



Crime & Disorder Scrutiny Committee

Members of the **Crime & Disorder Scrutiny Committee** of **Gravesham Borough Council** are summoned to attend a meeting to be held at the on **Tuesday, 2 April 2019 at 7.30 pm** when the business specified in the following agenda is proposed to be transacted.

S Walsh
Service Manager (Communities)

Agenda

Part A

Items likely to be considered in Public

1. Apologies for Absence
2. Minutes (Pages 3 - 8)
3. Declarations of Interest
4. To consider whether any items in Part A of the Agenda should be considered in private or any items in Part B in public
5. MHCLG Supporting Families Against Youth Crime (Pages 9 - 12)
To apprise the Committee of the KCC led successful bid to the Government's Supporting Families Against Youth Crime Fund which as secured £1.3m for work to prevent young people from becoming involved in gangs and youth violence as part of a 2 year project. Colin Green - District Partnership Manager, Kent County Council will be attending the meeting.

6. Dartford and Gravesham Community Safety Strategy 2019-22 - Priorities (Pages 13 - 18)
To inform the Committee of the agreed priorities for the new CSP Community Safety Strategy 2019-2022.

7. Kent & Medway Police and Crime Panel - Minutes of the meeting held on 14 November 2018 (Pages 19 - 26)
This item is for information only / noting.

8. Exclusion

To move, if required, that pursuant to Section 100A (4) of the Local Government Act 1972 that the public be excluded from any items included in Part B of the agenda because it is likely in view of the nature of the business to be transacted that if members of the public are present during those items, there would be disclosure to them of exempt information as defined in Part 1 of Schedule 12A of the Act.

Part B
Items likely to be considered in private

9. Gang-related Activity, County Lines and the Local Picture Presentation
To enable a better understanding of the level and extent of gang related criminal activity in Gravesham and multi-agenda activity being delivered to address this issue. Detective Sergeant Ian Sanderson, Acting Chief Inspector Neil Loudon and Inspector Craig West (Kent Police) will be attending the meeting.

Members

Cllr Sara Langdale (Chair)
Cllr Greta Goatley (Vice-Chair)

Councillors: Conrad Broadley
Gurdip Ram Bungar
John Caller
Brian Francis
Rob Halpin
Gary Harding
Karen Hurdle
Robin Theobald
Steve Thompson

Substitutes: To be notified

Crime & Disorder Scrutiny Committee**Thursday, 11 October 2018****7.30 pm****Present:**

Cllr Sara Langdale (Chair)
Cllr Greta Goatley (Vice-Chair)

Cllrs: Gurdip Bungar
John Caller
Lee Croxton
Brian Francis
Rob Halpin
Gary Harding
Robin Theobald

Also in attendance: Cllr John Knight, Deputy Leader and Cabinet Member Environmental Services

Simon Hookway	Assistant Director (Communities)
Kath Donald	Strategic Manager (Community Safety Unit)
Sean Steer	Operational Manager (Community Safety Unit)
Andy Gadd	Chief Inspector, Kent Police
Neil Loudon	Inspector, Kent Police
Rebecca Avery	Volunteer and Community Lead, Victim Support
Chris Wakeford	Committee Services Officer (Scrutiny) – Minutes

48. Apologies

An apology for absence was received from Cllr Steve Thompson; Cllr Lee Croxton appeared as his substitute. An apology for absence was also received from Cllr Karen Hurdle.

49. Minutes

The Committee discussed minute 41. Vulnerability Investigation Team:

The officers advised that if Members wanted to help and support the issue of children not being criminalised for the explicit images sharing then they should pen a letter to the Home Office who have control and are able to change current legislation. Members asked that also included in the letter is the request that anonymity for the suspects in sexual abuse cases be the same for victims in that no names are released until proven guilty as people's lives have been destroyed following false sexual abuse allegation.

The Service Manager (Economic Development) advised that a letter about the aforementioned issues can be drafted and sent to the Home Office. It will need to be sent in the name of the Cabinet Member with responsibility for Community Safety. A letter can be reported back to Committee Members.

The Committee agreed that the Lead Member should be invited to write the above-mentioned letter and copy it to Gravesham MP Adam Holloway.

The Assistant Director (Communities) explained that he would circulate the terms of reference for the Crime and Disorder Scrutiny Committee to Members

Minute 42. Altogether Safer - Reducing Violence Against Women and Girls in North Kent. The Strategic Manager (Community Safety Unit) explained that she had been successful in securing funding to extend the out of hours independent domestic abuse advisor service and also fund an additional Choose Respect worker.

A report on this matter will be brought back to Committee in March.

The Committee commended the Strategic Manager (Community Safety Unit) for all her hard work in successfully securing the funding.

The minutes of the meeting held on 20 March 2018 were signed by the Chair.

50. Declarations of Interest

The Chair, Cllr Sara Langdale, declared an "Other Interest" as her daughter is a Police Officer based at North West Kent Police Station.

51. Victim Support Services - Presentation by Rebecca Avery, Volunteer & Community Lead for Victim Support Kent

The Committee received a presentation on Victim Support Services from Rebecca Avery, Volunteer & Community Lead for Victim Support Kent, please view the presentation here:

<http://democracy.gravesham.gov.uk/ieListDocuments.aspx?CId=355&MId=2959&Ver=4>

Rebecca Avery, Volunteer & Community Lead for Victim Support Kent fielded questions from the Committee and highlighted the following:

- Victim Support have a core team of full time professionals based in Ashford who are supported by volunteers. There is also a national team and the Victim Assessment Referral Team (VART)
- Victim Support will provide support to anyone who feels they are a victim.
- Volunteers include students from Canterbury University.
- Victim Support use interpreters and sign language professionals to ensure everyone has access to the service.
- Referrals for domestic abuse cases have increased, mainly due to the Triage Service and because people now report this type of crime more.

- The Witness Service used to come under Victim Support but now comes under the Citizens Advice Bureau.

The Committee thanked Rebecca Avery, Volunteer & Community Lead for Victim Support for an informative presentation.

52. CSU Victims Strategy Briefing

The Strategic Manager (Community Safety Unit) presented the Committee with a briefing paper on the Government's Victims' Strategy, published in September 2018.

The main thrust of the strategy is to improve victim services and ensure they are supported through the whole process.

The strategy will go out to consultation early 2019 with a new victims code expected early next year.

Following questions from the Committee, Chief Inspector Andy Gadd highlighted the following:

- There has been a big increase (nationally) in recorded modern slavery offences due to new reporting mechanisms, a better understanding of the offence and people feeling more comfortable in reporting the offence. However; modern slavery does not appear to be a huge problem in Gravesham.
- County Lines is the name given to the process by which criminal networks from urban centres expand their activities into smaller towns and rural areas. The movement of drugs, involving children as drug mules, is very much part of the national picture and sits on one of the six strands of the Kent Police Strategy.
- Any money earned as a result of, or in connection with, an offence can be recovered under the Proceeds of Crime Act 2002. Kent police try to claim some of the confiscated money and assets back to reinvest into fighting crime wherever possible.
- Crime statistics have risen by 40 / 50% but this does not reflect the true picture. The way crime is recorded has changed so where you would previously have one crime report, this now branches out into about six and dramatically increases the recorded data.
- When used appropriately, Stop and Search is an effective tool.

The Committee commended Kent Police, the Strategic Manager (Community Safety Unit) and the Operational Manager (Community Safety Unit) for all their good work.

53. Safer Place Officers

The Operational Manager (Community Safety Unit) informed Members of work being carried out by the Safer Place Officer team introduced into the Community Safety Unit earlier this year, including:

- Spoken to and over 150 young persons about cycling in New Road and issued 44 FPNs for cycling in New Road;

- Two day of Littering Campaign in town centre; 15 FPNs issued for littering;
- Provided advice to dog owners in parks in regard to dog fouling;
- Assisted over a dozen homeless people by signposting them to relevant services;
- Provided intelligence reports to Kent Police in respect of individuals suspected of committing criminal offences;
- Moved on street drinkers whose alcohol consumption has repeatedly resulted in ASB and tried to encourage them to access local alcohol treatment services;
- Assisted a number of people who have been taken seriously ill in the town centre and intervened whilst emergency services were awaited;
- Trade waste agreements checked on commercial premises in town centre;
- Flytipping in town centre reported daily, checked for evidence, and passed to Waste Management for clearance.
- Supported legal action through statements and serving of notices on unauthorised tents on council land (4 separate Orders obtained).
- Working closely with partner agencies including; Kent Police, The Grand, Porchlight, Sanctuary, Change Grow Live (CGL) as well as internal departments in the local authority.

The Operational Manager (Community Safety Unit) also highlighted a recent positive local news article on the Safer Place Officers with the headline: 'Trios Town Centre Patrol Success'

The Committee praised the Safer Place Officers for their valuable work in the town and suggested that the scheme be widened to include other areas of the Borough.

The Committee noted the report and commended the good work of the Safer Place Officers.

The Chair explained that she would write to the Chief Executive on behalf of the Committee to commend the Safer Place Officers.

54. Kent & Medway Police and Crime Panel Minutes 19 July 2018

The Committee considered the Kent & Medway Police and Crime Panel Minutes 19 July 2018

The Assistant Director (Communities) explained that he had tried to invite the Kent Police and Crime Commissioner to the Crime and Disorder Scrutiny Committee but it may be more effective to invite him to a larger meeting.

Members noted the contents of the minutes.

Close of meeting

The meeting ended at 9.32 pm

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Briefing Note

From: Colin Green, District Partnership Manager, KCC

To: Gravesham's Crime and Disorder Scrutiny Committee

Date: 2 April 2019

Subject: Supporting Families Against Youth Crime Fund

Summary: This briefing note provides an overview of our collaborative project to reduce serious youth violence and child criminal exploitation in North Kent and Medway.

1. Introduction

- 1.1 The Ministry for Housing, Communities and Local Government (MHCLG) established the Supporting Families Against Youth Crime (SFAYC) Fund to support the delivery of the government's Serious Violence Strategy.
- 1.2 Kent County Council was successful in securing £1,362,645 in funding from the SFAYC Fund over two years, to deliver and lead a collaborative North Kent and Medway project.

2. Background

- 2.1 The Supporting Families Against Serious Youth Crime Fund supports the early intervention and prevention theme of the government's Serious Violence Strategy. The strategy was published on 9 April 2018 and sets out an in-depth analysis of the trends and drivers behind the recent increases in serious violence and a major programme of work.
- 2.2 The strategy sets out multiple strands of activity that are not solely focused on law enforcement, very important as that is, but also depends on partnerships across a number of sectors, such as education, health, social services, housing, youth services, victim services and others.
- 2.3 In particular, the strategy places an emphasis on early intervention and prevention and aims to tackle the root causes of violence and prevent young people from getting involved in crime in the first place.
- 2.4 The fund supports initiatives that align with the Troubled Families Programme's focus on early intervention and scaling up whole family working. Supporting a range of initiatives, from expanding existing good practice approaches that have an evidence base, through to new or innovative interventions that an area is developing in response to the issue.

3. Aims and Objectives of the Supporting Families Against Youth Crime Fund

- 3.1 The strategic aims of the Fund are to:
 - Provide additional capacity to local authorities where gang and youth crime is an issue, to help them respond to their local needs;

- Test and learn from interventions and place-based initiatives;
- Drive improved local, multi-agency partnership working with the VCS;
- Develop children's personal resilience to withstand peer pressure and make positive choices, particularly but not limited to the transition ages between primary and secondary school;
- Reduce gang and youth crime by intervening early to raise awareness of the dangers of gangs, youth violence and knife crime and changing the culture around the acceptability of carrying knives.
- Work with parents/carers and local workforce to understand the dangers and risks surrounding gang crime.

4. Our Collaborative Project in Kent and Medway

- 4.1 Kent County Council (KCC) as lead partner will coordinate and oversee the delivery of two year fully funded collaborative project to tackle serious youth violence and child criminal exploitation.
- 4.2 The collaboration brings together Medway Council, Kent Police, Met Police and Kent's Police and Crime Commissioner to deliver this important project for North Kent and Medway.
- 4.3 Our approach will coordinate and harness the 'totality' of partner resources to support to reduce the impact of gang activity and protect children at risk of criminal exploitation.
- 4.4 KCC will use an element of the funding to establish a Core Team, consisting of a Project Coordinator, Analyst, two dedicated Police roles (1 in each Police force area) and a Support Officer.
- 4.5 The Police roles will be co-located in combined Police units, with both spending one day per fortnight in each other's combined unit. They will coordinate and information gather on gangs and child criminal exploitation; to inform/influence joint police operations and inform casework planning with children and young people within the project cohort.
- 4.6 KCC will commission a service to provide a Peer Mentoring and a targeted Family Support Service. The service will consist of 4 Peer Mentors, 4 Family and Community Workers and two Alternative Curriculum Workers. Resource equally split across both councils.
- 4.7 The commissioned service will work flexibly across local authority boundaries to ensure children, young people and their families have tailored support in place as quickly as possible.
- 4.8 This project will help support those children and young people (CYP) most at risk through casework targeted to areas of greatest demand. Our matrix will assist in prioritising CYP and resources, and bridge intelligence and safeguarding gaps between local authorities and the Police, so that resources can be prioritised according to risk, threat and harm. Support for families will be coordinated by a whole Family Plan aligned to the Troubled Families Outcome Plan in each authority area.

5. Outcomes

- 5.1 Intensive support for a minimum of 80 CYP and families per full financial year, for those at risk of child criminal exploitation and their families or communities.
- 5.2 Training and workshop sessions will be delivered throughout the year across both authorities. The project will deliver a minimum of 50 over two years. Sessions will be developed for multi-agency staff, partners, young people, parents and the community.

- 5.3 This project will seek to bridge this gap in intelligence, and in doing so ensure support and risks are better coordinated, and that Police operations have a robust dataset to inform/disrupt county lines/CCE hotspots.
- 5.4 Support for schools: We recognise the need to work with schools to deliver schools-based interventions to victims of child criminal exploitation, so we can reduce the number of exclusions. This project will enable us to identify trends in particularly schools, earlier on, and mobilise the strength of the partnership to address emerging needs before issues escalate. The project will interface with Early Help and Education Teams to support a whole school approach.
- 5.5 The overarching aims of this project are:
- To reduce the risk of criminal exploitation for children and young people;
 - To increase the quantity and quality of trusted relationships between young people and adults who are there to support them;
 - To improve the wellbeing, self-esteem, self-efficacy, resilience and critical thinking for vulnerable young people;
 - To increase community resilience to county lines to ensure our areas become a hostile environment to those looking to exploit children.

6. Conclusion

- 6.1 The Committee are asked to note the contents of this briefing note.

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Classification:

Public

Key Decision:

No

Gravesham Borough Council

Report to: Crime and Disorder Scrutiny Committee

Date: 2 April 2019

Reporting Officer: Strategic Manager, Community Safety Unit

Subject: Dartford and Gravesham Community Safety Strategy 2019-22 - Priorities

Purpose and summary of report:

To apprise the Committee of the Dartford and Gravesham Community Safety Partnership's (CSP) new three-year Community Safety Strategy 2019-22 and the priorities contained therein.

Recommendations

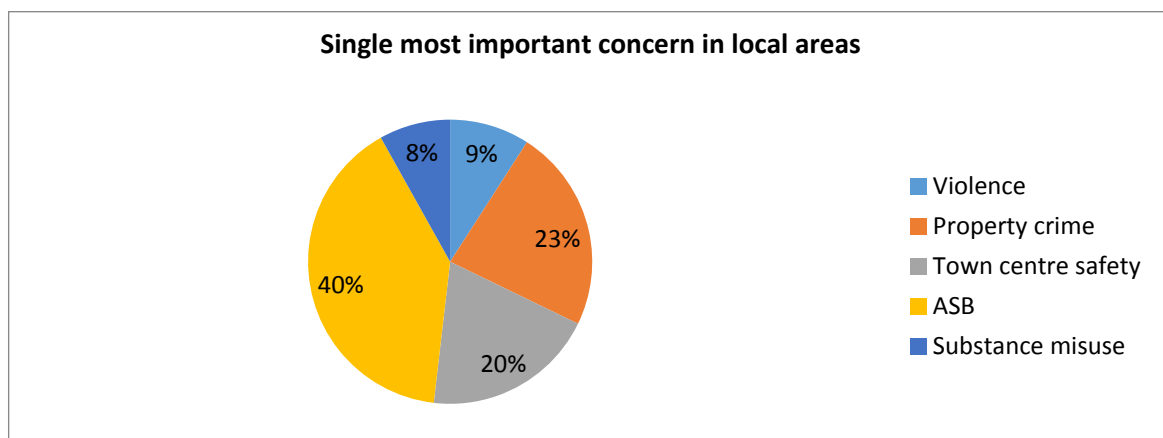
Members are asked to:

- a) Note and comment on the new priorities for the CSP.

1. Introduction

- 1.1 Dartford and Gravesham's joint Community Safety Partnership's (CSP) last Strategy came to an end in March 2019 and a new draft Community Safety Strategy 2019-22 has now been produced following the completion of the annual Strategic Assessment (audit of levels of crime and disorder based upon data and intelligence provided by partner agencies) and the carrying out of a public opinion survey in each Borough.
- 1.2 The Strategic Assessment process allows the Partnership to consider the current community safety position and any changes in circumstances or emerging issues that require different approaches or interventions. It is also an opportunity to check for any new legal obligations or recommended good practice that we could adopt locally. Other considerations that have also been taken into account in identifying the new strategic priorities include:
 - Volume – the level of specific offences as a proportion of total crime;
 - Level of harm – the impact certain offences have on victims and communities;
 - Partnership-added value – the extent to which multi-agency working can enhance the ability of agencies to tackle a particular strand of offending behavior;
 - Trend analysis – patterns of increase or decrease in an offence type (where it is possible to ascertain).
- 1.3 As this year the CSP has had to produce a new three-year Strategy, a short public consultation exercise was also carried out over a two-week period between 18 February and 3 March 2019. This was made available on both the Gravesham and Dartford Borough Council websites and via each Borough's social media platforms including Facebook, Instagram and Twitter. People who either live or work in Dartford or Gravesham were invited to complete the survey which asked them to identify those community safety issues that, in their experience, were of the greatest concern in their neighbourhood. A total of 420

people responded – 299 (71.19%) of these either lived or worked in Gravesham and 121 (28.81%) of respondents either lived or worked in Dartford. Respondents were asked to select the single MOST important issue in their local area. 407 people answered this question and the vast majority stated that ASB was their main concern – 163 (40.05% of all respondents).



1.4 A full breakdown of the survey findings will be made available on the Council’s Community Safety website pages shortly.

2. The new CSP Strategic Priorities

2.1 Having given due attention to the above, the following broad priorities were considered and approved by the CSP in January 2019:

i) Violent Crime including Domestic Abuse

Recorded violent crime has seen an increase both nationally and locally and levels of domestic abuse have continued to rise. Proportionally violent offences account for over 40% of all crime recorded in each of our Boroughs (although it is important to maintain perspective – almost half of all violent crime involved **no** injury). Violence Against Women and Girls (VAWG) and Domestic Abuse is a high national priority – something that is likely to continue for the foreseeable future. Public safety is a matter of the highest concern amongst local people; the impact of violence on individuals, families and communities is profoundly negative and issues of violence occurring in town centre locations also affects the ability of evening and night-time economies to develop.

ii) Persistent Anti-Social Behaviour and Environmental Crime

Preventing and tackling persistent ASB is frequently identified as a key priority by local people and even when its’ nature is considered low-level, the impact it has on people’s quality of life, health and well-being, can be significant. Within town centres, ASB also has the ability to negatively impact local businesses and is particularly damaging to public perceptions of local areas. Tackling ASB is resource-intensive and benefits from multi-agency working, bringing together all relevant agencies to address the issue in question from every angle.

iii) Preventing Offending and Reducing Reoffending

Within this priority it is suggested that a firm focus is specifically maintained on:

- (a) Disrupting Serious and Organised Crime (SOC);
- (b) Preventing and reducing youth offending (with an emphasis on gang-related activity).

SOC and gang-related youth offending are now recognised as issues of the highest priority by Central Government and the drive is for CSPs and local partners to work much more closely with law enforcement agencies that have traditionally had primary responsibility for tackling these issues. Whilst hard facts to inform the current position are limited, the experience of CSUs through the work of local OCG Groups and through the multi-agency Serious Youth Violence and Exploitation Group, suggests that this is a growing area of day-to-day business. Intelligence and information-sharing through a partnership approach is absolutely key to responding effectively in dismantling OCGs and the different skills and expertise of a variety of agencies are needed to address youth violence and safeguard young people from harm. Whilst neighbouring London Boroughs have been experiencing these issues for a much longer period of time our geographical proximity to the capital is making our areas more attractive to cross-border criminals travelling from the London area.

Work to reduce reoffending should also consider geographical locations in which certain categories of property crime such as residential burglary and shed and garage break-ins are more prevalent with a view to identifying prolific offenders and delivering interventions for them to prevent future offending.

iv) Protecting Vulnerable People and Strengthening Communities

CSP members share Safeguarding responsibilities to protect vulnerable people from harm and recent work in both Dartford and Gravesham has demonstrated the value of a joint, multi-agency approach to delivering tailored interventions to identified individuals and/or families. Vulnerable people are frequently repeat victims – ensuring they are aware of the services available to help them and fully supported will help to bring offenders to justice and ultimately, reduce demand on services.

Our Boroughs have the most diverse populations in the county and they continue to change at a much more rapid pace than in the past. Increasing levels of hate crime (all categories) indicate a need to carry out a much more detailed analysis of this issue in order that preventive work can be put in place, that we can address the under-reporting of hate crime and reduce risks to community cohesion and resilience. Additionally, our Local Authorities each have a legal duty to take steps to reduce threats posed by terrorism and extremism and to mitigate more broadly against security risks.

3. Next Steps

- 3.1 At the time of writing the new three-year Strategy is being finalised and once approved by the CSP, will be available on the Council's website. It will be reviewed in full each year and progress will be reported against its objectives to the CSP at its quarterly meetings.
- 3.2 A 'Strategy on a Page' document has also been produced to provide a quick-reference and easily digestible description of the Strategy and is attached as an Appendix to this report.

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Violent Crime including Domestic Abuse

AIMS

Less victims of violence



Better support for victims



More offenders prosecuted



Why is this a Priority?

- Violent crime accounts for over 40% of total crime locally;
- Offences such as domestic abuse and sexual violence disproportionately suffer from under-reporting;
- Most serious violence is rare but about a quarter of violent offences involve some injury to victims;
- Violence in public places affects perceptions that can damage our evening and night-time economies;
- Personal safety and protecting people from physical harm remains paramount.

What is our aim for change by 2022?

- Reduction in violent crime (non-domestic) recorded in each Borough;
- Increased use of services by victims of domestic abuse (particularly from BAME and hard to reach groups);
- Improvement in the detection rate of violence with injury offences (non-domestic);
- Successful behaviour change of offenders through the Integrated Offender Management Programme;
- Sound intelligence picture of hot spot locations for violent offences in public places (non-domestic);
- Reduction in violence with injury offences within hotspot locations and night-time economy areas.

Persistent Anti-Social Behaviour & Environmental Crime

AIMS

People are encouraged and know how to report ASB



Cleaner, safer neighbourhoods



People feel safer at home and when out and about



Why is this a Priority?

- 40% of respondents to our Opinion Survey identified ASB as their most serious community safety issue;
- Tackling ASB is resource-intensive and intrinsically linked to drug and alcohol misuse as well as issues such as criminal damage, graffiti and vandalism;
- ASB has an adverse effect of the quality of life of local residents and also affects local businesses and investment within our town centres.

What is our aim for change by 2022?

- Reduction in ASB incidents recorded in each Borough;
- Reduction in criminal damage offences recorded;
- Increase in percentage of Fixed Penalty Notices issued for fly-tipping offences/reduction in fly-tipping;
- Reduction in deliberate fires;
- Reduction in repeat victims of ASB;
- Better partnership responses to tackling ASB.

Preventing Offending & Re-offending

Why is this a Priority?

- Crime has a detrimental impact on victims, families and local communities;
- Serious and Organised Crime, gang-related activity and youth violence are national and local priorities;
- Integrated Offender Management provides a strong multi-agency process for reducing re-offending but the local focus also needs to be on preventing young people from being drawn into crime at all;

What is our aim for change by 2022?

- Reduction in crime recorded in each Borough;
- Reduction in the number of young people committing crime;
- Fewer young people becoming involved in or targeted by gangs;
- Improvement in the detection and disruption of Organised Crime Groups;
- Successful behaviour change of offenders through the Integrated Offender Management Programme

AIMS

Disruption of Organised Crime



Fewer young people offending for the first time



Changing behaviour through Offender Management



Dartford and Gravesham

Community Safety Partnership Strategy 2019-22

Protecting Vulnerable People & Strengthening Communities

Why is this a Priority?

- Partner agencies share statutory Safeguarding responsibilities to protect vulnerable people from harm;
- Multi-agency work through local Vulnerability Groups has demonstrated the value of this approach;
- Issues such as hate crime need to be challenged to protect community cohesion;
- We need to demonstrate a clear zero tolerance approach to all forms of hate crime and encourage more victims to report and access services.

What is our aim for change by 2022?

- Understanding of changing demographics with effective cohesion between long-standing and new communities;
- Increase in confidence of victims to report hate crime and more offenders brought to justice;
- Established working practices with neighbouring areas that identify and mitigate risks caused through the safeguarding moves of families whose child/children have been criminally exploited.

AIMS

More support for victims of hate crime



Strengthened community cohesion



Greater partnership working to counter extremism



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KENT COUNTY COUNCIL

KENT AND MEDWAY POLICE AND CRIME PANEL

MINUTES of a meeting of the Kent and Medway Police and Crime Panel held in the Council Chamber - Sessions House on Wednesday, 14 November 2018.

PRESENT: Mr P M Hill, OBE (Chairman), Mrs E Bolton, Cllr B Bradford, Cllr J Burden, Cllr M Dearden, Cllr F Gooch, Ms S Hamilton, Cllr R Hogarth (Substitute for Cllr P Fleming), Cllr MJ Holloway, OBE, Cllr A Horton, Cllr M Rhodes (Substitute for Cllr N Heslop), Cllr H Tejan and Cllr P Todd

ALSO PRESENT: Mr M Scott (Kent Police and Crime Commissioner), Mr A Harper (PCC's Chief of Staff) and Mr Robert Phillips (PCC's Chief Finance Officer)

IN ATTENDANCE: Mr J Cook (Scrutiny Research Officer) and Mrs A Taylor (Scrutiny Research Officer)

UNRESTRICTED ITEMS**293. Introduction/Webcast Announcement**

(Item 1)

The Chairman stated that it was with great regret that he noted the very sad passing of Mike Campbell, the Panel's Policy Officer; he offered his and the Panel's condolences to Mike's family.

Mike had been involved with the Panel for many years and was an invaluable source of advice and support.

The Commissioner also offered his sympathies and condolences to Mike's family. Mike was a tremendous public servant who had provided fantastic support to the Commissioner's Office and the Panel.

294. Membership

(Item 2)

1. The Clerk stated that Cllr Ann Napier had replaced Dr Eddy on the Kent and Medway Police and Crime Panel.

2. The Commissioner paid tribute to the contribution Dr Eddy had made to the Panel.

295. Minutes of the Police and Crime Panel held on 27 September 2018

(Item 5)

RESOLVED that the minutes of the meeting held on 27 September 2018 were a correct record and that they be signed by the Chairman.

296. Update on PCC's Expenditure to Support the Police and Crime Plan

(Item B1)

1. The Commissioner introduced this item which updated Members on the PCC's expenditure to support the Police and Crime Plan. The report outlined ways in which the Commissioner sought engagement and partnership working to keep Kent a safe place to live.

2. In relation to advertisements, the Commissioner had, in a bid to increase the number of people responding to the Annual Policing Survey, placed full page adverts in six local authorities' magazines which were delivered to households free of charge. The advertisements did not increase the level of engagement to the extent the Commissioner would have liked, and he commented that whilst the exercise provided valuable feedback, it probably didn't provide value for money so would not be repeated in the same way next year. A Member recommended that the design of publications be reviewed; the Commissioner explained that the aim was to have a simple advert that people would engage with, however he took on board the comments of Members.

3. In relation to Commissioned Restorative Justice (RJ) Services, the Commissioner explained that this was a way in which victims could engage with offenders to support the repairing of harm caused enabling both parties to move forward in a positive way. The value of the commissioned contract was £46,000. A Member mentioned the small number of people (15%) quoted in the report who would not recommend RJ to others. The Commissioner said he would report back to Members on the satisfaction rate locally.

4. Regarding Chaplaincy, this provided a valuable service to police forces and the Commissioner was pleased to support the chaplaincy service.

5. In relation to CrimeStoppers Trust, this charity did an excellent job allowing people the opportunity to report crime anonymously, by phone and online, 24/7, 365 days a year. The Chairman asked whether the Commissioner was content that CrimeStoppers received enough funding. The Commissioner regularly engaged with CrimeStoppers and said the issue of funding was difficult, but he had increased funding this year in recognition of their important work. CrimeStoppers also relied on support from other areas and it was hoped that in future it would be possible to find other ways in which to support them.

6. In response to a question about crime recording accuracy, the Commissioner reassured Members that the Kent Police crime and incident recording team reviewed all reports from CrimeStoppers to determine if a crime should be recorded. In relation to concerns around the disproportionately high number of Black, Asian and Minority Ethnic Communities using CrimeStoppers, the Commissioner confirmed that the Force was trying to address this.

RESOLVED that the Panel note the Commissioner's update on expenditure to support the Police and Crime Plan.

297. Progress on Recruiting and Deploying Additional Officers
(Item B2)

1. The Commissioner explained that Kent Police was required to find over £9million in cost savings this year, irrespective of the precept level set by the

Government. There was some flexibility in setting the precept, equivalent to £1 per month for a Band D property, and this combined with the cost savings, savings made in the OPCC, and the use of some reserves gave the Chief Constable the ability to recruit up to 200 additional officers and over 80 police staff in 2018/19. The Force had seen positive results in terms of the numbers of people going through the recruitment process. The Commissioner said the Force was hopeful it would be in a position to announce the recruitment of the additional 200 officers, making a total of 400, by January 2019.

2. There had been an increase in female recruits and these now made up 38% of new officers. There had also been an increase in the number of Black, Asian and Minority Ethnic recruits, but the drive continued to better reflect the population the Force served.

3. The Commissioner had worked hard to publicise the Force's recruitment drive, holding a blue lights jobs fair and visiting diverse communities to encourage applications from all backgrounds.

4. A Member commented on the variety of activities that the Commissioner had been involved in to publicise the recruitment campaign and asked what had been most productive? The Commissioner explained that it was difficult to quantify what had worked, one individual action might have led to several different outcomes. The Commissioner considered that people appreciated the personal touch such as the blue light jobs fair which was attended by residents from all over Kent.

5. Referring to para 9 of the report, Members considered that Kent Police was not representative, particularly from Black, Asian and Minority Ethnic (BAME) communities. A Member asked how the additional officers had made a difference across Kent. The Commissioner explained that he was confident that the Diversity Inclusion Team was making progress with different groups to encourage applications from all backgrounds. The Commissioner agreed to circulate information outside the meeting relating to BAME applications vs officers appointed.

6. A Member commented that a prime area for recruitment was the military; they asked if it was possible to join the Force with visible tattoos and whether there were height restrictions and eyesight requirements? The Commissioner confirmed that it was possible to have tattoos and join, but they would be assessed and should not depict violent imagery or be where they can't be covered up, such as on the face, neck and hands. There were no height restrictions on joining but applicants did undertake health screening and were required to pass a fitness test. The Commissioner stated that his priority was to boost policing numbers, however he was concerned over the available funding if the Government didn't make the right choice over Police Pension payments.

7. The Commissioner commented that if changes to police recruitment required all applicants to have a degree it would limit opportunities for developing a diverse workforce and certainly have hampered the Force's recruitment this year. Policing has changed, and with emerging challenges such as cybercrime there was a need to have a balanced workforce.

8. One Member asked for further information about where the additional resources were to be placed? The Commissioner explained that some of the

additional officers were to be placed in the rural policing team and some in the Roads Policing Unit (an additional 7 to their current 91). Recruitment was currently open for a new Crime Squad to deal with volume and serious crime and also Sexual Offences Liaison Officers. Over half of new recruits were being placed in local policing roles, including Response, Community Policing and Vulnerability Investigation Teams.

9. A Member asked about the timeline from application to initial deployment and also the cost of the recruitment process. The Commissioner explained that the team had been looking at ways to speed up the recruitment process and it now took approximately four months for an individual to start with the Force. Officers spent 19 weeks at Kent Police College, 10 weeks on Division for investigatory training, and were then deployed. The length of the application process had been halved but there was a standard training programme before officers went out on the streets.

10. In response to a question the Commissioner said he would report back to Members on the costs of the recruitment process. The drop out rate of applicants was low.

RESOLVED that the Commissioners progress report on recruitment of additional police officers be noted.

298. 999 and 101 Service - Improvements Following Recruitment
(Item B3)

1. The Commissioner reported that in his view the performance of the 101 service in the past had not been good; he added that this had also been the view of Panel Members and members of the public. However, through a number of interventions, performance this financial year had improved.

2. There had been a review of business practices within the Force Control Room (FCR) which had been undertaken by consultants. There had been engagement with staff to understand how best to deploy resources to ensure times of peak demand were effectively covered. In addition there were now extra people working in the FCR. The online reporting system was also beneficial, and whilst it was accepted that this may not work for everyone, the Force was starting to see more incidents being reported online.

3. The Commissioner commended the team which had done a fantastic job at improving the 101 service, and said he would continue to hold the Chief Constable to account to ensure progress was sustained.

4. A Member commented on the excellent progress of the 101 service, however had concerns over the high staff turnover and asked the key reasons for people leaving the FCR? The Commissioner commented that there were 3 key reasons why people left the FCR:

- a. Recruitment - in some cases the FCR was used as an access point to join as a police officer or to move onto other roles within the organisation.
- b. It was a competitive market in Kent and there were a number of similar roles available elsewhere.
- c. Work in the FCR could be antisocial with long and anti-social shifts.

5. The Chairman commented that it was an encouraging report, and asked if the improvement was sustainable? The FCR was enormously important for public confidence. The Commissioner stated that he believed it was sustainable as there was lots of investment going into the FCR and there were no plans to put the progress at risk.

RESOLVED that the Panel note the Commissioners 999 and 101 update report.

299. Mental Health Verbal Update
(Item B4)

1. The Commissioner gave the Panel an update regarding Police involvement on mental health issues. He was pleased that the Panel continued to maintain an interest in the mental health agenda. The Home Office had published the latest national statistics on the number of people detained under the Mental Health Act which showed an increase on last year. The use of police cells to detain people had fallen substantially in recent years. Nationally, where recorded, 55% of those detained were male, 95% were over the age of 18. In terms of ethnicity 86% identified as white, 6% Black and 4% Asian.

2. In 52% of cases a police vehicle was used to transport someone to a place of safety under the Mental Health Act, rather than an ambulance.

3. The Chairman asked about the capacity of other agencies, and whether it was increasing? The Commissioner commented that some of the work undertaken locally with Kent & Medway NHS & Social Care Partnership Trust was positive, it was broadly better than it had been in the past. The significant challenge continued to be in A&E with mental health patients waiting an average of 8.5 hrs for clearance or treatment. Between May – Sept 2018 this average was based on 328 occurrences, with at least two police officers present each time. There were no current plans to increase the number of S136 suites in Kent. There was hope that additional money could be found in the budget for crisis care, investment for preventative schemes and treatment was also essential, the lack of preventative services was a problem.

RESOLVED that the Panel note the Commissioners Mental Health verbal update.

300. Sale of Police buildings
(Item C1)

1. A Member asked whether all the communities affected by the 'Sale of Police Buildings' decision had had the benefit of a visit from the Police and Crime Commissioner? The Commissioner had invited district and county councillors and MPs to make them aware that this was due to take place. There was an opportunity to see the Commissioner and ask questions.

2. The Commissioner explained that none of the buildings, with the exception of Deal, could be considered a police station, none had front counter services and they were just being used as a base for a Police Community Support Officer (PCSO). He added that in a number of the locations, PCSOs would now be based in local fire stations, and the buildings would have Kent Police branding added. In response to a comment, the Commissioner accepted that there might be a perception of a

diminishing service, but the PCSOs would remain in the area with a local base. The Commissioner confirmed that no access to the public meant that there was no front counter.

RESOLVED that the Panel note the Commissioner's decision – Sale of Police Buildings.

301. Future work programme
(Item D1)

1. The Chairman explained that the February 2019 meeting would look at the Budget Proposals and the Commissioner's Plan. Last year the Commissioner's Office had held an informal meeting with Members in advance of the meeting – it was considered that this was very useful and in response to a request from the Chairman the Commissioner agreed to facilitate an informal meeting again in January 2019.

RESOLVED that the Panel note the future work programme and look forward to details of the informal meeting in January 2019.

302. Questions from Panel Members for verbal response from PCC
(Item E1)

Question 1: "Despite assurances that Officer numbers are now increasing again (circa 3400 at present with a target of 3452) and that sickness absence in the Force is low, there remains a perception that fewer Officers now patrol the streets and that 'low level' reported crimes are not investigated thoroughly even when the victim feels the matter is important. These anecdotal concerns are raised with local Councillors such as myself.

With the above in mind, could the Commissioner reassure the Panel that appropriate measures are being taken to hold the Chief Constable to account for delivering the Police and Crime Plan as part of an effective and efficient Force, which includes provision for visible neighbourhood policing and reasonable investigation of reported crime?" (Cllr Malcolm Dearden).

1. The Commissioner appreciated that this perception might exist, but did not believe that this was always fair. Every crime that was reported to Kent Police, that was their responsibility, was investigated. This was either through the Investigation Management Unit or by individual teams in the local area. The new policing model was implemented to support visible policing, local policing teams were retained along with Community Safety Units and 204 PCSOs to work within local communities. The Commissioner outlined a number of mechanisms by which he held the Chief Constable to account. There was still some way to go and it was hoped that the recruitment of additional officers would help to improve the perception.

Question 2: Chief Constable Sara Thornton, Chair of the National Police Chief's Council opened the Association of Police and Crime Commissioners' conference on 1 November. She said that forces are too stretched to deal with "desirable and deserving" issues, such as logging gender based hate crimes and "wants us to solve more burglaries and bear down on violence" and "refocus on core policing"

As well as being a member of the Police and Crime Panel I am also the Vice Chair of the Independent Police Advisory Group. I sit on the Force's Hate Crime Forum and much good work is being carried out to address hate crime in the county.

In Kent violent crime and hate crime are increasing. What ways does the Police and Crime Commissioner ensure that the Chief Constable has the right balance between policing violent crime and hate crime, especially as one of Kent Police's priorities is to "Put victims and witnesses first" (Mrs Elaine Bolton).

2. The Commissioner offered assurance that despite Sara Thornton's comments Kent Police did consider hate crime to be an important issue and continued to investigate hate crime and provide reassurance to local communities.

3. The Commissioner considered that the debate was now around issues such as misogyny which some police forces were trialing logging as if it was a crime. Police Chiefs did not believe that misogyny should be added as a hate crime currently, but the Commissioner felt that this should be reviewed.

RESOLVED that the Commissioner's answers to the questions be noted.

303. Dates of meetings in 2019/20

(Item F1)

RESOLVED that the dates of meetings in 2019/20 be noted.

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