



Norfolk Police and Crime Panel

Minutes of the Meeting held on 1 December 2020 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
Cllr Gordon Bambridge	Breckland District Council
Cllr Sarah Butikofer	North Norfolk District Council
Cllr Stuart Clancy	Broadland District Council
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

Substitute Members present

Cllr John Toye for Cllr Tim Adams	North Norfolk District Council
Cllr Phillip Duigan for Cllr Martin Storey	Norfolk County 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)
Sharon Lister	Director of Performance and Scrutiny, Office of the Police and Crime Commissioner for Norfolk (OPCCN)
Nicola Ledain	Democratic Support Officer, 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 Martin Storey (substituted by Cllr Phillip Duigan) and Cllr Michael Edney (substituted by Cllr James Easter).

2. Minutes

- 2.1 The minutes of the meeting held on 30 September 2020 were agreed as an

accurate record.

- 2.2 The PCC updated the Panel with respect to Operation #Impact. The OPCCN were working alongside Norfolk Constabulary and Norfolk Fire and Rescue Service and as part of the Christmas Drink Driving Campaign there would be a demonstration of a crashed car outside fire stations at Thetford, King's Lynn and Sprowston for one month. As part of this initiative, the #Impact branding would be used. There was also considerable work being undertaken to promote the #Impact branding online with planning starting of the live demonstrations, subject to Covid-19 restrictions.

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.

5. Public Questions

- 5.1 No public questions were received.

6. Police and Crime Commissioner for Norfolk's 2021/22 Precept Consultation

- 6.1. The Panel received the report outlining how the Office of the Police and Crime Commissioner (OPCCN) proposed consulting on the Commissioner's proposals and publishing the results.
- 6.2 The Chair thanked the PCC for providing the information outlined in the agenda and invited the PCC to introduce the report.
- 6.3 In introducing the report, the PCC highlighted the growing demands on policing and the growing complexity of investigations. He reported that the Chancellor's spending review in the last week announced that there would be a one year settlement grant of £520million gross (£420million net) and there had been a recent announcement of second tranche of police uplift where Norfolk expected to receive their share in next year which was welcomed. There had also been cap on policing precept of a maximum of £15 for band D property. The PCC was awaiting further discussion with the Chief Constable about the current demands on policing, so that he was able to deliver a balanced budget and one that was sensitive to demands on community and ensures safety of county. There were still uncertainties around Covid-19 and uncertainties with regards to the provisional police funding settlement which was due to be announced before Christmas break, but the consultation needed to begin.
- 6.4 The following points were discussed and noted:
- With reference to page 14, point 2.7, it was the hope and the intention for

there to be a virtual question and answer session on the precept consultation for each District in the County.

- The Chief Constable explained that the original worst-case deficit that had been reported was £7.5m. There had now been improvements as a result of pay inflation and inclusion of the pension grant, but also worsened by tax base change and collection fund deficit change. The revised worst-case position was a deficit of just over £4m, which was still substantial. There had been lengthy conversations with PCC about where the savings would come from, but with the Government commitment to the police officer uplift, there was restrictions where the savings could come from. The Chief reported that by the end of the current financial year there would be more officers in his employ (over 1700), but in terms of reducing deficit, savings could only come through non pay budgets and a reduction of staff numbers. The Chief stressed that it would be the most challenging budget setting round he would have gone through yet and as he was not able to reduce police numbers it meant that it was getting increasingly difficult to find savings.
- Central Government had reimbursed the Constabulary for personal protective equipment (PPE) which had been sourced themselves. There was now a central source which was at no cost to the Constabulary. Other expenses were also being reimbursed including loss of income. The Constabulary had lost a considerable amount of income in the first lockdown period of three months on driving course which individuals attend instead of receiving points or fines for a speeding offence. All speed awareness courses would take place online, for the foreseeable future. There wasn't a backlog of people waiting to undertake the course, but income had been lost which would be recovered from Government. There had also been indirect impacts such as the delay on the court system. However, Norfolk Constabulary had been judged one of most efficient forces in the Country. Collaboration with Suffolk and in the eastern region was good and the force continued to look for further opportunities to make efficiencies.
- The PCC confirmed that a £15 increase on a band D property would be 5.68%. He added that he hoped not to impose 5.69% on Norfolk households.
- The consultation would run from 14th December 2020 until 12th January 2021. Due to the budget figures becoming available at this time of year, it was inevitably going to run over through the Christmas holidays. As much as the PCC would like to extend the consultation period, it wasn't possible this year due to many factors. Time was needed once the consultation had ended to enable the results to be analysed and the consultation couldn't have started any earlier due to the uncertainties of the Covid pandemic and the recent lockdown.
- The Panel asked about impact of Covid and if the PCC was seeing a need to increase support for victims of domestic abuse, and whether this was a hidden cost of Covid. The PCC explained that domestic abuse was a hidden crime and a hidden impact on his budget. There had been

increased support received from Govt to help with this. The Chief Constable added that the impact on officer health and welfare as a result of hidden crimes was significant, as well as the financial impact. Any support from Local Authorities to tackle this would be very welcome.

- 6.3 The Panel **NOTED** the overview of the Police and Crime Commissioner's (PCC) 2021/22 precept consultation. The Chairman confirmed that details of the consultation would be circulated to Panel Members once it had been launched and asked Panel Members to encourage colleagues and constituents to respond.

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 1: Increase Visible Policing and Priority 4: Prevent Offending).
- 7.2 The Chair thanked the PCC for providing the information and the Police and Crime Commissioner introduced the report.
- 7.3 The PCC said highlighted that under the priority 'Increase Visible Policing' there was mention of operation uplift and he had provided Members with details of the new educational qualification that had become available. It meant that all new recruits were equipped with skills for the role. The PCC highlighted that there were a wide range of activities outlined with regards to the 'Prevent Offending' priority. The Strategic Framework had been in place for over a year and good progress was being made in that regard.
- 7.4 As part of the discussion, the following points were raised and noted;
- With reference to point 4.2.5 where additional police officers were being recruited, the Chief Constable explained that they would be deployed and focused to enable the Force to police the neighbourhood commitment. Their deployment was based on evidence where they were needed in order to fulfil the plans in place.
 - The report stated that the number of special constables would increase in next 12 months to replace those that are becoming officers. The PCC encouraged the Panel to promote individuals to become a special Constable. The Chief Constable explained that the Covid pandemic had created a challenge of recruitment and training but there was a waiting list of people who wanted to join.
 - On page 42, the rising number of online crimes over last 12 months was concerning. The Chief confirmed that those identified statistics could include grooming allegations. He would report to the Panel before the next meeting to confirm the profile of those figures and confirm if a breakdown was possible.
 - The Panel stated that the level of crime stated on page 42 was disturbing and something similar to the #impact campaign was needed for young

people to learn what wasn't an acceptable behaviour to have in their lives. The PCC explained that it was a broad social problem and wasn't just the responsibility of the Constabulary to prevent or enforce this. It needed joint working and multi-agency working to prevent this. Work was taking place as part of the Norfolk Countywide Community Safety Partnerships Scrutiny Sub-Panel.

- 7.5 The Panel **NOTED** the update about progress with delivering the Police and Crime Plan for Norfolk 2016-2020 and **REQUESTED** clarification on which crime types were covered by the online crimes performance metric and, if possible, whether a more detailed breakdown by online crime type could be made available.

8. Complaints Policy Sub Panel - Update

- 8.1 The Panel received the report giving an update from the Complaints Policy Sub Panel. Air Commodore Pellatt highlighted that there had been no PCC conduct complaints since the start of the Civic year which was encouraging news.
- 8.2 Air Commodore Pellatt highlighted 2.2.3 of the report where it was reported that there had 37 requests to review, 29 of those requests were valid, and 21 of those reviews had been completed.
- 8.3 It was also highlighted that a process to review a PCC conduct complaint had been agreed, should the need arise, given the current restrictions.
- 8.4 The Panel **NOTED** the update from the Complaints Policy Sub Panel

9. Information bulletin – questions arising to the PCC

- 9.1 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.
- 9.2 The Chair thanked OPCCN for extended information relating to PCC confidential conduct complaints.
- 9.3 The Panel **NOTED** the information bulletin.

10. Police (Fire) and Crime Panel Conference 2020

- 10.1 The Panel received the annexed report (10) which outlined the Police (Fire) and Crime Panel Conference which had taken place virtually and attended the Vice-Chair Air Commodore Kevin Pellatt, Mr Peter Hill and Mrs Jo Martin, Democratic Support and Scrutiny Manager.
- 10.2 The Vice-Chair reported that it was a very useful conference with some good key-note speakers and the workshops were very useful.
- 10.3 The Panel commented that in Leicestershire, a triage system had been set up

between a mental health nurse and the Constabulary and with the use of a car within the community, it saved hundreds of hours of police time, in working through the mental health and domestic issues. It was suggested to the Commissioner that it might be prudent to look at the model in order for it be applied in Norfolk, even in the short term. The PCC confirmed that there were a number of mental health professionals who were located in the Control Room at the Police Headquarters, and this number had increased since the PCC took office. There was also provision overnight to contact an off-duty mental health worker if the need arose. In an ideal world, the PCC confirmed that a triage system would be beneficial, but with Norfolk being the fifth biggest County geographically, it could pose a need for many triage professionals.

- 10.4 Phase two of the Police Foundation's Strategic Review of Policing would be undertaken in 2021. The Chair and Vice Chair would consider the second call for evidence and whether to make a response. The Panel would be informed.
- 10.5 There had been no formal response to the Home Office Review of the PCC role but Panel Members would be informed when information was known.
- 10.6 The Panel **NOTED** the report.

11. Forward work programme

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

The meeting ended at 11:10am.

**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.