence for those committing crimes against public safety as it was essential to do everything possible to protect our protectors.

### **5. Public Questions**

- 5.1 No public questions were received.

### **6. Police and Crime Commissioner (PCC) for Norfolk's proposed police precept for 2021-22**

- 6.1. The Panel received the report which set out the PCC's precept proposal and outlined its budgetary and financial impact. It also set out the Revenue Budget and Capital Programme for 2021/22, the Medium-Term Financial Plan 2021/22 to 2024/25, and the funding and financial strategies that must be published by the PCC. The Panel also received the precept consultation results for 2021/22.
- 6.2 The Chair thanked the PCC for providing the information outlined in the agenda and invited the PCC to introduce the report. The PCC introduced the report (Appendix A of these minutes) and confirmed that he proposed to increase the precept by 5.68% per annum at Band D (£14.94). He then asked the Chief Constable to report to the Panel.
- 6.3 The Chief Constable gave further information to introduce the precept funding report:
- This was the eighth year that the Chief Constable had set out compelling reasons why the precept should be increased. Each year, it was based upon a strong evidence base. Last year, the Panel agreed to a 3.95% rise, on the condition that there was a commitment to look at domestic abuse, sexual violence, county lines and children who were victims of crime. There was also a challenge around crime integrity data and 21<sup>st</sup>

century technology for 21<sup>st</sup> century policing. The Constabulary had made significant progress against the areas of improvement requested; crime data integrity now showed 95-96% compliance and this explained why certain crimes were seeing some increase in the numbers recorded. There had been increased investigative capacity and now over 8000 crimes each year were investigated by desk-based teams. The Constabulary had seen a sea change in crime recording, the quality of the recording, number of crimes by desk based and the time being put into the crimes. Automatic plate recognition and the 'Moonshot' teams were those Officers responsible for thousands of stops. The response to county lines had been described by the Metropolitan Police Force as exemplary. The Constabulary continued to deal with and put effort into domestic abuse and sexual violence.

- This financial year has been like no other year, having to deal with the unknown impact of Covid on the world and come to terms with different policing environment and challenges. There had been some really positive new stories with reductions in the number of crimes such as thefts, burglary, robbery and criminal damage but it had become obvious that there was an increase in the hidden harms and hidden crimes such as domestic abuse, violence without injury, and the supplying of drugs to the vulnerable.
- The report highlighted the figures in the medium-term financial year and the challenges that they bring. Out of the proposed precept proposal, 2% would be needed to stand still. The Prime Minister had pledged to increase Police Officers by 20,000 over the next two years, which would leave just over £2.7million. In terms of maintaining current levels of service, additional 6 digital investigators plus supervisor were required to tackle the growing digital crimes. There were also demands coming in for 101 system and the Chief Constable was predicting unprecedented calls coming in this summer. Therefore, additional resources were being put in, in addition to the 21 extra employees on the switchboard. There was a commitment from the PCC that there would be no redundancies. Although some posts would go, there would be the possibility of redeployment.
- The precept proposal was important for the future of the organisation. There could be significant reduction in budgets as part of the future Comprehensive Spending Review. Against the backdrop of the cost of the Covid-19 pandemic and it was possible that policing would have to bear some of the brunt of that.
- Finally, to be an efficient and effective organisation, the Chief Constable highlighted that the Norfolk and Suffolk Constabulary preferred partnership was one of the most powerful and strongest collaborations in the country, and had driven out tens of millions of pounds of savings between them. They had an outstanding reputation, and this had been due to the support from the PCC's to the Chief Constable during the last eight years. The PCC's support had been exemplary and had shared the Chief Constable's vision. The precept proposal showed again the commitment for policing the county.

6.4 The PCC concluded that Norfolk Constabulary were a police family made up of Police Officers, local volunteers such as SpeedWatch teams, HR professionals and many others and he would not oversee the loss of any job in that family.

- 6.5 The following points were discussed and noted:
- 6.5.1 The current budget gap was estimated at approximately £4million. Over the next 3-5 years, there was a transformation programme planned which would drive out efficiencies such as technology exploitation around Office 365 and other tools used, workplace and process maturity and efficiency. The programme had to be coupled with a sustainable precept strategy in order for it to be effective and reduce any budget gap.
  - 6.5.2 The Chief Constable confirmed that the Norfolk 2020 plan had been rebranded to Norfolk Horizons. The Panel were assured that there was a plan and a vision for the future of the organisation. There was a big planned investment in tackling domestic abuse, a plan for the Class A issue in Norwich, a plan for organised crime which would be better than currently existed and a people plan. Ultimately, the next 3-5 years had to be focused on ensuring the Constabulary had the right leaders, Officers, staff and demographic profile of people. The Chief Constable reported that the Constabulary was in a strong position.
  - 6.5.3 The consultation had received 998 responses. However, from the data tables in the report there seemed to be a disproportionate amount of responses from male and females, ethnic groups, and a low number of aged 16-24 responses. The Panel felt it was important to build positive communication with all groups in Society. Although the response data was acknowledged, the Panel were assured that a focus group was held with Independent Advisory Group which consisted of representatives from the different backgrounds. Due to the consultation being held virtually this year with a longer lead in time, it had not been possible to change strategy during the consultation to get responses from those groups.
  - 6.5.4 The Panel heard that ultimately there would be a national review of how the pandemic had been handled by the Government. With regards to Norfolk, it had come out of the pandemic with a huge amount of credit. There had been considerable amount of praise given to the Constabulary and staff for how they had dealt with it. 91% of those who responded to the approval survey had rated Norfolk Constabulary as excellent or very good. The only criticism that had been received was that they had not been robust enough but they had tried to find a balance. More fixed notice penalties had been issued of late for blatant rule breaking of the Government guidance where people had travelled miles to visit the beach, for instance the Constabulary had invested in more engagement officers to provide more information into the heart of the communities and to gain a footprint into every Facebook page and social media page. There could not have been more information provided at any point.
  - 6.5.5 If the precept rise were to be approved, there would be an additional 90 Officers committed into local policing. Ultimately there would be other areas of the Constabulary that would need an uplift, such as organised crime unit and the detective unit, but there would be package of measures introduced to ensure that the demands of the Constabulary were met.
  - 6.5.6 The PCC confirmed that Special Constables had access to body worn cameras from the main stations. They were not assigned a specific camera due to the sporadic nature of the rota.
  - 6.5.7 The Panel commented that the proposed precept rise was a small price to pay to

tackle the more complex and detailed crimes that were now happening. It was vital that the Constabulary moved forward with all the good work that had been carried out previously.

6.5.8 The Panel complimented the OPCCN, PCC and Chief Constable for the data and the quality of the data to enable the Panel to make the decisions.

6.6 The Panel:

- **NOTED** the Revenue Budget and Capital Programme for 2021/22, the Medium Term Financial Plan 2021/22 to 2024/25 and the funding and financial strategies,
- **VOTED UNANIMOUSLY** to endorse the Police and Crime Commissioner's proposed precept increase of 5.68% for 2021/22.
- **AGREED** that the Chairman should write to the Commissioner to formally report the outcome of the Panel's consideration of the precept proposal.

## 7. Police and Crime Plan for Norfolk 2016-2020 – performance monitoring

7.1. The Panel received the report providing an overview of the progress made against delivering two of the strategic priorities within the Norfolk Police and Crime Plan for 2016-2020 (Priority 5: support victims and reduce vulnerability and Priority 6: deliver a modern and innovative service).

7.2 The Chair thanked the PCC for providing the information and invited him to introduce the report. The PCC explained that domestic abuse remained a priority within the Police and Crime Plan, and the new delivery group which had been set up would ensure the services exist to support those victims within the County.

7.3 During discussion, the following points were raised and noted;

7.3.1 The PCC informed the Panel that the new Police Station in Swaffham had opened and was a state-of-the-art impressive hub for the Constabulary. It was an environmentally sound building with modern facilities and was a powerful new tool for bringing investigative resources together. The Chief Constable added that once the current lockdown measures had eased, he would arrange a site visit for the Panel to the Swaffham Station, and the new training facility at Hethersett Old Hall.

7.3.2 The Chief Constable would arrange for a demonstration at the next meeting of the Police and Crime Panel of the OPTIK mobile application, a new project which had recently been rolled out in the Constabulary. The demonstration would enable the Panel to see the capabilities and features of the product and provide an insight into the technology that was being used.

7.3.3 The Chief Constable reported that the Constabulary were still in the process of assessing the impact of the recent national data loss incident. Once that had been completed, he would update the PCC and the Panel.

7.3.4 The Chief Constable informed the Panel that the Constabulary had invested heavily into drone technology. The equipment that they were using was at the top nationally and he was also blessed to work alongside enthusiastic officers

who used it. The equipment had saved at least three lives to date but were deployed hundreds of times per year. There were ongoing conversations with the National Police Air Service about larger drone capacity. The Covid-19 pandemic had slowed down the acquisition of the drone technology. He added that the Government regulations around drones were sensible to avoid drones getting into unsuitable hands.

- 7.3.4 With reference to the Ministry of Justice data return on page 23 of the agenda, it was confirmed that the number of victims of crime who were being supported by the services were substantially greater than those who were referred. The PCC explained that this was because of the backlog to the Court system due to the pandemic. The Director of Policy and Commissioning, OPCCN explained that there was a difference because the data captured referrals in the time period. The number being supported could include those in service from a previous referral period.
- 7.3.5 The Chief Constable reported that it was too early to make an assessment of whether the Ask for ANI (Action Needed Immediately) scheme had had a positive impact or had instigated an increase in calls. Once the Constabulary had substantial data to share, it would be brought to the Panel's attention. The Constabulary would also attempt to gain some data from the '555' service which was overseen by British Telecoms (BT).
- 7.5 The Panel **NOTED** the update about progress with delivering the Police and Crime Plan for Norfolk 2016-2020 and **REQUESTED** information on the outcomes of code word 'Annie' and the '555' service when available.

## **8. PCC Complaints Monitoring Report**

- 8.1 The Panel received the report setting out monitoring reports of complaints and detailing the number and themes of complaints handled during the period.
- 8.2 Although the OPCCN could not publicly share the requestors of the Freedom of Information (FOI) requests, they confirmed that the requests were more nationally based enquiries. The FOI disclosures were published on the website.
- 8.3 The Panel **NOTED** the regular monitoring information from the Police and Crime Commissioner's Chief Executive and Norfolk County Council's Head of Democratic Services about complaints relating to the conduct of the Police and Crime Commissioner for Norfolk.

## **9. Complaints Policy Sub Panel - Update**

- 9.1 The Panel received the report giving an update from the Complaints Policy Sub Panel. Air Commodore Pellatt welcomed the fact that there had been no PCC conduct complaints in the period.
- 9.2 During discussion, the following points were raised and noted;
  - 9.2.1 The Sub Panel had received the first report of a super complaint and had raised concern over the amount of time it had taken for the report to be published after

the complaints had been logged. The Sub Panel hoped that the time would quicken as the system embedded.

- 9.2.2 The meeting of the Sub Panel on 24<sup>th</sup> March 2021 had been cancelled, owing to the rescheduling of the next public Panel meeting and there being insufficient business. The Sub Panel's forward work programme would be reviewed once the timing of the elections was known.
- 9.2.3 In the super complaint report, it outlined a recommendation for the local PCC to conduct an assessment of local access to specialist victim support organisations or networks. It was recognised that for Norfolk, this would be building on a system already in place, and a lot of this work was already being undertaken. However, the OPCCN would address this recommendation by enhancing the current process by carrying out a needs assessment about how services were applied.
- 9.3 The Panel **NOTED** the update from the Complaints Policy Sub Panel

## **10. Information bulletin – questions arising to the PCC**

- 10.1 The Panel received the report summarising both the decisions taken by the Police and Crime Commissioner for Norfolk (PCC) and the range of his activity since the last Panel meeting.
- 10.2 As part of the discussion, the following points were raised and noted;
  - 10.2.1 On page 52 of the report, the South Norfolk Early Help Hub was mentioned. Although the OPCCN had approached other Districts about conducting something similar, this had been superseded by a decision made by Norfolk Leaders Board to integrate all domestic abuse services across all networks and all District Councils were part of this new approach.
  - 10.2.2 The OPCCN would confirm whether the '7 Force' procurement findings, as mentioned on page 60, annexe E of the report, could be shared with the Panel or the public. The findings were commercially sensitive due to a tender process being carried out for audit services and therefore had been discussed confidentially.
  - 10.2.3 The Panel thanked the OPCCN for the revised format of the PCC's published decisions.
  - 10.2.4 A Ministerial statement was due week commencing 8<sup>th</sup> February 2021 regarding the Home Office PCC review. This would be shared with the Panel.
- 10.3 The Panel **NOTED** the information bulletin and **REQUESTED** the Seven Force audit findings, if possible.

## **11. Forward work programme**

- 11.1 The Panel received the forward work plan for the period January – December 2021.

- 11.2 The programme had been drafted on the basis that the elections would be going ahead on 6<sup>th</sup> May 2021. The Chair reported that this would be kept under review and if there was any change to the planned elections then he and the Vice-Chair would discuss any revision to the programme with the OPCCN.
- 11.3 The Panel **AGREED** the forward work programme and **REQUESTED** an end of term report from the PCC at a future meeting, dependant on the timing of the elections.

The meeting ended at 11:40am.

**Mr W Richmond, Chair,  
Norfolk Police and Crime Panel**



If you need this document in large print, audio, Braille, alternative format or in a different language please contact 0344 800 8020 or Text Relay on 18001 0344 800 8020 (textphone) and we will do our best to help.



**Mr. Chairman, Members of the Panel**

**Setting the policing budget for their force area is one of the most challenging- and difficult-tasks for which Police and Crime Commissioners are responsible.**

**It is a duty I take with the utmost seriousness and diligence.**

**This year it is a task made all the more challenging in face of the unprecedented times in which we live.**

**Another of my mandated duties is to assure an effective and efficient police force, to provide public safety. And, to be a good steward of the taxpayers' money.**

**The Norfolk community can be proud that our police force is one of only very few rated nationally as outstanding for efficiency. And we are among the safest counties in the country.**

**All this in face of growing demands on our police force, and the enormous complexity of much crime prevention and investigation today.**

**I committed myself in 2016 to do all in my power to assure our county had a 21<sup>st</sup> century police force equipped to combat crime in the 21<sup>st</sup> century.**

**You, the members of this Panel have shown outstanding understanding and support for the proposals and plans I have brought to you over the years to make sure we have a police force that is properly resourced to keep our county safe.**

**We must not lose the gains that have been made to policing in our county over recent years.**

**And so, taking full account of the financial challenges that Norfolk taxpayers face, particularly now, and the demands on government, together with the challenges for policing, I instructed the Chief Constable to present to me a plan to maintain the level of policing services that residents need and, where possible to enhance service in areas of particular demand or threat such as domestic abuse or cyber crime.**

**With your permission, Mr. Chairman, I propose to pause at this point and invite the Chief to explain his case for a precept increase.**

**(CC)**

**Based on the Chief's response, and subjecting it to the most rigorous examination and challenge, I developed the Precept proposal I then put out to countywide public consultation.**

**I want to thank the Norfolk community for their response, which in numbers alone surpassed last year's consultation (987vs918) 54.81% favoured the proposed increase (5.68% on a Band D property)**

**Mr. Chairman, I am accompanied today by some of the top public servants in the service of our county, and between us we will endeavour to address any questions.**