



**West Mercia Police and Crime Panel Report on the Draft Police and Crime Plan  
Police and Crime Commissioner's Response**

PCP Comment	PCC Response
<p><b>1. Objectives</b> <b>The Panel:</b></p> <ul style="list-style-type: none"> <li>• Considered that meeting 13 objectives is very ambitious and challenging and will require a significant amount of partnership working. Although the Panel noted your point that there was no set priority order, the wider perception of partners and the public may be that they are in priority order.</li> <li>• Suggests that "engaging with communities and victims of crime" are separate points and should be moved to the top of the priority list (and that this is reflected throughout the Plan).</li> <li>• Seeks more detail in the Plan about how partners will be engaged in objective setting and an indication of timescales.</li> <li>• Stated that the objectives need to be SMART (specific, measurable, achievable, relevant and time bound).</li> <li>• Would find it helpful if there was some indication of the objectives that would initially be a focus for you (the PCC) and what the main outcomes or "early wins" that the PCC would wish to see evidenced in the first year.</li> <li>• Would find it helpful if a clearer reference to the groups and organisations that are currently being worked with in partnership could be included.</li> </ul>	<p>(<b>NB:</b> Throughout all page and objectives referred to relate to the revised draft document)</p> <ol style="list-style-type: none"> <li>1. The number of objectives has been reduced to 11, however the PCC acknowledges that will be both ambitious and challenging. The objective are not in priority order – this is clearly stated in the 'Objectives' paragraph on page 11.</li> <li>2. Under 'My Role' (page 3) "engaging with communities and victims of crime" has been separated. Objective 8 '<i>To deliver a supportive and effective response to victims and witnesses</i>' has been further developed in response to consultation feedback, clearly emphasising the importance of this area.</li> <li>3. The role of partners is set out in the 'Delivering the Plan' section (page 40 – 42) and references to the importance of partners are made throughout the plan.</li> <li>4. Work has been ongoing to develop measures and targets.. Appendix A sets out all the objectives, measures targets/ outcomes for all the objectives. This includes number of targets which are for 2013/14. Headline measures are also identified.</li> <li>5. Where appropriate some partners are specifically mentioned, but it is not necessary or practical to list each one individually</li> </ol>

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<p><b>2. Success measures</b> <b>The Panel:</b></p> <ul style="list-style-type: none"> <li>• Is aware that this is a critical issue that is recognised as work in progress in the draft Plan, but it is vital that this is prioritised in order that the PCC's work and can be measured.</li> <li>• Commented that the PCC may want to explore standardising measures and outcomes across West Mercia, as Community Safety Partnerships have very similar objectives to those in the Plan. It was however recognised that standardising data and agreeing joint measures was a very complex area of work and it would be helpful to explore and confirm how partners and stakeholders can assist in this work.</li> <li>• Believed that there should be an emphasis on more qualitative information including case studies, to reflect achievement, rather than a total reliance on data.</li> <li>• Broadly wished to see an early focus on specific measures including: <ul style="list-style-type: none"> <li>-achieving an increased reporting of sexual violence</li> <li>-monitoring of the success in developing effective and innovative "watch" schemes</li> <li>-under Objective 7, the possibility of highlighting the number of offences reported or logged, as well as charges made, as many are dealt with by out of court resolutions and this would build a richer picture of criminal activity.</li> </ul> </li> <li>• Stated that it would be helpful to consider setting a small number of high level success measures that sit above a more detailed and</li> </ul>	<ul style="list-style-type: none"> <li>6. See comment 4 above</li> <li>7. On page 11 of the plan in the 'Measures of Success' section the PCC now states his commitment to work with partners to agree joint data and common data within the first year of the plan. Dialogue had already begun with community safety partnerships to take this forward. In the interim Appendix B sets out CSP and LCJB priorities and their link to the police and crime plan objectives.</li> <li>8. Qualitative information will be used to assess some of the success measures. Appendix B states those measures with 'outcomes' rather than targets. The PCC's annual plan will contain 'case study' type feedback.</li> <li>9. Sexual violence is seen as an important issue. As a result feed back received it has been agreed with the force that a domestic abuse and sexual violence strategy implementation plan will be developed (objective 7), which will seek to develop equal service provision across West Mercia. As a result of feedback the 'Community Empowerment' objective has been subsumed into the 'Engagement' objective (now objective 11) and is no longer a specific measure. The objective 7 referred to by the panel was the business crime objective and it is unclear how this comment relates.</li> <li>10. A number of headline measures have been</li> </ul>

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<p>tiered level of wider measures.</p>	<p>developed and these are clearly identified within the plan.</p>
<p><b>3. Community/victim engagement</b> <b>The Panel:</b></p> <ul style="list-style-type: none"> <li>• Whilst welcoming that there are significant references to community engagement throughout the Plan and specifically Objectives 8 and 13,</li> <li>• the Panel views community and victim engagement as an essential and core aspect of the Plan and would like to see some more detail on the approach to community engagement, public confidence and feeling safe and how this will be developed.</li> <li>• Stated that it would be helpful to expand on the notion of a new "community spirit" and more explanation of the vision.</li> <li>• Seeks reassurance from the PCC that he will ensure that there is effective and meaningful dialogue with harder to reach groups and those more marginalised members of the community that do not tend to engage.</li> </ul>	<p>11. The PCC regards his role as 'voice of the people' as central to his work. Objective 11 'To develop and implement a community engagement strategy' clearly sets out his commitment to this. Work has already begun to develop this strategy. For example a workshop has been held with engagement officers from the top tier authorities to begin mapping what mechanisms are already in place and to discuss how best to take forward the PCC's engagement with all communities, including those more marginalised members of the community</p>
<p><b>4. Resources</b> <b>The Panel:</b></p> <ol style="list-style-type: none"> <li>1. Asks for further information to be provided on the allocation of partnership/community funding over the life of the Plan and welcomes the current financial support for Community Safety Partnerships and the recognition that they are a primary focus for delivery of the Plan and objectives.</li> <li>2. Commented that the Plan must acknowledge the significant challenges facing the public sector and local communities.</li> </ol>	<p>12. The Resources section on page 48 &amp; 49 sets out as fully as possible the current situation regarding funding and the grants section also on pages 49 &amp; 50 outlines the criteria for grants.</p> <p>13. The plan does acknowledge the financial challenges facing all.</p>

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<p>3. Would welcome further investigation and clarification on the "victims surcharge" in order to determine how these funds could be accrued for West Mercia.</p> <p>4. Would like consideration to be given to explore opportunities for the pooling of resources and potential for joint commissioning exercises (eg domestic abuse services).</p> <p>5. Believes that there could be standardisation of services across West Mercia, building upon the sharing of facilities with other organisations and the Police.</p>	<p>14. The PCC has written formally the Secretary of State for Justice for clarification on the 'victims surcharge' and has been informed a letter is being sent to all PCC's on this imminently. This will be reflected in the plan if received in time.</p> <p>15. Pooling of resources and joint commissioning – comments noted.</p> <p>16. Consideration for sharing of premises as part of the review of local policing is an example of the PCC's commitment.</p>
<p><b>5. General issues</b> There are a number of specific points and questions that the Panel would wish to make:</p> <p>i. A reduction in alcohol harm to communities and working with Health and Wellbeing Boards on this is welcomed (objective. 3).</p> <p>ii. The Panel want to be assured that there will continue to be a strong focus on tackling drug misuse and related crime and reducing re-offending activity (obj.4).</p> <p>iii. Anti social behaviour (including repeat asb) is a key issue for ongoing focus in communities and we look forward to seeing how joint working with the PCC will be developed (obj. 5).</p> <p>iv. Domestic abuse should be given a higher profile generally within the Plan. There should be further discussion about the management and resourcing of Domestic Homicide Reviews across West Mercia (obj. 9).</p> <p>v. The Panel is pleased to see an emphasis on hate and race crime and the need to consult</p>	<p>17. (i) - noted</p> <p>18. (ii) – noted</p> <p>19. (iii) – noted</p> <p>20. (iv) – noted</p> <p>21. (v) – noted</p>

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<p>widely with victims and groups such as LGBT fora, to help inform the work required to tackle this problem (obj. 9).</p> <p>vi. The Panel is pleased to see reference to safeguarding, but there needs to be a clear reference to working alongside with Adult Safeguarding Boards as well as Children's safeguarding Boards (obj. 9).</p> <p>vii. Developing a close working relationship with Health and Wellbeing Boards will be essential and in particular the Panel wish to see improved understanding and joint working on issues such as mental health and the impact upon the criminal justice system.</p> <p>viii. The Panel welcomes the focus upon rural crime and community safety issues and would wish to see the PCC actively involving local town and parish Councillors who are close to local communities and could assist with delivery of the Plan.</p> <p>ix. There is no reference to the vital role of Local Authorities in the Plan and clearly they are critical partners in the delivery and future success of the Plan. There should be clear recognition of this in the final document.</p> <p>x. The Panel is pleased to see the support given to the role of Police Community Support Officers and the recognition of their value to the Police and local communities. Final clarification would be welcomed over the numbers of PCSO posts that will be funded over the life of the Plan.</p> <p>The Panel wish to record their full support for the Plan and the ambitions of the PCC to assist and protect victims and communities across West Mercia from crime and harm. It is recognised that</p>	<p>22 (vi) – noted The paragraphs on the ‘Safeguarding Vulnerable Adults’ (page 41) is to be enhanced following a meeting with the Worcestershire Adult Safeguarding Group and a reference to the draft Care &amp; Support bill is to be added to context section of objective 7</p> <p>23. (vii) – noted</p> <p>24. (viii) –noted</p> <p>25 (ix) – the role of local government is now specifically mentioned on page 40.</p> <p>26. (x) – The number of PCSO posts is confirmed on page 9.</p>



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the Plan is ambitious and challenging and the new working arrangements will take some time to fully be embedded.	