



Police & Crime Commissioner for Cleveland
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Chief of Staff (Chief Executive & Monitoring Officer):
Temporary Chief Constable:

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

6 February 2018

PCC's Scrutiny Programme and Performance Report

Purpose of Report

1. To provide members of the Police and Crime Panel with an update on the PCC's scrutiny programme and to present the performance report of the Police and Crime Commissioner and the Police and Crime Plan.

Police and Crime Plan

2. The Commissioner's objectives are as follows:
 - Investing in our Police;
 - A Better Deal for Victims and Witnesses;
 - Tackling Re-offending;
 - Working Together to Make Cleveland Safer; and
 - Securing the Future of our Communities.
3. This report updates Panel members on performance associated with the delivery of the Commissioner's objectives, the wider aspects of the Police and Crime Plan and his statutory responsibilities.

Holding the Police to Account

4. Holding the Chief Constable to account is the key duty of the Police & Crime Commissioner and must encompass all of the functions of the Chief Constable and functions of those who are under the Chief Constable's direction and control: this means, particularly
 - How the Chief Constable discharges his duty to have regard to the Police and Crime Plan;
 - How the Chief Constable has regard to national and regional Strategic Policing Requirement (SPR);

- How the Chief Constable complies with the law generally and police codes of practice in particular;
- How the Chief Constable deals with his functions in relation to the handling of complaints against the police;
- The effectiveness and efficiency of Cleveland Police's work in relation to collaboration and partnership;
- How effective and efficient the police arrangements are for engagement with local people;
- How well Cleveland Police achieves value for money in all that it does;
- How Cleveland Police addresses its equality and diversity duties; and
- How Cleveland Police deals with its responsibilities, working in partners, in respect of safeguarding and promoting the welfare of children.

Ensuring greater benefits from the scrutiny programme

5. The scrutiny of the Force is one of the main responsibilities of the Commissioner as set out in the Police and Social Responsibility Act 2011. Delivered through the Commissioner's standards and scrutiny programme effective checks and balances are undertaken through a schedule of regular meetings.
6. Since the last Police and Crime Panel the PCC has held the following meetings.

Scrutiny, Performance and Delivery meetings

- **29 November** - Cleveland Police – Corporate Financial Monitoring Report to 31 October
- PCC Budget Monitoring Report to 31 October
- PCC – Long Term Financial Plan Update
- Cleveland Police – Long Term Financial Plan Update
- Questions on Hate Crime, Complaints Statistics, Volunteer Fair, Radox and the Cleveland Police Website

20 December – The following items were discussed:

- Update on the Force's strategic direction in response to litigation, which covered support and welfare, legal issues, conduct and discipline, professional standards, organisational development and communications.

7. The minutes of the above meetings are attached at **appendix 1 and 2**.
8. Since the last update to the panel there has been one Working Together meeting on the **17 November** – where the following items were discussed
 - Neighbourhood Policing Update
 - Early Intervention Co-ordinators
 - Off-Road Motorbikes
 - Multi-agency approach to used and discarded needles
 - Illegal Money Lending
 - Crime Prevention Products Funding

9. The minutes are included at **appendix 3**.
10. In addition to the meetings above, the Commissioner continues to attend the following to complement his scrutiny programme:
 - Daily review of the Control Room and Serious Incident Logs;
 - Weekly accountability meetings with the Chief Constable;
 - Monthly crime performance monitoring;
 - Attendance at the Force's monthly Tactical Performance Group (TPG) and quarterly Strategic Performance Group (SPG) meetings; and
 - Attend at least one local area meeting in each of Cleveland's neighbourhood police team areas.

Performance

11. The report, **attached at appendix 4**, is the overview of the current performance information from the Police and Crime Plan.

Finance

12. There are no further financial implications arising from this report.

Risk

13. There are no further risk implications arising from this report.

Diversity and Equal Opportunities

14. There are no further diversity or equal opportunities implications arising from this report.

Recommendations

15. That this performance report is noted.

Barry Coppinger
Police & Crime Commissioner for Cleveland



Scrutiny, Delivery & Performance Meeting
Wednesday 29 November 2017
10.00pm
PCC Conference Room, Police Headquarters, Ladgate Lane

Present

Barry Coppinger - Police and Crime Commissioner
Louise Drummond – Head of Performance, Quality and Review, Cleveland Police
Jo Gleeson – Chief Finance Officer
Joanne Hodgkinson – Assistant Chief Executive, OPCC
Judith Nellist – Commissioners Officer for Scrutiny and Policy, OPCC
Simon Nickless -Deputy Chief Constable, Cleveland Police
Michael Porter – Chief Finance Officer for the PCC
Elise Pout - Standards and Scrutiny Manager, OPCC

1. **Apologies for absence**
Simon Dennis, Chief Executive and Monitoring Officer, OPCC
2. **Declarations of Conflict of Interest/Disclosable Pecuniary Interest.**
None declared.
3. **Notes of the Previous Meeting**
The notes of the following meeting were approved for publication.
 - i. 3 October 2017
 - ii. 25 October 2017

Cleveland Police – Corporate Financial Monitoring Report to 31st October 2017

4. At the Scrutiny, Delivery and Performance meeting on 29 November an update was provided on the Corporate Financial Monitoring Report to 31 October 2017 by the Chief Finance Officer. The report outlined that the overall year end forecast was for an overspend of £520k which was linked to the extra 1% bonus payment to Police Officers approved by the Home Office in September, along with the overtime costs associated with reassurance patrol and general overtime pressures within commands. The 2017/18 cost of the Police Officer bonus was approximately £320k which could not be absorbed within current spending, the overspend on the bonus was partially mitigated against savings made on Police Officer pay due to early retirement and the move of officers into collaborative roles.
5. It was outlined that savings were required against pay and non pay budgets and the Force had adopted an approach which saw close working with commanders, looking across the force at financial issues and avoiding a 'silo' approach to separate budgets. Commanders and Heads of functions were reminded of the savings required at the monthly finance meetings and it was noted that colleagues had worked hard together in order to reduce overspend. It was also noted that if the same pay award was approved for police staff then that would add another £120k on top of the £320k needed for police officers.

6. The forecast for the non-pay budget was an overall overspend of £335k and the major variances were set out within the report. A detailed analysis of the expenditure split was given in the report. The collaborations were showing as breakeven as was the capital budget.
7. In regard to the capital budget an update was provided on the key schemes including the Community Safety Hub, the Learning and Development Centre, the Force Armoury, Thornaby Fire Station and equipment schemes including ANPR equipment and the key management system.
8. A robust approach had been taken in regard to planning and spending on ICT which had worked well. Information from the Head of Service was now provided as part of the budget planning process on the totality of ICT schemes. The PCC asked if we could be assured that the ICT facilities would be improved in the new hub. It was noted that an awful lot of work and expertise had gone into ensuring that this would be the case, for example information had been moved to cloud and the Force was putting in the best equipment it could afford.

Action – that the information was noted

PCC Budget Monitoring Report to 31st October 2017

9. The Chief Finance Officer for the PCC detailed the budget monitoring report to 31 October 2017. The £850k budget for the OPCC was expected to spend all funds allocated and income received was forecasted to be £250k more than the original budget.
10. The budget was made up of the following
 - £850k to run the office of the PCC
 - £8,950k for Corporate Services
 - £3,245k to support PCC initiatives and Victims and Witnesses Services, including £1,250k to invest in Neighbourhood Policing.
 - £119,835 to the Police Force
 - £750k to the Capital Programme
 - Supported by £1,925k from Reserves
11. Income and funding – The PCC set the budget based on receiving income and funding of £131,705k and the report detailed the actual levels of income forecast to be received and the variances. The budget was increasingly tight having been reduced by £350k (or 30% in cash terms) over the last 5 years.
12. It was noted that the finances of the organisation were very tight, with the best service possible being delivered within the budgetary constraints. As noted in the previous report, there were a number of areas which caused pressure and were being closely monitored. The staff pay award had not been concluded and it was expected to result in an additional pressure for the organisation.

Action – that the information be noted

Long Term Financial Plan (LTFP) 2018/19 to 2021/22 and Capital Plans 2018/19 to 2021/22 Update

13. The Chief Finance Officer for the PCC outlined the changes since the last report on the LTFP that was approved in February. It was noted that the plans relied on assumptions and estimates about the future which were outside of the control of the organisation and those associated risks were outlined in the report and would be kept under review. As with previous reports the pressures outlined

included the effect of inflation and pay awards. A further update would be provided to the PCC when the actual Government Grant settlement figures were announced in December.

14. In summary, forces were still feeling the effects of inflation, despite flat cash settlements and that costs were being shunted from other public services . It was noted that 999 calls were at record levels, demand was increasing, recorded crime had increased, crime was more complicated and the risk of terror attacks had also risen. This was against the landscape of falling officer numbers: since 2010, the workforce has reduced nearly 19%.
15. The funding formula review had not progressed as expected and the Provisional Police Settlement was expected to be published in December.
16. Funding from the Precept provided for only 25% of the Net Budget Requirement and the assumption made through the plan was that the precept would continue to increase at a rate of 1.99% per annum.
17. The report outlined the expenditure plans including expenditure for the office of the PCC, Community Safety and Victims and Witnesses Commissioning and Corporate Services. The vast majority of the funding available was provided to the Chief Constable. The projected position of the overall finances available to the PCC was based on a significant number of assumptions, including that the Force could contain costs and deliver the level of services required within the financial constraints detailed within the report.
18. The risks were outlined as follows
 - Pay awards higher than assumed
 - Any differences between the future year's actual Government Grant settlement and estimated figures
 - The impact of the funding formula review
 - Legacy Council Tax grants being reduced
 - Variations in the estimated and actual declared tax base
 - Changes in the referendum limits for Precept increases
 - Increasing costs of the employers Pension Contribution
 - Inflation and borrowing costs
 - The ability and capacity to absorb growth/cost pressures and/or deliver savings
 - Ability to deliver the savings included within the plans and within the timescales.
19. Reserves were reducing and it was noted that the use of reserves was not the answer to support current imbalances in the financial plans. The PCC would only have sufficient funds available to support the current plans of the Police Force over the current year and the next 5 years, provided that some resources could be provided to the Capital programme from the revenue budget. Given the current revenue budget did not yet balance there was further work to do between now and setting the budget in February to establish the balance of priorities between Revenue services and Capital investment.
20. The position was summarised as one of a challenge, based on external factors in terms of increasing costs and static income. The Force was not spending money it didn't have or spending on what it couldn't afford and over the next few months difficult decisions would have to be made on how any gap in finances was to be funded. To put the picture in to context it was also noted that nationally, the financial picture was the same.

Actions – That the information was noted

Cleveland Police Long Term Financial Plan (LTFP) 2017/18 to 2020/21

21. The Chief Finance Officer for Cleveland Police presented a report which outlined the Force's financial position with regard to the current LTFP. The LTFP approved by the PCC in February was based on a series of assumptions which had been re-examined in the report.
22. It outlined the situation in terms of how the Force could 'claw back' the savings in the financial sustainability plan and how that looked in the future based on assumptions. The current challenges were outlined – and as noted in previous reports that included the need to make large scale savings (£500k), funded through police pay, reduction in contingency funding, fleet repairs and maintenance, cost of apprentice levy, learning development centre costs, cloud based budget, Job Evaluation provision and savings in relation to Evidence Based Practice
23. The Force was also required to make savings in future which consisted of £2.5m in 2018/19 and £2.9m in 2019/20. It was also noted that those figures may be required to go even further due to external pressures such as inflation and pay awards.
24. As previously stated the Force would find further savings extremely challenging as a reduction in officers of 34 this year rising to 54 next year would have already been deleted, deep dives into other non-reviewed areas of business will have been completed, workforce modernisation would be well underway and any unnecessary non-pay costs would have been removed. Leaving only a further review of what services were currently provided and whether they could be reduced or deleted with minimal impact on our communities.
25. The PCC asked about the cost implications of the Sopra Steria contract coming to an end but it was noted that any impact would not be until the end of the current LTFP. However there could be costs associated with a transition, review or renew and that it would become one of the key priorities for the organisation to deliver.

Actions – That the contents of the report and emerging financial risks be noted

PCC Scrutiny Questions

26. The PCC sought information on the following:

Radox

27. At the Scrutiny, Delivery and Performance meetings in March and July the PCC sought information on the implications of the recent reports into the manipulation of drug tests undertaken by the Radox company. The DCC provided an update on the position.
28. A national report came out in November and it was noted that DCC James Vaughan was taking a national lead on behalf of all forces. It was also noted that the situation with Radox had affected 42 forces nationally. Last week details were released about the approach which was being taken nationally. A prioritisation of cases had also been done nationally, which had resulted in 10,000 cases for review on top of any other daily work. Of those, 7,500 were for road traffic offences, but it did also include more serious offences. The order of prioritisation was based on live cases on trial or people in custody, convicted not sentenced, then live police investigations where decisions were awaited and then those resulting in acquittal where there was NFA. The DCC outlined that the Force would align to the national approach and that it will take a period of time to through the previous cases.
29. A regional framework was being chaired by North Yorkshire. In Cleveland 220 samples had been affected of which, 11 were crime related. There had been 26 that had been recalled for testing of which 12 had identified different results. It was the responsibility of the CPS to disclose that information to defendants.

30. In seeking information about the risk and liability, the PCC was told that those issues were being considered through the Gold Group.

Action – further updates to be provided where necessary

Hate Crime

31. In October 2017, it was reported in national media that there had been a four month spike in hate crime. The increase was thought to reflect both a genuine rise of hate crime incidents and improvements in crime recording made by the police. The Force was asked to provide an updated position on recent hate crime statistics in Cleveland?
32. It was reported that there had been 1,132 hate crime incidents which was an increase of 18% and the majority were race related, of which 892 had been turned into a crime. The Force worked on the assumption that a lot of hate crime was under reported. Details were given on the investment in new roles put in place in the area in order to give the public confidence. There was no empirical evidence to show that certain events could be linked to spikes in Hate Crime, however spikes did occur and those spikes were not uncommon to the national picture. The DDC outlined how the Force continued to work on strengthening communities and how investment had helped enable the prevention and better investigation of hate crime.
33. It was also noted that at the recent Tactical Performance Group meeting, performance issues in relation to hate crime satisfaction had been highlighted and hate crime lead inspector lead Phil Morris was to work to with Commanders on how the Force approached improving investigations and to also build in scrutiny and accountability in relation to hate crime investigations.

Redesign of the Force Website

34. The Cleveland Police website had been refreshed and the PCC had received some feedback regarding accessibility issues with the translation into different languages. The Force was asked to provide some assurances that they were confident the website was accessible to people whose first language was not English.
35. The PCC was given assurances that several products had been used which enabled the user to change the background colour and font size for easy reading. Where any specific issues were found, they should be directed to Michael Beevor.

Volunteer Recruitment

36. The Force was asked to provide an update on the recent Volunteers' Fair and its outcome? Jason Harwin was identified as the regional citizens in policing lead and would be responsible for adopting good practice in this area. At the Criminal Justice Fair held on 31 October there had been 27 expressions of interest in volunteering with the Force.

Complaints

37. In the most recent IPCC statistics the Force has the longest number of days taken to finalise allegations by local investigation, 620 days, compared with all other forces. (1 April to 30 September 2017). The Force was asked to provide an explanation for this and what improvements would be made to improve on this statistic?
38. As part of the Transformation of PSD, improvements to practices had been implemented and it was noted that the new average figure was 107 days which was significant progress. The reason for the figure of 620 days had related to 1 single investigation with 36 allegations, an audit of cases on the system, undertaken as part of the aforementioned improvements, had resulted in uncovering an

administrative oversight that had meant that that particular case had remained opened despite actually being closed.

Any Other Business

39. None



Scrutiny, Delivery & Performance Meeting
Wednesday 20 December 2017
10.00pm
PCC Conference Room, Police Headquarters, Ladgate Lane

DRAFT FOR APPROVAL

Present

John Armstrong – Consultant
Barry Copping – Police and Crime Commissioner
Joanne Hodgkinson – Assistant Chief Executive, OPCC
John Lyons – Head of Standards and Ethics
Simon Nickless – T/ Chief Constable, Cleveland Police
Elise Pout – Standards and Scrutiny Manager, OPCC

Apologies for absence

Simon Dennis – Chief Executive, OPCC

Declarations of Conflict of Interest/Disclosable Pecuniary Interest.

None declared.

Notes of the Previous Meeting

The notes of the following meeting were approved for publication.

iii. 29 November 2017

Strategic Direction

1. At the Scrutiny, Delivery and Performance meeting on 20 December an update was provided on work that had taken place in the Force that had arisen from the strategic direction set in response to litigation. The direction set out clear expectations for Cleveland Police based on issues highlighted in the judgement, including ensuring how tolerance and fairness within the Force would be underpinned by the national police Code of Ethics. Huge progress had been made but it was considered timely and appropriate to revisit the work that had taken place since that direction was set. The presentation included information on the following:
 - Support and Welfare;
 - Legal Issues;
 - Conduct and Discipline;
 - Professional Standards;
 - Organisational Development; and
 - Communications.

Support and Welfare

2. The Force were asked about the initiatives that had been put in place to improve staff wellbeing and how successful those initiatives had been.
3. Details were given about the initiatives put in place, including the Employee Assistance Programme and its take up. Evaluation work was taking place to understand the take up and awareness of the scheme.

4. Mention was made of the Blue Light Programme which aimed to remove the stigma about mental health. The scheme had been well publicised and other appropriate forums were being sought to support the ongoing promotion of the scheme. There had been 50 individuals/advocates trained to be able to spot signs in colleagues and to initiate supportive conversations with them. The Force had focussed specifically on where an increase in demand around mental health wellbeing had been seen, awareness had been raised and further work would take place to understand levels of take up of the scheme.
5. The vision for the future was one of an 'invest to save' basis, providing access to in-house support services, for which a business case was being developed.

Legal Issues

6. The Force was asked to provide examples of appropriate forms of Alternative Dispute Resolution (ADR) that had brought timely and lasting solutions.
7. Examples of appropriate forms of ADR were provided. They included: ACAS early conciliation; judicial mediation; informal mediation between legal representatives; negotiations; internal grievance and mediation. It was noted that the Force aimed to try and resolve the issue with the individual, balanced with the legal advice that was given. The work should be seen in conjunction with the Everyone Matters Programme which aimed to ensure that there was a positive working environment for all staff.
8. The new People Intelligence Board considered how patterns correlated with conduct matters and information was available to assist with picking up trends and linking it to the work of Everyone Matters.
9. It was noted that the force had a number of successes over the last 3 years. From 2015 onwards these were 24 new claims which were settled either through settlement agreement, mediation, or early negotiation resulting in withdrawal. There were 31 new ET cases overall for those 3 years, some of which were group actions (2) and national test cases involving multiple claimants. 2 cases had more than 3 joint claimants. Setting aside the 24 successfully resolved cases, of the remaining 7, there were currently 2 live cases which the force sought to settle, 3 were stayed pending national test cases, 2 were likely to proceed but work was on-going.

Conduct and Discipline

10. The Force was asked how it dealt with conduct from litigation and how it complied with IPCC discrimination guidance. As a result of the transformation of PSD, a robust system had been put in place to ensure that once notification was received and considered by the civil litigation team within the Force it was referred to the Appropriate Authority to assess and then undertake a conduct assessment based on paragraphs 10 and 11 of schedule 3 of the Police Reform Act.
11. It was noted that it had increased the workload in the Directorate of Standards and Ethics but ensured that legal services didn't have to act in isolation. AA meetings had been reinstated and matters of concern and emerging trends were discussed alongside current cases to prevent a 'silo' approach.
12. A downward trend in the number of discrimination conduct/complaint allegations was reported and it was noted that the Force was found to be good by HMICFRS in identifying and reporting on discrimination. In addition additional scrutiny was undertaken by the joint audit committee who undertook on-going independent checks of the files.

Professional Standards

13. The Force was asked to provide information on how the new Directorate of Standards and Ethics (DSE) would be different and what improvements had been put in place.
14. It was noted that the over-arching principles that had driven the transformation work were:
 - Organisational effectiveness;
 - Embedding a culture of integrity, fairness and impartiality; and
 - Constructive and positive stakeholder engagement.
15. The work had involved engagement with stakeholders, particularly the staff associations and throughout the work those 3 key areas had been the focus. A review of the legacy cases highlighted how things could have been done differently, and there were only a small number of cases where there had been a failure to act in a proper manner. There was no evidence of people misconducting themselves but a lack of strong leadership, training and compliance with the regulations.
16. For the future, it was outlined that the department would benefit from external scrutiny, and what that scrutiny would consist of post reference group, be it involving the ethics or audit committee and how the reference group could support the new Head of the Directorate.
17. The Force were now confident in its internal scrutiny process, the Directorate continually reflected on whether they'd got the correct balance of approach and in taking the Directorate forward external scrutiny would ensure that the DSE maintained its balanced approach.
18. The key components of the restructured DES were:
 - Stable and occupationally competent DSE leadership;
 - Assessment and administration hub with dedicated and trained police staff office manager, caseworkers and administrative support;
 - Trained and operationally competent detectives investigating within the complaint and conduct framework and taking wider responsibility for operational reviews and operational learning;
 - An internally and externally focussed Counter Corruption Unit with a remit for promoting organisational ethical standards; and
 - Retained links to Police Community Vetting and information Security.
19. Key milestones were listed as:
 - Head of DSE recruitment and selection;
 - Assessment and administration hub consultation;
 - Standard operating practice development;
 - Embedding the move to Hartlepool Police Station;
 - Consultation with OPCC on complaint handling options;
 - Refinement of investigative structure;
 - On-going coaching, mentoring and professional development;
 - Mainstreaming organisational learning and standards; and
 - Consultation with Programme Board and Reference Group.
20. The PCC was updated on the numbers of misconduct proceedings which showed an improvement in proportionality.

Organisational Development

21. The Force was asked to provide details of how Everyone Matters had made a difference to officers and staff particularly around how it ensured that individuals felt supported within the organisation.
22. The Everyone Matters Programme was a visible commitment to equality, diversity and fairness within the organisation, covered in a clear communication strategy, which was embedded in supervisor sessions and training, ensuring a sustained and strong visible presence.
23. Training had involved 'Everyone Matters in practice workshops', which had been challenging and had encouraged people to understand the impact of bias and challenge attitudes. Work was ongoing to engage staff and to ask them what they would like to see next as part of the programme, which had produced some thoughtful questions and challenged understanding. The long term approach was to develop an inclusive workforce with Everyone Matters being just one aspect and the work around cultural awareness would continue.
24. Other work highlighted involved:
 - A mentoring programme;
 - Development of a new talent management approach;
 - Working forward campaign – a national scheme which aimed to retain experience in policing;
 - A diversity and equality dashboard – to assess if the work was making a difference; and
 - Developing staff networks – encouraging networks on top of current staff associations and trade unions to offer advice and guidance.

Communications

25. The Force was asked to provide information on how the transparency policy would be carried through into the Directorate of Standards and Ethics.
26. The Force outlined that the ability to understand and communicate why decisions that had been made which had affected people's lives was very important and staff association feedback had said that the new approach had helped officers.
27. In order to ensure that the DSE was transparent, both internally and externally, it was outlined how more information was now available, for example the counter corruption strategy was available on the Force's intranet. It was acknowledged that more support could be given to staff, and the Force sought best practice, for example using Durham's work on the provision of advice to staff about the use of social media.
28. The PCC asked if there were any areas of concern that had yet to be addressed through Everyone Matters. One of the biggest concerns had been the defensive nature of the workforce around grievances; however the Force noted that the position had improved in that area and how the Leadership and People Board overlapped with wellbeing and workforce planning to ensure that Everyone Matters sat across all the different initiatives in order to avoid any omissions and duplication.
29. In order to measure success, the staff survey was used as one way to assess improvement in staff morale and to provide qualitative information about how staff felt as well as using other diagnostic measures, such as investigation time, grievance numbers and timescales and the number of appeals upheld by the IPCC.
30. Action – the PCC was invited to attend a meeting of the People Intelligence Board



Working Together Meeting

Friday 17 November 2017
1.30pm – 3pm
PCC's Conference Room, OPCC, Ladgate Lane

DRAFT FOR APPROVAL

Present

B Copping, Police and Crime Commissioner for Cleveland (Chair)
R Beard, Middlesbrough Borough Council
J Hodgkinson, Assistant Chief Executive, Office of the Police and Crime Commissioner
S Hume, Stockton Borough Council
J Nellist, Commissioner's Officer for Scrutiny and Policy, Office of the Police and Crime Commissioner
E Pout, Standards & Scrutiny Manager, Office of the Police and Crime Commissioner
S Wilson, Commissioner's Officer for Consultation and Engagement, Office of the Police and Crime Commissioner

Invited

Danny Harrison – NPT Inspector
Emma Atkinson – Early Intervention Co-ordinator
Debbie McGibbon – Early Intervention Co-ordinator
Natalie Barker - Liaise Officer, England Illegal Money Lending Team

1. Apologies for absence

Apologies were received from Julie Pearce, Kay Dargue, Mike Lane, Rachel Parker and Simon Dennis.

2. Declarations of interests

None.

3. Notes of the previous meeting

Notes from the previous meeting were accepted as an accurate record.

4. Actions from previous meeting

There were no outstanding actions of note.

5. Neighbourhood Policing Update

Chief Superintendent Simpson presented an update. Points of interest include

- The appointment of new Police, Community Safety Officers.
- Integrated community safety model in Hartlepool to be completed in February 2018.

- Debriefs underway on operation Autumnus across Cleveland Police and with local partners.
- Appointment of a research fellow to develop evidence based practice. J Hodgkinson asked that Cleveland Police share the titles/subjects of current research with partners.

Action Superintendent Simpson

- Delivery of a robust programme of community engagement in neighbourhoods.

6. Early Intervention Coordinators – Update and perspective from each Local Authority on the impact of early intervention

Superintendent Simpson introduced the early intervention coordinators to the meeting who gave examples of their activities and progress. Cleveland Police has a team of four coordinators, three from a teaching background and one with a degree in criminology. Referrals to the team are from schools/antisocial behaviour teams/ children services and the police. Services include

- A focus on 8-12 year olds
- Awareness raising schedule promoting the team and its activities across Cleveland Police.
- Developing intervention programmes for individuals. Packages created
 - Antisocial behaviour
 - Child/parent violence and anger management
 - Hate crime
- Provision of 1-2-1 interventions usually in a school setting.

Discussions were held with representatives from Middlesbrough and Stockton Borough Councils on the role, logistics and practicalities of working with established teams across the early intervention subject area. Superintendent Simpson agreed to schedule meetings with local authority partners to discuss further.

The link to the presentation is as follows

<https://prezi.com/bhf6t3wqla77/copy-of-early-intervention-coordinators/>

7. Off-Road Motorcycles

Superintendent Simpson outlined developments in the Cleveland Police strategy for Off-Road Motorcycles. There as some concern about the lack of consultation and involvement of key individuals within local authorities as to how the strategy was being developed.

It was noted that the strategy will be presented at Community Safety Partnership meetings. Superintendent Simpson agreed to liaise with local authority representatives to ensure that they are included in future development of the Cleveland wide strategy.

8. Illegal Money Lending

Natalie Barker - Liaise Officer from the England Illegal Money Lending Team gave a presentation on this area of work.

It was noted that a nation Stop Loan Sharks week starts on 1 December 2017. The PCC agreed to promote this by circulate the contact details of the team to these notes.

Superintendent agreed to add a link to the Cleveland Police website. Stockton commented that their home safety day in February 2018 may link to the scheme.

9. **Crime Prevention Products funding**

S Wilson raised for discussion an issue of disparity between Local Authorities regarding the provision and issue of crime prevention merchandise. Following discussion it was agreed that there is a general need to collectively tackle crime prevention but that financial pressures are impacting the provision of merchandise. S Wilson to research further with partners and to report findings at a future meeting.

10. **Any Other Business**

Stockton sex workers - It was noted that Stockton Borough Council are developing a pilot project to offer support for sex workers in the Stockton area. J Hodgkinson asked that L Oldroyd from the OPCC be invited to take part in this work.

Local Criminal Justice Board – it was noted that the Justice Plan is currently under development and has been circulated to Local Authorities for consultation.

11. **Date of Next Meeting**

The next meeting is scheduled to take place on 15 March 2018 at 1.pm.