

Briefing Note of:	Crime & Partnerships Portfolio Leader
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CABINET
20 JUNE, 2013
STAFFORDSHIRE POLICE AND CRIME PANEL

1 Purpose of Briefing note

- 1.1 The purpose of this briefing note is to provide the Cabinet with a summary of the work of the Staffordshire Police and Crime Panel.

2 Key Issues

- 2.1 The Panel was formed, and held its first meeting in July, 2012, having been set up under the Police Reform and Social Responsibility Act, 2011. Its role is to scrutinise and support the Police and Crime Commissioner for Staffordshire who was elected in November, 2012.
- 2.2 The detail below summarises the main meetings of the Panel since its formation in July, 2012.

3 Detail

3.1 Panel Meetings

- (i) 30 July, 2012

The Police and Crime Panel held its first meeting on 30 July, 2012. At that time the Panel membership was made up of one representative from each of the 10 local authorities in Staffordshire including Stoke on Trent. One of the first tasks was to elect Chairman and Vice Chairman of the Panel; Councillor Frank Chapman of Staffordshire County Council was elected as Chairman and Councillor Colin Greatorex of Lichfield District Council

was elected as Vice Chairman. (I was nominated as Vice Chairman and did manage to attract three votes – insufficient)

Recruitment of the statutorily required two independent co-opted representatives was underway. (2 independent co-optees were subsequently appointed after an open recruitment and selection process Mr Paul Darby and Mrs Hifsa Haroon Iqbal).

The meeting considered the Panel's governance arrangements and its initial work programme. It was recognised that Panel members had a steep learning curve in terms of the planning and funding of policing throughout Staffordshire as their early work will involve scrutinising the Commissioners Police and Crime Plan and Budget for 2013/14. It also considered it essential to have some initial training and a number of informal meetings were arranged to hold training sessions.

(ii) 17 December, 2012

'Ordinary' meeting – The main agenda item was 'Meet the Commissioner' being the first attendance by Matthew Ellis following his election to the post of Police and Crime Commissioner in Staffordshire. Through his responses to questions posed by the Panel, Mr. Ellis reported on a number of projects being instigated including a Police Cadet Scheme and the enhancement of the Special Constables service. He referred to his recent cessation of the policy of compulsory retirement for those officers completing 30 years service, explaining that a modest number of new posts were to be recruited to, however overall policing numbers would not change as the measures constituted a change in the 'dynamics' of the workforce. He also referred to a review of the use of unmarked vehicles with a view to keeping that number to an absolute minimum in order to maximise the police presence in the community. Mr. Ellis referred to his intention to reduce costs in order to accommodate reduced budget allocations, adding that he would be seeking to ensure value for money from funding allocated to organisations such as Community Safety Partnerships. He was committed to supporting the partnerships but would require evidence of the outcomes from expenditure.

Confirmatory hearing – The Panel is legally required to hold Confirmatory hearings for appointments to certain posts within the Office of the Police and Crime Commissioner including the post of Deputy Commissioner. Appointments to the deputy post do not have to be on merit with legislation permitting the Commissioner to appoint a person of his choice. The Panel has no power of veto over that appointment.

The Panel met Mrs. Sue Arnold, the Commissioner's choice for the deputy role. Mrs Arnold reported on her background in private business and her work in her local community in Lichfield. Her employment was to be on a part time basis and she was confident that her personal and

professional commitments were flexible enough to accommodate the workload of the Deputy. She was to be given specific responsibility for the delivery of new initiatives including the Cadet scheme and was confident of her ability to do so.

In its report to the Commissioner after the Hearing the Panel did not highlight any issues of concern in relation to Mrs. Arnold's appointment as an individual but did highlight concerns on the recruitment procedure. In its letter to the Commissioner the Panel stated "*.....and in so doing to share with you their [the panels'] concerns on the process for selecting a Deputy and to suggest how the process could be improved in the future. In particular the Panel felt that this could be achieved by an open and transparent County-wide selection procedure with a clearly defined person specification and specific responsibilities attributed to the post*". Additionally the Panel offered the possibility of an involvement within the procedure with a representative observing.

(iii) 28 January, 2013

The Police and Crime Panel met on 28 January to consider the Police and Crime Commissioner's draft interim Police and Crime Plan 2013/14 and draft Revenue Budget 2013/14 and details of the grant settlement. The Commissioner is currently consulting on a more detailed plan which he hopes to have completed by June, 2013 and he has promised that the new plan will be an exciting, challenging and scene changing one, that he will provide to the Panel in draft form prior to publication for consultation in June, 2013.

The Panel formally wrote to the Commissioner outlining their views on the budget and precept, including their concern over the difficulties faced by the district and borough councils in undertaking their community safety role when there is uncertainty over the allocation of funding. In accordance with statutory requirements, the Commissioner formally responded to the Panel's representations. Details are available on the Panels webpage (see below).

(iv) 4 February, 2013

This meeting considered quarterly performance reports following the Commissioner's first public quarterly performance meeting with the Chief Constable. The Panel raised a number of issues with the Commissioner, including:

- Future performance measures, being made aware that a Police and Crime Commissioner (PCC) working group has been established to consider this issue;
- Greater consultation and public involvement in identifying local performance measures;
- Concern over potential negative reporting of increases in the number of crimes where this is in fact a positive, reflecting increased

confidence of victims in reporting crimes, particularly around rape and serious sexual assault following the Jimmy Savile case;

- Work on victim support
- Concerns over foreign Heavy Goods Vehicles and their lack of speed limitations and awareness of the British road systems; and
- The Independent Complaints Commission and the appropriateness of referrals

The Panel also considered all decisions taken by the PCC since their last meeting, in particular the deferral of a decision on independent persons on misconduct panels and a media protocol.

(v) 11 March, 2013

This meeting was a confirmatory Hearing for the Police and Crime Commissioners preferred candidate for the post of Chief of Staff in the Office of the Police and Crime Commissioner. The Commissioner gave a presentation on the recruitment procedure and it was noted that there had been eight applicants for the post and after a professional short listing two candidates were called for interview, unfortunately one candidate withdrew at the last minute. The interview with Mr Dixon was carried out in rigorous manner. The Panel asked a the Commissioner a number of questions on the process and also expressed a number of concerns including the lack of candidates and the lack of information to the panel about the Commissioners plans for the reorganisation of his Secretariat. The Commissioner's preferred candidate was present, a Mr. G. Dixon, who answered questions from the Panel. The Panel met in private to consider its decision and approved the appointment of Mr. Dixon.

(vi) 20 May, 2013

This meeting was scheduled to be a confirmatory Hearing for the Police and Crime Commissioner's preferred candidate for the post of Chief Financial Officer, followed by an Ordinary Meeting of the Panel. I will report verbally to the meeting.

3.2 Other Issues

To date the Panel have undertaken the following training:

- An overview of the new policing arrangements and the role of the Panel, engaging with stakeholders and developing a strategic work programme
- Scrutiny of the Police precept, including an explanation of the components of a 'Police Budget' and funding arrangements and the approach/techniques to adopt in scrutinising a budget (as successfully utilised by the County Council's own Assets and Budget Select Committee).

3.3 Communications

Work has progressed on raising the profile/increasing public awareness of the Panel including the submission of updates on Panel meetings in the County Council's Members' Information Bulletin and the regular submission of information to Panel members on decisions publicised by the Police and Crime Commissioner (in order to help identify items for scrutiny). A webpage has been launched which can be accessed from the following link:

<http://www.staffordshire.gov.uk/yourcouncil/staffordshire-police-and-crime-panel/introductiontothestaffordshirepoliceandcrimepanel.aspx>

Details of Panel meetings are issued to contact officers in each of the District/Borough Councils in the County and Stoke-on-Trent City Council for posting on their own websites.

3.4 Review of Work Completed by the Panel

The table below sets out the work undertaken by the Panel to date:

Date	Work undertaken
30 July, 2012	<ul style="list-style-type: none"> • Election of Chair and Vice-Chair • Consideration and development of draft protocol for dealings between the PCC and PCP • Consideration and development of the PCP's terms of reference • Consideration of complaints against the PCC and how these will be handled
August ,2012	<ul style="list-style-type: none"> • PCP sub-group interview potential co-optees
17 September, 2012	<ul style="list-style-type: none"> • Appointment of two co-opted members to the Panel
17 December, 2012	<ul style="list-style-type: none"> • "meet the Commissioner", an opportunity for the Panel to meet their newly elected Commissioner and hear his plans for the future • Agreement of the revised terms of reference and Protocol
17 December, 2012	<ul style="list-style-type: none"> • Confirmatory Hearing to consider the appointment of the Deputy PCC
28 January, 2013	<ul style="list-style-type: none"> • Consideration of the draft interim Police and Crime Plan 2013/14 a final, all embracing Plan is to be published in June 2013 • Consideration of the draft Budget 2013/14 and details of the Grant Settlement
4 February, 2013	<ul style="list-style-type: none"> • Consideration of the performance

	reports from the PCC's quarterly performance meeting of 30 January, 2013, including: 1 April-31 December, 2013 performance data; Professional Standards quarterly performance report (Oct-Dec 2012) and Use of Resources quarterly data.
11 March, 2013	<ul style="list-style-type: none">• Confirmatory Hearing to consider the appointment of the Chief of Staff to the Office of the PCC
20 May, 2013	<ul style="list-style-type: none">• Confirmatory Hearing to consider the appointment of Chief Financial Officer to the Office of the PCC
20 May, 2013	<ul style="list-style-type: none">• Consideration of the performance reports from the PCC's quarterly performance meeting of 18 April, 2013

4 Implications (if applicable)

4.1 None at this time.

5 Appendices**Background Papers**