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## **Report of the Acting Police and Crime Commissioner to the Chair and Members of the Police and Crime Panel**

**17<sup>th</sup> November 2020**

### **Commissioner's Update**

#### **1. Purpose of the Report**

- 1.1 The purpose of this report is to provide members of the Cleveland Police and Crime Panel with an overview of the activity of the Acting Police and Crime Commissioner (PCC) since the last meeting held in October 2020.
- 1.2 The report highlights specific updates aligned to the priorities of the Police & Crime Plan, as agreed by the Panel in July 2020.
- 1.3 This report should be considered in conjunction with progress detailed in the PCC Scrutiny and Decisions of the PCC reports. Collectively, these reports provide progress in all areas of the Police & Crime Plan delivery.

#### **2. Office of the Police & Crime Commissioner Staffing Update**

- 2.1 As previously discussed with panel members, the recruitment for the appointment of Temporary Assistant Chief Executive has concluded following an internal expression of interest and interview process. Interviews were conducted by the Acting PCC, OPCC Chief of Staff and Chair of the Independent Ethics Committee. Following a strong field of candidates four interviews took place and I am pleased to say that Rachelle Kipling has been appointed and took up post on Monday 2 November 2020.

#### **3. COVID 19**

- 3.1 As further measures were introduced by Government to control the spread of coronavirus, including the most recent national restrictions introduced from 5 November 2020, the Office of the Police and Crime Commissioner (OPCC) has continued to support agile working practices enabling all team members to work remotely from home.

- 3.2 Similar to the previous reporting period our engagement with PCC commissioned services remains a key priority to enable an understanding of the additional demands and pressures faced locally. The commitment and dedication shown by our commissioned services during these difficult times has been phenomenal, ensuring the most vulnerable can continue to access required support.
- 3.3 Communication and engagement has played an important role in ensuring key messages specifically relating to advice, support and guidance is available to our communities during these challenging times.
- 3.4 In October 2020, Police Forces were in receipt of a COVID-19 funding package to support the policing response to coronavirus. Locally this has been utilised to support overtime capacity providing an effective, reactive and proactive response to the ongoing threat of COVID-19. Following the development and submission of a COVID enforcement plan, the Force were allocated £359,802 which will support dedicated patrols and multi-agency partnership activity.
- 3.5 The Government have recognised that all PCC's have lost income on expected sales, fees and charges against their 2020/21 budgets as a result of the pandemic. In response to this, the Home Office has set up a scheme to enable PCC's to recover 75p in every £1 of lost income once a 5% deductible has been absorbed by PCCs. This scheme applies exactly the same principles and methodology as the local authorities' income loss recovery scheme being led by the Ministry for Housing, Communities and Local Government.
- 3.6 The first claim for the recovery of income has been submitted, this covered the period from April to July. The total on the income lost during this period which are within the terms of the Income Loss Recovery Scheme totalled £244k, with a claim submitted to the Home Office for the recovery of just over £170k.

#### **4. Investing in Our Police**

- 4.1 Scrutiny continues in terms of the performance of the Force Control Room following concerns in relation to call abandonment rates. Now part of the wider Service Improvement Programme the force are working towards the introduction of a new shift pattern that will ensure staff are present at the points of highest demand. The staffing model has been created based on the demand profile with clear performance frameworks developed to assess and monitor success.
- 4.2 Led by the Equality, Diversity and Inclusion Team as part of the Everyone Matters Programme, a commitment has been made to ensure all bulk recruitment will include positive action activity to attract and support a diverse range of applicants. Due to the rate, pace and emerging requirements work has been ongoing in terms of targeted advertising, pre-employment workshops and mentoring for underrepresented candidates. Most recent campaigns include, Police Constable Recruitment, Police Community Support Officer Recruitment and Force Contact Officer Recruitment.

- 4.3 Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) commenced their Integrated Vulnerability Inspection on 2 November 2020. Covering three areas namely; Victim Service Assessment (including Crime Data Integrity), Child Protection and Police Effectiveness, Efficiency, and Legitimacy the inspection will not be graded, however a single outcome report will be published.
- 4.4 The OPCC are currently in the process of recruiting new members to the Cleveland Independent Ethics Committee. The Committee play a key role in scrutinising and advising on a wide range of ethical dilemmas faced by Cleveland Police. Further information can be found on the OPCC website.

## **5. A Better Deal for Victims & Witnesses**

- 5.1 The OPCC remains in regular communication with support services to remain up to speed on the challenges and demands placed upon them as a result of the pandemic. With new national restrictions in place from 5 November 2020, services continue to adapt to the necessary measures to enable them to continue providing support that is responsive to service user's needs. Support service capacity continues to be monitored locally and monthly reporting is required to the Ministry of Justice.
- 5.2 As reported in the previous meeting, the OPCC with a range of voluntary and statutory agencies submitted a bid to the Home Office Child Sexual Abuse Transformation Fund to strengthen and enhance support for children and young people who have experienced sexual abuse. I am pleased to say that this bid was successful and £232,027 has been secured for 2020-2022 to deliver:
- A transformational partnership which will bring together key stakeholders, including commissioners and service providers.
  - A specialist pathway development for BAME and male victims.
  - A whole family approach support offer that provides tailored support to parents to help them improve their understanding of sexual abuse and increase their confidence to safeguard their children. This will be supported by the development of resources.
  - A co-located children & young person specialist worker in the Police Complex Exploitation Team.
  - Transitions worker which will bridge the gap and provide continuity of support from childhood to adulthood reducing the risk of further exploitation.
- 5.3 Work is ongoing with criminal justice partners in relation to the creation of some joint communications that advises victims of witnesses of the additional measures courts have in place to remain open during the ongoing pandemic. This includes ensuring victims and witnesses are able to understand the new procedures in place such as the use of screens to enable suitable social distancing.
- 5.4 On Sunday 18<sup>th</sup> October 2020 the OPCC and Cleveland Police in collaboration with West Yorkshire, North Yorkshire, South Yorkshire,

Humberside, Durham and Northumbria PCCs and Chief Constables launched a Modern Slavery Transparency in Supply Chains (TISC) Statement. The Statement is a collaborative and voluntary commitment, not just to examine policing businesses and supply chains for modern slavery, but also to tackle modern slavery as a whole. A local action plan will be created by Cleveland ~Police to ensure progress can be evidenced and reported on.

- 5.5 Following a Domestic Abuse Strategic Planning Day hosted by the OPCC in September 2019, discussions have been ongoing in relation to improving the response to Domestic Abuse across Cleveland. This would include the development and delivery of shared priorities, whilst maintaining flexibility for strategic decision making at a local level. Safe Lives a national charity dedicated to ending Domestic Abuse are being commissioned to support this work and will also ensure local partners are Domestic Abuse Bill 'ready' prior to its introduction in 2021.

## **6. Tackling Offending and Reoffending**

- 6.1 Progress continues in relation to delivery of the Safer Streets project. Specific highlights within the reporting period include:

- The installation of six new CCTV cameras in the Newport area of Middlesbrough
- Resident's views sought in Community Consultation in the South Bank area of Redcar and Cleveland and the Burn Valley area of Hartlepool asking what measures they think the police and community safety partners should take to make their area safer.
- Recruitment commenced for Community Cohesion Workers for the Newport area of Middlesbrough and through a partnership approach with the Joseph Rowntree Foundation in Burn Valley, Hartlepool
- Target Hardening Packs for vulnerable victims including door/window locks and security lights have been purchased for distribution prior to the New Year.
- Commenced development work to test a new approach to dealing with low level anti-social behaviour disputes through mediation

## **7. Working Together to Make Cleveland Safer/Securing the Future of Our Communities**

- 7.1 Cleveland's first Youth Commission held their second virtual meeting on 10 October 2020 and were joined by the Acting PCC and Chief Constable to get a greater insight into their roles.

- 7.2 The Youth Commission will host a conference next year, attended by the Acting PCC and other community leaders. The conference will report back on the Big Conversation – a major consultation between members of the Commission and their peers throughout Cleveland. The Big Conversation will allow young people to express their views on a number of topics selected by the Commission as important to young people in Cleveland – and how they think those issues should be tackled.

- 7.3 The Youth Commission members are currently organising themselves into sub-groups based around the five identified priorities which are; Mental Health, Drug and alcohol issues, Relationship between young people and the police, Hate and online crime, Youth activities and preventing re-offending. The sub-groups will develop workshops, materials and plan which organisations to approach to take the Big Conversation forward.
- 7.4 The results of the Big Conversation will be examined to understand how young people's views can be reflected in our work moving forward.
- 7.5 A Cleveland Serious Violence Strategy has been drafted for consultation with community safety partners over the coming weeks. Once agreed an associated multi-agency action plan will be created alongside a clear governance structure for monitoring and review.
- 7.6 Discussions have been on-going with NHS colleagues across Tees to ensure effective information sharing within the health service in relation to serious violence. This information will be mapped against Police data to ensure the provision of prevention and early intervention measures in 'hot spot' locations.
- 7.7 On Friday 20<sup>th</sup> November, the PCC and Chief Constable are taking part in World Children's Day by allowing a young person to take over their role for the day. Appointed from the Youth Commission following an application process which seen 11 applications received. The youth PCC is in for a busy day with meetings to Chair and attend in relation to Serious Violence, Stop and Search and Restorative Justice. The remaining 9 candidates who were unsuccessful in the takeover roles will still play a vital role in the day through engaging workshops, with the aim of identifying real life community projects which will see the youth PCC decide on what project to award £1000 of funding to.
- 7.8 As part of our continued commitment to improve our communication and engagement mechanisms, a new improved and user friendly website was launched on 28 October 2020.
- 7.9 As well as creating a more visually attractive and more easily navigable site, a key driver in seeking a new website was to make our online presence more accessible for those with additional needs. The previous OPCC website was not compliant with the Web Content Accessibility Guidelines (known as WCAG 2.1). These guidelines, endorsed by the UK government, explain how to make digital services, websites and apps accessible to everyone, including users with impairments to their vision, hearing, mobility and thinking/understanding. All public sector website must be compliant as of September 2020.
- 7.10 Our new suppliers Mixd conducted detailed analysis of our old site, including most visited pages, and crafted a site which would be tailored to the types of visitors we attract. The site is compliant with the Web Content Accessibility Guidelines and underwent rigorous testing for usability among groups with impairments. Content created by the OPCC is written with a target reading age of 11-14 years old, which is recommended as the optimum readability for

public sector websites. Mixd are in the process of conducting an accessibility audit to further analyse how user-friendly our site is and we will ensure an annual audit takes place to maintain this standard.