



## Staffordshire Police, Fire and Crime Panel

Monday 13 April 2026

**10:00**

Oak Room, County Buildings, Stafford

The meeting will be webcast live and archived for 12 months. It can be viewed at the following link: <https://staffordshire.public-i.tv/core/portal/home>

Kate Loader  
County Solicitor and Monitoring Officer  
1 April 2026

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### Agenda

1. **Apologies**
2. **Declarations of interest**
3. **Minutes of the Panel meetings held on 2 and 9 February and the Confirmation hearing held on the 9 February 2026** (Pages 5 - 22)
4. **Decisions published by the Police, Fire and Crime Commissioner (PFCC)**

The following decisions have been published on the Commissioners website since the last meeting:

- Decision 007- Purchase & Supply of Electricity- <https://staffordshire-pfcc.gov.uk/document/police-and-crime-007-purchase-supply-of-electricity/>
- Decision 008- Public Perception Surveys- <https://staffordshire-pfcc.gov.uk/document/police-and-crime-008-public-perception-surveys/>

5. **Questions to the PFCC from Members of the Public** (Pages 23 - 34)



Questions to the Commissioner are invited from members of the public who live or work in Staffordshire. Notice of questions must be received by no later than three clear working days before the Panel meeting. More information on where and how to submit a question can be found at <https://bit.ly/34arVDw>

6. **Review of Panels policies and procedures - working group report** (Pages 35 - 78)

7. **Deputy Commissioner - Motor Vehicle Tax & MOT** (Pages 79 - 82)

Report of the Commissioner

8. **Questions to the PFCC by Panel Members**

9. **Dates of Future Meetings and Work Programme** (Pages 83 - 86)

10. **Exclusion of the Public**

The Chairman to move:

“That the public be excluded from the meeting for the following items of business which involve the likely disclosure of exempt information as defined in the paragraphs of Part 1 of Schedule 12A (as amended) of Local Government Act 1972 indicated below”.

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## **Part Two**

(All reports in this section are exempt)

11. **Exempt minutes of the meeting held on 2 February 2026** (Pages 87 - 88)



<b>Membership</b>	
Charlotte Atkins (Vice-Chair) Richard Cox (Chair) Carol Dean Chris Elliott Gill Heesom Zdzislaw Krupski	Angela Loughran Vince Merrick Anthony Screen Duncan Walker David Williams

## **Notes for Members of the Press and Public**

### **Filming of Meetings**

Staffordshire County Council is defined as a Data Controller under the Data Protection Act 2018. The County Council has agreed that public meetings should be the subject of live web transmission 'webcasting'. Fixed cameras are located within meeting room for this purpose.

The webcast will be live on the County Council's website and recorded for subsequent play-back for 12 months. The recording will also be uploaded to YouTube. By entering the meeting room and using the seats around the meeting tables you are deemed to be consenting to being filmed and to the possible use of those images and sound recordings for the purpose of webcasting.

If you have privacy concerns about the webcast or do not wish to have your image captured, then please contact the Member and Democratic Services officer named at the top right of the agenda.

### **Recording by Press and Public**

Recording (including by the use of social media) by the Press and Public is permitted from the public seating area provided it does not, in the opinion of the Chair, disrupt the meeting.

### **Press and Public attendance at meetings**

We welcome your attendance at this meeting. To ensure all business can be completed fairly and efficiently, we require a standard of mutual respect. Please be advised that any person causing a disruption or behaving in a manner that prevents the meeting from proceeding will be required to leave the meeting room. Security or local authorities may be called upon to assist if necessary.

Please be prepared to have your bag and/or personal belongings to be searched.





**Minutes of the Staffordshire Police, Fire and Crime Panel meeting held on Monday 2 February 2026**

**Present:** Richard Cox (Chairperson)

<b>Attendance</b>	
Charlotte Atkins (Vice-Chairperson) Carol Dean Chris Elliott Gill Heesom	Zdzislaw Krupski Vince Merrick Anthony Screen David Williams Ian Fordham (Stafford Borough Substitute)

**Also in attendance:** Ben Adams, David Evans, Louise Clayton, John Bloomer

**Apologies:** Angela Loughran and Duncan Walker

**36. Minutes of the meeting held on 17 November 2025**

**Resolved:** That the minutes of the panel meeting held on 17 November 2025 be approved and signed by the Chair.

**37. Questions to the PFCC from Members of the Public**

The following questions were received:

1. Sytech – Digital forensic capability
2. D Mallender - Elbit
3. J Bradbury – Financial overspend.

Both the questions and written responses to questions from Sytech and D Mallender were attached to the agenda pack.

The Commissioner responded to J Bradbury's questions at the meeting. The meeting was informed that there had been no overspend during his term of office. The last overspend was during the financial year 2017/18. The Commissioner informed the Panel that he set a budget each year and he scrutinized it regularly. There would always be challenges during the year for example staffing during the disturbances last year, but these were accommodated. The Commissioner felt that the public could have confidence in the 2026 financial report as the Police force was consistently ranked as



one of the most sustainable in the county.

**Resolved:** That the questions asked, and the Commissioners responses be noted.

### **38. Decisions published by the Police, Fire and Crime Commissioner (PFCC)**

There had been no decisions made by the Commissioner since the last meeting.

### **39. Declarations of interest**

No declarations were received.

### **40. Proposed Police Budget and Precept 2026/27**

The Commissioner introduced his report which set out the proposed budget and precept proposals for the Police and Crime element of his portfolio for 2026/27. He reported that the proposed budget/precept showed a total net revenue budget requirement of £287.810m for 2026/27.

The Commissioner expressed his disappointment at the three year settlement which he reported was a reduction in national funding.

The Commissioner proposed to part fund the balance from Council Tax funding of £112.750m with an increase of 5.22% per annum (an increase of 29 pence per week - £15 per annum) increasing the Council tax to £302.57 per Band D property. He felt that the only option to effectively fund the force was an above inflation increase in precept.

He explained that there was still a commitment in investment in technology as this would improve productivity, efficiency and improve costs long term. An additional 81 Officers was included in the budget and were partly funded through the government policing guarantee.

The Panel also received a presentation from the Forces Section 151 Officer, who ran through the report and which gave some background to the national picture.

The report included the following documents:

1. Budget Report 2026/27 including Medium Term Financial Strategy (MTFS)



2. Treasury Management Strategy
3. Reserves Strategy update
4. Capital Strategy

The **Treasury Management Strategy** for 2026/27 set out proposals for the management of the Commissioner's cash flows, borrowing and investments and their associated risks.

The **Reserves Strategy update** paper considered the overall level of reserves held as at 31 March 2025 and the forecast position as at 31 March 2026.

The **Police Capital Strategy and Capital Programme 2026/27 to 2029/30** (Including Minimum Revenue Provision Policy) set out the long-term capital investment and investment decisions.

A summary of the results of the public and stakeholder engagement survey which had been carried out by the Commissioner were also included in the papers.

In addition to the information in the report, the following was gained during the discussion and questioning:

- The Commissioner thanked staff for making savings over the past few years.
- Reserves had been used in order to balance the budget.
- The Commissioner drew attention to the public's positive response to the consultation and their support.
- The majority of the public who responded to the consultation accepted the need to increase the precept, however, value for money needed to be demonstrated.
- The Panel thanked the Force was thanked for their hard work through challenging times.
- The Government's 'new model of policing' white paper announced at the end of January 2026 suggested Police Force reform. This would have an impact on investments until more certainty was known.
- Saving proposals (appendix 8) had been agreed by the various teams and were planned.
- Estate investment (appendix 9) such as the custody suite upgrades, were substantial but were regularly reviewed.
- All the proposed savings and efficiencies would have some impact on services and would need to be planned.
- In terms of public scrutiny of finances – the Commissioner explained that there were external auditors and an independent auditing team who both report in public and whose work could be found on the Commissioner's website. There was also a



transformation panel and regular public performance meetings with the service chiefs.

- Reserves (appendix 2) -Earmarked Reserves were generally for areas of identified investment until they were spent. Some schemes could be delayed, for example, the Emergency services network project, the total cost of which was not yet known.
- General fund reserves were set at a nationally suggested level of 3 % which would cover unexpected events. Cash reserves were invested to generate a return.
- Capital investment was uncertain due to projects such as the southern custody suite; reorganisation of forces; and Local Government Reorganisation.
- Detail on the custody suites would come to the panel in due course.
- It was confirmed that there were 81 additional FTE officers – there was a mix of experience and ages. Some new officers were coming from other forces with experience and some new inexperienced officers.
- Grants provided to local authorities for partnership working such as Community Safety Partnership were important for prevention of crime. Grant fund reductions were proposed but still available. Local priorities need to be considered. Partnerships would remain but governance arrangements may change.
- Reduction in budgets for local authorities meant that the same local taxpayers were funding services but via another source.
- Local Government Reorganisation would also have an effect on the use of reserves.
- Public consultation. It was acknowledged that young people were hard to engage in public consultations.

The Panel adjourned the meeting in order to consider their response to the Commissioners budget and precept proposals.

Upon reconvening, the Panel voted (9 for and 1 against) to supported the 5.22 % increase. The Panel felt that the public needed to be able to see the benefits of the increase and requested that the Commissioner continue to report to the panel on budget variations and investments.

**Resolved:**

- a) That the proposed budget and Precept increase of 5.22%, increasing the council tax to £302.57 for a band D property (£15.00 per annum, per household increase) be supported and the



- Commissioner be notified accordingly.
- b) That the Council Tax base increase to 372,491 band D equivalent properties, equivalent to an increase of 0.79% be noted.
  - c) That the Council Tax collection fund, finalised, delivering a surplus of £0.683m be noted.
  - d) That the use of £1.488m of revenue reserves to balance the 2026/27 budget (in addition to use of other earmarked reserves to support identified purposes) be noted.
  - e) That the MTFS summary financials and MTFS assumptions as contained in the report be noted.
  - f) That the settlement received at the point of submitting the report to panel be accepted as partial and the representations made by the Commissioner and the Chief Constable to the Home Office on its inadequacy of it be noted.
  - f) That the delegation to the Director of Finance for the Staffordshire Commissioners Office and the Director of Resources of Staffordshire Police to make any necessary adjustments to the budget as a result of late changes to central government funding (including changes due to the final funding settlement being announced) via an appropriation to or from the budget support fund reserve be noted.
  - g) That the proposed four-year Capital Investment Programme totalling £108.615m and the Capital Strategy and Capital Programme paper be noted.
  - h) That the outcome of the Staffordshire Commissioner's budget consultation within the Commissioners foreword which included a survey regarding the proposed level of precept for 2026/27 be noted.

#### **41. Police Misconduct and Complaint Regulations 2020 - Annual Report**

The report updated the panel on the Staffordshire Commissioner's statutory function of reviews following the implementation in February 2020, of the police misconduct and complaint reforms. The Staffordshire Commissioner was the Appropriate Authority for reviews (formally known as appeals). The Commissioners office received all reviews unless they were about a senior officer, criminal or misconduct proceedings, or article 2/3 (Human Rights), the review body for these was the Independent Office for Police Conduct (IOPC).

The report outlined the type of complaint and the length of time taken to investigate. Lessons learned from the reviews were fed back to the force for organisational learning.



**Resolved:** The Panel noted the contents of the report.

#### **42. National Conference for Police Fire and Crime Panels - 26 November 2025**

The Panel received The Chairs report summarising the AGM of the National Conference for Police, Fire and Crime Panels, held on 26 November 2025. The meeting had been held via Teams.

The Commissioner asked for more details on the bullet point which suggested that Fire and Rescue services would switch with police. The support officer agreed to pass any detail onto the Commissioner if it was available.

**Resolved:** That the report be noted.

#### **43. Questions to the PFCC by Panel Members**

The following information was gained from asking questions of the Commissioner:

- From local to national: A new model for policing had created some confusion and concern amongst those directly affected. More information would be reported to the panel when it was available.
- Following a question on the publication of identity of offenders, it was confirmed that there were strict criteria used. The Commissioner asked for the detail of the incident discussed.

**Resolved:**

- a) That the information be received
- b) That the details of the person identified on the offenders list be referred to the Commissioner.

#### **44. Resignation of Co-opted Independent Member**

The Panel were informed that Mr Bowen had resigned from the panel.

The Chair paid tribute to Mr Bowen for his commitment, knowledge and contribution to the panel since 2021. Mr Bowen had also served on the Commissioners Ethics, Transparency and Audit Panels and the Police Authority.

A recruitment process would be carried out to replace Mr Bowen.



**Resolved:**

- a) That the Chair write to Mr Bowen on behalf of the panel thanking him for his contribution and knowledge over the past 5 years.
- b) That the vacant co-optee post be advertised and a recruitment process be undertaken.

**45. Dates of Future Meetings and Work Programme**

The next meeting of the Panel would be held on 9 February 2026 to consider the Fire and Rescue Budget and Precept 2026/27. This would be followed by a confirmation hearing for the appointment of the Chief Fire Officer.

The Chair reminded the Panel that at the last working group meeting, which was considering the Terms of Reference and panel process and procedures, it had been agreed that the final report would be added to the work programme for the 13 April meeting for Panels consideration, amendment and approval.

**Resolved:** – That the dates of future meetings be noted and the Panels working group final report be added to the work programme for 13 April 2026.

**46. Exclusion of the Public**

“That the public be excluded from the meeting for the following items of business which involve the likely disclosure of exempt information as defined in the paragraphs of Part 1 of Schedule 12A (as amended) of the Local Government Act 1972 indicated below”

**47. Temporary Chief Constable Recruitment Process** (Exemption paragraph 5 and 7)

The Panel considered the Commissioners report which summarised the process and decision making in relation to the temporary Chief Constable recruitment process undertaken in summer 2025.

**Resolved:** That the report be noted.





## Minutes of the Staffordshire Police, Fire and Crime Panel meeting held on Monday 9 February 2026

**Present:** Richard Cox (Chairperson)

<b>Attendance</b>	
Charlotte Atkins (Vice-Chairperson) Carol Dean Gill Heesom Zdzislaw Krupski	Vince Merrick Duncan Walker David Williams

**Also in attendance:** Ben Adams, David Evans, Louise Clayton, and David Greensmith

**Apologies:** Chris Elliott and Anthony Screen

### **48. Declarations of interest**

No declarations were made at the meeting.

### **49. Questions to the PFCC from Members of the Public**

No questions were submitted for this meeting.

### **50. Decisions published by the Police, Fire and Crime Commissioner (PFCC)**

No decisions had been published on the Commissioners website since the last meeting.

### **51. Proposed Fire and Rescue Budget and Precept 2026/27 (inc MTFS)**

The Commissioner introduced his report which set out the proposed budget and precept proposals for the Fire and Rescue Authority for 2026/27.

It was explained that the total budget requirement for the service was £57.348m including a council tax funding requirement for 2026/27 of £36.046m and a proposed increase of 5.45% (£5) per annum (£96.77 per Band D property).

The Commissioners s151, Chief Finance Officer gave a short verbal presentation which was considered along with the Fire Revenue Budget Report (including the Medium Term Financial Strategy (MTFS) and Precept).



The Panel also considered the following documents:

- The Treasury Management Strategy.
- The Capital Strategy and Capital Programme Report.
- The Reserves Strategy Report

The results of the Commissioners consultation were also included in the report.

During the meeting and discussion, the following information was shared in addition to that in the report:

- The Commissioner informed the Panel that the Fairer Funding Review (FFR) had provided a settlement for the following three years. It had resulted in the allocation for 2026/27 being £0.4m lower than the rebased settlement funding. The Fair Funding allocations across the three year period resulted in a net reduction of £2.134m by 2028/29. In order to mitigate the shortfall, the government have assumed that the Council tax increase would be by the full amount every year, for the three year period.
- Core spending power for 2026/27 was 0.8% below the national average which was approximately £0.5m below national average.
- The business rate system had also been reset from 2026/27. The 1% share of business rates would result in a shortfall of approximately £68k, based upon the data received. The adjustment would take place during the year through the Business Rate Reserve.
- The settlement was on top of a loss of £1m grant for 2025/26 in addition to a £0.25m shortfall in grant to cover the national insurance increase.
- Inflation had been assumed for the following two years at 2.99% which was below the £5 national referendum limit. This equates to a further £2.1m transformation work required by 2029.
- The pay award assumption was noted as a risk as inflation was currently higher. There were also additional pension pressures.
- It was noted that the Commissioner had no control over national pay or pension settlements.
- Capital programme was summarised in Appendix 9.
- The Section 151 officers statement on robustness of the budget and adequacy of the proposed financial reserves was noted.
- The Commissioner confirmed that projected £2.1m shortfall was based on council tax increases based on inflation. Consultation had to be carried out each year before a council tax increase could be made.
- It was explained that if there were unexpected cost increase in for example pay; pensions; emergency networking etc, the Commissioner felt that he may have little alternative but to consider all options such



as reduced shift patterns or the number of on call stations. These were decisions the Commissioner would not take lightly.

- The recent Police Reform White paper would have implications for the Fire and Rescue service. In Staffordshire Police and Fire share Corporate Communications; HR; Buildings; Vehicle maintenance etc. There was potential for the relationship to be compromised. This may affect costs.
- The FFR formula had been difficult to understand and had not been fully reviewed based upon risk and vulnerability. The final settlement had not yet been received; however, the Section 151 Officer did not expect to see much variation.
- The pay award of 3% and then 2% in future years was a risk. Reserves would be used to fund any difference in the short term.
- £2.3m savings had been made to budgets over recent years. Different ways of working were being reviewed. Opportunities to share costs with neighbours and partners were being explored. This was difficult as there was limited information on who the force would be paired with (Police Reform White Paper). Of the transformation savings needed, £0.5m were earmarked, further options were available based on service reviews.
- There were 2 types of reserves. General reserves were for high risk issues such as a major event in the County. Guidance was that this should be approximately 4%. Earmarked reserves were for specific issues such as pension reserves if the grant was removed. Based on current knowledge, the Section 151 Officer felt that the levels were reasonable and flexible.

The Panel adjourned to consider their response to the Commissioners budget and precept proposals. Upon reconvening, the Panel agreed:

**Resolved:**

- The total 2026/27 net revenue budget requirement of £57.348m, including the council tax requirement for 2026/27 of £36.046m before collection fund surplus/deficits, be noted.
- That the funding for 2026/27, based upon the provisional Local Government Finance Settlement, and includes the estimated business rates information for the nine billing authorities, be noted.
- That the proposed budget and precept increase of 5.45% (£5 per annum equivalent to 10p per week, increasing the council tax to £96.77 for a Band D property be supported and the Commissioner be notified accordingly.
- Council Tax base increase to 372,491 properties equivalent to an increase of 0.79% and the Council Tax collection fund delivering a surplus of £218k be noted.
- The MTFS summary financials and MTFS assumptions be noted.



- The MTFS savings requirement of £2.1m into the medium term, including the use of reserves in 2026/27, of £0.325m; 2027/28, £0.440m; and 2028/29 of £0.172m be noted.
- That the 3 year capital investment programme be supported along with the Capital Strategy.
- The business rates for 2026/27 based on the Provisional Local Government Finance Settlement be noted. This would be adjusted within the Earmarked Business Rates adjustment reserve when compared to the actual Non-Domestic Rates Income Returns (NNDR returns) from the nine local billing authorities.
- That the outcome of the Staffordshire Commissioner's budget consultation be noted.
- The delegation to the S151 Officer for the Staffordshire Commissioner Fire and Rescue Authority, to make any necessary adjustments to the budget as a result of late changes to central government funding (including changes due to the final funding settlement being announced) via an appropriation to or from the general fund reserve be noted.
- That the proposed fees and charges for 2026/27 be noted.
- That the Statement from the S151 Officer for the Staffordshire Commissioner Fire and Rescue Authority on the robustness of the Budget and adequacy of the proposed financial reserves be noted.

## **52. Questions to the PFCC by Panel Members**

No further questions were asked.

## **53. Dates of Future Meetings and Work Programme**

The Chair informed the Panel that the reserved date of 16 February 2026 meeting was no longer needed and would be cancelled.

**Resolved** - That the dates of future meetings be noted.



## Minutes of the Staffordshire Police, Fire and Crime Panel meeting held on Monday 9 February 2026

**Present:** Richard Cox (Chairperson)

<b>Attendance</b>	
Charlotte Atkins (Vice-Chairperson) Carol Dean Gill Heesom Zdzislaw Krupski	Vince Merrick Duncan Walker David Williams

**Also in attendance:** Ben Adams, David Evans, Louise Clayton, and Glynn Luznyj

**Apologies:** Chris Elliott and Anthony Screen

### 54. Declarations of interest

Councillor Walker declared a non pecuniary interest during the confirmation hearing as he was a trade union representative.

### 55. Consideration of the proposed appointment to the post of Chief Fire Officer for Staffordshire

The Secretary to the Panels report explained that the Panel was required to hold a Confirmation Hearing following receipt of formal notification by the Police Fire and Crime Commissioner of his wish to appoint his preferred candidate to the post of Chief Fire Officer.

The report explained that guidance on the role of the Panel recommended that through questioning of the candidate they should consider the 'professional competence' and 'personal independence' of the individual. To assist, the Panel had been provided with documentary evidence of the process followed by the Commissioner when recruiting to the posts and selecting his preferred candidate.

*Presentation by the Police Fire and Crime Commissioner*

The Commissioner briefly reported on the process followed by him to recruit a new Chief Fire Officer for Staffordshire. Information provided to candidates was submitted to the Panel for information.

The Commissioner reported that Glynn Luznyj was his preferred candidate.



*Presentation by and questions to Mr Luznyj:*

Mr Luznyj briefly summarised his career in the Fire and Rescue Service having served with Staffordshire Fire and Rescue since 1996. He went on to list the additional duties and responsibilities he had held both nationally and regionally.

The Panel questioned Mr Luznyj on various issues including his personal and professional strengths; his key priorities over the next 12 months, the biggest challenge; collaborative working with other partners to achieve a shared vision; approaching situations where there was disagreement with a senior colleague(s) and ensuring that the service was as diverse as the community of Staffordshire.

In his responses Mr Luznyj stressed that he was committed to the service and had a good knowledge of the communities and stakeholders in Staffordshire and Stoke on Trent. This gave him an understanding of the local population and the risk profile. Learning from both academic source and through experience in national leadership roles and partnerships, had provided him with knowledge and experience he would be able to use in shaping the future service.

He felt that challenges would come from; public sector reform; the abolition of the Commissioners role and the development of a new Board for Police and Fire and Rescue; and funding uncertainty at a time of increased operational demand. Staff safety and wellbeing would be a priority alongside fire prevention; responding to incidents and the built environment.

Mr Luznyj advised the panel that disagreement and joint problem solving and collaborative working were welcomed. However, different types of disagreement required different responses dependant on the issue and safety level.

Mr Luznyj felt that diversity was an important issue for the Fire and Rescue Service to address. Within 10 years, 50% of the service would be retiring. Although this meant a loss of experience and knowledge, it was also an opportunity to affect diversity.

The Panel adjourned the meeting to consider their response. Upon reconvening, the Commissioner and Glynn Luznyj were re-admitted to the meeting, and a formal vote was taken.

**Resolved:** That the Police Fire and Crime Commissioner for Staffordshire be informed that the Panel recommends that he proceed with the appointment of Glynn Luznyj as the Chief Fire Officer for Staffordshire.





## STAFFORDSHIRE POLICE FIRE AND CRIME PANEL

### ACTIONS ARISING FROM PREVIOUS MEETINGS

**NOTE: The following action or information was requested at a previous meeting(s). When an item has been completed it will be reported to the Panel and then taken off the list.**

<b>Meeting / Agenda Item</b>	<b>Action Required</b>	<b>By Whom</b>	<b>Information requested/action taken</b>	<b>Completed or Target date</b>
<b>Review of Panels policy and procedure – minute 19</b>	A working group be set up to consider the report in more detail	MP	Meeting held on 7, 13 October 2025 and 29 January 2026.	Continuing. Due to report in April 2026
<b>2 February 2026 Minute 40</b>	Police Precept accepted – Panel report	MP		Completed
<b>2 February 2026 Minute 43</b>	Information on offender identity criteria question – Cllr Atkins	MP	Information emailed to the Commissioner on 3 February.	Emailed information 310326
<b>2 February 2026 Minute 44</b>	Chair write to Mr Bowen Co-optee to thank for his service on the Panel	MP		Complete
<b>2 February 2026 Minute 44</b>	Co-optee recruitment process	MP		ongoing
<b>9 February 2026 Minute 51</b>	Fire Precept accepted – Panel report	MP		Completed
<b>9 February 2026 Minute 55</b>	Confirmation hearing – Panel report	MP		Completed

31/03/26

**STAFFORDSHIRE POLICE, FIRE AND CRIME PANEL –  
13 April 2026  
QUESTIONS FROM THE PUBLIC TO THE POLICE, FIRE AND  
CRIME COMMISSIONER**

**Report of the Secretary**

The Panel's Constitution provides for questions to the Commissioner from members of the public. Questioners can choose to either attend the meeting and ask the question themselves or have the question dealt with in written form and the reply forwarded to them.

K Loader  
Secretary to the Panel

Contact Officers: Mandy Pattinson  
[Mandy.pattinson@staffordshire.gov.uk](mailto:Mandy.pattinson@staffordshire.gov.uk)

## **1. Mr Higgins**

1. How is recruitment of these 68 extra officer is going & how many will be deployed in South Staffordshire?

## **2. D Mallender**

Questions:

1. What legal advice, evidence and argument do you hold which refutes this allegation of Child Abuse, with the aggravating factor of Joint Enterprise, given the absence of investigation by Staffordshire Police?
2. Who benefits from this particular failure to investigate Child Abuse and is it in the public interest to protect them from investigation, given the far reaching consequences of that failure?

## Police, Fire & Crime Panel – Public Question PFCP0042

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### Questions Posed:

The following link takes you to a news article published by Staffordshire Police on 27/10/25:

<http://www.staffordshire.police.uk/news/staffordshire/news/2025/october/changes-following-review-of-pcso-shifts/>

The bulk of the article refers to PCSO's, however, the penultimate paragraph mentions recruiting an additional 53 Neighbourhood Officers & 15 Special Constables by March 2026.

My question to the Commissioner is 'How is recruitment of these 68 extra officer is going & how many will be deployed in South Staffordshire??

**Member of the Public: Mr Tom Higgins**

**Question Date: 2 March 2026**

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### Commissioner's Response:

The Force has achieved the recruitment target for the additional 53 officers and are currently exploring recruitment options for a further 26 officers during 2026. Deployment locations for these officers remain an operational matter and are subject to change. It would not be appropriate to commit to a specific number of officers being allocated to South Staffordshire when operational demands may require their deployment elsewhere. The Force will, however, always ensure that the South Staffordshire LPT is resourced appropriately to meet demand and maintain public safety.

The Force has not met the target of recruiting an additional 15 Special Constables, as having recently completed a full review of the Special Constabulary, several members of the current cohort were released from service due to not meeting the required level of commitment. The Force now has a strong and capable core group of officers to build on.

### Contact Officer

<b>Author:</b>	<b>Louise Clayton</b>
<b>Position:</b>	<b>Chief Executive</b>
<b>Date:</b>	<b>31 March 2026</b>
<b>PFCP meeting date</b>	<b>13 April 2026</b>



## Police, Fire & Crime Panel – Public Question PFCP0043

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### Questions Posed:

New or up dated Information

Introduction

From the judgment of on Palestine Action February 2026

<https://www.judiciary.uk/wp-content/uploads/2026/02/R-Ammori-v-SSHD-OPEN-Judgment-final.pdf>

at point 17 in this judgment

17. Elbit is a defence technology company. With its subsidiaries, Elbit operates at 16 sites in the United Kingdom. Elbit is itself a subsidiary of Elbit Systems Limited, an Israeli based defence contractor. Elbit Systems Limited is Israel’s largest military manufacturer and is a major supplier of military equipment to the Israel Defence Forces.

Israel admits using drones.

[i24NEWS](#)

i24NEWS

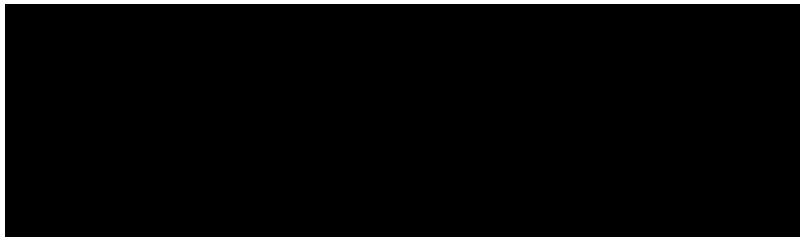
i24NEWS

Israel's military admits to using attack drones

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There are at least three types of drones that Israel uses in attack missions - Hermes 450, Hermes 900, Eitan

[EXCLUSIVE: Israel's 'Black Snake' armed drone squadron comes out of the shadows - Breaking Defense](#)

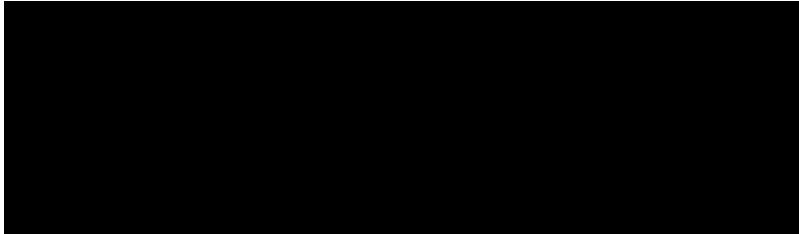


EXCLUSIVE: Israel's 'Black Snake' armed drone squadron comes out of the ...  
Arie Egozi  
Recently, Breaking Defense visited Squadron 161 at Palmachim Air Base in central Israel, the first time a media ...

NATO: protecting children from war starts with the arms trade  
June 18, 2025 • [Private Law](#) •

Private Law - Leiden Law Blog

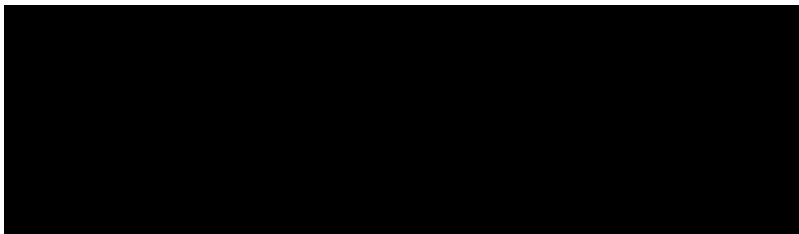
[Oxfam GB | Does the UK sell arms to Israel?](#)



Oxfam GB | Does the UK sell arms to Israel?  
Yes. The UK is supplying millions of pounds worth of arms to Israel, alongside various other types of military s...

Supporting evidence.

[Child Abuse \(non-sexual\) | The Crown Prosecution Service](#)



Child Abuse (non-sexual) | The Crown Prosecution Service

## Introduction To Guidance

This guidance has been developed to assist prosecutors to provide advice to the police, to build cases and to prosecute cases of non-sexual child abuse. That is, cases against children of violence, cruelty, neglect and abduction. This guidance has regard to Article 19 [Convention on the Rights of the Child](#).

Article 19 of the UNCRC mandates that governments protect children from all forms of physical or mental violence, injury, abuse, neglect, maltreatment, or exploitation by parents, legal guardians, or any other caregiver. It requires establishing social programs for prevention, identification, reporting, and, if necessary, judicial involvement to ensure safety.

### Key Components of Article 19:

- Protection Scope: Covers all forms of violence, including physical abuse, mental abuse, neglect, and exploitation.
- Responsibility:

Governments must take legislative, administrative, social, and educational measures to protect children.

- Support Services: Measures include setting up social programs to support children and caregivers to prevent abuse.
- Intervention: Procedures for reporting, investigating, and treating, which may include judicial involvement, must be in place.
- Abuse - This is a form of maltreatment of a child or young person. Someone may abuse or neglect a child or young person by inflicting harm, or by failing to prevent harm. Children or young people may be abused in a family, or in an institutional or community setting by those known to them or, more rarely, by others (e.g. via the internet). They may be abused by an adult or adults, or another child or young person or children or young people. Separate guidelines are available for youths in the legal guidance [Youth Offenders](#).

### Jurisdiction

There is no extra territorial jurisdiction for offences contrary to Section 1 Children and Young Persons Act 1933, as amended by Part 5 Section 66 of the Serious Crime Act 2015.

Therefore in order to charge an offence contrary to this section, any assault and ill-treatment, failure to protect, neglect and abandonment or any attempt to commit such an offence must have taken place in this jurisdiction.

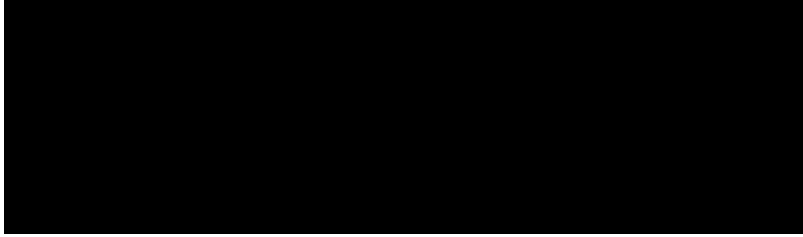
### Note Well

The failure to protect a child is taking place in Staffordshire apparently and is within the remit of Staffordshire Police to conduct an investigation.

### Witnesses

The effect of Unmanned Aerial Vehicles on children and women.

[Gaza surgeon describes drones targeting children](#)

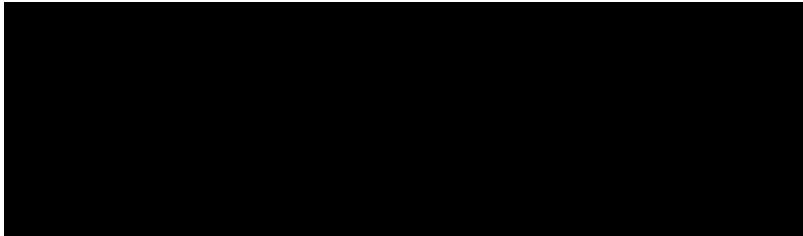


Gaza surgeon describes drones targeting children  
Children lying injured in Gaza were picked out and shot by quadcopters, a senior doctor tells MPs.

And the continuation of cruelty by those receiving equipment to harm them is coming from Staffordshire within the UK jurisdiction. Propensity to act. Cruelty for the sake of cruelty.

Further evidence

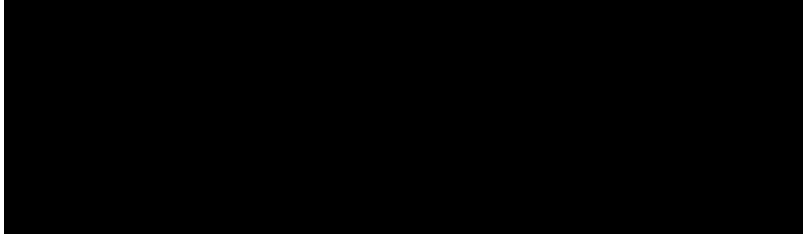
[53 International NGOs warn Israel's recent registration measures will impede critical humanitarian action](#)



53 International NGOs warn Israel's recent registration measures will im...  
We call on the Government of Israel to immediately halt deregistration proceedings and lift measures obstructing...

A reel which exposes the use of these drones by Israel watch to the end.

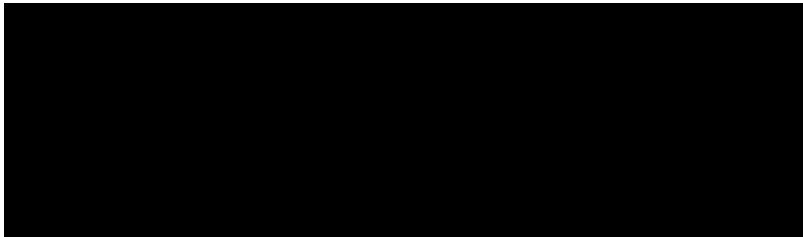
[94K views · 5.5K reactions | Starmer, Mandelson & Mossad - it's worse than you think | Double Down News](#)



94K views · 5.5K reactions | Starmer, Mandelson & Mossad - it's worse th...  
Starmer, Mandelson & Mossad - it's worse than you think

Propensity to Act

[75K views · 5.3K reactions | Child prisoners were released from Ofer Prison in the occupied West Bank, appearing exhausted and noticeably thinner after detention. #lovinpalestine | Lovin Palestine](#)



75K views · 5.3K reactions | Child prisoners were released from Ofer Pri...  
Child prisoners were released from Ofer Prison in the occupied West Bank, appearing exhausted and noticeably thi...


Additional Evidence and Identification of British Based People Accused of War Crimes

<https://www.facebook.com/watch?v=1425259875705711>

An admission by Wes Streeting

Secretary of State for Health and Social Care of the United Kingdom

[Wes Streeting's bombshell WhatsApp messages with Peter Mandelson in full](#)



Wes Streeting's bombshell WhatsApp messages with Peter Mandelson in full  
Lizzy Buchan  
Keir Starmer is battling for his political life as the Peter Mandelson scandal rocks the Government and cabinet ...

[24/07/2025, 23:00:29] Wes Streeting: Am sure this will come up in coming days, so wanted to check in with you on recognition of Palestine and the domestic politics of it. Keir's statement today was excellent, but Macron's statement tonight ups the ante. Morally and politically, I think we need to join France. Morally, because Israel is committing war crimes before our eyes. Their government talks the language of ethnic cleansing and I have met with our own medics out there who describe the most chilling and distressing scenes of calculated brutality against women and children. Politically, a Commons vote will be engineered in September on recognition and we will lose it if we're not ahead of it. There are no circumstances in which people like me or Shabana could abstain or vote against, for example. Conference will be a sea of Palestinian flags and the moderates will be waving them. We need to be leading the charge on this. The alternative is being dragged there with enormous damage to Keir, the govt and the party. I've never been a shrinking violet on Israel. I've supported LFI for over 20 years. Our sister party, Haaretz, and progressives are clear about what's being done in their name and they oppose it. I appreciate these things are always more complicated than they appear to those of us who aren't up close as you are and I also appreciate how much Keir and David are giving to this personally. But it is what it is. We need to lead, not follow.

[Child exploitation disruption toolkit \(accessible\)](#)

#### Problem profiling

A useful policing tool to utilise available and shared information is a problem profile. A problem profile is a police intelligence product that provides a greater understanding of established and emerging crime or incident series, priority locations, or other identified high-risk issues.

Problem profiles should assess the nature and scale of the threats, and identify the highest harm victims, offenders and locations, as well as outlining the threat and risk they pose. A problem profile is not a static product and should be reviewed frequently to ensure it continues to reflect the offending that is taking place. Although it is a police product, a problem profile should be enhanced by input from other safeguarding partners who may also adopt and adapt these threat assessment principles within their own organisations.

#### Conclusion

- 1) There is an abundance of evidence that the suspects to the abuse of children are within Staffordshire and the UK who are subject to English Laws on Child Abuse.
  - 2) That there is evidence to link them with Child Abuse across borders.
  - 2) That police have in Staffordshire and beyond expertise and tools to deal with emerging and novel areas of Child Abuse.
- So it appears Staffordshire Police do have the remit and tools to deal with with this unfolding harm to children.

So to follow up on my previous questions with new or updated information:-

- 1) What legal advice, evidence and argument do you hold which refutes this allegation of Child Abuse, with the aggravating factor of Joint Enterprise, given the absence of investigation by Staffordshire Police?
- 2) Who benefits from this particular failure to investigate Child Abuse and is it in the public interest to protect them from investigation, given the far reaching consequences of that failure?

**Member of the Public: Mrs Mallender**

**Question Date: 20/03/2026**

**Commissioner’s Response:**

Staffordshire Police can only investigate criminal offences that occur within its legal jurisdiction. Allegations involving the actions of foreign governments, armed forces, or events concerning international conflict do not fall within the remit of a local police force.

**Contact Officer**

<b>Author:</b>	<b>Louise Clayton</b>
<b>Position:</b>	<b>Chief Executive</b>
<b>Date:</b>	<b>30.03.2026</b>
<b>PFCP meeting date</b>	<b>13.04.2026</b>



**Report of the Chair and Secretary to the  
Staffordshire Police and Crime Panel**

**13 April 2026**

**Review of Panels policies and procedures**

**1. Recommendations:**

- 1.1 That the Panel consider, amend, and or adopt the draft terms of reference and revised procedure roles.
- 1.2 Consider, amend, and or adopt the revised Complaints process.
- 1.3 That the Panel agree to review the terms of reference and revised procedure roles annually.
- 1.5 The terms of reference and revised procedure roles be published on the Panels webpages.
- 1.6 That consideration be given to including the statement of mutual respect which is included in the Panels Terms of Reference, in the panel members annual training session.

**2. Background**

- 2.1 The Police and Crime Panel was established under the provisions of Section 28 of the Police Reform and Social Responsibility Act 2011 and constituted in accordance with Section 102 of the Local Government Act 1972. The Panel first met in 2012 and over the course of the first few meetings agreed their terms of reference and procedure rules.
- 2.2 The Police, Fire and Crime Commissioner for Staffordshire (Fire and Rescue Authority) Order 2018 came into effect on 1 August 2018 transferring Governance responsibility for the Fire and Rescue Services in Staffordshire to the Police and Crime Commissioner. Under the Order the Commissioner took the legal identity of Fire and Rescue Authority and his title was amended to 'Police, Fire and Crime Commissioner for Staffordshire'. As a consequence, the Panel's remit was extended and it became the Staffordshire Police, Fire and Crime Panel.
- 2.3 The Panels Terms of Reference and procedure rules were revised in September 2018.
- 2.4 In April 2019, the Panel revised the Complaints procedure to reflect the extension of the Panel's remit to include the Commissioner's Fire

governance role and to ensure that an advice note from the Independent Office for Police Conduct (IOPC) was being complied with.

2.5 The Policing Protocol Order 2023 (SI 2023 No. 649) amended the Police Reform and Social Responsibility Act 2011.

2.6 At the meeting of the Panel held on 28 July 2025, it was proposed that there should be an independent review of the working of the panel. The Panel agreed that the Chair and Secretary should bring a report to the panel with more information on the proposal of a review of the panels performance.

2.7 The Chair reviewed the panels terms of reference and procedure rules and they were considered by the Panel in September 2025. At that meeting, the Panel agreed to set up a working group to look at the draft changes. The working group have met on 3 occasions and have agreed the amendments as shown in appendix.

2.8 At the meeting on 22 September 2025 the panel agreed to a change in the complaints procedure which would include the Chair and Vice Chair being involved in the handling of complaints made against the Commissioner. The revised process is attached for panels consideration and approval.

### **3.0. Equalities Implications**

3.1 None

### **4.0. Legal Implications**

4.1 The report addresses the implications for the Panel of The Police, Fire and Crime Commissioner for Staffordshire (Fire and Rescue Authority) Order 2018 and the Policing and Crime Act 2017, and The Policing Protocol Order 2023.

### **5.0 Resource and Value for Money Implications**

5.1. There are no significant resource or value for money implications from this report.

### **6.0 Risk Implications**

6.1. The Home Office not approving expenditure for the regional networking membership.

### **Report Author:**

**Councillor Richard Cox (Chair) and Panel Secretary**

Support Officer Contact: Mandy Pattinson

E-mail: [mandy.pattinson@staffordshire.gov.uk](mailto:mandy.pattinson@staffordshire.gov.uk)

## STAFFORDSHIRE POLICE, FIRE AND CRIME PANEL

### MEMBERSHIP AND TERMS OF REFERENCE

Established under the provisions of Section 28 of the Police Reform and Social Responsibility Act 2011

Amended in accordance with the provisions of Schedule 1 of the Policing and Crime Act 2017

Constituted in accordance with Section 102 of the Local Government Act 1972

#### Host Authority

Staffordshire County Council

#### Membership

10 council members, together with 2 lay co-opted members. The Panel may appoint up to an additional 8 co-opted members. These may or may not be council members. The Panel will only exercise its powers to appoint additional co-opted members with the agreement of the 10 constituent local authorities, and the appointment of each additional co-optee must be approved by all 10 constituent local authorities to be effective.

#### ***Council members (10):***

Councillors to be appointed as follows:

Authority	Core members
Staffordshire County Council	1
Stoke-on-Trent City Council	1
Cannock Chase District Council	1
East Staffs District Council	1
Lichfield District Council	1
Newcastle under Lyme Borough Council	1
Stafford Borough Council	1
Staffordshire Moorlands District Council	1
South Staffs District Council	1
Tamworth Borough Council	1
<b>TOTAL</b>	10

Appointments shall be made on an annual basis

The appointment of **core council members** shall be the responsibility of the individual Authority on the basis of political control of that Authority.

In the event of a council member resigning or otherwise ceasing to be eligible to serve on the Panel, the appointment of a replacement shall be the responsibility of the Authority concerned and will be taken from the same political group (or controlling group) as the member being replaced.

Each local authority will be able to appoint one named substitute to represent the authority if their appointment is unable to attend meetings. The substitute will have full voting rights. The Substitute will not receive any payment from the Home Office Grant.

**Lay Co-opted members** (a minimum of 2 shall be appointed – in accordance with the statutory requirement)

### **Appointment of Co-optees**

Appointments shall be made by the Panel for a 4 year term of office and shall be made on the basis of skills, knowledge and experience.

### **Resignation of co-optees**

A co-opted member may resign from the Panel by giving written notice to the Secretary at any time.

### **Removal of co-optees**

The Panel may decide to terminate the appointment of a co-opted member if at least two-thirds of the members of the Panel present at the meeting where the decision is being made vote in favour to do so for any of the reasons listed below:

- 1) If the co-optee has not attended three consecutive meetings of the Panel
- 2) If the co-optee has been found to have acted in breach of the Code of Conduct or has acted in such a way as to bring the Panel into disrepute
- 3) If the co-optee is deemed to be incapacitated by illness or is otherwise unable or unfit to discharge his/her functions as a co-opted member of the Panel.

### **Re-appointment of co-optees**

Co-optees are eligible for re-appointment for one further term of four years if at least two-thirds of the members of the Panel present at the meeting where the decision is being made vote in favour

### **Appointment of additional Co-optees**

Subject to approval by the Home Office, additional co-optee(s) may be appointed to provide the skills, knowledge and expertise required to enable to Panel to fulfil its role in relation to the **Fire and Rescue Service**.

## ***Eligibility to be a Co-opted Member***

Co-optees must live within Staffordshire or Stoke on Trent.

The following shall not be eligible to be co-opted members of the Panel:

- A member of staff of the Police, Fire and Crime Commissioner for Staffordshire
- A member of the civilian staff of the Staffordshire Police Force
- A member of Parliament, the National Assembly of Wales, the Scottish Parliament or the European Parliament

Where the Panel has two co-opted members, a member of a constituent local authority may not be a co –opted member.

Where the Panel wishes to appoint three or more co-opted members, a member of a constituent local authority may be a co-opted member provided that two co-opted members are not members of constituent local authorities.

Co-optees will be mindful of the host authorities member Code of Conduct.

There will be a commitment by all members to treat each other (and all those attending panel meetings) with fairness, kindness, and understanding, regardless of political party or differing views. All members will adhere to their respective Code of Conduct and the Nolan principles, where applicable.

## **TERMS OF REFERENCE**

### **Police and Crime Matters**

1. To review and make a report or recommendation to the Police, Fire and Crime Commissioner on the draft police and crime plan, or draft variation, given to the Panel by the Police, Fire and Crime Commissioner.
2. To make comments and question the Police, Fire and Crime Commissioner on the contents of the Commissioners Annual Report at a public meeting to be held as soon as possible after the publication of that report.
3. To hold a confirmation hearing and review, make a report, and recommendation (as necessary) in respect of proposed senior appointments (ie Chief Executive, Chief Finance Officer and Deputy Police, Fire and Crime Commissioner) made by the Police, Fire and Crime Commissioner;
4. To review, and make a report to the Police, Fire and Crime Commissioner on the proposed appointment of the Chief Constable; the Panel to have the power, on a two thirds majority of the persons who are members of the Panel at the time when the decision is made, to veto the appointment where considered appropriate.
5. To receive any notification from the Police, Fire and Crime Commissioner of a decision by him to suspend the Chief Constable
6. To review and make a report and recommendation to the Police, Fire and Crime Commissioner on any proposal to call for the resignation or retirement of the Chief Constable
7. To review and make a report and recommendation to the Police, Fire and Crime Commissioner (as necessary) on the proposed Police precept; the Panel to have the power, on a two thirds majority of the persons who are members of the Panel at the time when the decision is made<sup>1</sup>, to veto the precept where considered appropriate.
8. To review or scrutinise decisions made, or other action taken, by the Police, Fire and Crime Commissioner in connection with the discharge of the Commissioner's functions, including holding the Chief Constable to account, setting the police precept and budget, appointing (and removing) the Chief Constable and publishing a Police and Crime Plan setting out the strategic policing objectives.
9. To ensure that, when formulating the Police and Crime Plan, the Police, Fire and Crime Commissioner gives due regard to the priorities of local Community Safety Partnerships and the residents they serve.

## **Fire and Rescue Matters**

10. To review and make a report or recommendation to the Police, Fire and Crime Commissioner on the draft Fire and Rescue Plan, or draft variation, given to the Panel by the Police, Fire and Crime Commissioner
11. To hold a public meeting to question the Police, Fire and Crime Commissioner on the Fire and Rescue Statement (of Assurance), review the Statement and make a report or recommendations on the Statement to the Police, Fire and Crime Commissioner
12. To hold a Confirmation Hearing and review, make a report, and recommendation (as necessary) in respect of a proposed appointment by the Police, Fire and Crime Commissioner to the post of Chief Finance Officer.
13. To hold a Confirmation Hearing to review, and make an report to the Police, Fire and Crime Commissioner on the proposed appointment of a Chief Fire Officer; the Panel to have the power, on a two-thirds majority of the persons who are members of the Panel at the time when the decision is made, to veto the appointment where considered appropriate.
14. To receive any notification from the Police, Fire and Crime Commissioner of a decision by him to suspend the Chief Fire Officer
15. To review and make a report and recommendation to the Police, Fire and Crime Commissioner on any proposal to dismiss the Chief Fire Officer
16. To review and make a report and recommendation to the Police, Fire and Crime Commissioner (as necessary) on the proposed Fire Precept; the Panel to have the power, on a two-thirds majority of members of the Panel at the time when the decision is made, to veto the Precept where considered appropriate.

## **General**

1. To make reports or recommendations to the Police, Fire and Crime Commissioner with respect to the discharge of the Commissioner's functions.
2. To support the effective exercise of the functions of the Police, Fire and Crime Commissioner.
3. To deal with non-serious complaints against the Police, Fire and Crime Commissioner and/or the Deputy Police, Fire and Crime Commissioner, in relation to their conduct; more serious matters relating to Police and Crime to be passed to the IOPC (Independent Office for Police Complaints)
4. To appoint an Acting Police, Fire and Crime Commissioner if necessary.

5. If considered appropriate, to suspend the Police, Fire and Crime Commissioner if it appears to the Panel that the Commissioner has been charged in the United Kingdom or Isle of Man with an offence which carries a maximum term of imprisonment exceeding two years.

| (Draft ~~as at 03-07-2018~~13 04 2026)

# STAFFORDSHIRE POLICE, FIRE AND CRIME PANEL

## PROCEDURE RULES

### 1 CHAIRMAN-CHAIR OF THE POLICE, FIRE AND CRIME PANEL

1.1 The ~~chairman~~Chair of the Police, Fire and Crime Panel will be appointed at the first meeting in each municipal year and will be drawn from amongst the members of the Panel.

1.2 The vice-chair~~man~~ will be appointed at the first meeting in each municipal year and will be drawn from amongst the members of the Panel.

4.21.3 Nominations for Chair and vice chair will be moved and seconded and voted upon by panel members by simple majority.

4.31.4 In the event of the resignation of the ~~chairman~~Chair or removal of ~~chairman~~Chair, a new ~~chairman~~Chair will be appointed at the next meeting and will be drawn from amongst the members of the Panel.

4.41.5 The ~~P~~panel will elect a person to preside at a meeting if the ~~Chairman~~Chair and ~~vice Chairman~~chair are not present.

### 2 MEETINGS OF THE POLICE, FIRE AND CRIME PANEL

2.1 There shall be a minimum of four ordinary meetings of the Police, Fire and Crime Panel held in public in each municipal year to carry out the ~~specia~~special functions of the Panel.

2.2 Extraordinary meetings may be called from time to time to carry out 'special functions' which cannot be accommodated in the agendas for Ordinary meetings.

2.3 An Extraordinary meeting may be called by:

- the ~~chairman~~Chair or
- four members of the panel or
- The Monitoring Officer to the panel

2.4 Ordinary meetings will take place on dates and times decided by the Panel.

2.5 Ordinary meetings of the Panel will:

- (i) receive any declarations of interest from members
- (ii) approve the minutes of the last meeting
- (iii) consider reports from officers and Panel members

2.6 The Host Authority shall give at least 5 clear working days notice of any meeting by posting details of the meeting at the County Buildings, Stafford (the designated office) and on the websites of each constituent Authority.

### **3 QUORUM**

A meeting of the Police, Fire and Crime Panel cannot take place unless one third of the whole number of its members is present.

### **4 WORK PROGRAMME**

4.1 The Police, Fire and Crime Panel will be responsible for setting its own work programme taking into account the priorities defined by the Police, Fire and Crime Commissioner. In setting the work programme the Police, Fire and Crime Panel will also take into account the wishes of its members.

4.2 The work programme must include the 'special functions' described in the terms of reference for the Panel.

### **5 AGENDA ITEMS**

5.1 Any member of the Police, Fire and Crime Panel shall be entitled to give notice to the Secretary to the Panel that ~~he or she~~they wishes an item relevant to the functions of the Panel to be included on the agenda for the next available Ordinary meeting.

5.15.2 Agenda items can be raised at any meeting under the work programme for consideration by the Panel.

### **6 REPORTS FROM POLICE, FIRE AND CRIME PANEL**

6.1 Where the Police, Fire and Crime Panel makes a report to the Police, Fire and Crime Commissioner, it may publish the report or recommendations.

6.2 The Police, Fire and Crime Panel must by notice in writing, require the Police, Fire and Crime Commissioner, as appropriate, within one month of the date on which it receives the report or recommendations to:

- a) Consider the report or recommendations.
- b) Respond to the Police, Fire and Crime Panel indicating what (if any) action the Police, Fire and Crime Commissioner proposes to take.
- c) Where the Police, Fire and Crime Panel has published the report or recommendations, publish the response.
- d) Where the Police, Fire and Crime Panel has provided a copy of the report or recommendations to a member, provide a copy of the response to the member.

6.3 The publication of reports or recommendations is subject to the exclusion of any exempt or confidential information as defined in the rules on access to information in the Local Government Act 1972 (as amended).

6.4 If the Police, Fire and Crime Panel cannot unanimously agree on one single final report to the Police, Fire and Crime Commissioner then one

separate report, supported by a minimum of 2 members of the Panel, may be prepared and submitted for consideration along with the majority report.

## **7 POLICE, FIRE AND CRIME COMMISSIONER AND OFFICERS GIVING ACCOUNT**

7.1 The Police, Fire and Crime Panel may scrutinise and review decisions made or actions taken in connection with the Police, Fire and Crime Commissioner's role. As well as reviewing documentation, in fulfilling its scrutiny role it may require the Police, Fire and Crime Commissioner to attend before the Panel, (at reasonable notice) to answer any questions which appear to the Panel to be necessary in order to carry out its functions.

7.2 Where the Police, Fire and Crime Commissioner, is required to attend the Panel under this provision the ~~chairman-Chair~~ will inform them in writing giving, where practical, 15 days notice of the meeting. The notice will state the nature of the item on which ~~he or she~~they are required to attend to give account and whether any papers are required for production for the Panel. Where it is necessary to produce a report, sufficient time will be given to allow preparation of that report.

7.3 Where, in exceptional circumstances, the Police, Fire and Crime Commissioner is unable to attend on the required date, then an alternative date for attendance may be arranged following consultation with the ~~chairman-~~Chair of the Panel.

7.4 If the Police, Fire and Crime Panel require the Police, Fire and Crime Commissioner to attend before the panel, the panel may (at reasonable notice) request the Chief Constable, the Chief Fire Officer or other members of the Commissioner's staff to attend before the Panel on the same occasion to answer any questions which appears to the Panel to be necessary in order for it to carry out its functions. NOTE: The Panels role is not operational

## **8 ATTENDANCE BY OTHERS**

The Police, Fire and Crime Panel may invite people other than those referred to above to address it, discuss issues of local concern and/or answer questions. It may, for example, wish to hear from residents, stakeholders, councillors who are not members of the Panel and officers in other parts of the public sector and may invite such people to attend.

## **9 SUB-COMMITTEES AND TASK GROUPS**

9.1 Time limited task groups may be established from time to time by the Police, Fire and Crime Panel to undertake specific task-based work.

9.2 The special functions of the Police, Fire and Crime Panel may not be discharged by a sub-committee of the Panel or a task group.

9.3 In this paragraph 'special functions' means the functions conferred on a Police, Fire and Crime Panel by:

- a) Section 28(3) of Police Reform and Social Responsibility Act (scrutiny of Police and Crime Plan).
- b) Section 28 (4) of Police Reform and Social Responsibility Act (scrutiny of Annual Report)
- c) Paragraphs 10 and 11 of Schedule 1 of Police Reform and Social Responsibility Act (review of senior appointments).
- d) Schedule 5 of Police Reform and Social Responsibility Act (Scrutiny of Precept (Police and Crime function))
- e) Part 1 of Schedule 8 of Police Reform and Social Responsibility Act (scrutiny of appointment of the Chief Constable).
- f) Part 2 of Schedule 8 of the Police Reform and Social Responsibility Act (suspension and removal of Chief Constable)
- g) Schedule 1/A1 Section 3 of the Policing and Crime Act 2017 (scrutiny of Fire and Rescue Plan)
- h) Schedule 1/A1 Section 5 of the Policing and Crime 2017 (scrutiny of the Fire and Rescue Statement)
- i) Schedule 1/A1 Section 11 of the Policing and Crime Act 2017 (review of appointment of Chief Finance Officer (Fire and Rescue Function))
- j) The Fire and Rescue Authority (Police and Crime Commissioner) (Application of Local Policing Provisions, Inspection, Powers to Trade and Consequential Amendments) Order 2017 (Appointment and Dismissal of Chief Fire Officer)
- k) Schedule 1/A1 Section 12 of the Policing Act 2017 (Fire and Rescue function))

9.4 The work undertaken by a sub-committee or task group will be scoped and defined beforehand, together with the timeframe within which the work is to be completed and the reporting time for the outcome of the work.

## **10 CARRYING OUT 'SPECIAL FUNCTIONS'**

Reports and recommendations made in relation to the functions outlined in the terms of reference will be carried out in accordance with the procedure outlined at (6).

### **10.1 Senior appointments**

10.1.1 The panel has powers to review the Police, Fire and Crime Commissioner's proposed appointments of Chief Constable, Chief Executive,

Chief Finance Officer (Police and Crime function), Deputy Police, Fire and Crime Commissioner, Chief Finance Officer (Fire and Rescue function) and Chief Fire Officer. The panel is required to hold public confirmation hearings for these posts.

10.1.2 The procedure followed by the Panel for the appointments listed at 10.1.1 above will be in accordance with Process Note 1 (attached).

## **10.2 Appointment of an Acting Police, Fire and Crime Commissioner**

10.2.1 The Police, Fire and Crime Panel must appoint a person to act as Police, Fire and Crime Commissioner if:

- a) no person holds the office of Police, Fire and Crime Commissioner
- b) the Police, Fire and Crime Commissioner is incapacitated, or
- c) the Police, Fire and Crime Commissioner is suspended.

10.2.2 The Police, Fire and Crime Panel may appoint a person as acting commissioner only if the person is a member of the Police, Fire and Crime Commissioner's staff at the time of the appointment.

10.2.3 In appointing a person as acting commissioner in a case where the Police, Fire and Crime Commissioner is incapacitated, the Police, Fire and Crime Panel must have regard to any representations made by the Commissioner in relation to the appointment.

10.2.4 The appointment of an acting commissioner ceases to have effect upon the occurrence of the earliest of these events:

- a) the election of a person as Police, Fire and Crime Commissioner;
- b) the termination by the Police, Fire and Crime Panel, or by the acting commissioner, of the appointment of the acting commissioner;
- c) in a case where the acting commissioner is appointed because the Police, Fire and Crime Commissioner is incapacitated, the commissioner ceasing to be incapacitated or in a case where the acting commissioner is appointed because the Police, Fire and Crime Commissioner is suspended, the Commissioner ceasing to be suspended.

## **10.3 Suspension of Chief Constable or Chief Fire Officer**

10.3.1 The Panel is required to be notified by the Police, Fire and Crime Commissioner if ~~he/she/they~~ decides to suspend the Chief Constable or the Chief Fire Officer

#### **10.4 Police, Fire and Crime Commissioner – Call for Resignation or Retirement of the Chief Constable**

10.4.1 The Police, Fire and Crime Panel must meet, in private, to review and make recommendations on any proposal by the Police, Fire and Crime Commissioner to call for the resignation or retirement of the Chief Constable. The Procedure followed will be in accordance with Process Note 3 (attached).

#### **10.5 Police, Fire and Crime Commissioner – Proposal to dismiss the Chief Fire Officer**

10.5.1 The Police, Fire and Crime Panel must meet, in private, to review and make recommendations on any proposal by the Police, Fire and Crime Commissioner to dismiss the Chief Fire Officer. The Procedure followed will be in accordance with Process Note 4 (attached).

#### **10.6 Proposed Precept**

10.6.1 The Police, Fire and Crime Panel is required to consider the Proposed Precepts for both the Police and Crime function and the Fire and Rescue function. The procedure followed by the Panel will be in accordance with Process Note 2 (attached).

#### **10.7 Complaints**

10.7.1 Criminal and non-criminal complaints in relation to the Police, Fire and Crime Commissioner or other office holders should be dealt with and/or delegated in accordance with the 2011 Act and the [Elected Local Policing Bodies \(Complaints and Misconduct\) Regulations 2012](#) (as updated in Schedule 1 of The Fire and Rescue Authority (Police and Crime Commissioner) (Application of Local Policing Provisions, Inspection, Powers to Trade and Consequential Amendments) Order 2017) [local arrangements are detailed in the Panel's agreed procedure [attached](#)]<sup>4</sup>

#### **10.8 Suspension of the Police, Fire and Crime Commissioner**

10.8.1 A Police, Fire and Crime Panel may suspend the Police, Fire and Crime Commissioner if it appears to the Panel that:

- a) the Commissioner has been charged in the United Kingdom, the Channel Islands or the Isle of Man with an offence, and
- b) the offence is one which carries a maximum term of imprisonment exceeding two years.

10.8.2 The suspension of the Police, Fire and Crime Commissioner ceases to have effect upon the occurrence of the earliest of these events:

- a) the charge being dropped
- b) the Police, Fire and Crime Commissioner being acquitted of the offence
- c) the Police, Fire and Crime Commissioner being convicted of the offence but not being disqualified under Section 66 of the Police Reform and Social Responsibility Act by virtue of the conviction, or
- d) the termination of the suspension by the Police, Fire and Crime Panel.

10.8.3 In this section references to an offence which carries a maximum term of imprisonment exceeding two years are references to:

- a) an offence which carries such a maximum term in the case of a person who has attained the age of 18 years, or
- b) an offence for which, in the case of such a person, the sentence is fixed by law as life imprisonment.

## **11. Procedure at Meetings**

### **11.1 Quorum not present**

If the quorum of one third of the members is not achieved prior to the start of a meeting the meeting will be cancelled by the ~~Chairman~~Chair and re-arranged for a date/time to be notified to all members.

Where the meeting has started, and the number of Members present reduces to less than the one third required for a quorum the ~~Chairman~~Chair will adjourn the meeting indicating the date and/or time on which the Panel will resume.

Where the ~~Chairman~~Chair does not give a date and/or time for a resumption, all business not completed will be considered at the next Ordinary meeting.

### **11.2 Minutes of the previous meeting**

The minutes of the previous meeting will be circulated with the agenda. There will be no motions or discussion on the Minutes, except on their accuracy, and any question of their accuracy will be raised by motion. If there are no questions, or once any questions have been dealt with, the ~~Chairman~~Chair will sign the Minutes.

### **11.3 Rules of Debate**

During the debate on a report, Members may speak on any particular aspect of the report, whether or not they move anything in relation to it, and their remarks will be confined to the subject matter of the report in question.

No motion or amendment will be discussed unless it has been proposed and seconded.

When seconding a motion or amendment a Member may, if they then declare their intention to do so, reserve their right to speak until a later period of the debate.

Members will confine their speeches to the question under discussion or to a personal explanation or a point of order. No Member may question another Members motives or use offensive expressions to any Member or Officer.

The proposer of a motion or amendment will have a right of reply immediately before it is put to the vote. A Member exercising a right of reply will not introduce any new matters.

All amendments must be moved and seconded and no second or following amendment can be moved until the previous amendment has been dealt with. Any number of amendments may be proposed and the ~~Chairman~~ may allow discussion (but not voting) on a number of amendments if deemed appropriate.

If an amendment is lost, another amendment may be moved on the original motion. If the amendment is carried, the motion as amended will become the motion upon which any further amendment may be moved.

An amendment or other motion may be amended or withdrawn by the proposer with the consent of the seconder.

A Member who has not spoken on the motion under discussion, may, at the conclusion of another Member's speech, move without comment:

- "That the question be put",
- "That the debate be adjourned",
- "That the meeting proceed to the next business", or
- "That the meeting be adjourned".

If such a motion is seconded the ~~Chairman~~ Chair will, if in his opinion the question before the meeting has been sufficiently discussed, put the motion to the vote. If it is carried then the meeting will proceed to the next business or the meeting will stand adjourned as the case may be.

#### 11.4 Voting

Voting will, in the first instance be determined by voice 'yes' or 'no', but the ~~Chairman~~ Chair may and, if the decision is challenged must, take a show of hands.

A named vote will be taken (ie the names for and against the motion or amendment will be recorded in the Minutes) if requested by 5 members present at a meeting. The Secretary will call the name of each Member present who will then vote 'yes' or 'no'. There is no requirement for Members to participate in named votes and they can abstain.

Regardless of whether a named vote is taken, any member may request that their vote, or abstention from voting, be recorded in the minutes.

### 11.5 ~~Chairman's Chair~~ second/casting vote

Where there are equal votes cast for a motion or amendment the ~~Chairman-Chair~~ or the person presiding may exercise a second or casting vote.

### 11.6 Reconsideration of previous decisions

No motion or amendment may be proposed which would bring about the reconsideration of a decision made by the Panel in the previous 6 months unless such motion or amendment is prompted and evidenced by new significant information not previously known to the panel.

### 11.7 Cancellation of meetings

The Secretary is authorised to cancel a meeting either prior to or following the issue of an agenda if it is considered expedient to do so. Before exercising this authority, the Secretary will consult with the ~~Chairman Chair~~, or in ~~his/her/their~~ absence, the Vice-~~Chairman Chair~~. Any outstanding business will be held over to the next scheduled meeting or on a date to be arranged

### 11.8 Rules to apply to Sub-Committees/Task Groups

Apart from the requirements for a quorum, this section (Section 11) shall apply to proceedings at meetings of sub-committees and Task Groups except section. The quorum for a sub-committee or Task Group shall be 2.

## 12. Public participation

### 12.1 Scope

These rules apply to all formally convened meetings of the Panel, Sub-Committees and Task Groups.

Responsibility for the application of these rules shall rest with the Host Authority.

The application of these rules shall not be in conflict with other legislative requirements e.g. The General Data Protection Regulations 2018, The Data Protection Act 1998 and the Freedom of Information Act 2000.

### 12.2 Summary of Public's Rights

A written summary of the public's rights to attend meetings and to inspect and copy documents will be kept at, and available to the public, at the County Buildings, Stafford (the designated office) and posted on the Host Authority's website

### 12.3 Right to attend

Members of the public may attend all meetings subject only to the exceptions in these rules.

### 12.4 Questions from the Public

12.4.1 The Agenda for Ordinary meetings of the Panel shall include the opportunity for members of the public to ask questions of the Commissioner on issues under the purview of the Panel.

12.4.2 Anyone living or working within the area of the constituent authorities will be entitled to ask questions

12.4.3 A questioner can submit up to 2 questions per Panel meeting either in their own right or on behalf of one organisation.

12.4.4 Notice of questions must be received by the Host Authority no later than ~~15~~ 10 clear working days before the Ordinary Panel meeting is held.

12.4.5 Questions may not:

- Require the disclosure of exempt or confidential information
- Repeat a question asked at a Panel meeting in the previous 6 months
- Be defamatory, frivolous or offensive.

12.4.6 In circumstances where a questioner is unable to attend personally or be represented at the Panel meeting at which his/her/their question is to be considered, the answer will be presented to the Panel and forwarded in writing to the questioner.

12.4.7 ~~12.4.6~~ If the questioner attends the meeting, and with the permission of the Chair, a supplementary question relating to the original question may be asked.

### 12.5 Petitions

12.5.1 Petitions must include:

- More than 100 signatures, (including name and address)
- Signatures must be from Staffordshire and Stoke on Trent residents
- the name, address and contact details for the petition organiser,
- a clear and concise statement about what the petition is for and what action the petitioners want the Panel to take (or stop taking),

12.5.2 Petitions which are considered to be abusive or inappropriate will not be accepted.

12.5.3 Petitions will be considered at the next available meeting. One person from the group will be entitled to present the petition at the Panel meeting and explain the reasoning behind it.

12.5.4 The Panel will consider and decide on a course of action.

## 12.5 Availability of Information

The Host Authority will make copies of the agenda and reports open to the public available for inspection at the County Buildings, Stafford (the designated office) and available to constituent authorities ~~for posting on their websites~~ via the hosts website, at least five clear working days before the meeting. If an item is added to the agenda later, the revised agenda will be open to inspection from the time the item was added. Any reports completed after the agenda has been dispatched will be made available to the public as soon as it is supplied to members.

## 12.6 Supply of copies

- The Host Authority will supply copies of:
- Any agenda and reports which are open to public inspection.
- Any further statements or particulars necessary to indicate the nature of the items in the agenda; and
- If the Secretary thinks fit, copies of any other documents supplied to members in connection with an item.

to any person on payment of a charge for postage and any other reasonable costs.

## 12.7 Access to Agendas and Minutes

The Panel will, for six years after a meeting, make available copies of the following:-

- The minutes of the meeting (or records of decisions taken, together with reasons except those minutes of proceedings which were not open to the public or which disclose exempt or confidential information;
- The agenda for the meeting; and
- The reports relating to items when the meeting was open to the public.

## 12.8 Background papers

12.8.1 Every report shall include a list of those documents (called background papers) relating to the subject matter of the report which:

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- Disclose any facts or matters on which the report or an important part

of the report is based; and

- Which have been relied on to a material extent in preparing the report but does not include published works or those which disclose exempt or confidential information (as defined in paragraph 12.9 below)

12.8.2 The Panel will make available for public inspection for four years after the date of the meeting one copy of each of the documents on the list of background papers.

## **12.9 Exclusion of Access by the Public to Meetings**

### **12.9.1 Confidential information – requirement to exclude public**

The public must be excluded from meetings whenever it is likely in view of the nature of the business to be transacted or the nature of the proceedings that confidential information would be disclosed.

#### **Meaning of confidential information**

- a) information furnished to the Panel by a Government department upon terms (however expressed) which forbid the disclosure of the information to the public; and
- b) information the disclosure of which to the public is prohibited by or under any enactment or by the order of a court.

### **12.9.2 Exempt information – discretion to exclude public**

The public may be excluded from meetings whenever it is likely in view of the nature of the business to be transacted or the nature of the proceedings that exempt information (as defined by Section 100I (1) of the Local Government Act 1972, and by Schedule 12A to that Act. (as amended)) would be disclosed.

Where the meeting will determine any person's civil rights or obligations, or adversely affect their possessions, Article 6 of the Human Rights Act 1998 establishes a presumption that the meeting will be held in public unless a private hearing is necessary for one of the reasons specified in Article 6.

## **12.10 Exclusion of Access by the Public to Reports**

If the Secretary thinks fit, the Panel may exclude access by the public to reports which in his or her opinion relate to items during which, in accordance with the section above, the meeting is likely not to be open to the public. Such reports will be marked "Not for publication" together with the category of information likely to be disclosed.

## **12.11 Record of Decisions**

After any formally convened meetings of the Panel, Sub-Committees or Task Groups whether held in public or private, the Secretary will produce a record of every decision taken at that meeting as practicable. The record will

- include a statement of the reasons for each decision and any alternative options considered and rejected at that meeting.

and

- be publicly available.

## **12.12 Webcast meetings**

**12.12.1 All public meeting will be live webcast wherever possible.**



## Protocol for governing dealings between the Police Fire & Crime Commissioner (PFCC) and the Police Fire & Crime Panel (PFCP)

*Note: References throughout this Protocol to 'The Act' refer to the Police Reform & Social Responsibility Act 2011.*

### Introduction

1. The purpose of this protocol is to provide a guide for the ~~PCC, the PFCP~~ and their support officers, in their relations with one another. It reflects the principles underlying the respective rules of conduct which apply to both the PFCC\* and the PFCP and the officers that support them. The outcome should be to enhance and maintain the integrity, both real and perceived, of the PFCC and the PFCP by demanding the highest standards of personal conduct at all times across a range of business activities.

*[\* The PFCC is not subject to the provisions of the Localism Act 2011 (Chapter 7) in the same way that a local authority is required to have in place a code of conduct governing standards of conduct by its members and officers. However, a local framework governing conduct and probity issues is in place, which the PFCC has signed up to]*

### Background

2. This protocol seeks to support and assist the working relationships between the PFCC and the PFCP by setting out the mutual expectations and responsibilities that are likely to promote and enhance the reputation and standing of the PFCC, the Office of the PFCC (OPFCC), the PFCP and Staffordshire County Council (as ~~lead-Host~~ authority for the PFCP).
3. This protocol covers those officers that support the PFCC and who are line managed by the Chief Executive in the OPFCC. The PFCP is administered by Staffordshire County Council. The County Council's **County Solicitor** is responsible for the staff that will administer and support the PFCP.

### Responsibilities

#### PCC

4. The PFCC must:-
  - (a) be guided by the seven Nolan Principles of Public Life;
  - (b) comply with the OPFCC local policies and procedures;

- (c) ensure that any facilities provided for their use are used strictly for the intended purpose and for no other purpose; and
- (d) comply with any relevant statutory provisions.

5. It is the responsibility of the PECC to ensure that they have proper advice. If in any doubt in terms of the law, general propriety, conflicts of interest, etc, then the Chief Executive of the OPECC should be consulted.

### **PECP**

- 6. The PECP is responsible for scrutinising the work of the PECC, has the ability to review their decisions and has a power of veto over Precept levels and Chief Constable appointments (*the use of the veto and appointments process is set out in The Police & Crime Panels (Precepts & Chief Constable Appointments) Regulations 2012*). The Panel can require the attendance of the PECC, or their staff, at meetings of the Panel to enable it to carry out its functions (*S 29(1) of the Act*). The Panel also has the ability to request the attendance of the Chief Constable, or his representative, at specified meetings at which the PECC has been requested to attend.
- 7. The Panel can require relevant reports and information in the PECC's possession (except those that are operationally sensitive) to enable them to fulfil their statutory obligations.
- 8. The PECP is constituted of ten elected members (one each from the ten local authorities in Staffordshire) and two independent members and will meet at least quarterly. All members of the PECP will also be guided by the Seven Nolan Principles of Public Life and an agreed Code of Conduct.
- 9. The PECP will be required to review and report on the PECC's Police & Crime Plan, Fire and Rescue Plan and the PECC's annual report, together with carrying out the initial handling and informal resolution of complaints against the PECC. This can be delegated to the Chief Executive of the OPECC if the Panel so determines.
- 10. The service standards for interaction between the PECC and PECP are set out at paragraph 24 below.

### **Officers of the Office of the PECC and those supporting the PECP**

- 11. All support officers are required to be politically neutral in their dealings with both the PECC and the PECP. All are expected to uphold the highest standards of conduct and integrity in relation to:-
  - (a) official conduct;
  - (b) sensitivity over disclosure of information and confidentiality;

- (c) relationships with members, associates, officers in other authorities, other local policing bodies and contractors;
- (e) outside commitments, personal business interests, interests in contracts etc and any other situation in which personal interests, could create a potential conflict;
- (f) equality issues;
- (g) hospitality and gifts;
- (h) use of financial resources; and
- (i) sponsorship.

### **Respect and Courtesy**

12. For the conduct of the PECC and the PECP to be effective there must be mutual respect, trust and courtesy in all meetings and contacts, both formal and informal. It is very important that both the PECC and PECP remember their respective obligations to enhance the reputation of the organisations and to do what they can to avoid criticism in public places.

### **Undue Pressure**

13. It is important that in any dealings between the PECC and the PECP neither should seek to take unfair advantage of their position by applying undue pressure on each other, their members or officers to do anything they are not empowered to do.
14. A member of the PECC's staff is not required to give any evidence or produce any document to the Panel, which discloses advice given to the PECC by that person (*S29(2) of the Act*).

### **Familiarity**

15. Close personal familiarity between the PECC, the PECP and support officers could damage the principle of mutual respect. It could also, intentionally or accidentally, lead to the passing of confidential information or information which should not properly be passed between them, such as personal details.
16. In public meetings when the public or persons who are not officers or members are present, it would be usual for the PECC and the PECP members and support officers to address each other in a formal manner. The holders of office should in public always be addressed by their office unless otherwise requested.

## Redress

17. If the PFCC or the PFCP consider that they have not been treated with proper respect or courtesy, they may raise it with the Chief Executive of the OPFCC (in the case of the PFCC) or the County Council's ~~Director of Law & Governance~~ County Solicitor (in their capacity as Panel Secretary) (in the case of the PFCP) if it is not possible or practicable to resolve it through direct discussion.
18. If a support officer feels the same way about the PFCC or a member of the PFCP and a direct discussion is impractical or fails to resolve the matter, they should raise the matter with the Chief Executive of the OPFCC or the ~~Director of Law & Governance~~ County Solicitor, as appropriate, without delay.

## Declarations of Interest

19. The PFCC and PFCP members must declare any personal or prejudicial interest in any item under consideration during meetings etc. They will be required to have made such declarations in the Register of Interests held by either the OPFCC or, in the case of members of the PFCP, their responsible authority.
20. Support officers should declare to the Chief Executive of the OPFCC or to the ~~Director of Law & Governance~~ County Solicitor, as appropriate, any outside commitments, personal business interests, interests in contracts etc and any other situation in which personal interests, including those of the officer's family or close associates, are, or could bring about, conflict with the interests of the ~~PCC or~~ PFCP.

## Breaches of Protocol

21. If the PFCC or members of the PFCP are in breach of the requirements of this Protocol the matter will be treated seriously and the necessary and appropriate action taken.
22. The conduct of officers is subject to the application of appropriate regulations, policies and procedures and to the provisions of the relevant conditions of service of the officer concerned. If an officer is found to be in breach of the requirements of this protocol, disciplinary action may result.
23. The prompt use of informal resolution procedures should be pursued wherever possible.

## Service Standards

24. These Service Standards have been established to ensure the effective and efficient running of the Police Fire and Crime Panel and ensure that the PFCC Is fully aware of their obligations with regard to the provision of reports etc

Action	Responsible Body
<p>Requirement on the PECC, and members of their staff, to attend meetings of the PECP to answer any questions to enable the Panel to carry out its functions</p> <p><i>S29(1) of the Act*</i></p>	<p>PECP to notify the Office of the PECC of the scheduled dates for the PECP, commencing in July 2012, as soon as the Calendar is agreed</p> <p>For ad-hoc meetings, at least 14 days notice is required (<i>NB: PECP asked for 15 day period of notice at its meeting on 30 July 2012</i>)</p>
<p>Requirement on the PECC to produce reports, or respond in writing, to any report or recommendation made by the PECP to the PECC</p> <p><i>S29(3) of the Act*</i></p>	<p>PECP to advise what reports etc are required at each of its meetings as soon as practicable, certain items (ie the Budget &amp; proposed Precept Level) having predetermined deadline dates for consideration, as follows:</p> <ul style="list-style-type: none"> <li>• by 8 February PECP to have considered PCC's proposed Precept</li> <li>• by 15 February PECP to issue a report to the PCC confirming acceptance to the proposals or exercising its right of veto</li> <li>• by 22 February PECP to consider review of revised Precept</li> </ul> <p>PECC to notify the PECP immediately they are aware that decisions will be required by the PECP.</p> <p>PECC to send such reports etc to the PECP administrator no later than seven working days before the meeting date</p> <p>In terms of responding to questions raised, the PECC will aim to achieve this within twenty working days, or sooner wherever possible</p>
<p>Request the Chief Constable, or his representative, to attend meetings of the PECP where the PECC will also be present</p> <p><i>S29(6) of the Act*</i></p>	<p>PECP to notify the Office of the PECC of dates on which the Chief Constable is requested to attend as soon as is practicably possible and at least 14 days notice as a minimum</p>

## Conclusion

25. Mutual understanding, openness on these kinds of sensitive issues and basic respect are the greatest safeguard of the integrity of the PFC, the OPFC, the PFCP and Staffordshire County Council.
26. Members should consult with the Chief Executive of the OPFC and/or the ~~Director of Law & Governance~~ *County Solicitor* in their role as Panel Secretary (as appropriate) about matters involving questions about legality, maladministration, financial impropriety and probity or where they have any doubt as to whether a particular decision of the PFC or the PFCP was or is likely to be contrary to law, any policy framework or budget.

~~22 November 2012~~ Revised April 2026

## STAFFORDSHIRE POLICE FIRE AND CRIME PANEL

Below Relates to Complaints Against the Police Fire and Crime Commissioner and/or the Deputy Police Fire and Crime Commissioner.

### Introduction

The Police Reform and Social Responsibility Act 2011 which established the Police and Crime Panel gives the Panel the responsibility for dealing with some complaints against the Police and Crime Commissioner and/or the Deputy Police and Crime Commissioner. This was extended to include Fire.

The Elected Local Policing Bodies (Complaints and Misconduct) Regulations 2012 set out the way in which complaints or conduct matters about a Police Fire and Crime Commissioner and the Deputy Police Fire and Crime Commissioner should be handled.

The Police Fire and Crime Panel have appointed Staffordshire County Council's Monitoring Officer to receive and deal with complaints against the Police Fire and Crime Commissioner. The Monitoring Officer is independent and experienced in handling complaints.

The Monitoring Officer will record all complaints in the Recorded Complaints and Conduct Matters Register and consider how they should be handled.

### Duties to Preserve Evidence

When a complaint is received by the Monitoring Officer, ~~he~~ they must ensure that all appropriate steps are taken to obtain and preserve evidence relating to the complaint in question.

As soon as the Police Fire and Crime Commissioner or the Deputy Police Fire and Crime Commissioner become aware of a complaint, they should take all appropriate steps to obtain and preserve evidence relating to that complaint.

### How to Complain About The Police Fire And Crime Commissioner

If your complaint relates to a **criminal offence** that you feel may involve the Police Fire and Crime Commissioner, or his/her/their deputy, then you should contact the Independent ~~Complaints Police Complaints Commission~~ Office for Police Conduct. You can do this as follows:

Telephone: 0300 020 0096 Fax: ~~020 7404 0430~~  
Email: [enquiries@ipcc.gsi.policeconduct.gov.uk](mailto:enquiries@ipcc.gsi.policeconduct.gov.uk)  
Post: Independent ~~Police Complaints Commission~~ Office for Police Conduct  
PO Box 473, Sale, M33 0BW

If your complaint relates to **non-criminal** behaviour, by the Police Fire and Crime Commissioner or his/her/their deputy or if you are not sure whether a criminal offence is involved, then you should submit your complaint in writing, giving as much information as possible to Staffordshire Police Fire and Crime Panel's Monitoring Officer:

Staffordshire Police Fire and Crime Panel Monitoring Officer  
c/o Mandy Pattinson  
Member and Democratic Services Unit, Staffordshire County Council  
County Building, Stafford, ST16 2DH  
e mail: [mandy.pattinson@staffordshire.gov.uk](mailto:mandy.pattinson@staffordshire.gov.uk)

It is important that you sign your complaint and provide your name and address. We will not consider anonymous complaints. You may request that your details are kept anonymous and this will be considered by the Monitoring Officer, who will contact you to discuss that request.

Once received, your complaint will be dealt with in accordance with the following process:

The Monitoring Officer will assess your complaint and decide whether the Police Fire and Crime Panel should handle your complaint or whether it should be referred elsewhere:

1. Complaints about the actions of Staffordshire Police will be referred to the Chief Constable of Staffordshire Police through the Police Standards Unit.
2. Complaints about the policies of the Police Fire and Crime Commissioner will be referred to ~~him~~ the Commissioner to respond directly.
3. Other complaints out of the scope of the Police Fire and Crime Panel will be referred to the appropriate body (i.e.; Probation Service, Crown Prosecution Service etc...).

Your complaint may be rejected if:

- It is about a staffing matter
- it is about something that happened more than 12 months ago
- the matter has already been the subject of another complaint
- the complaint is made anonymously
- the complaint is vexatious, oppressive or an abuse of the complaints procedures
- the complaint is a repetition of a previous complaint

If your complaint is rejected by the Monitoring Officer, the Complainant you will be informed by letter and given the reason(s) why it has been rejected. The Police Fire and Crime Commissioner (or their Deputy) will be informed.

If the Monitoring Officer feels there is a complaint to answer:

- The Chair and Vice Chair of the Police Fire and Crime Panel will be informed.
- The Monitoring Officer will then inform the person that has you have been complained about that a complaint has been made and will gather all relevant information.
- The Monitoring Officer will also notify the Chief Executive of the Police Fire and Crime Commission of the complaint. (See above if you want your details kept anonymous.)

The Chair and Vice Chair of the Police Fire and Crime Panel have delegated authority to represent the Panel when dealing with Complaints.

The Monitoring Officer will may call a meeting with the Chair and Vice Chair and ask you and the person complained about to attend the meeting and answer questions. (Meeting procedure Appendix 2).

If your complaint is upheld the Chair and Vice Chair of the Panel ~~Monitoring Officer~~ will decide if any of the following sanctions should be imposed.

- Formal apology by the person complained about.
- Formal apology from the Police Fire and Crime Panel on behalf of the person complained about.
- Issue of a press release on the nature of the complaint and the committee's decision.

The Chair, Vice Chair and the Monitoring Officer ~~has~~ has no legal powers to apply sanctions other than to provide an opinion on the conduct of the Police Fire and Crime Commissioner or Deputy Police and Crime Commissioner and request an apology.

If your complaint is not upheld no action will be taken against the person you have complained about.

The Chair and Vice Chair ~~Monitoring Officer~~ will make a suggestion as to how your complaint may be resolved and will give you and the person complained about an opportunity to comment on the suggestion.

The Chair and Vice Chair ~~Monitoring Officer~~ will then make a final decision. ~~He~~ They will also consider any comments made by you and the person complained about on ~~his~~ their proposed decision before deciding whether or not to publish that decision. ~~He~~ They will publish the decision if, after taking account of the comments, ~~they~~ he considers publication to be in the public interest.

You will be kept informed of the progress of your complaint at every step of the way.

### **Withdrawal of Complaints**

You can withdraw your complaint at any time. This must be done in writing and must be signed by you or your legal representative.

If you withdraw your complaint the Chair and Vice Chair, through the Monitoring Officer will notify the person complained about that the complaint has been withdrawn and discontinued.

### **Appeals**

If you are unhappy about the way in which your complaint has been administered, you can lodge an appeal with the Local Government and Social Care Ombudsman who can be contacted as follows:

Local Government and Social Care Ombudsman  
<https://www.lgo.org.uk/contact-us>  
 PO Box 4771, Coventry, CV4 0EH

### **Review of Arrangements**

These arrangements may be amended by resolution of the full Police Fire and Crime Panel.

### **Complaints about the Police**

The Police Fire and Crime Panel does not handle complaints about the police. If your complaint is about policing or a police officer then you should contact the Police and Crime Commissioner or the Chief Constable for that area. You can contact Staffordshire Police Fire and Crime Commissioner and Chief Constable as follows:

**Police Fire and Crime Commissioner**

Telephone: 01785 232385 Email: pfcc@staffordshire.pfcc.pnn.gov.uk

Post: ~~Mr. Matthew Ellis~~ Police Fire and Crime Commissioner

1st Floor, Block 9, Weston Road, Stafford, ST18 0YY

**Staffordshire Police Chief Constable**

Telephone: 01785 232217 Email: acpo.staffs@staffordshire.pnn.police.uk

Post: Chief Constable ~~Jane Sawyer~~

Staffordshire Police Headquarters, PO Box 3167, Stafford, ST16 9JZ

**Contact Details**

For further information on these arrangements please contact:

Police Fire and Crime Panel Monitoring Officer

~~Governance and Support Manager~~ Director of Finance and Resources

Member and Democratic Services Unit

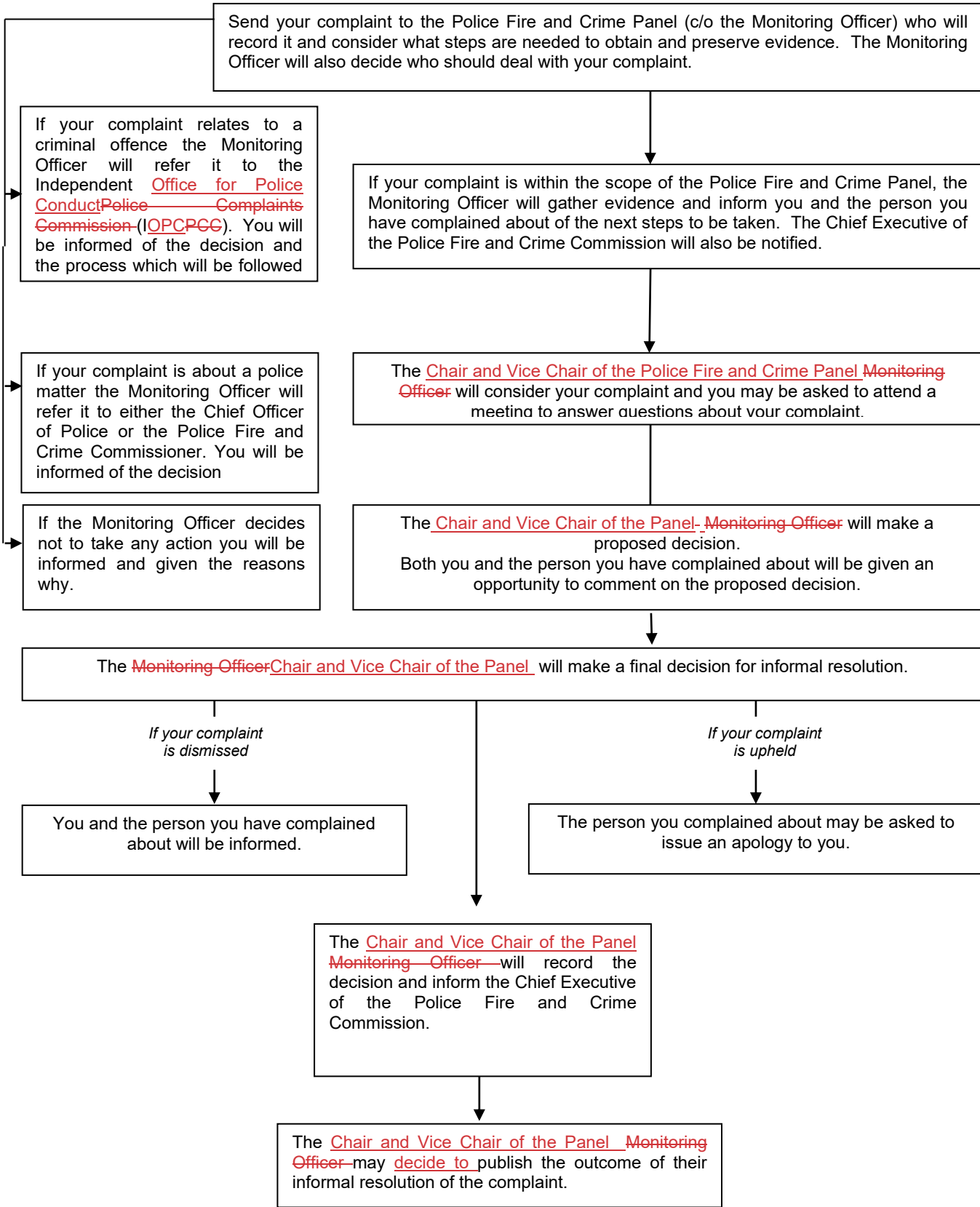
Staffordshire County Council

Stafford

ST16 2DH

**Appendix 1.**

**How to complain about the Police Fire and Crime Commissioner or the Deputy Police Fire and Crime Commissioner**



## **NEW PROCESS**

### **Appendix 2 Meeting Procedure**

Note: The Monitoring Officer may delegate the arrangements for meetings etc to a Deputy or Support Officer.

The Monitoring officer will arrange a meeting. The Chair, Vice Chair, complainant and person the complaint relates to will be invited.

**NOTE: One representative or legal advisor may accompany either side (the Monitoring Officer must be notified 48 hours in advance of the meeting, so that all parties can be notified).**

#### **In advance of the meeting**

1.1 The Monitoring Officer may ask for information. They will:

- (a) Send a copy of the complaint to the person complained about and allow them a reasonable opportunity to provide a response and any supporting documents.
- (b) Send a copy of the response to the complainant to give the complainant a reasonable opportunity to provide any information or documents in response to the evidence.

1.2 The Monitoring Officer may ask for any further information they consider helpful in order to provide the Chair and Vice Chair with full details about the matters complained about. No party can be required to provide any information if it would be unlawful for them to provide that information.

1.3 Any material sent to the Monitoring Officer will normally be shared with all other parties and the Chair and Vice Chair.

1.4 Notwithstanding 1.3 a party may apply to the Monitoring Officer with an application not to share a document or documents, if there are exceptional reasons not to do so.

1.5 An application under paragraph 1.4 should clearly set out the nature of the material and why the party does not want it to be shared.

1.6 A decision on the application (1.5 above) will then be taken by the Monitoring Officer.

1.7 Other than as agreed in paragraph 1.3 above, material submitted to the Monitoring Officer should not be redacted or altered in any way.

## **2. Procedure at the meeting**

2.1 The Chair will welcome those attending the meeting and introduce everyone. The Chair will remind everyone that the purpose of the meeting is for the complaint to be informally resolved.

2.2 The Monitoring Officer will present a summary of the complaint.

2.3 If present, the complainant (or their representative) will be invited to address the meeting for up to 5 minutes. No new matters may be raised and no new material may be introduced without the permission of the Chair.

2.4 The Chair or Vice Chair may ask questions of the Complainant (if present) to clarify any part of the complaint.

2.5 The PFCC or Deputy PFCC (or their representative) will, if present, be invited to address the meeting for up to 5 minutes. No new material may be introduced without the permission of the Chair.

2.6 The Chair and Vice Chair may ask questions to clarify any information provided by the PFCC (if present).

2.7 No witnesses may be called by any person without the prior permission of the Chair. If permission is given then the other party will be given the opportunity to ask questions of the witness. Any witness will be heard as part of the address and an extension of time may be given.

2.8 If the parties are present, they will be asked to leave while the members deliberate.

2.9 The Chair may adjourn a meeting at any time if they think appropriate.

4.10 The Chair and Vice will make a decision on the complaint and on how they think that the Complaint should be resolved. This may or may not include expressing a view as to whether there has been misconduct by the PFCC (or Deputy PFCC) and making a recommendation as to whether or not the PFCC should take any action to provide redress. If they expresses the view that there has been misconduct, then they will give reasons for this.

4.11 The Chair and Vice may: (a) Make recommendations about any action which they consider should be taken by the PFCC. (b) Ask the Monitoring Officer to provide an explanation to the complainant if they consider that this may assist to clear up or settle the matter directly with the complainant.

4.12 There is no right of appeal or review, although the complainant may ask the Local Government and Social Care Ombudsman to look at whether an appropriate process has been followed.

4.13 The Monitoring Officer must make a record of the outcome of the resolution and report to the main Panel for information. This is normally through an annual report.

4.14 Publication of the outcome is entirely at the discretion of the Chair and Vice Chair.

## **5. After the Meeting**

5.1 The Monitoring Officer will inform the parties of the outcome of the meeting.

5.2 An annual report will be considered by the Poilce Fire and Crime Panel containing information on the number and resolution of all complaints received.

## PFCP PROCEDURAL RULES – PROCESS NOTE 1

### CONFIRMATION HEARINGS – SENIOR APPOINTMENTS

#### **1. Deputy Police, Fire and Crime Commissioner, Chief Executive in the OPCC, Chief Finance Officer (Police and Crime function) and Chief Finance Officer (Fire and Rescue function)**

The Police, Fire and Crime Commissioner will notify the Panel of the need for a confirmatory hearing in respect of proposed senior appointment and will provide the Panel with the following information:

- The name of the proposed appointee (The candidate)
- The criteria used to assess the suitability of the candidate
- An explanation as to why the candidate satisfies the criteria
- The terms and conditions on which the candidate is to be appointed

The Confirmation hearing will be held at the next available meeting of the panel unless the appointment timescale requires an earlier hearing, in which case an extraordinary meeting will be arranged (see below re timescale)

Confirmatory hearings will be held in public, where the preferred candidate is requested to appear for the purpose of answering questions relating to the appointment.

Questions will focus on determining the professional competence and personal independence of the candidate.

Following this hearing, the panel will meet in private to review the proposed appointment and make a report to the commissioner recommending whether or not the candidate should be appointed.

***The Panel must meet and make its report to the Commissioner within three weeks of the date of receiving notification of the need for a Confirmation Hearing.***

#### **2. Chief Constable and Chief Fire Officer**

The Procedure and timescale detailed at 1 above applies.

For a confirmatory hearing for the proposed appointment of the Chief Constable or the Chief Fire Officer in addition to the requirement to review and make a report to the Commissioner, the panel has the power to veto the appointment.

Having considered the appointment, the panel will be asked to either:

- a) Make a report supporting the appointment without qualification or comment;
- b) Make a report supporting the appointment with associated recommendations, or

- c) veto the appointment (by the required majority of at least two thirds of the persons who are members of the panel at the time when the decision is made).

If the panel vetoes the appointment of the candidate, the report to the commissioner must include a statement that the panel has vetoed the appointment with reasons.

The Panel must publish their report in any manner they consider appropriate

***Where the Panel does NOT exercise its veto***

The Commissioner must accept or reject the Panel's recommendation and notify the Panel accordingly.

***Where the Panel DOES exercise its veto***

The Commissioner must not appoint that candidate

The Commissioner may propose a reserve candidate

The Procedure and timescale detailed at 1 above applies

Having considered the appointment, the panel is required to make a report to the commissioner including a recommendation on whether or not the reserve candidate should be appointed.

The Panel must publish their report

The Commissioner is required to have regard to the report (including the recommendation) and notify the Panel of his decision as to whether he accepts or rejects the recommendation.

The Commissioner can subsequently appoint the reserve candidate or proposed another person for appointment to the post; in the event of the Commissioner choosing the latter course of action, that candidate will become the 'reserve candidate' and the process above relating to reserve candidate will be repeated.

## PFCC PROCEDURE RULES - PROCESS NOTE 2

### CONSIDERATION OF PRECEPT

The PFCC must notify the Panel of his proposed Precept by 1 February

The Panel must review the proposed Precept by 8 February

At this point the Panel has to decide whether to support or veto the proposed Precept.

#### **If the Panel supports the Precept:**

By 8 February the Panel has to make a report (including any recommendations) to the PFCC. In turn the PFCC must have regard to and respond to the report and publish that response.

The PFCC may issue the proposed Precept or issue a different Precept, but only where it would be in accordance with a recommendation(s) in the Panel's report to do so.

#### **If the Panel vetoes the Precept:**

NB A veto must be by two-thirds of the **total** membership of the Panel at the time of the veto.

By 8 February the Panel has to make a report (including a statement that the veto has been exercised).

The PFCC must not issue the proposed Precept.

By 15 February the PFCC must have regard to and respond to the report and must publish that response. The response must include notification of the Precept that the PCC now proposes to issue.

(If the veto was exercised due to the proposed Precept being too high, the revised version must be lower.

If the veto was exercised due to the proposed Precept being too low, the revised version must be higher)

By 22 February the Panel must consider and make a report to the PFCC accepting or rejecting the revised Precept and make recommendations including recommendations as to the Precept that should be issued for the financial year.

NB Rejection of the revised Precept by the Panel does not prevent the PFCC from issuing that revised Precept as the Precept for the financial year.

By 1 March the PFCC must have regard to and respond to the report (including any recommendations) and publish that response. Once this response is provided and published by the PFCC the scrutiny process ends.



## PFCC PROCEDURE RULES - PROCESS NOTE 3

### PROCEDURE FOR CONSIDERATION OF PFCC's INTENTION TO CALL FOR THE RETIREMENT OR RESIGNATION OF THE CHIEF CONSTABLE

1. The PFCC is required to give the Chief Constable a written explanation of the reasons why he is proposing to call for the officer's retirement or resignation.
2. The PFCC must give the PFCP written notification that he is proposing to call upon the Chief Constable to retire or resign and set out the reasons as given to the officer concerned
3. The PFCC must give the Chief Constable the opportunity to make written representations about the proposal to call for his retirement or resignation
4. The PFCC must consider any written representations made by the Chief Constable and give the PFCP a copy of those representations as soon as practically possible after the PFCC receives them
5. If after considering the written representations the PFCC continues to propose to call for the retirement or resignation of the Chief Constable he must notify that person and the PFCP of that intention
6. On receipt of the notification referred to at (5) above, the PFCP must hold a scrutiny hearing and may consult the Chief Inspector of Constabulary
7. The Scrutiny Hearing must:
  - Be held in private
  - Give both the PFCC and the officer concerned the opportunity to attend for the purpose of making representations relating to the proposal to call on the officer concerned to retire or resign (*NB attendance can be in person or participation by means that enable the person to hear, and be heard in, the proceedings as they happen*).
8. The PFCP must make a written recommendation to the PFCC as to whether or not the Commissioner should call for the officer's retirement or resignation; such recommendation must be given to the PFCC within 6 weeks of the Panel receiving notification from the commissioner of his proposal to call for the retirement or resignation of the officer concerned.
9. The Panel must publish its recommendation in a manner it considers appropriate

10. The PFCC must consider the Panel's recommendation and may accept or reject it and must notify the Panel of that decision.

(Procedure set out in Part 2 of Schedule 8 to the Police Reform and Social Responsibility Act 2011)

## **PFCP PROCEDURE RULES - PROCESS NOTE 4**

### **PROCEDURE FOR CONSIDERATION OF PFCC's INTENTION TO DISMISS THE CHIEF FIRE OFFICER**

1. The PFCC must obtain the written views of the Chief Fire and Rescue Inspector for England and must have regard to those written views.
2. The PFCC is required to give the Chief Fire Officer a written explanation of the reasons why he is proposing dismissal and a copy of the written views of the Chief Fire and Rescue Inspector for England.
3. The PFCC must give the PFCP written notification that he is proposing to dismiss the Chief Fire Officer, set out the reasons as given to the officer concerned and provide a copy of the written views of the Chief Fire and Rescue Inspector for England
4. The PFCC must give the Chief Fire Officer the opportunity to make written representations about the proposal to dismiss
5. The PFCC must consider any written representations made by the Chief Fire Officer and give the PFCP a copy of those representations as soon as practically possible after the PFCC receives them
6. If after considering the written representations the PFCC continues to propose to dismiss the Chief Fire Officer he must notify that person and the PFCP of that intention. In giving that notification the PFCC must:
  - Give the Chief Fire Officer and the PFCP a written explanation as to why he continues to propose dismissal
  - Give the Chief Fire and Rescue Inspector for England a copy of the notification and the explanation
  - Unless the Chief Fire Officer is designated Head of Paid Service for the Fire and Rescue Authority, give the Head of Paid Service a copy of the notification, the explanation and the written views of the Chief Fire and Rescue Inspector for England
7. On receipt of the notification referred to at (6) above, the PFCP must hold a scrutiny hearing and may consult the Chief Fire and Rescue Inspector for England
8. The Scrutiny Hearing must:
  - Be held in private

- Give both the PFCC and the officer concerned the opportunity to attend for the purpose of making representations relating to the proposal to dismiss the Chief Fire Officer (*NB attendance can be in person or participation by means that enable the person to hear, and be heard in, the proceedings as they happen*).
9. The PFCP must make a written recommendation to the PFCC as to whether or not the Commissioner should dismiss the Chief Fire Officer; such recommendation must be given to the PFCC within 6 weeks of the Panel receiving notification from the commissioner of his proposal to dismiss the officer concerned.
  10. The Panel must publish its recommendation in a manner it considers appropriate
  11. The PFCC must consider the Panel's recommendation and may accept or reject it and must notify the Panel of that decision.

*(Procedure set out in Paragraphs 16-23, Chapter 3 of Part 2 of The Fire and Rescue Authority (Police and Crime Commissioner)(Application of Local Policing Provisions, Inspection, Powers to Trade and Consequential Amendments) Order 2017*



## Police, Fire and Crime Panel – 13 April 2026

### Deputy Commissioner - Vehicle Tax & MOT

Report of the Staffordshire Commissioner

#### Purpose of Report

1. This report is provided for information and details the background, timeline and action taken by Dave Evans (DE), Staffordshire Deputy Police, Fire & Crime Commissioner (DPFCC), regarding his personal vehicle not being taxed or having a valid MOT.

#### Background & Timeline

2. DE bought the vehicle on 11 March 2025. At the time of purchase, it had a valid MOT and DE taxed the vehicle, opting to pay by Direct Debit.
3. In June 2025 DE switched bank accounts.
4. In November 2025 DE received a letter from the DVLA informing him he needed to tax his vehicle. DE attempted to do so via the DVLA website, however the system indicated the car was already taxed so the transaction could not be progressed. DE then used the DVLA online checker, which confirmed his vehicle was taxed and had a valid MOT.
5. On 16 February 2026 DE received a media enquiry regarding the tax and MOT status of his personal vehicle. DE checked immediately and found he had no valid tax, and that the MOT had expired 19 days earlier, on 29 January 2026.
6. DE booked an MOT for the following day, 17 February 2026, which the vehicle passed, and he taxed the vehicle before leaving the MOT test centre.
7. On 17 February 2026 DE lodged a complaint with the DVLA regarding the error with their system back in November 2025.
8. On 18 February 2026 DE received a response from the DVLA, explaining why his vehicle had appeared taxed on their website and DVLA checker in November:

*'Dear Mr David Evans,*

*Thank you for your enquiry on 17/02/2026.*

*I appreciate you taking the time to contact us in this matter.*

*It may help if I explain, you would have received the SN1 letter that asks you to pay the outstanding balance of the Direct Debit because we have not received any notification that the vehicle has been sold/transferred/exported, or a Statutory off Road Notification (SORN) has not been made.*

*Correspondence was sent to you to advise this would be required after we were unable to collect the last payment.*



*The vehicle will still appear as taxed on GOV.UK because you would have the option to pay the outstanding balance.*

*However, upon checking the record, I can see that a penalty of £80 was issued to you on 12/01/2026 as we did not receive a response.*

*You now need to make a payment or submit an appeal, if you have circumstances relating to the alleged offence that you wish to bring to the enforcement officer's attention. I should make you aware that it is not possible to contest or appeal against a penalty issued by DVLA by phone or email as a signature is required.'*

9. DE does not recall receiving any letters from the DVLA regarding the direct debit or penalty issued on 12 January 2026. As soon as he was made aware, he paid the outstanding £80 penalty.
10. DE wrongly assumed that the vehicle's MOT was for a full 12 months from the date of purchase in March 2025 and therefore would not be due until March 2026.

## Considerations

11. It is a criminal offence in the UK to drive without a valid MOT or road tax, unless driving a vehicle to a pre-arranged MOT test. Not having a valid MOT or road tax may invalidate your insurance, and if reported to the Police, a driver may be fined and receive points - [Report a vehicle with no MOT - GOV.UK](#)
12. DE was not reported to the DVLA or Police for driving without an MOT or road tax.
13. The first time DE became aware that his vehicle had no valid MOT or road tax, was after being contacted by a journalist.
14. DE acted immediately to correct the matter, arranging an MOT test for the next day.
15. There is nothing to suggest that DE deliberately or knowingly broke the law.
16. Staffordshire Police were notified of the matter by the Staffordshire Commissioner's Office (SCO) on Monday 23 February 2026.
17. Between the 24 February and 05 March 2026 the Staffordshire Police, Fire & Crime Commissioner (Staffordshire Commissioner) received correspondence from Cllr Martin Murray, Leader of Staffordshire County Council (SCC), and Cllr Anthony Screen, Cabinet member for Community Safety and Resilience at SCC, asking for assurance that appropriate investigations take place and if required due process is followed.
18. The BBC story was published on Thursday 26 February 2026.
19. On Friday 13 March 2026 DE advised the Staffordshire Commissioner of his intention to step down as Chair of the Staffordshire Safer Roads Partnership to avoid unnecessary distractions from its important work.
20. Staffordshire Police confirmed on Monday 16 March 2026 that they had assessed the information provided to determine whether any offences had occurred and whether further action was required. This assessment followed their usual procedures and



applied the same considerations that would be used for any member of the public. The review addressed the available evidence, relevant legislation, and whether it met the threshold for progressing any enforcement action.

21. In addition, Staffordshire Police considered the Public Interest Test which requires public officials to be held to a higher standard of accountability for their actions, and deemed this to be met.
22. Staffordshire Police confirmed they would be informing DE of their decision in due course, as they would with any other member of the public.
23. DE advised the Staffordshire Commissioner and Chief Executive that Staffordshire Police contacted him on Tuesday 17 March 2026, indicating that they would be issuing him with a non endorseable fixed penalty fine.
24. DE received the notice and paid the fine on 25 March 2026.

### **Summary**

25. It is evident that DE had unknowingly been driving a vehicle without road tax and a valid MOT for 19 days.
26. The DVLA confirmed the vehicle would have shown as taxed on their website and DVLA checker when DE checked on its tax status in November 2025.
27. DE mistakenly believed the vehicle's MOT was valid for 12 months from the date of purchase, until March 2026.
28. DE took immediate steps to rectify the situation regarding MOT and road tax as soon as he was made aware of the issue.
29. This matter was not reported to the DVLA or Staffordshire Police. Staffordshire Police were notified by the Staffordshire Commissioner's Office (SCO).
30. Staffordshire Police assessed the information available and confirmed that they undertook a proportionate review in line with standard practice. The assessment focussed on the circumstances presented, the applicable legal framework, and the evidential position. This was completed using the same impartial approach they apply to all cases brought to their attention.
31. As a public official, Staffordshire Police assessed the Public Interest Test as met, and DE was held to a higher standard of accountability.
32. DE has paid the fine and the matter is settled.

### **Recommendation**

33. That the panel consider the information contained within the report.

### **Report Author**

Louise Clayton  
Chief Executive & Monitoring Officer



**STAFFORDSHIRE POLICE, FIRE AND CRIME PANEL**

**13 April 2026**

**WORK PROGRAMME PLANNING 2026/27**

**Report of the Secretary**

Recommendation

That the Panel note the dates of future meetings and considers the contents of its future Work Programme.

Background

By Regulation this Panel is required to meet on a *minimum* of 4 occasions each year with the facility to convene additional meetings as and when required.

There are a number of reports/matters which the Panel is required to consider:

*Police and Crime Matters:* the proposed Policing and Crime Precept each year, the Police and Crime Plan, The Commissioners Annual Report on the delivery of the Plan, Confirmation Hearings for a number of key posts and Reports on the Handling of Complaints.

*Fire and Rescue Service Matters:* The proposed Fire and Rescue Service Precept each year, the draft Fire and Rescue Plan/Corporate Safety Plan (incorporating the Integrated Risk Management Plan), the Annual Statement of Assurance and Confirmation Hearings for key posts in the Service.

<b>Panel Meeting date</b>	<b>Agenda Items</b>
19 June 2025 10am	<ul style="list-style-type: none"> <li>• Panel training- private meeting</li> </ul>
23 June 2025 10am	<ul style="list-style-type: none"> <li>• Panel members - meet the Commissioner and tour Pirehill Fire service facilities</li> </ul>
28 July 2025 10am	<ul style="list-style-type: none"> <li>• Appointment of Chairman</li> <li>• Appointment of Vice-Chairman</li> <li>• Annual Report on the Management of Complaints and Conduct Matters against the Police, Fire and Crime Commissioner and Deputy Police, Fire and Crime Commissioner</li> <li>• Home Officer Grant 2024/25</li> </ul>

	<ul style="list-style-type: none"> <li>• Consideration of the Commissioners Annual Report 2024/25</li> <li>• Decisions made by the Commissioner.</li> <li>• HMICFRS inspections of Police Force and Fire</li> </ul>
22 September 2025 10am	<ul style="list-style-type: none"> <li>• Police and Crime Plan / Fire and Rescue Plan Update</li> <li>• <del>Fire Safety Plan update</del>- deferred to next meeting</li> <li>• Decisions made by the Commissioner.</li> <li>• Panel review – report of the Chair and Secretary (July 2025 minute 12</li> <li>• Questions from the public</li> <li>• Chief Constable Suspension – information report</li> </ul>
22 September 2025 12.30	<ul style="list-style-type: none"> <li>• Confirmation Hearing – Section 151 officer – Police</li> </ul>
17 November 2025 10am	<ul style="list-style-type: none"> <li>• MTFS/Budget Update – Policing Service</li> <li>• MTFS/Budget Update - Fire and Rescue Service</li> <li>• Fire and Rescue Annual Assurance Statement</li> <li>• Fire Safety Plan update – deferred from September meeting</li> <li>• Panels processes to deal with complaints against the commissioner.</li> <li>• Decisions made by the Commissioner.</li> <li>• Questions from the public</li> </ul>
2 February 2026 10am	<ul style="list-style-type: none"> <li>• PFCC’s proposed <b>Police</b> Budget and Precept 2026/27</li> <li>• Police and Fire Misconduct and Complaint – annual report</li> <li>• Annual Conference for PFCP’s – report of Chair</li> <li>• Decisions made by the Commissioner.</li> <li>• Public questions</li> <li>• High Court Judgment</li> </ul>
9 February 2026 10am	<ul style="list-style-type: none"> <li>• Consideration of the PFCCs proposed <b>Fire and Rescue</b> Budget and Precept 2026/27</li> <li>• <del>Fire and Rescue Service Safety Plan – Update Report</del> (Considered at the November 2025 meeting)</li> <li>• Decisions made by the Commissioner</li> </ul>
9 February 2026 11.30am	<ul style="list-style-type: none"> <li>• Confirmation Hearing (Chief Fire Officer)</li> </ul>
<del>16 February 2026 10 am</del> Cancelled	<b>If required</b> , further consideration of proposed Police and/or Fire and Rescue Budget and Precept 2026/27
13 April 2026 10am	<ul style="list-style-type: none"> <li>• Results of the Working Group – Panel Terms of Reference and process</li> <li>• Complaints process</li> <li>• Public questions</li> </ul>

<b>DRAFT 2026/27</b>	
22 June 2026 10am	Panel training- private meeting
13 July 2026 10am	<ul style="list-style-type: none"> <li>• Appointment of Chairman</li> <li>• Appointment of Vice-Chairman</li> <li>• Annual Report on the Management of Complaints and Conduct Matters against the Police, Fire and Crime Commissioner and Deputy Police, Fire and Crime Commissioner</li> <li>• Home Officer Grant 2025/26</li> <li>• Consideration of the Commissioners Annual Report 2025/26</li> <li>• Decisions made by the Commissioner.</li> </ul>
28 September 2026 10am	<ul style="list-style-type: none"> <li>• Police and Crime Plan / Fire and Rescue Plan Update</li> <li>• Fire and Rescue Service Safety Plan - Update Report</li> <li>• Decisions made by the Commissioner.</li> <li>•</li> </ul>
7 December 2026 10am	<ul style="list-style-type: none"> <li>• MTFS/Budget Update – Policing Service</li> <li>• MTFS/Budget Update - Fire and Rescue Service</li> <li>• Fire and Rescue Annual Assurance Statement</li> <li>• Decisions made by the Commissioner.</li> <li>•</li> </ul>
1 February 2027 10am	<ul style="list-style-type: none"> <li>• PFCC’s proposed <b>Police</b> Budget and Precept 2027/28</li> <li>• Police and Fire Misconduct and Complaint – annual report</li> <li>• Annual Conference for PFCP’s (if held) – report</li> <li>• Decisions made by the Commissioner.</li> </ul>
8 February 2027 10am	<ul style="list-style-type: none"> <li>• Consideration of the PFCCs proposed <b>Fire and Rescue</b> Budget and Precept 2027/28</li> <li>• Fire and Rescue Service Safety Plan - Update Report</li> <li>• Decisions made by the Commissioner</li> </ul>
15 February 2026 10 am	<b>If required</b> , further consideration of proposed Police and/or Fire and Rescue Budget and Precept 2027/28
12 April 2027 10am	Business TBC
<b>Pending items</b>	
1. Custody Suite redevelopment – requested at 28 July meeting – at an appropriate time	

2. That a report be considered at a future meeting on Stalking and Domestic Abuse and the work taking place locally. – requested at 22 September meeting minute

### **Working Group - update**

At its meeting on 22 September, the panel established a working group to review its Terms of reference, policies and procedures. The group has meet on 3 occasions and has worked through the documentation, to be considered at the April Panel meeting.

K Loader (Secretary to the Panel)

Contact Officers: Mandy Pattinson

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