



Police & Crime Commissioner for Cleveland
Cleveland Police Headquarters
Ladgate Lane
Middlesbrough
TS8 9EH

Email: pcc@cleveland.pnn.police.uk
Website: www.cleveland.pcc.police.uk

Police and Crime Commissioner:
Chief of Staff (Chief Executive & Monitoring Officer):
Chief Constable:

Barry Coppinger
Simon Dennis BA, Solicitor
Iain Spittal

Tel: 01642 301653
Tel: 01642 301653
Tel: 01642 301215

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

15th November 2017

Commissioners Update

1. Purpose of Report

- 1.1 The purpose of this report is to provide Members of the Cleveland Police and Crime Panel (PCP) with an update in relation to key matters including;
- Budget and Pay Awards
 - Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) Reports and Home Office Visit
 - Chief Constables Retirement
 - Transforming Professional Standards – Head of Standards and Ethics Appointment
 - Chief Constables Retirement
 - Violence Against Women and Girls Strategy
 - Operation Endurance – Motorcycle initiative launched
 - Hate Crime

2. Budget and Pay Awards

- 2.1 In setting the budget for 2017/18 one of the risks set out by my Chief Finance Officer, in his Robustness of Estimates report, was that the Long Term Financial Plan (LTFP) assumed that Police Pay and Staff Pay would increase by 1% in September 2017 and each September thereafter. This was in line with government proposals to limit pay awards within the public sector to 1% and therefore the budget was built on the best information available.

- 2.2 The risk was highlighted that it may not be possible for national negotiations to contain Police Officer and Staff pay within these limits. This risk has now materialised as the Police Pay settlement for 2017/18 has been announced as set out below:
- 2.3 The police pay award for 2017/18 which will be backdated to 1 September 2017 is as follows:
- A 1% consolidated increase in basic pay for all ranks;
 - An additional non-consolidated payment to the value of 1% of basic pay (using 2016/17 pay rates);
 - A 1% increase to London Weighting;
 - A 1% increase to the Dog Handlers' Allowance.
- 2.4 The non-consolidated award will be paid as follows:
- The non-consolidated award should be paid in monthly instalments alongside normal salary, rather than as a one-off lump sum.
 - The payment should be backdated to 1 September, and end on 31 August 2018.
- 2.5 It is expected that this will create a pressure of around £320k this year which we will have to fund from current resources.
- 2.6 It will also have a knock on impact into next year where a pressure of £200k - £250k is likely.
- 2.7 Further to the announcement to provide a pay award to Police Officers, negotiations are taking place on a pay award for police staff. The Police staff Council (PSC) negotiates pay and a national scheme of conditions of service for the majority of police staff in England and Wales. The Employers' Side of the Police Staff Council has made a 2% headline pay offer to the Police Staff Trade Unions, consisting of a 1% consolidated increase to all PSC pay points and a 1% non-consolidated increase to all pay points. The pay offer also includes a 1% increase to the standby allowance.
- 2.8 These negotiations have not yet concluded however if the above offer is accepted then additional costs, over the budgeted 1% increase, of £160k will be incurred this year.
- 2.9 It will also have a knock on impact into next year where a pressure of around £110k is likely.
- 2.10 In lieu of sufficient funding being provided by the Government to fund increases above the 1% pay cap, I have committed to fund these increases so that current plans can continue and that no jobs or roles are lost in the current financial year as a result of this decision by the Government.
- 2.11 It is vital that "Instead of robbing Peter to pay Paul, the Government should recognise the incredible job that police officers and police staff do and fund a

realistic pay rise." I have written to the Prime Minister setting out my concerns in this respect and would hope that the National Budget later this month provides the funding that Policing needs to deliver the service that the people of Cleveland need.

2.12 As you would expect financial planning within both my Office and the Force is a top priority, I receive regular updates and scrutinise the financial plans in terms of both the future years and current performance.

2.13 The following are the key milestones in the budget setting process for the 2018/19 budget and LTFP:

- 3rd November - Meeting with Force to discuss planning assumptions
- 22nd November – National Budget - this will hopefully provide wider funding context to enable timely financial planning.
- 29th November – Scrutiny meeting on financial performance in the current year and future years' financial plans
- Late December – Government Grant settlements expected
- January 2018 – consultation and development of Precept proposals for 2018/19
- 31st January 2018 – propose Precept for 2018/19
- 6th February 2018 – Police and Crime Panel meeting to set out Precept Proposal and wider financial plans
- End of February – Formally set budget for 2018/19.

3. Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) Report

3.1 Her Majesty's Inspection of Constabulary Fire and Rescue Service (HMICFRS) recently published a report on 21 September regarding a national inspection of child protection. HMICFRS inspectors found that Cleveland Police was committed to protecting children and this was reflected in the police and crime plan. This strong commitment was seen in chief constable, the chief officer team and the PCC.

3.2 However, HMICFRS discovered some weaknesses in the force's approach to child protection. As a result of the inspection I sought, in the first instance, an assurance that the areas for concern that were highlighted for immediate action had been dealt with and information on the force's plans to address the recommendations.

3.3 It was noted that the inspection had been largely positive but that there were a number of recommendations for the Force to implement. Work was on-going to consider what work other forces were doing to address those recommendations to use best practice.

3.4 The main area of progress on the recommendations had been with children in detention. The number of children in custody had reduced and the

relationship between social care and police was good. A host of training had taken place around missing persons and CSE links, including 'adopt a shift', each sergeant was responsible as a SPOC and would undertake continual briefings which had started to be delivered immediately. There were also initiatives in the pipeline, for example working with Barnardos on the 'through the eyes of a child' presentation which was to be completed in December. It was recognised that more work needed to be done in the control room in terms of recognising risk and ensuring that staff were released staff for training.

- 3.5 Through my scrutiny programme I considered the action plan that had been produced and was satisfied significant effort had been put in to creating the action plan and was assured that any immediate concerns, as highlighted within the inspection report, had been dealt with swiftly.
- 3.6 HMICFRS have undertaken an Independent Study of Police air support – retitled Planes, drones and helicopters has been commissioned following concerns expressed by some forces about the effectiveness and efficiency of the National Police Air Services and to inform our understanding of operational police collaboration involving all territorial forces in England and Wales. Fieldwork for this study took place between January and March 2017. We await publication of this report and will take a close interest in its findings as Regional PCC lead on the National Police Air Service Board.

4. Chief Constables Retirement

- 4.1 After serving the communities of North Yorkshire and Cleveland for more than 30 years, Cleveland Police Chief Constable Iain Spittal is retiring. I appointed Iain in July 2016. Iain Spittal arrived at Cleveland Police at a time when the organisation faced enormous challenges both financially and professionally. He has tackled these challenges with integrity, dedication and calm professionalism.
- 4.2 The progress made has been recognised by Her Majesty's Inspectorate, with our grading now Good and improving. To achieve that at a time when more than 400 police posts have been lost and £32m cut from the budget is testament to the leadership Iain has shown. Key to this progress has been the work Iain has overseen in the reform of professional standards within the force and the introduction of the Everyone Matters programme.
- 4.3 Becoming a national leading force for standards and ethics is a key commitment in my Police and Crime Plan. Everyone Matters is the organisational development programme under which the Force embeds equality, diversity and human rights in serving its communities and supporting its people. Both of these transformation programmes are now firmly embedded within Cleveland Police and they will continue under Iain's successor to ensure officers and staff are treated with respect and helped to deliver the best possible service to the diverse communities we serve.

- 4.4 My office is now preparing the ground work for the selection process to appoint a new Chief Constable and I will keep the panel informed over the coming weeks as this important work develops.

5. Transforming Professional Standards – Head of Standards and Ethics Appointment

- 5.1 As panel members will be aware from my September update, the recruitment for a Head of Standards and Ethics has concluded. A competitive recruitment exercise was undertaken and an offer of employment has been made to the preferred candidate.

6. Violence Against Women and Girls Strategy

- 6.1 Members will recall that the Office of the PCC in collaboration with NHS England are in the process of competitively tendering the Sexual Assault Referral Centre (SARC) and Independent Sexual Violence Advisor (ISVA) Service, this new service(s) will be delivered from 1 April 2018. Current services are provided by a range of organisations operating to mix of delivery models, with some services serving all of the Cleveland area and other specific geographies. In addition to this, services deliver to different operating models, have different service standards, disjointed pathways, duplication, inefficiencies and poor sharing of data.
- 6.2 The procurement process is underway and the closing date for tenders was on 3rd November. Tenders are currently being evaluated and contract award recommendations will be submitted to the PCC and NHS England in December for consideration and decision making.
- 6.3 Members will recall from my September update that we were awaiting an announcement on a six force (Cleveland, Durham, Northumbria, North Yorkshire, West Yorkshire and Humberside), collaboration bid to the Home Office Police Transformation Fund for a whole system approach to domestic abuse. A decision has been reached and the programme is to be granted funding for two years. My office has successfully appointed a project manager and Cleveland Police are currently advertising for a Police Inspector to be seconded into the programme.
- 6.4 At the end of October I announced my intention to establish a ground breaking new Anti-Slavery Network, to launch later this year, to help Cleveland Police and partner agencies work collaboratively to eradicate modern slavery in all its forms.
- 6.5 Nationally there is evidence that multi-agency Anti-Slavery Networks have a positive impact on combatting and preventing modern slavery and human trafficking and having such a network in place is recognised as good practice.

- 6.6 Aligning with my Police and Crime Plan, the establishment of an Anti-Slavery Network will help the Force and stakeholders work collectively and collaboratively to prevent, identify, disrupt and eradicate modern slavery in all its forms and will result in Cleveland being a safer and happier place to live.
- 6.7 Work to establish the network comes on the back of other great strides being made in the region, including a recent 'Hope for justice' modern day slavery training course for police officers and partner agencies. The course was attended by almost 200 frontline police officers, senior detectives and staff from partner organisations.
- 6.8 The announcement coincided with the publication of a national report into the issue of modern day slavery by Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS). The report published relates to an assessment in 2016 and it is fair to say that a great deal of work has been done since then to develop a local understanding of this type of crime, Cleveland's response to it, and most importantly our ability to protect some of the most vulnerable people in our communities.
- 6.9 The North East region was the first to employ a Regional Co-ordinator dedicated to Modern Slavery and Human Trafficking as part of a National Police Transformation Unit initiative and we have a new detective post within the Vulnerability Unit to focus on all forms of Modern Slavery, Human Trafficking and Child Sexual Exploitation.

7. Operation Endurance – Motorcycle Initiative

- 7.1 As members will be aware there has been several concerns raised regarding community safety and the use of off road motorcycles. As PCC I am committed to ensuring we achieve a Cleveland wide approach to the problem and have raised these concerns with Cleveland Police through my scrutiny programme and with partner agencies at my Working Together meetings. Following these discussions, a crackdown on off-road bikers who cause misery in communities has been rolled out across Cleveland.
- 7.2 Operation Endurance sees a multi-agency approach to tackle the issue with partners from Cleveland Fire Brigade, the four local authorities across Cleveland and local housing providers alongside officers from the Cleveland and Durham Specialist Operations Unit Motorcycle Section and neighbourhood teams.
- 7.3 Officers will look to seize vehicles as well as issuing warnings and prosecuting where possible. Working together with local authorities and local housing providers means that offenders could risk losing their tenancies.

8. Hate Crime

- 8.1 As PCC I am committed to working in partnership to tackling hate crime and currently chair the Strategic Hate Crime Working Group. The group has been

established to facilitate a cohesive, co-ordinated approach across all services to dealing effectively with hate crime and hate incidents, sharing best practice, challenging prejudice and hate and connecting communities to improve community cohesion.

8.2 The meetings are focused around five key areas:

- Preventing Hate crime and incidents
- Responding to hate crime and incidents in our communities
- Increasing the reporting of hate crime and incidents
- Improving support for the victims of hate crime and incidents
- Building our understanding of hate crime and incidents

8.3 During October we promoted hate crime awareness week through the following activities:

- Promotion of third party reporting centres for hate crime, i visited Trans Aware and Hart Gables.
- Launch of hate crime awareness film for refugees and asylum seekers commissioned by the PCC and produced by the Regional Refugee Forum – <https://www.youtube.com/watch?v=xLxxPYP0Z2I>
- Hate crime awareness stand at Teesside University
- I opened a Hate crime lecture at Teesside University for organisations and community members.
- The new School Liaison Officers did hate crime inputs in schools and also some specific work with gypsy/traveller families at Yarm Fair.

Barry Coppinger
Police and Crime Commissioner for Cleveland