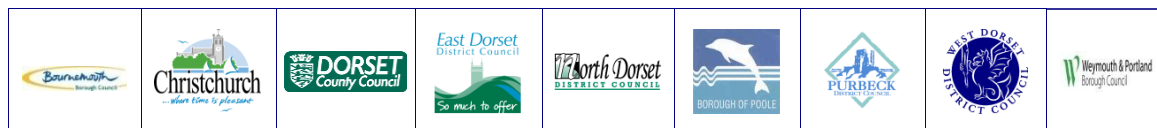


Agenda item:

Dorset Police and Crime Panel



Date of Meeting	1 February 2018
PCP Lead Member Officer	Mike Short – Chairman of the PCP Chief Executive - Dorset County Council
Subject of Report	PCP Improvement Action Plan
Executive Summary	<p>A key aspect of the Police and Crime Panels commitment to continuous development is to hold regular training sessions. These sessions enable the Panel to reflect upon its role, actively review the contribution it makes and, where necessary, identify areas for improvement.</p> <p>The Panels latest training session on 8 December 2017, included a workshop session which lead to the compilation of a draft 5 Point Action Plan. This Plan seeks to improve the effectiveness and impact of the work of the Panel going forwards.</p> <p>The 5 key action points that were identified can be summarised as follows;</p> <ol style="list-style-type: none"> 1. Improved use and application of the available skills and knowledge. 2. Preparation for the potential impacts and implications of Local Government Reorganisation. 3. Preparation for the potential impacts and implications from a Police Force Merger. 4. Improved communications and extended Partnership Working. 5. Further refinement of the Panels <i>'Modus Operandi'</i>. <p>It was agreed that this would be reported to a full meeting of the Police and Crime Panel to seek collective agreement and commitment to its content.</p>

Impact Assessment:	<i>Equalities Impact Assessment:</i> There are not considered to be any issues associated with this report.
	<i>Use of Evidence:</i> The proposals are based upon summary notes which captured the key outcomes from the training session.
	<i>Budget:</i> Other than Panel member and officer time there are not considered to be any additional costs associated with the proposals.
	<i>Risk Assessment:</i> Having considered the risks associated with this decision (<i>using the County Council's approved risk management methodology</i>), the level of risk has been identified as: Current Risk: MEDIUM Residual Risk: LOW Other Implications: None
Recommendation	That the Police and Crime Panel supports: i) The content of the PCP Improvement Action Plan, which seeks to support the Panels clear commitment to continuous improvement.
Reason for Recommendation	To support and develop the effectiveness of the Police and Crime Panel in order to enhance the Panel's statutory mandate requirements and to provide value for the residents of Dorset.
Appendices	None
Background Papers	Summary training session notes - 8 th December 2017
Report Originator and Contact	Mike Short MBE Chairman of the Police and Crime Panel Mark Taylor Group Manager – Governance & Assurance Tel: 01305 224982 Email: m.taylor@dorsetcc.gov.uk

1. Introduction

- 1.1 The Police and Crime Panel holds regular training sessions to deliver against its commitment to continuous development. These sessions enable the Panel to reflect upon its role, actively review the contribution it makes and, where necessary, identify areas for *overall* improvement.
- 1.2 Training is important to ensure that the Panel members are kept up to date on specific emerging legislation; are aware of the wider national context; have access to information on best practice work; and to discuss and share views on opportunities to improve local arrangements.
- 1.3 This helps to ensure that the Panel are able to discharge its statutory duties in both supporting and scrutinising the Police and Crime Commissioner.

2. Reflections on the Previous year's activities

- 2.1 The Panel has been successful in delivering the five key actions it set itself for 2017. This has been achieved through the positive relationships that have been established between the PCP and the PCC/OPCC, which had been identified in the 2016 survey, and have been strengthened further over the past year. These benefits were clearly demonstrated through the attendance and support provided directly by the PCC, the OPCC Chief Executive and Treasurer at the Panel's latest training session. Their insightful contribution and input was gratefully received; it has directly helped to inform the Panels Improvement Plan.
- 2.2 The key 'overarching principles' which were agreed by the Panel to guide its work are now clearly being reflected in practice. These include:
 - Focusing on less, but working more thoroughly in the forward plan and committee.
 - Undertaking more proactive scrutiny work, clearly focused on improving outcomes for Dorset such as the lobbying of the Home Office.
 - Having clarity on the rationale and scope of items for coverage through the use of key lines of enquiry e.g. in scrutinising development of the Strategic Alliance and the spotlight scrutiny review of Firearms Licensing.
- 2.3 All the above aimed at seeking to deliver clear conclusions and recommended areas for improvement for the PCC at the Panel meeting.
- 2.4 Another of the Panel's targets for 2017 was to review the nature and content of quarterly reports, as well as other papers provided by the OPCC. It is therefore pleasing to report that, through close liaison and working with the OPCC, the quarterly monitoring information has also seen significant change and improvement during the year. These now deliver a much clearer link to both the structure and specific content of the Police and Crime Plan, thereby providing a focused and improved basis for support and scrutiny. Engagement with the OPCC to develop and refine these reports further will continue in order to ensure that the information presented to, and received by, the Panel is of high quality.
- 2.5 In addition, the PCP's website has also been reviewed and improved.
- 2.6 The formation, establishment and appointment of the Panels 'Pillar Leads' approach is also of particular note. These roles will help to ensure that active and timely oversight, support and scrutiny can be given to the specific

elements contained within the PCC's new Police and Crime Plan. This will help to identify and assess delivery against the highest priority activities.

- 2.7 Good practice that has been identified from other Panels has also been developed in Dorset, including balancing the PCP's roles of challenge and support and actively seeking to form relationships where initiatives require partnership working. These will also continue to be key areas for focus as the Panel moves forward.

3. Forward Look

- 3.1 Whilst it is right to recognise and celebrate the Panel's successes during last year, it remains important that the Panel continues to work hard to maximise the influence it can have in delivering good outcomes for the benefit of the residents of Dorset.

- 3.2 In pursuit of its commitment to continuous improvement, the Panel held its most recent training session on 8 December 2017, which was structured as follows:

Purpose: "To identify how Dorset PCP can do business better."

Utilising the guiding principles of "*Review; Consolidate and Plan*", the Panel covered the following 3 key topics;

- i. OPCC – A View of the PCP from the "Other Side"
- ii. PCP Review – "what does good look like?"
- iii. An Overview from the Pillar Leads

- 3.3 The outcomes from the session have enabled the Panel to build upon the foundations achieved from the production of last year's Improvement Plan and identify some further areas for specific focus for the Panel in its work going forwards. These are briefly set out in the following section.

4. Improvement Action Plan

- 4.1 A summary of the specific areas that have been identified for inclusion in the PCP Improvement Plan 2017-20, are as follows:

- i) Improved use and application of the available skills and knowledge**
 - *E.g. A skills audit; continuous improvement, evaluation and self-assessment to help with capacity building and the development of skills, knowledge and experience of the Panel, especially given the anticipated changes in political structures, policing accountability and reporting (to HMICFRS and by the OPCC) and the changing nature of crime.*

- ii) Preparation for the potential impacts and implications of Local Government Reorganisation**
 - *Assess the legislative requirements and the development needs of the Panel in the light of local government reorganisation in the county (e.g. smaller membership and changed composition).*

- iii) Preparation for the potential impacts and implications arising from a Police Force Merger**
- *Consider the changes and development needs of the Panel in the light of the potential merger between Dorset and Devon and Cornwall Police Forces (e.g. continuing joint scrutiny of the Strategic Alliance; the potential for a merged Panel etc.) to deliver our collective statutory obligations.*
- iv) Improved Communications and extended Partnership Working**
- *E.g. A communications strategy to build a higher public profile and to better engage with the public, whether in attending or watching webcast meetings; providing insights and evidence to councillors in their Division(s); using social media or participating in consultation (e.g. through the ‘working with communities’ pillar and the associated themed meetings etc.).*
 - *Undertake further work to improve two-way communications between the Panel members and their respective councils. To engage with Community Safety Partnerships; the Community Safety and Criminal Justice Board; the PCC’s Audit Committee; Crime and Disorder Reduction Overview and Scrutiny Committees; Neighbourhood Watch; Community Speed Watch; and others in seeking to share collective knowledge and maximise outcomes.*
- v) Further refinement of the Panels ‘Modus Operandi’**
- *Changes to the Panels Local Procedure Rules, including the appointment of substitute members, the timing of the election of Chairman and Vice Chairman etc.*
 - *A refreshed cycle of meetings; the meeting on the precept and budget must take place within a statutory period, but the other four meetings can be programmed to reflect the publication of quarterly reports, monitoring delivery of the Police and Crime Plan and other key outcomes.*
 - *Panel management of its own forward plan; including more proactive scrutiny, thematic agenda items, as well as the use of pre-meetings and key lines of enquiry, not only in formal meetings of the Panel but in other ways of working.*
 - *Ensuring an appropriate level of clarity and procedures and wider Panel engagement about procedures further to the positive introduction of pillar leads, covering Panel expectations, ways of working and reporting e.g. capturing feedback from very successful site visits and meetings.*

5. Conclusion

5.1 The Police and Crime Panel has a clear commitment to continuous improvement.

5.2 This Improvement Action Plan is an important element of this commitment as it seeks to improve the effectiveness and impact of the work of the Panel going forwards.

5.3 The Panel are therefore requested to consider the proposed 5 areas identified for specific attention and to commit their time and efforts to the necessary activity in order to achieve successful implementation.

Mike Short MBE
Chairman of the Police and Crime Panel

Jonathan Mair
Clerk to the Police and Crime Panel

February 2018