



Norfolk Police and Crime Panel

**Minutes of the Meeting held on Tuesday 2nd February 2016 at 10.00 a.m.
Edwards Room, County Hall, Norwich**

Main Panel Members Present:

Mr Alec Byrne	Norfolk County Council
Mr Brian Hannah	Norfolk County Council
Mr Terry Jermy	Norfolk County Council
Dr Christopher Kemp	South Norfolk Council
Mr Paul Kendrick	Norwich City Council
Mr Brian Long	King's Lynn and West Norfolk Council
Mr William Richmond	Breckland Council
Mr Richard Shepherd	North Norfolk District Council
Mr Alexander Sommerville	Co-opted Independent Member
Ms Katy Stenhouse	Great Yarmouth Borough Council
Mr Fran Whymark	Broadland District Council

Officers Present

Mr Greg Insull	Assistant Head of Democratic Services
Mrs Jo Martin	Democratic Services and Scrutiny Support Manager

Others Present

Mr Simon Bailey	Chief Constable, Norfolk Constabulary
Mr Martin Barsby	Business Manager, OPCCN
Mr Stephen Bett	Police and Crime Commissioner for Norfolk
Mr John Hummersone	Chief Finance Officer, OPCCN & Norfolk Constabulary
Ms Sharon Lister	Performance and Compliance Officer, OPCCN
Mrs Jenny Mckibben	Deputy Police and Crime Commissioner for Norfolk
Mr Mark Stokes	Chief Executive, OPCCN
Dr Gavin Thompson	Snr Policy & Commissioning Officer

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

- 1.1 Apologies received from Mrs Sharon Brooks and from Mr Keith Driver (substituted by Mr Paul Kendrick).

2. Members to Declare any Interests

- 2.1 Mr Brian Hannah declared an 'Other Interest' as he was the Restorative Approaches Champion.

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

- 3.1 None

4. Minutes of the meeting held on 8th December 2015.

- 4.1 The minutes of the meeting held on the 8th December 2015 were confirmed by the Panel as a correct record and signed by the Chairman subject to the following amendments:-
- At point 8.2 first bullet point the Panel asked that rather than 'investigated thoroughly' that the sentence should read 'assessed thoroughly' as the Panel did not have the power to investigate.

5. Public Questions

- 5.1 No questions received from the public.

6 Police and Crime Commissioner for Norfolk's proposed precept for 2016-17

- 6.1 The Panel received the suggested approach from Jo Martin, Democratic Support and Scrutiny Team Manager, for the Panel to consider the Police and Crime Commissioner for Norfolk's proposed Revenue Budget and Capital Programme for 2016/17, Medium-Term Financial Strategy 2016/17 to 2019/20, the funding and financial strategies and decide whether or not it supported the Police and Crime Commissioner for Norfolk's proposed precept for 2016/17.
- 6.2 The Panel received a presentation from the Chief Constable Simon Bailey (Appendix A). This explained the changing nature of crime, the complexity of new demands on Norfolk Constabulary, the challenge of managing the expectations of local communities and continuing to balance the budget of a force that had been judged to be efficient and high performing.

The Chief Constable explained that he found himself in a really difficult position. He had thought long and hard about how to approach the meeting, and had carefully considered the implications and the potential negative media coverage which might follow, but he needed to remain true and speak against the commissioner's proposed freeze. He said it was the first time he and the Commissioner had publicly disagreed and it was not something he did lightly. He had argued for months that the precept should increase by the maximum amount. He had a dedicated group of officers looking at what policing would look like in five years' time and the evidence of their review was that the Constabulary would need every single penny to meet public expectation (meeting demands year on year that showed no sign of decreasing and maintaining high standards). He was doing his best to protect the frontline, but at some point that had got to give and that is

why he needed a budget which met the anticipated demands. The Constabulary had received a rating of outstanding from the HMIC in the past year a success which the Chief Constable was incredibly proud of but felt would be difficult to maintain if the freeze was brought in.

6.3 The Commissioner's Chief Finance Officer introduced the budget report and highlighted the following points:-

- The financial position was very different from the situation last year; the announcement from the Chancellor in November that the funding settlement for police would be significantly better than expected had come as a surprise.
- However, it was important to note that there were still financial pressures to be faced including an overhang of savings to be found from previous spending review periods. Even with a precept increase, further savings would need to be found although there would also be an opportunity to reinvest and give the force some more headroom.
- The forecasts for 2017/18 onwards did not include any estimates of additional resources required to meet the demands that will face the constabulary during the forthcoming years.
- The final settlement was due to be received on Thursday. No changes were expected. The Home Secretary had made it clear that raising council tax and continuing to drive through efficiency savings would enable all Commissioners to fund the increasing pressures.

6.4 The Commissioner's Chief Executive explained the results from the consultation. (Appendix B)

6.5 The Police and Crime Commissioner for Norfolk addressed the Panel, and thanked the Chief Constable and his staff for their presentations. The Commissioner then outlined the reasons why he felt it was important to freeze the council tax (Appendix C)

6.6 The following points were raised during discussion by the Panel:-

- Concerns were raised about the potential budget deficit of £6.7m if the precept was frozen every year until 2020. The Commissioner advised that the budget would be considered year on year and changes made if necessary to ensure a balanced budget.
- The Panel queried whether the increases in the levels of crime were a national problem or just in Norfolk and was advised that the increases were being seen across the country however, Norfolk's level for certain crimes was higher but this was due to increased levels of confidence in victims coming forward.

- The Chief Constable advised that the average cost of a sexual abuse investigation was £19.5k, and £30k if the case was non-recent. Over £1bn nationally was being spent on investigations relating to sexual abuse.
- New training was essential for the Constabulary to ensure that the new crimes were managed and dealt with effectively. All frontline officers had to be retrained as well as specialised training being provided for those within specific divisions.
- In response to a question asked regarding the impact of a freeze on the operational activities of the Constabulary, the Panel were advised by the Chief Constable that there would be further reductions in the visible presence of the police and PCSO's. Priority had to be given to the teams that worked directly with and provided support to the vulnerable members of the community, which were usually less visible.
- The Commissioner agreed with the Chief Constable that this was the area that would be affected, however the Commissioner felt that as the reserves had built up sufficiently enough and the Government had provided an opportunity to allow for a freeze that this would give the people of Norfolk a fiscal break.
- The Commissioner felt that the decision to go for a freeze was a result of balancing the needs of the Constabulary and the needs of the people of Norfolk.
- It was noted by Panel members that Norfolk had the 4th highest precept in the country.
- Congratulations were given to the Commissioner's Office for its use of social media to increase the level of participation in the consultation. As the response from the consultation showed that 64% would support a 2% increase while only 36% would support a freeze it was discussed how ignoring the public feedback would discourage future engagement and that the feedback showed that there was an appetite for an increase and support for the Constabulary.
- It was noted that the 2% increase would provide the Constabulary with headroom to deal with the increasingly complex challenges it would be facing.

6.7 Mr Brian Hannah proposed, seconded by Mr Terry Jermy, that the Panel veto the Commissioners proposed precept to freeze the council tax for the police at zero for the next year on the basis that it was too low.

With **9** votes **For** and **1** vote **Against** the motion was **carried**.

6.8 The Panel **RESOLVED** to note the Police and Crime Commissioner for Norfolk's proposed Revenue Budget and Capital Programme for 2016/17, Medium-Term Financial Strategy 2016/17 to 2019/20, and the funding and financial strategies.

The Panel **RESOLVED** to veto the Commissioner's proposed precept to freeze the council tax for the police at zero for the next year and agreed to meet at 10am on 16 February 2016 to review a revised precept proposal.

7. OPCCN Commissioning – Quarterly Report

7.1 The Panel received the suggested approach from Jo Martin, Democratic Support and Scrutiny Team manager which outlined the areas the Panel could consider regarding the quarterly update on the commissioned services from the OPCCN.

7.2 The following points were raised and discussed:-

- Members of Panel queried the number of fathers who had attended the full program of MensCraft, as it was considered that only 5 attendees seemed low. It was explained that the programmes involved were complex and required participants to change their attitudes which was very difficult and challenging to get them to engage thoroughly. Further detail on this could be provided.
- It was noted that PACT (Partners Against Crime Taskforce) had closed; the commissioners officer were aware and were working with partners to cover the services that had been previously provided.
- The Safer Schools team were partly covering awareness of the dangers of social media for young people.

The Mental health Team in Police Control Rooms had been a success; the funding from the Home Office was finite but the OPCC was facilitating collaborative funding discussions with a range of partners including the CCGs and district councils to enable this service to continue. A final update would be brought to the next meeting.

7.3 The Commissioner praised the hard work that had been done by his office in regard to the commissioning services.

7.4 The Panel noted the update.

8. Office of the Police and Crime Commissioner for Norfolk - Performance Framework

8.1 The Panel received the report which provided an update on OPCCN's performance framework in relation to the policing objectives in the Police and Crime Plan.

8.2 The aim of the performance framework was to create a more holistic approach to monitoring the Police and Crime Plan. A full month's data set should be available by May which would mean that more visibility could be provided.

8.3 The Panel noted the report.

9. Complaints Handling

- 9.1 The Panel received the report from Jo Martin, Democratic Support and Scrutiny Team manager which outlined the changes and development to the local model for managing police complaints and provided an update on the Home Office proposals.
- 9.2 The following points were raised in reference to the recommendations in the report:-
- The new Policing and Crime Bill was expected to have its first reading this month and while there had been much discussion around this no changes were anticipated to the local model options.
 - The Home Office had given assurances that Police and Crime Panels were not intended to become a further route of complaint; members of the Panel voiced their disagreement that this would inevitably be the case.
 - The key theme that needed to be addressed by the Home Office was what qualified as an investigation.
 - It was raised by Panel members that some PCC complaint assessments could take up to 4 hours and could be quite difficult to interpret so the system should be designed so that it could be understood in layman's terms.
 - In reference to the Sub Panel and the Terms of Reference, it was noted that no substitutes should be allowed and that it may be that a third member could be required in the future.
9. The Panel **RESOLVED** to:-
- a) Consider an update on the development of a local model for managing police complaints (Police Integrity Reforms).
 - b) Endorse the suggested response to the Government's public consultation on managing complaints about the conduct of Police and Crime Commissioners.
 - c) Agree the Terms of Reference for a Complaints Handling Sub-Panel.

10. Information bulletin – questions arising to the Commissioner

- 10.1 The Panel received the report from Jo Martin, Democratic Support and Scrutiny Team manager which summarised for the Panel both decisions taken by the Commissioner and the range of his activity since he last Panel meeting.
- 10.2 The Panel raised a query regarding the Athena project and were informed that Athena had gone live in Oct 2015 and was going reasonably well. There had been some glitches, in particular access codes provided by the Home Office had caused some trouble, however the issues would be overcome.

Members were informed that the Athena update was regularly brought to the Police Accountability Forum to be scrutinised.

There were currently nine founding forces involved with the Athena project with Essex taking the lead on the ICT.

10.3 The Panel noted the report.

11. Work Programme

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

11. The Panel noted the Work Programme.

The meeting closed at 12:05pm.

CHAIRMAN





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Norfolk Constabulary

Police and Crime Panel

Simon Bailey QPM
Chief Constable
2nd February 2016





PCC Police and Crime Plan – Strategic Objectives

The PCC's priorities remain unchanged and are set out in the 2015/16 Police and Crime Plan. They are:-

- Reducing priority crime, anti-social behaviour and reoffending
- Reducing vulnerability, promoting equality and supporting victims
- Reducing the need for service, through preventative and restorative approaches and more joined up working with partners; protecting the availability of front line resources


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Financial Savings

- In the period April 2010 to March 2016 Norfolk Police has saved £25m
- £13m in collaboration with Suffolk
- £12m is Norfolk only, and mainly local policing


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Workforce Strength

Total	March 2010	December 2015	Reduction
Police Officers	1,649	1,522	-127
PCSOs	275	169	-106
Staff	1,120	1,005	-115
Total	3,044	2,697	-347

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Workforce Profile

By Rank	March 2010	December 2015	Reduction
Chief Superintendent	7	4	-3
Superintendent	15	13	-2
Chief Inspector / Inspector	119	95	-24
Sergeant	295	270	-25
Constable	1,209	1,136	-73
Total	1,645	1,518	-127

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- Norfolk Constabulary is an exceptionally high performing force
- We are recognised by HMIC as one of the best performing forces in England and Wales
- We have one of the most advanced collaborations in England and Wales
- Norfolk is at the forefront of innovation and evidence based policing

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Our Operating Environment

- Regional Collaboration
- The Preferred Partnership
- Local Service Delivery

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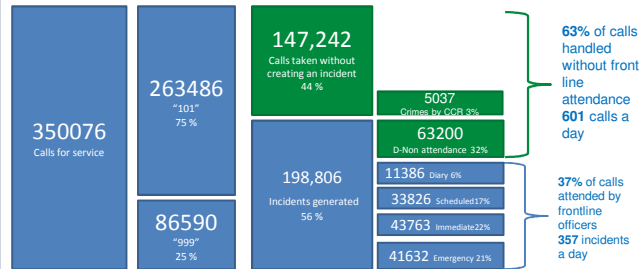


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Understanding Norfolk Demand: 2015

(1st January to 31st December)



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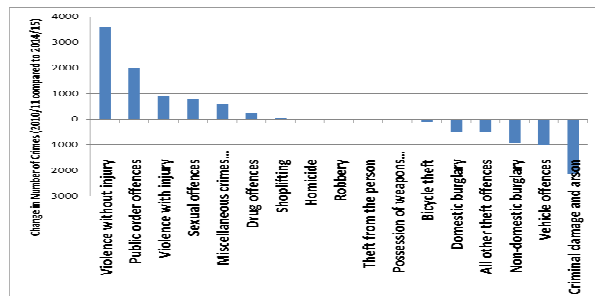
Changing CAD demand

Demand type	2010/11		2015		Change
	Year	Daily	Year	Daily	
999 Calls	91478	251	86590	237	-5%
101 Calls	259776	712	263486	722	+1%
ASB	53862	148	16298	45	-70%
Crime	35799	98	39489	108	+10%
Road related	27236	75	28683	79	+5%
Public safety	73659	202	89093	244	+21%
Concern for safety	14533	40	16860	46	+16%
Domestic Incident	9709	27	20252	55	+108%
Missing Persons	3026	8	4135	11	+37%
CADS attended	152838	418	130587	358	-15%

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Change in Crime (2010/11 compared to 2014/15):



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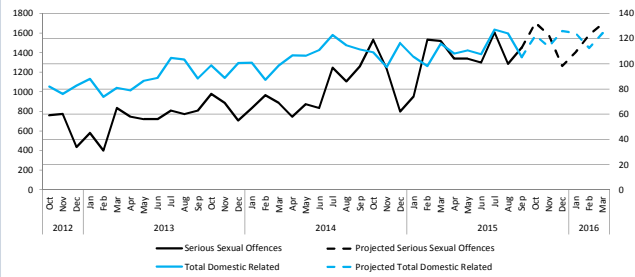
Vulnerable People

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Vulnerability Related Crime

Serious Sexual Offences and Domestic Abuse
(01/10/2015 - 30/09/2015)



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Adult Abuse Investigation

- Population Change – Ageing population of Norfolk (in the last decade +23% aged 65 & over).
- Workloads – Increasing demand for service (approx. 35 investigations per month)
 - 29% increase in crimes indicated against 'vulnerable adults' in past 12 months
 - 13% increase in crimes against over 70s in past 12 months

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Rape & Serious Sexual Offences

	Rape Offences
1 April 2015 - 1 February 2016	412
1 April 2014 - 1 February 2015	282
1 April 2013 - February 2014	237

46% increase in rape reporting since 1st February 2015 and a **74% increase** since 1st February 2014

Other serious sexual offences: 1 April 2015 – 01 Feb 2016 (1108 offences)

35% increase in SSO compared to last year to date

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Public Protection

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Registered Sex Offenders & MAPP nominals

Year	RSOs in the Community	MAPP Cases
	December 2015	
2013	761	87
2014	834	79
2015	898	86

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Domestic Abuse

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999 Call to Norfolk Police from a 9 year old boy whose upstairs in his bedroom hiding with his 7 year old sister.



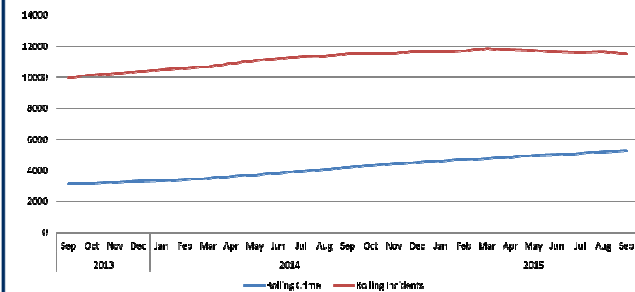
999 call re Norfolk Domestic.WMA



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Domestic Abuse



67% increase in domestic abuse reports since 2013

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Honour Based Abuse

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Honour Based Abuse

Number of referrals:

2013 = 4

2014 = 20

2015 = 32

Mandatory reporting of FGM introduced
October 2015 – impact on referral numbers
anticipated

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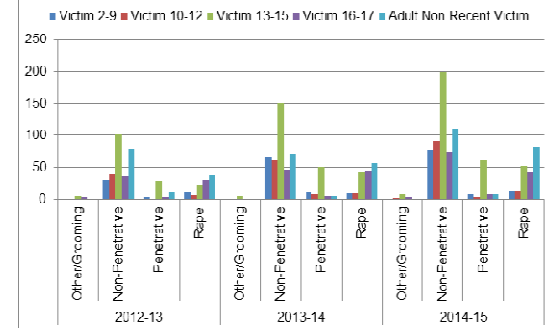


Safeguarding our Children

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Child Sexual Abuse Crime Recording by Year (Norfolk Constabulary)



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Child Abuse Investigation

National / local context

- 11.3% of young adults aged 18 – 24 have experienced contact sexual abuse during childhood¹
- We can expect **18,883** of Norfolk's 167,114 children to be the victim of contact sexual abuse during their childhood²
- Only 1 in 8 of victims currently come to the attention of statutory agencies³

Ongoing challenges

- ABE, Intermediaries & Better Case Management - will require investment in time and resources to met these national requirements.
- Substantial demand increase - 32 DC FTE in CAIU currently have 414 cases (avg. 13 cases each), an increase of **19%** since last year.

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Schools Based Incidents & Interventions

Incident Type	Number Recorded			
	Oct 11 – Jul 12	Sep 12 – Jul 13	Sep 13 – Jul 14	Sep 14 – Jul 15
Attendance	94	152	274	267
Behaviour	676	1022	1283	1200
Safeguarding	197	447	784	905
Other	112	514	849	934
	1079	2135	3190	3306

Plus 375 Sexting Reports since September 2014

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Child Sexual Exploitation

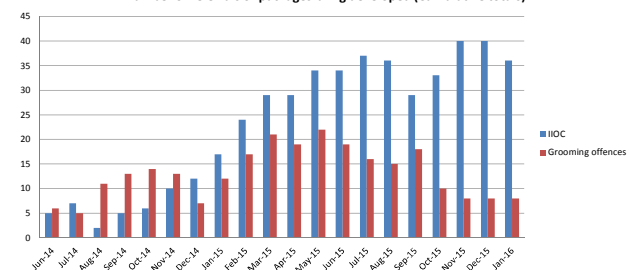
- Live CSE cases – 158
- Average of 84 referrals per month in 2014, 124 in 2015 : 33% increase
- 272% increase in CSE related crime since 2014

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Safeguarding Children Online

Number of referrals or packages bring developed (Cumulative totals)



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The Challenge

- The changing face of crime
- The complexity of new demands
- Managing expectations
- Balancing the budget

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Thank you

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**Office of the Police & Crime Commissioner
Budget Consultation 2016/17**

Results

Summary

- 1 The Police and Crime Commissioner (PCC) has a statutory duty to consult Norfolk people on his proposals over whether to raise the amount they pay for policing through their council tax (or precept).
- 2 This report presents the results of the public consultation held from 4 January and 29 January 2016.
- 3 The consultation was carried out in line with the approach approved by Members on 8 December 2015.

1.0 Background

- 1.1 The Police and Crime Commissioner has a statutory duty to consult Norfolk people on their proposals over whether to raise the amount they pay for policing through their council tax, or precept.
- 1.2 The Police and Crime Commissioner decided to consult on whether to raise the policing element of the Council Tax by 2% or whether the precept amount should be frozen for 2016/17.
- 1.3 The consultation received a total of 2,321 responses from across Norfolk.
- 1.4 Of the responses received, 1,491 (64%) said they would support a 2% increase, with 830 (36%) saying they would support a freeze.

2.0 Breakdown and results

Direct contact	Prepared to pay 2% more	Support a freeze	Total	% pay more	% freeze
Hard copy form	17	8	25	68	32
Letter	1	1	2	50	50
E-mail	1	3	4	25	75
Telephone call	2	3	5	40	60

Online Survey	Prepared to pay 2% more	Support a freeze	Total	% pay more	% freeze
Total	1,365	759	2,124	64	36
Breckland	211	99	310	68	32
KL & West	186	129	315	59	41
Broadland	271	114	385	70	30
North Norfolk	130	54	184	71	29
South Norfolk	268	156	424	63	37
Gt Yarmouth	100	70	170	59	41
Norwich	199	137	336	59	41

Public Meetings	Prepared to pay 2% more	Support a freeze	Total	% pay more	% freeze
KLynn/W Nfk	6	1	7	85	15
Norwich	9	2	11	82	18

Public events	Prepared to pay 2% more	Support a freeze	Total	% pay more	% freeze
Gt Yarmouth ASDA	40	26	66	61	39
Gt Yarmouth Sainsbury's	50	27	77	65	35

	Prepared to pay 2% more	Support a freeze	Total	% pay more	% freeze
TOTAL	1491	830	2,321	64%	36%

3.0 Further information:

Consultation:

The consultation ran from 4 January to 29 January 2016 and was carried out in line with the report "Office of the Police & Crime Commissioner Budget Consultation 2016/17" which was before the Panel on 8 December 2015.

In addition to the outlined approach, the OPCCN noted a limited response from the Great Yarmouth area so visited two supermarkets to speak to shoppers face-to-face.

The results of the public consultation and comments received will be published on the OPCCN website.

Do Not Pay Council Tax:

107 responses were received from members of the public who do not pay Council Tax. 67 (63%) of those responses were in support of an increase, with 40 (37%) choosing a freeze.

Data:

During the process of monitoring and analysing the responses, 4 were found to have been duplicated, so each was only counted once in the final figures.

Media:

Coverage for the consultation was secured in and on all the main media outlets including EDP, Evening News, Lynn News, Bury Free Press, Mustard TV, KLFM, Heart, Radio Norwich, and North Norfolk Radio. Many covered the consultation more than once.

The Office of the Police and Crime Commissioner promoted the consultation via social digital media channels throughout the consultation period and via staff.

Response summary/repeated themes:

Of the 2,124 responses received to our online survey, almost 900 people wrote comments. As you would expected these were hugely varied in their content but there were some definite themes that emerged. The main ones are included below:

- Clear view that people are prepared to pay more but they want to see/understand what they are paying for in their neighbourhood/community/ "on my street".
- Many people pointing out they are on fixed incomes and are being asked to pay more year-on-year for police and council services.
- People are prepared to pay more for PCSOs and police officers.
- Strong call for PCC and CC to be lobbying Government and "pushing back" on funding.
- Calls for greater efficiency and cuts to "back office" and people saying get rid of PCC.
- Calls for levy on clubs and bars to pay for own policing and for a redress of the rural versus urban balance.
- For every 'clamp down on speeding drivers' there is a 'stop traffic police harassment'.
- PSCOs are either greatly appreciated or seen as police 'lite'.
- Some making the point that the Government has not reduced funding so no need for rise.

Great Yarmouth Asda - one hour 27.1.16

Comment headlines:

- 'if it's used for services locally',
- 'only if used for the frontline'.

Great Yarmouth Sainsbury's - one hour 27.1.16

Comment headlines:

- 'no, they should be funded by Government',
- 'yes, if it means they're more visible', if they were more visible I would feel safer',
- 'I'd want more information on where the money is going'.

Appendix C

Police and Crime Commissioner for Norfolk's Precept Statement

I would like to thank the near two and half thousand people who had their say online, emailed, wrote letters, called the OPCCN and who gave their views face to face - and the 900 plus people who gave their comments and feedback. It was an excellent response and hugely encouraging. It shows people are passionate about their police force and have a voice.

Deciding whether to raise the amount people pay for their policing is never an easy one – and one I have never taken lightly. During my many years as Chairman of the Police Authority and latterly as PCC I have always looked at the balance sheet year-on-year and taken a decision based on what I felt was best for both the people of Norfolk and the force.

I know that while an extra 2% means on average an extra £4 a year for a Norfolk taxpayer that is, of course, in addition to what they already pay.

I am also very aware that what we are talking about today is the policing part of the Council Tax. I know that the Norfolk taxpayer is almost certain to be asked to pay more by other authorities – and that it all adds up.

So on the one hand I know that raising the precept would add to the financial burden of Norfolk people but on the other I hear loud and clear the message from the Chief Constable. I understand that the nature of crime is changing like never before and in a way that is less visible than before. Such crimes are time consuming and expensive to police and need resourcing.

Over the past month I have listened to the Chief Constable and I have listened to the people of Norfolk. I have looked carefully at the balance sheet and I have looked at what the future may hold.

I have to say it is extremely heartening to see that the majority – 64% - of people responding to the budget consultation would be prepared to dig a little deeper and pay more for their policing - however I have decided that this year they do not have to.

In the autumn there is no doubt we expected the worst. The financial storm clouds were gathering over policing and those clouds were black. There was genuine talk of 25% cuts or even 40% cuts. Wisely the Chief Constable battened down the hatches and prepared for the worst.

Norfolk 2020 – the force's transformation programme for the next four years – was established to plan for all eventualities.

In the end the Government surprised us all. The Chancellor and Home Secretary pulled a huge rabbit from the hat and announced the police budget would be protected. To say this was anything other than excellent news would be utter folly. It also gave us options.

I believe my record shows that my heart and soul are in policing – but I believe the Government has given me the opportunity to ease the burden a little on the people of Norfolk - and that is what I intend to do.

I will no doubt be accused of playing politics – however I simply cannot pass up this opportunity, given by the Government – to freeze the precept. It has to be the right thing to do.

Will this mean the drive for further efficiencies will stop? No – far from it. Norfolk 2020 will continue apace and reassuringly the HMIC has every confidence the force is in a sound position. The force will keep exploring all opportunities – including further collaboration both inside and outside the policing world. And some stones will have to be turned over again. Efficiency remains the mantra.

I am also aware that, thanks to financial prudence and common sense over the years, Norfolk Constabulary has reserves which have seen it through austere times. I now intend to make the most of this opportunity and use some of those reserves to start to clear the force's short-term debt and this in turn should deliver revenue savings.

As you know I am Norfolk born and Norfolk bred and I want what is best for our county. I am extremely proud of every single member of our police family and what they are achieving day in, day out. The force is the best in the country and I believe it can and will remain so.

So, having taken everything into consideration and carefully considered the options, I have decided that this year I will freeze the policing element of the Council Tax.