

POLICE & CRIME PLAN ACTIVITY AND PERFORMANCE MONITORING REPORT

1. PURPOSE

The purpose of this report is to provide members of the Police and Crime Panel with an update on progress in delivering the Police and Crime Plan for West Mercia 1 April 2013 – 31 March 2017. This report covers the time period 1 July - 30 September 2014.

2. BACKGROUND

The Police and Crime Plan (the Plan) for West Mercia came into effect on the 1 April 2013 and sets out the aim and objectives of the Police and Crime Commissioner (PCC) for policing and community safety across West Mercia. The Plan also contains details of governance and accountability arrangements.

A proposed variation to the Plan was presented to the Police and Crime Panel in February 2014. The variation retained the four strategic aims, underpinned by eleven objectives but removed the specific measures of success. After considering the Panels comments, the plan was published with the proposed variations in March 2014.

3. FORMAT OF THE REPORT

This report is presented in three sections as follows:

- Part 1:** Progress on each of the objectives listed in the plan and an update on the grant scheme.
- Part 2:** A performance monitoring report.
- Part 3:** A brief outline of the PCC's key activity related to his performance role and function which is not captured in parts 1 or 2 of this report

4. PART 1 – UPDATE ON THE POLICE AND CRIME PLAN OBJECTIVES

The police and crime plan came into effect on 1 April 2013 and the activity reported here covers the period 1 July 2014 – 30 September 2014. For each objective a short narrative on activity is provided.

Objective 1 – To provide an effective neighbourhood policing model, with a focus on areas of greatest need

The alliance with Warwickshire Police is moving into a new phase of development to design a leaner more effective policing model that will support both forces in achieving an additional £29 million of required savings. A new change programme, StraDA (Strengthening and Deepening the Alliance), has commenced with a dedicated central design team and a separate demand team. The demand teams role is to understand the needs of the public, partners and people within the organisation. Their findings will be used to inform the work of StraDA.

The PCC continues to scrutinise the impact of the new policing model introduced in September 2013 and joint governance arrangements are in place with Warwickshire for this purpose. Joint governance arrangements are also in place to monitor the StraDA programme.

The West Mercia cadet programme continues to go from strength to strength. Each of the five policing areas is now fully subscribed with 28 cadets, totalling 140 across the force area. Of these cadets 41 are female, 8 are BME and the commitment to recruit 25% from vulnerable backgrounds has been achieved. The PCC and his deputy attended the induction day for recruits and also the passing out events for the previous cohort.

Objective 2 – To reduce the volume of violent crime with an emphasis on addressing the harm caused by alcohol through partnership working

As previously reported to the Panel it has been agreed with partners not to pursue a West Mercia violent crime strategy, instead it will be continued through local partnership working. All five Community Safety Partnerships have confirmed that delivery of this objective is being addressed locally and reflected in revised delivery plans. The PCC supports partners using the West Mercia Grant scheme to provide targeted funding for related initiatives.

Objective 3 – To reduce the harm caused by drugs with a focus on treatment, and targeting those that cause the most harm

The PCC continues to work closely with the criminal justice service, local commissioners and service providers to ensure that referral pathways to services are meeting the needs of service users. Grants to support drug intervention programmes (DiP), testing and aftercare are in place. Monitoring arrangements are in place to measure the number of offenders tested on arrest and the PCC's office receives a quarterly report which captures and reports on the number of people referred to substance misuse programmes and the outcomes linked to their referral.

The Office of the Police and Crime Commissioner recently facilitated a 'walk through' assessment of the DiP / criminal justice processes linked to drug test on arrest and community based processes. Public Health England is preparing a report that will set out key recommendations from the assessment.

Objective 4 – To reduce the volume of anti-social behaviour incidents

As previously reported to the Panel it has been agreed with partners not to pursue a West Mercia anti social behaviour strategy, instead it will be continued through local partnership working. All five Community Safety Partnerships have confirmed that delivery of this objective is being addressed locally and reflected in revised delivery plans. The PCC supports partners using the West Mercia Grant scheme to provide targeted funding for related initiatives.

Objective 5 – To bring offenders to account and reduce re-offending

Five integrated offender management (IOM) teams have been established across West Mercia and governance arrangements are in place. Across West Mercia the actual reducing reoffending rate is in line with the Ministry of Justice's (MoJ) predicted rate of reoffending. The only exception is linked to the youth reoffending rate in Herefordshire, which is higher than the predicted rate. However analysis has identified a successful local approach at catching and convicting criminally active offenders.

The Deputy PCC is now the Vice Chair of the Local Criminal Justice Board, which meets bi monthly. The PCC also funds the post of the Local Criminal Justice Board Manager who has responsibility for pulling together partnership information on CJS performance, as well as pulling together the programme framework linked to the MoJ agenda for driving efficiencies.

Objective 6 – To develop and implement a business crime strategy

A rural and business crime governance board has been established and will hold its first meeting on the 27 October 2014. This Board will oversee the strategic delivery of the alliance rural and business crime strategies and includes membership from a range of representatives including the Federation of Small Businesses and the National Farmers Union. At its first meeting the Board will consider the actions plans that have been developed in support of the strategies. The two PCCs will also confirm funding allocations at this meeting.

Objective 7 – To work in partnership to protect the most vulnerable people in our society

Work is underway with partners to design better outcomes frameworks. The work is complex and ongoing and includes domestic abuse and sexual offences support service providers reviewing their management information.

A multi agency support hub (MASH) has previously been established in Herefordshire. Consultation is now underway to look at the feasibility and design of MASH across the alliance.

The domestic violence strategy has been developed and delivered. The alliance has agreed to adopt the national strategy to prevent violence against women and girls, which covers child sexual exploitation, rape, sexual assault and female genital mutilation. West Mercia has established a Rape and Serious Sexual Offences

Coordination Group to provide governance and oversight of the national strategic objectives.

Objective 8 – To deliver a supportive and effective response to victims and witnesses

A revised restorative justice (RJ) strategy has been drafted and is currently out for consultation with community safety partnerships, criminal justice partners and third sector partners. The PCC for West Mercia and Warwickshire have agreed to ring fence funding for RJ in order to build both capability and capacity across the alliance to deliver RJ outcomes. The two PCCs have agreed to fund a strategic RJ coordinator to develop policies and approaches aimed at delivering the strategic outcomes set in the strategy.

The PCC's Commissioning Manager is continuing to develop a commissioning framework for victims and witnesses that will be implemented on 1 April 2015.

Objective 9 – To work with the Safer Roads Partnership to reduce the number of casualties on our roads

Between 1 April 2014 and 31 August 2014 (latest data) there have been 213 serious or fatal injuries as a result of road traffic collision. Of these 28 were fatal.

A single Road Safety Strategy has now been put onto operation by both West Mercia and Warwickshire's PCCs and chief officers to provide a structured approach to road safety across both force areas, including speed reduction strategies. A report on the effectiveness of the pilot scheme will be presented to the December 2014 meeting of the Police and Crime Panel.

Objective 10 – To meet the requirements of the Strategic Policing Requirement

Strategic Policing must be provided at a standard to satisfy the Home Office Strategic Policing Requirement. The PCC has made a significant allocation of the Police Fund for this purpose and is able to monitor levels of provision in liaison with the responsible Assistant Chief Constable.

A cyber crime strategic governance board has been established, which is attended by the Deputy PCC. This board is providing oversight of the alliance approach to addressing cyber crime and has some synergy with the initiatives being developed to address business crime.. In support of this Board it is proposed to develop a tactical working group within West Mercia, involving community safety partners and other organisations, to develop local initiatives. A similar group is already in existence within Warwickshire.

Objective 11 – To develop and implement a public engagement strategy

The PCC's Community Engagement Strategy and delivery plan was published in February 2014 and outlines five key areas of focus for the PCC. Delivery plan monitoring was completed for the first six months in July 2014 and updated in October 2014 in preparation for the PCC's new Communications Manager starting in

November 2014. At present the delivery plan is on track and activities include the PCC and his deputy supporting and attending police open days as well as a structured calendar of engagement activity.

Throughout 2014 the PCC and his deputy have attended force award ceremonies within local policing areas. The feasibility of a separate PCC award ceremony for January 2015 is under discussion.

Grants

The West Mercia Commissioner's Grant Scheme was launched in April 2013. The intention being to maintain the scheme fund at £2 million each year throughout the Commissioner's term of office (subject to changes in the overall financial position).

For 2014-15 it is planned that an overspend in the grant scheme will be offset by underspend from 2013/14.

For 2014 -15, as at 13 October 2014, 95 grants have been awarded or offers made totalling £2,143,582.

In addition, a further 18 grants, totally £731,050 have been made for services for victims of crime. These awards have been offset by grant funding received from the Ministry of Justice totally £820,042 for services for victims, preparations for taking over responsibility for commissioning the majority of local services for victims and for restorative justice.

The Commissioner has also set up a private fund of £20,000 to support organisations that help fight crime and disorder and support victims of crime. Since the fund was launched in March 2013 Bill has made a total of 65 donations totalling £14,640.

5. PART 2 – PERFORMANCE MONITORING REPORT

From the 1st April 2014 the police and crime plan contains no specific measures or targets to which the force is being held to account for performance. The removal of all targets represents a fundamental cultural shift for the force and from the outset of the new regime the Chief Constable has been clear that protecting people from harm is the key driver for the force. This approach is supported by the PCC.

Since the 1st April the office of the PCC have received daily reports on levels of high harm crimes and the PCC discusses performance with the Chief Constable at their weekly briefings. The Deputy PCC and staff continue to attend the Force Performance Management Group and other key meetings.

A weekly performance bulletin, providing commentary on key crime types, high harm crimes and emerging themes has been developed. To this will be added a monthly commentary on satisfaction, rural crime, business crime, response times and confidence data as reported in the Crime Survey for England and Wales. Where possible an analysis of 4 years of data is used underpin the statistics and enable a

balanced assessment of trends to be made. This product is to be shared with the PCC and will in future form the basis of the report to this panel and a regular performance update on the PCC's website.

Attached at Appendix A is a modified version of the weekly performance bulletin

6. PART 3 – PCC ACTIVITY

In relation to performance the following provides a brief outline of PCC activity not captured in parts 1 or 2 of this report, but which will be of interest to the panel. This update relates to the period 1 July 2014 to the end of September 2014.

Joint Audit Committee - the Independent Joint Audit committee met in September and received updates as to the work and findings of both external audit (Grant Thornton) and internal audit teams. No areas of concern were highlighted. The Committee also received update on the statement of accounts for 2013 – 14. The committee also considered reports on the risk register and HMIC's 'Policing in Austerity' report.

Trust, Integrity and Ethics Committee - the inaugural meeting of the Trust, Integrity and Ethics Committee was held in September 2014. The Committee comprises of five independent members and is held in public. The meeting is attended by the Police and Crime Commissioner and representatives from West Mercia and Warwickshire Police. The committee is responsible for enhancing trust and confidence in the ethical governance and actions of Warwickshire Police and West Mercia Police. The first meeting of the committee received presentations on conduct, complaints and the code of ethics.

Her Majesty's Inspectorate of Constabulary (HMIC) – between the 1 July 2014 and 30 September 2014 the PCC has responded to two reports published by HMIC: '*Responding to Austerity*' and '*Core Business – an inspection into crime prevention, police attendance and the use of police time*'. In addition as part of the HMIC inspection process the PCC or his staff have attended briefings and 'hot debriefs' on a number of inspections that will be published later in 2014 and 2015. The PCC continues to monitor the force response to any recommendations arising from HMIC reports and holds the chief constable to account for implementation of these recommendations.

7. Recommendation

Members of the Panel are invited to consider the report

Appendix A

PERFORMANCE BULLETIN

Please note:

- Through out this report the year to date (YTD) figures referred to is for the period 1 April 2014 – 30th September 2014.
- Outcomes – these are the outcomes contained within the Home office outcomes framework, plus two additional actions as shown at appendix B. This framework provides 18 victim centric outcomes and moves away from looking solely at detections.
- Most Similar Group (MSG) – this refers to the Home Office grouping of forces. West Mercia's 'family' contains the following forces: Devon & Cornwall; Gloucestershire; Norfolk; North Yorkshire; Suffolk; Warwickshire and Wiltshire.

TOTAL RECORDED CRIME

Commentary - The volume of total recorded crime between 1 April 2014 and 30 September 2014 was 30,101. Year to date (YTD) volumes are 2.5% higher than last year. The crime types that have the highest year to date increases in volume are assault with injury, assault without injury and shoplifting. A review of violent crime is being undertaken by the force.

Most Similar Group (MSG) - West Mercia is currently 3rd in its of 8 Forces with pattern of crime broadly similar to other forces.

Outcomes (all crime) - Over 50% of outcomes assigned to crimes recorded YTD are OC18 (investigation complete). The next highest volume outcome type is OC1 (charge/summons) which accounts for 16.5% of all outcomes. Volumes of each outcome type have been relatively stable since April.

VIOLENCE AGAINST THE PERSON WITH INJURY

Commentary - YTD volumes are 19% higher than in 2013/14, but are comparable to 2012/13 (3,656 v 3,537). Longer term there has been a decrease in volume of offences year on year.

Outcomes - Over the past 5 months 26% of offences resulted in charge/summons. 38% were assigned outcomes across the codes indicating there was a named suspect but evidential difficulties prevented further action.

MSG - West Mercia is currently 6th of 8 Forces with a similar pattern of crime to other forces, the rate of offending is nearer to the better performing forces.

SEXUAL OFFENCES

Rape

Commentary – Between 1 April 2014 and 30 September 2014 302 offences of rape have been recorded. 52 offences were recorded in September, showing a continued

month on month reduction since a peak of 70 offences in July. Only 16 offences recorded in September were actually committed in that month. YTD volumes are significantly higher than in 2013/14. Longer term there has been an increase in volume of offences.

Work is underway to develop a definition for 'historic' offences so the distinction can be shown in regular performance reports

Outcomes - Over the past 5 months 38% of recorded rape offences resulted in a charge/summons. 28% were finalised with the outcome that a named offender was identified but victim does not support or has withdrawn support.

MSG – West Mercia 8th out of 8. The pattern of recorded rape offences until April 2014 was broadly similar to MSG forces. After this date rates of recorded offences in the force has risen significantly compared to MSG forces.

Other Sexual Offences

Commentary – Between 1 April 2014 and 30th September 576 offences have been recorded. 109 offences recorded in September, showing an increase on previous month and the 7th consecutive month above the monthly average. Only 54% of offences recorded in September were actually committed in that month. YTD volumes are significantly higher than last year. Longer term there has been an increase in recorded offences. Further work is ongoing to identify current and historic offences.

Outcomes - Over the past 5 months 22% of recorded other sexual offences resulted in charge/summons. 46% of outcomes were recorded against codes 15 and 16 indicating evidential difficulties prevented further action.

MSG - West Mercia is currently 3rd of 8. The pattern of offending closely mirrors MSG forces both in volume and trends.

DOMESTIC BURGLARY

Commentary - Between 1 April 2014 and 30 September 2014 have been recorded. YTD volumes are 9% higher than in 2013/14, but are less than 2012/13. Longer term there has been a decrease in volume of offences year on year.

Outcomes - Over the past 5 months 13% of offences were recorded as resulting in a charge/summons. 82% were finalised with the investigation being completed without an identified suspect.

MSG – West Mercia is 5th of 8 Forces. From Dec 2013 to Dec 2013 the force consistently recorded lower rates than the MSG average. From Dec 2013 the pattern of recorded offences has closely mirrored MSG forces.

Anti Social Behaviour (ASB)

Commentary - YTD volumes are the same as last year. Longer term there has been a decrease in volume of offences year on year.

ROBBERY

Commentary – There is no particular concentration of robberies in any Policing Area. YTD there has been an increase of 36 (27%) offences of personal robbery. Business robbery has remained static YTD.

Outcomes - Over the past 5 months 43% of offences were recorded as resulting in a charge/summons. 37% were recorded as investigation completed without a suspect identified.

MSG – West Mercia is 6th out of 8 forces, the force position has remained static over the past 12 months and given current trends will probably remain the same. The 2 highest forces record significantly higher rates of offending.

EMERGING TRENDS

Shoplifting – this is the highest volume crime YTD and has shown a 11% increase on last year. August showed the highest volume of offences over the last 2 years and followed month on month increases from April 2014. A study of shoplifting was undertaken earlier this year to inform local action plans. Although volumes have fallen in September, the force will continue to monitor trends to see if volumes continue to fall following the expected seasonal summer increase.

Assault without Injury - this is the fifth highest volume crime YTD and has shown a 18% increase on last year. Monthly volumes have continued to rise since May 2014. This increase in Assault without Injury (and overall VAP without Injury) is subject to further analysis and future reports.

Vehicle Interference - although not a top volume offence (ranked 20th in overall volume YTD), there has been an 80% increase in offences recorded year on year. Volumes in September were at a record high (67 offences). A brief analysis of where this is increasing is being undertaken.

Appendix B

Home Office Outcomes

The Home Office outcomes framework gives all outcomes an equal weighting.

Code	Description
OC1	Charge / summons
OC2	Caution - youths
OC3	Caution – adults
OC4	Taken into consideration
OC5	The offender has died (all offences)
OC6	Penalty notice for disorder
OC7	Cannabis warning
OC8	Community resolution
OC9	Prosecution not in the public interest (CPS)
OC10	Formal action against the offender not in the public interest (police)
OC11	Prosecution prevented – name suspect identified but below the age of criminal responsibility
OC12	Prosecution prevented – named suspect identified but is too ill (physical/mental health) to prosecute
OC13	Prosecution prevented – named suspect identified but victim/key witness is dead/too ill to give evidence
OC14	Evidential difficulties victim-based – named suspect not identified
OC15	Named suspect identified: victim supports police action but evidential difficulties prevent further action
OC16	Named suspect identified: victim supports police action but evidential difficulties victim does not support action
OC17	Prosecution time limit expired: suspect identified but prosecution time limit has expired
OC18	Investigation complete: No suspect identified – crime investigated as far as reasonably possible – case closed
No crime	No crime
Pending – under investigation	Pending – under investigation