



Dorset Police and Crime Panel

Minutes of the meeting held at County Hall, Colliton Park, Dorchester, DT1 1XJ on Thursday, 1 February 2018

Present:

Mike Short (Chairman) (Independent Member)
John Adams (Vice-Chairman) (Bournemouth Borough Council)
David Brown (Borough of Poole), Bernie Davis (Christchurch Borough Council), Francis Drake (Weymouth & Portland Borough Council), Mohan Iyengar (Borough of Poole), Barbara Manuel (East Dorset District Council), Iain McVie (Independent Member), Bill Pipe (Purbeck District Council), Ann Stribley (Borough of Poole), Byron Quayle (Dorset County Council), John Russell (West Dorset District Council), Christopher Wakefield (Bournemouth Borough Council) and David Smith (Bournemouth Borough Council)

Officers Attending:

Simon Bullock (Chief Executive, OPCC), Alexis Garlick (Chief Finance Officer, OPCC), Adam Harrold (Director of Operations, OPCC), Jonathan Mair (Head of Organisational Development - Monitoring Officer), Adam Richens (Finance Officer, Borough of Poole), Debbie Simpson (Chief Constable), Mark Taylor (Group Manager - Governance and Assurance), James Vaughan (Deputy Chief Constable), Martyn Underhill (Police and Crime Commissioner) and Fiona King (Senior Democratic Services Officer).

(Note: These minutes have been prepared by officers as a record of the meeting and of any decisions reached. They are to be considered and confirmed at the next meeting of the Dorset Police and Crime Panel to be held on **Tuesday, 26 June 2018.**)

Apologies for Absence

1 Apologies for absence were received from Bobbie Dove, Bournemouth Borough Council, Janet Dover, Dorset County Council, Norman Decent, Bournemouth Borough Council and Andrew Kerby, North Dorset District Council.

Code of Conduct

2 There were no declarations by members of disclosable pecuniary interests under the Code of Conduct.

Minutes

3 The minutes of the meeting held on 10 November 2017 were confirmed and signed.

The Chairman highlighted to members that this would be the last meeting for the Chief Constable and offered his thanks to her from the Panel and from the people of Dorset for a total of 35 years of public service.

Public Participation

4 Public Speaking

There were no public questions received at the meeting in accordance with Standing Order 21(1).

There were no public statements received at the meeting in accordance with Standing Order 21(2).

Petitions

There were no petitions received at the meeting in accordance with the County

Council's Petition Scheme.

Police and Crime Panel Business Arrangements

5 The Panel considered a joint report by the Chairman and the Chief Executive, Dorset County Council which featured a number of proposals arising from actions that had been identified at a recent training session for all members.

The proposals included:

- the provision of substitutes to be appointed to deputise as necessary on the PCP;
- the timings of the Panel's formal schedule of meetings; and
- the timing of the election of the Panel's Chairman and Vice-Chairman.

Resolved

That the proposed changes to the business arrangements of the Panel be approved.

Reason for Decision

To support and develop the effectiveness of the Police and Crime Panel.

Proposed Budget and Precept for 2018/19

6 The Panel considered a report by the PCC's Chief Finance Officer which set out the proposed precept for the Police and Crime Commissioner for Dorset.

Members were advised that the precept decision for 2018/19 needed to consider both the immediate and the medium-term resourcing requirements to enable the delivery of the Police and Crime Plans in the context of the changing and increasing demands on policing.

The Commissioner addressed members about the rationale for the proposed precept increase and considerations involved in this process prior to taking any questions and his opening address is attached as an Annexure to these minutes.

The Chief Constable highlighted to members that it had been a challenging year and the Force was continuing to see an increase in the demand for services. The types of crime being reported and investigated were more complex and time consuming, especially the requirement to meet disclosure legislation; she cited the need to review large amounts of digital data in order to secure a robust case for prosecution. This, along with reductions in services elsewhere continued to be a challenge but added that it was important to keep up with change. She highlighted the increase of staff referrals to Occupation Health which was now up by 40% on previous years; driven by the fact that for every 10 officers there were 20 issues to be dealt with. Whilst officers prioritised in terms of threat, harm and risk, there was concern that work on low level crime (ie Anti-Social Behaviour etc) was taking too long to be addressed due to a lack of resources. She went on to explain the detail of Organisational Business Development (OBD) and how this work-stream would bring the necessary relief to operational planning and hence enhanced utilisation of frontline staff; in summary, it was about using existing resources more effectively. She cited diary cars 'a triage system'; and the need to build (and understand) capacity and capability as methods already being utilised as part of OBD. She highlighted the Multi-Agency Safeguarding Hub (MASH) capabilities and how they were now able to offer a better service to people to help them to do their job better. She also highlighted the work of the Strategic Alliance, which was delivering savings and greater efficiencies.

The Chief Constable had formally requested that the PCC follow government guidelines and seek the full £12 precept increase this year, as this would help with the implementation of OBD and lead to greater productivity. From an operational

perspective, whilst she felt it was imperative to continue mainstream change she also stressed the need to deal with the here and now and protection of the public.

The Chief Finance Officer, OPCC highlighted the key elements in her report and noted that the precept represented a small amount of whole council tax bill (around 10/12% dependent on the council). Therefore, although this equated to just over a 6% increase on the current Police precept of £194.58 per year (£16.22 /month) – it was likely to increase a total Band D council tax bill by only 0.6% – 0.7%. The publication of data on reserves was now available online which confirmed Dorset's reserves were lower than the national average. As part of the budget preparation work, the Reserves Policy had been updated and this would be considered by the Audit Committee in March. The reserves policy was fully compliant with relevant guidance and met the transparency requirements set out by the Minister.

The final 2018/19 Police Settlement was announced recently in a written ministerial statement, and confirmed the proposals announced in the December 2017 Provisional settlement. The budget presented was stretched and there would be pressure in future years; but with the proposed precept rise, the budget was balanced for 2018/19. This statement relied on strong budget management, the achievement of savings, and the requested full increase in the precept.

The PCC circulated to members a copy of his consultation information. The document detailed more responses than last year, although quite similar views. The result was that 79% of respondents were content to pay an additional £1 per month to support policing in Dorset.

Members of the Panel asked the following questions to the Police and Crime Commissioner, who responded accordingly:

Question 1: In a nutshell can the Police and Crime Commissioner set out why he has chosen to propose an increase in the police precept of £4.2m which equates to £12 per annum or 6.17% for a Band D property.

Although this had been mainly answered during the presentation, the Chief Finance Officer explained that the formal recommendation to the Panel had to meet very clear regulations in terms of council tax and precept setting that focussed on Band D precept, the statement of £12 was a requirement of what had to be set out.

The Chair stated that the Demand model for Dorset Police was a useful tool. He questioned how does the PCC intend to develop the necessary work to understand 'demand' cost; and pilot identified estimated 'demand' against priorities and budget in order to assist with future budget costings? Whilst the Panel acknowledged that this was a difficult requirements, the Deputy Chief Constable outlined that National direction from Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) for the development of Force Management Statements (FMS) should assist in identifying the cost of demand. The Chief Constable added that it was important to do this on a national basis, giving the ability to compare with other forces. The Chair requested that Demand cost issue be added to the Panel's future work plan, with a short initial briefing note compiled for the Panel's meeting in June.

Question 2: Can the Police and Crime Commissioner outline the alternatives that he considered before coming to the decision to propose a 6.17% increase in the 2018/19 police precept.

Again, whilst much of this had been covered by the PCC in his speech, he added there would be consequences if the precept was not agreed; a possible reduction in the service to the public being the most important element. If there was just a 2% precept rise, it would reduce the contributions to the capital programme, make PRISM

unaffordable, potentially reduce the work force and the OBD model would have to be scaled back, thereby defeating any planned efficiency measures.

Following a question about where in the accounts the sale of police stations was shown, the Chief Finance Officer advised that for commercial reasons the specific locations associated with capital receipts were not published, but could be seen in the capital receipts reserves movement.

In respect of sharing budgets with other agencies, the PCC advised he would like to share more and that MASH were good examples of this. He explained some of the work undertaken with other local authorities and the Fire Service but noted that, in the current climate it was difficult to look at co-funding with the private sector.

Question 3: Is it possible for the Police and Crime Commissioner to outline how he proposes to use the extra £4.2m raised in 2018/19 by the Dorset Police precept.

Although this was mostly covered in the PCCs speech, the PCC added that Devon and Cornwall had carried out a similar consultation and were also requesting a £12 precept increase for an equivalent Band D property at their PCP meeting shortly.

The Chief Constable stressed the important point that this was not extra funding it was just closing the gap. If there had only been a 2% rise it would have left a £5m gap which would have to be filled by reducing capabilities etc and difficult choices would have had to been made.

The Chair asked what the financial value of a 2% rise across the Dorset Police work force equated to. It was confirmed that it was roughly £2m per annum and therefore some 50% of the proposed precept request would be absorbed through staff pay rises.

Question 4: Can the Police and Crime Commissioner outline the steps he is taking to increase productivity and efficiency and improve transparency which appears to be a condition set down by the Secretary of State in allowing the £12 per annum Council Tax flexibility provided to Police and Crime Commissioner for 2018/19. It would also be helpful to clarify the impact these savings are having on the precept as proposed.

In addition to the points raised in the PCCs speech, the PCC referred to the inclusion of the proposed merger this represented homegrown productivity and efficiency. In terms of transparency, four scrutiny panels had been set up with members of the public sitting on them. Procurement was a key area in which to seek savings. In terms of borrowing key to this was the approval of strategies and the Prudential Code set out clear indicators which was how thresholds were set. Borrowing would be for capital purposes and had to be prudent, affordable and sustainable, with an acceptable level of risk.

The assumed proposed uplift in 2019/20 was predicted on 'progress' as outlined by the Secretary of State's conditions. The Chairman asked what guidance had Central Government given in order to confirm that 'clear and substantial progress was made against agreed milestones on productivity and efficiency' had been achieved? The Chief Constable advised that guidance had been requested but that some of the principles would be outlined in the new Force Management Statement (FMS). The OPCC undertook to provide members with an update on FMS at their June meeting.

Question 5: In regards to the stated £850,000 of Budget Challenge efficiencies and the savings from the Strategic Alliance can the Police and Crime Commissioner outline what sensitivity analysis has been undertaken to ensure that the budget assumptions are realistic.

The Chief Finance Officer advised that specific target areas had been identified by the Force as achievable but there was some risk. Within that there were fairly well developed ideas as to how those savings would be achieved. Some were obviously more easy to achieve than others, but they were confident that the savings identified were realistic.

The PCC added that there were contingency plans if savings were not delivered as expected such as early management intervention. There was a risk assessment within the reserves policy and the General Fund Balance, which would need to be used to cover any undelivered savings.

Question 6: Can the Police and Crime Commissioner clarify the impact on frontline policing of the proposed increase in the Police precept.

The Chief Constable explained that they were trying to balance all operational requirements, both high harm and volume crime, and OBD would help in that respect. They were not yet on top of cyber and fraud and more work was needed on this. With the caveat of operational policing and the changing of Chief Constable she gave assurance attendance at shoplifting, for example, would still occur where appropriate.

Following a question about the consultation and the specific questions asked and that in spite of the proposed increase there was still a plan to reduce the Force by 17 officers, the Chief Constable advised that the Force was funded for 1200 officers. In order to recruit it takes about 2 years to have enough officers ready, so predictions of leavers was an important indicator of how many officers were needed to replace those exiting the Service. Those predictions had overestimated the level of natural wastage recently, and therefore the Force was slightly over the 1200 establishment figure. This small, and planned, decrease, sees the Force going down to the predicted establishment figures.

In respect of police staff, the PCC advised he was not looking to decrease further other than planned changes either with the Alliance or via workforce changes in OBD. The Chief Constable added that police numbers had been cut over the past few years in respect of back office staff and it was becoming increasingly difficult to look at the numbers in isolation in respect of the Alliance and proposed merger these days, down to 'hosting' arrangements in place between the Forces.

In response to a question about the numbers of frontline police in particular areas and the potential harm to the business community, the PCC advised that often this can be about perception, and that given the shift to online crime, he considered officers working in online investigations teams to be frontline. The Chief Constable made reference to other teams and areas that now made up these frontline teams. This was one of the issues that OBD would be seeking to achieve; it was about new ways of working.

Following a reference to the proposed Centre of Excellence the Deputy Chief Constable confirmed this was not a new quango being set up. The aim was to drive down the costs of procurement and he felt it was a sensible and prudent way forward.

In respect of the Emergency Service Network (ESN), this had been discussed with the minister recently where concerns were voiced. This had been highlighted as a financial risk.

Question 7: Can the Police and Crime Commissioner set out why the Police Budget is underpinned by a commitment to being debt free. This is exemplified by the decision to set aside £709,000 as a revenue contribution to capital when other capital resources are potentially available to cover the 2018/19 planned capital expenditure.

The Chief Finance Officer highlighted that it was important not to forget that everything was paid for ultimately by the revenue account, it was therefore a matter of timing and that all expenditure had to be matched by incomings. The circumstances when borrowing was appropriate was highlighted but they were not looking at a need to borrow in this period. In respect of PFI, it was recognised that this was an element of Dorset Police's longer term financial commitments, but had pre-dated the PCCs term, but was reflected in the Treasury Management Strategy.

Following a question about capital projects being unfunded within the MTFs it was noted that ESN and digital speed cameras would pose an impact if not delivered. It was agreed to add an item on the Capital Strategy to the forward work programme.

Question 8: Can the Commissioner outline why he feels it is necessary to plan for a further £12 per annum increase (5.8%) in the police precept for 2019/20 and what alternatives he will be pursuing.

The PCC advised that this dependent upon the prevailing circumstances; the requirement to meet the Secretary of State's guidelines and other issues (e.g. the proposed merger and therefore could not make a decision on this as yet.

One member congratulated the PCC on the level of responses with his consultation and noted that a high percentage of the responders were aged 65 and above. The PCC reported that he had completed a number of face to face consultations which were usually in the daytime at supermarkets etc which could account for the higher age, but noted that online responders were generally younger. He recognised the importance of targeting the 18-30 section of communities.

The Chairman felt it would be helpful to add an item to the work programme in respect of the increase of staff referrals to Occupational Health, in light of the Conef Constable's statement of a 40% increase.

Following a discussion about speed awareness courses and the associated income that this generated, the PCC highlighted the importance of speed cameras becoming digitalised but a business case for this had not yet been completed. He stressed that revenue was not the driving force for this; the aim was to keep people safer on the roads.

Following a vote the Panel:-

Resolved

1. That the increase in the precept of £12 per annum on a Band D property for 2018-19 be supported.
2. That for the purposes of issuing a report to the Commissioner on the proposed precept, the Panel endorsed the council tax requirement and the basic amount of council tax for police purposes in Dorset for 2018-19.

Reason for Decisions

The Police and Crime Panels (Precepts and Chief Constable Appointments) regulations 2012 required the Police and Crime Commissioner to notify the panel of their proposed precept for 2018-19 by 1 February 2018. This then needed to be considered by the Police and Crime Panel who could either approve the proposed precept or veto it. A two thirds majority of the Police and Crime Panel was required to veto any precept proposal.

Acting Chief Constable Briefing

- 7 The Panel considered a briefing report which offered members the opportunity to hear from the Deputy Chief Constable, James Vaughan, the PCC's choice for the role of Acting Chief Constable.

The PCC advised that the current Chief Constable's contract had been extended by a period of 2 months to allow her the opportunity to oversee the end of the 2017/18 financial year, and to provide a stable platform to handover to her successor.

The PCC offered his thanks to the Chief Constable for her service since her appointment in 2013.

He explained the rationale for appointing James Vaughan as Acting Chief Constable, with an emphasis on the need to retain flexibility due to the ongoing discussions in respect of a merger with Devon and Cornwall. However the PCC confirmed that if the merger option was not successful then he would advertise for a permanent position.

The Chair asked the PCC if he was able to reassure the Panel that the proposed approach was in compliance with the regulations and that he had sought advice from the appropriate authorities? The Chief Executive, OPCC confirmed that the proposed approach was compliant with regulations.

James Vaughan thanked the PCC for the opportunity to step up to this role of leading the Force. He paid tribute to the current Chief Constable who he felt had been an outstanding Chief Constable for this county. He had worked well with the Chief Constable over the years and felt he represented continuity to the Force. He added that he had been in policing for 26 years and had worked across 3 Forces. He was passionate about the opportunity that the role presented and his contribution to making a difference. His current roles of Deputy Chief Constable across Dorset, Devon and Cornwall Forces also presented stability and good foundations to support the merger discussions.

Members' welcomed and supported the PCCs pragmatic approach to this appointment and unanimously supported the appointment of James Vaughan to the post of Acting Chief Constable, citing his outstanding service and credentials for the role.

Noted

Police and Crime Plan Monitoring Report

8 The Panel considered a report which informed members of the progress against the Police and Crime Plan and Priorities 2017-21 in order to enable members to scrutinise activity and the achievement of outcomes. The quarterly monitoring report also provided further information on the progress with the Strategic Alliance work, road safety activity and digitisation of speed cameras and a follow-up on the Firearms Licencing Review, following on from the Spotlight Scrutiny review undertaken by members and reported to the panel in June 2017. The report also included an Alliance Customer Service Team (complaints) update.

Members also considered a briefing note from Cllr Barbara Manuel and Cllr Bill Pipe, in their roles as pillar 2 leads for supporting victims, witnesses and reducing reoffending, following a visit to 'The Shores' Sexual Assault Referral Centre (SARC) in Bournemouth.

The PCC highlighted areas of work under each of the pillar themes whilst Members of the PCP who were Leads/Champions for each of the 'Pillar Themes' in the PCC's plan were invited to present their updates.

- i) **Pillar 1 - Protecting People at Risk and Harm** – Cllr Andrew Kerby / Cllr Byron Quayle

The PCC expressed concern about Domestic Homicide Review (DHR) disclosures. He felt there was a need to ensure appropriate and early

disclosure with public service individuals and he was due to meet with local MPs to discuss this further.

He advised members he was in the process of creating a suicide prevention plan for the County and noted that there was already a water plan in place for the County.

The Chair sought views from the PCC on the use of Taser in a Mental Health environment. The PCC advised that the way Taser was used had changed in the last couple of years, but in a Mental Health environment it was very challenging. He stated that a working group had been created to look at this issue.

ii) **Pillar 2- Working with our Communities** – Cllr Bernie Davis / Cllr Mohan Iyengar

The PCC advised they were still looking at fly-tipping but that the next topic for a forum would be business crime and rural policing.

In respect of traffic road safety, it was noted that the website looked very different and was now maintained 365 days a year and giving regular information for members of the public. The PCC confirmed he was still pushing new initiatives and that it was work in progress. He added that if additional resources materialised through the digitisation of speed cameras, it would be utilised specifically on road safety with the aim of reducing accidents.

In respect of business and rural crime and policing and future 'problem solving forums', it was suggested that a forward plan be prepared with themes as appropriate to aid discussions and help communities to plan and problem solve at the appropriate time. Cllr Iyengar and Cllr Davis undertook to take this forward, discuss with members and the PCC and then bring back to the Panel.

iii) **Pillar 3 - Supporting Victims, Witnesses and reducing Reoffending** – Cllr Barbara Manuel / Cllr Bill Pipe

The PCC highlighted his pilot victim's advocate scheme. He made reference to stop and search which was very contentious, but highlighted the 40% increase in knife crime in Dorset which reflected the same nationally. Policing in Dorset had to change due to government changes and a new knife crime strategy was due to be published shortly.

Cllr Smith had recently joined the 101 Customer Service Panel and had found the meeting very useful. The PCC explained that other scrutiny Panels were starting to build nicely and were highlighted, the PCC invited members to observe scrutiny panel meetings.

Cllr Manuel reflected on her and Cllr Pipe's visit to 'The Shores' and were very impressed with the care and thoroughness of referrals. Their only query was there appeared to be no follow up given to feedback. They planned to visit other areas and report back. The PCC advised that Victims' Commissioner, Helen Newlove, was due to visit the County shortly and was keen to meet with some victims and hear their experiences. He undertook to let members know the date.

Following a question about the possibility of another Shores project in Dorset, the PCC advised that there was not a requirement for another, they were commissioned by the Clinical Commissioning Group (CCG) and were geographically based. The PCC remained eager to identify appropriate

locations for centres such as these.

iv) **Pillar 4 - Transforming for the Future – Iain McVie**

The PCC highlighted drones and bodyworn cameras and noted that Dorset Police were leading in digital ways of working.

In respect of complaints these were dip sampled by members of the public and officers were waiting for further legislation on this. A new complaints model was awaited in respect of appeals as at present trained observers only checked the process and not the subject. With regards to the process there would be a separation when the complaint came for review and it would not be somebody employed by the Force making the review. The Chief Executive, OPCC advised that this was something that the government was asking PCC's to undertake and they would be following direction from them.

In respect of firearms licensing, the PCC highlighted 2 issues, staff recruitment and a national debate between the National Police Chiefs Council and the British Medical Association in relation to charging to undertake a medical report on fitness to hold a firearms certificate. This was as yet unresolved and was work in progress. The PCC agreed to confirm the 'financial gap' between the income derived from Firearms licences and the costs of the service. The PCC also agreed to follow-up on any lobbying activity to create the National Licensing System and any proposed increase in fees to reduce the financial gap.

Following a conversation regarding the 101 Customer Service Panel, it was noted that whilst there was good work being done there were no routine measures in place to assess caller satisfaction. The PCC advised that he was looking at ways to achieve this making reference to text, skype and webchats.

The Chairman welcomed the budget monitoring section of the report and the improvements in financial reporting. He highlighted Page 95 para 3.6 of the report, which stated that the ACOs controls in supplies and services had seen a reduction in forecast this month. Since November 2017 the revised plan had increased by circa £1m, the forecast had leaped from £3.72m to £5.12m and the projected overspend was now £1.32m. He requested some clarity at the next meeting on this issue. The Chair also questioned why the minimum revenue provision charge for 2017/18 only now, for the first time, was reflected in the accounts. The Chief Finance Officer explained that when the budget was set for 2017/18 the minimum revenue charge was not planned for and when the accounts were closed at 2016/17 there was a £2.2m increase in the capital financing requirement, therefore a revision to the budget was required.

Noted

PCC Review of Police Procurement

- 9 The Chief Financial Officer for the PCC updated members on the 'deep dive' review of Police Procurement.

The PCC apologised to members that the timetable for this had slipped as a result of preparations for the budget. He undertook to bring a report to members in readiness for their June 2018 meeting. However, it was noted that there was a particularly heavy workload in finance at present with statutory deadlines that had to take priority.

Noted

PCP Improvement Action Plan

- 10 The Panel considered a report which highlighted the 5 key action points, identified by members at their latest training session, which sought to improve the effectiveness and impact of the work of the Panel. The Panel fully supported the proposed

improvements and welcomed the delivery of those improvements over the past 12 months.

Resolved

That the content of the PCP Improvement Action Plan be supported.

Reason for Decision

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.

Dorset Police and Crime Panel Work Programme

11 The Panel considered and agreed its Work Programme for the remainder of 2018.

Following discussion the following items would be scheduled into the work programme:-

- As the precept had been agreed there would be no need for the reserve meeting on 19 February 2018.
- Officers would be liaising with the OPCC to change timing about the timing of PCP meetings to fit more coherently with the OPCC Monitoring report
- Spotlight Scrutiny on bodyworn cameras; Iain Mcvie would meet with the OPCC and report back to the 26 June 2018 meeting.
- Police Procurement added to 26 June 2018 meeting
- Spotlight Scrutiny Review of the Disclosure and Barring Service – Byron Quayle to provide an update
- Digitisation of speed cameras – Business Case
- Update on the Force Management Statement
- Capital Strategy
- Staff referrals to Occupational Health

Following a discussion about prisons for Dorset prisoners, the PCC confirmed that the Verne prison on Portland had now been recategorised to accept prisoners rather than immigration detainees. But he had been advised that whilst the Ministry of Justice were reviewing prisons this would not mean the prison would be accepting Dorset prisoners. The PCC would be engaging with Richard Drax MP to continue lobbying in this area. The Chairman offered the support of the Panel in this regard.

The Monitoring Officer, Dorset County Council advised members that they were still awaiting a final decision in respect of LGR from the Secretary of State. When this was received it would have an implication for the Panel and would be looked into when/if the change was definitely happening. He explained the issue of timescales in order to address elections in constituent councils. Following a question about a possible merger with Devon and Cornwall PCP, the Monitoring Officer advised that if a positive decision was given there would be a need to press ahead with those arrangements in the first instance, this could be considered at a later stage. It was confirmed that initial discussions had taken place between the Dorset and Devon and Cornwall PCPs.

The Group Manager for Governance and Assurance, Dorset County Council highlighted the importance of ensuring that members networked well across the different Boards and Panels, and for the pillar leads to meet to ensure all understood each other's roles to avoid any duplication.

Resolved

That the work programme be updated accordingly.

Election of Chairman and Vice Chairman 'Designate'

12 **Resolved**

1. That Mike Short be elected Chairman Designate for the remainder of 2018/19
2. That John Adams be appointed Vice-Chairman Designate for the remainder of 2018/19.

Reason for Decisions

To support and develop the effectiveness of the Police and Crime Panel.

Questions from Panel Members

- 13 No questions were asked by members of the Panel.

Meeting Duration: 10.00 am - 3.15 pm

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Thank You Chair

Panel members, I thank you for your time today to consider and judge my request for an increase in the policing precept element of Dorset Council Tax by £1 a month for Band D properties, £12 a year, or in other words 6.17%.

I also welcome the Chief and Deputy Chief Constables to the room and thank them for their time.

Chair, your Panel questions this year are such that the intention is to touch on them as we go through my budget speech, the statement from the Chief Constable and my Chief Finance Officer. We can then go into more detail at the end of our presentations.

Before I outline the financial case for such a proposed precept rise, I think it useful to consider two issues.

- **The first is the state of policing in England and Wales, including Dorset.**
- **The second is the difficult position that the Government has again put me in.**

The state of policing in England and Wales

This Panel works closely with me, and the introduction of Pillar Leads means that you understand the police business better than most. And you understand my role in being the eyes and ears of the public, and the face of scrutiny of policing in Dorset.

You will therefore understand the increasingly difficult job policing faces. I have been involved in policing for 39 years, and I have never seen such a change in funding, demand, complexity or capacity in such a short period of time – and I am talking 5 years.

I will touch on each of these briefly, to set the scene, and the operational leaders in the room will expand on them all later.

In relation to **funding**, money goes down slightly as demand and expectations in policing rocket.

This makes this is a political and operational nightmare.

In relation to **demand**, this can be broken down into 4 areas:

1. As predicted by police professionals and PCCs, including me to this Panel, crime is rising. Strip policing to the bone and it was always going to happen. This isn't rocket science we are dealing with.
2. My second point relates to other agencies. The amount of service delivery now expected of policing, because other public sectors are shrinking and cannot deliver is reaching monumental proportions.

Local Authorities are no longer the “guardians of societal issues” as they were a decade ago. The pressures to deal only with statutory obligations are immense. [UPDATED LINE] I feel for most of you in the room... the difference, the impact you can make as Councillors is arguably significantly different compared to 10 years ago. And that removal of so many layers of Local Authority intervention, and other agency reductions, heaps demand on policing.

Whether this is dealing with people with mental health problems, running people to hospital because there are no ambulances, noisy neighbours, dealing with ASB in schools, the homeless or the increasing youth issue caused by closures of youth centres, the hits keep coming. As do the phone calls to 101.

3. The changing face of crime is my third point. The amount of online offences now is becoming a tsunami... whether it is paedophilia, fraud, blackmail, online stalking or hate crime, the demand is huge, and getting bigger. The expectation of the police to “do a good job online” yet still be on every street corner is a dichotomy for us all, and has been discussed in the Panel many times.

4. The recent disclosure revelations in relation to rape trials is a logistical monster coming down the track. In the recent rape acquittal in London, the complainant’s phone had 57,000 digital entries on it. The police missed several key social media interactions, leading to a flawed prosecution against Mr Allen.

Are policing geared up to examine between 50 to 200 odd thousand digital entries to brief CPS on each case? In a murder case yes, you haven’t seen any of them face scandal or intrigue.

But in relation to rape, serious sexual offences, slavery, stalking, domestic abuse or harassment – no – nowhere near. The volume and complexity is staggering. 4 or 5 murders doesn’t even start to compare to the hundreds if not thousands of cases that now need scrutiny and full disclosure.

Indeed, I can now see the need for policing in Dorset to create a unit of 5 or 6 staff, purely to screen digital disclosure in these cases, plus an urgent training course for 500 front line staff. No funding, no resource, at a time policing is on its knees.

The legislation (the CPIA) here was created in the 90’s before the digital revolution and is now hopelessly out of step with modern policing and modern justice.

Every year policing sees a new trend, a new challenge. This year the police face two – terrorism and a huge increase in knife crime.....both require totally different police responses, and take us nicely into the debate about capability and capacity which the Chief Constable will elaborate on.

The second issue is the difficult position that the Government has again put me in.

In many ways, the Policing Minister and the Government make my job easy. I don't have flexibility or discretion. Policing numbers nationally are now the lowest ever recorded. Demand is the highest it has ever been. And I need more money to try and bridge the ever increasing gap.

Now there were two options here to round this circle...

The first, obviously, would be for the Government to increase funding to policing UK.

This is something that Chief Constables, PCCs and numerous MPs asked for. The Government were made very aware of the £700 odd million short fall policing UK needs just to stand still. Never forget - at a time when our homeless numbers rocket, terrorism lands on our shores, our social infrastructure buckles, and youth turns again to angrily walking the streets - this Government still gives more money in foreign aid than it does to policing and protecting its citizens.

I will leave that there.

Do I want to sit here today asking for more tax increases for my constituents? Of course I don't ... and neither do other PCCs, but we have all been forced to do so because of the Government's decision to tell us to raise police funding from the local taxpayer.

And that was the second option - the one the Government opted for – telling me as PCC to raise local precept. Whichever way you look at it – it’s a clever move, I carry the political risk, and the Government distances itself from yet another extra cost to its people.

So Panel Members, lets drill down into that, I will now read you the relevant bits of the Policing Minister’s settlement.

“We need to recognise that there have been material changes in the demands on policing since the 2015 Spending Review. Demand on the police from crimes reported to them has grown and shifted to more complex and resource intensive work such as investigating child sexual exploitation and modern slavery. At the same time the terrorist threat has changed.

The Government has listened to the police and recognised the demands they face. In this settlement, we propose to increase total investment in the police system by up to £450m year on year in 2018/19.

In 2018/19, we will provide each PCC with the same amount of core Government grant funding as in 2017/18. Protecting police grant means PCCs retain the full benefit from any additional local Council Tax income. Alongside this, we are providing further flexibility to PCCs in England to increase their Band D precept by up to £12 in 2018/19 without the need to call a local referendum. This is equivalent to up to £1 per month for a typical Band D household.

These changes to referendum principles give PCCs the flexibility to make the right choices for their local area, and will enable an increase in funding to PCCs of up to around £270m next year. It means that each PCC who uses this flexibility will be able to increase their direct resource funding by at least an estimated 1.6% (which maintains funding in real terms).”

Those are the words of the Policing Minister, and that is why I am here today asking for £1 per month for a Band D property.

The issue for me is that this last statement is inherently incorrect. The Government awarded public sector pay awards this year, which were unexpected, and unfinanced. Additionally, the settlement doesn't account for inflation of 3%.

So even if I raise the precept, as the Minister states, it still doesn't meet all my needs financially, indeed the panel will know I faced a huge shortfall before this settlement, as indeed did all Forces.

Even if the Panel approves my request, **I have a gap of over a million pounds this year. And this gap exists, despite the savings and efficiencies we have driven out, and the strategic alliance which now covers 20% of policing in Dorset.**

So, onto the financial case

I think the easiest way to deal with this, over and above the papers you have already seen, is to answer the Minister's directive for policing.

The Minister states that in return for allowing me to raise the precept, he expects the following to happen:

A serious commitment from PCCs and Chief Constables to improve productivity and efficiency to deliver a more transparent service to the public in 3 ways:

1. His first is a call to improve savings in relation to procurement, fleet and construction.

The Panel will be aware that this Force procures through the award-winning South West Procurement Team, and that our fleet services are an Alliance based asset that has only last week received national accreditation and recognition.

2. The Minister's second request is that policing becomes more digital, freeing up officer time.

The Panel will know that Dorset has embarked on a huge digitalisation strategy, and that the proposed merger with our Alliance partner will align not just IT but HR processes as well. The Chief Constable will also speak about the PRISM programme focusing on digital transformation.

3. His third point is reserves.

He quotes the 1.6billion held in reserves nationally and asks why so much is earmarked, and why this huge money mountain isn't being used to help fund change. Whilst that is a fair point nationally, the Panel knows my reserves are tiny compared to other Forces, we have no earmarked reserves as such, and following his directive, I am using some reserves this year to balance the books.

So, as I start to close, and hand over to the Chief Constable, I need to stress to you 3 things:

Firstly, this Force is a good Force in what it does. Never forget that:

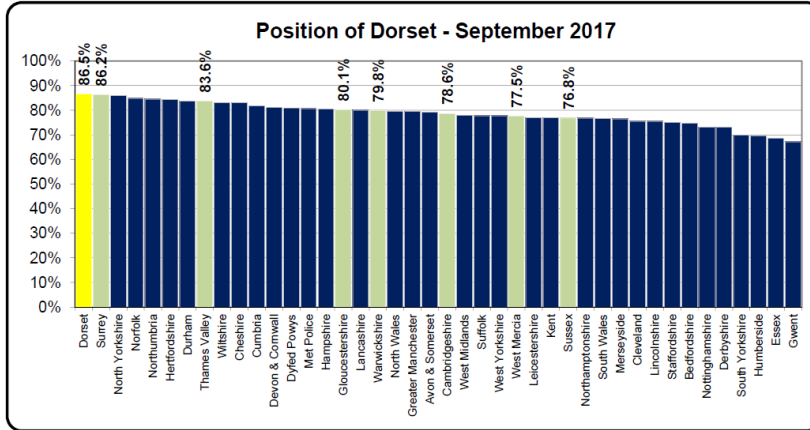
If you look at Her Majesty's Inspectorate – this Force is classed at Good across the piece; there are very few forces that enjoy this.

The Force enjoys the highest levels of confidence nationally, indeed, if you look at the national question people are asked "Taking everything into account, I have confidence in the police in this area", Dorset has the highest response nationally.

CSEW - Percentage of respondents answering 'strongly agree' or 'tend to agree' when asked Taking everything into account I have confidence in the police in this area'.

Figures are from the Crime Survey for England and Wales and reflect the performance for the 12 mths ending the date shown

Latest National Comparison



KEY: Dorset's Position Other 'Most Similar' Forces

MSG Position 1st - National Position 1st

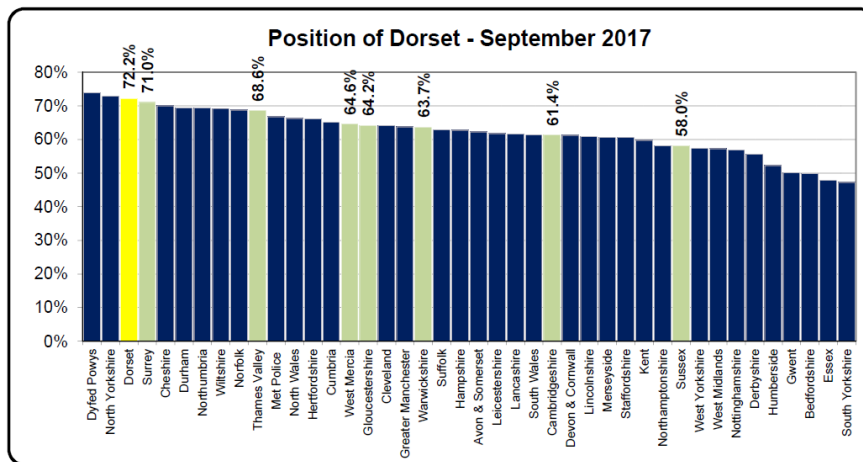
[CHART INSERTED]

And the third highest in response to the question “Do you think your police force do a good or excellent job”.

CSEW - Percentage of respondents who think their local police do a good or excellent job.

Figures are from the Crime Survey for England and Wales and reflect the performance for the 12 mths ending the date shown

Latest National Comparison



KEY: Dorset's Position Other 'Most Similar' Forces

MSG Position 1st - National Position 3rd

[CHART INSERTED]

The Force performs well in recording and investigating crime, and represents good value for money under the VFM profiles.

Those same VFM profiles show Dorset spends more on frontline staff than most, and spend less on back office functions. The profile also shows the Force costs the tax payer less per officer than the national average.

Secondly, we mustn't get consumed into the debate on police officer numbers – with the change in demand and crime type, the issue is now about Dorset Police Workforce numbers, not how many warranted officers there are. The Chief Constable will elaborate here, but I have already explained that a warranted officer is not always the most appropriate person to manage a particular situation.

And thirdly, this proposed precept increase isn't new money.

It just reduces the debt, it just means the Force and the Alliance has to save less, not spend more.

And this panel knows that we have shaved millions off the police budget in the last 5 years but, as the Councillors in the room know, you can only do **more for less** for so long. Eventually, as we have seen in Local Authorities across this beautiful county, something has to give, a service you used to provide, a library a youth centre or whatever, has to go.

And policing is no different.

I don't want to end on a negative, but if the Panel is minded to not support this request, you need to know that to meet the shortfall, this Force will have to make ends meet in 3 ways:

1. Cut the size of Departments, and this will obviously impact on Neighbourhood Policing
2. Reduce the workforce size

3. Reduce the service delivery to the public, something I am strongly opposed to, but will have to explore with the Chief Constable – In other words, as other areas have already done, if this precept request is vetoed, something won't get done, be that low level shoplifting, low level criminal damage or whatever.

Chair/Members of the Panel,

Thank you for listening to my submission, a submission that is longer than normal, mainly because I find myself in the extraordinary position of arguing for money to keep policing afloat, not open a new police station or buy a new vehicle fleet.

You will hopefully agree, I have touched on Questions 1–4 in this speech, and am happy to go into further detail later; and to deal with Question 8 quickly, I have not decided whether to go down the same route next year yet, that whole decision rests on whether the proposed merge moves forward this year, although you will note that another steep rise in precept is the Government proposal ... and accordingly, is now in my MTFS. I have not yet made that decision, a year is a long time, and we have pending merger work being undertaken.

So, I now hand over to the operational lead Debbie Simpson to expand on some of the areas I have outlined. She will then hand to my CFO Alexis to explore the financial issues in more detail, and between them, they will answer Questions 5-7.

I have deliberately left public consultation until my brief close, and will brief you on that then.

Debbie...

CLOSE / SUMMARY

Chair,

The three of us today have outlined why I sit here today asking for more money. We have shown that policing needs help. We have shown policing is under extraordinary pressure: the most I have ever seen since the terrorism and riots of the early 1980's.

I ask you to support this request, partly because it is crucial to keeping our neighbourhoods and beautiful county safe, partly because policing needs investment to face extraordinary challenges, and partly because, quite frankly, it is the right thing to do. Please remember the Chief Constable's words – 40% increase in welfare referrals by staff. Policing needs our help.

I leave you with our public consultation...

[INFOGRAPHIC ATTACHED]

The figures are clear: more responses, and similar views from last year. The public you represent get it, the Government get it, and have told me to do this, I end hoping that you also get it.

Please support my request.

Thank you

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Policing Precept Consultation 2018/19

2016/17: 4,135 responses

2017/18: 4,485 responses

2018/19: 4,817 responses



3,976
responses

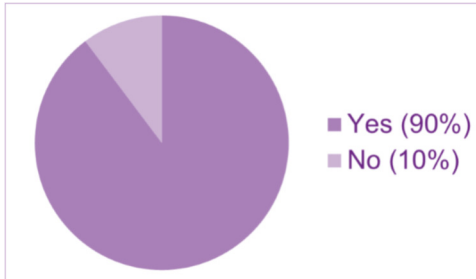
6 weeks of online consultation



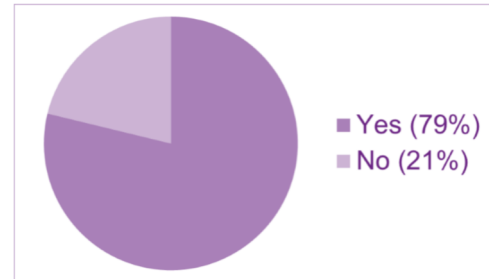
841
responses

2 weeks of face to face consultation events

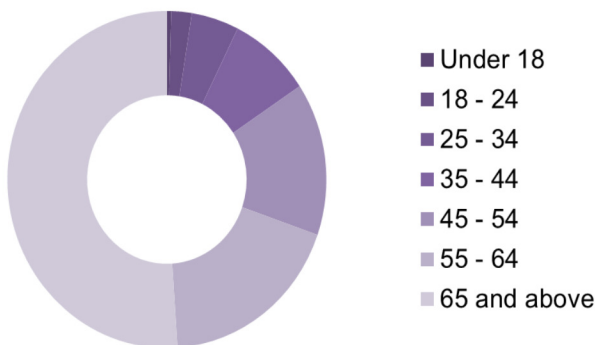
Do you agree that Dorset Police requires more investment?



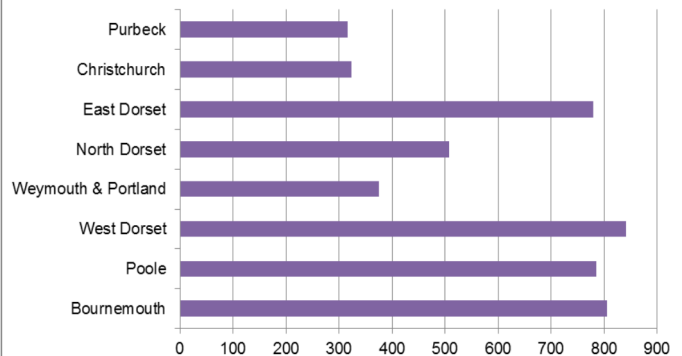
Would you be prepared to pay an additional £1.00 per month to support policing in Dorset ?



Age of respondents



Responses



"We need the presence of an active police force, it is that simple, so funding is vital."

2,302 free text comments

"The police service should be better funded by government."

"I haven't had a pay rise in 11 years and I struggle enough as it is."

"The police do the best job they can with the limited resources they have."

"Although I am not happy that it now falls to the public to give additional funds to keep public services running, I am willing to do so if it means the money I give goes to funding a police presence where I live."

"All budgets are stretched and I am concerned that too much bureaucracy means we don't get good value for money."



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