



Police and Crime Panel

Date: Thursday, 3 February 2022
Time: 10.00 am
Venue: Committee Room 1, County Hall, Dorchester, DT1 1XJ

Members (Quorum)

Mike Short (Chairman), Iain McVie, Bobbie Dove (Vice-Chairman), Pete Barrow, George Farquhar, Les Fry, Barry Goringe, May Haines, Mark Howell, Sherry Jespersen, Toby Johnson and David Taylor

Chief Executive: Matt Prosser, County Hall, Dorchester, Dorset DT1 1XJ

For more information about this agenda please contact Democratic Services Meeting Contact 01305 224202 - elaine.tibble@dorsetcouncil.gov.uk

For easy access to all the council's committee agendas and minutes download the free public app called Modern.Gov for use on any iPad, Android, and Windows tablet. Once downloaded select Dorset Council.

Members of the public are welcome to attend this meeting with the exception of any items listed in the exempt part of this agenda. Please note that if you attend a committee meeting and are invited to make oral representations your name, together with a summary of your comments will be recorded in the minutes of the meeting. Please refer to the guide to public participation at committee meetings for more information about speaking at meetings. This is attached at agenda item 4.

The meeting is also available to view remotely using the following link:

[Link to live meeting](#)

There is a Hearing Loop Induction System available for public use on request. Please speak to a Democratic Services Officer for assistance in using this facility.

Recording, photographing and using social media at meetings, Dorset Council is committed to being open and transparent in the way it carries out its business whenever possible. Anyone can film, audio-record, take photographs, and use social media such as tweeting and blogging to report the meeting when it is open to the public, so long as they conform to the Protocol for filming and audio recording of public council meetings.

Agenda

Item	Pages
1. APOLOGIES	

To receive any apologies for absence.

2. MINUTES 5 - 124

To confirm the minutes of the meetings held on:

4 February 2020
24 September 2020
10 December 2020
4 February 2021
7 July 2021
12 August 2021 (informal)
23 September 2021 (informal)
9 December 2021 (informal)

3. DECLARATIONS OF INTEREST

To disclose any pecuniary, other registrable or non-registrable interests as set out in the adopted Code of Conduct. In making their disclosure councillors are asked to state the agenda item, the nature of the interest and any action they propose to take as part of their declaration. If required, further advice should be sought from the Monitoring Officer in advance of the meeting.

4. PUBLIC PARTICIPATION 125 - 126

To receive questions or statements on the business of the committee from town and parish councils and members of the public.

Please see attached guidance on Public Speaking

5. 2022/23 BUDGET, PRECEPT AND MEDIUM TERM FINANCIAL STRATEGY 127 - 150

To set out the Police and Crime Commissioner's proposals for the 2022/23 budget, precept and the medium term financial strategy.

6. COMFORT/LUNCH BREAK

7. NOMINATION OF CHAIR/VICE CHAIR FOR 2022/23

To receive nominations for the roles of Chair and Vice-Chair 2022/23.

8. Q3 MONITORING REPORT 151 - 162

To receive an update of progress against the Police and Crime Plan Q3 2021/22, to enable Panel members to scrutinise performance, seek assurance and assess outcomes achieved in the reporting period.

9. FIGHT RURAL CRIME PROGRESS REPORT 163 -

This paper provides an update on Priority Four in the Police and Crime Commissioner's Police and Crime Plan – to Fight Rural Crime.

10. COMPLAINTS PROCESS - SPOTLIGHT SCRUTINY REVIEW

To receive an update from the Chair of the Police and Crime Panel Complaints Sub-Committee.

11. COMPLAINTS UPDATE

169 -
186

To receive a report from the Service Manager for Assurance.

12. DORSET POLICE AND CRIME PANEL WORK PROGRAMME

187 -
196

To receive and review the PCP Forward Plan.

13. URGENT ITEMS

To consider any items of business which the Chairman has had prior notification and considers to be urgent pursuant to section 100B (4) b) of the Local Government Act 1972. The reason for the urgency shall be recorded in the minutes.

14. EXEMPT BUSINESS

To move the exclusion of the press and the public for the following item in view of the likely disclosure of exempt information within the meaning of paragraph 3 of schedule 12 A to the Local Government Act 1972 (as amended).

The public and the press will be asked to leave the meeting whilst the item of business is considered.

This page is intentionally left blank



DORSET POLICE AND CRIME PANEL

MINUTES OF MEETING HELD ON TUESDAY 4 FEBRUARY 2020

Present: Mike Short (Chairman), Bobbie Dove (left at 13.45) (Vice-Chairman), George Farquhar, Les Fry, Mohan Iyengar, Bill Pipe, Molly Rennie, David Taylor and Tony Trent (left at 12.30).

Iain McVie.

Apologies: Cllrs Colin Bungey, Barry Goringe and Rachel Maidment.

Officers present (for all or part of the meeting):

Simon Bullock (Chief Executive, OPCC), Marc Eyre (Service Manager for Assurance), Jonathan Mair (Corporate Director - Legal & Democratic Service Monitoring Officer), Jim McManus (Corporate Director - Finance and Commercial), Elaine Tibble (Senior Democratic Services Officer), Martyn Underhill (Police and Crime Commissioner), James Vaughan (Chief Constable), Julie Strange (OPCC Chief Finance Officer) and Adam Harrold (OPCC Director of Operations)

45. Apologies

Apologies for absence were received from Cllrs Colin Bungey, Barry Goringe and Rachel Maidment.

Cllr Tony Trent attended as Cllr Maidment's substitute.

46. Welcome from Chairman

The Chairman welcomed the Panel and introduced Cllr George Farquhar, a new representative from Bournemouth, Christchurch & Poole Council and Elaine Tibble, new Clerk to the Panel

He asked for congratulations to be passed on from the Panel to PC Clair Dinsdale of the Dorset Police Rural Crime Team, who had been awarded a Queen's Policing Medal (QPM) in the New Year's Honours List and thanks to Fiona King the former Clerk for her many years of outstanding work with the Panel.

47. Minutes

The minutes of the meeting held on 12 November were confirmed and signed as a correct record.

Subject to a minor amendment to point 38 (p5 para 2) which should have read "Cllr Pipe advised that he was due to meet with the Community Safety and Criminal Justice Board". As an update on minute 37, it was noted that the panel had written to each unitary council outlining concerns about the

authorities withdrawing from the Pan-Dorset Multi Agency Safeguarding Hub. It was agreed that the panel will review effectiveness of new arrangements as part of its forward work plan.

Cllr Pipe reported that the Community Safety and Criminal Justice Board had ceased to exist and no further action was possible on minute 38. He was disappointed and hoped that the board would be re-generated.

48. **Declarations of Interest**

Cllr George Farquhar declared a non pecuniary interest as a member of the PCC Customer Service Improvement Panel.

49. **Public Participation**

The Chairman re-confirmed the rules regarding public participation.

There were no statements or questions submitted from Town and Parish Councils.

The following public statements and questions were submitted to the Panel:

Questions raised by David Sidwick:

- 1) Could it be explained why from HMICFRS data - Dorset Police has the lowest percentage of front-line officers of any force yet other forces have actually had greater percentage reductions in workforce overall? Does the PCC have his priorities right?

PCC Response

I am somewhat disappointed by this question, as, although a PCC can influence, this matter is clearly an operational one for a Chief Constable. However, in this instance, I am content to provide an answer.

90.8% of FTE police officers in Dorset Police are employed in frontline roles, as at 31 March 2019, which are the latest available data. This compares to an average of 92.1% in England and Wales. While Dorset Police is in the lower quartile of forces, it by no means has the lowest proportion of all forces.

The HMICFRS methodology does not yet account for force collaborations – making the data somewhat inaccurate. For example, in Dorset we pay 30% of the costs of staff in Alliance roles – however for legal reasons a department cannot be jointly ‘hosted’, and so one force must take the lead. As Dorset Police hosts alliance functions such as finance and learning and development, this makes it look like we have a higher investment in support functions, although the true expenditure is quite different.

It is also worth stressing that Dorset has long been a very lean force. The Force has recognised appropriate workforce modernisation and utilised police

staff for roles that will provide the best service to the public where warranted powers are not required – for example Police Staff Investigators.

As part of that modernisation and to reduce demand on the frontline, an evidence based investment has been made into roles to reduce demand and provide better service to the public. One example of this is the 25 officers into the desktop investigation team. This would show as ‘non visible frontline’ however those 25 officers have been shown over a two month period to deal with 42% of crime which would otherwise have gone to the frontline – an excellent return on the investment.

I, like the PCCs of many other smaller forces, have been waiting for Government to deliver on the much delayed police funding formula review to help address this imbalance, but as most of us here today will know, this continues to be pushed into the long grass.

In terms of my role, I am content that my scrutiny of the Chief Constable allows me to say that I do not believe that the force’s priorities are wrong. In fact, I am assured, not only that the force actively takes steps to optimise and keep under continual review the level of frontline policing resources, but also that HMICFRS have not raised this as a concern, which is evidenced by Dorset Police’s suite of ‘good’ ratings.

2) I understand that currently only 20% of Dorset Police Officers carry tasers. As the threat to their safety has increased and the Government has provided a fund for forces to use to equip more officers, how is the PCC holding the Chief Constable to account to ensure that this funding is properly accessed and what impact would he expect to see in terms of officers carrying tasers by the end of 2020?”

PCC Response

I am afraid that this question also borders on the operational, and again I do not recognise the statistic quoted.

Before I answer, I will refer members back to the Panel held on 24 September, when I was asked to provide a view on all officers carrying Tasers. I mentioned that as the national lead for use of force, and a former police officer who was assaulted multiple times, you would not be surprised to hear that I am passionate about improving officer safety. However, as the national lead I must ensure that we balance officer safety with the proud tradition of policing by consent and that we consider the full range of options that are available.

I said I had discussed the matter of a Taser uplift with the Chief, as this is an operational decision, but we would both like to increase the number of Taser trained officers. However, that does not mean all officers should carry a Taser, as we know from research that roughly 80% of officers want to carry, assuming they pass the training, which of course many don’t.

To answer the question at hand.

Dorset Police currently has around 250 officers that carry Taser – this is a little under 45% of the officers who the Chief Constable deems suitable to do so. These officers include those in patrol, neighbourhoods, operational and public disorder units. Whilst the Government announced in late September that it was providing £10m to forces to increase the numbers of officers carrying Tasers, this is a competitive process, and the bid criteria were only made available on 13 January, ahead of a deadline of 4 February.

The Chief Constable and I are quite disappointed about the manner in which this grant is being administered. One might reasonably expect that the Government funding should cover all aspects of providing for the increase in the number of Taser officers - however, it does not.

Whilst the HO has confirmed the bid can cover the cost of the Taser device itself – this does not include any consumables such as the battery and the cartridge needed to make it operational. Nor will the bid cover the safety clips, holsters, mounts or pouches needed to safely carry the devices and spare cartridges. Nor will it cover the safes, loading boxes or any other secure equipment needed to ensure the safe storage of the devices when not in use. Nor will it cover the associated software licensing costs, training costs or administrative costs of providing the training, and it will certainly not cover the costs of paying overtime to allow officers to be abstracted from the frontline for training.

Put simply our initial estimate was that for every £1 that we might receive from this grant, it would cost Dorset Police around £6 in direct costs. Through a line-by-line examination of this budget, and both the Chief Constable and I agreeing to carry some risk in respect of future budgets, we have managed to reduce this to £3 for every £1 of grant.

Despite the significant costs to Dorset Police, both the Chief Constable and I are determined to maximise the funds available to Dorset through this grant.

Whilst the final funding is of course a matter for Government, I can confirm that our bid – if fully funded – would allow every operational frontline officer who wanted to carry a Taser, and who passed the training, to do so.

50. **Budget Precept**

The following items of business were considered by the Chairman as urgent pursuant to section 100B (4) b) of the Local Government Act 1972. The item was considered to be urgent because the Office of the Police Crime Commissioner had not received the Government Settlement until Thursday 23rd January 2020.

The panel received a report by the Chief Finance Officer which set out the Police and Crime Commissioner's (PCC) proposals for the 2020/21 budget, precept and the medium-term financial strategy.

The PCC introduced the proposal for a 4.34% increase on the Police and Crime budget precept. The PCC explained that the Chief Constable had written to him to inform the budget setting and precept proposal. A copy of the PCC's speech is attached at Annex 1.

A summary of the Chief Constable's letter to the PCC is attached at Annex 2.

The PCC then invited the Chief Constable to address the panel

The Chief Constable thanked the Panel for their support of the last year and reflected on how the increased precept for 2019/20 had benefited the communities in Dorset.

The PCC then continued to explain his proposal.

The Director of Operations then delivered a summary of the public consultation results. There had been a good response to the precept survey with over 5000 people taking part.

87% of those who completed the survey were in support of additional funding for the Police and 75% were willing to pay an extra £1.25 a month, ie £15 a year, a figure £5 higher than the proposal the PCC was outlining to the panel. A quarter of those who did not agree with a £1.25 increase were willing to pay more, but a number of people also felt further investment should come from Central Government.

Many respondents, regardless of whether they supported the precept rise or not, would like to see the presence of more officers.

The OPCC Chief Finance Officer addressed the panel. She advised that there were considerable pressures around national agreed pay awards. In addition to core and ring-fenced grants, it was proposed to put £200k in a separate reserve account for uniforms etc in preparation for the additional police officers who will be recruited over the next three years. As Section 151 Officer, assurance has to be given on the adequacy of reserves, a reserve level of 3.5% was adequate but the focus needed to be on maintaining that level. There was a robust budget in place but there would be challenges going forward with the Medium Term Financial Forecast.

Members asked the following budget related questions:-

1. The PCC has stated that Dorset Police continues to be affected by the impact of nine years of austerity. Can the PCC give clarity on how this has diminished Dorset Police's ability to keep people safe?

Response from PCC

Dorset Police's ability to keep the public safe is inextricably linked to the policing resources it controls. In 2010, there were 1486 officers, and in 2019 there were 1223 – a reduction of 18%.

Whilst austerity impacted the number of officers and staff who are available for deployment to community, patrol and response functions – it also materially affected the number of officers and staff working to keep the public safe from hidden harms such as modern slavery, child sexual exploitation and county lines.

This has meant that the force has had to substantially re-engineer its processes and maintain a critical grip on efficiency, in order to keep people safe. I believe that is the position for most forces. In fact, what has changed in Dorset, again like other forces, is that the service has been unable to invest in the full range of new capabilities to tackle emerging threats and crime types.

The Chief Constable advised that areas of concern were county lines, serious violence and homicide. He advised that while crime had plateaued innovation had come to a halt during the hardest years of austerity.

He referred to inspections by Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS). This was an external form of assurance that the panel members could access to see how the Police were keeping people safe.

The Chief Constable and the PCC re-iterated the uncertainty of receiving their budget for only one year ahead, which made it difficult to put longer term strategies in place. The Government had been lobbied for a longer timeline and a fairer funding settlement.

It was suggested the Police and Crime Panel (PCP) Chairman write to the relevant authorities to try to pursue this aim whilst in the current phase of a new Government. The Chairman agreed to engage with the Chief Executive of the OPCC to take this forward.

- 2 The Capital Grant is being further reduced meaning that some of the revenue budget will have to be used in order to meet the capital programme. How much of the additional revenue will be required to support ongoing cost increases other than improvements in policing (salary increases etc)?

Response from OPCC Chief Finance Officer

There was no increase in grant to deal with any inflationary cost pressures. All of the increase in grant funding was in relation to uplift, therefore all of the increase in precept is being used to support ongoing cost increases such as pay awards, increments and the pressures on funding the capital programme. The reduction in the capital grant added another pressure that needed to be funded from the increased precept. There are no improvements proposed other than uplift, which will be provided for by way of a separate grant.

- 3 The Policing Minister has stated that he expects back room police staff to be cut as part of the government's financial uplift programme. What direction has the PCC given to the Chief Constable in order to satisfy this requirement?

Response from PCC

Whilst the Policing Minister's view has been reported in mainstream media this has not been received through official channels, and therefore this is not something that I have directed the Chief Constable about.

For avoidance of doubt, however, nine years of austerity have meant that the force has already optimised its so-called back-office staff. As many of these functions are shared with our alliance partners, or regionally, it has also become increasingly challenging to find further efficiencies.

There is however, still an expectation for efficiency, and whilst this has not been tightly defined by Home Office, forces currently consider areas such as value for money, procurement and increased efficiency from the use of technology in their considerations.

I have supported the Chief Constable in investing in technology to increase efficiency and automation in provision of back office services. This includes the investment in e-recruitment, and e-vetting, both of which will increase productivity in these areas, allowing the current officer uplift programme (for example) to be delivered at a lower cost than would otherwise be the case.

Longer term, such investment will lead to cost savings.

I have pushed for 'service area reviews' to be included in the 2019/20 budget, reducing the cost of administrative support, business change, and training. Finally, I have, through the Innovation Fund, also supported the employment of an efficiency officer, to oversee a range of innovative solutions to identify and embed best practice within the Force.

4. Section 4.2 of the report mentions contractual pay increments adding to cost pressures of £4.4M. Have turnover and/or retirements been included in arriving at this figure or is it the highest staff costs spend that we can expect to see if all posts are filled for the whole year?

Response from OPCC Chief Finance Officer

The pay budget is built up on an individual post basis, calculating the exact cost for each officer or member of staff; adding in pay awards, any increments due, impact in on-costs etc. We then apply a vacancy factor of 5.9% to reduce down the pay budgets to take account of expected turnover, new staff starting on the bottom of the grade etc. This then gives a realistic pay budget for the amount we expect to spend, rather than the maximum amount that could be incurred.

5. Can you clarify the nature of the posts deleted in section 4.3? Does the deletion of these posts not add further pressure on the ability to sustain police officer numbers as required by the government?

Response from OPCC Chief Finance Officer

The posts referred to are police staff posts that have been vacant for an extended period of time and as a result the business has determined – through its workforce planning board – are no longer required as a result of the more efficient practices that have been developed. The posts are in back office and operational support business areas. The removal of these posts is not expected to have a detrimental effect on the Force, or the ability to sustain officer numbers. By streamlining back office functions, this approach actually supports the increase in frontline police officers. This is further evidence of the efficiency work outlined in the answer to question three.

In response to further questioning regarding the overtime budget, it was hoped that the uplift of officers would reduce the overtime need. The overtime bill had reduced but was still a challenge. An additional number of officers would hopefully help staff wellbeing, reduce sickness levels and the need for overtime cover. The Police now operated a three-year apprenticeship scheme which could potentially put additional strain on existing officers in the training of the new recruits.

6. Section 4.8 outlines savings without being clear where they come from and at what stage the plans are to deliver them. Given the requirement for the OPCC to deliver a balanced budget, what steps have been taken to gain evidence and assurance that the budget is credible and balanced?

Response from OPCC Chief Finance Officer

The £0.5m savings referred to are an in-year challenge, expected to be realised through ongoing procurement savings, and continual challenge of expenditure. The Force has been subject to such an in-year challenge in most years, and has been able to meet this challenge - it is expected that this will again be the case in the coming year. The risk associated with this is considered minor, as this amounts to roughly one-third of a percent of the budget, although will be monitored throughout the year, and the Force will be required to evidence achievement of this target.

The Chairman questioned that the MTFs stated that savings, to the tune of between £4.5M and £7M out to 2024, have to be made. The OPCC had earmarked savings of £500k this year in order to balance the budget. Why not provide a stretch target, of say £1.5M, in order to make real savings and now bow wave the problem? The Chief Finance Officer highlighted that the majority of the budget was utilised for staff costs (ie wages) and that there was intense pressure in the Capital Budget that severely curtailed any aspirations for further savings.

7. The PCC sought a precept uplift of £15 in his public consultation. This has subsequently been reduced by the government to £10. With this 33% cut, what will not be undertaken in order to maintain focus on reducing crime?

Response from OPCC Chief Finance Officer

The consultation was based on a number of assumptions as the Commissioner had to consult the public before we knew the finance settlement. The £10 increase in precept is enough to undertake all activities as planned in 2020/21 without compromising the Force focus.

Had the referendum limit allowed the £15 increase, there would have been more we could have done to improve the position in future years such as:

- *More of the ring-fenced grant could have been set aside for uplift infrastructure costs in years 2 and 3 of the programme. We estimate the costs will be more than the £200k we have been able to set aside therefore there will be additional pressures in future years*
- *The budget for revenue contributions to capital would have been further increased to improve the sustainability of the capital programme and reduce borrowing costs in future years*

Following further questioning the panel were advised that there would be more improvements on offer if the precept had risen by £15 per annum rather than the maximum £10 permitted by Government.

With reference to maintaining the focus on reducing crime, the PCC felt this would be an area his successor would likely be focusing on. Due to financial cuts the PCC believed that the ability to reduce crime had been lost and this was a national problem that Central Government would need to put back in their sights.

8. Noting that 25% of respondents to the PCC's online survey did not endorse a financial uplift of £15 a year, what choices did the PCC scrutinise in order to arrive at the conclusion that **any** uplift was required?

Response from PCC

My treasurer has already explained that the consultation was based on a number of assumptions due to the delay in the police funding settlement and the precept 'rules'. Prior to launching the consultation, in close liaison with the Force, I considered the likely consequences of a wide range of precept levels – including raising by smaller and greater amounts.

The £15 figure was determined as, based on the assumptions at the time, this was the figure that would make good on the government's promise for an uplift in police officers in Dorset.

Given the eventual settlement, a balanced budget could be achieved with a £10 rise (a third less than that which had been consulted on). I was aware not only that the higher figure had been supported by 75% of respondents, but that an even greater number – 85% - believed that Dorset Police required extra funding.

From further analysis of the consultation – and not forgetting the hundreds of conversations that I had with members of the public – it was clear that, there was overwhelming support for paying more precept. Furthermore, the most important thing for Dorset residents – even if they didn't endorse a financial uplift – was to see more officers in their neighbourhoods. As I have said, to make good on the government's pledge of 50 new officers in Dorset, I concluded that the maximum flexibility on precept was required.

The panel members congratulated the OPCC officers for their public consultation exercise and for the quantity of responses.

9. What financial risk does the PCC see on the horizon for his successor, and what strategies has he put in place in order to manage these risks?

Response from OPCC Chief Finance Officer

There are a number of financial risks on the horizon. The medium term financial forecast shows substantial gaps over the next 3 years but this is based on a number of assumptions. There are risks around these assumptions such as the expected Spending Review over the summer and the confirmation of future years requirements for the uplift programme as the numbers have not yet been confirmed and there are suggestions that there may be top slices for higher threat areas. How national infrastructure such as the Emergency Services Network is funded could also increase costs in the future.

There may also be positive risks such as a review to the police funding formula. If it were similar to the last review and is actually implemented this could see additional resources coming to Dorset.

In terms of strategies to mitigate against the risks, a number of actions have already begun. In terms of the OPCC commissioning budget, the Commissioner has left £250,000 of commissioning funding for the new PCC to allocate as they see fit.

The Business planning cycle has already begun with a discussion at our Resource Control Board last week scenario planning and developing plans to balance the budget over the medium term.

In relation to the Capital Budget we have introduced a new Capital Strategy Group to address the risks within the capital programme and the impact this has on the revenue budget.

Reserves are the ultimate mitigation against financial risk therefore the approach to improving the resilience of our balances however possible is an important positive step

In response to panel questions, the PCC explained he would have a period of one week in post to assist the new PCC with ongoing affairs, this was the same as outgoing Members of Parliament. The incoming PCC would also be supported by the Office. His advice to his successor would be to listen to both

local and national advisors and undertake continual lobbying to get fairness in national funding for the force. He felt that his successor should bring modern investigation to fraud and recruit investigators to look at keeping the most vulnerable safe on-line.

The Panel Chairman (Mike Short) proposed supporting the PCC's recommended precept increase and this was seconded by Cllr Trent. The proposal was unanimously agreed.

Decision: that the Police and Crime Panel support the PCC's proposal to increase the precept for 2020/21 to £70,106,575, equivalent to a Band D charge of £240.58, an increase of £10 per annum or £0.83 per month

51. Lunch Break

The Panel took a lunch break from 12.00 to 12.40
At this juncture Cllr Trent left the meeting.

52. Nomination of Chair/Vice chair for 2020/21

Nominations were invited for the roles of Chair and Vice-chair for the Police and Crime Panel for the year 2020/21.

It was proposed by Cllr Bill Pipe
Seconded by Cllr Bobbie Dove

Decision: that Mike Short was appointed as Chairman for the year 2020/21

It was proposed by Cllr Les Fry
Seconded by Cllr Molly Rennie

Decision: that Cllr Bobbie Dove was appointed as Vice-chair for the year 2020/21

53. Police and Crime Plan Monitoring Report

The Panel considered a report outlining the progress against the Police and Crime Plan. The PCC introduced the item and announced that on finishing his second term, he had achieved 98 of the 100 commitments under his Police and Crime Plan, he thanked his team, Dorset Police and the panel members.

The monitoring report provided information on the financial outturn position for the Q3 period of the year, including updates on the following items which are listed under the relevant pillars:-

Pillar 1 – Protecting People at Risk and Harm – Cllr Mohan Iyengar.

Cllr Iyengar had recently been appointed to this pillar which was predominately focussed on a strategic approach to preventive work. He

referred to the classification of certain vulnerability groups, where efforts are concentrated and tied into the measures and scores.

Hate crime figures had gone down. Where there was discussion over precept figures and talk about officers on the beat, Cllr Iyengar noted also, that a lot of preventative work was hidden, especially when it came to fraud, however visible policing was still vital and he urged the PCC candidates to take note of that.

Financial cuts had reduced preventative work, such as education in schools etc. He was hopeful these roles would come back as an aid to early intervention strategies and that the new PCC would have a clear plan for this area on how to keep people safe, supporting vulnerability when it was needed most. The schools were a big growth area for crime prevention, it was regrettable that, because of the schools academy process, there was no co-ordinated scheme to take the project forward. A “one system” approach across all schools would help in education for preventative measures.

Pillar 2 – Working with our Communities – Cllr Les Fry and Cllr David Taylor.

Cllrs Fry and Taylor presented pillar 2 of the Police and Crime Monitoring Report.

In response to a question regarding supporting youth crime prevention, the PCC agreed that he would like to see more youth club facilities available. Unfortunately, there was no funding allocated to youth clubs but the OPCC could fund some limited initiatives in clubs to keep young people safe, especially with knife crime prevention work.

In relation to fly-tipping, the PCC advised that this was not a policing issue. The only instance where the Police could get involved with fly tipping was when it was actually taking place, the public could dial 999 and the Police would attend.

The minimum wage levels were discussed, and the point was made that the starting salary for a Police Officer was only £19,000, which would make it hard to get 50000 new recruits to meet Government targets. Following the 3-year degree apprenticeship those recruits would not be fully qualified until 2025.

A joined-up approach to reviewing crime education in school should go on the forward plan.

Pillar 3 – Supporting Victims, Witnesses and reducing Reoffending – Cllr Bill Pipe and Cllr Molly Rennie.

The PCC had supported the Sexual Trauma and Recovery Service (STARS) in setting up an office in Dorchester and encouraged them to develop a long-term business plan to allow the organisation to move forward. Cllr Rennie advised that the Domestic Abuse Forum had supported STARS and helped them to find premises and form relationships with other organisations

A response had been submitted to the Ministry of Justice consultation on the Managing Vulnerability: Women guidance, this would be shared with the other 3 pillar leads.

A visit to the Verne prison had been arranged and the findings would be reported back to the panel, Cllr Rennie thanked the panel for their help with gaining useful contact details.

Pillar 4 – Transforming for the Future – Iain McVie and Cllr Barry Goringe.

It was noted that the OPCC are in the process of recruiting a Complaints Review Officer. Legislation had gone live with Guidance and Regulations issued. This change may result in an increase in complaints.

A scrutiny review would be carried out at the end of the next financial year.

There was an outstanding scrutiny report relating to police bail which would be presented at the next meeting.

Members asked the following financial questions to the PCC:-

1. The chief constable's income has risen by £1.5m in year can the OPCC please expand on R3 and provide the detail on who provided this funding?

Response

£0.5m has come from additional government grants, such as the uplift grant and cyber-crime grant, that were announced or bid for after the budget was set

£0.5m has come from other organisations for officers on secondment. These include organisations such as the National College of Policing, National Police Air Service and Regional Organised Crime Units and will offset against the increased pay budgets.

£0.2m has come from the Commissioner for funding for a domestic abuse project, run by Dorset Police, in addition to the budget. Other additional income comes from the Driver Awareness scheme and other chargeable events such as Bournemouth Air Show.

2. The OPCC has stated that the BWV programme has been completed, yet there is an underspend in the programme. Can the OPCC please confirm if the programme is complete?

Response

Yes, the programme is complete and has been delivered under budget. ICT costs were lower than budgeted. The cost savings allowed the project scope to be extended to additionally provide a pool of BWV cameras for members of the special constabulary.

3. At the next Q4 meeting, the OPCC is requested to confirm the actual drawdown on reserves in order to offset the internal borrowing of £2.3m.

Response

At Q4 we will confirm the exact amount of internal borrowing required to fund the capital programme in the current year. We won't need to draw down on any of the reserves to fund this borrowing as it is the cash flow that will be used to fund the borrowing, rather than investing the money in accounts receiving low rates of interest.

In response to a question regarding drivers using mobile phones, rolling cigarettes etc when driving, the PCC advised that Police had invested heavily in the "No Excuse" road safety and road enforcement scheme and referred to Operation SNAP which was the response to the ever increasing request to submit video and photographic evidence from members of the public in relation to witnessed driving offences.

54. Review on Elderly Victims of Crime

The panel received an update on work undertaken to reduce the number of older victims of crime locally, including the role of Dorset Police, the OPCC and partners. The paper outlined current issues, work on action, prevention and commissioning in order to tackle these issues and possible future areas of focus.

The OPCC Chief Executive presented the report and highlighted that Dorset has a higher than average proportion of older residents, and the types of crime that older people are more vulnerable to, especially within the home.

Fraud was highlighted, and it was noted that the PCC and Sir Oliver Letwin had met with Commander Baxter, the National Coordinator for Economic Crime to progress this issue. It was also felt that the implementation of Regional Crime Units to investigate fraud would bring some further improvement, in due course.

In respect of Domestic Abuse crimes in 2.4 of the report, the introduction of a new vulnerability lawyer role within Dorset Police was noted, who could use tools such as Domestic Violence Protection Orders (DVPOs) which have already proven useful in breaking the cycle of domestic abuse by providing short term, emergency protection for victims of domestic abuse. The work done to increase and improve reporting methods which had resulted in a modest increase of reported crimes was also noted.

The panel would like to see people being more tech-savvy with more protection on their devices and highlighted that it was better to try and prevent fraud before it happened, especially as there was a growing older population.

The panel noted the report.

55. Youth Offending

The Panel had been briefed on the work underway to reduce youth reoffending locally at their November 2019 meeting. The supplementary paper provided further detail on the involvement of the PCC and his office with these and other relevant services.

The paper highlighted the benefits of universal youth services and recorded the PCC's view that additional investment in these services was required.

There had been an increase in the number of first time entrants into the youth justice system in Dorset and the PCC's view was that this was partially due to a lack of preventative and protective youth services.

Youth offending was an issue best addressed in partnership, but there was currently no national or local strategy for youth services and as a result it was not clear which agencies should be held to account.

The OPCC Chief Executive stated OPCC was happy to consider running seminars or workshops, as the panel was in agreement that something needed to be done but noted that lack of money was the main issue.

The Chairman suggested that panel members and all councillors lobby local MPs on behalf of the Youth Justice system.

The Chief Executive was asked for a note on the possible implications of young people coming into contact with the criminal justice system, in terms of the impact on their careers, for example. Panel members highlighted that local authorities had made it clear they would not fund youth clubs but would fund services for young people.

It was suggested that the PCC and the Panel write to both councils to enquire if money could be earmarked in their budgets for young people. Panel members to be copied into correspondence.

Panel members noted the report.

56. Spotlight Scrutiny Review - Police Bail

Iain McVie advised that this was still an ongoing review and he would bring an update to the next meeting. He highlighted that national policy on this issue was in a period of flux and that this had led to potential amendments in his report.

57. Video Uploads Update

The panel received the following verbal update from the OPCC Director of Operations.

Operation Snap – Dash Cam Footage

As Panel members will be aware, Operation Snap is an initiative providing a secure online facility for the submission of video and photographic evidence relating to driving incidents. Operation Snap was launched on 31 July last year, with the support of the Department for Transport.

Operation Snap investigates road traffic offences such as dangerous driving, driving without due care and attention, careless driving, using a mobile phone handheld, not wearing a seat belt, contravening a red traffic light and contravening solid white lines, however this is not an exhaustive list.

It works by helping the Force deal with footage already recorded by members of the public in a safe and secure way, while making the investigation process simple and straight forward. The purpose of Operation Snap is not to ask members of the public to go out and detect offences for the police, but to deal with those already captured if possible.

There are a few criteria for uploading content to the Op Snap page – including that the registration number of the offending vehicle must be provided; and that the submitter should be over 18 and prepared to sign a witness statement and possibly give evidence in court.

Evidence is reviewed by Police Prosecutors to determine whether an offence was actually committed and whether the charging standards have been met. Footage that doesn't meet charging standards or where the vehicle registration number is unreadable will result in no further action.

For offences that do meet the charging standards, a Notice of Intended Prosecution is sent to the Registered Keeper and once a response by the driver of the vehicle has been received, they are offered one of three options:

- *Take part in a Driver Education course*
- *Accept a Fixed Penalty Notice*
- *Or go to Court (Depending on the severity of the offence which is determined by the Police Prosecutors)*

Since launch, Dorset Police received 243 submissions of photographic or video footage, which has resulted in the prosecution of 91 offences. 13 of which have attended a Driver Awareness Course, 8 have been passed to Court for processing and 20 have received a fixed penalty notice The remaining 50 are at various stages of the ticket process.

152 resulted in no further action which is due to a combination of reasons, i.e. charging standards not met, not suitable for Operation Snap processing or unreadable vehicle registration plate. Operation Snap is not suitable for

reporting road traffic collisions or parking offences and due to legislative reasons, separate processes are available for these incident types.

In early 2020, Operation Snap will receive a further focus from Dorset Police Communications Team and the scheme will be re-launched with communications messages including footage of offences that have been prosecuted during the initial soft launch phase, which show bad driving behaviour. The communication messages will also include information about what type of footage Dorset Police can accept, what type of offences are covered under Operation Snap and how to upload the evidence. It is hoped to increase the number of offences that meet the charging standards and decrease the number of submissions that result in no further action.

Operation Snap is still in its infancy and work is ongoing nationally to enhance the system to improve the quality of submissions and increase the number of offences meeting the charging standards.

58. Workplan

The Chairman announced that the workplan was still work in progress, once it had been populated he would circulate to panel members.

59. Urgent items

There was no additional urgent business.

60. Exempt Business

There was no exempt business.

ANNEX 1

PCC's Precept speech.

ANNEX 2

Summary of Chief Constable's Letter to PCC

Duration of meeting: 10.00 am - 2.30 pm

Chairman

.....

PCC's Budget Precept introduction speech

Thank you Chair,

Members of the Panel,

Today I formally request that you consider my proposal to raise precept for Dorset taxpayers by 4.34% (£240.58) or the equivalent of £10 per year for a Band D property.

I will start today by laying out the current situation. I will of course include last year's precept rise in this scenario setting.

You will recall that last year I told this Panel and the public that a raise of £24 would achieve a balanced budget for one year and provide several new services. Last year was very much a case of telling the public "Pay more and get more".

And we did get more. The Chief Constable will shortly outline what our precept rise achieved, but first I want to quickly outline our current state.

Well, financially, we are still facing challenges. Unfunded national pay rises, inflation costs and other issues still threaten the stability of our finances.

We have seen a new Government arrive, a Government that has championed policing for the first time in a decade. We have a Chancellor who openly speaks about protecting the NHS and Policing. Never have I heard those words before as a PCC.

We have a Government who is replacing some of the officers that have been lost in austerity. As a Force we are expecting 50 new officers this year, with another 70 in 2021 and 50 in 2022 planned for, pending Government confirmation.

We have a Government who is also championing taser uplift, a subject we discussed earlier in public questions.

These are positive signs, but before I outline this year's proposals and reflect more fully on what this shift of attitude from Government might mean, I'd like to pass to the Chief Constable who can tell you about what the Force delivered with last year's precept rise.

(Verbal Update from the Chief Constable)

I will now outline the reasons why I have asked this year for a £10 precept rise.

This will be followed by my Director of Operations, who will briefly outline the results of the public consultation to assist your decision making.

My Treasurer will conclude with some further detail on the figures and the process, before we go into your questions.

Intrinsic to today's proposal are several points:

1. This proposal to raise, has come from a request by the Chief Constable. The original Chief Constable letter is lengthy and complex (12 pages, circa 6000 words), and contains a number of police acronyms and statements that presume a high level of background knowledge.

In order to enhance the transparency of this letter, and aid understanding, this has been summarised and additional background information provided. This summary will be appended to the minutes of this meeting, along with a copy of my speech.

Please note the bulk of the summary is directly copied from the Chief Constable's letter and is therefore written from his perspective. This letter was written prior to the announcement of the 2020/21 police settlement.

2. This proposal will provide the Force with a balanced budget for next year. The year after will still have financial challenges.
3. This proposal includes the new recruitment of 50 officers.
4. The requirement to secure a balanced budget means that unlike last year, all the public get is a balanced budget and the uplift of 50 officers. That is all.
5. This precept rise proposal, like last year, is announced by Government, not by me. The Government made the announcement in advance of this hearing today.

On the 21st January the Government announced in a Ministerial Statement:

“£1.1 billion - comprising £700 million grant and £400 million from council tax...”

6. Whilst we ponder this year's proposed £10 rise, I feel it timely to share my view on the Government's proposal. Because, as I started by saying, it is a Government proposal, not mine.

I struggle with this position. For the Government to assume I will raise the precept, and that you will approve that proposal, is not only an arrogant stance, it is also a bizarre way to run democracy. Cart before horse and all that. However, if I don't raise, policing will face more cuts.

Since 2017, this Government directive of huge increases in precept is a Treasury led strategy of securing public sector financing from local taxes. Do I agree with that? No, I don't, this should be centrally funded by the state. The longer this Treasury strategy continues, the more the balance of police funding moves towards localism rather than Westminster. In effect, if this continues, we will adopt the American model of poor communities having poor policing, and rich communities having better policing, because the local tax is more. I am sure you are aware that as a broad brush statement, poor underprivileged deprived communities in England and Wales receive far less from the policing precept than here in Dorset.

Merseyside, Northumbria, West Midlands to name a few all receive roughly 80% of their funding from the central Government, and 20% from precept. This means a precept rise raises less for their Forces than here in Dorset, where Government funding roughly equates to precept income on a ratio of 50/50.

On the face of it, you may think £10 is a huge settlement for Dorset Police. Actually, it just about leaves us in credit.

So let's look at our finances:

The achievements outlined in the current year have only been possible due to your support in raising the precept by £24 in the current year. This precept resulted in new income of £7.8m. Whilst that was a significant sum of money, it must be considered in the context of the overall financial pressures faced by the Force, and the increased costs mandated from elsewhere.

The financial pressures next year are even greater. If the police are to continue to provide the current level of service then another significant increase in resources from the precept is required.

This is despite the fact that the Force continues to look for every efficiency and opportunity for increasing resources. The bottom line still results in a requirement for a substantial increase in the precept.

The most significant element of our cost base is subject to pay and pensions increases and are beyond our control. Pay awards are negotiated nationally and officers and staff are subject to nationally imposed terms and conditions. In crude terms, almost all of the budget goes towards staffing and so, if we are handed unfunded pay increases or pension contributions it goes without saying that this causes a huge amount of additional strain.

Some of our challenge is because of capital financing. Capital financing costs need to increase further. Capital grant is expected to remain low, receipts from sale of premises are not expected to be significant and capital reserves are all but exhausted. We need to invest in our estate with an increasingly urgent need to provide alternative Headquarters accommodation. The Force aims to maximise the benefits afforded by their ongoing investment in mobile policing and agile working to make future estates investment as efficient as possible, as well as facilitating far better use of officers' time, enabling them to be fully mobile in the service they deliver. This will, of course, pay dividends in the medium term, when planned investments have been adopted.

Additionally, in relation to the Government uplift no funding surety for the long-term provision of these officers has been made. I've spoken before about the need for multi-year settlements, but sadly we continue to operate without certainty of supply. Not forgetting that as well as maintaining service levels, policing in Dorset needs to absorb the greater abstraction levels during the first years of officer training.

So, in summary, members what choices do we have here today?

Well firstly, I could do nothing.

That would leave roughly a £3.2 million hole in our finances, meaning that the Force would need to cut around 109 police staff jobs.

But, I hear you ask, why not use further reserves rather than cut staff? Well, as you know from the papers you have with you today, I have used reserves, and our General Balances are sufficient as an adequate contingency amount for unforeseen shocks but cannot afford to go any lower. Continued use of reserves is not sustainable.

If we do nothing, such cuts would most likely be directed primarily at police staff (including PCSOs) and capital investment, as I am restricted in my ability to reduce officer numbers due to the Government instruction to increase police officer numbers, and the associated requirements of the uplift grant.

Members would do well to consider that the Minister gave PCC's flexibility to rise up to a £10 precept to protect the Governments uplift of officers. To reject that call could affect overall policing numbers and remove front line officers to back room roles.

Secondly I could hold a referendum to raise more than £10

I do not consider this appropriate in the current climate

Thirdly – We raise by £10 and deliver a balanced budget. That is my recommendation here today.

So in closing, no bells and whistles this year, just a prudent budget that delivers 50 extra officers, and a manageable reserve of 3.2%.

There is an irony, that the budget I seek, the budget you will vote on, is for a new incoming PCC to administer. To those candidates seeking election in the back of this room, I issue words of caution. “Be careful what you wish for” when you make election pledges, as this Force has a tight budget, even with a £10 rise, with little room for additionality.

Before I go to your questions on this proposal, let’s just consider what our public think of a £10 raise.

[Verbal Update from Director of Operations]

This page is intentionally left blank

POLICE AND CRIME PANEL – 4 FEBRUARY 2020

BUDGET PRECEPT 2020/21

Summary of Letter from Chief Constable to Police and Crime Commissioner

Purpose:

To provide Panel members with a comprehensive understanding of the information contained within the letter from the Chief Constable to the Police and Crime Commissioner, regarding police precept and future budgeting.

The letter is detailed and complex (12 pages, circa 6000 words), and contains a number of police acronyms and statements that presume a high level of background knowledge.

In order to enhance the transparency of this letter, and aid understanding, this has been summarised and additional background information provided.

The bulk of the summary is directly copied from the Chief Constable's letter, and is therefore written from his perspective.

This letter was written prior to the announcement of the 2020/21 police settlement.

Summary of Letter

1. Introduction

I would like to formally thank you, through you the public, and the Police and Crime Panel for your support over the last year and, in particular, for your support concerning the increased precept for 2019/20. I would like to take this opportunity to explain how Dorset Police used the income from the precept for the benefit of our communities in Dorset. I would also like to explain our need for further investment in both core policing and in our specialist capabilities to ensure we continue to protect the public and meet emerging threats.

The requirement to make substantial financial savings to balance budgets over recent years, whilst dealing with a growing complexity of demand, has placed an enormous strain on policing nationally and Dorset is no exception to this. Indeed, the traditional low central funding of public services across Dorset, including Dorset Police, brings its own challenges. It is against this background that the Government's announcement to provide 20,000 additional police officers across the country has been welcomed. Obviously it will take time to recruit and train suitable candidates to these new posts but this focus on investing in police officer numbers is a positive development.

Last year's increase in the precept signalled by the Government, proposed by you and supported by both the public and the Police and Crime Panel, indicated a return to investment in frontline policing. I, and my colleagues, recognise the real pressures local people face in balancing their household finances and so it is important for us to continue to support you in helping people understand the difference the additional precept made.

2. 2019/20 Budget

Whilst the combination of income from the precept and a strong focus on driving out savings has allowed us to invest additional resources in some of our capabilities and to modernise aspects of our functions, it is important to emphasise that the majority of the income from the precept was needed to meet anticipated increases in existing costs, many of which have been decided by the Government.

The Government increased the contribution from Dorset Police to the national Police Pension Scheme by £3.1m and agreed a national pay award for the Police of 2.5%, effective from September 2019, which was unfunded. We anticipated a national pay award of 2%, at an expected cost of £2.1m. The national pay award is therefore costing Dorset Police £0.5m more in the current year than we expected when the budget was set. These costs are in addition to the annual pay increments of £1.3m.

Pay and pension costs therefore represent a £7.0m strain. Rather than the Government meeting the costs it imposed on the Police, it increased our grants by only £2.6m.

Furthermore, other pay and price rises were expected to increase our costs by a further £2.0m, when the budget was set. This included non-pay contractual inflation (e.g. increases in software licensing costs), additional costs of the national air support service and forensics and additional contributions to the police staff pension scheme.

Consequently, these pressures amount to a total of £9.0m, of which £8.5m was anticipated when the budget was set and the precept agreed.

The additional precept of £24 for a band D property for the current year has raised £7.8m of additional income. With the Government grant increase of £2.6m, this totalled £10.4m.

This leaves £1.4m of the additional precept for investment to address the increased complexity required of our services; investment in additional capabilities and investment in capital assets, most notably vehicles and ICT.

Dorset Police has an annual capital programme of £1.5m to replace vehicles and £3.0m for ICT developments and other equipment. We have nearly exhausted our available capital receipts and so we have had to identify alternative funding to finance our capital programme, which complies with the Prudential Framework. Consequently, the revenue budget included additional borrowing costs and revenue contributions to capital expenditure of £0.4m, as an essential step towards achieving a sustainable capital programme over the next few years.

3. Use of the 2019/20 Precept

I would now like to illustrate some of the benefits from the investment in our services which last year's precept has made possible.

Protecting people at risk of harm

Over the last couple of years, we have used the precept to develop our work with young people. We have safeguarded our Safer Schools provision by enabling ten officers to deliver educational and preventative activities to young people across the county. *[See Figure A].*

Furthermore, in the last year we have brought to fruition our aspirations to implement a Police Cadet Scheme, which aims to build the confidence of young people in Dorset, and help highlight policing as a potential career. The scheme was launched in September with the creation of two Cadet Units in Bournemouth, due to the original intention of having one Unit of 30 cadets being so heavily over-subscribed. We have recruited a Cadet Co-ordinator and we are looking forward to extending the Cadet scheme into other communities across Dorset. *[See Figure B].*

Over the last year we have continued to reflect on the potential harm to people in our rural communities and our marine community. Both areas have received continued investment in new officers. The Rural Crime Team (RCT) has been bolstered by an additional Police Officer and we have created capacity to develop the skills of an existing PCSO to support the current RCT PCSO during the current year. This enhancement to the size of the team allows it to engage more fully with our rural communities. We are also exploring ways to improve the effectiveness of the team by examining best practice elsewhere in the country. [See Figure C].

Similarly, the size of the Marine Unit has been increased this year by an additional Police Officer. This officer is based in Neighbourhood Policing and will be heavily involved in both crime prevention and engagement with the marine community whilst working alongside a dedicated Marine Neighbourhood Engagement Officer.

A Street Sleeper Champion was delivered by the deployment of a Police Now Officer and NPT resources. Great progress has been made on entrenched street sleeping (63 people into sustained accommodation in a year) and we continue to progress even further with this initiative.

Working with our communities

Our Neighbourhood Policing Teams (NPTs) are working with our partners to develop a multi-agency approach to address vulnerability within our communities. All of our partners understand that the complex problem of County Lines drug gangs requires a partnership approach. Nevertheless, Dorset Police takes the lead in tackling these gangs, which prey on vulnerable young members of our communities.

We have also continued to develop our Weymouth County Lines Team utilising existing NPT staff to focus on and tackle vulnerability. This team consists of a Sergeant and four constables. Through partnership working and directed problem solving to ensure we are adapting our working practices to meet the needs of our most vulnerable, we have arrested and charged a number of dangerous individuals. We have also removed a large number of weapons within circulation and, more importantly, safeguarded many vulnerable people at risk of criminal exploitation and harm.

We have appointed a Detective Superintendent to drive our work around vulnerability in our local communities. She is working closely with the Head of Public Protection to ensure we are effective in this area. The effectiveness of our approach has proved encouraging due to the results of a peer review undertaken by the National County Lines Coordination Centre. The Review concluded that Dorset is one of the most proactive forces in this arena within the South West. Despite this success, we are not complacent. We understand more needs to be done to address this issue and I expect to have to invest more resources to this issue in the future.

In last year's precept we referenced our Community Speed Watch (CSW) Team and our pledge to increase resource and outcomes. We now have 94 CSW teams with an additional six teams in development, totalling 100 within Dorset by the end of the financial year. We have also employed a full time Tru Cam operative to support the CSW and we are now sharing our CSW processes regionally as best practice.

Supporting victims, witnesses and reducing reoffending

Dorset Police continues to put victims at the heart of what we do. In the past the precept has been used to roll out restorative justice for a range of offences. The precept increase in the current financial year has been used to develop and commission the Bobby Van initiative. The Bobby Van is a mobile unit that provides home security, crime prevention advice and

reassurance for vulnerable members of the community and it is about to go live in Dorset. The van operator is able to provide practical help and support to people. The long term plan is for the Safer Dorset Foundation charity to raise sufficient funds each year to fund this service on a sustainable cost neutral basis. The service is pump-primed for two years. *[See Figure D]*.

As part of the work around prevention and problem solving we have redesigned the prevention team. Following an inspection by HMICFRS, as well as an OPCC deep dive, we were reassured that significant investment was unnecessary and that the operational teams were working well. We have increased the Integrated Offender Management team by one officer to ensure there is geographical capability across the whole of Dorset.

Transforming for the future

During the last year we have continued to develop our operating model. The latest development has seen fundamental changes to shift patterns, across the whole Force, designed to reduce the requirement for overtime by frontline officers by forensically aligning resources to demand. This will have a direct impact on costs and will represent an important improvement to the wellbeing of our people. Some overtime working will always be required to enable us to meet our responsibilities to deliver mutual aid support for major events across the country, especially in London and local events across Dorset, but we aim to keep the overtime at reasonable levels. Overtime is a very efficient way to manage surge and unexpected peaks in demand rather than having to resource the county according to risk.

We have also invested in new technology for frontline staff; providing them with additional ICT capability to enable access to Force systems whilst away from the station attending the homes of victims and also on the street. This improvement in capability will provide a more efficient and streamlined service for victims and means that officers do not need to return to the station to update Force systems.

Embedding Innovation

In order to increase the speed of transformation within Dorset Police, and to invest in the new capabilities required to respond to new and developing challenges, an Innovation Fund of £1m was created at the start of the current financial year. The Fund was created by earmarking £0.5m of existing reserves and balances to kick-start this initiative and by dedicating £0.5m of recurring budget to the Fund. The Innovation Fund is governed by an Innovation Board comprising senior representatives from the Office of the Police and Crime Commissioner and Dorset Police.

The Innovation Board considers all suggestions made by members of Dorset Police which might assist the Force in adapting and evolving to meet the challenges of the people and communities of Dorset. This work is managed and supported by a new Efficiency Officer post, funded through the precept. To date, over 80 separate bids have been submitted, of which 30% have progressed from an idea into a functioning deliverable outcome, whether that be a piece of kit / technology, a better way of doing something or a new post. A further 42% of the bids have been assessed by the board and re-directed to other areas of business with recommendations and appropriate support provided to the person submitting the idea. The remainder were found to either, mirror initiatives already occurring, consist of areas of business where the suggested development was already underway or were ideas effectively part of enhanced business as usual.

Below are a few examples of successful initiatives, supported by the Innovation Fund:

- Dorset Police is working with a defence systems supplier on the application of their artificial intelligence platform to policing, Whilst at the early stages, this has the ability to identify

patterns within our data records, highlighting persistent issues such as repeat victimisation and emerging threats such as changes in crime or incident types.

- Telephone statement taking has been fully operational in Dorset since October 2019, having been supported by innovation funding to purchase the software allowing members of the public to 'sign' a digital copy of their statement, and remove the need for this to be done face-to-face. Public feedback has been very positive to date.
- The 'da.advice' email pilot is an automated email facility that delivers initial safeguarding advice, links to support services and various .pdf attachments direct to a victims email. Whilst not designed to replace initial safeguarding given by attending officers, it can augment it in some circumstances.
- The Joint Response Unit brings to Dorset a response vehicle that is crewed by both a Police Officer and a Paramedic. In the three month trial, starting in November 2019, the vehicle was deployed to over 40 incidents where previously a resource from both Police and Ambulance would have been dispatched.
- The Bobby Van, launched in January 2020, focuses on elderly or vulnerable populations, and those who have been the victim of burglary. Such schemes have proved to achieve a measureable and lasting positive effect on domestic and distraction burglary elsewhere.
- Dorset Police has, for some time, been the only territorial police force in England and Wales without a volunteer police cadets scheme. The first two cadets units launched in September 2019, to very positive public feedback.
- Finally, a significant step was the funding of a Force Innovation and Efficiency Officer. The post holder represents the Force as an Innovation Broker within the College of Policing and takes an evidence based approach in seeking more efficient ways of operating, an important area being collaboration with other forces, academia and the private sector.

4. The financial outlook and precept requirement for 2020/2021 and beyond

The achievements I have already outlined in the current year have only been possible due to your support in raising the precept by £24 in the current year. This precept resulted in income of £7.8m. Whilst this is a significant sum of money, it should be considered in the context of the overall financial pressures facing the Force, and the increased costs mandated from elsewhere.

Whilst Dorset Police is very grateful for the level of support you provided in the current year and for the support of the Police and Crime Panel and the vast majority of the public who continue to be supportive of policing, unfortunately the financial pressures next year are even greater. If we are to continue to provide anything like the current level of service then another significant increase in resources from the precept is required.

The 2020/21 settlement from Government has not yet been announced and is very unlikely to be announced before January. My current estimate is that the Government grant will be increased by only 1.8% which does not keep up with the unavoidable cost pressures we face, inflation and the need to make considerable capital investments to maintain our asset base and to develop for the future.

Our capital grant from Government is likely to remain static again in 2020/21. Whilst there might be some funding of national policing, and that might alleviate local pressures to a minor

extent, there would be a significant shortfall to be funded by other avenues. This programme includes provision for ICT, fleet and estates maintenance and development.

We continue to look for every efficiency and opportunity for increasing resources; however, the bottom line still results in a requirement for a substantial increase in the precept.

There is some good news outside of the anticipated funding settlement. The Government has announced funds for an uplift in police officer numbers. Although at this time exact funding figures are not available, the Government's intention is that by the end of 2020/21 Dorset will have an additional 50 officers, taking the budgeted establishment to 1,250. This is clearly good news operationally and I will ensure the Force achieves maximum benefit from these additional officers. It is currently assumed that the cost of the officers, and all associated costs, will be met from the Police Officer Uplift Grant and as such both the costs and the associated grant have been left out of the figures shown in this letter. However, no funding surety for the long-term provision of these officers has been made.

When I presented the Medium Term Financial Plan last year, I included an assumption that a cap of a 2% increase (which equates to an extra £4.60 per annum) in the band D council tax would be imposed by the Government for the 2020/21 financial year. Forecasting the budget requirement and funding on this basis would generate an additional precept of £1.3m but it still presented a shortfall of £1.5m for 2020/21. Since then the anticipated shortfall in the resources available to Dorset Police has increased as a result of the various cost pressures, previously detailed. There is clearly a variety of options available to you in setting the council tax precept, each with its own implications for the Force and I would ask that each is considered against the total cost pressures of £5.3m.

In recent years, the Government has set the referendum threshold by reference to the cost of the increase in the precept to an owner of a band D property, rather than a percentage increase. I have therefore used this approach in the following table, which provides a high-level summary of the current projections of the additional funding that would be available at various increases in the precept. It also shows the increase in budget requirement, and the forecast shortfall or surplus at each funding level.

	Precept increase				
Annually	£0	£5	£10	£15	£17.30
Monthly	£0	42p	84p	£1.25	£1.45
	£m	£m	£m	£m	£m
Central Grant	1.2	1.2	1.2	1.2	1.2
Precept	0.0	1.5	2.9	4.4	5.1
Total	1.2	2.7	4.1	5.6	6.3
Budget Requirement	5.3	5.3	5.3	5.3	5.3
Shortfall / (Surplus)	4.1	2.6	1.2	(0.3)	(1.0)

The above table illustrates that we would require a precept increase of just under £15.00 to fully address the current budget gap. However, I should stress that this is currently based on current assumptions concerning the settlement and the council tax base on which the precept is based. I fully appreciate that this represents a significant increase in our anticipated total funding.

My current projections suggest that an increase of this order would be required if we are to maintain current service levels, including supporting the provision of an additional 50 officers as provided for the separate funding. A precept level of this amount would enable me to continue to drive further efficiencies in service delivery through the modernisation of our technology. I believe this will pay dividends in the medium term, when our planned investments have been adopted.

A precept increase of less than £15.00 is likely to require cuts to our service delivery and/or our change ambition. Any such cuts would most likely be directed primarily at police staff (including PCSOs) and capital investment, as I am restricted in my ability to reduce officer numbers due to the Government requirements to increase police officer numbers, and the associated requirements of the uplift grant.

I fully appreciate the difficulty in explaining the size of the challenge and gaining public support to an above inflationary increase. The most significant element of our cost base is subject to pay and pensions increases, and is beyond our control. Pay awards are negotiated nationally and officers and staff are subject to nationally imposed terms and conditions.

As already mentioned, capital financing costs need to increase further. Capital grant is expected to remain low, receipts from sale of premises are not expected to be significant and capital reserves are all but exhausted. We need to invest in our estate with an increasingly urgent need to provide alternative Headquarters accommodation. We aim to maximise the benefits afforded by our ongoing investment in mobile policing and agile working to make future estates investment as efficient as possible, as well as facilitating far better use of officers' time, enabling them to be fully mobile in the service they deliver.

As you know, we are exploring every opportunity to identify savings and efficiencies to mitigate demand and this process will continue into the next financial year and beyond.

Based on my current expectations as to the content of the financial settlement, I believe the demands placed on the Force may require an increase in the precept to the maximum allowed before capping if we are to provide anything like the existing service levels, and take full advantage of the additional officer uplift funding, including the expectation of greater abstraction levels during the first years of officer training.

Whilst this above inflation increase may appear counter intuitive, it is very much a result of three distinct areas:

Continued real term reduction in government funding

Central funding becomes ever more complex with the Force receiving a combination of general and specific grant streams. However, my estimates suggest that a 1.8% increase in grant funding would bring the police grant to £60.0m, which represents £77.86 per person in the county and is the second lowest nationally. Nine years ago, the equivalent figure was £107.50. This is a £30 per head of population reduction in cash terms. In real terms the reduction will be over £40 per head of population.

Increased demand in volume and complexity

Some of the most demanding and complex crimes have risen considerably in Dorset and those increases are forecast to continue. For example, serious sexual offences, county lines linked offences, and serious violence have all risen in the last year. Investigating and prosecuting these more complex and harmful offences creates intensive demands on the Force and criminal justice partners. Many of the victims of those crimes are vulnerable and also need the Force and partners to put effective safeguarding plans in place.

Continuing financial pressures

It is clearly great news that the Government has signalled a reinvestment in policing with the promise of 20,000 additional police officers. I must point out that any central uplift which is not supported by inflation-proof rises in core grant and precept does not protect the Force against wider cost pressures and would mean further cuts would be necessary. This is also a more expensive and less efficient way of delivering policing services.

5. Conclusion

I would like to repeat my thanks to you, the public and the Police and Crime Panel for the confidence you have shown in recent years, in agreeing to substantial increases in the precept for Dorset Police.

I was disappointed that in 2019/20 the Government decided to push more of the burden for financing the police onto local council taxpayers. However, at least they gave clear guidance as to the scale of the budgetary challenge facing the Police at that time. I have detailed this challenge, caused by the increase in pension contributions, annual pay awards and increments. In Dorset this challenge is exacerbated by the lack of capital resources to secure the necessary investment in vehicles, estates and ICT, if we are to meet the challenges of modern policing.

I hope my expectations as to the financial settlement for the forthcoming financial year are proven to be overly pessimistic, but I would be surprised if that were the case. The scenario I have painted illustrates a precept increase of £15.00 which would be needed to balance the budget, based on these expectations. I will, of course, let you know if anything changes in the budget projections, as you consider the precept for next year. I am also happy to respond to any queries my letter may generate.

Appendix A: Images



Figure A: Safer Schools and Communities Team



Figure B: Dorset Police Cadet Units



Figure C: Dorset Police Rural Crime Team



Figure D: Launch of the Dorset Bobby Van Scheme

This page is intentionally left blank



DORSET POLICE AND CRIME PANEL

MINUTES OF MEETING HELD ON THURSDAY 24 SEPTEMBER 2020

Present: Cllrs Mike Short (Chairman), Bobbie Dove (Vice-Chairman), Pete Barrow, George Farquhar, Les Fry, May Haines, Iain McVie, Lisa Northover, Bill Pipe, David Taylor and Tony Trent

Apologies: Cllrs Barry Goringe and Rachel Maidment

Officers present (for all or part of the meeting):

Simon Bullock (Chief Executive, OPCC), Marc Eyre (Service Manager for Assurance), Martyn Underhill (Police and Crime Commissioner), Elaine Tibble (Senior Democratic Services Officer), Adam Harrold (OPCC Director of Operations), Julie Strange (OPCC Chief Finance Officer), Dave Clegg (Strategic Planning Manager for Corporate Development Dorset Police) and Chief Superintendent Steve Lyne

1. Declarations of Interest

The two independent co-opted members, Mike Short and Iain McVie both declared an interest in item 5 on the agenda – The appointment of independent members for the Dorset Police and Crime Panel 2020-2024.

2. Minutes

The minutes of the meeting held on 4 February were agreed as a correct record with Cllr Dove requesting under minute 55 that the Youth Offending seminars be added to the workplan.

The notes from the informal meeting of 25 June were also noted with a request from Cllr Dove that the item on Police Welfare (P43) be brought to the next meeting with an update from the PCC.

3. Public Participation

No public questions had been received for the meeting.

4. Appointment Independent Members for the Dorset and Police Crime Panel 2020-2024

The two independent members left the meeting for this item.

The Service Manager for Assurance advised that as the Chairman had left the meeting Cllr Dove would Chair the item. The Service Manager for Assurance introduced the report and advised that PCP nationally are required to have two independent members, the current two members were appointed when the PCP was established in November 2012 and re-appointed again in 2016. The Panel had two options, a. to re-appoint the current two members; or b. to carry out a new selection process.

In the interests of continuity, imminent departure of the current PCC and positive contributions to the panel it was proposed by Cllr Fry and Seconded by Cllr Pipe that Mike Short and Iain McVie should be invited to remain as independent members on the panel.

Decision: that both independent members, Mike Short and Iain McVie be invited to remain on the PCP for a further four years.

On returning to the meeting both Mike Short and Iain McVie accepted the invitation to remain on the PCP.

5. **Update on Covid 19 - Verbal**

The PCC delivered an update to the panel:-

“Before I provide this update, I want to take this opportunity – if I may – to update the Panel on a couple of developments that have occurred over the last few weeks and months.

First, members may have seen that a new Deputy Chief Constable for Dorset Police has been appointed. Scott Chilton, an ACC from Hampshire Police, will be joining the Force next month, upon DCC David Lewis’ retirement.

As ACC, Scott was strategic lead across all investigations teams, custody, the wider criminal justice system and intelligence. He brings a great deal of experience from his extensive policing career and I look forward to welcoming him to Dorset.

I am sure the panel will also join me in recording our gratitude for the work undertaken by DCC David Lewis – he has provided extraordinary leadership and service not just to Dorset, but also through regional and national roles that he has held. We all, of course, wish him the best luck in retirement.

Second, I wanted to highlight the national PCC review that was announced a few weeks ago. Member have already seen my response, and will be aware that part one of this review focuses on the role to data, with a particular emphasis on fire governance and the interaction between PCCs and directly elected city mayors, in recognition of the government drive for further local devolution. Part two of this review, the details of which has not yet been announced, will take place after the PCC election in May 2021.

Finally, members will have seen the news, earlier this year, that forces were well on the way to meet the target of 6000 newly recruited officers by March

2021, with 4336 officers recruited to the end of July. Dorset is well on track to meet its own target of 50 new constables.

Forces in England and Wales are anticipating an announcement that will confirm the local targets and funding for the second year of the national Uplift programme. Once the announcement is made, I will ensure that this Panel is updated, but – as it stands – we do not yet know what this will look like. I am hoping that the Prime Minister's promise for 20,000 new recruits will be honoured, but I am conscious that the pandemic may, unfortunately, alter those plans.

Moving on to the pandemic, then, the last time we met, I explained the activity undertaken by myself, my office and Dorset Police in relation to COVID-19.

That update was wide-ranging and I won't repeat it all here, but you'll recall that I informed the Panel that, by early April, the initial governance response had been superseded by extraordinary Gold structures, which were well embedded and operating effectively. The Force and OPCC had returned to a business as usual state, with OPCC providing oversight and scrutiny of the Force's response through not only the usual strategic Force Boards, but also the new Gold structure, all of which continue virtually in most instances.

To be clear, this return to business as usual means that for the last few months the Force and my office have very much been able to concentrate on the continuation of Police and Crime Plan priorities. This is something which I look forward to detailing as part of our quarterly reporting under the next item in this meeting.

Last time out, you will remember that I was also able to update you on some specific examples of extraordinary commissioning, public consultation and scrutiny. My team was – and still is – heavily involved in work to ensure, for example, the continued good health and wellbeing of officers and staff throughout these most unusual and taxing of times.

Since we last spoke, there have been several changes to the local governance arrangements in place to oversee Dorset's response to the pandemic. The weekly Strategic Coordinating Groups (SCGs) were stepped back in late July to meet every three weeks to retain oversight of:

- Restart: discrete, short-term process of restarting any services that were paused
- Recovery: long-term process of rebuilding, restoring and rehabilitating following the emergency.
- Reset: an opportunity presented by the disruption, to embed new ways of working to create a new normal that aligns with and informs existing longer term strategic goals.

However, in response to the UK Covid-19 alert level increasing from 3 to 4, the SCG has returned to meeting weekly, as of yesterday.

As members will be aware, a new COVID Protection Board, chaired by the Dorset Director of Public Health, is responsible for monitoring and responding

to any potential coronavirus outbreaks in Dorset. The DPH is responsible for managing local outbreak management plans for both council areas, which set out how local agencies will identify, respond to and contain any local outbreaks.

For my part, I am reassured that the Force is well prepared for the difficulties that may arise again this winter and has robust plans in place to deal with the inevitable challenges that will come this autumn and winter.

Of course, there remains so much that is impossible to predict about the months and years ahead. Only last week, the Policing Minister confirmed that lost income would be covered by the government, which means that the impact on the MTFs should be minimal, but as I have alluded to already, bigger factors are at play here – what does this pandemic mean for public sector funding in the future? It is too early to say.

We also know that this is a fast-moving situation. A host of new measures were announced only days ago, and with it came both an expectation from ministers that police would increase enforcement, along with an as-yet-to-be confirmed promise of additional short-term funding.

What we do know, however, is that robust and agile arrangements are in place in Dorset and that the public support the partnership approach that has been taken so far. We also know that our local data does not yet suggest that some of the national concerns are being seen locally. We are not complacent, but cognisant that government messaging can be confusing and national policy is all too often be focused on the metropolitan areas and not more rural places like Dorset. One of the key things we have learned during this crisis is the importance of maintaining an evidence-based, local, approach – that is the best way to ensure that we continue to enjoy the confidence of our communities, which is of the utmost importance.”

In response to questions from the panel, the Chief Executive of the OPCC advised that the SCG met yesterday agreed that sub-groups would be set up to manage dynamic risk assessments. He hoped to have more information at the next meeting.

With regard to enforcing the Rule of 6 and how to report potential breaches the PCC advised that he had launched a survey which had already received 1300 responses within 18 hours. Early indications were that 93% of respondents would like Police to use the 3 Es, (engage, explain, encourage) before enforcement, they were supportive of what the police had done but going forward around three-quarters of respondents felt that stronger enforcement was needed.

Due to demand public were requested to report breaches of the Rule of 6 online

The PCC had a weekly briefing and the number of calls from Dorset residents about COVID-19 was very low. At this point there was no need to over-react – as Dorset had recorded among the lowest number of positive cases in the country.

A number of questions were posed by members which required further work to be undertaken to answer in full. It was agreed that the OPCC would provide a written response to allow for information to be received for the minutes.

The first question was in relation to the number of dispersal orders that have been issued since March. The second referred to the impact Covid was having on the criminal justice system (including courts backlogs, appeals and overturned tickets). The third requested an update on the work underway with local authorities around homelessness.

Dispersal orders issued

Month	2019	2020
April	32	42
May	75	21
June	59	80
July	57	65
August	85	37
Grand Total	308	245

An update on the work of the Dorset Criminal Justice Board to manage the impact of Covid-19 is appended.

With regards to homelessness, members will be aware that the Government have put significant funding behind the ambition of ending rough sleeping for good by 2024, and have provided a further £5m to BCP Council and a further £1.5m to Dorset Council, on top of funds initially received to provide emergency housing for the homeless at the beginning of the Covid period.

The PCC's view is that this provision of wholesale emergency housing provision for all rough sleepers in the county is a once in a lifetime opportunity to intervene in this space, and to not only provide safe and secure housing for this vulnerable group now in this challenging period, but also take steps to support them to get off the streets for good.

The PCC wrote to relevant representatives in local authorities in the above terms in June and has followed that up with separate meetings with both local authorities to consider the issue in detail and formulate joint plans. These plans are currently in development.

6. **Police and Crime Plan Monitoring Report**

The Director of Operations introduced the Monitoring Report (for 2020/21 Quarter One) which had been created so the Police and Crime Panel and public could see the progress made by the PCC, and in particular the additional area/s of focus since May 2020.

Prior to the Covid outbreak, and the suspension of the 2020 PCC elections, the Panel learned that the vast majority of the PCC's 100 commitments had been met.

The dashcam scheme, Operation Snap, was still running successfully and most speed cameras were now digitalised. The PCC asked the Panel to look at a National Road Safety Survey which was asking for views on enforcement.

Referring to page 47 in the agenda pack (Safer Streets Fund) the Chief Executive advised that the OPCC was just in the receiving stage of money coming in but would keep members updated.

A member asked a question about fly tipping. The PCC was unable to give statistics on prosecutions as these were led by councils, but he was able to confirm that fly tipping was an all year-round problem and not a seasonal crime. He was happy to report back to the Panel with an update in the future, as required.

The Panel received an overview of Pillar 3. A member asked a question relating to Criminal Justice System backlogs. The PCC noted that there had been backlogs in the courts which had closed due to Covid and the need to socially distance. He considered this to be the biggest emergency for Police and the CPS in 30 years. The PCC suggested that the aforementioned written response would be beneficial as he did not have all of the information to hand to respond to the question. It was noted that Dorset had put up two locations for a Nightingale Court including the BIC in Bournemouth, however the closest to Dorset was in Cirencester.

Following member concern that there were no longer dedicated officers for Sexual Assault Referral Centre (SARC), the PCC advised that staffing was an operational decision but he would raise the issue with the Chief Constable.

The PCC outlined key points within Pillar 4. It was noted that most of the 33 original commitments assigned to this pillar had been completed. The PCC had supported a national campaign against attacks on emergency service workers.

Iain McVie made note that he would contact the Director of Operations during October to frame the key lines of enquiry for a spotlight scrutiny review on the OPCC's adoption of new complaints powers. Year 1 uplift money received by Dorset Police had been spent towards the first year target of 50 new and transferring officers. There had been no confirmation of targets for funding in years 2 & 3.

It was agreed that a report from Chief Constable and PCC advising where the additional uplift and officers had gone should be added to the Forward Plan. The PCC welcomed input from Local Councillors as to how the uplift could help local policing in their areas.

The Chief Finance Officer presented the financial aspect of the report which set out the position for Q1. The budget showed a predicted overspend due to the impact of the pandemic and reduced income levels. The capital programme had also been impacted by the pandemic and there would be an updated revised budget for Q2.

In response to a question asking how the capital programme would be affordable over time if continued borrowing was required, the Chief Finance Officer advised that the revenue budget would need to be increased over time up to £4m a year in order for estates, vehicles, IT etc to be funded by an ongoing source.

This was planned for implementation over the next 5 years.

A balanced budget was anticipated by 2024/5 – the recommended programme will be funded without borrowing and will have balanced.

7. **Serious Violence - Report by the Chief Executive**

The Chief Executive of the OPCC introduced the report on Serious Violence and gave a resume of the PCC's scope and remit and the role of the OPCC in supporting Dorset Police to develop a better service.

With regard to knife crime the Chief Executive wanted to make the extent of the problem in Dorset very clear and that Dorset was a very safe area with few incidents of knife crime. The OPCC was keen to build a preventative model to make sure this remains the case, focusing on the headline aim of developing a Public Health Response to Serious Violence.

In response to questions from the Panel, the PCC felt that the Public Health approach was the right way to utilise Police resources, it was tried, tested and recognised as best practice. It was proven to reduce crime and the PCC was frustrated that he had been unsuccessful in securing funding.

The need to build a preventative model and positively influence young people was noted and the Chief Executive also highlighted the previous Panel discussions on youth offending for the benefit of new members.

There was some discussion around the prevention of knife crime, engaging with and educating young people in a proactive and collaborative way. There was also agreement that good news and positive outcomes should be celebrated and shared with communities.

Action – the PCC and the Chairman of the PCP would write again to try and seek national funding for this subject although the OPCC had previously applied unsuccessfully, even with the support of local MPs.

Point of Order – Proposed by Cllr Taylor and seconded by Cllr Haines

Decision: that the 3 hour meeting time limit be extended to complete the panels business.

8. **Stop and Search- Report by the Chief Executive**

The Chief Executive presented his report to the Panel. The latest national statistics on stop and search, from March this year, highlighted that black people were approximately 25 times more likely to be stopped and searched in Dorset than white people.

He further explained that the find rate (the proportion of times officers find searched for illicit items) is higher for searches involving white people than black people.

Finally, where action is taken following the stop search, black people are more likely to be arrested – with one in ten of white individuals being arrested versus one in five of black individuals.

The Chief Executive noted that the PCC has repeatedly requested an explanation for these facts but, to date, has yet to receive an adequate response. As a result of this position, the PCC issued a formal challenge to the Chief Constable in January 2018, to further set out his requirement for a satisfactory explanation.

To support this challenge and his scrutiny of the Force, the PCC also commissioned an independent review of the Dorset Police stop and search data, process and procedures. Those findings and recommendations were issued to the Force in November 2018 and have been formalised in the Force's stop and search improvement plan, but to date have yet to have the desired effect.

The Chief Executive highlighted the role of the Stop and Search Independent Scrutiny Panel, and noted that broadly speaking, the panel had been supportive of the actions undertaken by officers, albeit that they continue to note the disproportionality ratio with disappointment.

He also noted that the Scrutiny Panel's minutes were published on the PCC's website for further information, and Dorset Police published its quarterly stop and search performance pack on its website.

The number of Stop and Search complaints were very low, averaging five per year in each of the last five years, but Stop and Search disproportionality remains a priority improvement area.

The PCC also summed up the frustrations felt by himself and his team and reiterated that the force was not an outlier in respect of other areas of operational policing, such as the use of Taser.

Finally, reflecting on the current work underway, the Chief Executive highlighted that Dorset Police was currently engaging with a leading academic to better understand and develop insights into its stop and search data. This work would be reported back through the Force's Disproportionality Board in due course.

Action - to see the academic work and actions that come out of it at a future meeting. Put on forward workplan.

Cllr Dove proposed, supported by Iain McVie and Cllr Fry.

Decision: that the paper be noted and an update come back to the panel in 6 months time, to include work achieved and target data for the panel to scrutinise what success looked like.

9. Complaints Update - Verbal

Iain McVie gave the panel an update on a recent complaint. "The panel had upheld the decision made by Chief Executive". There were no additional outstanding complaints.

10. Workplan

The Service manager for Assurance presented the workplan and highlighted the forthcoming informal training session on 19 November and the next meeting scheduled to take place on 10 December. Other items from today's meeting would be scheduled into the programme.

11. Urgent items

There was no urgent items.

12. Exempt Business

There was no exempt business.

Appendix to Minutes - DCJB Update

Duration of meeting: Times Not Specified

Chairman

.....

Dorset Criminal Justice System COVID Recovery

Criminal justice partners from across, Hampshire, Wiltshire and Dorset together form the Wessex Criminal Justice Recovery Group. The Dorset Criminal Justice Board (DCJB) has prioritised responding to COVID and returning capacity as quickly as possible.

Current position

- Court performance across the South West region is comparatively good when set against other court areas; however, there continues to be significant delays. Recovery continues to be the main priority for all DCJB meetings
- All Crown Courts Centres across the SW of England are now open. For Wessex Region, this means that seventeen jury trials are running across Hampshire and the Isle of Wight, Wiltshire and Dorset at one time. Her Majesty's Courts and Tribunal Service (HMCTS) and the local judiciary are working through the outstanding cases and looking to increase capacity further over the coming months.
- HMCTS continue to work with partners to utilise further capacity by opening additional magistrates' courts on Saturdays
- COVID secure measures in place in courts which include estate alterations, strict social distancing, face coverings, plexiglass screens, and building flow measures. Extended court opening hours, allowing two court sessions a day, are being piloted first in Portsmouth
- The receipt of cases through the court system has broadly returned to the pre-covid levels; however, there remains a larger number of outstanding cases in the system. Social distancing measures within Court premises directly affect the number of jury trials.
- Dorset magistrates' courts are managing a large number of outstanding cases. One of the contributing factors behind this is legal advisors availability. HMCTS are moving resources and awaiting the arrival of newly recruited legal advisors to address increase demand.
- Victim and Witness services caseloads are approximately 50% higher than March 2020 as increased number of outstanding cases. PCCs / Forces have increased resources to maintain quality of service.
- Forces, CPS and HMCTS are working together to prioritise more offences associated with high risk of harm and those involving vulnerable victims such as domestic abuse.
- Defence firm representatives are linked in to the local area recovery forum and the legal aid agency are proactively working to engage defence support for Saturday courts.
- Nationally there are 11 outbreaks of COVID in prisons and 50% of prisons are on higher alert. There remain challenges in enabling face-to-face or video enabled legal visits.
- Probation, Community Rehabilitation Company (CRC) and Youth Offending Services are conducting more face to face contacts where possible. The highest risk cases were prioritised during lockdown, and since then local work stepped up to re-establish contact with the next tier of offenders. This is now showing an improving picture with breaches now being listed by the courts.

Next steps

- Continue to work through local challenges in capacity to reduce outstanding cases and delays, including delivering the National Court Recovery Plan. It is the collective ambition of DCJB that by December there will be more court capacity in the SW than before COVID.

This page is intentionally left blank

DORSET POLICE AND CRIME PANEL

MINUTES OF MEETING HELD ON THURSDAY 10 DECEMBER 2020

HYPER LINK TO THE MEETING ON YOUTUBE

<https://moderngov.dorsetcouncil.gov.uk/ieListDocuments.aspx?CId=154&MIId=4642&Ver=4>

Present: Mike Short (Chairman), Cllr Bobbie Dove (Vice-Chairman), Cllr George Farquhar, Cllr Les Fry, Cllr May Haines, Cllr Sherry Jespersen, Iain McVie, Cllr Lisa Northover and Cllr David Taylor

Apologies: Cllrs Pete Barrow, Barry Goringe and Rachel Maidment

Officers present (for all or part of the meeting):

Simon Bullock (Chief Executive, OPCC), Marc Eyre (Service Manager for Assurance), Adam Harrold (OPCC Director of Operations), Julie Strange (OPCC Chief Finance Officer), Elaine Tibble (Senior Democratic Services Officer) and Martyn Underhill (Police and Crime Commissioner)

13. Minutes

The minutes of the meeting held on 24 September 2020 were confirmed as a correct record. It was noted that Cllr Pipe had been removed from the Police and Crime Panel (PCP) and replaced by Cllr Jespersen.

14. Declarations of Interest

No declarations of disclosable pecuniary interests were made at the meeting.

15. Public Participation

There were no public statements or questions.

16. Police and Crime Plan Monitoring Report (00:6.30 hrs on recording)

The Police and Crime Commissioner (PCC) presented an update of progress against the Police and Crime Plan to enable the panel to scrutinise activity and assess the achievement of outcomes. The PCC elaborated on the key indicators within the four pillar areas, (Pillar 1 - Protecting People at Risk and Harm, Pillar 2 - Working with our Communities, Pillar 3 - Supporting Victims, Witnesses and reducing Reoffending and Pillar 4 - Transforming for the Future). The panel was then given the opportunity, to ask questions relating to the report.

Panel questions focused on:

- Burglary numbers
- ASB and Covid 19
- Domestic Violence
- Police Complaints data and call handling
- Force Management Statement
- Dorset Police's carbon footprint
- Recorded hate crime
- Road safety improvement
- Stop and search
- Restorative justice service
- The effect of the uplift of police officers on the budget including the increase in maternity and adoption leave
- Treasury Management Strategy
- Savings made through the Alliance with Devon & Cornwall.

The panel asked the following Finance questions at 01:16 hrs:

- Can the OPCC please outline what changes there have been since the 2019/20 Treasury Management and Investment Strategy with respect to the PCC's cash flows, borrowing and investments, and the associated risks?
- Excluding PFI, what is the annual cost of debt and how is it being funded?
- Why were payment and employment costs not more effectively forecast/managed, as within three months they have changed by £964k?

Actions: in relation to the work on the Alliance, including the significant number of business areas which are now delivered in collaboration across Dorset Police and Devon & Cornwall Police, the PCC confirmed these aligned business areas had delivered savings and he would provide an update on this at the next panel meeting.

The Chairman of the PCP requested that the recently reviewed Treasury Management Strategy be placed on-line.

17. Covid - Update (01:25 hrs on recording)

The PCP received a verbal update from the PCC on Covid 19 issues and the force's work in keeping the public safe.

Panel questions

- What had changed since the last briefing and what effect has that change had on the way the OPCC is conducting business and holding the Ch Cons to account?
- Could the OPCC outline how the Government's Surge Funding for Covid had been utilised and how he had ensured that the taxpayer obtained VFM?

- During the first three months of lockdown, the National Domestic Abuse helpline reported more than 40,000 calls. Could the PCC re-confirm how his office had worked with partners in order to ensure help and support was given to anyone needing to break free from an abusive relationship?

18. Review of Precept Activity (01:38 hrs on recording)

The OPCC Chief Finance Officer shared a PowerPoint presentation detailing an overview of how the force had used this year's precept and uplift (agreed in February 2020) to benefit the residents of Dorset.

The Corporate Director for Finance and Commercial (Dorset Council) also gave an update on where Dorset Council was with next year's Council tax base setting exercise.

The PCC had lobbied the government several times regarding police funding systems in the past. Local MPs have raised the issue again in Parliament.

Key Lines of Enquiry: the PCP sought assurance that the PCC:

- Had implemented the direction from the Minister for Policing and the Fire Service, ensuring:
 - The recruitment of the County's allocation of additional officers stayed on track.
 - Investment in tackling county lines drug dealing, fraud and cyber-crime and continued to bear down on online child sexual exploitation and abuse.
 - Investment in the reduction of neighbourhood crime (through accessing the Safer Streets Fund) and driving down acquisitive crimes.
 - That, on behalf of the Dorset taxpayer, continued efficiency savings in 2020/21 would be sought.
 - That National and Regional procurement programmes would enhance buying power, increase standardisation and improve value for money for the people of Dorset.
- Would hold the Chief Constable to account for Police operational execution of the Police and Crime Plan, especially the delivery on:
 - Tackling county lines drug networks.
 - Reductions in serious violent crime.
 - Rural crime prevention & detection.
 - Improvements to youth justice.
 - Hate Crime.
 - To improve financial clarity and assurance to the panel; including seeking successful outcomes from the Chair of the Capital Strategy Group.
 - To lobby for a fair and equitable distribution of national funds to Dorset Police.

- To develop the cost of the "Dorset Police demand model" in order to inform future budget debates.

Actions

Request as part of budget preparations for next year, the OPCC Treasurer to provide robust plan on how to resolve the capital programme: Including Police HQs etc.

Item on workplan, to report to the panel where the uplift of officers has gone to meet the needs of hidden crime and public re-assurance. (Chief Constable to report to Panel in February).

12:21 – 12:26 Comfort break.

19. **Health and Wellbeing Strategy (02:24 hrs on recording)**

The OPCC Director of Operations presented the report to the Panel highlighting the changes brought about by the Covid pandemic and progress to date in an unusual year.

Key Lines of Enquiry:

- How current performance figures compared currently to the Baseline figures set out in the Health and Wellbeing Strategy report?
- What impact had the strategy and impact had on local sickness data?
- What impact had the Covid response had on the strategy and resultant performance?
- Had there been any significant changes to the Wellbeing activity shared in Sept 19?
- What was the PCC's assessment on the 21 PCC funded initiatives one year on?
- How had engagement levels with the health and wellbeing pulse surveys changed, and had there been an improvement in response levels?
- What progress had been made in harmonising the force's approach with Devon & Cornwall and what benefits had this presented?
- What lessons for improvement had been learned, for 2021?

Proposed by Cllr Dove, seconded by Cllr Taylor

Decision: that in accordance with procedural rule 8.1 the meeting was extended to conclude the business on the agenda.

Action:

OPCC Director of Operations to circulate the pulse survey well-being graphic to the panel members.

20. **Fraud and Cyber Crime (02:52 hrs on recording)**

The Chief Executive OPPC presented the report for Fraud and Cyber Crime, setting out the context for activities and the structures for tackling these issues.

The Chief Executive OPPC re-iterated the importance of members of the public to report all fraud and Cyber Crimes to the Police. A PCC Cyber Crime awareness webinar had been held; this had been recorded and was available to view on the PCC's Youtube channel.

Key Lines of Enquiry:

- Cyber Crime fraud was a global crime. Could the PCC please outline how his office dovetailed into the national response?
- How was the Dorset PCC working with Devon and Cornwall PCC in order to ensure that the Alliance provided effective fraud/Cyber Crime prevention and detection?
- How did the PCC hold the Ch Cons to account in order to ensure that the Dorset Police Cyber Crime Unit provided value for money (based on performance, cost and time)?
- How was the PCC seeking to improve local cyber-crime reporting (by removing the stigma/embarrassment) in order to gain a bedrock of intelligence to combat this exponentially growing crime?
- How was the OPCC ensuring that his Office and Dorset Police were "data secure"?
- What advice had the OPCC given to Dorset Businesses in order to ensure cyber resilience in legacy assets?
- What action had the PCC taken in order to protect the vulnerable from fraud/Cyber Crime.
- What support had the PCC given to Dorset victims of Cyber Crime?

Action:

Note for the FWP - new PCC to look at regional Cyber Crime prevention.

21. **Complaints Update and Nominations to Complaints Sub Committee (03:24 hrs on recording)**

The Panel received a verbal update from the Chairman of the Police and Crime Panel Complaints Sub-Committee for two complaints that had been received.

Nomination for a new member for the sub-committee.

Proposed by Cllr Taylor, seconded by Cllr Dove.

Decision: that Cllr May Haines be appointed to the Crime Panel Complaints Sub-Committee.

22. **Forward Plan (03:26 hrs on recording)**

The Forward Plan was outlined and noted.

23. **Urgent items**

There were no urgent items.

24. **Exempt Business**

There was no exempt business.

Duration of meeting: 10.00 am - 1.30 pm

Chairman

.....



DORSET POLICE AND CRIME PANEL

MINUTES OF MEETING HELD ON THURSDAY 4 FEBRUARY 2021

[LINK TO RECORDING OF PCP MEETING](#)

Present: Mr Mike Short (Chairman), Cllrs Bobbie Dove (Vice-Chairman), Pete Barrow, George Farquhar, Les Fry, May Haines, Sherry Jespersen, Mr Iain McVie, Cllrs Lisa Northover, David Taylor and Tony Trent

Apologies: Cllr Barry Goringe

Officers present (for all or part of the meeting):

Jim McManus (Corporate Director - Finance and Commercial), Simon Bullock (Chief Executive, OPCC), Marc Eyre (Service Manager for Assurance), Jonathan Mair (Corporate Director - Legal & Democratic Service Monitoring Officer), Martyn Underhill (Police and Crime Commissioner), James Vaughan (Chief Constable), Elaine Tibble (Senior Democratic Services Officer), Adam Harrold (OPCC Director of Operations), Julie Strange (OPCC Chief Finance Officer) and Dave Clegg (Strategic Planning Manager for Corporate Development Dorset Police)

25. Minutes (20:25 on recording)

The minutes of the meeting held on 10 December were confirmed and agreed as a correct record.

The Service Manager for Assurance gave the panel an update on the Action Points from the last meeting.

Action 16 Pending until the next meeting.

Action 18 To be dealt with in Agenda Item 5

Action 19 had been actioned.

26. Declarations of Interest

Cllr May Haines declared an interest as a recently appointed trustee for the Safer Dorset Foundation, which funds the Bobby Van.

27. Public Participation (22:28 on recording)

Public questions were received. A copy of these questions and responses received is appended to these minutes.

28. Budget Precept (24:50 on recording)

The Chairman introduced the Budget Precept with an explanation of the voting rules with the assistance of a visual presentation.

The Police and Crime Commissioner (PCC) was invited to make his presentation of the report. **(27:45 on recording)**.

The PCC reflected on the current position of Dorset Police and the impacts of recent events such as Brexit and the Covid 19 pandemic.

The PCC invited the Chief Constable to outline what the precept had achieved over the last 12 months.

The Chief Constable thanked the PCC for his unstinting support over the last year. He continued with an update on the Force's achievements over the last year and proposed plans for 2021-22. **(37:25 on recording)**.

The PCC then outlined his reasons for the proposed increase in precept. **(52:13 on recording)**.

His speech and the Chief Constable's letter outlining the case for an increase of £15 in Council Tax for a band D property are attached as appendices to these minutes.

The Director of Operations (OPCC) gave a summary of the Precept consultation responses and results. **(01:10:12 on recording)**.

The Chief Finance Officer (OPCC) then focussed on the funding for the budget comprising of the provisional settlement and the Council Tax element of the funding. The Chief Finance Officer was able to give positive assurance on the robustness of both the reserves and budget. **(01:15:12 on recording)**.

The PCC then summarised **(01:20:07 on recording)**.

The Chairman invited the panel members to ask the following questions. These questions and officer replies can be found on the recording with the timings stated below;

Questions:

1. Noting that 33% of respondents to the PCC's online survey did not endorse a financial uplift of £15 a year for a Band D property, what would be the impact to the people of Dorset if the Precept were frozen? **(01:40:10 on recording)**.
2. How will the increased precept (£15) improve the current position of visibility and the positive resolution of crimes, which both have implications for public confidence and satisfaction levels? **(01:52:47 on recording)**.

3. Council tax contribution to the police budget under your tenure has gone from £50m to £74M; this year the budget proposals include a £15 increase for a band D council taxpayer. How would the strategic approach to delivering the Police & Crime Plan have been impacted if the increase had been limited to the same 2% referendum limit as local authorities (around £4.80 for band D)? **(02:02:25 on recording)**.
4. Setting a budget with finite resources is about choices; for example, you have chosen to invest in vulnerability as part of this Precept uplift. What choices did you discard or postpone in the setting of this budget? **(02:08:40 on recording)**.
5. Dorset Police has stated to the OPCC that the additional precept funding will deliver investment to priority areas – could you please outline to the public what these investments are and how do these areas meet your Police and Crime Plan, given the budget paper mentions the reduction in the tax base alone has effectively cost £1.6m? **(02:11:10 on recording)**.
6. Are there any expectations of a return to tax base growth in the MTFP? If the £1.6m reduction is reversed and we return to levels of growth, is this future windfall in additional CT income factored into financial plans? **(02:12:20 on recording)**.
7. There are a number of big issues in the Capital programme, the ageing Police HQ being one. What action is the OPCC taking to move to a sustainable capital programme and what are the medium to long-term financing assumptions? Is there a longer-term assumption of eliminating and/or repaying borrowing, to reduce the impact on the revenue budget and therefore the local tax payer? **(02:14:04 on recording)**.
8. The MTFP balances in every year with the assumptions that have been made. What challenges for efficiency or productivity improvement sit within those assumptions? The 0.3% savings target set for 2021/22 looks small compared with the increases in national and local funding. **(02:25:23 on recording)**.
9. How do the reserves plans set out in appendix 3 support or mitigate the risks set out in appendix 4? The strategy forecasts that all useable reserves except the general fund will be materially consumed by the end of 24/25, so how are those reserves supporting the organisation's budget over the MTFP period and what are the risks to the revenue budget in the longer term once reserves are used? **(02:27:52 on recording)**.

10. What is the PCC's view on the biggest strategic financial risk being the continued reduction in real terms of central allocation, based on a flawed funding formula? This is compounded against a back drop of the national PCC review, the outcome of which may be greater national policing objectives and direction, but with accountability left at the door of the PCC and Chief Constable. **(02:32:43 on recording).**

The Chairman took a formal vote on the recommendation to support the PCC's recommended precept increase for 2021/22 to £73,476,745, equivalent to a Band D charge of £255.58, an increase of £15 per annum or £1.25 per month (6.2%). **(02:43:07 on recording).**

Proposed by Vice-Chairman (Cllr Bobbie Dove), seconded by Cllr David Taylor.

Decision: That the Police and Crime Panel unanimously approve the PCC's proposal to increase the precept for 2021/22 to £73,476,745, equivalent to a Band D charge of £255.58, an increase of £15 per annum or £1.25 per month (6.2%).

29. **COMFORT BREAK**

The Panel adjourned from 12:50 until 13:20hrs.

30. **Nomination of Chair/Vice chair for 2021/22 (03:17:30 on recording)**

The Service Manager for Assurance invited nominations for the position of Chair and Vice-Chair for the year 2021-2022.

It was proposed by Cllr Les Fry and seconded by Cllr David Taylor.

Decision: that Mr Mike Short be appointed Chair and Cllr Bobbie Dove be appointed Vice-Chair for the year 2021-2022 starting June 2021.

Cllr Tony Trent asked for his abstention to be noted.

31. **Police and Crime Plan Monitoring Report (03:22:28 on recording)**

The PCC introduced the PCP Quarterly Monitoring Report and the headlines from the report in relation to progress against the Police and Crime Plan.

Pillar 1 - Protecting People at Risk and Harm (03:25:30 on recording).

The panel members received an update from the PCC and members were invited to ask further questions (set out below):

Recorded Hate Crime (YTD) - can the OPCC please provide a succinct verbal brief on the 34% increase?

The Chief Executive (OPCC) responded with an update on recorded hate crime. **(03:27:35 on recording)**.

He advised that due to the court delays he might not be able to answer whether there was a corresponding increase in hate crime convictions by the next panel meeting but was happy to add this to the forward plan.

Action: an update on hate crime to be added to the forward plan and presented when available.

Pillar 2- Working with our Communities (03:47:44 on recording).

The panel members received an update from the PCC and members were invited to ask further questions (set out below):

Can the OPCC please outline what the issues are of “working with partners to address ASB” (Yellow)?

The PCC and The Chief Executive (OPCC) responded **(03:40:14 on recording)**.

Pillar 3 - Supporting Victims, Witnesses and reducing Reoffending (03:49:07 on recording).

The PCC focused on the delays in the justice system due to Covid 19 restrictions and suggested this was an area the panel may wish to focus on at a future meeting.

Pillar Leads were invited to ask questions.

Pillar 4 - Transforming for the Future (03:57:56 on recording).

The panel members received an update from the PCC and were invited to ask questions.

In response to a request for an update on artificial intelligence and automation, the Chief Executive gave the panel an update on what was being worked on in the area.

The Chairman then invited all panel members to put forward their questions on the four Pillars. **(04:11:00 on recording)**.

Questions asked related to:

How the Force was planning to deal with an influx of visitors to Dorset during summer.

Environmental Anti-Social Behaviour.

Hate Crime with an Action point to look at how to reduce and remove barriers to people reporting hate crime and increase confidence in reporting these crimes.

Covid related fraud.
Housing for homeless in Weymouth.

FY 20/21 Q3 finance questions: **(04:42:40 on recording)**.

The Chairman asked the Chief Finance Officer (OPCC) to respond to questions 1 & 2 questions via the minutes:-

1. OPCC Commissioning Spend for FY19/20 was £2.2m. In this FY to date it is reported as £339k. Why the shortfall in commissioning?

A. The OPCC line does appear to be behind schedule however this line includes both the income and expenditure for the OPCC and reflects the full year grants for Victims Funds. Commissioning activity has been busier than ever this year with specific Covid Funds available as well as our core spend. Commissioning spend up to the end of December was over £1m with further invoices expected imminently. The budget is forecast to be fully spent by year end.

2. Could the OPCC please remind the panel where the uplift of £653k in the Capital Budget direct revenue contributions was sourced from?

A. Around a third of the additional revenue contributions have come from contributions from other Forces for forensics work that we host on behalf of the region. The remainder is in relation to uplift spend primarily for new vehicles, which has been funded from the ring fenced revenue grant received for that purpose.

3. The Q2 report predicted an overspend of £1.4m, 3 months later this overspend is now quoted as £300k. The Fin team are to be congratulated for this achievement. Can the OPCC please outline how this swift turnaround of £1.1m was achieved?

The Chief Finance Officer (OPCC) responded and outlined how the turnaround was achieved **(04.43:15 on recording)**.

32. **Covid - Verbal Update (04:45:00 on recording)**

The Chief Executive (OPCC) gave the panel members a verbal update for the latest position on Covid activity.

The panel members were then invited to put any questions to the Chief Executive.

33. **Complaints - Verbal Update (04:56:00 on recording)**

The Chairman of the PCP Complaints Sub-Committee confirmed that there were no outstanding complaints.

34. Forward Workplan (04:56:23 on recording)

The Service Manager for Assurance presented the workplan. There were a couple of issues raised at the meeting to add to the plan.

35. Thanks to the PCC

Cllr Bobbie Dove extended her thanks to the Police and Crime Commissioner for his hard work over the last 9 years. This was echoed by the Chairman who also congratulated him on the good position he was leaving Dorset Police in.

The PCC thanked the Chair and Vice-Chair for their support.

36. Urgent items

There were no urgent items.

37. Exempt Business

There was no exempt business.

**Public Questions and Responses
Appendices to minutes**

Duration of meeting: 10.00 am - 3.02 pm

Chairman

.....

This page is intentionally left blank

David Sidwick

- a. Regarding burglary, please can the PCC report on the number of burglaries reported to Dorset Police in the year to March 2020, the number investigated and the number solved split by council area. What specific burglary prevention programmes other than Neighbourhood Watch did the OPCC invest in during that year (March 2019 – 2020)?

Chair, I thank Mr Sidwick for his usual questions, but, I am slightly frustrated by this. Once again, his question is for the for the police force, rather than myself. The information requested is also partly available in regularly published ONS statistics.

The number of burglaries recorded by Dorset Police in the year to June 2020 ¹ was 2,339 for the BCP Council area, and 1,198 for the Dorset Council area. These data represent a 14% reduction in volume from the year ending June 2019 for the BCP area, and a 19% reduction for the Dorset area.

With regards to the number investigated, again a somewhat odd question as, of course, all crimes are routinely investigated.

And with regards to the number solved, this is more complicated, as the correct terminology is the number of crimes that receive a positive outcome, for example a charge or summons. This is 9.6%, which Chair might sound low, but is actually the 8th best nationally at the time.

Finally, Chair on burglary prevention, I am slightly confused as the details are requested of initiatives undertaken during 2019/20, rather than this year. Nevertheless, I'll limit myself to three examples.

Most importantly, I gave Dorset Police the strongest possible support through precept increase, allowing the Chief Constable to maximise the numbers of officers within Neighbourhood Policing Teams. I also continue to support the work of the Integrated Offender Management programme, whose cohort includes recidivist prolific burglars, through funding the GPS tagging scheme. And finally, and perhaps most proudly the Chief Constable and I were able to launch the Dorset Bobby Van during this year, which focuses on reducing the level of domestic burglary and distraction burglary and supporting victims to feel safer in their homes.

- b. Regarding anti-social behaviour for the year to March 2020, during which Dorset had the second worst annual rate of ASB in the South of England (excluding London) – What specific programmes to cut ASB did the OPCC invest in during that year?

Chair, once again, I am dismayed that Mr Sidwick continues to ignore the detail, and incorrectly use statistics to make a political point. Despite having made this point to him on several occasions, I will reiterate the two key errors here.

Firstly, his 'soundbite' statistic is wrong. Secondly, antisocial behaviour has three components – which means you cannot make a sweeping statement without the context.

Chair, ASB has three components - environmental, nuisance and personal.

¹

<https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/datasets/recordedcrimedatabycommunitysafetypartnershiparea>

- Personal ASB is when a person targets a specific individual or group.
- Nuisance ASB is when a person causes trouble, annoyance or suffering to a community.
- Environmental ASB is when a person's actions affect the wider environment, such as public spaces or buildings.

These national definitions show that some types of ASB are better actioned by police – for example personal ASB, whereas others – whilst policing will play a supportive role, in practice will be led by other responsible authorities – for example, environmental ASB, which in Dorset primarily rests with Local Authorities, Dorset Waste Partnership and others.

What this means is that several agencies are accountable for ASB as a whole, something the questioner consistently ignores.

As for the statistics, for the time period Mr Sidwick highlights, Dorset ranked 18th best out of the 43 forces for personal ASB rates. Of course, this is still lower than we would want, but I do need to make it clear that, for policing, the position is nowhere near as dire as he portrays.

(IF ASKED: Dorset ranked 33rd for environmental, and 35th for nuisance – meaning we were 32nd overall.)

Moving on then, there are a raft of initiatives that I have funded such as the Community Safety Accreditation Schemes and funding BIDS to work with local retailers to reduce the level of business and retail related crime and ASB, but again I will limit myself to three examples.

Firstly, as PCC, I listen to the public and act on what they tell me – therefore, in 2020 – admittedly just after the time period highlighted, I undertook an extensive public consultation on ASB, which received just shy of 4000 responses. This found, for example, that a large percentage of the public, were not aware of the correct responsible authorities for dealing with some types of ASB.

Secondly, I again gave Dorset Police the best support possible to tackle crime and ASB by increasing precept. Chair, I know I have already made this point, but I fear it needs to be made twice. PCCs are responsible for setting the police budget to allow Chief Constables the best opportunity to deliver against current and expected levels of demand. Whilst some PCCs prefer to retain higher proportions of the policing budget for themselves, and then use that to deliver projects and initiatives under their own banner, I do not, and am quite content to raise more funds to give the Chief Constable and his team the independence to deliver this operational activity free from political interference.

Thirdly and finally, Chair, I continue to link with CSPs to support their work. My office is closely linked into the wider partnership work, and of course, can influence and support. For example, my office led on establishing the Dorset Fly Tipping Group (DFTG), bringing together partners to ensure a coordinated and effective response to fly-tipping, which features in environmental ASB. Membership includes BCP and Dorset Councils, Dorset Waste Partnership (which delivers the waste collection services for Dorset Council), Dorset Police, Environment Agency, National Farmers Union, Country Landowners Association, National Trust and Dorset Wildlife Trust. A key deliverable has been the recruitment of a dedicated fly tipping co-ordinator post. Funded for one year by me, this post started in December 2019.

Patrick Canavan

The Office of National Statistics indicated a 10.8% [increase] in domestic abuse crimes for the year ending March 2020. The Coronavirus pandemic has clearly had an impact. With restrictions possibly continuing for some time, what further steps can be taken to increase resources and practical support for victims of domestic abuse? Also, could you please outline the plan to improve the conviction rate for rape and sexual assault?

I thank Mr Canavan for his question, and agree that the pandemic has clearly had an impact, although as the moment we do not yet have the ability to fully quantify that across the country due to the way that national crime stats are collated and reported.

Chair, you will know that this issue worries me greatly, and I am also grateful for the support that members have given this issue over the past several meetings where I have provided a number of updates on this matter.

To recap those, at the beginning of the first lockdown, my team acted quickly to support a DA awareness raising campaign which including targeting advertising, and printing details of how to access DA services during the lockdown period on pharmacy bags. I have also funded CARA, the Cautions And Relationship Abuse programme which works with lower risk DA offenders earlier on to prevent escalation and continued cycles of abuse.

More recently, through the £90k of funding my office secured, I have funded the Drive Perpetrator programme which works with high risk DA offenders to help change their behaviours and offer support with issues like substance misuse and mental health. Also, both my office and the Force have supported the “Ask for ANI” codeword scheme from the Home Office that provides a discreet way for victims of DA to signal that they need emergency help whilst at their local pharmacy.

Finally, with regards to our plans to improve the conviction rate for Rape and Serious Sexual Offences, or RASSO, we are part of a Wessex CPS Tri-Force RASSO Gold Group, tasked with doing exactly this. This group meets monthly, led by the three ACCs for Dorset, Hampshire and Wiltshire, and governed jointly by the Tri-Force Chief Constables and PCCs, and the Chief Crown Prosecutor.

PCCs have funded an independent review of the Force’s approaches and I am well engaged in the tactical and operational governance. An expert will be reviewing case files to help identify areas for improvement and offer up best practice.

There is a shared ambition to narrow the disparity between the number of offences that are reported to the police and the cases going to court, as well as encouraging victims to come forward and report with confidence.

The plan addresses five themes:

- Supporting victims
- Casework quality and progression
- Digital capability and disclosure
- People and Expertise
- Effective governance

Chair, actions are progressing well, but it is acknowledged that there are national issues at play, and – bearing in mind the lengthy nature of investigations and court cases – significantly improved outcomes will take some time to be realised.

Norman Brennan

- a. What effect has the pandemic had on your finances as a force and has the pandemic affected the Forces ability to continue the uplift?

I thank Mr Brennan for his questions. Chair, in highlighting the challenge of delivering the police uplift programme in the midst of a pandemic, and with limited resources, Mr Brennan makes a fair point.

The pandemic has significantly affected the Force's cashflow, and ability to plan and deliver growth that could provide new or enhanced services across the county.

Chair, you will recall that, very early on, concerns were raised about a national shortage of PPE. The issue of funding quickly arose, and as Government support was not immediately forthcoming, PCCs and Chiefs agreed to stand up a national consortium approach to procure PPE, jointly underwritten by all to a collective value of £5m. While Ministers said forces would be reimbursed for PPE, written confirmation was not received until September last year - some five months after the issue was first raised. Forces now complete monthly returns for every item of medical grade PPE used.

Similarly, as the pandemic took further hold, it was clear that policing was struggling. With significantly higher than normal levels of absences, our frontline was being asked to work harder and longer to provide cover, while also policing changeable rules and guidance.

Of course, there are no additional officers to cover emergencies, instead our dedicated officers work additional shifts. The cost of overtime was therefore accruing at significant levels, and so again PCCs and Chiefs asked the Government for help.

However, instead of a dedicated fund, Forces were permitted to use half of the £1.4m uplift grant to cover Covid-19 costs – but, at the same time, asked to keep up the pace of recruitment. This was disappointing, and meant that we had to choose between using dedicated funds to support uplift, or divert them to operational spend.

The Chief Constable and I agreed it best not to use the fund to pay for Covid-19 costs as our concern was how we would fund the uplift programme. Subsequently, some of the costs for Covid were later reimbursed ², but the Force will still have to foot the overtime bill, and some supplementary costs. Despite this challenge, Chair, Dorset's uplift programme remains fully on track, and indeed I anticipate us recruiting above the Govt figure this year and the next.

- b. With the pandemic issue prevailing, are you predicting a balanced Medium Term Financial Plan?

Chair, with regards to the Medium Term Financial Strategy, this is being covered in detail under the next agenda item. However, I am pleased to confirm that as part of the budget setting process the medium term financial strategy has been reviewed and updated, extending it until 2024/25.

Whilst, policing does not benefit from a multi-year finance settlement, and it is therefore difficult to accurately predict what our future funding position might be, our neutral position shows a balanced budget across the duration of the MTFs, the first time I can say that in nine years as a Commissioner.

² medical PPE, a proportion of income that we were not able to generate and other aspects

PCC PRECEPT SPEECH

Thank you Chair,

Members of the Panel,

Today I formally request that you consider my proposal to raise precept for Dorset taxpayers by 6.2% or the equivalent of £15 per year for a band D property.

I will start today by laying out the current situation. I will of course include last year's precept rise in this scenario setting, with the assistance of the Chief Constable.

Last year, I was able to tell you and the public that the 2020/21 settlement meant that the Force would be able to deliver a balanced budget and recruit 50 officers as part of a three-year recruitment cycle. This was the number that had been allocated to the Force during the first year of the government's commitment to increase officer numbers by 20,000 nationally. I also informed the public that I had a concern around funding the second and third years of this cycle and that if I had been permitted by Government to set the precept at £15 a year, as had been expected and as Dorset residents said they would support, the additional £5 per household would have gone into a pot to fund officer recruitment in 2021/22.

You will know that last year's precept consultation received over 5000 responses, either online or at a series of face-to-face events. There was overwhelming agreement that Dorset Police required additional funding and nearly three quarters of respondents said they would be willing to pay an extra £1.25 a month. Notwithstanding that, I set the precept rise at £10, and this was brought to the panel and endorsed by yourselves unanimously.

The Chief Constable will shortly outline what this precept rise achieved in the last 12 months, but first I want to quickly outline our current state.

Financially, we are still facing considerable challenges. The costs relating to officer uplift, inflationary pressures and other issues still threaten the stability of our finances. These are comprehensively detailed in the Chief Finance Officers report under this agenda item.

To start with a positive, for policing, the EU Exit has passed with something of a whimper. I am one of the lead PCCs for Brexit and the impact has been a lot better than first feared. Yes, policing has lost access to some automated intelligence and data sharing systems but the more worrying scenarios of queues at petrol stations, fishing blockades and empty supermarket shelves have not (yet) come to pass.

However, the pandemic is very much still with us, crime has not stopped, and we also have the positive pressure of meeting the recruitment uplift challenge.

In terms of the pandemic, the impact on policing and partner agencies has been enormous, requiring changes in operating models and structures. The legacy of the pandemic is largely unknown but I believe that it will impact on policing both directly and indirectly in three ways:

First, the consequences of **renewed austerity**, hardship caused by furlough, and the risk of a double dip recession. There is a realistic prospect that such issues will have an adverse impact on crime, especially online crime and acquisitive crime, plus an increase in ASB. We can look at history to see this is predictable, and needs to be built into forward plans.

Secondly, whether the extended periods of lockdown are masking crimes in private spaces. It might be that a glut of historic reporting will take place once society is free of these current restrictions. Sadly, only time will tell.

And, thirdly, the impact on overall public health and wellbeing – will we see, for example, a sustained increase in serious mental ill health, addiction and suicide, especially in the youth of our society? The current trends suggest both. Despite the huge leaps made in mental health provision in this county, especially in relation to policing, this will seriously impact on police demand and police delivery.

Moving to the **Police Uplift Programme**, this has provided some welcome relief, but even here there are challenges. The government's initial plan was to increase nationally by 6000 officers in year 1, 8000 in year 2, and then a final 6000 in year 3. As a result of the pandemic, the government decided to reduce the year two target, and catch up with an increase in year three.

On a national level it could be argued that this makes sense, but locally it does create difficulties.

For Dorset, which – for the reasons mentioned earlier – had endured many years of low recruitment, we needed to rebuild our recruitment capability to attract, select and train these new officers. So, having done this, the Chief and I took the decision to stick with the year 2 plans, and to over-recruit. This will allow for efficiency savings in scaling training, and the ability to frontload our recruitment to the benefit of Dorset citizens, as it will result in us getting more officers out on the streets sooner rather than later. As a Force we are predicting that at least 64 officers will be recruited by 31 March 2021. Of course, it bears repeating that the funding provision from the government was simply for officer uplift and will not cover the ongoing officer costs and ancillary costs of the programme.

The potential impact of uplift on policing given the context we find ourselves in is hard to predict but before I outline this year's proposals, and reflect more fully on meeting the demands, I'd like to pass to the Chief Constable who can tell you about what the Force delivered with last year's precept rise.

Thank you James

I will now outline the reasons why I have asked this year for a £15 precept rise. This will be followed by my Director of Operations, Adam, who will briefly outline the results of the public consultation to assist your decision making.

My Treasurer Julie will conclude with some further detail on the figures and the process, before we go into your questions.

Intrinsic to today's proposal are several points:

1. This proposal to raise, has come from a request by the Chief Constable and his letter to me provides great detail and context.

In the interests of transparency and in order to aid understanding, this will be appended to the minutes of this meeting, along with a copy of my speech.

Please note this letter was written after the announcement of the 2021/22 police settlement, but nevertheless a few weeks ago now.

2. This proposal will provide the Force with a balanced budget for next year and allows, for the first time since I have been PCC, for a fully balanced MTFP to be presented. The picture may change as policing does not receive multi-year settlements, but this is a realistic MTFP and positive news.
3. The proposal also enables the Force to meet the unavoidable costs of providing an enhanced service in the face of a global health emergency and allow the further recruitment of additional officers. We received an additional one off Covid surge fund of £250K to enable additional Covid related targeted deployment, but the repeat of the provision is not anticipated in the 2021/2022 financial year.
4. The recruitment of at least 64 officers exceeds the Governments revised position as reflected in their spending review this year, and we will benefit from the uplift cohort earlier than expected by maximising the full advantage of the infrastructure that we have put in place to recruit and train the new officers.
5. This precept rise proposal, like last year, is announced by Government, not by me. The Government made the announcement in advance of this hearing today – indeed, they announced in December that, and I quote:

“The Government has prioritised funding for Police and Crime Commissioners in this settlement. Overall funding available to PCCs will increase by up to £703 million next year – a 5.4% cash increase on the 2020/21 settlement – **if** PCCs make full use of their flexibility to increase precept.”

Whilst we ponder this year's proposed £15 rise, I feel it once again appropriate to state that my view on the Government's proposal has not changed. It is a Government proposal, not mine. The traditional low level of Government

funding of all public services in Dorset, including the police, brings its own challenges, particularly around the high degree of reliance on the council tax for local services. To expect Commissioners to use the precept to bolster funding to achieve the essential policing of Dorset is not the way to run democracy.

However, if I don't raise the precept, policing will face more cuts.

I maintain my stance that this should be centrally funded by the state. On the face of it, I would understand why some may think £15 is a huge settlement for Dorset Police. Actually it enables us to achieve a balanced budget, police a pandemic and support the officer uplift programme covering the additional costs in the programme.

So let's look at our finances.

The achievements outlined in the current year have only been possible due to your support in raising the precept by £10 in the current year. This precept resulted in new income of £3.27m. Whilst that was a significant sum of money, it must be considered in the context of the overall financial pressures faced by the Force, and the increased costs mandated from elsewhere.

If the police are to continue to provide the current level of service then another significant increase in resources from the precept is required.

This is despite the fact that the Force continues to look for every efficiency and opportunity for increasing resources. The bottom line still results in a requirement for a substantial increase in the precept.

A significant element of our cost base is subject to incremental pay increases, and are beyond our control. Pay awards are negotiated nationally and officers and staff are subject to nationally imposed terms and conditions. The full year effect of the September 2020 pay award must be included in the 2021/22 budget along with the contractual pay increments and associated impact on National Insurance and pension contributions. This results in increased costs of the pay budget of £2.3m, excluding year 2 uplift officers.

Some of our challenge is because of capital financing. Capital financing costs need to increase further. Capital grant is expected to remain low, receipts from sale of premises are not expected to be significant and capital reserves are all but exhausted. We need to invest in our estate with an increasingly urgent need to provide alternative Headquarters accommodation.

Additionally, in relation to the Government uplift no funding surety for the long-term provision of these officers has been made. I've spoken before about the need for multi-year settlements, but sadly we continue to operate without certainty of supply. Not forgetting that as well as maintaining service levels, policing in Dorset needs to absorb the greater abstraction levels during the first years of officer training (and that's not to mention the impact of COVID-19 on the same).

So, in summary, members what choices do we have here today

Well firstly, I could do nothing.

That would leave roughly a £4.3 million hole in our finances, meaning that the Force would need to cut around 140 police staff jobs as these fall outside of the Government officer uplift programme.

But, I hear you ask, why not use further reserves rather than cut staff? Well, as you know from the papers you have with you today, I have used reserves, and our General Balances are sufficient as an adequate contingency amount for unforeseen shocks, but continued use of reserves is not sustainable.

If we do nothing, such cuts would most likely be directed primarily at police staff (including PCSOs) and capital investment, as I am restricted in my ability to reduce officer numbers due to the Government instruction to increase police officer numbers, and the associated requirements of the uplift grant.

Additionally, there would be no revenue investment, and our financial position moving forward with a new PCC would be seriously hampered. As other areas are approving the £15, this would make Dorset fall behind the South West and other Forces nationally, at a time when we are leading the pack in so many areas.

Headlines would be a drop in performance, with an adverse operational implication, medium and long term financing would be put at risk, with no reserves to fall back on. There would be a curtailment of PRISM investment, and an extension of vehicle life for the fleet.

The Force would also be unable to meet Govt targets on uplift.

I would respectfully remind the Members that the Minister gave PCCs flexibility to rise to a £15 precept to protect the Governments uplift of officers. To reject that call could affect overall policing numbers, indeed I am not sure we could meet the Uplift numbers. It would also remove front line officers to fill back room roles vacated by police staff redundancies.

Secondly, I could raise by just £5

A budget reduction of £2.88m would be required meaning that the Force would need to lose around 95 police staff jobs.

This is a similar picture, really, whilst the Uplift programme would be achieved, officers would replace staff vacancies caused by redundancies. There would be no investment or additional officers above the Government grant.

The would be a serious detriment on our financial position in future years, which frankly would be unsustainable...with significant dips in performance and operational impact.

Thirdly, I could raise by £10 as per last year's precept decision

I do not consider this appropriate in the current climate as this would leave roughly a £1.44 million hole in our finances, meaning that the Force would need to cut nearly 50 police staff jobs. Again, front line officers may be abstracted to back office roles

There would be a drop in contact performance, there would be no revenue investment, and a deterioration of the existing estate.... plus the investments the Chief Constable has referred to, on vulnerability, county lines etc, will not happen or will be seriously reduced. I also worry about mitigating the McCloud judgement.

Finally – We raise by £15 , which is the maximum available without the need for referendum, and deliver a balanced budget. That is my recommendation here today.

So in closing, this is my the only viable option to ensure that we deliver a balanced budget, police the continuing Covid pandemic, maximise the efficiency of delivering year 2 of the officer uplift programme and maintain the levels of police staff without reduction.

As stated last year, the budget that the panel vote for will fall into the new incoming PCC term to administer. To those candidates seeking election, I repeat last year's words of caution. "Be careful what you wish for" when you make election pledges, as this Force has a tight budget, even with a £15 rise, with little room for additionality.

Before I go to your questions on this proposal, let's just consider what our public think of a £15 raise.

Chair, I now hand to Adam for a summary of our public consultation

Thank you Adam, Chair I now hand to Julie for a summary of our finances in today's context.

Thank you Julie, Chair before we go to Questions, a closing summary from me.

While policing continues to face significant challenges that require further investment, we should all be rightly proud of the exceptional progress Dorset Police has made over the last year. The Force has a good grading from HMICFRS across all areas of inspection, including crime recording which means our communities can take real confidence in the levels of crime being reported. Crime has reduced by just over 6% in Dorset, but more importantly those offences that create the greatest harm and impact the most vulnerable in our community have reduced at a greater rate than the national average. Violence with injury has dropped by nearly 9% and sexual offences by nearly 10% meaning Dorset is the ninth safest nationally. Alongside this, those things that matter to the public such as 101 waiting times have seen significant improvement, with average answer times dropping from nearly eight and a half minutes to four and a half minutes.

All of this against a backdrop of a global pandemic, which has created a very different policing demand. During the summer, individual days saw more calls for service from

the public than any other days on record. Protests took place in Bournemouth against national restrictions and the Force had to change the way it operated while officers and staff were ill and isolating as a consequence of Covid-19. Even faced with these challenges, Dorset Police investigated serious, complex and organised crime, launched new technology and innovation such as remote video applications and went live with a new command and control system. All of this is part of the clear vision which will take Dorset on its journey from good to outstanding. The last Inspection shows Dorset Police at its best and I am sure we are all grateful for the exceptional progress made in this most testing of years.

[ENDS]

This page is intentionally left blank



Mr M Underhill
Police & Crime Commissioner
Office of the Police & Crime Commissioner
Dorset

Dorset Police
Force Headquarters
Winfrith
DORCHESTER
DT2 8DZ

By Email to: Martyn.Underhill@dorset.pnn.police.uk

14 January 2021

Dear Martyn

Police and Crime Panel, Future Budgets and Priorities

I would like to place on record my thanks to you and the Police and Crime Panel for your support over the last year and, in particular, your support in increasing the precept for 2020/21. I would also like to explain how Dorset Police used the additional income from the precept to benefit our local communities in Dorset and to meet our need for further investment in both core policing and specialist capabilities to continue to protect the public and meet emerging threats.

I would also like to take this opportunity to thank you for your support and that of the Police and Crime Panel during the coronavirus pandemic. Whilst the health of Dorset citizens has not been as hard hit by the virus as some other parts of the country, it has thrown up specific challenges for policing. It has also impacted our available human and financial resources, with officers and staff self-isolating at times and our income generation curtailed by the cancellation of various commercial and community events, which require police support. Nevertheless, our response to the pandemic is a good example of Dorset Police being ready to deal with every eventuality in today's society. With your support I believe we have achieved the right balance between engagement and enforcement.

The pandemic contributed to this summer being particularly busy for Dorset Police with large numbers of people visiting the beaches of Bournemouth and Poole as well as the many iconic beauty spots around the County. Policing the summer surge in visitors following the initial lockdown had a significant impact on our operational requirements and on the pressure felt by officers having to work extra shifts, due in part to officers isolating after contact with people suspected of having the virus. This also had an impact on our costs of policing the summer period.

During this time the normal demands on policing continued with an increase in serious violence and major crime, including homicides, which were investigated with the perpetrators of most serious offences being brought to justice. We also adapted our

approach to aspects of routine policing with investment in remote policing teams for those people who could not be seen in person, thereby ensuring we were able to provide a service to people who were shielding.

The pandemic also caused us to speed up our investment in mobile technologies. All frontline officers now have mobile devices enabling them to deliver better services to victims of crime. This technology also allows officers to access our crime recording and back office systems without having to return to their stations. During the first lockdown we also extended this provision to many of our support staff so they could follow Government guidance and work from home.

The force stepped up detailed plans and contingencies for all eventualities around the EU exit and transition. This was a significant piece of work around business continuity which required coordination and partnership working within the Local Resilience Forum. Although the arrangements have minimised the ongoing impact that a no deal would have brought, there are operational challenges around wider law enforcement with Europe and the force will need to invest resource in this area to manage the additional demand and risk. Last year's welcome announcement from the Government concerning the return to investment in policing, with the proposed national increase of 20,000 police officers came too late to help in the early stages of the pandemic. This uplift is being phased over three years and the first year's intake was still in training during the first lockdown. Nevertheless, this investment and that of the additional precept will be critical in enabling Dorset Police to provide outstanding services in supporting the most vulnerable people of Dorset.

We have been able to respond to the pandemic and to the EU exit planning challenges despite the financial savings which have been required over the last decade and despite the growing complexity of the demands placed on policing. As both you and the Police and Crime Panel are acutely aware, the traditional low level of Government funding of all public services in Dorset, including the Police, brings its own challenges, particularly around the high degree of reliance on the council tax for local services. My colleagues and I are aware of the pressure this puts on local people in balancing their household finances and so it is important for us to continue to support you in helping local people to understand the difference the increase in the precept has made.

Dorset Police continues to be graded as "Good" by her Majesty's Inspectorate of Constabulary and Fire and Rescue Services, across all areas of its services, including the recent Crime Data Integrity inspection. The Force's crime data shows that Dorset has continued to drive down a reduction in crime with this year's data demonstrating a 5.1% reduction, compared to national reduction of 4.1% which is the 10th lowest in the country, thanks in part to our continued focus on crime prevention and our continuing work with our partners in local authorities. This decline in crime has continued to improve with force data now showing a year to date 11.2% reduction.

The Government's commitment to increasing the number of police officers across the country is very welcome. In order to support their commitment the Government increased its grants to Dorset Police by £4.4m in 2020/21 to pay for the recruitment and training of 50 additional officers. However, the ongoing costs of these officers is not provided for within this funding, and the increase in the number of officers, the annual pay award, annual increments for some officers and additional pension contributions added £4.9m to our costs. Furthermore, the pay award for police staff,

including PCSOs and the additional staff required to recruit and train the additional officers added a further £1.9m to our staff budget. The Force also had to meet the additional costs of over £1m on its various overheads, such as premises, supplies (e.g. software licensing costs) and transport (e.g. fuel costs), many of which are embodied in contracts. The increase in the precept was, therefore, critical in allowing us to balance our budget whilst maintaining services to the public, by providing additional resources of £3.3m.

I was clear that last year's increase in the precept was primarily required to keep pace with cost increases for similar levels of service, I am pleased that we were able to invest in a number of service improvements. I would now like to illustrate some of the benefits from the investment in our services which last year's precept has made possible.

Protecting people at risk of harm

I remain firmly committed to our focus on prevention which has been achieved largely through our neighbourhood policing teams working with vulnerable people. This has resulted in a reduction in the number of overall crimes, as well as the number of violent and sexual offences, which have reduced more than the national average for the year as a whole, due to the focus we have given these priority crime areas. However, the severity of the violence being exhibited has increased.

During 2020 we have also invested in our call handling facilities. This has resulted in 90% of emergency calls routinely being answered within 10 seconds and a more dramatic improvement in the response times for non-emergency calls, with 95% being answered within 30 seconds. The average answer time for non-emergency calls has reduced from 8 mins 25 secs in 2019 to 4 mins 50 secs in 2020. This improvement in non-emergency calls required substantial investment in staff numbers, training, management and new technology, together with the opening of an additional call-handling facility in Bournemouth which not only gave us access to much wider recruitment but also increased our resilience by having capability across two sites. To sustain this improved level of service we will need to meet the full year impact of this investment in 2021/22 and in future years, which amounts to in excess of £700,000.

I am particularly pleased that we have been able to finally resolve the problem of slow response times in our control centre. Callers now receive a more timely service thanks to the investment I have outlined above.

Of course, we have not now rested on our laurels, and in October 2020 we successfully implemented a new computer system as part of our investment in our call handling arrangements at a capital cost of £1.7m, with annual software costs of £250,000. This is part of a wider investment in our call handling facilities over the next few years, replacing older systems and enabling officers to take full advantage of mobile technologies whilst out in our communities, which will improve their efficiency and effectiveness.

We have worked closely with our colleagues in the South West Ambulance Service Trust (SWAST) to develop a Joint Response Unit. The Unit is a SWAST Rapid Response Vehicle, which is additionally staffed with a police officer, enabling us to deal effectively and sympathetically with people suffering mental health episodes by

ensuring they receive the best care which helps to reduce the demand on all public services. The evaluation of the three-month trial found a 52% reduction in waiting times for a SWAST or police resource, a 39% reduction in jointly deployed resources from both Police and Ambulance, and that 33% of patients attended were discharged at the scene, we look forward to the scheme's continuance.

We will also be improving our services in this area by the deployment of officers made possible by the Government's uplift programme, once the officers have completed their training. We propose to invest in our teams who focus on preventing the criminal exploitation of vulnerable people via county lines.

We are establishing a dedicated missing people team who will aim to reduce the number of missing people in Dorset, protect vulnerable people from harm by identifying those at risk and reducing the time people are missing by finding people more effectively through improved processes and use of intelligence. The team will also support the families of missing people while they remain missing.

We are also investing in our intelligence capacity and capability to inform specifically around high risk incidents, crimes, victims and offenders. This will improve the effectiveness of our response to dynamic serious crime, firearms incidents and missing people.

In future years we will deploy some of the additional officers to deal with emerging threats such as online and international crime.

Working with our communities

During this year we have invested in the development of online statements and signatures. This allows statements to be taken at the witnesses' convenience. The use of this new facility has grown quickly during the pandemic, with over 850 statements being taken each month. This approach to taking statements is also much more efficient for our officers with an average saving of two hours of officer time for each statement taken, providing a rapid return on investment.

The increase in the number of officers as a result of the uplift programme has allowed us to invest more officer time in neighbourhood policing. In particular we are investing in a vulnerability team who are involved in complex problem solving with those people who suffer or cause the greatest harm in our communities.

In the coming year we will deploy additional officers into neighbourhood policing. Our partners across Dorset have agreed to work more closely with us on crime prevention and addressing anti-social behaviour in our towns. We expect this work with our partners to catalyse our combined engagement with our local communities and to encourage them to work with us on the issues that matter to them.

Next year we will continue our investment in forensic collision investigation. We have already invested £70,000 in a new digital investigation scanner and in the coming year we will supplement this with investment in our collision investigation team. These investments will ensure we meet the national forensic standards which have improved as a result of technological developments.

Supporting victims, witnesses and reducing reoffending

Dorset Police continues to put victims at the heart of what we do. In the past the precept has been used to roll out restorative justice for a range of offences and to develop and commission the Bobby Van initiative. The Bobby Van is a mobile unit that provides home security, crime prevention advice and reassurance for vulnerable members of the community. The Bobby Van has been very successful, having made well over 200 visits since it went live last January. The van operator is able to provide practical help and support to people. The Bobby Van has been so successful, and I am grateful for your initiative in gaining grant funding for a second van to support vulnerable victims across the County, which we expect to launch by the end of this financial year.

We have put together a dedicated resource to transform our services around domestic abuse. Based around opportunities highlighted by our annual survey of domestic abuse victims, we have taken national best practice to utilise a whole system approach to this issue which involves specific training to all frontline officers and staff, instigating a programme for perpetrators of domestic abuse and informing schools of children in families when there has been an instance of domestic abuse.

We acknowledge that whilst 90% of the respondents to this survey stated they were satisfied with the service they had received from Dorset Police, increasing from 86% last year, there is still more that can be done. We have therefore also invested in specialist Vulnerability lawyers who support investigators in obtaining domestic abuse protection orders and other civil sanctions to help protect vulnerable victims from the most serious offenders.

Transforming for the future

As I indicated last year we have continued to invest in change based on the adoption of new technology. During this year we have invested £1m of our capital resources in replacing speed cameras with more modern devices in order to keep our roads safer. The digital cameras are more efficient and more effective than the older cameras they have replaced because they do not contain film which needs to be replaced on a regular basis.

During the last year we have also started to explore the use of process automation and artificial intelligence. Process automation allows us to automate routine and recurring tasks undertaken by our staff, such as inputting the same information into disparate databases or forms. We are trialling process automation in our arrangements for vetting and firearms licensing which currently have several manual, administrative steps. The investment in artificial intelligence allows us to interrogate and gain insight into our records much more quickly than in the past, by automatically highlighting existing patterns and trends in our data for staff to consider.

Many of our recent service improvements have been reliant on capital investment in ICT. Our 2020/21 programme for ICT investment amounted to £5.7m, with a further £6.4m earmarked for investment in vehicles, equipment and buildings, some of which is required to train and deploy the additional officers funded by the Government. The Force will have to rely on borrowing to support some of its longer term capital investments because of a lack of capital reserves and the substantial reduction in

capital grants, which have fallen to £110,000 each year, from a base of £1.3m in 2010/11.

The drive for efficiencies

The Minister of State for Crime and Policing wants police forces across the country to improve efficiency through collective procurement and shared services. As you know, Dorset has made great progress on shared services, especially with our Strategic Alliance partner, Devon and Cornwall Police. Opportunities continue to be sought to develop both the Strategic Alliance and the five-force South West collaboration, wherever practical.

With regard to shared services, all of our enabling services, such as HR and Finance, are delivered in partnership with Devon and Cornwall, with jointly appointed senior managers. This degree of integration of the enabling services is facilitated by the use of new technology. The continued harmonisation of ICT across the Strategic Alliance will facilitate further integration of functional areas, as well as minimising the costs of innovation.

The two forces also manage many of their specialist police functions through the Strategic Alliance which increases the capacity and resiliency of Dorset Police whilst minimising any financial impact. This helps to ensure we have access to the most appropriate specialists when we need them, to deliver the wide range of operations required of a modern police force.

There are currently over 20 collaborated business areas, covering the full range of operational, operational support and business support functions. Following the decision not to merge, joint governance across all four alliance corporations sole did falter somewhat, but we have re-instituted Working Together Boards, and have agreed a plan for further developing our joint governance, with a specific focus on financial and operational performance of alliance business areas, which will report back ahead of the planned PCC elections in May 2021.

With regard to procurement, Dorset Police is an enthusiastic member of the South West Police Procurement Department (SWPPD), which also includes Devon and Cornwall, Gloucestershire and Wiltshire. In the last month the decision of Avon and Somerset to join was taken which will, not only, result in a collaborated unit covering all five South West forces, but also, considerably increase the purchasing power of the partnership.

SWPPD is moving forward on a number of region-wide contracts on items such as ICT, vehicles, insurance and training. The partnership has secured savings for Dorset Police of nearly £600,000 on these items over the last 18 months. In addition, the department and the constituent Forces are working closely with the Police ICT Company which has achieved savings for Dorset Police of £150,000 in the same period. The department is also working closely with the fledgling Blue Light Commercial, which is a new national police procurement organisation, designed to harness the purchasing power of policing on a national basis.

Since last year we have also achieved efficiencies in a number of areas. Our Road Safe service has saved £189,000 in equipment and bank charges and we have

reduced the costs of our cleaning contracts by £120,000 per annum. We have made a variety of savings as a result of changes in the way we do business due to coronavirus, including saving over £60,000 on travel and conference costs. We are planning to embed these new ways of working in the way we do things after the pandemic is over so that some benefit comes from the crisis. As part of this we have reduced our capital budget for the replacement of pool cars and repurposed some of the existing pool, including increasing our provision of electric vehicles.

I have already mentioned some of our investments in new technology which will make the Force more efficient and effective. Our investment in mobile technology and remote working was accelerated during the early part of 2020, to address the need for people to work from home as a response to the coronavirus. We were successful in speeding up the roll-out of appropriate devices for many of our staff, who have continued to work at home most of the time since the first lockdown.

Finally in this section, similarly to previous years, I have restated our commitment to maintaining an Innovation Fund, which is overseen by an Innovation Board co-chaired by the Deputy Chief Constable and your Chief Executive, and supported by our Innovation and Efficiency Officer. The Board has continued to meet during the last year and has promoted many of the initiatives to which I have referred above. It remains our intention to ensure the Board continues to meet to consider innovative ideas and to promote them with seed-corn funding to get the ideas off the ground.

Increased demand

Last year I mentioned there had been an increase in some of the most demanding and complex crimes. As I have mentioned already the number of crimes and the number of serious crimes have reduced over the last year. This forms part of a sustained reduction in recent years due to our focus on crime prevention. In the current year this sustained reduction has also been exaggerated by the lack of an evening and night-time economy during the coronavirus lockdowns.

I have already mentioned the impact of coronavirus caused by an increase in visitors to Dorset throughout the summer following the end of the first lockdown. This had severe operational impacts on our officers, who had to work additional shifts due to this increase in demand. As we look forward to the summer of 2021, we expect similar impacts, but significant uncertainty remains.

As I write this, the Government expectation is that the first four priority groups within the population, some 15 million people, will be vaccinated by 15 February. Should this happen, and should both the lockdown and the vaccinations have the desired effect, it is possible we may see an easing of restrictions in February. However, it has been widely reported that lockdown might be extended until 23 March, and that some restrictions may stay in place until May.

Recognising this uncertainty, it is prudent to plan for a period of restrictions, necessitating greater enforcement, which could potentially last for some months longer. Should the lockdown persist for a protracted period, it is very likely that Dorset will continue to be subject to additional demand through organised protests, as we have seen over the past several months. We will continue to take robust action against

individuals' intent on flouting the very clear advice to stay at home, as the vast majority of Dorset residents would expect us to.

As we return to normality there is likely to be increased demand for policing as the evening and night-time economy reopens. Some of the expected social impacts of the virus in terms of higher unemployment and increased social deprivation; greater educational divide; and increased mental health issues have yet to come to the fore but when they do they will have a significant impact on policing. In addition we have yet to see the potential impact of increased domestic abuse and a lack of school provision on our young people. Over the next few months we will seek to understand the medium term implications of the pandemic for crime and disorder in Dorset, as society as a whole will seek to understand the wider impacts.

Despite the reduction in the number of crimes, we are seeing an increase in their complexity. Many of the serious sexual and violent offences involve vulnerable victims. Investigating and prosecuting these more complex and harmful offences creates intensive demands on the Force and its criminal justice partners. Furthermore, the Force and its partners need to put in place effective safeguarding arrangements for the victims. This is why we are utilising the uplift in officer numbers to prioritise our work with vulnerable people.

At the same time, our officers and staff are having to manage growing court delays and continuing to support victims and witnesses, some of whom may be vulnerable, for extended periods. The recent Lord Chief Justice announcement that courts and tribunals must continue to function during lockdown is welcome, but social distancing guidelines mean that footfall in our courts must be kept to a minimum. Our Crime and Criminal Justice department, Victims Bureau and Victims and Witness Unit all continue to support victims and witnesses to the best of their ability, but this is becoming increasingly complex to manage.

Likewise, the work we do in preparing case files is set to increase dramatically as some point in the near future. The Attorney General's guidance on disclosure will increase the administration required for all prosecutions.

Demand for police involvement is increasing in non-crime areas such as people who go missing or who are suffering mental ill-health crises. Such incidents account for a large proportion of police time even though the police are often not the most appropriate agency to provide a service. We are addressing this area of demand by the creation of the dedicated missing persons' team and by working in partnership with SWAST, as mentioned above.

Criminals are increasingly using technology to perpetrate offences and their use is accelerating as many more people rely on online shopping as a result of the coronavirus. Again, we intend to use the additional capacity created by the uplift programme to focus increased attention in this area. In addition our work with artificial intelligence will enable us to access, analyse and understand the digital data available to us.

The financial outlook for 2021/2022

The investments and achievements I have outlined above have only been possible because of your support in raising the precept by £10 in the current year. This precept increase resulted in additional income of £2.9m, representing 2.0% of our budget, with a further £400,000 being generated by the increase in the tax base. Whilst these are substantial amounts, they should be considered in the context of the overall financial pressures facing the Force.

The current year's precept enabled us to maintain service levels by meeting inflationary costs, external pressures and the continuing shortfall in funding from Government. The £4.4m increase in Government grant did not meet the additional costs associated with the Government target for increasing the number of police officers and the pay awards agreed by the Government, as detailed above.

We are very grateful for the level of support you provided in the current year and for the support of the Police and Crime Panel in covering the shortfall in our central funding. Unfortunately the financial pressures next year are even greater, as indicated in the provisional financial settlement announced on 17 December. Another significant increase in the precept will be required if we are to continue to provide the current level of service, including the improvements we have already made this year, often achieved by the redirection of resources.

The provisional financial settlement indicates Government support for Dorset Police will increase next year by £3.4m. To receive all of this additional funding we will need to recruit a minimum of 49 additional police officers next year as our contribution towards the national uplift of 20,000 officers over the four years ending 2022/23. However, we have estimated the cost of the additional officers and the full year impact of last September's pay award and increments at £4.5m.

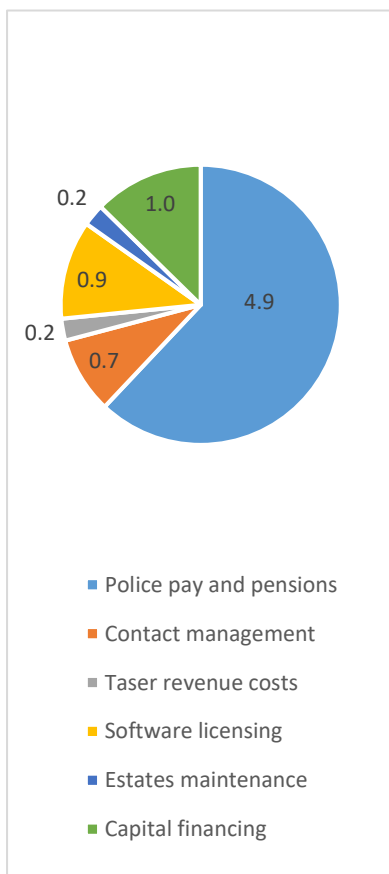
Our initial recruitment plans for next year were based on Dorset needing to recruit 68 officers out of a national total of 8,000 for the year. As part of the Spending Review, the Government reduced the recruitment target to 6,000. However, we are continuing to plan to recruit more than the minimum number of officers to take full advantage of the infrastructure we have put in place to recruit and train the new officers. This will allow us to start to reduce this infrastructure during the latter part of 2022/23, thereby making revenue savings, and allow Dorset to benefit from a front-loading of the police office uplift programme. Meeting the costs of the additional officers will, of course, result in additional pressure on our revenue costs in 2021/22, amounting to in excess of £250,000 but it means we will benefit from the uplift cohort earlier than expected by the Government.

As you know, the annual funding settlement from the Government does not just include the grants awarded by the Government to support Dorset Police. It also includes the Government's criteria for the level of increase in the precept for which a local referendum would be required (commonly referred to as the "cap"). The provisional financial settlement announced on 17 December included a cap of £15 in the increase in the precept. Ministers have made it clear they will support Police and Crime Commissioners in increasing the precept by the full £15 and have pointed out the increase amounts to an average of £1.25 per month for each household. However, you will still require justification for any increase in the precept.

Medium term financial planning and budget setting

When I presented the Medium Term Financial Plan last year, based on the best available intelligence at the time from both NPCC and APCC, I included an assumption that a cap of just under £5 would be set by the Government for 2021/22. Forecasting the budget requirement and funding on this basis was expected to generate an additional precept of £2.1m of which £700,000 was based on an assumption that the tax base would increase by 1% over the last year. These assumptions, whilst accurate at the time, have since proven to be overly optimistic. In fact the tax base has fallen thereby reducing the expected increase in the precept by a further £1m to £400,000. I expect £1.2m of this reduction in the precept to be made up by additional Government support although some will be required for future years. In addition, I expect £80,000 of our share of the 2020/21 deficits incurred by the Collection Funds to be met by Government grant to the Billing Authorities. These grants will bring the increase in Government grants to £4.7m.

Our Medium Term Financial Plan originally identified a shortfall in 2021/22 of £2.2m but the reduction in the tax base and the deficits, net of the additional Government support will increase this shortfall by £900,000 to £3.1m. Since then cost increases have added to this expected deficit but we have made savings in various budgets across the Force, to reduce the cost pressures to £8m, so we would ideally need a precept increase of £17.35 to balance the budget for 2021/22.



The majority of the additional costs are associated with the additional police officers, the full year effect of the 2020 pay award and pensions changes. These amount to a total additional cost of £4.9m. I have already mentioned above the additional costs associated with sustaining the improvement in contact management will amount to £700,000.

The additional revenue costs associated with the extra tasers we bought using Government grant as part of their taser uplift programme, to keep our officers and the public safe, will add £150,000 to the budget. Cost increases in the software used by the Force will add £900,000 to our costs in 2021/22.

Implementing a maintenance programme for our estate will add £200,000 to our costs but we would hope this will lead to budget reductions in routine maintenance in the medium term. Approximately £1m of the additional cost is associated with financing the capital programme of the Force. We expect to incur borrowing charges and debt repayments in 2021/22, together with an increase in the revenue contributions to capital, to finance short-life capital assets including ICT and vehicles.

The decision on the appropriate increase in the precept is clearly one for you to reach. To assist you I have set out a variety of options available, each with its own implications for the Force and I would ask that each is considered against the total cost pressures of £8m. The options are shown below:

	Precept Increase				
	£0	£5	£10	£15	£17.35
	£m	£m	£m	£m	£m
Central Grant	4.7	4.7	4.7	4.7	4.7
Precept	-1.7	-0.3	1.1	2.6	3.3
Total	3.0	4.4	5.8	7.3	8.0
Budget Requirement	8.0	8.0	8.0	8.0	8.0
Shortfall / (Surplus)	5.0	3.6	2.2	0.7	0

The final “option” in the table is not really an option as it would breach the referendum cap. Although we have not yet identified the additional savings required to balance the budget at the level of the cap, I am confident that over the next few weeks we will identify savings that would not necessarily impact on the quality of the services provided. I would not be confident that we would be able to make sufficient cuts to balance the budget without adversely affecting service delivery to the public, if the precept increase were to be set below the level expected by Ministers.

I believe a precept increase of £15 will allow us to continue to innovate in the way we use technology to improve the efficiency and effectiveness of the Force. A precept increase of less than this would reduce our investment in new technology and would start to create a gap in our response to those criminals who harness the power of technology, often to prey on the more vulnerable members of the community.

We will continue to explore every opportunity to identify savings and efficiencies to mitigate demand. Many of our unavoidable cost increases, including inflationary pressures and ongoing investment in innovation and spend necessary to continue to meet demand, has been largely matched by efficiencies driven out of the budget process. As part of the budget process we have achieved savings of £650,000. This is in addition to the procurement savings mentioned above of £750,000.

Despite, or perhaps because of, the level of savings achieved over the last few years the Force again needs an increase in the precept in excess of inflation. This is because of the following factors:

1. Continued real term reduction in government funding.
2. Increased demand in complexity.
3. Continuing financial pressures.
4. Diminishing opportunity to achieve cashable savings.

Central funding becomes ever more complex with the Force receiving a combination of general and specific grant streams. The general grant is designed to support the Force in providing its core requirements. The original model was based on the premise that an individual taxpayer should face the same council tax requirement for the same level of service irrespective of where they live. However, the funding model moved

away from this principle some years ago, as part of the Government's response to the financial crash of 2008.

When the Spending Review was announced, the Chancellor was clear that any additional Government resources for the Police was aimed specifically at the uplift in officer numbers whilst the core grant, which is supposed to finance all other expenditure would not increase. The Chancellor's aim was that the shortfall in the core grant would be made up by the £15 cap in the precept.

Capital requirements

As already mentioned, our capital financing costs were expected to start to increase in 2021/22 as we move to a more sustainable capital financing model. Our aim is for all short-life fixed assets, such as ICT and vehicles to be financed from revenue contributions to revenue. This would mean borrowing would be reserved for longer term assets such as the estate. This strategy has been developed because Dorset Police has no capital reserves and very little surplus property, which could be used to generate capital receipts.

Whilst this strategy remains the most appropriate sustainable approach to capital financing, the implications on the revenue budget are significant. The strategy would result in the revenue costs of the capital programme increasing from £2.4m in 2020/21 to £7.9m in 2024/25. The capital programme includes substantial investment in the estate over the next few years but there is an underlying need to invest over £4m each year in short-life assets. The aim over the life of the Medium Term Financial Plan is to increase the revenue contributions to capital to this level.

In order to try to minimise the impact on the revenue budget, we have reviewed the capital programme of the Force in detail with the aim of reducing it to the minimum required to be an efficient and effective Force. We have achieved this by taking in excess of £4m out of the capital programme over the next four years, including a £2.6m reduction in short-life assets in the current year and 2021/22. Despite these reductions the five year programme up to and including 2024/25 still totals £44m.

The Force will continue its investment in new technologies to improve its efficiency and effectiveness. We will maximise the benefits from our continuing investment in mobile policing and agile working to minimise future estates investment as well as facilitating better use of officers' time, enabling them to be fully mobile in the service they deliver.

The Force receives a capital grant from the Government each year but this has been reduced from its former levels. The grant has now shrunk to £110,000 each year, compared to £1.3m in 2010/11. We do not expect the grant to recover to its former levels and is more likely to disappear completely in future years.

Continuing financial pressures

We remain delighted that the Government has chosen to invest in policing through its programme to increase officer numbers and its programme to improve their safety by financing the acquisition of additional tasers. The uplift of 20,000 officers will be delivered by the Government a little slower than originally anticipated, with 6,000 being

planned for 2021/22 rather than the original expectation of 8,000. This is, presumably, a response to the damage to the public finances caused by the pandemic. I remain hopeful that Dorset Police will be able to achieve its original timetable for its share of the 20,000 officers. Although this will increase our costs in the 2021/22 it should enable us to step back the recruitment and training infrastructure earlier than would otherwise be the case. Adhering to the original timetable may also generate additional reward grant from the Government, if other forces fail to deliver their allocated number of officers.

The additional support provided next year by the Government is welcome and it will meet the additional cost of recruiting and training the officers for the uplift programme but it does not fully meet the additional cost pressures I have identified above. I suspect the Government is aware of this because Ministers have indicated they will fully support Police and Crime Commissioners who implement the maximum increase in the precept allowed without a referendum.

Fortunately the Government has not established any significant grant conditions concerning the deployment of the additional officers, although the expectation and my intention is for them to fulfil front line roles. This is dependent on there being adequate funding to meet the core costs of the Force as well as the additional costs of the additional officers, including for the longer-term. The increase in the precept will be critical in achieving this funding requirement. A lack of funding would raise the possibility of some officers having to be used to replace current staff resources in roles where a warranted officer may be desirable but not essential.

In addition to the indexation of our contracts, we are facing a range of increased financial challenges which are unavoidable if we wish to continue our current service levels.

Your support in meeting the rising costs set out above would place us in a powerful position to continue our work in transforming for the future. This will mean continuing to invest in new technologies and capabilities over the coming years. Our planning is well underway and as we benefit from the new officers joining the Force, we have planned against our operational and public service risks. We have undertaken detailed work to understand how we need to use all new investment to continue to keep the communities of Dorset safe through focusing on vulnerability, prevention and crime and harm reduction.

We have set our ambition on delivering outstanding services. We have been assessed by HMICFRS as 'Good' and our ambitions for our service stretch beyond this, to be 'Outstanding'. We are positioned well through the support of communities, partners and key stakeholders to achieve this. We continually test ourselves to ensure that we are efficient and effective. However, without further investment and in light of increasing cost pressures, a real risk to our future plans and most importantly, our ability to keep our communities as safe as possible is at risk.

Looking Forward

Whilst the challenges are significant and have increased as a result of the pandemic, I am optimistic that we are in a good position to rise to them. The additional investment

in the Police, particularly the additional officers through the uplift programme will enable us to:

- enhance our response in tackling anti-social behaviour, impacting local communities through dedicated resources working in our neighbourhood teams with our partners across Dorset;
- further enhance our local county lines teams, to target those criminal networks who exploit vulnerable people to deal drugs and harm local communities;
- create a dedicated vulnerability capability, focused on the highest harm victims and offenders including domestic abuse;
- establish a new team focused on finding missing people and working with partners to help reduce the risk of them going missing again;
- develop a multi-agency capability, with our partners, to help to identify and jointly respond to the needs of the most vulnerable people in Dorset;
- increase our resources in contact management to provide an even better service to the public when contacting the police;
- support you in commissioning a second Bobby van to supplement the success of the first; and
- accelerate the development of the cadet schemes across Dorset.

Through this investment, we will accelerate our plans to take Dorset Police from “Good” to “Outstanding” while protecting those who are the most vulnerable.

We are still trying to understand the implications for crime and disorder in Dorset over the next few of years caused by the pandemic. There is likely to be greater deprivation caused by higher unemployment. We do not know the medium term impact for our young people of reduced access to schooling and a greater educational divide. There is also likely to be an increase in people suffering from mental health issues.

Conclusion

I would like to repeat my thanks to you and the Police and Crime Panel for the confidence you have shown in recent years, in agreeing to substantial increases in the precept for Dorset Police.

I am disappointed that once again the Government has decided to push more of the burden for financing the police onto local council taxpayers. However, at least they have given clear guidance as to the scale of the budgetary challenge facing the Police by indicating they expect a precept increase of £15. I have already detailed this challenge, caused by the increase in officer and staff pay and pensions, the need to improve our call handling, the increase in software contracts and the lack of capital resources to secure the necessary investment in vehicles and ICT, if we are to meet the challenges of modern policing.

I will, of course, let you know if anything changes in the budget projections, as you consider the precept for next year. I am also happy to respond to any queries my letter may generate.

Yours sincerely



James Vaughan
Chief Constable

This page is intentionally left blank



DORSET POLICE AND CRIME PANEL

MINUTES OF INFORMAL MEETING HELD ON WEDNESDAY 7 JULY 2021

[LINK TO RECORDING OF MEETING](#)

Present: Mr Mike Short (Chairman), Cllrs: Bobbie Dove (Vice-Chairman), Pete Barrow, George Farquhar, Les Fry, Barry Goringe, May Haines, Mark Howell, Sherry Jespersen, David Taylor and Tony Trent

Apologies: Mr Iain McVie

Officers present (for all or part of the meeting):

Simon Bullock (Chief Executive, OPCC), Marc Eyre (Service Manager for Assurance), Jonathan Mair (Corporate Director - Legal & Democratic Service Monitoring Officer), Elaine Tibble (Senior Democratic Services Officer), Adam Harrold (OPCC Director of Operations), Julie Strange (OPCC Chief Finance Officer), David Sidwick (Police and Crime Commissioner) and Dave Clegg (Strategic Planning Manager for Corporate Development Dorset Police)

1. Declarations of Interest

No declarations of disclosable pecuniary interests were made at the meeting.

2. Public Participation

There were no statements or questions from Town and Parish Councils or public at the meeting:

3. Police and Crime Plan and first 100 days update (00.35.11 on recording)

The Police and Crime Commissioner (PCC) presented his report, detailing his approach to his Police and Crime Plan, as well as an overview of the work underway during his first 100 days in office.

He paid tribute to his team at the Office of the Police and Crime Commissioner (OPCC) and clarified any mis-information regarding funding received as a candidate, he had funded this himself and by his wife returning to work in the NHS. There had been a cap on election funding contributions and there was no party whip or mechanism for him to be told what to do. He had taken an oath to work for the whole of Dorset and the Chief Constable was operationally independent which he would respect.

He presented his report to the panel and advised that he hoped to have his Police and Crime Plan published in October 2021 ahead of the March 2022 deadline

He focused on his six main priorities which were to:-

Cut crime and ASB
Make Policing more visible and connected
Fight violent crime and high harm
Fight rural crime
Put victims and communities first
Make every penny count

The PCC gave an update on his aspirations during his first 100 days in office and the initial next steps, which would include the creation of a draft of the Police and Crime Plan.

The Panel members were invited to ask questions and to note the report

Questions from panel members and the PCC's responses are attached as an appendix to these minutes and can be found at (00.59.30) on the recording of the meeting.

Actions: Item to be put on the Forward Plan for the PCC to bring back a report to the panel on the reasons for disproportionality, his approach to it and any links between disproportionality and discrimination.

PCC to email the panel with his working definition of front-line policing for scrutiny purposes.

4. **Road Safety Update (01:52.00 on recording)**

The PCC presented a report on road safety and casualty reduction activity within Dorset, as well as some of the related opportunities that he intended to explore during his term.

Updated accident figures were presented together with a vision for a future with safer roads.

Following the PCC's presentation, the panel were invited to pose questions which focussed on the following subjects:

Support for unmarked vehicles which were often active in finding uninsured, untaxed, and un-moted cars, often used for criminal activity.

Digital cameras.

ASB on the roads - plans for engagement with car enthusiasts, young people, with loud exhausts, fast cars, modified car systems, back firing systems etc.

Cameras – partnership issue between the police and Local Authorities.

Speed cameras and the impact on driver behaviour.

The strengthening of more Speed Watch connectivity with the police.

Concerns around social media and hostility between the car and bike communities.

Drug driving.
E scooters.
Hedge & verge cutting to ensure visibility on the roads.
Use of Section 59 and ASB.

Members were advised that Dorset Police had partnered with a youtuber and had posted a number of educational videos on-line to address some of the ASB issues.

Link below:

https://www.facebook.com/watch/568402286511281/453782008964403/?_tn__=-UC-R

Actions: OPCC to report to the panel with the results of e-scooter trial.
Forward Plan item – fatal accident update report in September 2023.

5. **Police and Crime Plan Monitoring Report - Q4 (02:45:55 on recording)**

The Chief Executive of the OPCC presented an update of progress and activity against the previous administration's Police and Crime Plan. The panel were able to scrutinise activity and assess the achievement of outcomes.

He addressed the crime statistics within the report and highlighted the salient points. Over 100 commitments from the Plan had been delivered and he thanked OPCC colleagues for their efforts in meeting those challenges.

The Chief Executive gave an update on outstanding items from the 4 pillars, following which the Pillar Leads were also given the opportunity to advise the panel of any updates in their areas.

The Chief Finance officer of OPCC presented the Quarter 4 2020/21 finance monitoring report (03:15:25 on the recording) and invited questions from the panel.

6. **Annual Report 2020/21 (03:22:10 on recording)**

The Chief Executive of the OPCC presented a summary of the key work undertaken by the previous PCC and his office during his final, additional, year of the 2016-2021 term.

He referred to the approved pre-cept increase of £10 for 2019/20 in order to deliver a balanced budget and support the uplift of 50 new officers which had been delivered.

The Chief Executive requested members' views on the draft to be forwarded to him by Friday 23 July. The Chairman asked the panel to send their comments to the Service Manager for Assurance, by 16 July and he would collate the information and send to the Chief Executive.

7. **Complaints Update**

There had been no complaints to report.

8. **Forward Workplan**

The forward plan was presented and noted.

9. **Urgent items**

There were no urgent items.

10. **Exempt Business**

There was no exempt business.

Appendix to item 3 Q&A

Duration of meeting: 10.00 am - 1.07 pm

Chairman

.....

Item 3 – Police and Crime Plan and first 100 days update

1. During the campaign, the PCC mentioned "front line" policing numerous times - can the PCC please outline succinctly what he considers to be "front-line policing"?

The policing definition of frontline is uniformed and non-uniformed police officers, staff and volunteers who deliver services directly to the public. The public use the term frontline to refer to police officers who perform a community or response function, those officers in effect they want to see visible on the streets. In the election campaign it is those who I was referring to as front-line which is not the complete picture however it is what the public are concerned about and that needs addressing.

As PCC, I recognise that policing is more complicated with balance required, and with our officers protecting us from harm across a range of places – from our high streets on a Saturday night, to the frontiers of cyberspace.

2. The PCC states that in order to cut crime he will "ensure that we increase front-line policing in the NPTs and the rural crime team" yet he also states that "PCCs cannot tell the police how to do their job" - how does he intend to square this circle without stepping into the Ch Cons operational domain and how does he intend to fund this aspiration long term?

PCCs set the strategic direction of the Force, based on the needs of the people through the priorities of their police and crime plan, and so it is about what should be done, without necessarily saying how it should be done. That means it is well within my remit to highlight the needs of rural communities and question the levels of resources – including highlighting where I would like to see more. Such a statement does not impact on the operational independence of the Chief Constable.

3. The PCC's election campaign six point plan highlights that the first priority will be for the police to provide a robust focus on cutting violent crime and ASB - what have Dorset Police been getting wrong in this area to date in his opinion?

Nothing - I have immense respect for Dorset police and spent over 18 months seeing practice with them. Now though there is the need is for a PCC plan more closely connected with the residents of Dorset - giving a future strategic direction and prioritisation of resources that is seen through the prism of the people not the police. Dorset is and will continue to be a safe place to live, work and visit, but the demand impacting our area is changing and it's important that the police change with it.

I spent three years hearing from people right across our county, and now we have the opportunity afforded to us by the police uplift programme to act on the areas they have told me about, and so I have asked the Chief Constable to prioritise our new resources accordingly.

4. The PCC states that he wants the public to be able to contact the police easily when needed - what commissioning plans does the PCC have in order to achieve this aspiration?

Connectivity between communities and their police is hugely important to me, and I have a range of plans to address this challenge – many of which I have outlined in my presentation. These include new innovations like our impending move to the single-online home platform which will improve our web and internet-based communication with

the public, to parish constables and rural specials which will place local people with deeper understanding of local communities in local policing roles. I'll have much more to say about these in due course.

5. The PCC commented during the election that he intends to “address effective rehabilitation for those with addiction issues” - how does he plan to have effect in this area?

Firstly, by understanding what works and commissioning accordingly, secondly by working closely with partners to maximise the value of that commissioning, and thirdly with time – as let's be clear, this is a deeply entrenched, societal problem that policing cannot hope to address alone.

It may be of interest to the panel that I am a national joint lead for the Addiction and Substance Misuse portfolio and we are discussing suitable initiatives at our first meeting in August. The evidence base for reducing recidivism amongst addicts is clear, and requires a wraparound approach that addresses addiction, but also tackles related issues such as education, health, housing, family support and finances. Again, I will have more detail on my approach in due course.

6. The PCC has talked to other PCCs and analysed all 43 forces to assess the linkage between their crime plans and the delivery of effective policing - what did he learn and how will this shape his view for Dorset.

I found it helpful to undertake my own research to help inform my view about what best practice looks like. I found interesting correlations with the clarity of the plan, issues around front-line policing ratios and obviously funding.

However, I know that delivery does not solely flow from the strength of a police and crime plan, but rather the strength of the PCC, their office and their partners, in delivering the plan and the desire and ability of the force to recognise its validity. What I see in Dorset – that was not present everywhere – was an aligned and collaborative public sector that works closely together and which drives and supports improved public delivery. That bodes well for the future.

7. What action does the PCC intend to take in order to rectify the disproportionality issue within Dorset Police.

I have highlighted my desire to understand the current issues with the Chief Constable and will be receiving a briefing on this matter next week, following the completion of some Force-commissioned work. For the moment, I need to more fully understand the issues – which I understand have endured for several years, if not decades – before I can set out what my approach will be.

Disproportionality is not the same as discrimination. Let's be clear that we need to understand the issues to remove any reporting artefacts so we can see the reasons for any remaining disproportionality. However, I will state my absolute commitment to understanding and tackling these issues, as I am clear that Dorset Police must deliver a legitimate service to all its diverse communities.

8. Given the PCC's commitments in his election campaign (and since becoming the PCC), what direction will he be giving to the Ch Cons in terms of what the police will not be doing and in particular, the challenge of the current national police priorities of managing

calls for service/response/investigation against the 'THRIVE' model rather than being, in his words, 'crime fighters'?

There isn't a binary choice between THRIVE and addressing what the people require. What I found was a need to address ASB and that was not happening. I am looking at both the national and local priorities as we are creating the plan and discussing it with the police – there is an extensive overlap and I am confident we can achieve both. The Police and Crime Plan will reflect that explicitly.

9. The PCC has stated in his manifesto that he will “change the priorities of Dorset Police so as to cut crime and ASB is top of the list”. What elements of policing is he intending to relegate in order to ensure that ASB is the top priority?

You will have noted in your question that you refer to cutting crime and ASB. The two are intimately linked. From my work looking at other forces it was evident that there was a link between the priority given to ASB and whether it was tackled or not. The two forces in the South of England that had the worst rates of ASB had very similar police and crime plans and hardly mentioned it. Other forces were perfectly able to address crime and ASB together. Dorset is a good force full of superb, professional people and with the benefit of the uplift I have no doubt that with ASB as an obvious priority it will be addressed.

10. What initiatives to address ASB is the PCC planning to commission?

These are being developed as part of the police and crime plan and they will be brought forward at the time we present the plan.

11. A number of ASB issues are not policing matters - how does the PCC intend to engage with other local agencies in order to drive down ASB?

That has already started happening with regular meetings occurring with both local authorities. Indeed, I have been raising issues with them even as a candidate and submitted a plan with 14 recommendations to the BCP administration – some of which have been adopted. Both local authorities have community safety as a priority and we are sharing ideas on how this may be further addressed both in the short and long term.

12. During your election campaign you committed to making Dorset the safest County in the Country, however several other unsuccessful candidates also committed to that same pledge. How do you intend to achieve this pledge and by what mechanism (ONS etc) do you intend to score the progress?

Thank you for the question and yes you are right – it may be worth noting however that I had that as a vision before the other candidates and also was the first to highlight the need to address ASB. They say Mr Chairman that imitation is the sincerest form of flattery and I am therefore flattered.

To answer the question - we are working on the KPIs and as you will be aware from my business background, outcomes are critical to my definition of success. I have no doubt that we can achieve this, and we will craft milestones for the panel to note the change. These will be outlined in the PCP later in the year.

But ultimately Mr Chairman it is about how the residents of Dorset feel – I want them to feel safer and more secure. They will reflect my success at the ballot box and I intend to ensure that they are happy to continue with a PCC on a charge to cut crime and ASB and with a group of determined crimefighters making it happen.

INFORMAL DORSET POLICE AND CRIME PANEL

MINUTES OF MEETING HELD ON THURSDAY 12 AUGUST 2021

[LINK TO RECORDING OF MEETING](#)

Present: Mr Mike Short (Chairman), Bobbie Dove (Vice-Chairman), Pete Barrow, Les Fry, Barry Goringe, May Haines, Mark Howell, Sherry Jespersen, David Taylor and Tony Trent

Apologies: Cllr George Farquhar and Iain McVie

Officers present (for all or part of the meeting):

Simon Bullock (Chief Executive, OPCC), Jonathan Mair (Corporate Director - Legal & Democratic Service Monitoring Officer), Scott Chilton (Chief Constable), Elaine Tibble (Senior Democratic Services Officer), Adam Harrold (OPCC Director of Operations), David Sidwick (Police and Crime Commissioner) and David McIntosh (Corporate Director (HR & OD))

11. Declarations of Interest

No declarations of disclosable pecuniary interests were made at the meeting.

12. Public Participation

There were no questions from the public or Town and Parish Councils.

13. Police and Crime Plan Draft (06:00 on recording)

The Panel were advised that the PCC's draft plan was on track to be published by October and any comments from the panel members should be received by the Service Manager for Assurance by 20 August 2021. The Chair would respond on the plan to the PCC by 31 August.

14. Confirmation Hearing - Appointment of Chief Constable (Public) (07:20 on recording)

The Chairman outlined how the hearing would be conducted. He explained that the Police and Crime (PCP)'s role was to seek assurance that the candidate met the criteria and the hearing was not to re-interview him.

The three areas of scrutiny that the PCP wanted to explore were:

1. Did the candidate meet the criteria for the post as set out in the role profile?
2. How were all references checked and classified as satisfactory?
1. Did the candidate have the professional competence to carry out the role and the personal independence to carry out the role

The Chairman explained the powers of the panel were to, a) recommend the appointment, b) not to recommend the appointment or c) to veto the appointment.

Mr Scott Chilton, the candidate, was welcomed to the meeting.

The Police and Crime Commissioner (PCC) introduced the candidate to the PCP members and outlined the experience and qualities he was looking for in his Chief Constable.

The candidate was then given the opportunity to introduce himself to the PCP and he gave a detailed resume of his career and background in the Police Force.

The Chief Executive of the Office of the Police and Crime Commissioner (OPCC) also spoke to the panel in respect of the process of the appointment, he confirmed the requirements from the PCC's perspective, confirmed that Mr Chilton's references had been checked and explained why Mr Chilton was the preferred candidate for the role.

Members of the PCP asked a number of questions of the PCC and the candidate:-

These questions and responses can be found onwards from 21:00 on the recording.

Did the candidate meet the criteria for the post as set out in the role profile?

Questions to the PCC:

Q What assurance can you give the panel that your candidate met the role profile in order to be selected as the Ch Cons of Dorset?

Did the candidate have the professional competence to carry out the role

Questions to the candidate:

Q Why will Dorset Police follow you and what attracted you to Dorset?

Q How is the Ch Cons going to ensure that all partners, with a role to play in reducing ASB, work together effectively to reduce ASB?

Q Further to this how is the Ch Cons going to ensure that any future budget cuts, to any or all of the partners budgets, will be managed to ensure partners do not retreat into their silos with the outcome that the public overall do not receive the best possible service that could be

provided by effective multi agency working even in the face of tight budgets.

- Q What is your plan for resolving stop and search disproportionality in Dorset?
- Q How will ensure that the Dorset taxpayer gets value for money from your force?

**Did the candidate have the personal independence to carry out the role?
Questions to the candidate:**

- Q How will you handle the situation should the PCC give direction that steps into your operational domain?
- Q The PCC has stated that there will be greater police visibility - given that policing is a finite resource, how will you meet his direction and at the same time channel your workforce to where it is actually needed in order to fight crime?
- Q The PCC was elected on a mandate that he will cut crime and ASB. What targets are you going to commit to for the detection and resolution of crimes and ASB? If there are to be no targets, how will you measure success in order to satisfy the PCC?
- Q What are the greatest threats to the people of Dorset and what are your plans to ameliorate these threats?

The panel members also raised questions relating to county lines and domestic abuse.

The members of the PCP then retired to consider their decision.

15. Exempt Business

Decision

That the press and the public be excluded for the following item(s) in view of the likely disclosure of exempt information within the meaning of paragraph 3 of schedule 12 A to the Local Government Act 1972 (as amended).

16. Confirmation Hearing - Appointment of Chief Constable (Closed Private Session)

It was the unanimous view of the Panel that they were 'minded to' support the appointment of Mr Chilton. The Panel were satisfied that he had met the criteria, demonstrated the competence and shown the personal independence to justify appointment.

Having listened to the hearing and the 'minded to' decision from the Panel members, the Clerk to the Dorset Police and Crime Panel and Monitoring Officer for Dorset Council confirmed his decision.

Decision: that the appointment of Mr Chilton as Chief Constable was supported.

17. Urgent items

There were no urgent items.

Duration of meeting: 2.00 - 3.38 pm

Chairman

.....



DORSET POLICE AND CRIME PANEL

MINUTES OF INFORMAL MEETING HELD ON THURSDAY 23 SEPTEMBER 2021

[LINK TO RECORDING OF MEETING](#)

Present: Mr Mike Short (Chairman), Cllrs: Bobbie Dove (Vice-Chairman), Pete Barrow (Cllr Barrow left the meeting at 12:49), George Farquhar, Les Fry, May Haines, Mark Howell, Sherry Jespersen, David Taylor, Tony Trent and Mr Iain McVie

Apologies: Cllr Barry Goringe

Officers present (for all or part of the meeting):

Simon Bullock (Chief Executive, OPCC), Marc Eyre (Service Manager for Assurance), Adam Harrold (OPCC Director of Operations), David Sidwick (Police and Crime Commissioner), Julie Strange (OPCC Chief Finance Officer) and Elaine Tibble (Senior Democratic Services Officer)

18. Introductions and Actions Update (00:16:15 on recording)

The Service Manager for Assurance gave a brief update on actions from the last meeting which had been added to the workplan. There was an outstanding item to be added to the work plan, for Alliance Savings. The update from the Police and Crime Commissioner can be found at 00:21:30 on the recording.

19. Declarations of Interest

No declarations of disclosable pecuniary interests were made at the meeting.

20. Public Participation

There were no questions or statements from the Public, Town or Parish Councils at the meeting.

21. Firearms Licencing (00:24:00 on recording)

The panel sought assurance through a verbal update from the Police and Crime Commissioner (PCC) that the firearms licencing policy across the Alliance with Devon and Cornwall Police was fit for purpose and safe.

The PCC gave an outline briefing on the recent shooting in Plymouth, these mass shootings were very rare, and this was the first of its type since the Cumbria shootings in 2010. He highlighted the incredible police and partnership response, thanking those officers and volunteers involved.

He gave the panel an overview of the work underway to date referring to the Firearms Act of 1968 and the involvement of relevant organisations and governing bodies, together with reviews currently being undertaken. There were limits to what he was able to comment on due to the ongoing reviews and operational matters.

Questions from panel members and PCC responses can be found at 00:28:50 on the recording.

The statement made by the PCC is attached as appendix to these minutes.

Action: In response to a question regarding the number of people who had firearms licences in Dorset the PCC agreed to get the exact numbers of firearms licences and let the panel know.

22. **Police and Crime Plan Update and Response to Panel Feedback (00:33:28 on recording).**

The PCC responded to feedback from the Police and Crime Panel (PCP) on his new Police and Crime Plan (P&CPlan). The Panel had sought clear benchmarking, success parameters and timelines in order to meet a phased approach, a Precept impact statement and a demonstrable cost of Police demand in order to justify expenditure.

The PCC thanked the panel, his team and those involved in putting together his first Police and Crime Plan scheduled to be published by 31 October 2021, approximately five months ahead of the deadline. He provided a verbal briefing, going through the contents of the report advising that the plan could be revised and re issued at any time. Members were asked to note the report

Questions from the panel and responses can be found at 00:41:00 on the recording. These focused on:-

Anti-Social Behaviour (ASB) and the reporting mechanisms.

How the PCC proposed to make the Police “Crime Fighters” again and reduce bureaucracy.

Effective drug rehabilitation.

Fraud and scamming.

Benchmarking.

ASB/Domestic Violence/County Lines.

Business Crime Prevention.

It was requested that the PCC ensures any future consultation surveys should include questions relating to all protected characteristics as defined by equality legislation.

Actions – Bring back an update on benchmarking to the Panel at their training day in November.

23. **Priority Lead Policy - Sign Off (01:17:05 on recording)**

The Service Manager for Assurance presented the Dorset Police and Crime Plan – Priority Lead Policy for approval from the panel.

It was proposed by Mr I McVie and seconded by Cllr M Haines that the panel were minded to delegate implementation of the policy to The Service Manager for Assurance.

On being put to the vote the proposal was carried.

24. **Q1 Monitoring Report (01:18:10 on the recording)**

The Police and Crime Plan Monitoring Report for Quarter 1, 2021/22 was presented to the panel, them being mindful that it was the previous PCC's plan they were scrutinising, not the new PCC's

The PCC highlighted that the monitoring report had a new look. The plan was still work in progress and would evolve, especially bench-marking sections.

The 6 priorities of the plan were introduced individually, (from May 6 to June 2021).

The OPCC Chief Finance Officer was invited to present the revenue budget performance up the end of July and the capital budget up to the end of June. (01:38:24 on the recording). There were no concerns over the 0.22% of the overspend reported on the revenue budget. In terms of the Capital programme this was reviewed quarterly and showed an underspend of 700k for the year. In relation to reserves, these largely reflected carry forwards. There were some identified capital receipts generated at the beginning of the year, these were not planned to be used at this point, they would be held and applied to the capital programme in a planned manner.

Questions relating to the financial report were invited from the panel. These can be found at 01:42:00 on the recording. Questions focused on:-

The new legal reserve and why it was under earmarked reserves and not out of general reserves.

The ability to look at financial resilience and making investments in order to generate income.

Action – in relation to the legal reserve it was thought that police officers paid monthly into a federation to cover legal issues. An update was requested on the financial position of the federation and its ownership of a hotel. (Due to issues of the National Staff Association).

General questions on the monitoring report can be found at 01:49:53 of the report and focussed on:

What effective scrutiny would be put in place by the PCC for the Dorset Police use of force and stop and search.

What recruitment measures were being carried out to recruit members to a new scrutiny panel.

Use of 101 and ASB – clear understanding for the public on report logging and information.

The new body to administer the 101 single non emergency number and measures to be taken to ensure it links in with local operations.

Different categories of crime.

Hotspot crimes.

Victim support.

Actions – PCC and OPCC Chief Finance Officer to look at options of income generation through CCTV.

Item for forward workplan (next year) – OPCC report on formation of new scrutiny panel for Dorset Police stop and search, use of force and taser.

25. **VFM of the Uplift in additional Officers in the 2021 year (02:38:00 on recording)**

The panel sought assurance from the PCC that recruitment was on track to meet the uplift in police numbers.

The PCC gave the panel an update on the current figures and the two main routes for new recruits into the force via a two or three year process and value for money.

Members were given the opportunity to ask questions of the PCC – these can be found at 02:41:40 on the recording.

These included:-

How the PCC would ensure the uplift met his police and crime aspirations.

Into what areas had the new officers been appointed.

Anticipated timescale when new officers would be up to speed, trained and on the ground.

How job satisfaction was monitored.

In view of the positive aspect of the recruitment of new officers, could the PCC convey the good news to the public.

The statement made by the PCC is attached as appendix to these minutes.

26. **Comfort Break**

12:49 – 12:55 – comfort break.

In accordance with Procedural Rule 8.1 It was proposed by Cllr Dove, seconded by Cllr May to extend the duration of the meeting.

Cllr Barrow left the meeting at this juncture.

27. **Innovation Fund Review (03:09:53 on recording)**

The Chief Executive of the Office of Police and Crime Commissioner (OPCC) presented an update on the operation of the Dorset Innovation Board for members to note.

He explained that as part of 2019/20 precept the former PCC and Chief Constable agreed that an innovation fund was created. In February this year an evidence based policing hub was launched allowing any member of the staff to access from any police device to submit ideas and offer feedback and support.

A number of priority areas for innovation and review had been highlighted in the report which were reported to the panel. He stressed that the Innovation Board and Fund were extremely useful in spearheading the work in innovation and problem solving.

Members were given the opportunity to ask questions relating to the Innovation Hub (03:23:00 on the recording)

These focused on:-

Communication between partners and referral pathways.

Working with charities/funding application.

Which ideas had been brought forward and feedback on what had been successful. Looking towards a process to maintain funding and access and if this should be part of the base budget.

Was the Innovation Board going to mix with other Boards and share ideas.

Action – item for workplan next year to review and look at what had been successful and sustainable.

28. **Complaints Update**

The Chairman of the Police and Crime Panel Complaints Sub-Committee advised that no complaints had been received.

29. **Forward Workplan**

The forward plan was noted.

Additional agenda items had been requested and The Service Manager for Assurance suggested re-allocating some items outside of the meeting.

Actions: Forward Workplan to be put on the agenda for discussion at the PCP training day in November.

For the next meeting a verbal update on the Estates Review.

30. **Urgent items**

There were no urgent items.

31. **Exempt Business**

There was no urgent business.

Appendix

Duration of meeting: 10.00 am - 1.25 pm

Chairman

.....

Appendix

Item 4 – Firearms Licensing:

Members will be aware of the tragic events in Plymouth on the 12 August, where Jake Davison shot and killed five people in the Keyham area of the town before fatally wounding himself.

Chair – I am sure that the Panel would join me in sending our thoughts to the family and friends of Maxine Davison, Sophie and Lee Martyn, Stephen Washington and Kate Shepherd, plus to the two further individuals shot and wounded, who have not been publicly named.

The first thing I would say Chair, is that mass shootings are incredibly rare, and indeed this was the first incident of this type since the Cumbria shootings of 2010.

The second thing to highlight is the incredible police and partnership response to this horrendous incident, and to offer our thanks to those officers, staff and volunteers who continue to put themselves in harm's way to protect us.

Whilst it is premature to engage in debate around the possible motive for this senseless tragedy and, of course, this remains an operational policing matter, the issue of firearms licensing has been raised and given the Panel's previous scrutiny of this function I thought it helpful to provide an overview of the work underway – as this has been my focus.

By way of brief background, Chair, it might be helpful to reiterate that Firearms Licensing is governed by the Firearms Act 1968 and its amendments, coupled with the Home Office Guide on Firearms Licensing Law 2016. Force firearms licensing functions are also subject to Dorset Police internal governance, the HMICFRS inspection regime, and to oversight by my Office.

It might also be helpful to explain to new Members that firearms licensing went live as an Alliance function across Dorset, Devon & Cornwall in 2017. The Alliance Unit receive and process all aspects of firearms and explosive licensing applications and renewals.

The Team undertake enquiries consisting of research, telephone-based risk-based assessments or home visits. This results in a recommendation whether, or not, a certificate should be issued or renewed. This is then reviewed by the Alliance Firearms and Explosives Licensing Manager, who makes a decision under delegated powers from the Chief Constable.

In terms of my activity, Chair, immediately following the shootings, The Chief Constable updated me on the high-level details of the incident and later provided a fuller briefing at Joint Leadership Board.

There are three related reviews that I am linked into to a greater or lesser extent.

Firstly, is the usual referral and subsequent investigation by the Independent Office for Police Conduct. This investigation has confirmed the initial facts of the case, and you will understand, Chair, that it is not appropriate for me to make any comment on this and must allow it to follow due progress, however when the findings released, I will clearly discuss this with the Force.

Secondly, an internal investigation is underway, led by the Assistant Chief Constables of both D&C and Dorset. This is largely focusing on the operational side of the business, and so I have played no role in this thus far but, again, expect to consider these findings in due course.

Thirdly and finally, Chair, at a strategic level the Chief Constables and PCCs of both forces have agreed for an external peer review to take place to consider the degree to which current policies and processes within the Alliance Firearms Licensing Unit are compliant with national guidance and practices, together with an assessment of how policy is currently applied.

The review team will consider the vetting process, the management of risk and the decision-making processes within the unit. As Dorset PCC, I was one of four signatories for the terms of reference of this peer review.

I hope this was of help Chair, I am happy to answer questions but clearly, I am not able to comment on any ongoing investigations or reviews.

Item 8 – VfM for Uplift:

Chair, Government made a manifesto commitment to recruit an additional 20,000 police officers in England and Wales in the three years to 31 March 2023.

In Dorset, our March 2020 baseline was 1,267 officers (headcount), and our target was to recruit an additional 50 officers in year one. We achieved this target – recruiting an additional 52, to take our headcount up to a total to 1,319 officers as of March 2021.

Our target to recruit a further 50 officers during year two (2021-22) remains on track, as we have several officer recruitment routes open to candidates, but the main routes are for those:

- Joining without a degree (via the PCDA - Police Constable Degree Apprenticeship - route on a three-year course that enables students to gain a degree)*
- Joining with a degree (via the DHEP - Degree Holder Entry Programme - route on a two-year pathway)*

There are also routes open to both transferees and re-joiners, and our positive action team has been able to restart face-to-face public engagement over the summer to highlight our vacancies right across our diverse communities.

In terms of the value for money for these additional officers, I suspect Members would want to know broadly what roles these additional officers have been deployed into.

Chair, the fact is that all student officers (unless they are on the accelerated detective scheme, which Dorset has only recently launched) are placed into local policing roles, once they achieve Independent Patrol Status, which should happen around week 36 of their training.

These roles are then protected within the local policing command for a period of 68 or 120 weeks (dependent on whether students are on a two- or three-year route) to allow them to gain operational competence, before they are permitted to move elsewhere within the Force. Of course, many will continue to work within these roles once confirmed in rank for many years.

Whilst working within the local policing commands, student officers will be under the guidance of Training and Development Officers, who will continue to tutor, guide and support students to achieve full operational competence, and ultimately be confirmed in rank.

Chair, hopefully that provides Members with a short overview of the police initial training process, and the assurance that not only the vast majority of our new officers will spend significant periods of their training within local police commands, but significant numbers also choose to remain there for a prolonged period.



DORSET POLICE AND CRIME PANEL

MINUTES OF MEETING HELD ON THURSDAY 9 DECEMBER 2021

[LINK TO RECORDING OF MEETING](#)

Present: Mr Mike Short (Chairman), Bobbie Dove (Vice-Chairman), Pete Barrow, George Farquhar, Les Fry, May Haines, Mark Howell, Sherry Jespersen, Toby Johnson and David Taylor

Apologies: Mr Iain McVie and Barry Goringe

Officers present (for all or part of the meeting):

Jim McManus (Corporate Director - Finance and Commercial), Simon Bullock (Chief Executive, OPCC), Marc Eyre (Service Manager for Assurance), Elaine Tibble (Senior Democratic Services Officer), Adam Harrold (OPCC Director of Operations), Julie Strange (OPCC Chief Finance Officer) and David Sidwick (Police and Crime Commissioner)

32. Declarations of Interest

No declarations of disclosable pecuniary interests were made at the meeting.

33. Actions Update (00:05:50 on recording)

The Service Manager for Assurance updated the Panel on the actions following the previous meeting.

34. Public Participation (00:07:34 on recording)

There were two questions received from Dan Hardy, these are attached as an appendix to these minutes.

Responses from the PCC can be found at (00:08:00 and 00:10:10 on the recording).

35. Q2 Monitoring Report (00:10:50 on recording)

The Panel received an update of progress against the Police and Crime Plan from The Police and Crime Commissioner (PCC) who highlighted areas from each of his 6 Priorities which enabled the panel to scrutinise activity and assess the achievement of outcomes.

Priority 1 - Cut Crime and Anti-Social Behaviour: (00:12:40 on recording)
Leads - Cllr Pete Barrow; Cllr May Haines.

Anti-Social Behaviour had been a priority for the PCC, he had supported Dorset Police in launching Operation Relentless together with the Operation Relentless community fund.

The PCC had attended a proactive patrol as part of the Force's summer drink drive campaign and supported the action taken by Dorset Police against illegal and unsafe e-scooter use.

Dorset Police had put designated leads in place for each local policing area to enhance responses to pet theft.

Panel Members were invited to ask questions of the PCC (00:15:10 on recording)

These focused on the ASB trend going downwards which was welcome, however there were concerns that ASB problems were being moved around rather than being tackled at source.

The PCC was keen to implement an effective rehabilitation programme and as the National Lead for the Addiction and substance misuse portfolio was working hard towards effective solutions to tackle ASB

Road Safety improvements and how the PCC planned to maintain and motivate Special Constables in the quieter/rural areas was also discussed.

Priority 2 - Make Policing More Visible and Connected: (00:22:13 on recording)
Lead – Ian McVie.

Neighbourhood Engagement Commitments had been relaunched by Dorset Police, which had made use of a revised Key Community Contacts (KCC) database.

It had been agreed that Dorset Police will join the Single Online Home web platform, which had been adopted by the majority of forces in England and Wales.

Priority 3 - Fight Violent Crime and High Harm: (00:28:15 on recording)
Lead – Cllr May Haines.

The PCC having put himself forward for the APCC's Addiction and Substance Misuse portfolio had continued to drive national work with a focus on awareness of harmful gambling, effective rehabilitation and education on the harms of taking recreational drugs. Drug dealing had been agreed as a regional priority by all SW PCCs.

The PCC welcomed the HMICFRS child protection report, and would hold the Force to account for enacting the recommendations.

Operation Encompass, which had received OPCC funding, had facilitated the sharing of safeguarding information with more than 300 schools and the PCC was looking at rolling out to nurseries as well.

Panel Members were invited to ask questions of the PCC (00:32:23 on recording).

These focused around domestic abuse incidents having risen and the reasons behind those figures which was attributed to a better reporting strategy and delivery plan and a higher awareness.

There was still work being undertaken to reduce knife crime, however Dorset was still a relatively safe county.

Following the recently passed Nationality and Borders Bill which could increase the problem of modern slavery ongoing updates were requested by the PCP members.

The PCC outlined his plans to reduce violence against women and girls (VAWG). (00:38:55 on recording) copy attached as an appendix to these minutes.

ACTION: an item to be added to the forward workplan for a deep dive into the issue of VAWG.

Cllr Taylor left the meeting at 10.40

Priority 4 - Fight Rural Crime: (00:44:00 on recording)

Leads Cllr Les Fry; Cllr David Taylor.

Rural crime had been highlighted to the PCC during his election campaign and he had announced an ambition to initially double the size of the Rural Crime Team and to significantly increase this further in the coming months and years.

The PCC and his office were working on County Watch and had made preparations to hold a Rural Crime Roundtable, work was in progress with the force to obtain more key indicators. This was a new area and there was still a lot of work in progress.

Panel Members were invited to ask questions of the PCC (00:46:42 on recording).

These concerned the definitions of rural crime.

Priority 5 - Put Victim and Communities First: (00:48:42 on recording).

Lead - Cllr George Farquar.

The PCC wanted to look at the issue of hate crime – A Hate Crime Awareness course was being developed in conjunction with Prejudice Free Dorset –and plans for a Hate Crime Conference for 2022 were being discussed.

The PCC was keen to strengthen neighbourhood watches - In August, the PCC awarded a grant to the Association of Dorset Watches to help with the production and dissemination of a community safety booklet. He hoped to expand neighbourhood watch schemes.

The PCC and his office had made preparations to hold a Business Crime Roundtable, with attendees from a variety of business leads. In advance of this meeting, the PCC had met with Dorset Business Improvement Districts and various business and retail representatives to inform them of his Police and Crime Plan.

Panel Members were invited to ask questions of the PCC (00:51:08 on recording).

These focused on:

Communications with those people who were not connected to the digital world and how Neighbourhood Watch teams could help those without digital access.

How to address the spectrum of VAWG.

The risks in areas that did not have street lighting.

How the PCC would work to ensure Dorset received a fair share of the funding pot to tackle drug abuse and substance misuse.

Domestic Violence and causes.

The OPCC Director of Operations addressed the PCP members in relation to the PCC's commissioning budget. (01:11:08).

It was expected to take 6 months before feedback on the Operation Relentless Community Fund initiatives could be presented to the PCP members.

ACTION: Programme a deep dive into the whole spectrum of toxic masculinity and misogyny on the forward plan.

Priority 6 - Make Every Penny Count: (01:27:30 on recording)

Lead – Mike Short.

In August, Scott Chilton was confirmed as the Chief Constable of Dorset Police, following a meeting of the Police and Crime Panel.

The PCC had received a briefing on the next year's HMICFRS inspections activity which would give the Force a benchmark to work towards.

The PCC welcomed the government's Beating Crime Plan, which set out a strategic ambition for cutting crime across England and Wales. He observed that there was strong synergy between this document and his Police and Crime Plan for Dorset.

OPCC Chief Finance Officer presented the Q2 finance pages as at end sept, (01:31:09 on recording).

Overall, the OPCC Chief Finance Officer was comfortable with the finances, there had been extra costs due to the G7 summit and COP26 (the United Nations Climate Change Conference) event resources, together with some ongoing impacts around IT contracts, extra fuel and energy costs. Revenue General Reserves were still in the required 3-5% area.

The Chairman asked, following the plans for a new Police HQ having been announced for time-lines for the project and plans to "sell" the capital project to the tax paying public. The PCC's response is attached in the appendix to these minutes. (01:37:41 on recording).

ACTION: item to be put on forward workplan for a deep dive to ensure the Dorset tax payer gets value for money and research the suitability of having HQ at Winfrith.

11:33 Cllr Taylor re-joined the meeting

36. Precept Financial Year 21/22 (01:44:30 on recording)

The Chief Executive, OPCC presented a report which sought to endorse that the Precept was delivering the outcomes outlined by the PCP and summarised how the Precept had been used for 2021-22.

The Police Officer Uplift Programme entered its second year in 2021/22, with Dorset having been set the target to recruit an additional 49 officers. The joint decision was taken to frontload recruitment at the beginning of the year to maximise the impact of the new officers, and so the Force remained well on track to deliver the required officers by 31 March 2022.

The Chief Executive, OPCC continued to highlight the various areas of the paper and the PCP members were invited to ask questions.

The PCC responded to a question regarding improving positive outcomes (01:54:19 on recording) copy attached as an appendix to these minutes.

37. Stop and Search (01:59:19 on the recording)

The panel had conducted scrutiny on this area in Sep 2020 - the issue was disproportionality in the use of Stop and Search (SaS) in Dorset. This was the follow up in order to identify what action has been taken by the PCC/OPCC in order to improve the situation.

The PCC outlined the issue with disproportionate SaS figures in Dorset. He clarified SaS and when these powers could be used before providing a detailed summary of the points in the report.

Chief Executive, OPCC was also invited to put his views to the Panel members (02:09:34 on recording).

PCP members noted that the new statistics still made use of population data taken from the 2011 Census, and looked forward to the new Census data being made available in due course.

ACTION: To put an item on the forward work plan to have a discussion on the analysis at the back end of next year.

38. **Complaints Update (02:16:22 on recording)**

The Service Manager for Assurance advised there were no open complaints. A Police and Crime Panel Sub-Committee meeting had been scheduled for 6 January 2022 to review the current Complaints Policy.

39. **Forward Workplan (02:17:00 on recording)**

The Forward Workplan was noted and attention drawn to the number of items scheduled for June 2022.

It was suggested and agreed that the Panel members would look at the Workplan in more detail at their informal meeting with the support of a member of the Office of the Police and Crime Commissioner staff in attendance.

40. **Urgent items**

There were no urgent items.

41. **Exempt Business**

There was no exempt business.

Appendices

Duration of meeting: 10.00 am - 12.25 pm

Chairman

.....

Question from Mr Dan Hardy

1). Based on just a three year term and considerate to the three years ready access provided to the now PCC by Dorset police and many others, why has it taken six months to deliver a crime plan, notwithstanding the PCC will have to start campaigning again in just two years time?

2). What are the tangible measures for success for the now issued crime plan? To be the safest county this will take not just year-on-year crime reductions across many crime types, but also an improvement the subjective feeling of public safety and his promised heightened visibility. These measures will need accounting for now and annually, with true performance publicly shared. This approach is simply linked to the PCCs promises made when a candidate. Considering his reduced term when will the PCC confirm these business like measures of success and defined tangible returns on investment to the Dorset public from his crime plan strategy?

This page is intentionally left blank

(00:38:55 on recording)

You are absolutely correct to say that I have been unequivocal about this. There is a deep attitudinal, behavioural, change that is required across our society. And, nationwide, we need to understand and then tackle the reasons behind why so many young men – and it is, typically, younger men – commit terrible crimes against women. I am told that across the UK, a woman is killed by a man every three days. It is a sobering statistic.

I have pledged to do all that I can, as Dorset's Police and Crime Commissioner, to ensure that this county is the safest in England and Wales – there is no doubt that this means that women and girls must be safe, and feel safe, whether on our streets or in their own homes.

In terms of strategy, the obvious starting point is my Police and Crime Plan. You can see that violence, domestic abuse, stalking and other high harm areas are clearly prioritised. There is also a dedicated section of the Plan that addresses Violence Against Women and Girls – this lists the following actions:

First, I will work with police and partners to counter violence against women and girls, by making our public spaces safer and by exploring behaviour changing courses to tackle hypermasculinity and misogyny.

Members will know that work has been ongoing with partners to introduce safer public spaces, particularly in areas with a vibrant night time economy. My office has submitted and supported various national bids and, as mentioned in the quarterly report, Dorset Council has just been awarded £380,000 for projects to help women and girls feel safer on our streets. The funding will pay for CCTV, and fund intervention workshops to help increase awareness, change societal attitudes and empower women and girls to feel safer. This follows a large funding award for the Bournemouth area.

Dorset Police's Operation Vigilant initiative has also been running in Weymouth and Bournemouth.

Second, I will continue to hold criminal justice agencies to account for investigative and charging decisions involving rape and serious sexual offences and to ensure that more offenders are brought to justice. I am now the Chair of the DCJB and, as part of the Wessex region, my office has co-funded an independent review of the local criminal justice agencies' response to rape and serious sexual offences. This review will be reporting to criminal justice agencies in the next month or so.

Third, I will ensure that victims of rape and serious sexual assaults are provided with the care and support that they need and that they have the confidence to report these crimes to the police.

Since taking up office, I have met with Women's Aid, You First, STARS, the Water Lilly Project, and the Chair of the Dorset Domestic Abuse Forum. At such meetings, I have been able to hear first-hand from victims about their experience,

as well as draw upon the considerable experience and insight that these organisations have offered on behalf of the victims and communities they represent

And finally, I will continue to raise awareness of honour-based violence, forced marriage and female genital mutilation, and work with agencies to tackle such crimes and support victims.

There is plenty more that myself and the Office could say on this topic, but hopefully that provides some reassurance of the action that we have taken and have planned. I will obviously also be holding the Chief Constable to account for ensuring that Dorset takes on board the national learning from a range of inquiries and reviews that are ongoing.

In short though, to make women and girls safer, all agencies, up and down the country, must work together to deliver the significant changes that are required. I will do all I can, alongside the Chief Constable, to make sure that Dorset Police plays its part.

(01:54:19 on recording)

First, it goes without saying that I would like to see more investigations result in positive outcomes. I am sure that all Police and Crime Commissioners and Chief Constables would echo that sentiment.

Positive outcomes are not limited to charges and summons; there are indeed a range of other measures (cautions, fixed penalty notices and use restorative justice, for instance) that can be used to successfully and proportionately conclude an investigation. The latest figures for Dorset suggest a positive outcome rate of about 10.2%, compared to the national average of 10.7%. Whilst this is still not what the public would expect, it is, I am afraid, a national picture.

This national position is complicated and there are a wide range of factors at play, such as police resourcing (I believe that the Uplift programme will help forces to make head way here); the efficiency of the court system and the need to focus the most sophisticated forensic and investigative capability on those crimes that cause the most harm.

To the public I would say three things:

- I want this to improve. I will be holding the Chief Constable to account for the performance in this area and, as Chair of the Criminal Justice Board, I will be working to bring partners together so that we can secure more positive outcomes.
- That the positive outcome data does not capture, by any means, the full story. The huge efforts that the police put into safeguarding victims of crime are not reflected in these figures. So, while it may be the case that a crime has not been formally solved, that is not to say that there hasn't been vital work to protect victims from repeat incidents and provide crucial support services. In

other words, don't let figures such as these put you off from calling the police in a time of need – they are here to help.

- And, finally, let's not underestimate the benefit of good intelligence. Many, many crimes are committed by a small minority of offenders. It might be the case that the police can't solve, for example, every shed break or bike theft, but by building up that information, it all helps the police to catch burglars and thieves; put in place preventative patrols and action; and issue advice to our communities. So, again, my advice is always to come forward and report crimes to the police.

(01:37:41 on recording)

For the benefit of those who may not have seen our recent announcement, the Chief Constable and I have recently agreed a programme of investment in the police estate – so this covers both upgrades and improvements to local police stations as well as decision to replace the HQ itself.

The investments in local stations such as better technology, more lockers and flexible working spaces will help officers reduce their time in stations each shift, plus will provide respite areas to help them deal with the aftermath of traumatic incidents.

The current police buildings that are in operation beyond their planned lifespan will be disposed of and, in particular, the 60-year-old headquarters building at Winfrith that costs more to maintain than it would do to knock down and replace with a more energy efficient and sustainable building – will be replaced.

The timelines for this are that planning permission was formally sought last month, and we are hoping for a decision by February 2022. Should this be granted as hoped for, we expect to break ground around June 2022, and that the building will be completed by the end of 2023.

Members, like the Dorset public at large, will start to see a range of communications on this project in the new year, and I confirm that I am intending a high level of transparency around this project once the initial commercial arrangements have been confirmed, and so will say more in due course.

This page is intentionally left blank

Representatives of town or parish councils and members of the public who live, work or represent an organisation within the Dorset Council area are welcome to submit up to two questions or two statements for each meeting. Alternatively, you could submit one question and one statement for each meeting.

All submissions must be emailed in full to elaine.tibble@dorsetcouncil.gov.uk by 8.30am on Monday 31 January 2022.

If you wish to submit a question and/or statement but are unable to attend the meeting in person please let us know and it will be read on your behalf.

When submitting your question(s) and/or statement(s) please note that:

- no more than three minutes will be allowed for any one question or statement to be asked/read
- a question may include a short pre-amble to set the context and this will be included within the three minute period
- please note that sub divided questions count towards your total of two
- when submitting a question please indicate who the question is for (e.g. the name of the committee) Include your name, address and contact details. Only your name will be published but we may need your other details to contact you about your question or statement in advance of the meeting.
- questions and statements received in line with the council's rules for public participation will be published as a supplement to the agenda
- all questions, statements and responses will be published in full within the minutes of the meeting.

[Dorset Council Constitution](#) Procedure Rule 9

Councillor Questions

To receive questions submitted by councillors.

Councillors can submit up to two valid questions at each meeting and sub divided questions count towards this total. Questions and statements received will be published as a supplement to the agenda

and all questions, statements and responses will be published in full within the minutes of the meeting.

The submissions must be emailed in full to elaine.tibble@dorsetcouncil.gov.uk by 8.30am on Monday 31 January 2022.

[Dorset Council Constitution](#) – Procedure Rule 13



POLICE & CRIME PANEL – 3 FEBRUARY 2022

2022/23 BUDGET, PRECEPT AND MEDIUM TERM FINANCIAL STRATEGY

REPORT BY CHIEF FINANCE OFFICER

PURPOSE OF THE PAPER

To set out the Police and Crime Commissioner's proposals for the 2022/23 budget, precept and the medium term financial strategy.

1. BACKGROUND

- 1.1. The Police and Crime Commissioner (PCC) for each force area is required each year to set a balanced budget, including the precept to be charged to council tax payers. All funding is received by the PCC and they consult with the Chief Constable to determine how the funding should be allocated to ensure an efficient and effective police service.
- 1.2. In respect of the precept element of the budget, the PCC is required to notify the Police and Crime Panel of the proposed precept by 1 February each year, which must be considered within a week. The Panel can either accept the precept or veto it, subject to two thirds of the Panel supporting the veto. In the event of a veto, the PCC must present a revised precept by 15 February, which the Panel must consider by 22 February. A reserve date of 17 February 2022 has been set for a second meeting of the Panel, should this become necessary.
- 1.3. 2022/23 will see the final year of the Police Uplift Programme, delivering the latest 8,000 recruits of the 20,000 additional officers to be recruited as part of the programme. This is a welcome investment in policing and Dorset is working hard to meet it's share of the target.
- 1.4. In his written statement made on 16 December 2021, the Minister of State for Crime and Policing said that within the 2022/23 police funding settlement funding for policing would increase by up to £1.1billion compared to 2021/22, assuming Police and Crime Commissioners make full use of the precept flexibility of £10 per year for a Band D property.

2. STRATEGIC APPROACH

- 2.1. In October 2021, the Police and Crime Commissioner launched his Police and Crime Plan for 2021 – 2029 which sets out the strategic intent for Policing in Dorset. Within the plan there are six priority areas working towards the vision of making Dorset the safest county. The six priority areas are:
 - Cut Crime and Anti-Social Behaviour (ASB)
 - Make Policing More Visible and Connected
 - Fight Violent Crime and High Harm
 - Fight Rural Crime
 - Put Victims and Communities First
 - Make Every Penny Count

- 2.2. The Financial Strategy, including the Capital Strategy, Reserves Strategy and Treasury Management Strategy are used to translate the vision of the Police and Crime Plan into the detailed budget, with the Medium Term Financial Plan setting out what this looks like for future years.
- 2.3. The strategic approach taken to developing the 2022/23 budget proposals is to take a longer term view to ensure that decisions taken are sustainable, building greater financial resilience and delivering value for money for Dorset residents.

3. CORE FUNDING

- 3.1. The core funding for the revenue budget comes from two main sources; government grant and council tax, with the split between the two almost equal. The funding from each source is set out in the table below:

Funding	2021/22 £		2022/23 £		Change £
Government Grant	75,288,055	(50.7%)	78,700,082	(50.0%)	3,412,027
Council Tax Precept Collection Fund Balance	73,476,745 (409,788)		77,929,644 820,667		4,452,899 1,230,455
Total Council Tax funding	73,066,957	(49.3%)	78,750,311	(50.0%)	
Total Core Funding	148,355,012		157,450,393		9,095,381

Government Grant

- 3.2. The Spending Review announced in the Autumn was for a three year period, from 2022/23 to 2024/25, and sets out the level of funding each Government Department will have to spend for each year. Key announcements for Policing in the Spending Review included:
- £550m increase in police funding in 2022/23 to deliver the final year of the Police Uplift Programme;
 - Police funding to increase by a further £100m in 2023/24 and another £150m in 2024/25, taking total increases to £650m and £800m respectively when compared with the current year; and
 - £10 council tax referendum limit for Police and Crime Commissioners for each year of the review.
- 3.3. Whilst the Spending Review provided headlines, the detailed funding for each PCC is not announced until the Provisional Finance Settlement in December each year with the final Settlement confirmed in January. For 2022/23 the Provisional Finance Settlement was issued on 16 December 2021 but at the time of writing this report, the Final Settlement had not been confirmed. A verbal update will be provided at the meeting.
- 3.4. The Government Grant is made up of two main elements; Police Grant (made up of Police Core Grant and MHCLG Formula Funding) and Legacy Council Tax Grants. The settlement confirmed that the legacy council tax grants would remain at the same level as 2021/22. The £550m increase to the Police Grant was primarily in relation to the Police Uplift Programme but also included allowances for pay and inflation and the increase in National Insurance contributions, however, these were not quantified separately. As in previous years, a proportion of the Uplift funding will be allocated to Police and Crime Commissioners through a ring-fenced grant with the remaining funding allocated through the core grant. Similarly, the ring-fenced grant from 2021/22 has also been moved into core grant.
- 3.5. In addition to the core grant, the settlement also confirmed that the Pensions Grant introduced in 2019/20 would continue at the same level in 2022/23, although there would no

longer be a separate capital grant. Instead this has been transferred to the core grant to provide Commissioners with the greatest flexibility.

3.6. The funding for Dorset in 2022/23 is set out below:

	2021/22 £	2021/22 £
Police Grant	67,369,481	70,781,508
Legacy Council Tax Grant	7,918,574	7,918,574
Total Core Funding	75,288,055	78,700,082
Ring-fenced Grant	829,473	1,119,788
Pension Grant	1,379,367	1,379,367
Capital Grant	110,507	0

Council Tax

3.7. The council tax precept is the total amount charged to Dorset residents. The Band D council tax charge is calculated by dividing the total precept by the taxbase. While the setting of the precept, and therefore the Band D council tax charge, is a local decision, the increase in the Band D charge must be within the referendum principles set by the Government or the increase must be supported by a public referendum. For 2022/23 the referendum limit for policing has been set at £10 per year.

3.8. The Minister of State for Crime and Policing's written statement for the provisional 2022/23 police finance settlement set out an assumption that PCCs would maximise this council tax flexibility.

3.9. The taxbase is calculated by each local authority in Dorset and is the number of Band D equivalent properties in Dorset liable to pay council tax, after taking account of discounts, collection rates and local council tax support schemes. In recent years, the total Dorset taxbase has increased by an average of 1.15% but reduced in 2021/22 by 1.3% as a result of the pandemic. The taxbase was forecast to recover by 1.25% in 2022/23, as the economy began to recover and less households relied on local council tax support, however, recovery has been quicker than expected leading to an increase of 2.07% as set out in the table below.

Band D equivalents	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23
Bournemouth, Christchurch & Poole	137,749.2	139,910.2	141,772.0	142,995.7	139,170.5	142,814.0
Dorset	143,982.1	145,724.3	148,087.2	148,410.8	148,319.7	150,617.9
Total Taxbase	281,731.3	285,634.5	289,859.2	291,406.5	287,490.2	293,431.9
Increase / (Decrease)	1.2%	1.4%	1.5%	0.5%	(1.3%)	2.0%

3.10. Whilst this growth means the precept will generate over £1.5m more than 2021/22 before any increase in the Band D charge is considered, the Government provided a one-off grant in 2021/22 of £1.179m to cover some of the losses from the reduction in taxbase. This will not be received in 2022/23 therefore the net effect of the taxbase growth is £0.34m. The taxbase for 2022/23 shows an increase of 0.7% on the pre-pandemic taxbase of 2020/21.

3.11. In addition to the precept, funding also usually comes from the collection fund surplus generated by the local authorities. A surplus arises from a variety of factors such as improved collection rates, ongoing collection of prior year charges or higher growth of properties than estimated. Whilst the collection funds for both Dorset Council and Bournemouth Christchurch and Poole Council fell into deficit last year, they have returned to surplus positions for 2022/23. These surpluses are large enough to cover the deficit payments of 2021/22 (being spread over three years) and make a contribution to once off costs included within the budget.

3.12. The table below sets out the position for each council and the overall impact for Dorset Police.

	Bournemouth, Christchurch & Poole	Dorset Council	Total
2020/21 (Deficit)	(421,380)	(51,109)	(472,490)
2021/22 Surplus	499,758	793,398	1,293,157
Net Surplus	78,378	742,289	820,667

3.13. For 2022/23 the proposed council tax precept and collection fund surplus for each local authority area is as follows:

Funding	Bournemouth, Christchurch & Poole £	Dorset Council £	Total £
Council Tax Precept	37,928,542	40,001,102	77,929,644
Collection fund Surplus	78,378	742,289	820,667
Total	38,006,920	40,743,391	78,750,311

4. CHIEF CONSTABLE'S BUDGET

4.1. Over 98% of the budget is delegated to the Chief Constable for the operational delivery of policing in Dorset. The Chief Constable has requested the increase in precept as a result of a number of cost pressures within the budget as well as a number of growth areas. Key cost pressures and assumptions are outlined below, and the detailed budget is set out in Appendix 1.

Pay Budget

4.2. Pay and Employment costs make up over 85% of the Chief Constable's budget therefore it is unsurprising that it produces the largest budget pressure. The pay award is one of the largest assumptions included within the budget. Following the pay freeze for all but the lowest paid police officers in 2021/22 it is anticipated that a pay award will be granted in 2022/23. The announcement won't be made until the spring at the earliest therefore an assumption of 2.5% has been included. This is consistent with most Forces in the region and a common assumption nationally. The same has been assumed for Police Staff.

4.3. It is anticipated that a multi-year agreement may be reached which would be greatly beneficial for financial planning, however, this introduces a significant risk that the increases may be front loaded as part of the agreement. This would put considerable pressure on reserves if this were to be realised therefore a contingency of £0.5m has also been included to ensure the budget is robust.

- 4.4. In addition to the pay award there are increased costs following the increase to National Insurance contributions for adult social care as well as the contractual pay increments and associated impact on National Insurance and pension contributions from the increases in pay.
- 4.5. The budget also includes increased costs for the additional 67 officers that the Force need to recruit by 31 March 2023 to achieve the Police Uplift Programme targets. This includes three officers to be provided to the Regional Organised Crime Unit. This will then conclude the Uplift Programme to recruit 20,000 officers across the country. This, and the other pay pressures, results in increased costs of the pay budget of £6.1m

Inflation

- 4.6. With inflation currently running at a five year high of 5.4%, the Force is not immune from increasing prices. No general increase has been applied for inflation, however there are a number of budgets where an increase is required. These include utilities and fuel, contracts with a specific inflation factor such as PFI, and other partnerships such as National Police Air Service (NPAS). In total, inflation is around £1.5m for 2022/23.

Impacts of the Capital Programme

- 4.7. The capital programme continues to move towards a sustainable position over the medium term with a further increase to the revenue contribution of £0.6m in 2022/23, increased from the planned £0.5m to cover the loss of capital grant. As the level of increased revenue contributions required for the capital programme cannot be achieved in a single year there are also increased borrowing costs in the short term in order to ensure we continue to invest in our vehicles, estate and ICT infrastructure. In addition, there are a small number of schemes which no longer qualify as capital expenditure and must be funded within the revenue budget. These costs total a further £0.4m in 2022/23.

Growth

- 4.8. There are a number of areas where growth has been requested by the Chief Constable. These include additional maintenance budgets for two years to address Estates work which does not qualify as capital expenditure, as part of the Estates Futures programme; continuation of the DRIVE domestic abuse programme which has previously been grant funded; investment in the Forensic Collision Investigation team; an additional co-ordinator to expand the Cadets scheme and additional resources for recruitment including the Positive Action team. Growth bids total £1.1m, including Estates.

Savings

- 4.9. As part of the budget build, a number of savings have been identified through the challenge review process. These total £1.9m and include reductions in supplies and services budgets, removal of long term vacant posts, more efficient training processes, reduced ICT costs and reduced costs through regional working.
- 4.10. The budget also includes a £0.5m savings target for new savings to be identified during the year. While these savings are not currently fully developed, the Treasurer has been reassured by the Force Section 151 Officer that this is achievable. As this is equivalent to 0.3% of the net revenue expenditure the Treasurer is content that at this level the savings target does not impact on the robustness of the budget.

Conclusion

- 4.11. In addition to dealing with all of the budget changes detailed above, the publication of the Police and Crime Plan in October has enabled the Force to ensure its whole budget aligns with the new strategic direction. As a result, the Chief Constable has indicated that the proposed budget, including the use of the precept flexibility, would deliver the following improvements:

Strengthen Neighbourhood Policing:

By Embedding local Neighbourhood Policing Teams in communities and expanding the Neighbourhood Enforcement Teams to prevent and fight ASB and crime

Improve Customer Service:

By transforming public engagement and contact management systems to improve accessibility, including improved on-line reporting, live chat messaging, 'pop up' community contact hubs and improved services to 101 and emergency response

Fight Violent Crime & High Harm:

By investing in a new County Lines Task force targeting organised drug supply
By increasing capability into protecting and safeguarding children from online sex predators
By better use of specialist resources and partnership initiatives to help protect women and girls from violence, sexual assault, and drink spiking

Fight Rural Crime:

By expanding the rural crime team to protect local communities and business owners

Put Victims and Communities First:

By investing in digital evidence, crime investigation capability and victim care to bring more offenders to justice.

5. CAPITAL BUDGET

- 5.1. The capital programme is primarily made up of two types of projects; rolling programmes of replacing existing capital assets such as vehicles and IT equipment and more once off investments in the future such as PRISM and the Futures project. In order to achieve a sustainable, affordable programme, the Force is moving to a position where all recurring programme spend is funded from the recurring source of revenue contributions. This approach began in 2020/21 and is forecast to be achieved in 2025/26. Whilst this is a year later than planned, it is as a result of changing timescales of projects such as ESN, rather than new schemes.
- 5.2. The Capital Strategy Group has thoroughly reviewed each scheme, challenging budget holders over timescales and estimated costs in order to develop a realistic, affordable programme based on the latest information. This also included challenge over compliance with capital expenditure rules and resulted in a small number of projects being moved to the revenue budget.
- 5.3. Slippage identified in the current year's programme has been built into the 2022/23 budget and will be kept under review by the Capital Strategy Group. The impacts of the pandemic continue to provide challenges with the cost and availability of materials across the programme and any further slippage at the year end will be added into the 2022/23 programme through the usual carry forward process.
- 5.4. The programme includes the latest estimates for contributions to national projects, primarily the replacement of the Emergency Services Network. However, these estimates regularly change and will be monitored throughout the year.
- 5.5. The final year of the capital programme now only includes funding from revenue contributions. This will require the Force to identify savings of just under £0.5m in order to stay within that budget, which is achievable over the next four years.
- 5.6. In the meantime, the balance of the capital programme will need to be funded from borrowing. Borrowing will be applied to the assets with the longest life in order to minimise revenue costs. This will be managed through the Treasury Management Strategy through

either cashflow (internal borrowing) or external loans through the PWLB. The full suite of Prudential Indicators are included within the Treasury Management Strategy.

5.7. The summary Capital Programme for 2022/23 to 2025/26 is set out in Appendix 2.

6. OFFICE OF THE POLICE AND CRIME COMMISSIONER BUDGET

6.1. The budget for the Office of the Police and Crime Commissioner is exposed to the same challenges as the Force in relation to pay awards, increments and inflation. These have been accommodated where possible but has resulted in a modest increase of £35,000 up to £1.3m for 2022/23.

7. PROPOSED PRECEPT

7.1. Following the Provisional Finance Settlement and the confirmation of the £10 council tax referendum limit for 2022/23 the Commissioner consulted the public on the full use of the council tax flexibilities.

7.2. The consultation was launched on 17 December 2021 and ran for 5 weeks until 24 January 2022. During that period, 1,662 responses were received. As a result of the covid restrictions the entire survey has been completed online as the usual face to face roadshows were not able to be undertaken.

7.3. The consultation showed that 77% of respondents agreed that Dorset Police requires additional funding with 67% being willing to pay an extra £0.83 per month to help the Force achieve a balanced budget and recruit more police officers.

7.4. As a result, the PCC is proposing to increase the precept to £77,929,644. This will result in a Band D charge of £265.58, an increase of £10 per annum or £0.83 per month.

7.5. It is worth remembering that while Band D is the national average Band, the most common Band within Dorset is Band C and over 56% of properties are in Band A to C. The impact on each Band charge is set out below:

	Band A	Band B	Band C	Band D	Band E	Band F	Band G	Band H
Proportion	6/9	7/9	8/9	9/9	11/9	13/9	15/9	18/9
2021/22 Charge	£170.39	£198.78	£227.18	£255.58	£312.38	£369.17	£425.97	£511.16
Annual Increase	£6.67	£7.78	£8.89	£10.00	£12.22	£14.44	£16.67	£20.00
2022/23 Charge	£177.06	£206.56	£236.07	£265.58	£324.60	£383.61	£442.64	£531.16

8. MEDIUM TERM FINANCIAL STRATEGY

8.1. As part of the budget setting process the medium term financial strategy has been reviewed and updated, extending it until 2025/26. Some of the key assumptions included within the strategy are:

- Pay award of 2.5% per annum from 2023/24
- Core grant increase based on the CSR figures for 2023/24 to 2024/25 and 2% in 2025/26
- Council taxbase increase of 1.5% in 2023/24 followed by 1.25% in future years
- Council tax increase of £10 per annum (equivalent to 3.8% for 2023/24, 3.6% for 2024/25 and 3.5% for 2025/26)

8.2. These assumptions produce the following central case budget position until 2024/25:

	2023/24 £'000	2024/25 £'000	2025/26 £'000
Budget Requirement	163,869	169,827	175,428
Total Funding	161,256	167,146	172,734
Budget Gap	2,613	2,681	2,694

8.3. Whilst the Medium Term Financial Strategy does have budget gaps in each year, the challenge is focussed on next year, as if this can be solved on a permanent basis there are very minor gaps in the subsequent two years. The gap in 2023/24 has primarily arisen as a result of the increased pay award assumptions and lower than previously forecast government grant.

8.4. The Force have already started developing an action plan to address the budget gap for 2023/24 and work will begin shortly. This will be monitored through the Resource Control Board.

8.5. Although the three year Spending Review provided more information than in previous years, without a multi-year finance settlement it is difficult to predict with much certainty what the future funding position might be, therefore best and worst case scenarios have been prepared by adjusting the above key assumptions to determine a range within which the real position might fall. The table below shows the cumulative position of each case over the next three years.

(Surplus) / Deficit	2023/24 £'000	2024/25 £'000	2025/26 £'000
Best Case	1,964	1,086	(1,083)
Central Case	2,613	2,681	2,694
Worst Case	3,857	4,382	6,637

8.6. At this stage, no assessment has been made about any potential impact from the Formula Funding Review which has now begun. Although the initial work on potential variables is expected to report in the Spring, no further timelines regarding consultation or implementation have been announced. In previous reviews, Dorset Police has been due to receive additional funding, however, there is no guarantee that this review will reach a similar conclusion. The work of the national group will be kept under review.

9. RESERVES

9.1. The PCC holds two types of reserves, earmarked reserves and general reserves. Earmarked reserves are funds set aside for specific purposes such as the cost of uplift or changes to the workforce. They are currently estimated to be in the region of £2.9m by 31 March 2022 before any carry forward requests are made. There is only one use of earmarked reserves for uplift costs of £300,000 included in the 2022/23 budget.

9.2. General Reserves are held to cover costs from unexpected events or emergencies. The PCC's Reserves Strategy, in accordance with Home Office guidance, is to keep the level of general reserves between 3% and 5% of net revenue expenditure. For 2022/23, based on net revenue expenditure of approximately £157.5m this would indicate reserves of between £4.72m and £7.87m. General Reserves are estimated to be £5.55m at 31 March 2022. This is equivalent to 3.5% of net revenue expenditure for 2022/23 and drops to 3.3% of net revenue expenditure in 2025/26, based on the central case MTFS.

- 9.3. In order to maintain the General Reserves and with the residual pay award risk in mind, it is proposed to contribute £150,000 of the collection fund surplus in 2022/23 to general reserves, thereby increasing the balance to 3.6% in 2022/23.
- 9.4. As a result, the Chief Finance Officer can confirm that the level of reserves is adequate.
- 9.5. Further details on the reserves are set out in the Reserves Strategy, included at Appendix 3.

10. ROBUSTNESS OF THE BUDGET

- 10.1. In addition to determining the adequacy of reserves, Section 25 of Local Government Act 2003 requires all Chief Finance Officers to make a statement regarding the robustness of the budget estimates at the time the budget is set. The PCC has a statutory duty to have regard to that report when making decisions about the budget.
- 10.2. The budget proposals have been developed using the latest information and variances reported in the current financial year. The budget for 2022/23 does include a savings target of £500,000 which represents 0.3% of the net revenue expenditure and will be closely monitored by the Resource Control Board. Due to the scale of this budget I do not feel it is material and ultimately could be accommodated from general reserves should the savings not be achieved.
- 10.3. As previously mentioned, pay costs make up the vast majority of costs within the budget. These costs are built up on an individual basis using spreadsheets and are a significant part of the budget build process. As part of their internal audit work this year, SWAP have undertaken a full review of the spreadsheets and any recommendations to further enhance them have been implemented. This provides further assurance that the calculation of this significant area is robust and represents best practice.
- 10.4. The pay award assumption remains the most significant risk within the 2022/23 budget. The 2.5% allowance plus the contingency and contribution to general reserves together means that a reasonable approach has been made to assessing this risk and a robust estimate has been provided.
- 10.5. A key aspect of ensuring the budget is robust is ensuring that once off sources of funding are only utilised for once off expenditure. The Collection Fund surplus represents a significant once off funding source within the 2022/23 budget and has been used to fund once off items of expenditure as set out below:

	£
Gross Collection Fund Surplus	1,293,156
Collection Fund Deficits 2021/22	472,490
Contribution to General Reserves	150,000
Estates maintenance	307,000
Contact and Engagement Project	312,000
Temporary Licensing Resources (part)	51,666
Total	1,293,156

- 10.6. Whilst the Finance Settlement has not been finalised at the time of writing this report, it is not anticipated that significant changes will be made affecting the robustness of the budget. This position will be reviewed once the final details are received and an update provided at the meeting. Further detail on the risks associated with the budget are set out in Appendix 4.
- 10.7. The Chief Finance Officer for the Force has reviewed the estimates and assumptions used in preparing the 2022/23 budget and has confirmed that they present a robust budget for the

year. Taking this into account and the work undertaken to improve the sustainability and resilience of the budget, I am able to provide a positive assurance statement concerning the robustness of the budget estimates and the adequacy of reserves as outlined in section 9.

11. RECOMMENDATIONS

- 11.1. The Police and Crime Panel are recommended to consider the PCC's proposal to increase the precept for 2022/23 to £77,929,644, equivalent to a Band D charge of £265.58, an increase of £10 per annum or £0.83 per month (3.9%), as set out in Appendix 5.

JULIE STRANGE CPFA CHIEF FINANCE OFFICER

Appendix 1 – 2022/23 Budget Requirement

Appendix 2 – Capital Programme

Appendix 3 – Reserves Strategy

Appendix 4 – Risks

Appendix 5 – Council Tax Requirements

Members' Enquiries to: Julie Strange, Chief Finance Officer 01202 229082

Media Enquiries to: Susan Bloss, Head of Communications & Engagement 01202 229095

2022/23 BUDGET, PRECEPT AND MEDIUM TERM FINANCIAL STRATEGY

Detailed 2022/23 Budget Requirement

Category	Description	21/22 Agreed Plan £000's	22/23 Draft Plan £000's	23/24 MTFS Plan £000's	24/25 MTFS Plan £000's	25/26 MTFS Plan £000's
Pay & Employment Costs	Police Officer Pay	75,995	80,073	83,673	86,465	89,211
	Police Officer Overtime	3,436	3,532	3,346	3,164	3,264
	Police Staff Pay	41,644	44,859	45,365	46,714	47,823
	Police Staff Overtime	656	676	677	677	677
	Restructure, Training & Conference Costs	1,499	1,368	1,253	1,176	1,177
	Police Officer Injury/Ill Health/Death Pensions	1,896	1,997	2,070	2,144	2,219
	Other Employee Expenses	643	593	438	438	438
Pay & Employment Costs Total		125,768	133,099	136,822	140,778	144,810
Overheads	Premises Related Expenditure	16,012	18,669	19,131	19,083	19,443
	Supplies and Services	6,449	6,346	6,749	6,811	6,886
	Communications and Computing	7,054	6,811	6,847	6,977	7,120
	Transport Related Expenditure	2,395	2,570	2,658	2,749	2,852
	Third Party Payments	6,144	6,242	6,074	6,219	6,389
Overheads Total		38,055	40,637	41,460	41,840	42,668
Grant, Trading & Reimbursement Income	Government & Overseas Funding	(9,757)	(11,396)	(11,412)	(11,390)	(11,407)
	Interest/ Investment Income	(40)	(6)	(10)	(9)	(9)
	Local Government Specific/Partnership Funding	(626)	(622)	(625)	(627)	(629)
	Reimbursed Services	(5,272)	(5,455)	(5,522)	(5,596)	(5,668)
	Sales, Fees, Charges and Rents	(4,551)	(4,519)	(4,405)	(4,409)	(4,441)
	Special Police Services	(286)	(279)	(279)	(279)	(279)
Grant, Trading & Reimbursement Income Total		(20,532)	(22,277)	(22,252)	(22,310)	(22,433)
Capital Financing and Contributions	Interest Paid	51	37	252	333	594
	Loan Charges	120	120	120	120	120
	Minimum Revenue Provision	315	771	1,267	2,017	2,520
	Revenue Contribution to Capital	2,611	2,909	3,788	4,629	4,721
Capital Financing and Contributions Total		3,096	3,837	5,427	7,098	7,954
	Transfers to / (from) Specific Reserves	(300)	(150)	100	100	100
Transfers to / (from) Reserves Total		(300)	(150)	100	100	100
Total Force		146,086	155,145	161,556	167,506	173,099
	Dorset Office of the PCC	1,265	1,301	1,309	1,317	1,325
	Dorset PCC Commissioning	1,004	1,004	1,004	1,004	1,004
Total OPCC		2,269	2,305	2,313	2,321	2,329
Total Budget Requirement		148,355	157,450	163,869	169,827	175,428
Funding		148,355	157,450	161,256	167,146	172,734
Shortfall/(Surplus)		0	0	2,613	2,681	2,694

This page is intentionally left blank

2022/23 BUDGET, PRECEPT AND MEDIUM TERM FINANCIAL STRATEGY

Capital Programme 2022/23 to 2025/26

	2022/23 £000's	2023/24 £000's	2024/25 £000's	2025/26 £000's
Vehicles	1,131	1,244	1,054	1,260
Building Works	14,565	5,969	2,405	730
ICT				
PRISM	668	487	373	168
Other ICT	3,291	1,217	2,250	1,843
Other				
National Projects including Emergency Services Network	110	1,441	2,415	71
Equipment	1,009	377	424	1,127
Savings to be identified	0	0	0	(478)
Total Capital Expenditure	20,774	10,735	8,921	4,721
Uplift Grant	140	0	0	0
Capital Receipts	0	0	0	0
Revenue Funding	2,909	3,788	4,629	4,721
Borrowing	17,725	6,947	4,292	0
Total Funding	20,774	10,735	8,921	4,721

This page is intentionally left blank



DORSET

POLICE & CRIME
COMMISSIONER

RESERVES STRATEGY

2022/23

RESERVES STRATEGY 2022/23

Background

- 1 In January 2018 the Home Office issued guidance setting out the government's expectations around the information to be published by Police and Crime Commissioners on their financial reserves strategies.
- 2 The reserves strategy supports the annual budget and medium term financial plan, as reported to the Police and Crime Panel in February each year.

Scope

- 3 Police and Crime Commissioners (PCCs) can keep part of their funding in reserves to help manage financial risk and to fund major future costs such as change programmes aimed at improving services to the public.
- 4 Reserves are required to be classified as either Usable or Unusable. Usable reserves are those that can be used to support future service provision. Unusable reserves are not available to be used to support services; they include unrealised gains and losses which will only become available if for example assets are sold, and accounting timing differences which will be realised at a future date.
- 5 This Reserves Strategy sets out the PCC's approach to the management of Usable Reserves.

Guidance

- 6 Sections 32 and 43 of the Local Government Finance Act 1992 require precepting bodies to have regard to the level of resources needed to meet estimated future expenditure when calculating the annual budget requirement. This is further supported by the balanced budget requirement: England, sections 31A, 42A of the Local Government Finance Act 1992. Moreover as part of the budget setting process, the Chief Finance Officer is required to comment on the adequacy of reserves. This relates to earmarked reserves as well as the General Balance, and is a critical part in making the statutory Section 25 judgement on the robustness and sustainability of the PCC's budget proposals.
- 7 This strategy has regard to [LAAP Bulletin 99](#) 'Local Authority Reserves and Balances', issued in July 2014, and complies with the Home Office Guidance issued in January 2018, and the Revised Financial Management Code of Practice, issued in July 2018 by the Home Office.
- 8 Reserves are sums of money held to meet future expenditure. When reviewing the medium term financial plan and preparing the annual budget PCCs should consider the establishment and maintenance of reserves.
- 9 Reserves can be held for three main purposes:
 - a working balance to help cushion the impact of uneven cash flows and avoid unnecessary temporary borrowing – this forms part of general reserves;
 - a contingency to cushion the impact of unexpected events or emergencies. This also forms part of general reserves;

- a means of building up funds, often referred to as earmarked reserves, to meet known or predicted requirements; earmarked reserves are accounted for separately but remain legally part of the General Fund.

10 CIPFA recommends that for each earmarked reserve held there should be a clear protocol setting out:

- the reason for / purpose of the reserve;
- how and when the reserve can be used;
- procedures for the reserve's management and control; and
- a process and timescale for review of the reserve to ensure continuing relevance and adequacy.

Responsibilities

11 The respective responsibilities in relation to reserves are set out in the Financial Regulations (see Appendix A).

Policy Statement

The PCC will not plan to hold significant reserves above those required by the Medium Term Financial Plan.

In considering earmarked reserves, the Chief Finance Officer will have regard to relevant matters in respect of each reserve and will advise the PCC accordingly.

The key principles to be adopted in setting reserves are:

General Balances

The PCC will seek to maintain a general reserve at between 3% and 5% of Net Revenue Expenditure. This will be supported by an annual budget risk assessment which will also identify the need for any specific earmarked reserves.

Earmarked Reserves

The need for earmarked reserves will be assessed annually through the budget setting process, to confirm the continuing relevance and adequacy of each earmarked reserve in addition to identifying any new reserves that may be required.

This Strategy will be reviewed annually by the OPCC Treasurer and consulted on with the Force Chief Finance Officer and the Joint Leadership Board.

Earmarked Reserves

The following earmarked reserves balances are held:

Name of earmarked reserve	Purpose	Opening balance 1 April 2021 £'000s	Target level
Budget Management Fund	To hold year end underspends for carry forward to the following year.	1,238	nil annually
Police and Crime Plan	To fund planned Police and Crime Plan developments.	917	Nil by 2024
OPCC Legal Reserve	To fund future legal costs	96	Nil by 2023
Workforce Change Reserve	To fund one-off and transitional costs of change programmes including the Strategic Alliance with Devon & Cornwall Police.	643	Nil by 2026
Regional Collaboration Reserve	To hold funds related to past underspends and future planned spending for regional collaborations	260	Nil by 2023
Learning and Development Reserve	Used for the benefit of Dorset Police Officers and Dorset Police Staff for training and development purposes	46	Reduce to zero
Uplift Reserve	To hold funds for infrastructure relating to future years uplift programme	200	Nil by 2023
PEQF Reserve	To fund the costs of the PEQF across the MTF	265	Nil by 2024

Home Office Classifications

The Earmarked reserves in the table above meet the HO classification: *Funding for planned expenditure on projects and programmes over the period of the current medium term financial plan*

In addition **General Balances** are held: *As a general contingency or resource to meet other expenditure needs held in accordance with sound principles of good financial management.*

There is no material: *Funding for specific projects and programmes beyond the current planning period.*

Forecast Usable Reserves

The forecasts for Usable Reserves over the period of the Medium Term Financial Plan are set out below.

USABLE RESERVES						
	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26
Forecast closing balance at:	31/3/21	31/3/22	31/3/23	31/3/24	31/3/25	31/3/26
	£000's	£000's	£000's	£000's	£000's	£000's
Budget Management Fund	1,238	186	0	0	0	0
Police & Crime Plan Reserve	917	850	400	200	0	0
OPCC Legal Reserve	96	176	50	0	0	0
Workforce Change Reserve	643	643	643	0	0	0
Regional Collaboration Reserve	260	71	0	0	0	0
Learning and Development Reserve	46	46	30	15	10	5
PEQF Reserve	265	294	287	0	0	0
Uplift	200	606	306	0	0	0
Total Earmarked Reserves	3,665	2,872	1,716	215	10	5
General Fund Balance	5,699	5,551	5,701	5,801	5,901	6,001
Total Revenue Reserves	9,364	8,423	7,417	6,016	5,911	6,006
Capital Receipts Reserve	756	316	316	316	316	316
Total Usable Reserves	10,120	8,739	7,733	6,332	6,227	6,322

RESERVES PRESENTED AS REQUIRED BY THE HOME OFFICE STRATEGY GUIDANCE						
Funding for projects & programmes over the period of the current MTFP	4,421	3,188	2,032	531	326	321
Funding for projects & programmes beyond the current MTFP	0	0	0	0	0	0
General Contingency	5,699	5,551	5,701	5,801	5,901	6,001
Total	10,120	8,739	7,733	6,332	6,227	6,322

FINANCIAL REGULATIONS [extract]

Maintenance of Reserves and Balances

- 3C.44 The PCC holds all reserves and balances.
- 3C.45 The Treasurer is responsible for creating a reserves strategy in consultation with the CFO.
- 3C.46 The Treasurer is responsible for advising the PCC about the level of reserves that the PCC holds and for ensuring there are clear protocols for their establishment and use. For each earmarked reserve held by the PCC there should be a clear protocol setting out:
- a. The reason for/purpose of the reserve.
 - b. How and when the reserve can be used.
 - c. Procedures for the reserve's management and control.
 - d. A process and timescale for review of the reserve to ensure continuing relevance and adequacy.
- 3C.47 The Treasurer and the CFO will keep any legal or constructive obligations (liabilities) under review throughout the year. Any changes to the provisions or reserves required in relation to such liabilities will be reflected in the regular budget monitoring reports to the Resource Control Board.
- 3C.48 In addition to the regular review outlined above the Director of Legal, Reputation and Risk will report formally to the appropriate governance board on the level of the outstanding liabilities and potential liabilities of the PCC and the Chief Constable as at 30 September and 31 March of any given financial year.
- 3C.49 The Treasurer and CFO have a duty to report on the robustness of estimates and the adequacy of reserves and provisions when the PCC is considering the budget. In particular the Treasurer must assess the adequacy of unallocated general reserves taking into account the strategic, operational and financial risks facing the PCC. In coming to this view the Treasurer must seek the advice of the CFO and of the Chief Constable on major policing risks facing the Force.
- 3C.50 The PCC shall approve the creation of reserves and appropriations to and from general balances and reserves. To enable the PCC to reach their decision the Treasurer shall report the factors that influenced their judgement, and ensure the advice given is recorded formally.

2022/23 BUDGET, PRECEPT AND MEDIUM TERM FINANCIAL STRATEGY**RISKS**

There are clearly numerous risks relating to the 2022/23 budget estimates and future financial projections. The key specific risks are set out below:

1. Pay Budget

The financial projections assume 2.5% for annual pay award from 2022/23 for the life of the Medium Term Financial Plan. An increase of 1% to this assumption would result in an additional cost of £0.7m in the first year (as pay awards are implemented from 1st September) rising to £1.2m in the second year. A contingency has been included to cover the risk of a higher pay award being agreed as part of a longer term settlement, however, the impact on future years has not been included.

Whilst the pay freeze for officers in 2021/22 was confirmed, the police staff pay award for 2021/22 is still outstanding.

2. Pensions

The specific grant for Police Officer pensions (£1.4m) is assumed to continue annually although this has not been confirmed by the Home Office, and will be reviewed as part of the annual settlement process.

The Local Government Pension Scheme (LGPS) for police staff will be subject to a triennial actuarial valuation in 2022, which may change the required employer contributions to the scheme from 2023/24.

In addition to the ongoing schemes there is the potential for compensation costs from legal action such as McCloud but it is not yet clear if this will be required to be funded locally or nationally.

3. 2021 Spending Review (SR)

The 2021 Spending Review outlined the forecasts for Home Office spending allocations for 2022 - 2025, and forecasts have been made for potential funding allocations for Dorset from these figures. The totals for years 2 and 3 have been described by the Minister as minimum levels therefore additional funding could be forthcoming. Detail will be provided annually and forecasts will be updated accordingly.

4. Formula Funding Review

A review to the allocation of funding between forces has started with initial work planned to be released in Spring 2022. No timetables have been announced for the potential implementation of any changes and this is likely to be contentious between forces as some will gain and others will lose. There is no indication of additional funding being provided to smooth any implementation therefore it is likely to be a slow process.

Whilst the previous formula funding review, which was not implemented, would have provided an additional £4m pa approximately to Dorset Police, there is no guarantee that a similar outcome will be generated by the latest review.

2022/23 BUDGET, PRECEPT AND MEDIUM TERM FINANCIAL STRATEGY5. Increasing population / expectations / demand

The challenges of policing in Dorset continue to change, with increased population and demand. The Force continue to review their operational capacity and capability in order to address the demand, but clearly the additional burden is a significant factor in financial planning.

6. Emergency Services Network (ESN)

No assumptions have been made in relation to any benefits for the implementation of ESN. An estimate of costs have been included in the capital programme. Indications from Government are that local forces will be expected to incur some of the implementation costs, while some will be met centrally through top slicing. However, revenue savings are also anticipated. A funding strategy will be introduced once clarity on costs and timescales is available.

7. Further top slicing / charges

In addition to the potential top slicing for ESN, other changes to funding may be introduced that have a positive or detrimental impact on Dorset Police.

8. Change in Political Environment

The potential for changes nationally through a policy change from the Government are thought to be limited in the short term, although there could be a risk of delay to the implementation to the NI increase relating to Adult Social Care. This could reduce costs in 2022/23 but would also likely reduce funding if a delay was announced prior to the funding settlement being finalised.

PCC elections are due to be held in 2024, with a General Election possibly held around the same time which could impact on later years of the Medium Term Financial Plan.

9. Covid Pandemic

Most costs relating to the pandemic have been reimbursed, and the ongoing additional costs such as cleaning have been factored into the budgets. However further costs may be incurred if extensive restrictions and the requirement to enforce were reintroduced.

10. Other Risks

There are also potential risks in the realisation of savings and changes to the police officer workforce. Workforce risks include changes in numbers of police officer leavers, delivery of recruitment targets, and numbers of officers on secondment.

Continued monitoring of the financial position, and regular updates of the financial projections to reflect emerging information will be essential in managing the financial position over the next few years.

DORSET POLICE AND CRIME COMMISSIONER - COUNCIL TAX REQUIREMENT

APPENDIX 5

2021/22	BUDGET SUMMARY	2022/23	2022/23
£		£	£
148,355,012	Budget Requirement		157,450,393
	Police Allocation Formula (PAF)		
67,369,481	Police Grant (Home Office)	70,781,508	
7,918,574	Legacy Council Tax Grants	7,918,574	
75,288,055	Total funding		78,700,082
73,066,957	To be met by Council Tax payers		78,750,311
409,788	<i>Less: estimated surplus / Plus: estimated deficit on Collection Fund</i>		(820,667)
73,476,745	PRECEPT REQUIREMENT		77,929,644

PRECEPTS						
Authority	2021/22		increase in tax base %	2022/23		Estimated Surplus on Collection Fund
	Tax Base	PCC Precept		Tax Base	PCC Precept	
Bournemouth, Christchurch & Poole	139,170.5	£35,569,196	2.62%	142,814.0	£37,928,542	£78,378
Dorset Council	148,319.7	£37,907,549	1.55%	150,617.9	£40,001,102	£742,289
Total	287,490.2	£73,476,745	2.07%	293,431.9	£77,929,644	£820,667

COUNCIL TAX								
Band	A	B	C	D	E	F	G	H
2021/22	£170.39	£198.78	£227.18	£255.58	£312.38	£369.17	£425.97	£511.16
<i>Increase (3.91%)</i>	£6.67	£7.78	£8.89	£10.00	£12.22	£14.44	£16.67	£20.00
2022/23	£177.06	£206.56	£236.07	£265.58	£324.60	£383.61	£442.64	£531.16

This page is intentionally left blank



ASB Focus	Burglary	Fraud & Cyber	Road Safety	Young People	Pet Theft

- Ten bids supported through Operation Relentless ASB Fund
- Review of the Pan Dorset Community Trigger Procedure finalised

Uplift and Visibility	Connectivity and Engagement	Customer Service

- Multi-million pound investment for police estates announced, including replacing HQ
- 2021-2029 Dorset Police and Crime Plan published

Addiction	Violence Reduction	VAWG	DA & Stalking	Child Abuse	Modern Slavery

- Home Office funding secured to tackle domestic abuse
- National 10-year drugs strategy 'From Harm to Hope' welcomed by PCC

Funding	Efficiency	Evidence Based Policing	Philosophy & Co-operation

- Precept consultation launched in December
- Members of the public encouraged by PCC to take part in the APCC's firearms licensing survey

Philosophy	CJS & RJ	Vulnerability	Hate Crime	Business & Retail Crime

- Business Crime Roundtable meeting held
- PCC blog encouraged victims to come forward as part of Hate Crime Awareness Week

Rural Resources	Country Watch	Fly-tipping	Wildlife Crime

- Rural Crime Roundtable meeting held
- Proposal to enhance police powers to deter illegal hare coursing supported by PCC

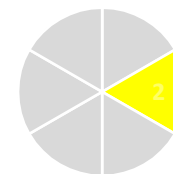
RAG Status	
This Period	Last Period



In the Spotlight	Measures of Success	Target	Current	Additional Key Indicators		Q2	Q3
<p>“There continues to be too many road deaths and serious injuries on our roads. For those that choose to ignore police advice and put innocent lives at risk, officers will be out in force rigorously targeting and pursuing those who are putting others in danger.”</p> <p>PCC, 3 December 2021</p>	Total Crime (from 2019 baseline)	↓	↓ -6.1%	Non-dwelling burglary 2021/22 (YTD)	-10.9% (-74)	✓	✓
				Dwelling burglary 2021/22 (YTD)	+5.4% (45)	✓	✓
	Total ASB incidents (from 2019 baseline)	↓	↓ -0.8%	Killed or Seriously Injured (rolling)	+1.8%	✓	^
				ASB YTD (-15.0% without COVID)	-28.3% (-6k)	✓	^
	Public Opinion	↑	TBC	% people feeling safe in Dorset	95%	✓	✓
				Commissioning: Crime Prevention 21/22	£261k	✓	^

Theme	RAG Q2	RAG Q3	Detail	Theme	RAG Q2	RAG Q3	Detail
Crime and ASB	Yellow	Green	The <u>PCC's Operation Relentless Community Fund</u> closed. Applications were evaluated and ten bids were awarded funds.	Road Safety	Green	Green	A major road safety event was held in Poole and the PCC <u>supported</u> the launch of the 'Lift Legends' Christmas Drink Drive campaign.
			A review of the Pan Dorset Community Trigger Procedure was finalised, with the document now published. OPCC worked with the local authorities to ensure the document and procedure is up to date.	Fraud & Cyber Crime			OPCC liaised with the SW Cyber Resilience Centre. Regional plans are being considered to achieve greater awareness of these <u>crimes</u> .
			Assisted by OPCC, Dorset Council received £379k from the Safer Streets Fund 3 to expand town centre CCTV.	Support Young People			The OPCC reviewed a national <u>briefing</u> regarding working with and providing services to young adults – this aligns well with the PCC's Plan.
Burglary	Red	Red	Scoping of work ongoing with Force.	Pet Theft	Green	Green	OPCC has scoped several other pet theft prevention initiatives on trial in other areas.

RAG Status	
This Period	Last Period



In the Spotlight	Measures of Success	Target	Current	Additional Key Indicators		Q2	Q3
<p>“A sound system of governance, risk management and control exists, with internal controls operating effectively and being consistently applied to support the objectives.”</p> <p>Audit of OPCC Complaints Review Handling, 29 November 2021</p>	Number of full-time equivalent police officers	↑	↑ 1297.3	Victim Satisfaction (Whole Experience)	67.6%		^
				Victim Satisfaction (Actions Taken)	62.8%		^
	Percentage of People who feel Dorset Police do a good job in their area	↑	--	Victim Satisfaction (Kept Informed)	67.0%		^
		80%	78%	Average 101 answer time	10.5min		^
	999 Calls answered within 10 Seconds	↑	--	Complaints received by Dorset Police (Q3)	328		^
		90%	84%	Complaint Reviews received by OPCC (Q3)	20		v

Theme	RAG Q2	RAG Q3	Detail
Uplift and Visibility			The PCC and Chief Constable <u>announced</u> that Dorset Police is rolling out a new mobile toolkit that provides wireless access to policing systems to replace core paper forms and free up officer time. In other areas the introduction of the system, Pronto, is believed to have saved considerable officer time per shift.
Engagement and Connectivity			<p>The PCC’s 2021-2029 Police and Crime Plan was <u>launched</u> on 29 October 2021 – ensuring that the public are aware of the priorities, and understand the progress being made against them, is a key engagement activity for the years ahead.</p> <p>The PCC launched a survey to consult with the public on the Precept.</p> <p>The PCC and Chief Officers undertook a ‘deep dive’ of the Force’s public contact and engagement. Chief Officers committed to driving forward improvements in this area.</p> <p>Plans to modernise the police estate continue to progress, with work being undertaken in stations across the county as part of the ambitious Estates Futures Programme. This quarter, <u>a planning application</u> for the proposed new headquarters building – which will replace the costly and unsuitable accommodation currently on site – was submitted to the local authority.</p>
Customer Service			An audit of the OPCC complaints review handling function was undertaken by SWAP. The report concluded that substantial assurance had been provided. No recommendations were made for improvement.

RAG Status	
This Period	Last Period



In the Spotlight	Measures of Success	Target	Current	Additional Key Indicators		Q2	Q3
<p>“PCCs stand ready to play our part in delivering on [the government’s drug] strategy. Because restricting supply, reducing demand, and promoting recovery to break the cycle of reoffending is what our communities want.”</p> <p>PCC, 6 December 2021</p>	Most Serious Violence (from 2019 baseline)	↓	↓ -20.6%	Domestic Abuse Crimes	+2% (144)		^
				Domestic Abuse Incidents	+22.7% (+1.6k)		^
	Domestic Abuse Crime and Incident Reports	↑	↑	Violence Against the Person	+4.5% (+670)		^
				Domestic Violence, Sexual Harm and Stalking Prevention Orders 2021/22	240		^
	Effectiveness assessment by HMICFRS	ADQ.	GOOD	Commissioning: Reducing Reoffending 21/22	£624k		^

Theme	RAG Q2	RAG Q3	Detail	Theme	RAG Q2	RAG Q3	Detail
Addiction and Substance Misuse			The PCC, as joint lead for the APCC’s Addiction and Substance Misuse portfolio, welcomed the Government’s <u>new strategy</u> for tackling drugs in communities. He also issued a <u>blog</u> in support of National Safer Gambling Week .	Child Abuse			Op Encompass, which received OPCC funding, continues to develop. From next spring it is anticipated that the majority of Public Protection Notices issued by officers will be done so ‘on scene’ via the <u>Pronto</u> application.
			Work is ongoing to improve the identification of problem gambling among detainees , to ensure support can be provided where appropriate.	Violence Against Women and Girls [VAWG]			The PCC provided <u>funding</u> for the purchase of drink spiking test kits and ‘stop tops’ to prevent drinks from being spiked.
Modern Slavery			The PCC has challenged delays relating to the use of ‘Section 45 defences’ under the Modern Slavery Act 2015.				The PCC formally sought reassurance regarding the Force’s professional standards procedures , in light of national concerns raised about the police service. Robust processes are in place.
Violence Reduction			Work is ongoing between the Force and OPCC to scope the requirements for a Dorset Violence Reduction Unit . This is being used to inform the PCC’s ongoing dialogue with Government Ministers.	Domestic Abuse & Stalking			The PCC <u>secured</u> £200k funding from the Home Office to tackle domestic abuse in the county. A Domestic Abuse Tri Force Action Plan has been developed.

RAG Status	
This Period	Last Period



In the Spotlight	Measures of Success	Target	Current	Additional Key Indicators		Q2	Q3
<p>“I have seen first-hand the damage caused by hare coursing, not only to land but to livelihoods. It’s time that the 200-year-old legislation was brought up to date, so that those who commit this crime receive a sentence that befits this repugnant practice.”</p> <p>PCC, 15 December 2021</p>	Total Rural Crime (compared to 2019 baseline – YTD)	↓	↓ -50%	Crimes ‘Flagged’ as Rural	-37.4% (-119)		^
	Rural Resources	↑	↑				
	Public Opinion	↑	TBC				

Theme	RAG Q2	RAG Q3	Detail	Theme	RAG Q2	RAG Q3	Detail
Rural Resources			<p>Through the Country Watch and Neighbourhood Engagement Commitment initiatives, the OPCC is scoping ways to encourage better communication between victims and the police and to ensure that there is a greater confidence to report crimes.</p> <p>The PCC has scheduled briefings with the local authorities to discuss unauthorised encampments ahead of the warmer months.</p>	Country Watch			<p>The PCC and his office held the first Rural Crime Roundtable, with good attendance from a wide array of key rural partners and stakeholders. A summary of this productive meeting has been shared with the Panel.</p> <p>As previously mentioned, the roundtable is a precursor to the PCC’s Rural Crime Reduction Board, a key part of the Country Watch initiative that he is working to develop.</p>
Fly-Tipping			<p>Following discussions at the Rural Crime Roundtable meeting a range of actions to tackle fly tipping in Dorset were identified including improving the data recording and intel sharing between partners</p>	Wildlife Crime			<p>The PCC <u>supported</u> the National Farmers Union coalition proposal to enhance police powers in order to deter illegal hare coursing.</p> <p>The PCC has provided funding for the Rural Crime Team to develop rural podcasts.</p>

RAG Status	
This Period	Last Period



In the Spotlight	Measures of Success	Target	Current	Additional Key Indicators		Q2	Q3
<p>“Hate crime has no place in Dorset and I will work tirelessly to encourage tolerance, acceptance, kindness and understanding across our county – the only true measure of goodness is the nobility of the human heart.”</p> <p>PCC, 15 October 2021</p>	Number of victims supported by OPCC commissioned services	↑	↑	Victim Support – Cases Created (Q3)	3,182		v
	Victim Satisfaction	↑	-- 67%	Victims’ Bureau – Contact (Q3)	5,256		v
	Legitimacy Assessment by HMICFRS	ADQ.	GOOD	Recorded Hate Crime (YTD)	+10.2% (78)		^
				Recorded Hate Incidents (YTD)	+19.9% (52)		^
	Business Crime (YTD)	+6.4% (142)		v			
	Commissioning: Victim Support 21/22	£1.7m		^			

Theme	RAG Q2	RAG Q3	Detail	Theme	RAG Q2	RAG Q3	Detail
Victims and Community			<p>In November, the PCC agreed to extend the crucial victim services contract with Victim Support for a further 24 months.</p> <p>The OPCC has played a key role in helping to ensure that Dorset’s agencies fully comply with the requirements of the revised Victims Code.</p>	Business and Retail Crime			<p>The PCC held a Business Crime Roundtable. A summary of this meeting has been shared with the Panel.</p> <p>The PCC issued a blog detailing his plans to address business and retail crime and also supported the #Shopkind campaign.</p>
Criminal Justice Service and Restorative Justice			<p>Recruitment for members of the new overarching scrutiny panel – Use of Police Powers and Standards Scrutiny – was completed. Due to COVID-19, the first meeting of the panel was postponed until Quarter 4.</p>	Vulnerability			<p>Through his work as co-lead of the APCC’s Addiction and Substance Misuse portfolio, a checklist on Problem Gambling has been circulated to all PCCs.</p>
			<p>The PCC responded to a national consultation on a new code of practice relating to the use of Out of Court Disposals.</p>	Hate Crime			<p>The PCC has agreed funding in principle for a Hate Crime Conference for 2022.</p> <p>As part of Hate Crime Awareness Week, the PCC issued a blog encouraging victims to report offences to the police.</p>

RAG Status	
This Period	Last Period



In the Spotlight	Measures of Success	Target	Current	Additional Key Indicators		Q2	Q3
<p>“I want this county... to be the safest place in England and Wales but to do that I will need to make sure the Force is adequately funded and so that’s why I am asking for your support when it comes to the precept increase.”</p> <p>PCC, 17 December 2021</p>	Money secured from competitive national funds	↑	↑ 588k	Total Commissioning Spend by OPCC (2021/22)	£2.6M		^
	Budget Forecast	SEE FINANCE SLIDES	SEE FINANCE SLIDES	Innovation Bids Submitted (since 01/21)	36		-
				Small Grant Bids Awarded 2021/22	10		^
	Efficiency assessment by HMICFRS	ADQ.	GOOD	Absence Rates for Officers (Q2)*	2.96		^
Absence Rates for Staff (Q2)*				3.02		^	

Theme	RAG Q2	RAG Q3	Detail	Theme	RAG Q2	RAG Q3	Detail
Funding			<p>The PCC <u>launched</u> his precept survey for 2022/23. He sought views on paying an extra 83p per month for a Band D property.</p> <p>The PCC continues to provide detailed briefings to local and national politicians regarding Dorset’s funding – with particular focus on the demands caused by violence and drugs use. For example, in the Government’s national <u>strategy</u>, Bournemouth is listed in the top ten for opiate and crack use.</p>	Efficiency			<p>With the Police and Crime Plan <u>published</u>, the Senior Management Team undertook a review of the OPCC to ensure that it can efficiently and effectively deliver the Police and Crime Plan. The PCC accepted the findings of this review and the OPCC will be seeking to recruit into a small number of vacancies.</p> <p>A regional policy officer, jointly working to all five regional PCCs was appointed. The appointee is currently carrying out a similar role for the West Midlands region.</p>
Evidence Based Policing			<p>The PCC <u>encouraged</u> members of the public to take part in the APCC survey on firearms licensing, which sought views on the scrutiny police should undertake when renewing or granting a licence.</p>	Philosophy and Co-Operation			<p>The PCC and his office has worked in partnership with the Dorset and Bournemouth, Christchurch and Poole Community Safety Partnerships (CSPs) to ensure good alignment between the PCC’s Plan and the CSPs’ strategies.</p>

RAG Status	
This Period	Last Period



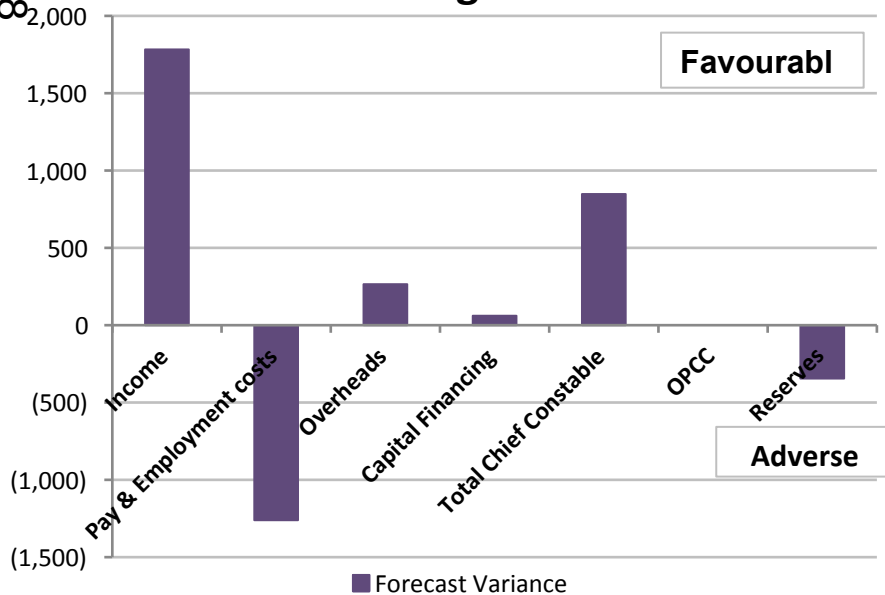
2021/22 QUARTER 3 FINANCIAL REPORT- OVERVIEW

The overall revenue spend is forecast to be £147.9m against a budget of £148.4m, a favourable variance of £0.503m or 0.34%, based on information up to 31 December 2021. This is an improvement on the Q2 position of an adverse variance of £0.188m. If the variance is still favourable at the year end this will increase the General Fund Balance to £6.054m, equivalent to 4.08% of Net Revenue Expenditure.

The graph below summarises the predicted revenue variances for the year as at 31 December 2021.

Page 158

Revenue Budget Variances

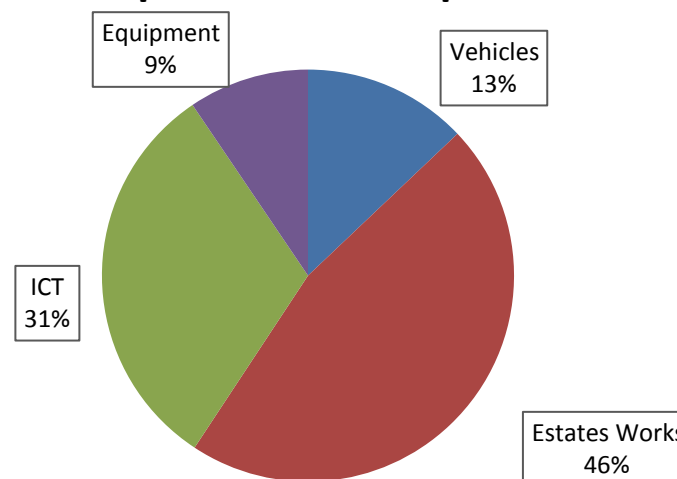


CAPITAL

The Capital Programme is currently predicting expenditure of £8.143m against a revised budget of £9.294m for the year, a favourable variance of £1.151m. This variance is made up of slippage of £1.078m and an underspend on schemes of £0.073m.

The graph below shows the current allocation of the forecast spend for 2021/22.

Capital Forecast Spend



Further information on both the revenue budget, capital programme and reserves can be found on the following pages.

RAG Status	
This Period	Last Period



REVENUE BUDGET MONITORING

REVENUE BUDGET MONITORING							
2021/22	Original Budget	Revised Budget	Actual to Date	Full year Forecast	Variance fav / (adverse)	Ref	
	£000's	£000's	£000's	£000's	£000's		Revenue Forecast Commentary
Chief Constable							
Income	(20,532)	(20,487)	(14,112)	(22,270)	1,783	R1	R1. Additional income is forecast from Mutual Aid, primarily from the G7 summit and COP26. There is also additional income from more officers on secondment. Both of these income forecasts result in increased expenditure within the Pay Budgets.
Pay & Employment Costs	125,768	125,674	94,731	126,935	(1,261)	R2	R2. Pay costs are currently forecast to be 1.0% overbudget. In addition to the increased costs of mutual aid and secondments which are covered by additional income, there are increased police staff overtime costs, primarily within the Force Command Centre, and increased costs of ill health retirements. These are partially offset by reduced training costs.
Overheads	38,055	38,794	27,214	38,529	265	R3	R3. Reduced repairs and maintenance costs and lower fuel usage during the first half of the year have offset the increased contract costs predicted in Quarter 1. Further savings have been achieved through a review of IT licencing costs
Capital Financing	3,096	3,174	2,893	3,113	61	R4	R4. Savings in capital financing costs as a result of slippage in last year's capital programme.
Total Chief Constable	146,386	147,155	110,726	146,307	848		
OPCC	2,269	2,351	1,557	2,351	0		
Total Net Revenue Expenditure	148,655	149,506	112,283	148,658	848		R5. Currently forecasting that any unused uplift grant as a result of savings to the support costs and delayed infrastructure requirements will be transferred to the Uplift reserve to fund requirements next year. This will be monitored throughout the year. Regional requirements for capabilities hosted in Dorset have been included within the forecast. There has been a slight reduction in the forecast contribution to the PEQF reserve for the year.
Reserves	(300)	(1,151)	(1,049)	(806)	(345)	R5	
Net Budget	148,355	148,355	111,234	147,852	503		

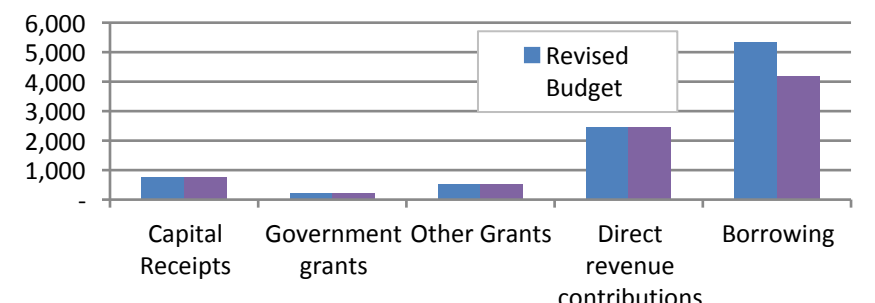
RAG Status	
This Period	Last Period



CAPITAL BUDGET MONITORING

2021/22	Original Budget	Revised Budget	Actual to Date	Forecast	Variance Fav / (Adverse)	Capital Programme Commentary
	£000's	£000's	£000's	£000's	£000's	
Capital Investment						
Vehicles	1,656	1,452	340	1,052	400	<p>Fleet Services are now forecasting slippage of £400,000 following latest updates from suppliers. This could still increase as we approach the year end but this is the current best estimate.</p> <p>Additional budgets have now been moved to complete the Ferndown Gym replacement and cover the additional costs of the Ferndown Reinvestment. Works at Weymouth Police Station are currently planned for February 2022 but this remains at risk of further slippage. This project is currently projecting a small overspend from the current budget.</p> <p>The ICT variance is primarily slippage into 2022/23 with projects such as the next phase of STORM, Firewall replacement, WIFI and switch replacements being delayed.</p> <p>The underspend within equipment relates to the planned purchase of drones this year and savings in the digital camera upgrades and signage schemes.</p> <p>At this stage there are no further schemes being considered for this year.</p>
Structures Works	4,927	3,762	1,275	3,775	(13)	
ICT	4,348	3,212	722	2,545	667	
Equipment	724	813	297	771	42	
Unallocated	0	55	0	0	55	
Total Capital Programme	11,655	9,294	2,634	8,143	1,151	

CAPITAL FINANCING

Sources of Finance						
Capital Receipts	-	756	638	756	0	 <p>The bar chart compares Revised Budget (blue) and Actual (purple) for five categories. The Y-axis ranges from 0 to 6,000. For Capital Receipts, both are 0. For Government grants, Revised is 230 and Actual is 201. For Other Grants, Revised is 518 and Actual is 518. For Direct revenue contributions, Revised is 2,459 and Actual is 2,459. For Borrowing, Revised is 4,180 and Actual is 1,173.</p>
Government grants	110	230	201	230	0	
Other Grants	-	518	518	518	0	
Direct revenue contributions	2,611	2,459	104	2,459	0	
Borrowing	8,934	5,331	1,173	4,180	1,151	
Total Capital Funding	11,655	9,294	2,634	8,143	1,151	

RAG Status	
This Period	Last Period



USABLE RESERVES

2021/22	Opening Balance at 1/4/21	Budgeted transfer to/(from) reserves	Forecast Transfer to/(from) reserves	Forecast Balance at 31/3/22	Variance against budgeted transfer
Reserve	£000's	£000's	£000's	£000's	£000's
Budget Management Fund	1,237	0	(1,051)	186	1,051
Police and Crime Plan Reserve	917	0	0	917	0
OPCC Legal Reserve	96	0	0	96	0
Regional Collaboration Reserve	260	0	(190)	70	190
Workforce Change Reserve	643	0	0	643	0
Uplift Reserve	200	(100)	406	606	(506)
Learning & Development Reserve	46	0	0	46	0
PEQF Reserve	265	0	29	294	(29)
Total Earmarked Reserves	3,664	(100)	(806)	2,858	706
General Fund Balance	5,699	0	(148)	5,551	148
Total Revenue Reserves	9,363	(100)	(954)	8,409	854
Capital Receipts Reserve	756	(729)	(440)	316	(289)
Total Usable Reserves	10,119	(829)	(1,394)	8,725	565

Reserves Commentary

- Carry forward requests totalling £1,237,000 have been transferred into the 2021/22 revenue budgets. As a result of delays to the ESN programme we no longer expect to use all of the grant received in 2020/21 therefore £186,000 has been returned to the reserve.
- Projects to be commissioned from the Police and Crime Plan reserve will be finalised later in the year
- Carry forwards on regional programmes we administer totalling £260,000 are forecast to be utilised this year with the SW ROCU forecast to carry forward £70,000 at year end.
- The budgeted contribution from the Uplift reserve has been transferred to the revenue budget. It is currently forecast that a further £400,000 will be required in future years but this will be carefully monitored during the year, with transfers made once the final position is confirmed.
- The cost of the Police Education Qualification Framework (PEQF) is forecast to be underbudget again this year, therefore a further contribution to the reserve is planned, albeit slightly less than Q2.
- No commitments have been made from the OPCC Legal Reserve, Workforce Change Reserve or the Learning & Development Reserve
- The transfer from the General Fund relates to funds held on behalf of the National Forensics Portfolio and will transfer to the new Portfolio lead shortly. The General Fund is not currently being increased by the predicted underspend in the Revenue Budget as carry forward requests are currently being prepared for consideration at the year end. However if the underspend is transferred to the General Fund Balance, this would increase it to £6,054,000 equivalent to 4.08% of net revenue expenditure.
- It is currently planned to use the opening balance of capital receipts to fund the capital programme but this will be reviewed at the year end. Capital receipts of £316,000 were received in Quarter 1 but are not currently planned to be used during the year.

This page is intentionally left blank



POLICE & CRIME PANEL – 3 FEBRUARY 2022 FIGHT RURAL CRIME PROGRESS REPORT

PURPOSE OF THE PAPER

This paper provides an update on Priority Four in the Police and Crime Commissioner's Police and Crime Plan – to Fight Rural Crime.

1. BACKGROUND

- 1.1. The National Rural Crime Network (NRCN) believes that the scale, cost, social impact, and other effects of crime in rural areas are underestimated, under-reported and not fully understood. The Network is therefore concerned with all crime and anti-social behaviour occurring in rural areas. This includes problems typically associated with the countryside such as wildlife and heritage crime, farm equipment and animal thefts – as well as crime types that are encountered in urban areas, but for which rurality may either make some people more vulnerable to the criminality, or otherwise exacerbate the affect that the offence has upon victims. For example, this might include offences such as fraud and other scams, with tricksters deliberately targeting vulnerable people living in isolated places; or crimes such as domestic abuse, in which victims may feel even less able to seek help due to their remote location.
- 1.2. The Police and Crime Commissioner (PCC) shares the NCRN's views and concerns about rural crime and the impact on individuals and communities living and/or working in the Dorset countryside. Consequently, to Fight Rural Crime is a priority within the PCC's new Police and Crime Plan for Dorset. Additionally, the PCC has also recognised throughout other priorities within his Plan – for example, Put Victims and Communities First – that the service provided to members of the public must be appropriate to the specific needs and expectations of all of Dorset's communities. He understands that rural communities can feel less engaged with Dorset Police, and also that many people living and working in rural parts of the county perceive that they are not provided with the same standard of service when compared with urban areas.
- 1.3. Therefore, while there is no single definition of rural crime used in UK policing, it is to be noted that the PCC, when talking about rural crime, is seeking to address, not only those crimes more traditionally associated with rural areas, but also, the impact of overall crime experienced by rural communities. This is an important distinction. To ensure resources are targeted effectively, police forces must consider the relative threat, harm and risk associated with particular crime types, and assign resources within different policing capabilities accordingly. It is therefore imperative that Dorset Police carefully considers the volume and impact of crimes that are typically regarded as rural, which may include:

Wildlife crime – actions which contravene current legislation governing the protection of wild animals and plants. Offences often include hare coursing, fish and deer poaching and interfering with protected species.

Agricultural crime – actions which contravene current legislation covering farms, farm machinery, farm buildings and smallholdings. Offences often include theft of equipment or fuel, damage to property and livestock worrying.

Heritage crime – actions which contravene current legislation that protects the value of (in this case) England’s heritage assets. Offences often include architectural theft (of metal or stone), criminal damage and unlawful metal detecting or salvage.

In tackling specialist crimes that are traditionally associated with rural areas, no reduction in prioritisation of rural areas for tackling overall levels of crime and ASB should be assumed, as both are appropriately addressed in the Police and Crime Plan.

- 1.4. In Dorset, in 2020, the main types of rural crime were poaching (76), theft – farm (26), theft of agricultural machinery or equipment (29), livestock attacks (15), and theft of livestock or horses (5). The NRCN survey in 2018 for Dorset showed the main rural crime experienced by farmers and specific rural business owners were; fly tipping (23%), theft of agricultural machinery or equipment (14%), theft from an outbuilding (9%), wildlife crime or hare coursing (9%), attempted break in or theft (8%), and theft of fuel (8%). By undertaking the pledges within his Plan – in particular through the work of the planned Rural Crime Reduction Board – the PCC intends to help prevent these crimes from taking place.
- 1.5. The PCC will also introduce a new scheme, Country Watch, designed to bring rural communities and relevant agencies together so that crime and ASB can be addressed, but also to improve resilience in Dorset’s more remote locations. He will also seek other cross-cutting improvements that will benefit all of Dorset’s communities – including rural communities – but which are detailed under other areas of his Plan. He believes that the totality of this work will lead to better engagement with rural communities and, therefore, that Dorset taxpayers will have a greater satisfaction in the service that they are provided.
- 1.6. This paper, then, sets out the specific activity relating to those actions included under the Fight Rural Crime priority within the Police and Crime Plan. It does not seek to address the wider ambitions that also apply to the rural residents, workers and visitors.

2. CONTEXT & THE POLICE AND CRIME PLAN

- 2.1. The priority to Fight Rural Crime is made up of four sub-themes: Rural Resources, Country Watch, Fly Tipping, and Wildlife Crime.
- 2.2. Rural Resources focuses on increasing the size of the Force’s Rural Crime Team (RCT); introducing special constables with a rural crime specialism; working with rural communities to improve communication between victims and the police and confidence in reporting crime; and ensuring a regional approach to more effectively fight organised crime in rural areas across the South West.
- 2.3. Country Watch is to develop and promote an overarching scheme to bring together rural communities and relevant agencies to best address crime, ASB and disorder issues in rural areas. This will include a strengthening of rural watch schemes, including initiatives for parish safety and grant funding to improve resilience in Dorset’s more remote areas; working with rural businesses to prevent crime such as funding innovative tactics and ensuring the Force understands the impact of crime on rural victims; and to oversee the work to fight rural crime introduce a Rural Crime Reduction Board in partnership with key agencies, organisations and communities in rural areas.
- 2.4. Fly Tipping and related crime can blight our countryside and key to tackling this is to work effectively in partnership with agencies, such as the local councils and the Environment Agency, to prevent and detect fly tipping issues across Dorset. This will include introducing new approaches to dealing with fly tipping in hotspot locations and lobbying for tougher sanctions for those responsible for fly tipping and related crimes. It should be noted that the OPCC’s work in this area also includes urban parts of the county.
- 2.5. Wildlife Crime focuses on increasing the awareness and understanding of wildlife crime and the impact it has on people living and working in the Dorset countryside. It will include support for

schemes proven to reduce incidents; ensuring that the police have the required knowledge to deal with wildlife crime such as hare coursing and poaching; and also increasing the analysis and liaison across the region to tackle any organised criminality associated with wildlife crime.

- 2.6. As set out in Section 1.5, there are other areas of the Plan that have clear links to rural crime and the policing of rural communities. For instance, the priorities to Cut Crime and ASB, Make Policing More Visible and Connected and to Put Victims and Communities First will all deliver benefit to rural areas. The priorities complement one another and are not mutually exclusive.

3. PROGRESS TO DATE

- 3.1. So far, work to deliver this priority has included three key elements: the PCC hosted the Rural Crime Round Table meeting; there has been an increase in the staffing of the Force's RCT; and there has been activity at the national, regional and local level to target rural crime.

Rural Crime Round Table

- 3.2. On 16 November 2021 a Rural Crime Round Table was held, bringing together the PCC, Chief Superintendent Richard Bell and Chief Inspector Andy Edwards, with both the Inspector and PC from the Force's RCT, and representatives of national rural business groups, national and local government agencies, and local community organisations. These included the Association of Dorset Watches, the CLA, Cornish Mutual, DAPTC, Dorset Council, Dorset Farming Community Network, the Environment Agency, Kingston Maurward College, the NFU, and feedback from the Rural Officer for Dorset of the Diocese of Salisbury.
- 3.3. At the Round Table the PCC presented his Police and Crime Plan providing the reassurance to rural businesses and communities that rural crime features throughout the plan with each of the priorities covering elements that affect rural areas. The Force then presented their work to tackle rural crime. The presentations were followed by a two-part interactive session; to raise key issues and concerns in relation to rural crime, and then to explore ideas suggestions and solutions to the identified issues and concerns. The workshop sessions resulted in a range of potential workstreams, including agreement that the proposed Rural Crime Prevention Board should oversee this work.
- 3.4. Dorset Police presented to the Round Table its work to reduce rural crime which included:
- Identifying opportunities with partners, rural organisations, and rural communities to prevent and reduce crime – including bringing rural crime offenders to justice;
 - Providing support and assistance for victims of rural crime, especially the most at risk;
 - Increasing the opportunities and encourage rural people to report crime;
 - Maximising use of national resources and influence national policy; and
 - Improving the police response to rural crime and therefore confidence in the police
- 3.5. The Round Table's first workshop session identified several key issues and concerns, some of which included work that is already in progress by the OPCC or Dorset Police. The issues fell into four main categories: reporting; communication and engagement; fly tipping; and prevention. The second workshop session examined the concerns raised in the first session in more detail and attendees explored ideas, suggestions and solutions to the issues which affect rural communities and businesses on a regular basis.
- 3.6. Further detail about the Rural Crime Roundtable has recently been circulated to the Panel's priority lead for this area.

Increase in the staffing of the Rural Crime Team (RCT)

- 3.7. The increase in the staffing of the Force's RCT has begun and it is anticipated to be completed in the near future. The previous structure of the RCT was two PCs and a PCSO, whereas the new team consists of a dedicated Inspector, a dedicated Sergeant (with a detective background), five

PCs and two PCSOs. Part of the focus will also be attendance at events and community engagement. The Force is deploying three Neighbourhood Engagement Officers in the Dorset Local Policing Area including one specialising on Rural Crime, as part of the RCT. Some of the new police constable roles will be filled by student officers who have passed their probation period. Over time, this turnover of student officers will increase learning within the Force on rural crime work.

Activity at the national, regional and local level to target rural crime

- 3.8. The Force is developing a new Rural Crime Strategy, which is due for publication shortly. The strategy reflects the key actions identified within the Police and Crime Plan.
- 3.9. The Force has been involved in a range of joint cross border operations and is a member of many rural crime focused police networks and partnerships, and has been for several years, sharing good practice and problem solving relating to rural crime.
- 3.10. Specifically, the RCT is a member of the UK Tasking and Coordinating Group (UK TCG) for Rural and Wildlife Crime, chaired by the National Police Chiefs Council lead. Strategic and tactical assessments are created every three years. The UK TCG decides the UK wildlife crime priority areas – currently bat persecution, badger persecution, cyber-crime, CITES (illegal trade in endangered species), raptor persecution, poaching/coursing, and freshwater pearl mussels – and UK rural crime priorities – currently, agricultural plant theft, livestock (thefts and attacks by dogs), poaching/coursing, equine, fuel, and fly tipping.
- 3.11. Regionally there is the Joint Tasking and Actions Group (JTAG) for Rural Affairs – which focuses on the sharing of training and information with regional forces and adopting a consistent approach. This has enabled effective targeting of Organised Crime Groups. The JTAGs are groups formed between the neighbourhood teams and RCTs of each force that shares borders – Dorset has both an East one and a West one.
- 3.12. Locally the RCT is a member of the Dorset Rural Partnership and Coordinating Group (PCG), which reports to the Dorset Community Safety Partnership. It meets every eight weeks and the Force and enforcement partners share intelligence, carry out joint disruption work and identify operations. They also identify vulnerable victims, implement prevention work and utilise funding streams.
- 3.13. The RCT has also used Civil Behaviour Orders and other powers, such as vehicle and dog seizure, to tackle wildlife crime such as hare coursing. The Team is preparing to make use of the tabled amendments to the Police, Crime and Sentencing Bill to tackle this crime more effectively, when the changes become law. A recent success was working with regional and national colleagues to deal with hare coursing offenders.
- 3.14. The PCC continues to fund a Fly tipping Coordinator post for Dorset, in partnership with the Environment Agency. This role has been recently focusing on improving intelligence by working with both BCP and Dorset Councils, the Force, and the Environment Agency. This work will help to identify Organised Crime Groups (OCGs) involved in fly tipping and, through the EA, looks to also target this on a regional basis.
- 3.15. The PCC also attends meetings with his regional counterparts. At such meetings, SW PCCs have discussed the need to tackle OCGs at the regional level and agreed the need to work together to ensure there is strong cross-border collaboration.

4. NEXT STEPS

- 4.1. Following the Rural Crime Round Table the OPCC is working to develop the first meeting of the Rural Crime Reduction Board and to launch the Country Watch Scheme.

- 4.2. The OPCC plans to hold the first meeting of the Rural Crime Reduction Board by April 2022, with work ongoing to agree the Terms of Reference. An early objective for this Board will be to agree a delivery plan by the summer – this plan will complement the commitments within the Police and Crime Plan, as well as address the four main categories (reporting, communication and engagement, fly-tipping, and prevention) that were raised through the Rural Crime Round Table. Performance against the delivery plan will be monitored closely to ensure that progress is being made and the PCC will use this information to hold the Chief Constable to account for performance against this priority area.
- 4.3. It is hoped that the Country Watch scheme can be launched by early summer 2022, at the latest. As part of this – besides developing a clear and recognisable brand for rural communities – the OPCC will map and scope the structure of existing watch schemes. Gaps will be identified and evidence-based plans will be designed to ensure that there is an improved reach for watch schemes operating in rural areas.
- 4.4. Meanwhile, the OPCC is continuing to work with Dorset Police and partner agencies to develop new approaches to dealing with fly-tipping and also to support schemes that are proven to reduce wildlife crime. It is also acknowledged that more work is required to understand benchmarking for this area – as it stands, the Force does not hold detailed statistics on rural crime and this will be explored in the coming months. Developments will be reported to the Police and Crime Panel on a regular basis.

5. CONCLUSION

- 5.1. The PCC is passionate supporter of Dorset's rural communities and businesses, and is determined to fight rural crime in the county. Having published his Police and Crime Plan on 29 October 2021, he has already hosted a Rural Crime Roundtable, with plans to set up the Rural Crime Reduction Board and to launch Country Watch being well underway.
- 5.2. He is clear that improvements will be made by working with the Force, communities and other partners to improve engagement and communication, facilitate easier reporting of incidents and intelligence, enable better use of preventative techniques and advice, and also by bringing offenders to justice.
- 5.3. The range of initiatives set out in his Police and Crime Plan are far reaching, will require effective commitment from partner agencies and rural organisations, and will take time to deliver. It is also the case that Dorset Police, and partners, need to better develop the data that they hold about rural crime in the county, so that more sophisticated benchmarking and analysis can take place.
- 5.4. The PCC was extremely encouraged by the feedback from the Rural Crime Round Table and believes, with the establishment of the Rural Crime Reduction Board in the next few months, that this work will continue to gather momentum.

6. RECOMMENDATION

- 6.1. Members are asked to note the report.

ADAM HARROLD DIRECTOR OF OPERATIONS

Members' Enquiries to: Adam Harrold, Director of Operations (01202) 229084
Media Enquiries to: Susan Bloss, Head of Communications & Engagement (01202) 229095

This page is intentionally left blank

Dorset Police and Crime Panel 3 February 2022 Complaints Update

Report Author: Marc Eyre
Title: Service Manager for Assurance
Tel: 01305 224358
Email: marc.eyre@dorsetcouncil.gov.uk

Report Status: Public

Recommendation: That the Panel:

- Note the current position on complaints made against the Police and Crime Commissioner;
- Ratify that the complaints protocol remains fit for purpose;
- Elects a vice chair for the Complaints Sub Committee

Reason for Recommendation: To ensure a fit for purpose complaints process

1. Executive Summary

As at publication of this paper, there are currently no outstanding complaints made against the Police and Crime Commissioner.

The complaints protocol was last updated in September 2020 and is considered to remain fit for purpose. The Panel are asked to ratify the ongoing application of the protocol in its existing format.

The Panel are also requested to elect a vice chair for the complaints sub committee. Membership consists of :

Iain McVie – Chair
Councillors: Bobbie Dove; Barry Gorringer; May Haynes and Les Fry

2. Financial Implications

No VAT or other cost implications have been identified arising directly from this programme.

3. Climate implications

N/A

4. Other Implications

N/A

5. Risk Assessment

Having considered the risks associated with this decision, the level of risk has been identified as:

Current Risk: Low

Residual Risk: Low

6. Equalities Impact Assessment

N/A

Information used to compile this report is drawn together from the Committee's suggestions and priorities for items to be reviewed and scrutinised.

7. Appendices

A) Complaints Protocol

8. Background Papers

None

Footnote:

Issues relating to financial, legal, environmental, economic and equalities implications have been considered and any information relevant to the decision is included within the report.



Dorset Police and Crime Panel

Complaints Protocol

(Updated September 2020)



Dorset Police and Crime Panel

Working for our Communities

Supporting & Scrutinising the Office of the Police and Crime Commissioner

DORSET POLICE AND CRIME PANEL COMPLAINTS PROTOCOL

Contents		Page
1	Introduction	3
2	Complaints Procedure	
	What is covered by the complaint's procedure?	4
	Disapplication of the regulations	4 – 5
	Withdrawal of a complaint	5
	Ensuring fairness and equity for all	5 - 6
	Making a complaint	6
	Complaints process	6
	Informal resolution of non-criminal complaints	6 - 7
	Making a decision	8
	Records management	8
	Resolution of serious complaints	8 – 9
	Role of the Local Government Ombudsman	9
3	Frequently Asked Questions	10
4	Useful Contacts	11
5	References	12
6	Annex 1 – Complaints Procedure Flow Chart	13

1. Introduction

The purpose of a complaints system is to put right what has gone wrong and to learn from it (Local Government Ombudsman)

These arrangements set out the process for dealing with complaints about the conduct of the Police and Crime Commissioner (PCC) for Dorset. The arrangements are made under the Police Reform and Social Responsibility Act 2011, the Elected Local Policing Bodies (Complaints and Misconduct) Regulations 2012 and the Police and Crime Panels (Application of Local Authority Enactments) Regulations 2012.

The Dorset Police and Crime Panel (PCP) has statutory responsibilities under the Elected Local Policing Bodies (Complaints and Misconduct) Regulations 2012 relating to the recording and determination of complaints. One of the main functions of the PCP is to act as a central point for collation and recording of all complaints against the PCC, and to provide a 'gateway' to the procedures for dealing with both non-criminal and criminal complaints about the PCC or the Deputy PCC (*herein the term PCC applies equally to DPCC*).

In accordance with Police and Crime Panels (Application of Local Authority Enactments) Regulations 2012, Dorset Police and Crime Panel has delegated authority for managing complaints to:

- Service Manager for Assurance, Dorset Council (SMA);
- Monitoring Officer, Dorset Council (DC MO);
- Chief Executive and Monitoring Officer (CEMO) of the Office of the Police and Crime Commissioner for Dorset (OPCC);
- A Complaints Sub-Committee of the PCP (CSC).

In accordance with Regulations, the CSC will not investigate. The CSC may exercise its delegated powers to require the person complained against to provide information or documents or attend before it to answer questions or give evidence, as this will not be regarded as an investigation. However, any other step intended to gather information about the complaint, other than inviting the comments of the complainant and the person complained against, will not be permitted.

Members of the CSC will undertake periodic dip-sampling of complaints files held by the CEMO and Service Manager for Assurance to provide assurance about the delegated complaints handling process.

A flow chart providing an overview of the complaints process is attached at **Annex 1**

2. Complaints Procedure

2.1 What is covered by the complaint's procedure?

The only complaints that fall within the remit of the Dorset Police and Crime Panel are those which involve the personal conduct of the PCC for Dorset.

The Complaints Sub-Committee will consider:

- Complaints relating to rudeness by the PCC,
- Complaints relating to inappropriate references to people, places or issues by the PCC;
- Very minor or spent convictions by the PCC.

The Complaints Sub-Committee will not consider:

- Criminal complaints about the Commissioner (which must be referred to the Independent Office for Police Conduct (IOPC))
- Complaints about the Dorset police force (which must be referred to Dorset Police Professional Standards Department, Police and Crime Commissioner or IOPC as appropriate); and
- Complaints relating to other organisations for example the probation service, voluntary sector organisations, the Community Safety Partnership (which must be referred to the relevant complaints procedures of those organisations).

It is important to distinguish the Panel's scrutiny role from their complaint's role. Even if a policy decision taken by the PCC generates complaints, the complaint would not fall within the remit of the Panel's role in complaints handling even though it may inform the Panel in their scrutiny role.

2.2 Disapplication of the Regulations

The PCP has the discretion to decide not to apply the Regulations in certain circumstances. In summary these are where the complaint is:

- an employment issue relating to the OPCC or Dorset Police;
- when the complainant is subject to an ongoing police investigation or criminal proceedings relating to the complaint;
- more than 12 months old;
- already the subject of a complaint;
- vexatious, oppressive or an abuse of the procedures or repetitious (note – the host authority, Dorset Council, "Unreasonable Behaviours Protocol" applies).

This protocol does not cover the following matters and will require a full Panel consideration rather than delegated to the subcommittee;

- A Head of Paid Service report on their concerns regarding the running of the OPCC, under their statutory obligations under section 4 of the local government housing act 1989.
- A Monitoring Officer report regarding their personal concerns on any proposal, decision or omission by the PCC (or anyone acting on their authority) which has given rise or is likely to give rise to:
 - a) A contravention of any enactment of the rule of civil and criminal law
 - b) Maladministration of failure
 - c) Breach of the PCC's oath of office
- A Treasurer report regarding their personal concerns regarding financial conduct of the PCC.

2.3 Withdrawal of a complaint

A complaint can be withdrawn or discontinued by a complainant. The relevant parties must be notified, and the fact recorded. If the complaint relates to a conduct matter, then the matter may still be investigated under the Regulations if it is in the public interest to do so. Again, all parties must be notified of any decision.

2.4 Ensuring fairness and equality for all

This complaints protocol is open for any member of the public to use. The PCP will seek to make reasonable adjustments to communicate and deliver key messages in a way that best addresses your needs. Key information can be provided in a range of alternative formats to meet your communication needs.

It is recognised that complaints relating to police and crime issues can be sensitive. Whilst every effort will always be made to resolve complaints informally to the satisfaction of those who complain, people who do choose to make a formal complaint against the PCC according to this protocol will be treated with dignity, fairness and respect regardless of their characteristics in terms of:

- age;
- disability;
- gender reassignment;
- marriage and civil partnership;
- pregnancy and maternity;
- race, including ethnicity, colour and nationality;
- religion or belief;

- sex; and sexual orientation.

Members of the Dorset Police and Crime Panel, OPCC staff and Dorset Council are expected to treat others with fairness, dignity and respect. Equally, complainants are expected to treat them according to the same principles.

2.5 Making a Complaint

If you wish to make a complaint, please complete a complaint form available online:

<http://www.dorset.pcc.police.uk/information-hub/publication-scheme/our-policies-and-procedures/>

and post it to: Service Manager for Assurance
Dorset Council
Colliton Park
Dorchester
Dorset
DT1 1XJ.

2.6 Complaints Process

The PCP has delegated the initial handling of the complaints process to the **Service Manager for Assurance** in Dorset Council.

The SMA is the main point of contact for complaints under these Regulations and is responsible for;

- acknowledging the complaint (within 3 working days) and copying the complaint to the Chairman and Vice-Chairman of the Complaints Sub-Committee
- formally recording complaints
- correspondence with the complainant and the PCC (via the CEMO)
- the recording of any formal decisions at the end of the process.

The PCC will not become involved or influence the investigation of complaints about themselves. The PCC will immediately notify the Chief Executive and Monitoring Officer (CEMO) if a complaint about their own conduct is made directly to them. The CEMO will immediately notify the Service Manager for Assurance who will then commence the process by acknowledging the complaint.

2.7 Informal resolution of non-criminal complaints

The SMA shall liaise with the Chairman and Vice-Chairman to determine if there is a need to convene a meeting of the Complaints Sub-Committee, or to refer the complaint to the CEMO for initial investigation, and, where agreed to by the complainant, informal resolution.

The Panel's decision to delegate responsibility to the CEMO is intended to ensure that 'triage' arrangements are in place to undertake an initial

assessment on the appropriate course of action so that issues are dealt with swiftly and effectively to the satisfaction of the complainant.

The triage work may involve an element of investigation to gather sufficient information to be able to decide which is the appropriate body to deal with a complaint. This may involve contacting the complainant to request more information or clarification of the complaint. When the CEMO has concluded the triage against the criteria set out above, or has concluded a local resolution, they are to write to the DC MO via the Service Manager for Assurance with their findings and recommendations, (within ten working days).

The SMA will then, as required;

- Informal Resolution: Record the complaint and the resolution. Confirm the resolution in writing to the complainant and to PCC and update the CSC at the next available meeting;
- Complaints Sub-Committee (CSC) deliberation required:
 - Convene a meeting of the CSC
 - write to the PCC, setting out timescales and details and providing details about the procedure and allowing the PCC two weeks to make comments in response to the complaint;
 - with the CEMO, prepare the papers for the CSC setting out the relevant details of the complaint and recommendations
 - The CSC will meet with the CEMO to hear the report and ask further questions as required
 - All decisions will be recorded.

If, at any stage, the IOPC informs the PCP that it requires the complaint to be referred to it, or if the Complaints Sub-Committee decides that the matter has a criminal element and therefore needs to be referred to the IOPC, the informal resolution process will be discontinued.

2.8 What can the Complaints Sub-Committee do to resolve a complaint?

The Complaints Sub-Committee shall consider:

- how the complaint has been managed and responded to through the complaints protocol, including written communication to the complainant and PCC;
- any written evidence of an informal resolution;
- any further written comments from the complainant and the PCC submitted to the Sub-Committee;
- any reasons for the IOPC referring a complaint back to the Dorset Police and Crime Panel, so that these can be challenged if required;
- whether to invite the PCC to attend a subsequent meeting to answer questions about the complaint.

2.9 Making a Decision

If the Complaints Sub-Committee agrees with the CEMO that a complaint has already been resolved, the reasons for such a decision will be recorded in the meeting notes and communicated to the complainant and PCC in writing.

If the Complaints Sub-Committee decide that a complaint has not been resolved, it will determine the most suitable course of action. This may include, but not be limited to:

- an explanatory letter to the complainant;
- Suggesting a change to the OPCC policy;
- Requesting that an apology be tendered by the person complained about (no apology may be tendered on behalf of the person complained against unless that person has admitted the alleged conduct and agreed to the apology).
- referral of a serious complaint to the IOPC for investigation, or back to the IOPC if the Committee wishes to challenge the IOPC's decision.

2.10 Records Management

All records have to be kept by the Panel as required by the Regulations. The Panel will keep records of every complaint and purported complaint that is made to it, every conduct matter recorded by it and every exercise of a power or performance of a duty under the Regulations.

The SMA will make a record of any informal resolution and will, usually within 5 working days, provide copies to the complainant and the person complained about.

The copy of the record provided to the complainant and person complained against may be anonymised, or may not be provided, if to do so might prejudice a criminal investigation or proceedings, or would be contrary to the public interest. Any such decision will be kept under review by the PCP.

Details of the record can be published, but only after the parties have been given an opportunity to make representations, they have been considered and the Panel is of the opinion that they are in the public interest.

The SMA will provide a report to each quarterly meeting of the PCP, summarising any complaints that have been considered since the last meeting, including the outcome.

2.11 Resolution of serious complaints

It is the duty of a PCP to refer a complaint to the IOPC if it is determined that the complaint is a serious complaint, or the IOPC notifies the PCP that it requires the complaint to be referred.

According to Schedule 7 of the Police Reform and Social Responsibility Act 2011, a 'serious complaint' means a qualifying complaint made about conduct which constitutes or involves, or appears to constitute or involve, the commission of a criminal offence.

If the complaint is 'serious' the DC MO will refer the complaint to the Independent Police Complaints Commission (IOPC). In order to identify risks associated with vexatious, repetitious or incredible complaints, the DC Monitoring Officer will consult with the CEMO in the decision to allow that context to either be part of the decision to refer or to form part of an explanation to the IOPC as part of the referral. The referral will be made as soon as practicable and, in any event, not later than the end of the day following the day when it first becomes clear that it is a serious complaint.

The PCP will provide the IOPC with any information, documents or evidence that it requires, in the format and time specified. The PCP will also allow the IOPC access to premises either in relation to an investigation or so that the IOPC can examine the efficiency and effectiveness of the arrangements for handling complaints.

Section 30 of the Police Reform and Social Responsibility Act 2011 gives the panel the ability to suspend the Police and Crime Commissioner if it appears to the PCP that:

- (a) the Commissioner has been charged in the UK, Channel Islands or the Isle of Man with an offence; and
- (b) the offence is one that carries a maximum term of imprisonment exceeding two years.

If the PCP does ever need to consider suspension under section 30 then this will be a whole Panel rather than a Complaints Sub-Committee decision and a case for suspension would need to be made. The PCC must be afforded the opportunity to attend the PCP meeting to make personal representations in public.

2.12 Role of the Local Government Ombudsman

If at any stage a complainant is dissatisfied about the way in which the Dorset Police and Crime Panel has carried out or delegated the above functions, he/she can raise their concerns with the Local Government Ombudsman (LGO), provided that the matter has been subject to local complaint procedures which have been exhausted. If the LGO decide to seek further information from the Panel about a complaint or to pursue an investigation, they shall liaise with the Service Manager for Assurance. If a complaint relates directly to the Service Manager for Assurance's role and responsibility this matter shall be escalated to their line manager to liaise with the LGO.

The Panel will allow the LGO access to premises either in relation to an investigation or so that the LGO can examine the efficiency and effectiveness

of the arrangements for handling complaints. Contact details for the LGO are included in the useful contacts section of this complaints protocol.

3. Frequently Asked Questions

3.1 Will PCCs be held to account for non-criminal behaviour?

The Regulations provide for the PCP to secure the informal resolution of a complaint concerning non-criminal behaviour. Although PCP's will not have sanctions available to them, they will be able to use their powers to require the PCC to attend a hearing to answer questions, request information and documents from the PCC, and publish a report or recommendation. Ultimately, PCCs will be held accountable by the ballot box.

3.2 What does 'informal resolution' mean?

Informal resolution is a way of dealing with a complaint by solving, explaining, clearing up or settling the matter directly with the complainant, without an investigation or formal proceedings. It is not a disciplinary process, and does not involve the imposition of any sanction. It is a flexible process that may be adapted to the needs of the complainant and the individual complaint. It may involve the person complained against explaining their conduct and, if appropriate, apologising for it. This could be done by correspondence or in a face to face meeting. The method of informal resolution is left up to the individual PCP, provided that it is in accordance with the Regulations and guidance issued by the Secretary of State.

3.3 Is there a conflict of interest in the PCC's Chief Executive having a role with the complaints made against their employer?

No. The PCP can choose to delegate the initial handling of complaints to the PCC's chief executive but does not have to do this. Ultimate responsibility for handling any complaint remains with the PCP, and it will wish to satisfy itself that the chief executive can deal with any complaint impartially. Similarly, the PCP is able to appoint the chief executive to carry out the informal resolution of a non-criminal complaint, but has a specific power to take back the informal resolution of the complaint if necessary. The Chief Executive will already have the function of assessing the lawfulness and propriety of the PCC's actions as monitoring officer, and it is not suggested that they cannot carry out that role effectively and impartially.

4. Useful Contacts

If you wish to make a complaint about the Police and Crime Commissioner for Dorset, please complete a complaint form available online at: and send this to the Service Manager for Assurance at Dorset Council

Or write to: Service Manager for Assurance
Dorset Council
Colliton Park
Dorchester
Dorset
DT1 1XJ

Any enquiries about the complaints protocol can be made in writing or by email to: policeandcrimepanel@dorsetcouncil.gov.uk

Information about the role and responsibilities of the Dorset Police and Crime Commissioner; and the Dorset Police and Crime Panel, can be found on the Office of the Police and Crime Commissioner's website: www.dorset.pcc.police.uk/

Office of the Police and Crime Commissioner
Force Headquarters
Winfrith
Dorchester
Dorset
DT2 8DZ
Telephone: (01202 or 01305) 223966
Email: pcc@dorset.pnn.police.uk

The Local Government Ombudsman

PO Box 4771
Coventry CV4 0EH

LGO Advice Lines:

0300 061 0614

Fax: 024 7682 0001

An online contact form is available on the LGO website: www.lgo.org.uk

5. References

Home Office Police and Crime Panel Regulations

<https://www.gov.uk/government/publications/police-and-crime-panel-handling-of-complaints-and-conduct-matters-about-the-pcc>

Police Reform and Social Responsibility Act 2011.

<http://www.legislation.gov.uk/ukpga/2011/13/contents/enacted>

The Elected Local Policing Bodies (Complaints and Misconduct) Regulations 2012.

<http://www.legislation.gov.uk/uksi/2012/62/made>

The Police and Crime Panels (Application of Local Authority Enactments) Regulations 2012.

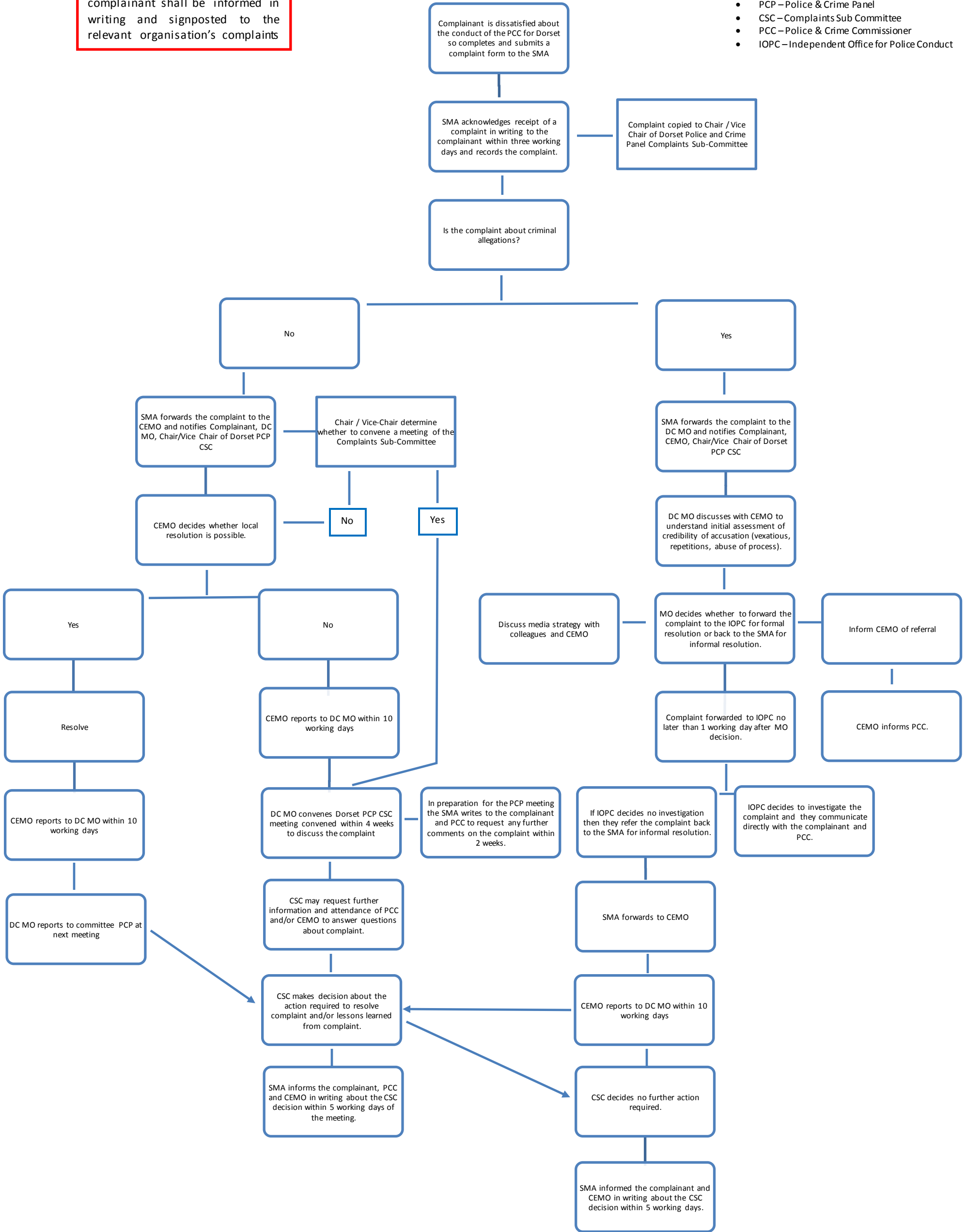
Police and Crime Panels, Handling Complaints about the Police and Crime Commissioner and their Deputy (Local Government Association, December 2012)

http://www.local.gov.uk/c/document_library/get_file?uuid=d464664f-90e9-442a-ad0f-e1fe8827e573&groupId=10180

ANNEX 1 PLEASE NOTE: If decided at any point in the process that a complaint is about matters outside the remit of this protocol, the complainant shall be informed in writing and signposted to the relevant organisation's complaints

LEGEND

- SMA – Service Manager for Assurance
- CEMO – Chief Executive/Monitoring Officer for Office of PCC
- DC MO – Dorset Council Monitoring Officer
- PCP – Police & Crime Panel
- CSC – Complaints Sub Committee
- PCC – Police & Crime Commissioner
- IOPC – Independent Office for Police Conduct



This page is intentionally left blank

Dorset Police and Crime Panel 3 February 2022 Dorset Police and Crime Panel Work Programme

Report Author: Marc Eyre
Title: Service Manager for Assurance
Tel: 01305 224358
Email: marc.eyre@dorsetcouncil.gov.uk

Report Status: Public

Recommendation: That the Panel's Work Programme be noted.

Reason for Recommendation: To plan the work of the Panel for the year

1. Executive Summary

The Dorset Police and Crime Panel's focus is to support and scrutinise the actions and decisions of the Dorset Police and Crime Commissioner.

Transparency is a key tool for the Panel; ensuring information is available to the public so that they can hold the Commissioner to account for his decisions.

The Panel's current work programme is attached. However it is important that the Panels Work Programme retains a sufficient level of flexibility to ensure that it can prioritise and consider any emerging issues. Panel members are therefore invited to review their Work Programme and identify any amendments or additions they wish to make.

The programme will be developed and updated over the course of the year to reflect new and emerging areas of work identified by the Panel.

An informal meeting of the Police and Crime Panel has been scheduled for 23 March 2022 to challenge the Forward Plan further.

2. Financial Implications

No VAT or other cost implications have been identified arising directly from this programme.

3. Climate implications

N/A

4. Other Implications

N/A

5. Risk Assessment

Having considered the risks associated with this decision, the level of risk has been identified as:

Current Risk: Low

Residual Risk: Low

6. Equalities Impact Assessment

N/A

Information used to compile this report is drawn together from the Committee's suggestions and priorities for items to be reviewed and scrutinised.

7. Appendices

8. Background Papers

None

Footnote:

Issues relating to financial, legal, environmental, economic and equalities implications have been considered and any information relevant to the decision is included within the report.



Dorset Police and Crime Panel

Working for our Communities

Supporting & Scrutinising the Office of the Police and Crime Commissioner

www.dorsetforyou.gov.uk/police-and-crime-panel

Forward Workplan – As at December 2021

Page 189

Agenda Item	Notes	Raised by	PCP Lead	KLOEs	Approach (Agenda or SSR)
23 March 2022 – Informal meeting					
Forward plan challenge session					

Agenda Item	Notes	Raised by	PCP Lead	KLOEs	Approach (Agenda or SSR)
30 June 2022 – Q4					
PCC working with Schools and protection of children.	Reviewing crime education in schools and in relation to Youth Offending.	Dec 19 training session and previous PCP Scrutiny.	Cllr Dove	Requires nominated PCP lead and KLOE to identify/review impacts of LA partner changes to approach based on PCP Youth Offending scrutiny in FY19/20. To include Pan MASH update. PCC's input to education, support work & mental health.	Agenda
Review of the PCC Scrutiny Panel – June 2022			M. Short	Tbc	
CSP/ Partnership working			Cllr Dove	Tbc	

Agenda Item	Notes	Raised by	PCP Lead	KLOEs	Approach (Agenda or SSR)
Alliance savings			M. Short	Determine efficiencies across both forces	
Annual Report				Tbc	
29 September 2022 – Q1					
Road Safety review			Cllr Barrow	Tbc	
Innovation fund – Sept 2022			M. Short	Tbc	
Business Crime				Tbc	
Dangerous weapons and firearms			M. Haines	Tbc	

Agenda Item	Notes	Raised by	PCP Lead	KLOEs	Approach (Agenda or SSR)
24 November 2022 – Informal Training Day					
14 December 2022 – Q2					
Hate Crime	To review OPCC direction and scrutiny on how the Police prevent, detect/resolve Hate Crime and keep people safe.	Dec 19 training session	Cllr Farquhar	Written update from OPCC.	Agenda
Review demand model / police numbers			I. McVie	Tbc	
Vulnerability			Cllr Farquhar	Tbc	

Agenda Item	Notes	Raised by	PCP Lead	KLOEs	Approach (Agenda or SSR)
Stop and Search	To review the PCC's progress in meeting the targets set out in the Stop and Search timeline	9 December 2021			
11 January 23 - Informal Finance Brief					
Informal budget briefing	Informal Finance Briefing for all	Standing	M Short Panel	<p>To conduct an Informal Briefing from the Dorset OPCC in order to enable:</p> <ul style="list-style-type: none"> • Knowledgeable scrutiny of the proposed 23/24 Dorset Police Precept. <p>An informed decision as to accept, reject or veto the proposed Precept.</p>	Informal
2 February 2023 – Q3					
Precept Meeting <u>Morning Session</u>	<p>Formal review of Dorset PCC Precept.</p> <p>AM: To receive and consider the OPCC's proposed budget requirement and to</p>	Standing	M Short Panel		Agenda

Agenda Item	Notes	Raised by	PCP Lead	KLOEs	Approach (Agenda or SSR)
Budget Precept <u>Afternoon Session</u> Police and Crime Plan Monitoring Report	independently scrutinise its appropriateness. PM: To receive an update of progress against the Police and Crime Plan Q3 2022/23				
Domestic Abuse	Specifically targeted on LGBT / Male victims	Dec 19 training session	Cllr Haines	Tbc	SSR
Radar					

Agenda Item	Notes	Raised by	PCP Lead	KLOEs	Approach (Agenda or SSR)

This page is intentionally left blank