



Norfolk Police and Crime Panel

Minutes of the Meeting held on 21 September 2021 at 10am at County Hall, Norwich

Panel Members Present:

Cllr William Richmond (Chair)
Air Commodore Kevin Pellatt (Vice-Chair)

Norfolk County Council
Co-opted Independent Member

Cllr Tim Adams
Cllr Gordon Bambridge
Cllr Graham Carpenter
Cllr James Easter
Cllr Cate Oliver
Cllr Mike Smith-Clare
Mr Peter Hill

North Norfolk District Council
Breckland District Council
Norfolk County Council
South Norfolk Council
Norwich City Council
Great Yarmouth Borough Council
Co-opted Independent Member

Officers Present:

Simon Atherton
Paul Sandford
Giles Orpen-Smellie
Sharon Lister
Nicola Ledain
Jo Martin
Gavin Thompson
Mark Stokes

Independent Custody Visitor Scheme Manager
Temporary Chief Constable for Norfolk
Police and Crime Commissioner for Norfolk (PCC)
Director of Performance and Scrutiny, OPCCN
Democratic Support Officer, Norfolk County Council (NCC)
Democratic Support and Scrutiny Team Manager, NCC
Director of Policy and Commissioning, OPCCN
Chief Executive, OPCCN

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

- 1.1 Apologies were received from Cllr Colin Manning, Cllr Jonathan Emsell and his substitute Cllr Peter Bulman, Cllr Sarah Butikofer and her substitute Cllr John Toye.

2. Minutes

- 2.1 The minutes of the meeting held on 13 July 2021 were agreed as an accurate record and signed by the Chair, subject to adding Cllr Cate Oliver in the attendance list.

3. Members to Declare any Interests

3.1 There were no interests 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.

5. Public Questions

5.1 No public questions were received.

6. Police and Crime Commissioner for Norfolk's Draft Annual Report 2020-21

6.1 The Panel received the PCC's draft annual report for 2020-21 which presented the progress made during the last financial year in meeting the Police and Crime Plan. The report also provided performance metrics for each of the priorities and an overview of the main areas of activity.

6.1.1 The PCC introduced the report and in doing so, thanked his predecessor whose report it predominantly was and thanked him for standing in for the extra year which was unexpected.

6.2 During the discussion, the following points were raised;

6.2.2 During the pandemic, the data in the report showed that there were increases in crimes such as domestic abuse and online crimes but also increases in rural crimes and hate crimes. The PCC explained that a consequence of the pandemic was more people were sitting at home and had time to report such crimes. He explained that hate crimes were more obvious to record as such, however, hate incidences could be misconstrued as freedom of speech, and the differentiation came down to the legislation of the right to be offended. The increase in these crimes did not mean there was a significant problem in Norfolk. With regards to rural crime, the Chief Constable explained that in a recent audit undertaken of the Constabulary, it had found that they were under reporting. As a result, they invested in an additional data integrity team, which has in turn contributed to an increase in reporting of all crime types. In particular, the Constabulary needed to improve where multiple crimes could have been recorded. Over the years, there had been a correlation where an increase in hate crimes in the local area had been tracked to a world event happening at the same time. It was also noted, that when it became known to the public that they can report an incident, they do so. It was important to remember that this was a year's data taken in isolation and would be more concerning if the trend had continued over a longer period.

6.2.3 The decision of where the second recruitment of officers in the Uplift Programme would be focused hadn't been made as the outcome of the Government's Comprehensive Spending Review was pending. The Chief Constable added that due to some changes in the entry route into policing, it would mean new student officers would be spending an increased amount of time in training before being deployed. This was positive for the long term but in the short term it would mean that a large

chunk of the new uplift officers would be in training for 2-3 years. Thereafter, the Chief Constable would explore the ways in which officers could be deployed into visible roles, as much of the community would like. The PCC added that 86% of the Constabulary's budget was staff costs, but it was important to not be focused on the numbers and that the Constabulary needed rounded capabilities to have a significant effect on the ground.

- 6.2.4 The PCC was clear that he had a leadership responsibility to look forward to where crime might be in 2030-2040, and what sort of constabulary would be needed and what estate was needed. He explained that he would start from the Norfolk 2020 model and use this to design the 2030 concept in greater detail. Work had already been started by the Constabulary titled '2030 Horizons' and he would use that as a base. He wanted to make sure he was not creating something completely different in Norfolk than the national picture where work was already being carried out, but he would draw on this work and transfer it into the local context, and then work out the funding steps to achieve that.
- 6.2.5 The PCC reported that one of the greatest threats in Norfolk to the public was travelling on the roads. Due to the pandemic, the data relating to those killed or seriously injured on the roads, had taken a slight decrease, but they would inevitably return to pre-Covid levels. It was an issue that was on his agenda and he was keen to keep the pressure on. In terms of numbers increasing, Norfolk was becoming more populated, and inevitably the numbers would grow relatively. The Chief Constable highlighted that the rate of collision was recorded per million miles driven, and rate had been consistent over the last few years, obviously with a dip during the lockdowns. The Constabulary were keen to recommence work with young people but needed to look closer at what demographic were causing the incidences.
- 6.2.6 The PCC explained that in understanding his ongoing and future challenges now he had taken up post, this and previous reports were being used as part of a body of evidence he was looking at to identify his priorities, alongside national information. It was helpful as it gave the local context which would in turn have then effect on the ground.
- 6.2.7 The performance metrics in the report which related to the time spent by the Special Constabulary was highlighted by the Panel. The PCC confirmed that as the regular officers had to be drawn off to deal with the Covid-19 situation, the Special Constables were able to offer additional time, especially as some had been furloughed. He added that they were a fantastic resource. He would be looking at the future of Special Constables as part of developing Norfolk 2030 and as part of his Police and Crime Plan.
- 6.2.8 The PCC acknowledged that there were a lot of reports available and it was difficult to say who would read such reports. The public may prefer to have something shorter, but if the report wasn't produced in the detail there could be challenge by someone so there would always be a predicament.
- 6.3 The Panel **AGREED** the Police and Crime Commissioner for Norfolk's draft Annual Report 2020-21 and **AGREED** to send a letter to the PCC detailing the outcome of the Panel's discussion.

7. Independent Custody Visitor (ICV) Scheme – Annual Report 2020-21

- 7.1 The Panel received the annual report 2020-21 which provided an overview of the scheme and outcomes from visits between 1 April 2020 and 31 March 2021.
- 7.2 In introducing the report, the PCC highlighted that the work undertaken by the visitors was essential, and over the last year had been challenging. Visits had to be suspended due to Covid-19 and work-arounds had to be found, such as via telephone. However, the system was re-established as soon as possible. The service was at times stretched, due to those volunteers who had to shield, but it had been restored quickly. More recently, a successful recruitment had taken place, with extra recruitment now taking place for the Great Yarmouth area.
- 7.2.1 The Independent Custody Visitor Scheme Manager echoed the words of the PCC, and he thanked all the volunteers and especially the four coordinators who look after the four panels across the County.
- 7.3 During the discussion, the following points were raised;
- 7.3.1 The scheme advertised for volunteers in EDP and on radio Norfolk amongst other means.
- 7.3.2 The scheme was making improvements such as looking at the more vulnerable detainees and ways in which to help them, which could include introducing comfort boxes containing fidgets or soft balls. This was all in conjunction with the health care professionals on site. There was a longer-term plan to put monitors in the cells, which would help the detainees to know what time of day it was and in turn improve wellbeing.
- 7.3.3 Page 97 of the report detailed that the demographic of the volunteers was over 46. The PCC explained that it tended to be the older demographic who volunteered as they tended to have more time. Under 46's tended to be in the working environment or using their time for other activities. The PCC would welcome younger people, especially to help the younger detainees and to have a cross-section of the demographic. The PCC agreed to look at how younger volunteers could be encouraged by ways of specifically targeting them to volunteer not just for the inspector role but for working for the police generally. It was suggested to contact the Youth Commission.
- 7.3.4 The PCC reported that he would like to be able to do more in terms of remuneration for volunteers, but it was a matter of total resource and where it could be spent. There could be alternatives which would all need investigating further. The Chief Constable reminded the Panel that all juvenile detainees, when not accompanied by their parent, were allocated an appropriate adult, who ensured they knew their rights and their experience in the centre was as it should be. This was also in place for vulnerable adults.
- 7.4 The Panel considered and **NOTED** how the PCC was delivering his statutory responsibility to establish and maintain an Independent Custody Visiting Scheme for the police force.

8. Police and Crime Plan for Norfolk 2022-24: consultation

- 8.1. The Panel received the report from the PCC which set out the approach to the consultation for the Police and Crime Plan for Norfolk 2022-24 and its findings.

The PCC introduced the report and highlighted that the consultation was undertaken in August. It was early in his tenure, so he had since had plenty of time to consider what the public had told him. There had been 1129 completed responses out of a population of 1 million in Norfolk, however, in context of previous consultations, it was a healthy response. The responses reinforced what he had received when meeting the public. He was analysing the results and adjusting his Police and Crime Plan because of what had been submitted. He was keen that the Police and Crime Plan become a document that could be taken and put into practice on the ground by Officers. There were also several plans, such as that from the Norfolk Community Safety Sub-Panel, chaired by the CEO of OPCCN and how wider County could contribute to the plan and how it all fitted together.

- 8.2 During the discussion, the following points were raised;

- 8.2.1 The PCC reported that he was beginning to form an impression of the commissioned services, but being early in his tenure he had much to find out. He was clear that, firstly, he needed to impress on Government the need to give sensible sums of money for sensible periods. Currently, there were specific funding opportunities open for application at short notice, and for approximately 12 months, which wasn't long enough considering the need to arrange staff and start the service running. The PCC reported that there could also be a role for OPCCN to coordinate the money that was available throughout the whole county to ensure that the services received an adequate share of the total available. This would all in turn help to measure the commissioned services effectively, and to see a real impact.

The Director of Policy and Commissioning explained that the measurement of victims commissioning was governed by Ministry of Justice and the framework that exists from central government. There were a range of measures that the OPCCN were accountable for recording against. That framework is what they would use and would develop as legislations changed such as the implementation of victims law, and victims strategies. In terms of the wider commissioning and funding, it depended which policy and intervention was being focused on.

The Panel asked if there was a simple outcome that could be used which the public and the Panel could relate to easily. The PCC was happy to take the point but raised concern that there wasn't immediate changes with the services and some would take a few years to make an effect. There was a need for consistency in terms of funding and provision of services, and currently there was too much turbulence.

- 8.2.2 A completed draft of the Police and Crime Plan would hopefully be brought to the Panel for the meeting in November, and then subject to amendments by the Comprehensive Spending Review would be live by 31st March 2022.

- 8.2.3 The PCC confirmed that through the Estates Governance Board, he was reviewing the need of estates in 2030-2040. Covid had changed working practices and the Constabulary had a project in hand to look at this in more detail. Some police stations were fit for purpose and state of the art. However, some needed attention and it was being reviewed as part of the estate strategy. Community hubs could be an alternative solution where district councils and the Constabulary worked together.

- 8.2.4 Although the use of technology specifically such as Optik, had made efficient changes, it would probably not be possible for uniformed officers to work entirely remotely and go straight to work from home, without going to a station first. The opportunities Optik were vast, and it had been invested in heavily. Optik had the opportunities to significantly streamline the back-office processes, such as time and data accuracy. However, this then added time onto that of the front-line officers. The Constabulary were investing in more pieces of software, better devices, and more applications and thereafter hopefully officers will spend more time on the street, and in houses. During the pandemic, detectives and those officers which were not front line, had been working remotely and starting their day of work without going into the office.
- 8.3 The Panel **CONSIDERED** and **NOTED** the PCC's approach to the consultation and its findings.

9. Complaints Policy Sub Panel – Update

- 9.1 The Panel received the report giving an update from the Complaints Policy Sub Panel.
- 9.2 The Chair of the Sub Panel drew the attention of the Panel to paragraph 2.5.1 of the report which detailed the revised Specified Information Order and new transparency requirements which have come from stage 1 of the PCC role review. The Director of Performance and Scrutiny explained that her team were reviewing the new elements of the revised Specified Information Order to ensure that the OPCCN were compliant. Not only was this required by law, but it was investing in the PCC's role as national lead on integrity and transparency.
- 9.3 The Chair of the Sub Panel highlighted that there had been little change in legislation over the past few months, and it was hoped that there would be an update soon. The next meeting of the sub panel would be held on 18th October 2021.
- 9.4 The Panel **NOTED** the update.

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.
- 10.1.2 The PCC introduced the report and highlighted that he was in a stage of trying to build relationships and was pleased at how this was continuing. He was regularly meeting with NCC, re-energising the Norfolk and Suffolk Collaboration Board and with various partners of the Criminal Justice System.
- 10.2 During the discussion, the following points were noted;
- 10.2.1 The PCC confirmed that the next meeting of the Norfolk and Suffolk Collaboration Board was scheduled for 3rd November 2021.

10.2.2 The Independent Office for Police Conduct (IOPC) had issued a report of the use of tasers and had issued recommendations for Constabularies to take on board. The PCC explained that he was quite wary of the report due to the period it looked at, and the circumstances in which it had looked at taser use. The PCC confirmed that he had no concerns with the manner and circumstances in which the Constabulary used taser guns.

11. Work Programme

11.1 The Panel received the work programme for the period November 2021 – September 2022.

11.2 The Panel **AGREED** the work programme.

Meeting ended 11:45am

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



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