



OFFICE OF THE POLICE &
CRIME COMMISSIONER FOR
SURREY



Police and Crime Commissioner for Surrey

Candidate Pack 2024

Contents

Information about the Office of the Police & Crime Commissioner (OPCC)

Useful Contact Details	3
Role of the Police and Crime Commissioner	4
Support Staff	5
Finance & Budgets	6
Commissioning of Services	9
Monitoring Performance	12
Independent Custody Visiting Scheme	13
Contact & Complaints	14
Engagement & Consultation	15
Managing Police Misconduct	16
Partnership Working	17
Equality, Diversity and Inclusion	20
Oversight of the PCC	21

Information about Surrey Police

Senior Leaders	22
Current Performance	24

Other Information

PCC Oath of Impartiality	27
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Information about the OPCC

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Additional contact options are available on the Commissioner's website:
<https://www.surrey-pcc.gov.uk/contact-us/>

Information about the OPCC

Role of the Police & Crime Commissioner

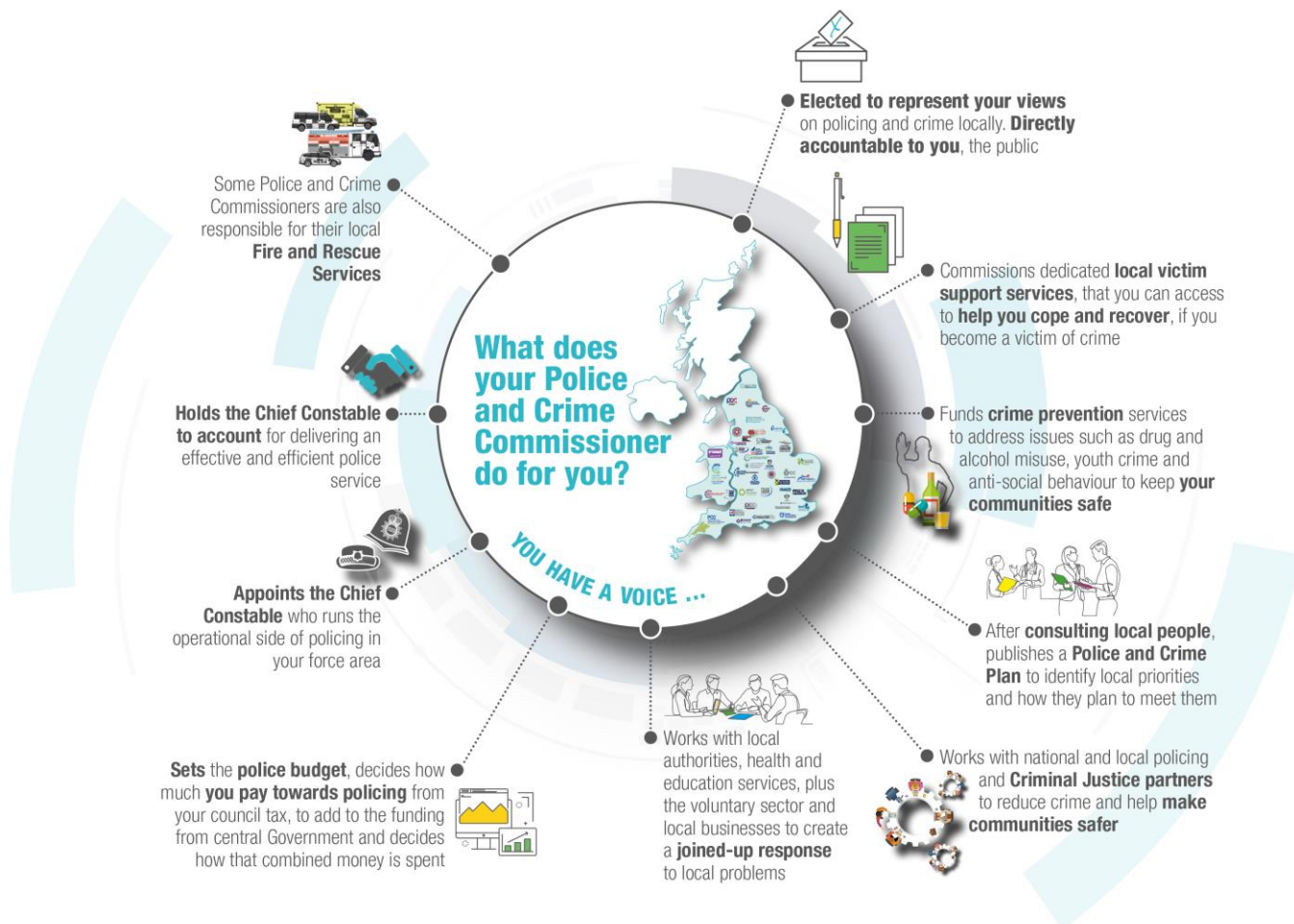
What do Police & Crime Commissioners do?

The APCC has produced a reference guide which provides PCCs and their offices with valuable information, insight, and tips on a PCC's statutory responsibilities, the key partners they work with, the national police and crime landscape, the setting up of their office, the potential areas of development of the role, and much more.

The guide can be browsed online or downloaded as a PDF via the following URL:

<https://www.apccs.police.uk/role-of-the-pcc/what-you-need-to-know-as-a-pcc/>

The infographic below provides a simplified summary of PCC responsibilities.



The purpose of this Candidate Pack is not to duplicate this existing content, but to provide an insight into how the role of the PCC has been embedded locally, specific governance arrangements that the OPCC has in place and key strategic issues facing Surrey Police.

Information about the OPCC

Support Staff

Staffing

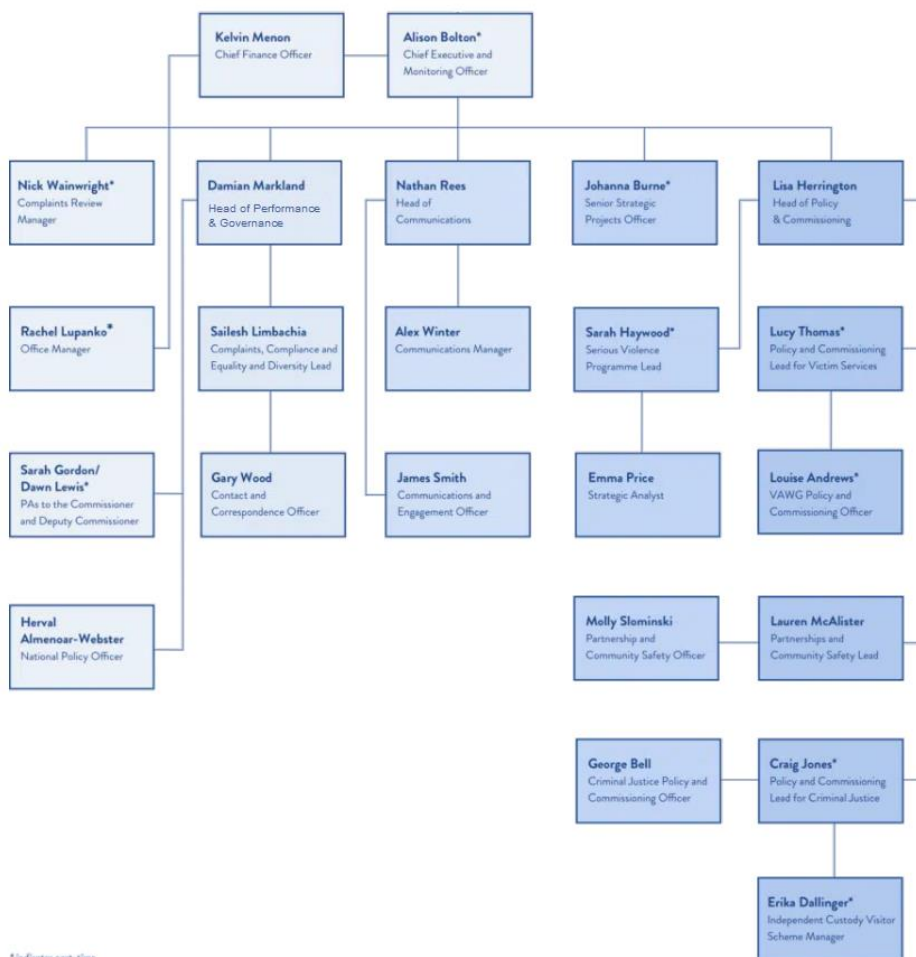
The Office of the Police and Crime Commissioner is a team of staff that support the discharge of the PCC's statutory responsibilities, the delivery of their Police & Crime Plan and the commissioning of support services for victims.

The Office employs 22 people excluding the Commissioner. Because some people work part time, this equates to 18.25 full time roles.

The OPCC is occasionally required to bring in staff to support the delivery of specific projects or initiatives, or to host partnership roles on behalf Surrey partners - such as for current work around delivering Government's new Serious Violence Duty, which brings with it separate funding.

All staff are politically restricted, appointed on merit and employed to provide impartial and professional advice.

A structure chart for the team as of January 2024 is provided below:



Finance and the PCC

The PCC is the recipient of all funding for policing in Surrey. This includes funding from the Home Office and DLUHC, as well as the policing element of the council tax precept for their area.

Although the day-to-day management of finances is delegated to the Chief Constable, the PCC retains strategic oversight and cannot delegate the setting of the budget or precept. Additionally, the PCC also owns all the force's assets and financial reserves.

Although it is up to the PCC to decide what funds are delegated to the Chief Constable, in practice only a small proportion is retained by the PCC. This is used to fund themselves and their office, as well as to fund commissioned services and to provide grants for community safety and reducing reoffending (see page 9).

The PCC also receives separate grant funding from the MoJ to provide services to help victims of crime and can bid for further grant funding during the year when funding streams are made available by government.

Surrey Police Budget

The combined OPCC and Surrey Police revenue budget for 23/24 was £288.5m. Policing is paid for by Government Grants and locally-raised council tax.

The level of increase in council tax each year is proposed by the PCC to the Police and Crime Panel. The Government determines the level of increase above which a local referendum would be required.

For Surrey, the make-up of funding for 2023/2024 was as follows:

Category	Sum (£m)
Government Grants	126.6
Reserves	1.0
Collection Fund	1.5
Council Tax	159.6

The following amounts are what residents paid for policing in 2023/24 via their council tax:

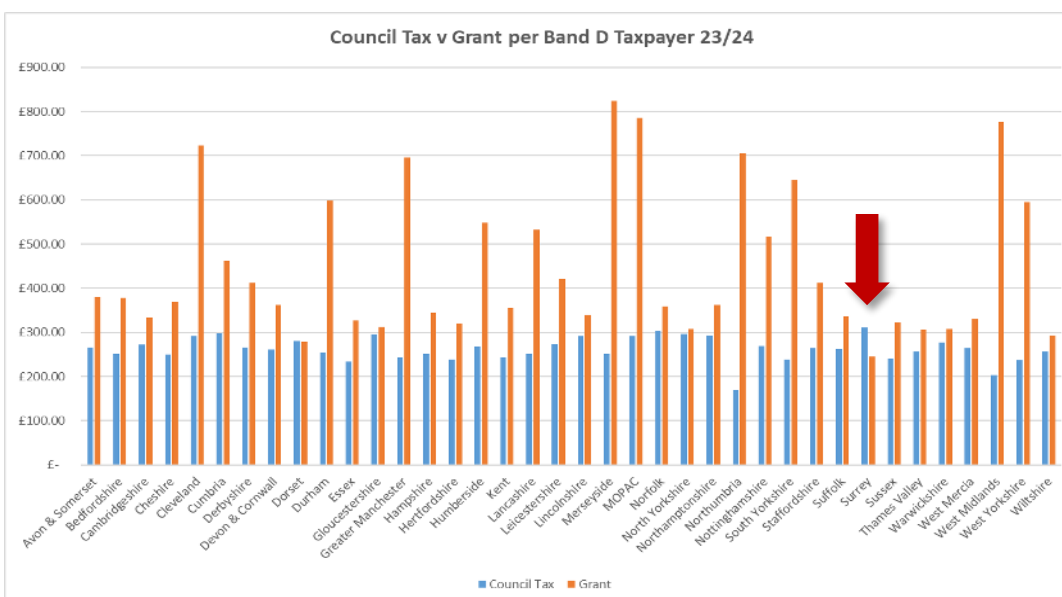
Band A	Band B	Band C	Band D
£207.05	£241.55	£276.06	£310.57
Band E	Band F	Band G	Band H
£379.59	£448.60	£517.62	£621.14

Information about the OPCC

Finance & Budgets

National Context

Government funding is allocated by a formula which has not been updated for many years. Over time a greater proportion of the cost of policing has fallen on council taxpayers rather than Government. Although grant funding has risen it has not always kept pace with rising costs and the gap has been filled with council tax. Surrey is the only Force where residents contribute a higher proportion of funding to policing than the Government. This is illustrated in the chart below where the blue bars represent council tax funding and the orange bars government funding per Band D taxpayer.



Savings

Historically the Force has delivered significant savings - almost £86m between 2010 and 2024. However, as costs continue to increase faster than funding at least a further £18m will be required over the next 4 years



Financial Reporting

Finances are regularly reported and discussed at Force Performance Meetings and the Police and Crime Panel. Financial Statements are prepared for both the Force and the OPCC Group, which includes the Force and OPCC combined, and these are audited and reported on by an appointed External Auditor. These are available on OPCC website.

Information about the OPCC

Finance & Budgets

OPCC Budget

The OPCC budget for 2023/24 was just over £3 million. For this period, the OPCC had an operational budget of £1.54 million - derived from the Government grant and precept. This represented 0.53% of the total police budget.

The remaining £1.5 million was received directly from the Ministry of Justice and Home Office for the provision of services to help victims of crime and to support local community safety initiatives. During the financial year additional funding was secured by the OPCC via competitive bids, and this is outlined on page 11.

A summary of the data is provided below, for both 2022/23 and 2023/24.

	2022/23 £m	2023/24 £m	Change £m
OPCC Net Operational Costs	1.454	1.540	0.086
OPCC Net Commissioned Services	1.551	1.507	(0.044)
Net OPCC Budget	£3.005	£3.047	0.042
% of total Police Group Budget (including ring-fenced commissioning budget)	1.08%	1.06%	-0.02%

Funding of Local Services

One of the key roles of Police and Crime Commissioners is commissioning projects, services and activities geared towards promoting community safety, mitigating offending behaviour and providing support for victims of crime.

During 2022/23 the OPCC managed almost £5.4 million of funding to support this aim. A considerable portion of this funds Surrey-based charities and organisations, enabling the OPCC to offer support that aligns with the requirements of Surrey's residents whilst fostering long-term local resilience.

The following sections outline to OPCC's core areas of investment.

Victim Services

In October 2014 Police and Crime Commissioners in England and Wales took on responsibility for the commissioning of support services for victims and witnesses of crime. This had previously been undertaken nationally by the MoJ.

Each financial year, the MoJ devolves circa £1.4 million to the OPCC for Surrey, to support delivery of victim support services. In addition, the OPCC makes periodic bids for additional funding to government (see page 11) to support specific initiatives and has historically also used a proportion of its own internal budget to top-up this central funding. In Surrey, victims funding is allocated to two areas of delivery, both of which are open to all Surrey residents, irrespective of whether they have formally reported a crime to the police:

1. Victim referral, assessment and local support service

On 1 April 2019, the OPCC established a new Victim and Witness Care Unit (VAWCU), designed in collaboration with and operated by Surrey Police.

This professionally trained team was established to help victims of crime cope and, as far as possible, recover from their experience, putting in place care plans tailored to the needs of the individual. All victims of crime in Surrey are automatically referred to the Unit at the point a crime is reported, with subsequent contact based on an individual's need and vulnerability. Individuals can also self-refer or use the Unit's dedicated website (<https://victimandwitnesscare.org.uk>) to find local specialist support services.

The team also provides support to witnesses of crime, linking with other criminal justice agencies, departments and charitable organisations in order to obtain information and ensure individuals are kept informed about their case and possible attendance at court. At its heart, the VAWCU is designed to allow a truly end-to-end service for victims of crime, from initial contact through to court, and beyond if needed.

The OPCC's Head of Policy and Commissioning chairs the bi-monthly Victim and Witness Care Unit Governance Board, which oversees and supports the continued development and performance of the Unit.

2. Specialist Support Services

There are victims of crime and survivors who, due to the nature of their experience, circumstances or both, require more specialist, longer-term support to rebuild their lives. This includes individuals who suffer domestic abuse, rape and serious sexual offences, children and victims of modern slavery.

Dedicated funding from the OPCC allows for the provision of this expert and targeted support, predominantly delivered by local independent organisations and third sector providers.

The Reducing Reoffending Fund

The RRF was introduced in 2018 to enable the OPCC to support a broad spectrum of services and projects aimed specifically at reducing reoffending in Surrey in line with its Reducing Reoffending Strategy. This has included a focus on key social factors such as a lack of housing, education training & employment, positive relationships, support for women who have experienced sexual or domestic abuse and substance misuse issues.

Community Safety Fund

The Community Safety Fund was introduced in 2013 to enable the Police and Crime Commissioner to commission and support services through grants that improve communities and tackle community safety concerns. Working alongside the Reducing Reoffending Fund and the Victim's Fund, the CSF is flexible and helps meet the needs of communities.

Children and Young People Fund

Introduced in 2023, the Children and Young People Fund provides funding to local organisations that help children and young people to lead safe and fulfilling lives. Support from the OPCC includes funding to protect children and young people from harm, reduce risks and create opportunities through education, training and work.

A full copy of the OPCC's Commissioning Strategy can also be found online, along with other information detailing the utilisation of funding: <https://www.surrey-pcc.gov.uk/funding/>

Information about the OPCC

Local Commissioning

Commissioning in Numbers

(Data based on 2022/23 full financial year)

Standard grant allocation	
Ministry of Justice Victims Fund	£1,509,979.15
Home Office Serious Violence Duty Grant	£47,417.32

OPCC Budget	
Reducing Reoffending Fund	£270,000
Community Safety Fund	£383,000
Children & Young People Fund	£275,000
Additional Funding	£530,000

In addition to core Government grants and the council tax precept, during the course of the year there are usually a number of specific Government grants which the OPCC can bid for. These tend to be national funds with set criteria and for spend on specific projects to meet Government priorities. The OPCC has been successful in bidding for several funds in recent years. The bids often require significant research, partnership working and administration which is resource-intensive for OPCC staff but, if successful, the additional funding they bring in can benefit Surrey communities greatly.

Additional funding secured via competitive bids to Government	
Home Office Safer Streets Fund	£582,369.98
Home Office Preventing Violence Against Women and Girls and Supporting Children (What Works Fund)	£237,508 (a total of £980,295 was secured for 3 years and this reflects the first-year allocation)
Home Office Domestic Abuse Perpetrator Interventions Fund	£502,600
Ministry of Justice Domestic Abuse and Sexual Violence Uplift	£1,054,024.67

Overview & Scrutiny

Monitoring Performance

One of the main responsibilities of the Police and Crime Commissioner is to hold the Chief Constable to account for delivery of the Police and Crime Plan. The exact method by which Commissioners hold their force to account is not prescribed in law, and there exist many different approaches.

In Surrey the OPCC has established a governance framework to discharge this duty, part of which includes regular meetings where the Chief Constable formally reports on progress against the Police & Crime Plan and other strategic issues. These meetings are supplemented by workshops and one-to-one discussions between the PCC and Chief Constable, and other senior officers, when required.

Every other meeting is a private meeting to allow detailed scrutiny of resources and efficiency plans as well as sensitive performance issues. This is called a Resources and Efficiency Meeting. The other meeting is webcast for the public and is focused on performance and areas of public interest – called Accountability and Performance Meetings.

Improving Transparency

Whilst the above meeting-based approach provides a firm foundation for the PCC to scrutinise force performance, the OPCC has been eager to explore additional forms of public scrutiny and in late 2022 launched a dedicated Data Hub, where members of the public, stakeholders and interested parties can explore key areas of force performance.

The Data Hub can be accessed via <https://data.surrey-pcc.gov.uk> and is updated monthly with the latest force data. Additional data concerning OPCC activity – such as delivery of the ICV scheme, complaint oversight and commissioning – is also included, with both quantitative and qualitative data available.

Scrutiny Panels

Scrutiny Panels, made up of stakeholders and members of the public, provide independent scrutiny of key areas of policing in Surrey. Attendees are provided access to data from Surrey Police and advise the Force on ways to improve performance and trust in policing. The Panels include:

- Stop and Search and Use of Force Scrutiny Panel
- Custody Scrutiny Panel
- The Ethics Committee
- Hate Crime Scrutiny Panel
- Out of Court Disposals Scrutiny Panel'

More information concerning scrutiny of Surrey Police performance can be found online: <https://www.surrey-pcc.gov.uk/performance/>

Ensuring Fair Treatment of Detainees

Independent Custody Visitors (ICVs) carry out unannounced visits to police custody suites to check on the welfare and fair treatment of individuals detained by Surrey Police. They also check the conditions of custody to help enhance the safety and effectiveness of custody for everyone.

Independent Custody Visiting was introduced in England as a result of the recommendations from the Scarman Report into the 1981 Brixton riots, that aimed to improve equality and trust in policing. Managing a Custody Visiting scheme is one of the statutory duties of the PCC as part of their scrutiny of Surrey Police performance.

Reports by volunteer Custody Visitors completed after each visit are provided to both Surrey Police and the OPCC's ICV Scheme Manager, who work together to address any concerns and improve processes.

You can read the full ICV Annual Report for 2023/24 online: <https://www.surrey-pcc.gov.uk/publication/icv-report-2022-23/>

We also track historical data concerning the ICV Scheme on the OPCC Data Hub: <https://data.surrey-pcc.gov.uk/icv.php?nav=icv&data=legitimacy>

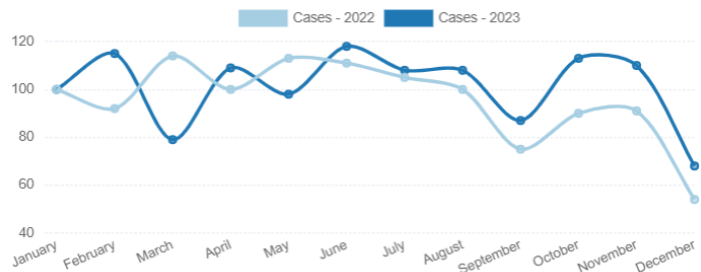
Public Contact with the OPCC

The Police and Crime Commissioner has statutory responsibility for:

- The local oversight of complaint handling by Surrey Police
- Acting as an independent Review Body for some complaints that have been made through the formal complaints system of Surrey Police
- Dealing with complaints made against the Chief Constable

Many people also contact the OPCC to provide feedback on the local policing service, raise areas of concern and request meetings with the Commissioner.

During 2023, the OPCC assisted approximately 1,150 residents including:



- Putting residents in touch with their Borough Commander to address local policing matters,
- Signposting residents to other services including those funded by the OPCC, such as the Surrey Victim & Witness Care Unit
- Raising emerging contact themes and trends with the Commissioner to use as part of their scrutiny of the Chief Constable.

92% of contact with the OPCC is made via email or our website, with the remainder coming from telephone enquiries, letters and social media. The OPCC currently finalises 93% cases within 1 working day of receipt.

Complaints about Surrey Police

While the OPCC has a role in monitoring how the police respond to complaints, it does not become involved in complaint investigations. However, the OPCC will assist individuals in navigating Surrey Police's formal complaint processes and, when required, liaise with the Professional Standards Department to ensure complainants are kept informed.

Complaint Reviews

If a resident has already submitted a complaint to Surrey Police's complaints system and remains dissatisfied following a formal outcome, they can make a request to the OPCC to review it. This is then handled by the OPCC's Complaint Review Manager, who is employed by the Office to independently review the outcome of the complaint.

The Complaints Review Manager will then consider whether the outcome of the complaint was reasonable and proportionate and identify any learning or recommendations that are relevant for Surrey Police.

More information concerning the review process can be found online:

<https://www.surrey-pcc.gov.uk/contact-us/complaint-review-process/>

Engagement

A Police and Crime Commissioner has a statutory obligation to engage with communities under the Police Reform and Social Responsibility Act 2011.

Commissioners are required to:

- Listen to and value the voice of the people in policing matters.
- Ensure communities are given the opportunity to participate to the fullest possible extent in the decisions that affect their lives and in delivering the police services that make a difference to them.
- Offer a wide range of engagement activities to give as many people as possible including diverse groups an opportunity to participate.

In Surrey, the OPCC has historically supported the following forms of engagement with residents:

- **Formal consultations:** including to support development of the local Police and Crime Plan and to inform the Commissioner's proposal for the amount of council tax that residents will pay towards policing each year.
- **Public meetings:** including both in-person events and online sessions, ensuring a spread across all boroughs and districts. The OPCC also supports events that are held by Surrey Police, such as the Force's public 'open day' in 2023, and staff recognition events and 'pass out' parades that are attended by the families of police officers and staff.
- **Open Data:** Through the Data Hub, residents have easy access to the latest police performance data in a format that is easy to understand.
- **Resident Surgeries:** Private Surgeries are held by the Commissioner once a month to hear your feedback on local policing concerns.
- **Media Appearances:** Engaging in media appearances enhances public awareness and fosters transparency - strengthening trust and encouraging resident involvement in shaping and supporting effective policing strategies.
- **Stakeholder Engagement:** As detailed on page 17, the Commissioner regularly engages with partners, to support local initiatives and foster good working relationships between agencies.
- **Invites:** The Commissioner is often invited to attend meetings of local community groups, to address concerns or provide information on policing in Surrey.

Supporting Police Integrity

Misconduct Hearings

Until 2008 cases of alleged serious misconduct were heard by Chief Constables, or on their behalf by another senior police officer. From 2008, a misconduct hearing panel of three, comprising a senior police officer and another officer senior in rank to the accused officer, and a lay person, heard such cases.

Since 2012 the panel for each case has comprised three persons: a legally qualified chair (LQC), a senior police officer (usually a Superintendent or Chief Superintendent) and an Independent Panel Member (IPM). Since 2014 police misconduct cases have been heard in public, except where there are special reasons for all or part of a hearing to be in private.

Note: Following a national review of police misconduct processes, the role of the LQC in misconduct proceedings will become more advisory. Implementation of this new model is ongoing.

Police Appeal Tribunals

A police officer of a rank up to and including chief superintendent has a right of appeal to a Police Appeals Tribunal (PAT) against any disciplinary finding and/or disciplinary outcome imposed at a misconduct hearing held under the relevant Police Conduct Regulations. Senior police officers, in addition, have the right to appeal to a PAT against any disciplinary finding and/or outcome imposed at a misconduct meeting.

The composition of a PAT is set out in Schedule 6 to the Police Act 1996 (as amended). Where the appeal is made by a police officer who is not a senior officer, the PAT appointed by the local policing body will consist of: a legally qualified chair drawn from a list maintained by the Home Office, a serving senior officer, and a lay person.

The Role of the OPCC

To support the above processes, Police and Crime Commissioners are responsible for the recruitment of Legally Qualified Chairs and Independent Panel Members, who are then appointed by Commissioners to assist in proceedings.

To undertake this important role, it is essential that they have the most up to date and relevant training. This last took place in June 2023, with the South-East Region's Police & Crime Commissioner Offices – comprising Surrey, Hampshire, Kent, Sussex and Thames Valley – hosting a series of training days for their LQCs and IPMs.

More generally, the OPCC maintains oversight of Surrey Police's professional standards functions, holding regular meetings with the Head of Professional Standards and the Independent Office for Police Conduct (IOPC) to better monitor emerging complaint and misconduct data. The team also has direct access to complaint management databases, allowing it to conduct regular dip checks on cases, with a specific focus on investigations that have exceeded 12 months.

Working in Partnership

Policing cannot be done alone and constructive partnership working to create a safer county is fundamental to the role of the Police and Crime Commissioner for Surrey.

There are statutory duties to discharge - specifically by working with local Community Safety Partnerships to develop local approaches to reduce and prevent crime, and working with criminal justice partners to deliver efficient and effective Criminal Justice System.

The following is a non-exhaustive summary of the key partners the OPCC has historically worked closely with. Naturally, specific governance and partnerships ebb and flow depending on specific policy and community safety initiatives being undertaken by the team.

Surrey Community Safety Assembly

The Surrey Community Safety Assembly was formed to discuss community safety priorities across the county, aligned to the Health and Wellbeing Strategy. Running twice a year, the meeting is held in addition to the Health and Wellbeing Board as it allows for the focus to be directed solely on community safety and the partnerships that work within it.

The Assembly's aim is to facilitate collaboration and early intervention to address the common factors that bring people into contact with the police and criminal justice system that can lead to poor health and aspires to improve public safety, prevent offending and reduce reoffending, reduce crime and help improve outcomes for individuals and the wider community.

The forum meets our statutory duty to cooperate across community safety partners and through it we can share data and trends, create opportunities to collaborate, explore co-commissioning and create a space for community safety partners to share best practise and areas of challenge.

The last meeting held in November 2023 had attendees from across the partnership including councillors, police, district and borough council colleagues, the NHS and charities within the community justice realm.

Community Safety Partnerships

Surrey has 11 Community Safety Partnerships (CSPs) operating at the District and Borough level. Whilst not a statutory partner on CSPs, the PCC is represented on each one by the Commissioning and Policy Lead for Community Safety. The partners work together on initiatives that reduce crime and disorder and anti-social behaviour. They have several statutory responsibilities including writing a local strategy and undertaking Domestic Homicide Reviews. They are also responsible for carrying out Community Triggers, which gives victims of persistent anti-social behaviour which is reported to any of the main responsible agencies (such as the council, police, housing providers) the right to request a multi-agency case review of their case where a local threshold is met.

There are four key relationships between the PCC and CSPs enshrined in law.

1. The PCC and CSP must have regard to each other's priorities within their plans. This should encourage joint working on mutual priorities, and ensure that the PCC priorities are tackled at the local level, and the CSP priorities are reflected and resourced.
2. The PCC has a power of accountability over CSPs; they can call in representatives of CSPs in the force area to a meeting to discuss strategies to reduce crime.
3. The PCC can request a written report from a CSP, and fourthly, PCCs can approve mergers between CSPs (a number merged in Surrey and have recently again reformed to borough level).
4. PCCs can make grants to CSPs for the reduction of crime and disorder.

Surrey Criminal Justice Partnership

The PCC is the Chair of the Surrey Criminal Justice Partnership (SCJP), through which the duty to work with criminal justice partners to deliver an efficient and effective Criminal Justice System is fulfilled.

Health & Wellbeing Board

In March 2019, the county-wide Community Safety Board and the Health and Wellbeing Board merged. The merger is thought to be one of its kind; bringing community safety and health together on a shared platform and giving greater recognition of the relationship between health, social care and crime in addressing the wider determinants of health. The OPCC Commissioning and Policy Lead led the development of a Community Safety Agreement to set the priorities for the County around community safety and work continues to embed these priorities across the partnership, particularly exploring opportunities around commissioning and project delivery and developing performance monitoring frameworks.

Safeguarding Executives

In 2019, new safeguarding arrangements for children were implemented with equal responsibility held by three agencies – the Local Authority; Police and NHS Clinical Commissioning Groups. The Surrey Safeguarding Children's Partnership extended membership of the newly formed Executive from the three Safeguarding Partners to include the OPCC, education and districts and boroughs. This has strengthened partnership working to safeguard and promote the welfare of all children and young people in Surrey and is not replicated in all other police force areas.

Following the practice for children, the Surrey Adult Safeguarding Executive (ASE) extended membership to OPCC and district and boroughs, again deepening partnership working for adults with care and support needs.

Multi-agency alliances

The OPCC is embedded within the county's co-ordinated approach to crime prevention and reduction and, through its officers, is represented on many of the county's strategic multi-agency meetings. This is a key strength of the PCC's Office as our attendance influences and shapes strategic planning and commissioning activity. There are boards in place that consider the strategic response to issues such as domestic abuse; sexual violence and modern slavery; tackling serious and organised crime; serious violence and crime issues impacting on children and young people; mental health and wellbeing of both adults and children; reducing substance misuse; and tackling community safety issues such as anti-social behaviour.

Understanding our communities

The Commissioner considers local and national reports to help gain a good understanding of our communities in Surrey, including the extent of inequality and disadvantage. This helps us when we are making decisions and setting priorities. A selection of resources is provided below:

- [Surrey-i website](#) is a local information system which allows residents and public bodies to access, compare, and interpret data about communities in Surrey.
- [Equality and Human Rights Commission](#) includes a host of research reports.
- Our office and Surrey Police also work with a number of local groups to ensure that the voice of different communities is reflected in policing. For example, Surrey Minority Ethnic Forum (SMEF) and Surrey Coalition of Disabled People.
- Public bodies with 150 or more employees are also required to publish data on their workforce and demonstrate that they consider how their activities as an employer affect people. We provide this information on the Data Hub: https://data.surrey-pcc.gov.uk/police_staffing.php?nav=policestaff&data=police

Five-Point Action Plan

The OPCC has developed a five-point action plan for Equality, Inclusion and Diversity. The plan focuses on using the Commissioner's role of scrutiny and as the elected representative of local communities to inform appropriate challenge and action.

The plan focuses on action in the following areas:

1. High level scrutiny of Surrey Police through delivery against their Equality, Diversity & Inclusion Strategy
2. Full review of current stop and search scrutiny processes
3. Deep dive into Surrey Police's current training on diversity and inclusion
4. Engagement with community leaders, key partners, and stakeholders
5. Full review of OPCC policies, procedures, and commissioning processes

More information concerning the OPCC's approach to equality and diversity can be found on our website: <https://www.surrey-pcc.gov.uk/office-of-the-commissioner/equality-diversity-and-inclusion>

Checks and Balances

Surrey Police & Crime Panel

The same legislation that introduced Police and Crime Commissioners (Police Reform and Social Responsibility Act 2011) also required the formation of Police and Crime Panels in each PCC area.

The Surrey Police and Crime Panel examines the actions and decisions of Surrey's Police and Crime Commissioner to assist the public in holding their Commissioner to account.

The Panel operates as a committee of Surrey County Council and consists of one elected councillor from each of Surrey's twelve local authorities and two co-opted independent members.

More information can be found online: <https://www.surreycc.gov.uk/community/emergency-planning-and-community-safety/surrey-police-and-crime-panel>

Joint Audit Committee

Under governance arrangements for policing, Surrey Police and the Police and Crime Commissioner require a Joint Audit Committee to provide independent and effective assurance about the adequacy of financial management and reporting. The Committee helps to raise the profile of internal control, risk management and financial reporting issues within Surrey Police and provides a forum for discussion with internal and external auditors.

More information can be found online: <https://www.surrey-pcc.gov.uk/performance/joint-audit-committee/>

Surrey Police Senior Leaders

Chief Constable Tim De Meyer

Tim is in charge of Surrey Police's strategic and operational delivery, drawing on over 25 years of policing experience. He started as a uniform police constable in Croydon with the Metropolitan Police in 1997 and progressed through various roles, including detective work in South and West London. Tim transferred to Thames Valley Police in 2008, where he served as Superintendent for the Royal Borough of Windsor & Maidenhead and later as Chief Superintendent and force lead for Neighbourhood Policing.

He also led the Professional Standards Department and served as Assistant Chief Constable responsible for Crime and Criminal Justice. In 2022, he returned to local policing, overseeing eleven police areas, violence reduction, rural crime, and anti-social behavior. Since 2019, Tim has been the National Police Chief's Council Lead for Disclosure and, in September 2022, served as the Windsor Multi-Agency Gold Commander for Operation London Bridge during the funeral of Queen Elizabeth II.



Deputy Chief Constable Nev Kemp

Nev began his career in policing at Sussex Police, where he worked for 22 years in detective and uniform roles. These included Head of Crime and Counter Terrorism Operations; Head of Crime for Brighton and Hove and Head of Public Protection for the Force. Prior to transferring to Surrey on promotion to Assistant Chief Constable (ACC) in May 2017, he was Divisional Commander for the City of Brighton and Hove for 4 years - the City in which he was born and grew up. In 2017 at the end of his time in Sussex, he received the national Stonewall Senior Champion award.

On joining Surrey, Nev was ACC for Local Policing, Public Contact and Criminal Justice and in November 2017 also became the national Police Chiefs' Council lead for Custody and Movement of Prisoners. In September 2019 Nev became Temporary Deputy Chief Constable and was appointed to the role permanently in May 2020.

Information about Surrey Police

Senior Leaders



**T/Assistant Chief
Constable Clive Davies**



**Assistant Chief Constable
Simon Dobinson**



**Assistant Chief Constable
Peter Gardner**



**T/Assistant Chief Constable
Tanya Jones**



**Director of People
Services Adrian
Rutherford**



**Chief Digital and
Information Officer
Anthony Croxford**



**Executive Director of Finance
and Commercial Services
Peter Appleton**

More information concerning Surrey Police's Senior Leaders can be found online:

<https://www.surrey.police.uk/police-forces/surrey-police/areas/au/about-us/senior-leaders/>

Information about Surrey Police

Current Performance

Surrey Police Performance

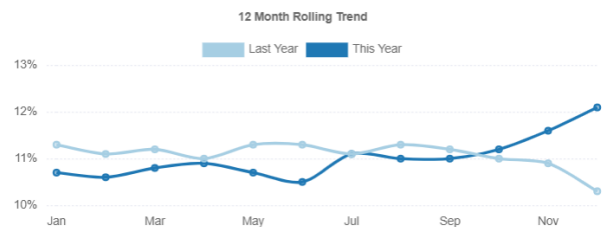
The following pages provide a snapshot of Surrey Police performance as of December 2023. For the latest data and a wider array of metrics, please visit the Data Hub: <https://data.surrey-pcc.gov.uk>

Violent Domestic Abuse Volume



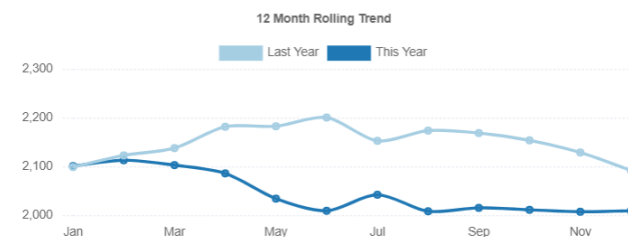
Info: The above data shows total volume of reported crime, regardless of the sex of the alleged perpetrator or complainant.

Violent Domestic Abuse Solved Outcome Rate



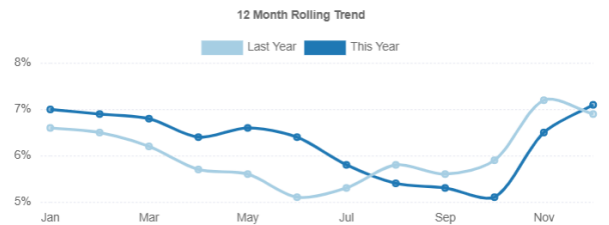
Comparison: Data published by the Home Office for the financial year 2021/22 shows a national average solved outcome rate of 8.9% for this crime type.

Serious Sexual Offences Volume



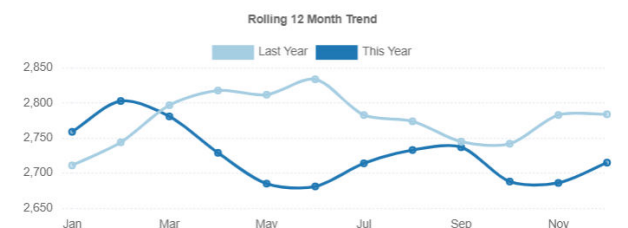
Info: The above data shows total volume of reported crime, regardless of the sex of the alleged perpetrator or complainant.

Serious Sexual Offences Solved Outcome Rate



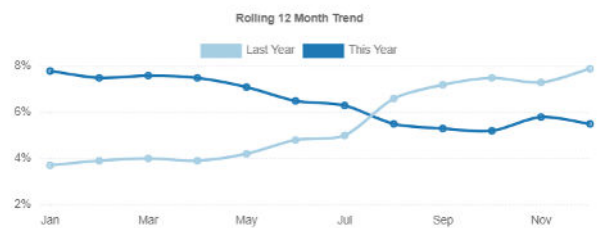
Comparison: Data published by the Home Office for the financial year 2021/22 shows a national average solved outcome rate of 4.7% for this crime type.

Residential Burglary Volume



Info: The volume of residential burglary recorded has reduced significantly since COVID19 restrictions were introduced in April 2020.

Residential Burglary Solved Outcome Rate

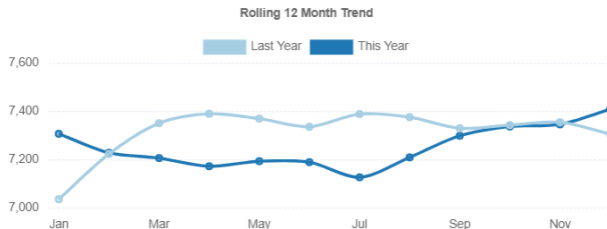


Comparison: Data published by the Home Office for the financial year 2021/22 shows a national average solved outcome rate of 4.3% for this crime type.

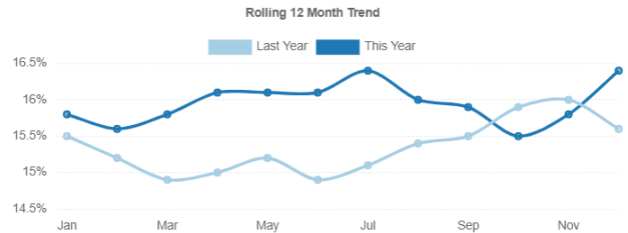
Information about Surrey Police

Current Performance

Serious violence (Violence with injury) Volume

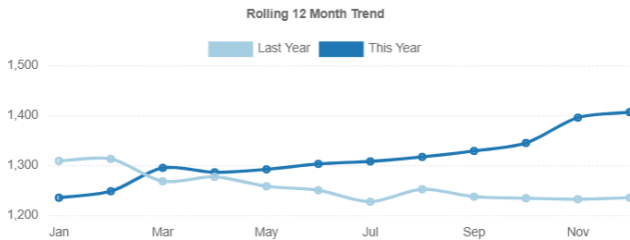


Serious violence (Violence with injury) Solved Outcome Rate

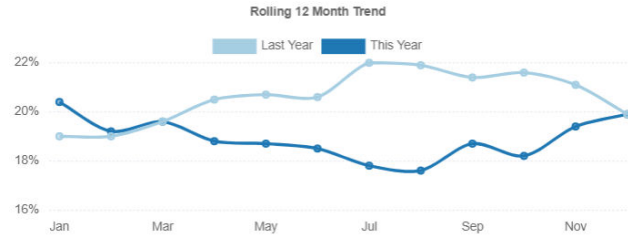


Comparison: Data published by the Home Office for the financial year 2021/22 shows a national average solved outcome rate of 13.1% for this crime type.

Knife Crime Volume

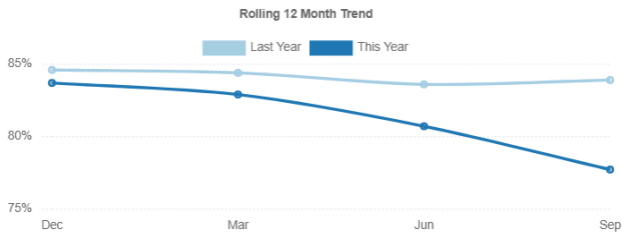


Knife Crime Solved Outcome Rate



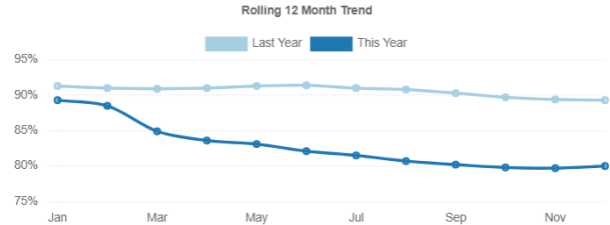
Info: National concern over the rise of knife crime has led to the development of a national system to help ensure the accurate recording of knife crime.

Public Confidence (Joint Neighbourhood Survey)



Info: The Joint Neighbourhood Survey (JNS) is a Joint Surrey Police and Surrey County Council survey that provides quarterly results around public confidence, local problematic issues, crime prevention and contacting the police. It is also used to evaluate campaigns and to provide more in depth feedback on specific issues.

999 Call Performance



Comparison: Forces in England, Wales and Northern Ireland aim to answer 90% of 999 calls within ten seconds.

Information about Surrey Police

Performance

HMICFRS PEEL Inspection

Annual PEEL (police effectiveness, efficiency and legitimacy) assessments undertaken by HMICFRS provide information about how each police force has performed across several key areas. In the latest assessment of Surrey Police, published in December 2023, HMICFRS made the following judgments:

Outstanding	Good	Adequate	Requires improvement	Inadequate
	Preventing crime	Investigating crime	Recording data about crime	Responding to the public
	Managing offenders	Police powers and public treatment	Developing a positive workplace	
		Protecting vulnerable people		
		Leadership and force management		

The full report can be viewed online:

<https://hmicfrs.justiceinspectorates.gov.uk/publications/peel-assessment-2023-25-surrey/>

The force response can be read here:

https://www.surrey-pcc.gov.uk/hmicfrs_responses/commissioners-response-to-hmicfrs-report-peel-an-inspection-of-surrey-police/

Taking the Oath

All PCCs are required to swear an Oath of Impartiality or 'Declaration of Acceptance of Office'. The wording is shown in the box below. The PCC cannot perform the duties of the role until they have taken the Oath and must do so within two months of the election.

The Chief Executive of the OPCC therefore recommends it is taken as soon as possible after the election result is announced.

The declaration must be made in front of one of the following people:

- The 'appropriate officer' for the Surrey PCC elections, which is the Police Area Returning Officer
- A justice of the peace or magistrate in the United Kingdom, the Channel Islands or the Isle of Man, or
- A commissioner appointed to administer oaths in the Senior Courts.

This must be in person and cannot be done virtually.

The declaration must be done within the period of 2 months beginning with the day after the election, otherwise the office of police and crime commissioner for that area becomes vacant at the end of the period.

No salary, and no payment towards the provision of superannuation benefits, can be paid to a police and crime commissioner until the commissioner has complied with the requirement.

The Chief Executive has arranged for the appropriate officer in Surrey to hear the Declaration after the Election Result has been announced.

Oath Wording

I [FULL NAME] of [PLACE] do solemnly and sincerely promise that I will serve all the people of Surrey in the office of police and crime commissioner without fear or favour.

I will act with integrity and diligence in my role and, to the best of my ability, will execute the duties of my office to ensure that the police are able to cut crime and protect the public.

I will give a voice to the public, especially victims of crime and work with other services to ensure the safety of the community and effective criminal justice.

I will take all steps within my power to ensure transparency of my decisions, so that I may be properly held to account by the public.

I will not seek to influence or prevent any lawful and reasonable investigation or arrest, nor encourage any police action save that which is lawful and justified within the bounds of this office.