

**PART ONE**

To: Office of Police and Crime Commissioner – Performance Meeting

Date: 27th September 2017

By: Strategic Planning

Title: Progress against the Police and Crime Plan

Purpose of Report/Issue: The purpose of this paper is to provide an update for the Police and Crime Commissioner regarding Surrey Police performance on the Police and Crime Plan.

Introduction/Background: This paper provides an update on Surrey Police performance for the financial year to date 2016/17.

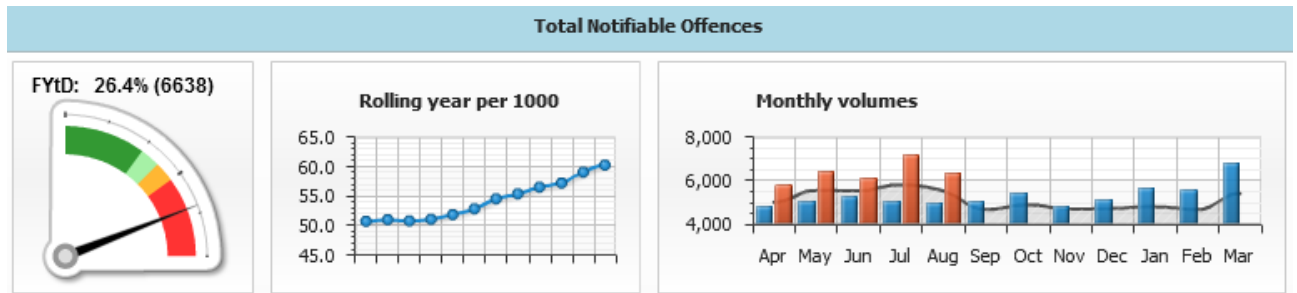
Report Detail:**1. Cut Crime and keep Surrey Safe**

Aim	Measures by	Year End 2016/17	Previous Apr-Aug 16/17	FYtD Apr-Aug 17/18
For people to feel that police deal with anti-social behaviour and crimes that matter to them in their area	% of public from survey believing that the police deal with anti-social behaviour and crimes that matter in their area	75.9% (3592) (Year 16/17)	77.0% (923) (Qtr. 1 16/17)	80.0% (938) (FYtD 17/18)*

*Results for Quarter 1, 2017/18

Aim	Measures by	2016/17 Performance	Current Performance
For police to solve more crimes against vulnerable people	Positive Outcome Rate for crimes against vulnerable people (sexual offences, domestic abuse, child abuse and hate crime)	25.8% (1086) (FYtD 2016)	19.7% (1002) (FYtD 3 Sept 2017)

Total Notifiable Offences

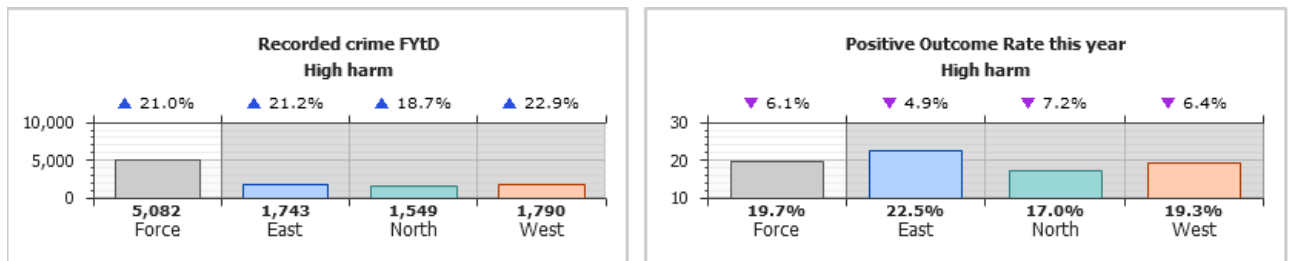


August 2017

The force has recorded a +26.4% increase in recorded crime this FYtD (August 2017), with 31,828 offences recorded compared to 25,190 in the same period last year (+6,638 offences). Notable volume increases have been recorded for Violence without injury (+34.4%, +2,431 offences), Violence with injury (+24.7%, +634 offences), Criminal damage (+20.9%, +782 offences) and Theft (other than vehicle) & handling stolen goods (+18.9%, +1,055 offences). Domestic burglary has also increased notably this FYtD from the same period last year by +108% which equates to another 1050 incidents. However the Home Office have expanded this category to include other incident types. Please see Residential (Domestic) Burglary on page 5.

The number of positive outcomes this FYtD has increased compared to the same period last year from 4,200 to 4,698 (+498 positive outcomes). However, because the volume of Total Notifiable Offences has increased so notably, the positive outcome rate this FYtD of 14.8% is lower than the rate for the corresponding period last year (16.7%).

High Harm

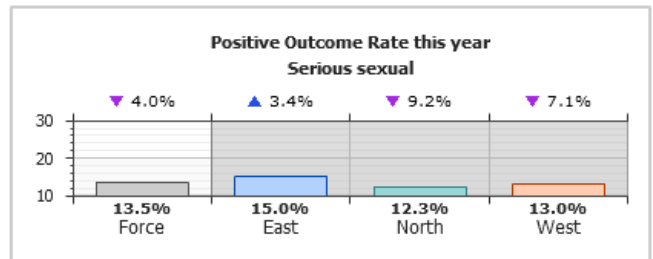
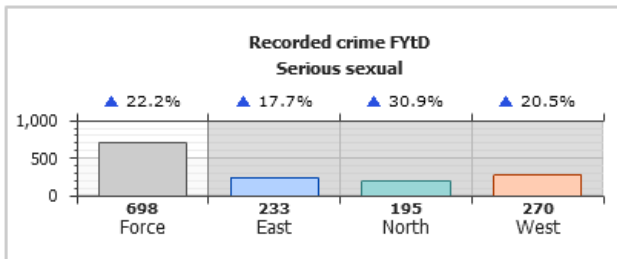


3 September 2017

High harm offences comprise of the following types of crime: Serious Sexual Offences, domestic related offences involving violence, child abuse offences and hate crime offences.

This FYtD (3rd September 2017) the force has recorded 5,082 high harm offences, a +21.0% point increase from the same period last year (4,200). The FYtD positive outcome rate for high harm is 19.7% (1002 positive outcomes), a decrease of -6.1% points from the same period last year (25.8%, 1086 positive outcomes).

Serious Sexual Assault



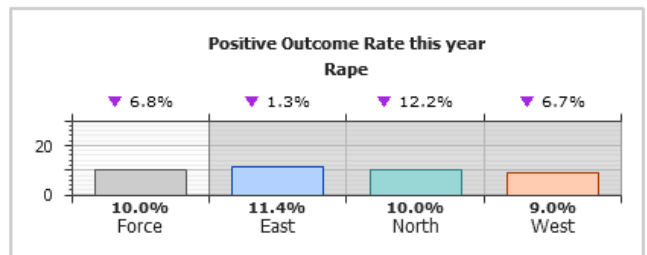
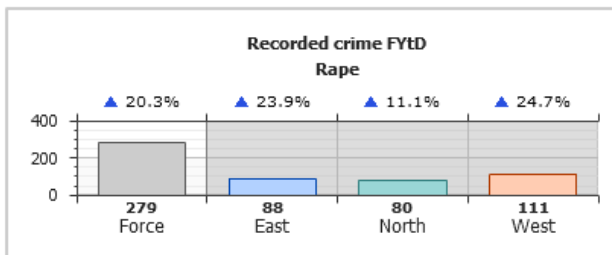
3 September 2017

The force has recorded 698 serious sexual crimes this FYtD (3 September 2017), a +22.2% point increase (+127 offences) on the same period last year (571). The FYtD positive outcome rate for serious sexual has decreased to 13.5% from 17.5% for the same period last year (100 positive outcomes in 16/17 and 94 positive outcomes in 17/18).

National Position ▲

For the 12 months to July 2017 Surrey’s national position for Serious Sexual offences was 3rd with 1.23 offences per thousand population. Surrey’s positive outcome rate was 5th highest nationally at 16.7%, an increase of 20 places compared to the previous 12 months to July 2016.

Rape



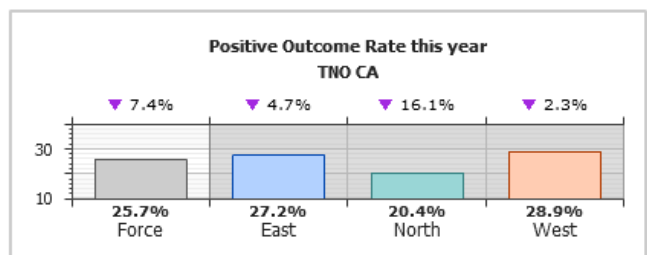
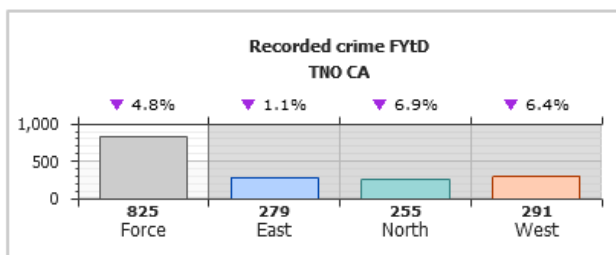
4 September 2017

The force has recorded a +20.3% increase in rape offences this FYtD (4 September 2017) compared to the same period last year (232 to 279 offences). The FYtD positive outcome rate has decreased from 16.8% to 10.0%, however these percentages relate to low base numbers (39 positive outcomes in 16/17 vs 28 positive outcomes in 17/18).

National Position ▲

For the 12 months to July 2017, Surrey’s national position for rape crimes increased by three places to 2nd position. The national position for positive outcomes increased by ten places to 16th position.

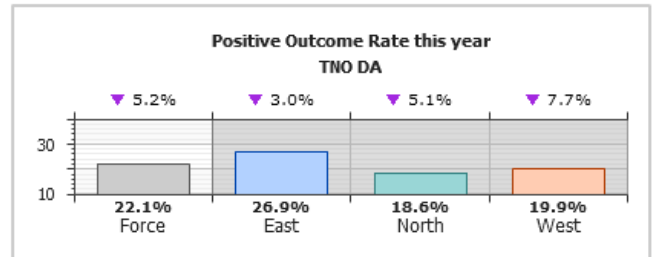
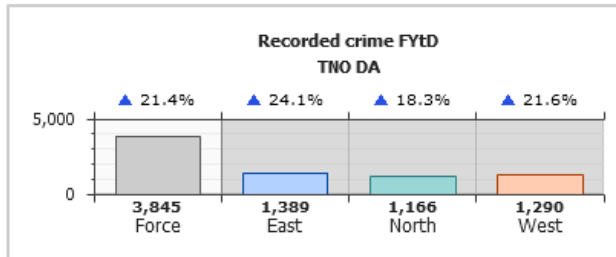
Child Abuse



4 September 2017

The force has recorded a -4.8% reduction in Child Abuse offences this FYtD (4 September 2017) compared to the same period last year (825 down from 867 offences). The positive outcome rate for this FYtD is 25.7%, a decrease of -7.4% when compared to the same period last year (33.1%) (287 positive outcomes in 16/17 compared to 212 positive outcomes in 17/18).

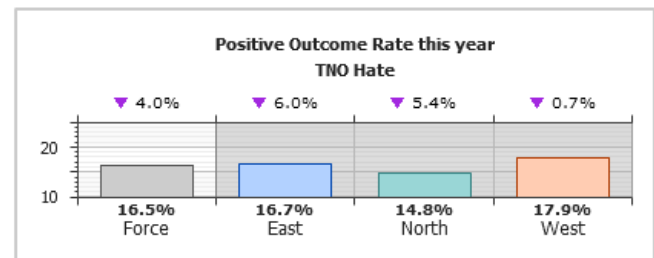
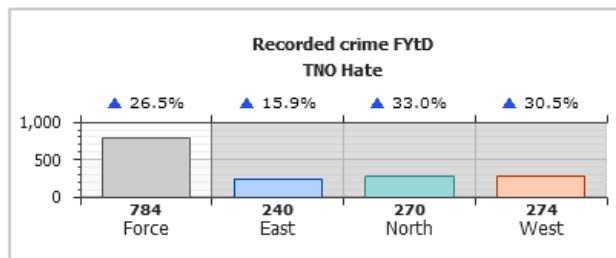
Domestic Abuse



4 September 2017

This FYtD (4 September 2017) the force has recorded a +21.4% increase in Domestic Abuse offences (+679) compared to the same period last year (3166 to 3845 offences). The positive outcome rate for this FYtD is 22.1%, a decrease of -5.2% points compared with the same period last year (27.3%). (862 positive outcomes in 16/17; 848 positives outcomes in 17/18).

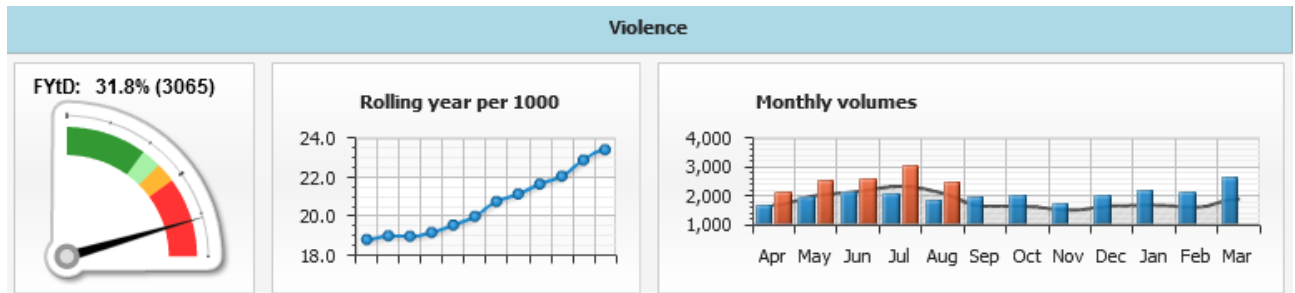
Hate crime



4 September 2017

The force has recorded an increase of +26.5% in Hate Crime offences this FYtD (4 September 2017) compared with the same period last year (620 up to 784 offences). The positive outcome rate for this FYtD is 16.5%, a reduction of -4.0% points compared to the same period last year (20.5%). However the number of actual positive outcomes achieved has remained stable (127 positive outcomes in 16/17 compared to 129 positive outcomes in 17/18).

Violent crime



August 2017

This FYtD (August 2017) the force has recorded a +31.8% increase in violent crime (with and without injury), with 12,712 offences recorded compared to 9,647 in the same period last year (+3,065 offences).

Violence without injury offences have increased by +34.4% (+2,431 offences), with notable increases for Public fear, alarm or distress +21.4% (+492 offences) and Assault without injury +44.3% (+1140 offences). Violence with injury offences have increased by +24.7% (+634 offences), with notable increases for Assault with injury, +22.5% (+561 offences).

The volume of positive outcomes this FYtD has increased from the same period last year for both Violent with, and without, injury.

- Violent with injury 651 up to 757 positive outcomes (+16.3%)
- Violent without injury 1,295 up to 1,383 positive outcomes (+6.8%).

However, because the volume of these offences has increased so notably, the positive outcome rates this FYtD are lower than for the same period last year.

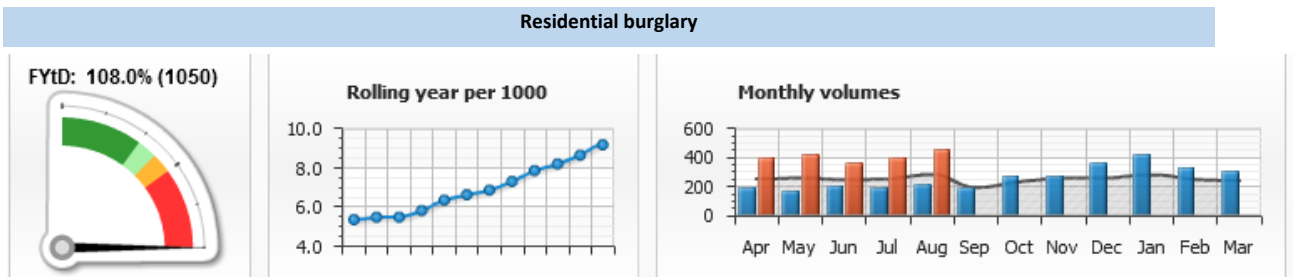
- Violent with injury 25.3% down to 23.6%
- Violent without injury 18.3% down to 14.5%

National position ▲

For the 12 months to July 2017, Surrey's national position for Violence with injury was 4th at 5.69 offences per thousand population. Surrey has increased five places to 19th nationally for Violence without injury at 16.64 offences per thousand population.

Surrey's positions for positive outcomes have improved four places to 14th nationally for Violence with injury at 27.9% and seven places to 24th nationally for Violence without injury at 17.6%.

Residential (Domestic) Burglary



August 2017

The force has recorded a +108% increase in 'Domestic' Burglary offences this FYtD (August 2017). However, the Home Office Crime Recording (HOCR) counting rules changed from

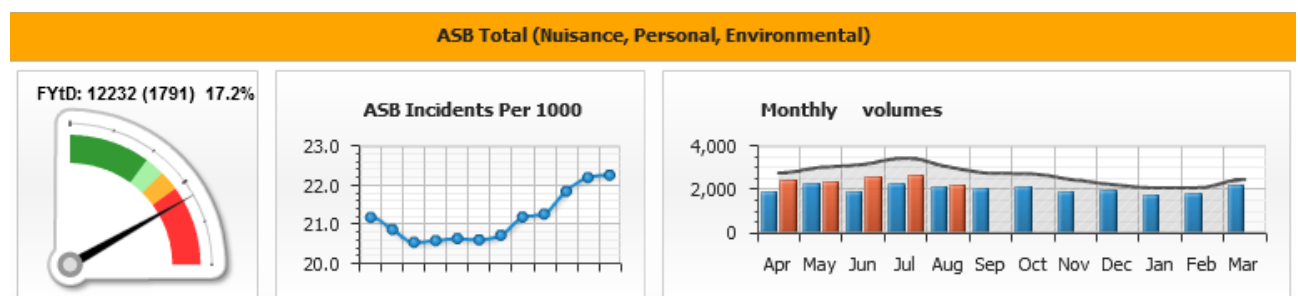
April 1st 2017 and this category, now referred to as ‘Residential’ Burglary, includes both burglaries to domestic dwellings and offences such as shed breaks and similar. This means that figures for last year and this cannot be directly compared.

Double the number of positive outcomes have been achieved this FYtD compared to the same period last year (69 up to 139, +101%) The positive outcome rate this FYtD and for the same period last year are similar (6.9% and 7.1% respectively).

National position ▼

For the 12 months to July 2017, the volume of Residential (Domestic) burglary offences was 5.04 offences per thousand population. This has decreased our national position 11 places to 26th. Surrey’s positive outcome rate has reduced nine places to 32nd position at 9.3%.

Anti-Social Behaviour (ASB)



August 2017

The force has recorded an increase of +17.2% more ASB incidents this FYtD (August 2017) compared to the same period last year (+1791 incidents). Notable increases in volume have been seen for Nuisance (+1100 incidents, +15.6%) and Environmental (+681 incidents, +62.4%) ASB. In particular:

- ASB11: Rowdy or inconsiderate behaviour (Nuisance), +601 incidents (+15.6%)
- ASB15: Vehicle nuisance / inappropriate use of (Nuisance) +490 incidents (+ 21.8%)

Joint Neighbourhood Survey results for quarter one show that 80% of respondents agreed that Surrey police are dealing with the anti-social behaviour and crime issues that matter in their area. This is an increase on both the same quarter last year (+3% points) and the previous 2016/17 year end (+4.1% points) results.

Examples of good work

- A drug dealer who officers stopped with 173 packages of crack cocaine and heroin, and cannabis in his underwear has been jailed following an investigation by Surrey Police’s Operation Viking. Op Viking is the Force’s dedicated team that has been working since before Christmas 2016 to crackdown on cross border drug dealers. The drug dealer, Glen Lynch was stopped on the M23 in Hooley on April 11 by officers from the Force’s Roads Policing Unit who searched his car and while doing so noticed the 34-year-old was reaching into his underwear. He was removed from the car and searched. Lynch of Northwick Road, Wembley had previously pleaded guilty to possession with intent to supply crack cocaine, heroin and cannabis. He was jailed for 3 years and 9 months when he appeared at Guildford Crown Court yesterday (August 22).

- Two other drug dealers have been jailed following work by Surrey Police's Op Viking. Ricardo McPherson was a passenger in a car officers stopped in Waterhouse Lane, Tadworth. He and two others told officers they were heading to a nearby pub for a drink. However 25 minutes later the same car and passengers were stopped in Tattenham Way, Burgh Heath. They each gave different accounts about why they hadn't stayed in the pub. As officers went to search McPherson he ran away and threw a sock containing 19 wraps of cocaine into a garden. Following arrest, McPherson pleaded guilty to possession with intent to supply cocaine and was sentenced to 5 years and 6 months when he appeared at Guildford Crown Court on August 11.

Joel Best, aged 19 of Wandle Bank, Colliers Wood, London was a passenger in a car stopped on the A23 in Redhill. He told officers he was on his way to Chessington from Croydon, despite Redhill not being on-route. However the car's satnav had a Redhill address as its destination. Best was searched and officers found 37 wraps of crack cocaine and heroin. Best was jailed for 2 years and 3 months when he appeared at Guildford Crown Court in August.

- Andy Robson a head teacher, 42, of Leslie Road, Dorking has been sentenced to 24 months after pleading guilty to two counts of taking indecent images of children and two counts of making indecent images of children. Robson was arrested after police seized a device believed to be hosting indecent images of children after a warrant was carried out at his home address on 22 February 2017. An investigation was immediately launched by Surrey Police in conjunction with Surrey Children's Services as part of Surrey's multi-agency safeguarding procedures. Further enquiries established that the images had been recorded covertly and consisted of groups of children getting changed following school sporting activities.

Detective Inspector Jon Vogel, from Surrey Police's Paedophile Online Investigation Team, said: "The taking and making indecent images of children is deplorable and the sentence handed out today reflects that. I hope that the outcome today, as well as Robson receiving a 10-year Sexual Harm Prevention Order (SHPO) and being put on the Sex Offenders register, is some consolation to the victims and their families."

- Surrey Police's Paedophile Online Investigation Team led an investigation into online grooming that resulted in a man who targeted teenage girls using fake profiles being given a 10 year sentence when he appeared at Guildford Crown Court (25 August). He was sentenced to six years' imprisonment with a four-year extended license, and an indefinite Sexual Harm Prevention Order.

The man, Jordon Towers, 24, of Portugal Road, Woking was arrested after a 13-year-old girl from Kent reported he had befriended her online using a fake profile and persuaded her to take indecent photographs of herself. When searched officers found more than 1,000 indecent images and during a thorough review of Towers' phone, officers identified around 60 potential victims aged between 13 and 16 years. The investigation was led by Surrey Police and involved interviewing 29 girls across the country. The evidential accounts officers obtained during the investigation enabled them to charge Towers with 26 offences, 21 of which he pleaded guilty to. Detective Inspector Goodwin from Surrey Police who led the investigation said: "The prison sentence handed to Towers today shows that the internet is not a safe or anonymous place for abusing teenage girls". DI Goodwin continued: "I hope that the outcome today is some consolation to Towers' victims, who have shown great bravery in coming forward and speaking out."

2. Supporting Victims

Aim	Measures by	2016/17 Performance	Current performance
For Surrey Police to be rated 'good' (or better) at protecting vulnerable people	HMIC grade for protecting vulnerable people from PEEL Effectiveness Inspection	Good (Autumn 2016)	Next inspection Autumn 2017

Aim	Measures by	Year End 2016/17	Previous Apr-Aug 16/17	FYtD Apr-Aug 17/18
For victims to be satisfied with the level of service they receive from Surrey Police	% of victims of crime surveyed satisfied with police service (aggregate of 2 crime types)	80.8% (1006)	81.4% (425)	79.2% (517)

Victim Satisfaction

The table below compares the Force's victim satisfaction performance this financial year to date (FYtD) with the 2016/17 year end.

Overall Satisfaction (crime)

	Year End 2016/17	Previous Apr-Aug 16/17	FYtD Apr-August 17/18	% point change between YE and FYtD 17/18
*Overall crime satisfaction	80.8% (1006)	81.4% (425)	79.2 (517)	-1.6%
Burglary	86.7% (563)	88.1% (207)	83.4 (262)	-3.3%
Violent	74.3% (443)	76.0% (218)	75.2 (255)	+0.9%

*Aggregate of Burglary and Violent

Overall satisfaction this FYtD is 79.2% which is -1.6% points lower than the previous year end result (80.8%). This has been influenced by notably lower overall satisfaction recorded in July however results for August show a recovery for overall satisfaction.

Satisfaction with ease of contact this FYtD remains high at 95.9%, which is significantly higher than the previous year end result of 92.8% (+3.1% points). Satisfaction with actions taken is also higher this FYtD than the previous year end at 77.3% (+1.2% points) although results were notably lower in July with some recovery in August.

However, at 70.7% satisfaction with being kept informed is -3.6% points lower this FYtD than the previous year end. Results were notably low in July but made some recovery in August. Satisfaction with being kept informed is a key driver of overall satisfaction, however this indicator attracts lower satisfaction than the other indicators. To improve understanding of the reasons for this, the Customer Service Policy Advisor is reviewing all cases relating to dissatisfied survey results from North Division. The findings will be taken to September's Crime Performance Board and the Volume Crime Investigation Board for consideration.

Burglary overall satisfaction reduced notably in July however this recovered fully in August. No corresponding reduction was seen for violent crime victims in July.

Considerations: From 1st April the Home Office counting rules changed to expand the old 'Domestic Burglary' classification to 'Residential Burglary', and now includes crimes such as 'shed breaks' and similar. Therefore from April (June results) onwards the sample of victims surveyed has been drawn from the wider Residential Burglary group. A manual audit of burglaries in April showed that over a third of 'residential' burglaries were not 'dwelling' burglaries.

Results for Burglary will continue to be assessed and monitored. Performance monitoring and command oversight occurs at all levels, including a weekly review by ACC Burton and Burglary being considered at the monthly Crime Performance Board.

Victims Code Compliance

Overall compliance with the Victims' Code of Practice reduced from 47.8% (January to March) to 44.3% (May to July).

May to July compliance for each individual requirement was as follows: First Contact (FiCon) Compliance: 87.2%, Contact Contract Set: 54.7%, Contact Contract Compliant: 86.1%, Prime Events Compliant: 91.4% and Written Acknowledgement Provided: 57.1%.

Work in progress to improve victim satisfaction includes:

- Training continues for supervisors around NICHE and Victim Contact delivered by the Customer Service Policy Officer throughout August
- North Surrey continue to dedicate resource from their Performance team to support VCOP auditing to target, monitor and address under performance
- Resource from the former 'Red snapper' trainers on division has been dedicated to train Officers and promulgate messages
- ACC Kemp chairs the Volume Crime Improvement Board which holds governance and accountability for victim satisfaction and VCOP compliance; each division has provided their own victim care action plans to ACC Kemp, and there has been some agreement around prescription for each division to set some consistency
- University Intern has been working on West division for the last 6 weeks looking at: What motivates compliant officers to deliver a high standard of Victim Care? This exercise has been undertaken to improve understanding of underlying differences between compliant and non-compliant Officers to help target our actions, identify blockers, and harness best practice, to help improve compliance and overall victim satisfaction.
- Rollout of a large scale Communications campaign which has included screen savers, posters and an Offbeat article
- Production of informative 'Information for Victims of Crime' leaflets for Officers to give out to victims

Anti-social Behaviour

	Year End 2016/17	Previous Apr-Aug 16/17	FYtD Apr-August 2017/18	% point Change between YE and FYTD

Anti-Social Behaviour (ASB) victim satisfaction	70.3% (1824)	70.7% (893)	74.1% (672)	+3.8%
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The FYtD (August 2017) result for anti-social behaviour victims is significantly higher than the previous year end results at 74.1% (+3.8% points). Furthermore, overall satisfaction is higher for both Grade 1-3 callers at 77.8% (+5.6% points) and Grade 4 callers at 71.9% (+2.8% points) than the previous year end results.

Overall satisfaction is higher across all divisions when compared to the previous year end. In particular, overall satisfaction on East is 74.7% (+4.2% points) and on West is 75.2% (+4.0% points).

In addition, all satisfaction indicators remain above the previous year end results. Satisfaction with time taken to attend shows the largest increase of +5.4% points to 83.5%, followed by satisfaction with ease of contact +3.2% points to 91.7%.

3. Tackling Rural Crime

Aim	Measures by	2016/17 Performance	Current performance
For police to improve the answering of the 101 non-emergency number	% of 101 calls answered within 60 seconds	55.5% (Year 16-17) 181,223 of 326,529 calls	63.7% (FYtD July 2017) 73,980 of 116,138 calls

Aim	Measures by	Year End 2016/17	Previous Apr-Aug 16/17	FYtD Apr- Aug 17/18
For communities to feel that police deal effectively with their local issues	% people who feel the police tackle local issues	84.4% (4856)	85.3% (1245)	87.2% (1291)*

*Results for Quarter 1, 2017/18

Call Handling and Deployment

999 Performance

999 call handling performance remains strong and is always given priority. Current FYTD 999 performance shows that 93.6% of calls are answered in 10 seconds (41,822 of 44,682 calls), with July's 2017 performance at 94.1% (11,454 of 12,172 calls).

101 Performance

101 call handling performance does see a greater degree of variation than 999 performance mainly due to a number of factors including continued prioritisation of 999 emergency calls over 101 calls, and the greater volume of calls we see during the summer months or following a significant incident. During July 2017 we continued to see both this anticipated seasonal increase in 999 calls and 101 calls and significant incidents such as the

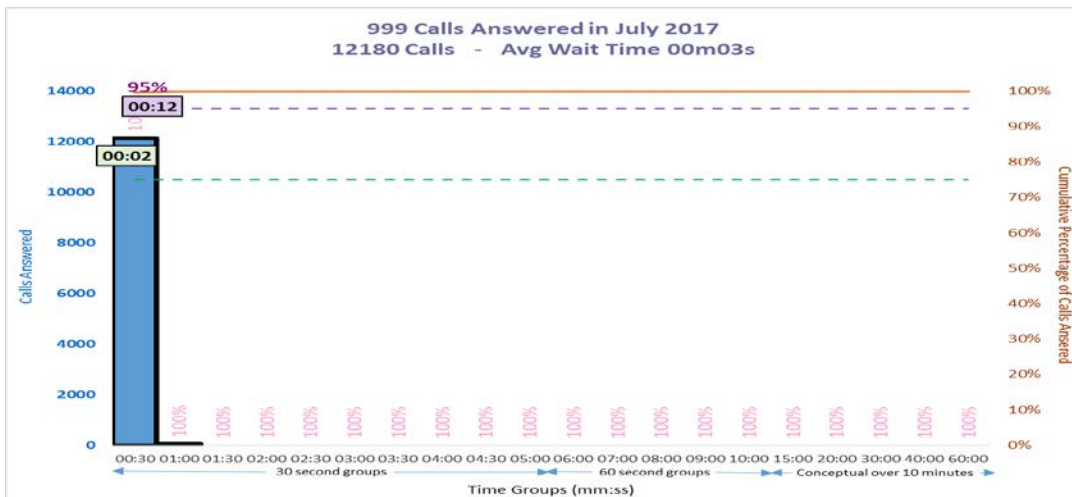
high number of land incursions in the county (Waverley Borough), which generated in excess of 300 additional calls from the public on 101.

Despite July being our busiest month in terms of call volume in which we saw a slight increase in 999 calls (189 more than June) and a significant increase in 101 calls (1109 more than June). The total abandonment rate for 101 calls was **16%** (5,381 of 33,559 calls) for July 2017 compared with **40.7%** (13,836 of 34,007 calls) in July 2016.

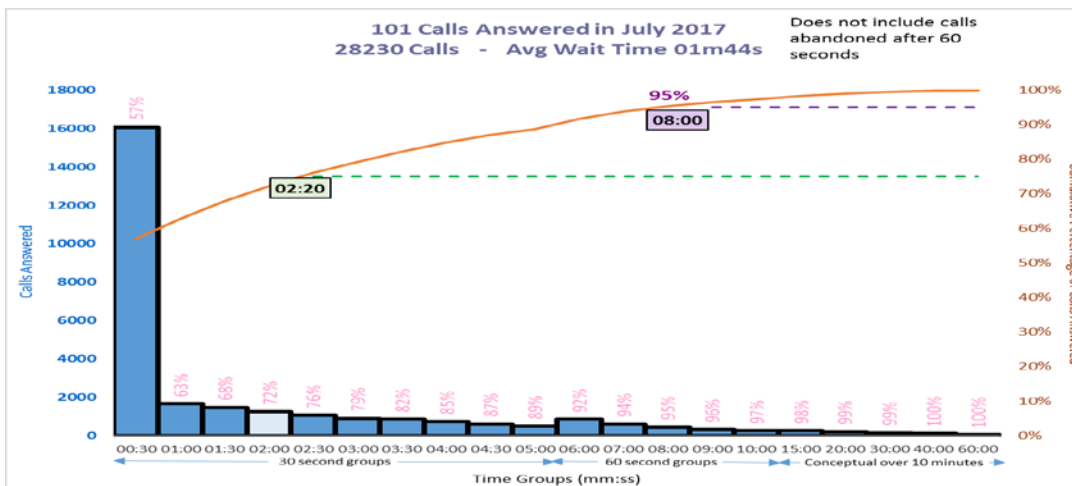
Review of 101 target/measurement:

A joint Surrey/Sussex meeting was held with the two Offices of the Police Crime Commissioner on 30th November 2016 to discuss the current non-emergency target and consider better ways of tracking performance. The existing targets in both forces are not nationally mandated (with all forces measuring call handling in a variety of ways). The Surrey target has been in place for over 10 years and arguably no longer reflects the changing nature of police call handling which has shifted from traditional call taking to safeguarding, identification of risk and resolution. A proposal was put forward to track, on a monthly basis, the average time calls are answered in certain percentages e.g. 75%, 95% etc.

Performance Reporting for July 2017 in this new format is shown below:



75% of 999 calls answered within 2 seconds, and 95% of calls answered within 12 seconds which is a slight improvement on June 2017



75% of 101 calls answered within 2mins 20 seconds, and 95% of calls answered within 8mins, this is almost identical to June 2017.

The average waiting time for a 101 calls in **July was 1 minute and 44 seconds, compared with 1 minute 42 seconds for June.**

4. Making our Town Centres Safe

Aim	Measures by	Year End 2016/17	Previous Apr-Aug 16/17	FYtD Apr-Aug 17/18
For people to feel safer in Surrey's towns	% residents who say they feel safe walking alone after dark	86.9% (5696) (Year 16/17)	87.4% (1438) (Qtr. 1 16/17)	84.3% (1384)*

*Results for Quarter 1, 2017/18

Public Confidence

The table below presents findings for Surrey Police from the Joint Neighbourhood Survey.

	Year End 2016/17	Previous Qtr. 1 16/17	FYtD Qtr 1, 2017/18	% point change between YE and FYtD
Public confidence in neighbourhood police (% Very / Fairly confident)	89.0% (5800)	89.2% (1459)	90.7% (1480)	+1.7%

Public confidence in neighbourhood police remains high. This FYtD (Qtr 1, 2017/18) nine out of ten respondents (90.7%) agreed they were very or fairly confident in their neighbourhood police. This represents a statistically significant increase of +1.7% points from the year end result of 89%.

Confidence levels this FYtD have remained high and broadly consistent with the previous year end for four out of six confidence factors. For the FYtD these are confidence that the police would be **friendly and approachable** (97.1%), **treat you with respect** (96.6%), **use appropriate force** when making arrests (96.2%) and **treat everyone fairly** (93.5%). However, this last factor, treating everyone fairly shows a +2.4% point increase this FYtD on the same period last year.

Confidence that the police would **respond quickly to 999 calls** has increased to 88.9% this FYtD from the previous year end by +4.2% points. This is a statistically significant increase. Confidence that the police will **catch criminals** has also increased to 72.5% this FYtD from the previous end by +4.3% points (also a statistically significant increase).

Under half of respondents this FYtD (45.9%) agreed that the police in their neighbourhood are seen in the places and at the times they are needed, however this does represent a statistically significant increase from the previous year end (+5.5% points).

For the 12 months up to March 2017, the Crime Survey for England and Wales places Surrey equal 4th highest for public confidence (SPI 2.3). The percentage difference between 4th and 2nd place is 0.9% points.

5. Tackling the Threat of Terrorism

Aim	Measures by	2016/17 Performance	Current performance
To ensure a robust plan remains in place and is kept updated and properly funded to prevent and defeat terrorist activities in Surrey	For plans in place and updated to satisfaction of PCC	Not applicable	PCC currently content with plans in place – although to be kept under review

Surrey Police continues to play an integral part in the delivery of the UK Government's counter terrorism strategy (CONTEST) across the County. In April 2017 Prevent became a regional unit alongside all areas of Counter Terrorism policing in the South East region. It now falls under the umbrella of Counter Terrorism Policing South East (CTPSE) which was previously the South East Counter Terrorism Unit (SECTU). CTPSE Prevent is in turn guided by the Prevent team at the National Counter Terrorism Police Headquarters and a national tactical plan was released in 2017. This identified key deliverables for the police following the clearly identified roles of the Police outlined within the Counter Terrorism and Security Act 2015.

Surrey Police Prevent continues to support statutory partner agencies in embedding the Prevent Duty element of the Counter Terrorism and Security Act 2015. This is driven through the County wide, multi-agency Prevent strategic board at which Surrey Police remains a key member. This group is responsible for reviewing Prevent activity, embedding legislative requirements, information sharing and ensuring the County meets national expectations in relation to Prevent. Surrey Police maintains a Prevent Action plan which ensures Police delivery sits in line with requirements outlined in the Prevent duty and the national Prevent service deliverables.

In accordance with national requirements the Counter Terrorism Local Profile (CTLP) was produced in April 2017. This document assesses risk, threat and vulnerability in relation to extremism and terrorism within Surrey and has been shared across partner agencies including the Surrey Chief Executives board and Surrey Police Chief Officer Group.

Embedding Prevent within mainstream safeguarding and public protection units has been an ongoing theme throughout the past 18 months. This has led to improved working relationships and greater awareness within teams such as the MASH, divisional SIU's and specialist public protection units. Safeguarding within Counter terrorism policing is an ongoing priority nationally and there is an increasing crossover between vulnerabilities being managed within Prevent and public protection making this work highly relevant.

Working alongside key partner agencies including Surrey County Council a revised Channel process has been delivered in the county. This first met in July 2017 and will continue to be reviewed and monitored to ensure it meets national expectations and is effectively supporting the individuals referred into the process.

6. Making Every Pound Count

Aim	Measures by	2016/17 Performance	Current performance
To improve the percentage of budget spent on front-line policing	% of force budget spent on front-line policing	69.8% (HMIC 2016)	2017 VFM Profile due Autumn 2017

As projected the July and August Police Probationer intakes took the officer strength over budgeted establishment. We are now working with Finance and awaiting the updated MTFP projections to assess our recruitment pipeline and future intake requirements, we have a good pipeline feeding the probationer courses and high numbers of applications on each campaign. Discussions regarding this are due to take place at the next Capacity and Capability board on 26th September and a further update will be available following this.

Although up to officer establishment this has been achieved through over establishing Police Constables. The force continues to have vacancies at other ranks, and through internal promotion expect to see this reduce. We continue to have a capability gap with Detective Constables, and project this to last into 2018/19. We continue to have a development pipeline for PCs training to become DCs and continue to recruit DC transferees.

We are now using a planning assumption of 14FTE officers per month following a reduction in the number of leavers at the end of the last financial year and in to 17/18.

Estates Strategy

A strategic business case for a radical restructure and rationalisation of the force estate has been approved. Recruitment of resource to take forward the Building the Future programme is underway with programme team roles anticipated to be filled by early October (subject to vetting procedures). The programme will involve disposal of a number of key sites (including Woking PS and the HQ at Mount Browne). Early proposals had included possible re-investment in a joint site with Sussex Police to support collaborated functions in addition to a new Surrey HQ, however this option is not supported by the PCC for Sussex. The programme will therefore focus on options for a single new Surrey HQ that will accommodate Surrey based collaborated teams as well as Chief Officers and support functions. The availability of suitable sites continues to be explored and any options will be assessed against a range of agreed criteria relating to the location and nature of the site. Rationalisation of the estate will be underpinned by widespread rollout of modern, agile working practices supported by appropriate technology. Plans to pilot agile working across a range of operational and support functions are under development with roll out now anticipated in the New Year.

Recommendation(s)/Future Activity: The Police and Crime Commissioner is asked to note the contents.

Risks: Performance risks are addressed through the Crime Performance Board chaired by the Deputy Chief Constable.

Attachments/ Background Papers: N/A

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