

**Police and Crime Commissioner  
Management Meeting – July**

**21<sup>st</sup> July 2014**

**10am**

**Council Chamber, Mole Valley District Council Offices, Dorking**

**Attendees:**

Kevin Hurley (PCC – Police and Crime Commissioner)  
 Jeff Harris (DPCC – Deputy Police and Crime Commissioner)  
 Shiraz Mirza (APCC – Assistant Police and Crime Commissioner)  
 Johanna Burne (Chief Executive – Office of the Police and Crime Commissioner)  
 Ian Perkin (Treasurer – Office of the Police and Crime Commissioner)  
 Damian Markland (Senior Policy Officer – Office of the Police and Crime Commissioner)

Nick Ephgrave (DCC – Deputy Chief Constable – Surrey Police)  
 Paul Bundy (HoF – Head of Finance – Surrey Police)

Sarah Thomas (Minute Taker – Office of the Police and Crime Commissioner)

<b>Agenda Item</b>	<b>Subject/Note</b>	<b>Action</b>
	Apologies were received from Chief Constable Lynne Owens.	
<b>Item 1</b>	<p><b>Matters Arising</b></p> <p>Stop and Search – the PCC said that he had contacted the Policing Minister Damian Green MP. He would revisit the matter with the new Policing Minister, Mike Penning MP.</p> <p>Seized Assets – the DCC would update this under agenda item 2.</p> <p>All other actions had been dealt with.</p>	
<b>Item 2</b>	<p><b>Surrey Police Progress Against the Six People’s Priorities</b></p> <p>The DCC reported that the number of total notifiable offences (TNOs) had dropped by 923 in comparison to the same time last year. The table shown in the report gave a breakdown of the figures.</p> <p>The PCC remarked on the 15% reduction in domestic burglary – it was an excellent result. The DCC suggested that the increase in detection had contributed to a reduction. He addressed the apparent increase in violence with injury. A factor in the increase was more accurate application of the revised Home Office Counting Rules with respect to assault (no injury) and Actual Bodily</p>	

	<p>Harm (injury).</p> <p>The PCC commented on the increase in the number of reported incidents of domestic violence. He believed this was good as it meant that more victims felt confident in coming forward. The DCC agreed with this view and also commended the work of Assistant Police and Crime Commissioner Jane Anderson who was doing a lot of work with victims. The introduction of DYPNs (Domestic Violence Protection Notices) and DVPOs (Domestic Violence Protection Orders) was also a positive step. Their purpose was to give the victim the time to decide what they wanted to happen after they had reported an incident of domestic violence. The offender would be removed from the home and would not be allowed to return for a certain period of time thus allowing the victim some thinking time on how to progress the report they had made. This new legislation was used to good effect during the World Cup.</p> <p>The DCC also commented that the increase in reporting of sexual offences was also seen as a positive as it meant that victims had confidence and trust in the police to report such incidents. Surrey's victim centred approach had contributed to the increase. All reports were initially classified as a crime and reclassified at a later date if necessary. The DPCC asked how the Force was dealing with resourcing in this area. The DCC explained that resources were stretched and that the Force was investing extra resources into the Public Protection Investigation Unit (PPIU) and was also in collaboration with Sussex. Crimes would be dealt with locally by Surrey and Sussex officers and led by ACC (Assistant Chief Constable) Cundy from Surrey.</p> <p>The detection rate had dropped for sexual offences. The DCC would be picking this up at the Crime and Performance Board. Detective Superintendent Jon Savell had been tasked with developing an action plan to address the issues. Part of the reason was that it could take a long time to investigate and bring a charge in these matters.</p> <p>The PCC remarked on the number of robberies, an average of one per week. He asked whether the incidents were muggings or other incidents. The DCC did not have the breakdown of figures to hand but he explained that robbery was either classed as Commercial – i.e. smash and grab or bank robberies and Personal – i.e. muggings. The numbers were very small but he could bring the details to the next meeting. The PCC said that the small number of robberies put into perspective how safe the county of Surrey was.</p> <p><b>ACTION: DCC to bring robbery breakdown data to the next meeting.</b></p> <p>The report contained many examples of good work including that of Waverley Safer Neighbourhood Team who was working with two local secondary schools where it had been identified that pupils were taking drugs.</p> <p>The DCC provided the latest figures for stop and search. The PCC encouraged the lawful use of stop and search as it was a good tool to use in keeping the public safe. He wished that senior government</p>	<p>DCC</p>
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	<p>officials understood that it was a successful tool in deterring criminals. The DCC said that a board called Stopwatch met regularly to review the use of stop and search. A representative from the IAG (Independent Advisory Group) sat on the board to provide an independent view. He said that all officers were trained in how to use stop and search and managers were able to find out whether it was being used. A pilot was taking place in the eastern part of the county where managers were able to assess how effective their officers were – this was not a target led initiative but more a general indicator of performance. Stop and search was just a small part of that.</p> <p>Assistant PCC Shiraz Mirza gave his personal view on stop and search. He said it was a good tool and the Force needed to encourage its officers to use it. He asked whether the Force collated figures in its use. The DCC explained that the figures were detailed in the report but that he could break them down further if required. He also recommended that Assistant PCC Mirza may like to attend a future Stopwatch meeting.</p> <p><b>ACTION: Arrange for Assistant PCC Shiraz Mirza to attend a Stopwatch meeting</b></p> <p>The DPCC noted the good work report relating to courier fraud. The PCC encouraged the Force to get this story into the Surrey Advertiser so that other elderly people in the county were made aware of this scam.</p> <p>Seizures made under the Proceeds of Crime Act (POCA) had increased, the majority of which was used to fund the Economic Crime Unit. There was a small surplus of approximately £120, 000 and the Assistant Chief Constables had been tasked to look at ways in which the money could be spent. They would present their options to the PCC in due course. The PCC reiterated his idea from a previous meeting whereby some police vehicles could bear a sticker with the message ‘bought with money seized from criminals’ or something to that effect.</p> <p>Sickness remained low which was positive in terms of resource availability.</p> <p>The number of Special Constables had fallen to 170. ACC Stephens was leading a piece of work to look at ways to increase this number to an optimum level. The DCC explained that the Force was unable to train any Special Constables until the Autumn due to the current training of new regular officers. The Force would be launching a recruitment drive for Specials at the end of the Summer.</p> <p>The PCC was very supportive of Specials, they provided a valuable reserve of visible numbers especially during the Olympics and the floods earlier this year. He expressed his concern that numbers had fallen to almost half of what they were before the review had been carried out. He suggested that another review needed to take place. The DCC explained that the Force had taken the positive view to ask ineffective officers to leave the Special Constabulary. There had been a recruitment freeze and natural attrition was also a factor in the reducing numbers although this wasn’t of concern. The training regime had also been reviewed nationally so Specials would now have to undergo a 26 week training programme before going out on</p>	<p>ST</p>
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	<p>patrol.</p> <p>Customer satisfaction had improved in the area of violent crime and racist incidents. 'Actions taken' and being 'kept informed' had also improved. Satisfaction relating to anti-social behaviour remained high. The Victim Care Board monitored satisfaction levels and would keep an eye on areas of concern.</p> <p>A new scheme called Pegasus had launched which would make it easier for those with communications difficulties to contact the Force. Special measures had been put in place to help those with difficulties to be able to interact.</p> <p>Local Policing Boards were continuing to take place on a regular basis in each borough. A range of issues were being raised. Social media was proving to be an effective way of engaging with the community. Surrey was at the forefront of this type of engagement and was very good at it.</p> <p>There had been a slight rise in unplanned wastage. The biggest reasons appeared to be officers transferring to other forces and police staff members finding alternative employment elsewhere, one of the reasons being that they were unsure of their future at Surrey Police due to funding pressures.</p> <p>The PCC said that he had raised the issue of police pay with all local MPs. It was not fair that Surrey officers were paid the same as colleagues across the country when Surrey was an expensive place to buy property in comparison.</p> <p>The report contained a list of misconduct hearings. The majority related to incidents of accessing police systems without a policing purpose.</p> <p>Operation Heather related to the deaths of four soldiers at Deepcut Barracks. A further inquest into the death of Private Cheryl James had been granted and a small team had been established within the Force to facilitate the inquest. This would cause significant resource implications as the inquest could last for up to two years. The PCC had therefore granted the use of the Force's reserves to fund this team.</p> <p>The PCC was pleased with the good news that was detailed in the report. He was concerned about the number of Special Constables and also the issues faced by officers who could not afford to live in Surrey. It was disappointing that there wasn't a way that he could take it forward. The Force had fed its concerns into the Winsor report and the current funding formula meant that Surrey did not get a good deal in government funding. He would expect the local MPs to do something before the General Election.</p>	
<p><b>Item 3</b></p>	<p><b>Policing Mental Health</b></p> <p>The DCC gave an update on how Surrey was progressing in developing a local declaration following the launch of the National Care Crisis Concordat in February 2014. Four key recommendations</p>	

	<p>had been accepted by the Health and Wellbeing Board and would be progressed. The PCC was grateful for the work that was being done. The DPCC expressed his concern about the willingness of other partners to get involved as this wasn't a sole police responsibility. The DCC said that would be a key factor – it was dependent on all partners to move forward and the Force would monitor progress.</p>	
<p><b>Item 4</b></p>	<p><b>Launch of the Joint Enforcement Project</b></p> <p>The PCC explained that the Joint Enforcement Project was an initiative where police and local authorities work together to enforce against anti-social behaviour. Reigate and Banstead was the pilot area and it was working well.</p> <p>The DCC said that he had visited the team at Reigate and Banstead and there had been some early successes relating to noise, parking, fly tipping and dog fouling. The PCC welcomed this good news which sent a clear message to the public that these issues were being addressed. The PCC also expressed his appreciation to the previous Leader of Reigate and Banstead Borough Council, Councillor Joan Spiers, for giving the project her full support and moving it forward and also the new Leader, Councillor Victor Broad, in what he has done to support the project. There was a hope that the project would roll out in Spelthorne and also that Woking might pick up some aspects.</p>	
<p><b>Item 5</b></p>	<p><b>Review of BME Recruitment, Retention and Progression</b></p> <p>The DCC explained that the report contained a lot of detailed information. The Force was slightly better than average with regards to BME representation. They had done a number of things to encourage recruitment such as allowing internal candidates to complete certain aspects of the recruitment process and obtain a conditional job offer before completing the Certificate in Knowledge of Policing (CKP) course.</p> <p>One person leaving the Force can have a big effect on percentages. Exit interviews had been revamped so that the Force could get a clear picture on why officers/staff chose to leave.</p> <p>The Diversity Team and HR were working together to look at ways to improve recruitment.</p> <p>The PCC asked whether a candidate failing vetting was an issue during recruitment. He suggested that those that came from socially disadvantaged backgrounds may fail vetting due to factors outside of their control. The DCC said that this wasn't flagged in Surrey as a main issue as it was in the Metropolitan Police area.</p> <p>There were only four BME officers in the higher ranks – percentages were volatile when the numbers were so small. Promotion was below average but representation was good in specialist roles. The Equality, Diversity and Human Rights (EDHR) Board had an action plan to address the issues but it was not an easy matter to tackle.</p> <p>Assistant PCC Shiraz Mirza suggested the Force could use electronic media for BME groups in their own print to advertise recruitment e.g. Asian TV, newspapers, events in mosques. He</p>	

	<p>asked what the breakdown of religion was amongst BME officers. The DCC explained that the Force didn't break numbers down by religion. This information is not disclosable so some officers and staff may choose not to disclose it. Assistant PCC Mirza said that he would be very happy to support HR and the Diversity Team in their recruitment engagement.</p>	
<b>Item 6</b>	<p><b>Financial Report – Month 12 – 2013/14</b></p> <p>Paul Bundy, Head of Finance presented the report. He explained that the report contained detail relating to variances. The significant capital projects in 2013/14 had been; Salfords Custody Suite, Niche RMS, vehicle replacement programme and ICT infrastructure renewal. The flooding had been a challenging time but the Home Office had agreed to cover the costs of overtime and equipment.</p> <p>The PCC congratulated the Force for managing to bring the Force in budget especially with the challenges that it had faced. He was also pleased that the Prime Minister had agreed to fund flooding costs. The DPCC also congratulated the Finance Team specifically, it was a significant achievement.</p>	
<b>Item 7</b>	<p><b>Annual Update of Surrey General and Specific Reserves Strategy</b></p> <p>Paul Bundy presented the report which was brought to the PCC on an annual basis regarding the General and Specific Reserves. The PCC had agreed that the Force could use the operational reserve for work relating to Operation Heather. The PCC asked whether there was any way the Force could approach the Ministry of Defence (MOD) to fund the investigation as the deaths happened on their property. The DCC explained that the Force would not be making any further investigations but rather managing their documentation.</p> <p><b>ACTION: PCC/DCC to discuss outside of meeting whether Surrey was doing MOD work in relation to the Deepcut inquest.</b></p> <p>The PCC said that he would take advice from his Chief Finance Officer (CFO) on the decisions required in the report.</p> <p>The PCC said that he was very satisfied with the Force's performance and it was pleasing to see significant outcomes in all aspects of their work.</p>	<b>PCC/ DCC</b>
<b>Item 8</b>	<p><b>AOB</b></p> <p>Assistant PCC Mirza asked what the Force was doing in relation to forced marriage. He said that the issue should be addressed in Surrey. The PCC agreed that the Force should be training its officers in this area and in relation to Honour Based Violence (HBV). The DCC said that incidents that were reported where officers were</p>	

NOT PROTECTIVELY MARKED

	<p>suspicious of forced marriage or HBV they would always ask questions. If an Asian person was reported as missing then these factors would be considered as well. However, being able to pick up subtle calls for help was difficult.</p> <p>Chief Executive Johanna Burne said that she had attended an HBV training day approximately three years ago that was organised by the Diversity Team – it was very good and may be worth refreshing.</p> <p><b>ACTION: DCC to find out what training the Force provides in relation to HBV and Forced Marriage.</b></p>	<p><b>DCC</b></p>
	<p><b>Next Meeting</b></p> <p>The next meeting will take place on 18<sup>th</sup> September at 2pm at Mole Valley District Council Offices, Dorking.</p>	