

	Public Performance Meeting
	Thursday 27 February 2020, 10am

Present:	Matthew Ellis (ME):Staffordshire Commissioner (Chair) Nick Baker (NB):Temporary Chief Constable, Staffordshire Police Glynn Dixon (GD):Chief Executive, Staffordshire Commissioner's Office Emma Barnett (EB):Temporary Deputy Chief Constable, Staffordshire Police Helen Booth (HB):Performance Manager, Staffordshire Commissioner's Office
Apologies:	
<i>These minutes are not verbatim, but aim to give an overview of items discussed and actions arising. To view the meeting in full please see the Web Cast at www.staffordshire-pfcc.gov.uk</i>	

Action No	Actions Outstanding and Arising From This Meeting	Who
017	<u>Stop and Search</u> - Stop and Search analysis was delivered during the meeting. This action is closed.	GM
018	<u>Precept Funding</u> – The development areas from the precept funding were discussed at the meeting. This action is closed.	GM
019	<u>Missing persons</u> – It was agreed that a deep dive into Missing Person's reductions via Case Studies would be carried out.	NB

Item No	Discussion Area	Who
1	<u>Introduction</u> The Commissioner welcomed the Temporary Chief Constable (TCC Baker) and Temporary Deputy Chief Constable (TDCC Barnett). The Commissioner noted that he is pleased that overall crime is falling in Staffordshire, this is good news for the people of Staffordshire & Stoke on Trent.	
2 A	<u>Force Performance Report</u> <u>Performance Monitoring Report - Overall strategic performance summary</u> Focus Areas <ul style="list-style-type: none"> Personal Robbery The Commissioner – From the reports provided, Personal Robbery is 11% down, can we get surety that this isn't just figures, how are things generally and how has Staffordshire bucked the trend? Temp. Chief Constable – This has been a priority for our local policing teams. The key is understanding the type of crime, predominately victims and perpetrators are young people. Stemmed from issues mobile tech with items being stolen and link to county lines. Our approach follows the 4 Ps principle. Prevention is key. Victims have a wraparound care plan in place and defendants are intervened to get them away from crime or prolific offenders are arrested and tried and tested before the court. We are pleased with results we are getting with our operations and the LPT commanders are seeing significant reduction. Newcastle are having a spike at the moment in this type of crime but we fully expect this to have reduced by the next Public Meeting. The Commissioner and the Temp. Chief Constable had a conversation around giving the people of Staffordshire reassurance that this isn't a crime wave. The Force are experiencing issues linked to street gangs and young people however this only takes 1 person to commit a number of offences 	

to see a rise. They are small numbers reflecting the spike however TCC Baker and the Force are cognisant this is a serious crime and will expect an improvement by the next meeting.

The Commissioner – Crime in London is almost becoming embedded now - Not in the same place in Stoke but are we doing enough for our more urban areas?

Temp. Chief Constable – we recognise the issues in Stoke and we have engagement in local community, particularly around street gangs. Rest of county is issues particularly proximity to bigger urban areas. There is a challenge in society for drugs, this is a big business, high levels of violence. From policing perspective are happy to play enforcement role however this is a cross agency and departmental issue.

The Chief Executive asked Temp. Chief Constable, in terms of young people and the prevention agenda, can we do more from a partnership prospective? TCC Baker said we can never do enough and we strive for more, this is an opportune time to have conversations regarding refreshing key local partnerships. There are threats and opportunities. If we don't have a systems approach to this we are going to create a jam in the network. Police are in a position to understand their capabilities, how does that match the partners e.g. LA and health.

- **Vehicle Crime**

The Commissioner asked about a flagged issue with the Environment Agency around theft of Catalytic Converters in the county.

Temp. Chief Constable – This is based on element of supply and demand, metal prices and gangs are aware of their value as CC and melted down metal. There are also issues with stolen tools, we have had a number of conversations in terms of our approach – there is a public awareness issue particularly with small businesses in terms of being safe. In terms of theft of vehicles and a big impact approach, this requires a cross agency solution, engagement with motor industry is crucial.

The Commissioner commented on a recent visit to the Road Crime Teams, improved by local funding from 2019/2020, and how impressed he was with their significant effect and enthusiasm regarding harassing criminals off the roads. Very impressed by how excited there are with their new resources.

The Temp. Chief Constable commented that it has been a very successful investment – crime is very mobile - the roads policing capability need a visible presence with ANPR, it makes people aware we are about.

The Temp. Chief Constable continued, people join the force to stop crime and I think what it shows the commitment to allow the organisation to breathe again, we are on top of the demand. They are thought through capability decisions.

We are not being complacent, there is more to do but we are in a good place to progress.

Temp. Deputy Chief Constable added that it's made a big difference, Officers and the Community are getting a greater degree of visibility, also shown on social media. There is a real sense of momentum in the force. With the new resources and capabilities, it goes beyond, with disruption we are adding value over & above. Our ability to tackle county lines with the resources that are really adding value with our response teams as well.

- **Stop & Search**

The Commissioner commented that there had been a chequered history over recent years, with reduced numbers of Stop & Search due to pressure in certain urban areas. However in Staffordshire, figures show 59% increase, interested to understand why that is. Offensive Weapons fines are also down considerably.

The Temp. Chief Constable – When applied correctly, Stop & Search is a useful tool, recognition that the force felt overwhelmed which saw the reduction in Stop & Search. If applied intelligently there is an expectation it would be used. We need to make sure we are present. Lots of training has been done in Staffordshire to give confidence to use it. In terms of public scrutiny, we are expecting stop and search to use Body Worn videos to get feedback, this then a Stop & Search

group to check the process is followed properly. We are pleased where we are, but are not complacent, improvement is always to be made. We don't have the data in place to review the data on offensive weapons, however we are looking at it. We are pleased we have seen significant increase in officer usage with positive feedback from SNP and no complaint spikes relating to Stop and Search.

The Commissioner asked Temp. Chief Constable if he thought confidence in officers, in terms of using Stop & Search, is it back where it needs to be?

Temp. Chief Constable – as a leader we will always seek strive to be in a better place. Element of cautiousness, but now at tipping point where people are confidence to use. We are educating officers that in our urban areas it is a tool to be used to combat crime. No concern to see regression in this tactic. Temp. Deputy Chief Constable – linked to positivity and proactivity, intelligence led policing- about county lines, drugs & violence, some of that increase is caused by of the proactive work being done. The governance put in place with scrutiny arrangements allows continual learning, which in turn leads to confidence use.

The Commissioner – This is an important area which makes a big difference. From the public money asked for last year, this gave you an extra 69 officers, plus government uplift coming soon, huge increase in officers in Staffordshire Police, are we training brand new recruits differently around Stop & Search?

Temp. Chief Constable – Yes and in training the officers there is the element of use it wisely. Again, element of encouraging Officers to use – interested to know why certain officers aren't using the power, but with the challenge of serious violence, I think the public expect us to use it.

Chief Executive – On the Stop & Search document provided, there are lot of statistics & graphs. Within there are graphs showing variation across NPT areas, and outcomes from searches. How we do expect things to improve as we look forward.

Temp. Chief Constable – This is a moving feast dependant on the issue you want to deal with, there is an expectation to see comparative stats. There is no perfect stat for the perfect use of stop & search. What gives you reassurance, ultimately we should see reduction in crime, and also independent scrutiny from SNP and stats from Professional Standards. As long as these are fully in the eye line, the rest of the statistics will always be a moving feast.

- **Missing Persons**

The Commissioner – You asked me for investment in this area from local people in this area a year ago. You invested in a team that focusses on Missing Persons, which has seen a significant reduction of 22% in number of missing people which equates to 550 people. Can you tell me how have you used this funding and how succeeded to reduce by over a 1/5?

Temp. Chief Constable – We are very pleased with the application of this, dealing with the most vulnerable people (children and elderly). In the past, looking at the numbers where most people return within the first 24 hours, what we were missing is the element of vulnerability. The new team gives consistency, where we can check-up and engage with local care homes. There is also an element of great work done with the Catch 22 Programmes commissioned through the Staffordshire Commissioner's Office which gives a wraparound process with a dedicated, professional, consistent team. Taking a lot of work off the front line. With the wrap around process, there is a reduction in repeat episodes - which is why a reduction in numbers. There was a discussion between the Commissioner and the Temp. Chief Constable that it is crucial we invest in early intervention, and have conversations with partners for a joined up approach. Commissioner noted significant challenges with collaboration, not quite committing to early intervention. Interesting to focus on work where there is usually repeats as it has a flow through effect throughout the Force.

Chief Executive – The reduction is a positive outcome – question about repeats, page 17 of the report, it suggests the number of repeats is static, so outcome of stopping something and not

	<p>seeing a repeat maybe isn't being achieved. What's your view on how you can impact on stopping repeats on a more systematic level?</p> <p>Temp. Chief Constable – This isn't the environment to do a deep dive on the statistics, however, it is an element of understanding the individuals and their wrap around care. Certainly we have a far bigger grasp of the vulnerability which sits within this agenda, element with relationships with cross agencies relationships.</p> <p>The Chief Executive asked whether if we looked at high risk groups, e.g. looked after children / care homes, would you see a reduction in repeats. TCC Baker suggested that they would be able to show the reduction in repeats via case studies rather than the statistics.</p> <p>ACTION 19 - It was agreed that a deep dive into Missing Person's reductions via Case Studies would be carried out.</p> <p>There was a discussion around issues with of relocating young children in Staffordshire. The Temp. Chief Constable commented that we recognise certain missing elements of statutory responsibility – improving but could still do better. Care home and hospital walk outs are our challenges, getting better engagement now, however noted that Staffordshire Police are doing all they can now to tackle this issue.</p>	
B	<p><u>Risks, Issues, Opportunities</u></p> <p>Investments - Precept Funding 5 Development Areas:</p> <ul style="list-style-type: none"> • Missing Persons Team Development (discussed above) • Roads Policing Unit (discussed above) • Disruptions Team <p>The Commissioner – In terms of the Disruptions Team, funding was given last year - can you please talk about why this has been successful – I want people listening to know the positive knock on of this effect.</p> <p>Temp. Chief Constable – The team has the ability to be able to deal with demand and are proactive – for example using drones - very visible. Internally, there is a sense of ambition, doing something different. Pleased with the impact it has had. It is a thought through process about building on capability and at the heart of it is investment in Neighbourhood Policing. With the uplift in Officers and the precept uplift, there was an investment in technology to maximise resources. Want to look at outcomes this year. All coming together to create a dynamic and exciting time for Staffordshire Police.</p> <p>The Commissioner – it is always difficult to ask local people for money, so I am glad to see that Staffordshire has the second lowest increase in local tax of the county – and we are making the most of the funding.</p> <p>Temp. Deputy Chief Constable – When we implemented the funding, it was thought through how we use the resource we have, including early work with Local Policing Commanders / disruption. We have the flexibility of bringing additional staff in, worked hard on intelligence led tasking process, maximising policing.</p> <p>Temp. Chief Constable – One example of this is off road bikes, because of the additional investment, we have a tactical team working on this and the feedback has been good in terms of impact on community, public can see they are visible.</p> <p>Temp. Deputy Chief Constable – It is important that whilst highly visible policing is taking place, a lot of good work also going on around protection and we shouldn't lose sight of this. Additionally we are making referrals about safeguarding and prevention work is being done within disruptions.</p> <p>The Commissioner – Agree, the public see 1 or 2% of Policing. When you read that confidence in policing is lowest ever in published reports, I don't think this is the case in Staffordshire.</p> <ul style="list-style-type: none"> • Digital and Cyber <p>The Commissioner - Can you make some comments on the work you are doing with Artificial Intelligence (AI) - where are you at the moment and what will the future hold.</p>	

	<p>Temp. Chief Constable – That is a challenging and interesting question, it is a significant challenge – an element is that digital impacts on every aspect of policing. At the moment, it is sufficient for today's requirements, but not sufficient for tomorrow's requirements. We are looking at the national transforming forensics strategy. Other issue for PCCs/politicians, needs to be a public discussion on expectations of law enforcement – we get caught between thorough investigations and privacy. What does public expect from us? Crime is shifting into a digital environment.</p> <p>The Commissioner – some progress with wider CJS environment with problems with prosecutions where some items are missed due to technology. Are we moving to a better position with the cut-off point?</p> <p>Temp. Chief Constable – conversations taking place, all of the right people are aware of the issue. Technology continues to evolve, we are applying pre-digital legislation to digital world – there is a requirement for structure to be put in place. Requires financial investment for national solution.</p> <p>The Chief Executive – asked what does analysis of cyber mean for the workforce, how will you ensure the staff mix can display capability you need in this challenging environment?</p> <p>Temp. Chief Constable – It is a process of change, bespoke training required. Different mix of workforce and we are recruiting more specially trained individuals. Naturally we will become more digitally savvy.</p> <ul style="list-style-type: none"> • Comms Data <p>The Commissioner – Asked about Chorus Technology – why is this important in making progress?</p> <p>Temp. Chief Constable – Recognition that all investigations have an element of comms data, Chorus capability gives quicker or mass solution to comms data in investigations. Data is the forefront of the investigation and lines of enquiry now.</p> <p>Temp. Chief Constable - From a business point of view we can investigate quicker. This is becoming the norm, as technology develops further, it will be able to support more Officers.</p> <ul style="list-style-type: none"> • Future Investments Precept Funding for 2020/2021 <p>The Commissioner – Can you run through key areas of investment? Via precept what are the people of Staffordshire investing in.</p> <p>Temp. Chief Constable – There was a recognition if we didn't invest in technical capability, it wouldn't help us to move forward.</p> <p>We made investment in PCSOs, recognised they are essential element in terms of Policing, we invested in updating equipment they needed. We also updated the ANPR capability, which makes us more efficient. Invested in contact management system – This technology helps with early intervention, can deal with problems there and then.</p> <p>Temp. Deputy Chief Constable – We also invested in Police Staff alongside operational staff.</p> <p>The Commissioner – The technology which is now coming in should help to manage contact with the force better.</p> <p>Temp. Chief Constable – 101 won't be the main point of contact with public in future, we need to look at a more digitalised approach with the public – we are aware that not everyone is digitally engaged, and will not ignore those people.</p> <p>The Commissioner – Finally, well done to Staffordshire Police on the very good inspection from HM inspectorate, congratulations to all involved. Thank you for today, really helpful, got into the detail of policing the public don't see. This will be my final meeting before end of term in May. Thank you for the information today and I hope the public find these sessions useful.</p>	
	<p>Date of Next Meeting: 3 September 2020</p>	

Glossary

ACC	Assistant Chief Constable
APCC	Association of Police and Crime Commissioners
ASB	Anti-Social Behaviour
CCR	Community Contact Record
CJ	Criminal Justice
CMPG	Central Motorway Police Group
CPS	Crown Prosecution Service
CSE	Child Sexual Exploitation
CSP	Community Safety Partnership
CT	Counter Terrorism
DA	Domestic Abuse
DCC	Deputy Chief Constable
DCI	Detective Chief Inspector
DPCC	Deputy Police and Crime Commissioner
DA	Domestic Abuse
EI	Early Intervention
ETAP	Ethics, Transparency and Audit Panel
GP	General Practitioner
HMIC	Her Majesty's Inspector of Constabulary
IDVA	Independent Domestic Violence Adviser
IOM	Integrated Offender Management
LPT	Local Police Team
MASH	Multi Agency Safeguarding Hub
NPS	National Probation Service
NSPCC	National Society for Prevention of Cruelty to Children
OOCD	Out of Court Disposal
OPST	Officer Personal Safety Training
PCC	Police and Crime Commissioner
PCSO	Police Community Safety Officer
PEQF	Policing Education Qualifications Framework
RASSO	Rape and Serious Sexual Offence
SCO	Staffordshire Commissioner's Office
SPOC	Single Point of Contact
SNP	Safer Neighbourhood Panels
ToMV	Theft of Motor Vehicle
YOS	Youth Offending Service