



Police & Crime Commissioner for Cleveland
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Report of the Police and Crime Commissioner to the Chair and Members of the Cleveland Police and Crime Panel

4th February 2016

Police and Crime Commissioner Update

1.0 Purpose of Report

- 1.1 The purpose of this report is to provide Members of the Cleveland Police and Crime Panel with an overview of major areas of focus for the PCC since the last meeting of the Panel in December 2015.

2.0 Cleveland Police - Strategic Leadership

- 2.1 At their last meeting, members joined me in paying tribute to Chief Constable Jacqui Cheer, whose leadership contributed enormously to positively shaping and developing Cleveland Police.
- 2.2 As is right, in my judgement, appointment of a substantive Chief Constable should take place as soon as the new Police & Crime Commissioner term commences in May 2015.
- 2.3 In January I was delighted to welcome Iain Spittal to undertake the role of Chief Constable on a temporary basis. Iain has served successfully as Deputy Chief Constable for Cleveland for the past two and a half years – he is highly regarded within Cleveland and beyond for his dynamic and innovative approach and will lead Cleveland Police with distinction for the forthcoming period. Iain has appointed Simon Nickless and Ciaron Irvine to act as Deputy Chief Constable and Assistant Chief Constable respectively, forming a dynamic police leadership team and I look forward to working with them.

3.0 Police Recruitment

3.1 During December I was pleased to support Cleveland Police in launching a further recruitment drive to appoint Police Officers. Those aspiring to become Police Officers can look forward to a challenging and rewarding career within Cleveland Police and it will be a pleasure to welcome the new recruits in due course.

4.0 Victims Services Commissioning

4.1 Also during December, following an extensive exercise of business planning, needs assessment, market testing and a full competitive process, alongside the Durham PCC I was pleased to announce a new commission for Victim Referral services. My OPCC team have worked closely with their counterparts in Durham to put in place a service which will make significant improvements for victims of crime in both police areas.

4.2 The new service will be tailored to the needs of victims and will ensure that they receive support to cope and recover from crime, along with referral as necessary to specialist support and advice services. The commissioning process awarded a contract to Safe in Tees Valley, who will launch the new *Victim Care* service in April 2016.

5.0 Britain Together as One Nation

5.1 In January, I was delighted to make a submission to Senior Civil Servant Louise Casey's review 'Britain Together as One Nation'. My submission highlights the work which I have undertaken and supported, focussed on improving community cohesion and challenging social isolation.

5.2 Amongst other initiatives, my submission highlights the pilot anti-radicalisation training programme by Media Culture CIC which received national acclaim and media attention.

5.3 A copy of the submission is attached as Appendix 1 to this report for Members' attention.

6.0 Strategic Direction – Litigation Outcome

6.1 Members will be aware that during December, the Employment Tribunal set out its findings in relation to a case brought by a police constable in which the officer challenged discrimination and victimisation.

- 6.2 Having spent my life combatting unfairness and discrimination, I was deeply troubled by the Tribunal's findings.
- 6.3 I welcomed the Chief Constable's decision not to appeal against the Tribunal's judgment.
- 6.4 At the earliest opportunity, I wrote to PC Saddique apologising for what happened to him.
- 6.5 I also set out and published, in full, a strategic direction including the following steps to be taken
 - 6.5.1 The Force has apologised to the officer and is working with him to support the resumption of his career.
 - 6.5.2 Welfare support is being made available to all personnel affected by the issues in the judgment.
 - 6.5.3 Steps are being taken to consider mediation and other forms of alternative dispute resolution, to resolve other legal cases which involve allegations of discrimination.
 - 6.5.4 As quickly as possible and in line with fairness and proper procedure, the Chief Constable ensures that police conduct matters arising from the judgment are identified and addressed.
- 6.6 I have also agreed with the Chief Constable that I expect early proposals to be brought forward for a programme of development for Cleveland Police which will strengthen the working environment and ensure that staff can confidently challenge inappropriate behaviour where it occurs. I share with the Chief Constable a personal drive to lead an organisation which has an embedded culture of recognising the value of diversity and I expect the programme to set out innovative and ambitious organisational development initiatives to ensure that that occurs. Not only is it vital for the Force as a matter of principle to reflect the communities it serves, but I wish Cleveland Police to be recognised in practice as an employer of choice for all.
- 6.7 The Temporary Chief Constable is finalising the details of the programme framework, which has the support of a team including a link member of PCC staff. The broad themes of the work programme will be (i) Serving Our Communities; (ii) Supporting Our People; and (iii) Organisational Processes.
- 6.8 That programme of work must include a significant independent element and will also include a scrutiny and oversight group upon which my team and other independent scrutineers will be key contributors. The Chief Constable is actively engaging with a range of external bodies with expertise in this area of public policy, including HMIC and the Equality & Human Rights Commission in order to ensure

that the programme has the independent support and involvement that it will need in order to succeed.

6.9 My strategic direction also includes pressing ahead rapidly with reform to professional standards function and processes. Together with the Chief Constable I have agreed that the time is right to set out a new approach to the way complaints and professional standards functions are handled by the organisation. I consider this to be a vital part of the of the organisation's future.

6.10 Together with my Chief of Staff and with the Chief Constable and Deputy Chief Constable, I am leading a working group which will

6.10.1 Set a new specification for the professional standards function;

6.10.2 Identify and deliver new leadership for the department;

6.10.3 Arrive at a new model for scrutiny and oversight of PSD activity by the PCC;

6.10.4 Plan and manage the transition to new ways of handling police complaints, taking full advantage of the opportunity provided by reforms which the Government is making to the role of PCCs in handling and resolving public complaints;

6.11 In recognition of the importance of all of these issues to the public, I have ensured that Cleveland's Members of Parliament have had the opportunity of a briefing on the issues and the work being taken forward to address them.

6.12 The parliamentary bill to make changes to the role of PCCs in police complaints, is expected to be published early in February (and may even have been launched by the time of the Panel's meeting). In any event, the new Cleveland strategic working group is commencing its work straight away and I will keep members closely informed.

6.13 In the meantime, I have taken forward steps to establish the 'Complaints Triage' team on a permanent footing as part of my employment structure, following on from a successful pilot scheme. Under the triage scheme, which is described more fully in my First Term report, members of the public who express dissatisfaction with the police are contacted immediately with a view to resolving their concerns rapidly and dealing with service recovery steps.

7.0 **Cleveland OPCC Regional Lead Role – Appointment of Independent Legally-Qualified Chairs**

7.1 Members will be pleased to note that over the last few months my team have lead for the seven OPCCs of the North East region on the

process for appointing independent lawyers to chair hearings to determine cases of alleged gross misconduct by police officers. The change in hearing arrangements forms part of government reforms to police conduct procedures.

- 7.2 The appointment process was designed and managed by my OPCC team on behalf of Cleveland and for the Police & Crime Commissioners for Durham, Northumbria, North Yorkshire, South Yorkshire, West Yorkshire and Humberside. The appointment process attracted a large number of high-calibre applicants from whom 27 were selected to serve for a five year term of office.
- 7.3 My team have received notes of thanks from the OPCCs across the region including a letter of appreciation sent by the Police & Crime Commissioner for West Yorkshire which I attach at Appendix 2 for Members' attention.
- 7.4 The new rules are now in force and on 29 January 2016 I am welcoming a cohort of newly-appointed chairs from the region and across the country, to Ladgate Lane for their nationally-approved training package.

Barry Coppinger
Police and Crime Commissioner for Cleveland