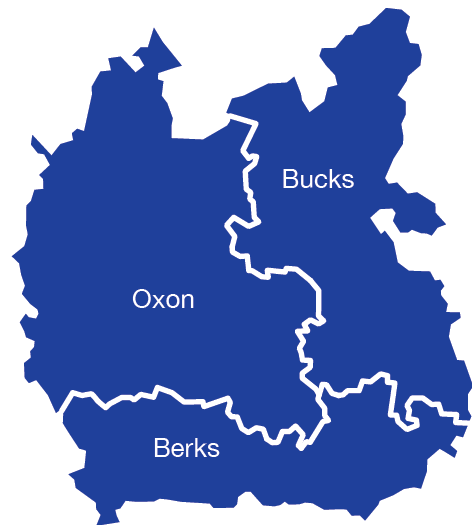


# Agenda

**Date:** Friday, 24 June 2022

**Time:** 11.00 am

**Venue:** Paralympic Meeting Room,  
Buckinghamshire Council  
Offices, Gatehouse Road,  
Aylesbury, Bucks HP19 8FF



## Map and Directions

The Briefing Meeting for Members will be held at 10am. There should be sufficient space in the car park at the Council Offices.

Please note that meetings are currently taking place in-person (not virtually) with social distancing at the venue. Meetings will continue to be live-streamed and those who wish to view them are strongly encouraged to do so online to minimise the risk of Covid-19 infection.

### [LIVE STREAM LINK](#)

Places at the meetings are very limited due to the requirements of social distancing. If you still wish to attend this meeting in person, you must contact the Scrutiny Officer to the Panel by 9am four working days before the meeting and they will advise if you can be accommodated at this meeting and of the detailed Covid-19 safety requirements for all attendees.

1. **Appointment of Chair for the 2022/23 Municipal Year**
2. **Appointment of Vice-Chair for the 2022/23 Municipal Year**
3. **Apologies for Absence**
4. **Declarations of Interest**
5. **Minutes** (Pages 1 - 12) 11.05am

To agree the Minutes of the meeting held on 8 April 2022.

**6. Public Question Time 11.05am**

Anyone who works or lives in the Thames Valley can ask a question at meetings of the Police and Crime Panel, at which a 20 minute session will be designated for hearing from the public.

If you'd like to participate, please read the Public Question Time Scheme and submit your questions by email to [khalid.ahmed@oxfordshire.gov.uk](mailto:khalid.ahmed@oxfordshire.gov.uk) at least three working days in advance of the meeting.

**7. Task and Finish Group on Panel Membership (Pages 13 - 26)  
11.10am**

The Thames Valley Police and Crime Panel at its meeting on 25 June 2021, established a cross-party Informal Task and Finish Group to review the membership arrangements of the Thames Valley Police and Crime Panel.

The Panel is asked to approve the recommendation of the Task and Finish Group on the Panel membership to change the composition of the Police and Crime Panel by allocating one place currently allocated to Buckinghamshire Council to Milton Keynes Council. So that the representation be: (Buckinghamshire Council, 1 Member + 3 Co-Opted Members: Milton Keynes Council, 1 Member + 1 Co-Opted Member).

**8. Police and Crime Commissioner's Annual Report 2021/22 (Pages 27 - 46) 11.15am**

The PCC will present his annual report for 2021/22 and the Panel will ask the PCC to outline progress made in meeting the five priorities outlined in his Police and Criminal Justice Plan 2021-2025.

**9. Review of Panel Rules of Procedure, Complaints Procedure, Panel Membership and appointment to Sub-Committee's and Task Groups (Pages 47 - 82) 12.15pm**

For the first meeting of the Municipal Year, the Police and Crime Panel reviews its Rules of Procedure and Panel Arrangements. Consideration of the Rules of Procedure and Panel Arrangements also reminds Panel Members, particularly new Members of the role and functions of the Panel.

Appointments are required to the Panel's Complaints Sub-Committee, its Budget Task and Finish Group and other Task and Finish Groups if established.

**10. Police and Crime Panel's Annual Report 2021/22 (Pages 83 - 98) 12.25pm**

The Panel is asked to receive the Panel's Annual Report for 2021/22 which will be published on the Police and Crime Panel's website.

**11. Topical Issues (Pages 99 - 106) 12.35pm**

The Panel is asked to consider the Topical Issues report prepared by the Panel's Scrutiny Officer and ask questions on any of the issues raised to the PCC.

The PCC and the Chair of the Panel to provide updates if required.

**12. Work Programme (Pages 107 - 108) 12.40pm**

For Panel Members to put forward items for the Work Programme including ideas for themed meetings.

***Date of next meeting: 16 September 2022***

**Membership**

Councillor Balvinder Bains (Slough Borough Council), (Reading Borough Council), Councillor Robin Bradburn (Milton Keynes Council), Councillor David Cannon (Royal Borough of Windsor and Maidenhead), Councillor David Carroll (Buckinghamshire Council), Councillor Sam Casey-Rerhaye (South Oxfordshire District Council), Councillor Emily Culverhouse\* (Buckinghamshire Council - Co-Opted Member), Councillor Neil Fawcett (Vale of White Horse District Council), Councillor Maria Gee (Wokingham Borough Council), Councillor John Harrison (Bracknell Forest Council), Liz Jones (Independent Member), Councillor Keith McLean (Milton Keynes Council – Co-Opted Member), Phillip Morrice (Independent Member), Councillor Richard Newcombe\* (Buckinghamshire Council - Co-Opted Member), Councillor Eddie Reeves (Cherwell District Council), Councillor Karen Rowland (Reading Borough Council), Councillor Simon Rouse\* (Buckinghamshire Council - Co-Opted Member), Councillor Claire Rowles (West Berkshire Council), Councillor Geoff Saul (West Oxfordshire District Council), Councillor Diko Walcott (Oxford City Council), Councillor Richard Webber (Oxfordshire County Council) and Councillor Mark Winn\* (Buckinghamshire Council - Co-Opted Member).

\* Note Buckinghamshire Council has not submitted the names of their representatives for 2022/23 so the membership is based on 2021/22.

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## Minutes

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**Minutes of the Thames Valley Police and Crime Panel held on Friday, 8 April 2022 in Paralympic Meeting Room, Buckinghamshire Council, Gatehouse Road, Aylesbury, Bucks HP19 8FF, commencing at 11.00 am and concluding at 1.15 pm**

### Members Present

Councillor Marilyn Davies (West Oxfordshire District Council) (Chair), Councillor Barrie Patman (Wokingham Borough Council) (Vice-Chair), Councillor Balvinder Bains (Slough Borough Council), Councillor Adele Barnett-Ward (Reading Borough Council), Councillor David Cannon (Royal Borough of Windsor and Maidenhead), Councillor David Carroll (Buckinghamshire Council), Councillor Sam Casey-Rerhaye (South Oxfordshire District Council – attended remotely), Liz Jones (Independent Member), Councillor Andrew McHugh (Cherwell District Council), Phillip Morrice (Independent Member), Councillor Richard Newcombe (Buckinghamshire Council - Co-Opted Member – attended remotely), Councillor Claire Rowles (West Berkshire Council), Councillor Dr Louise Upton (Oxford City Council), Councillor Richard Webber (Oxfordshire County Council) and Councillor Mark Winn (Buckinghamshire Council - Co-Opted Member).

### Officers Present

Khalid Ahmed (Scrutiny Officer).

### Others Present

Matthew Barber (Thames Valley Police and Crime Commissioner), John Campbell (Chief Constable, Thames Valley Police - attended remotely) and Paul Hammond (Chief Executive Office of PCC)

*If you have a query please contact Khalid Ahmed, Thames Valley Police & Crime Panel Scrutiny Officer (Tel: 07990 368048; Email: [khalid.ahmed@oxfordshire.gov.uk](mailto:khalid.ahmed@oxfordshire.gov.uk))*

### 8/21 **APOLOGIES FOR ABSENCE**

Apologies for absence were submitted by Councillor Robin Bradburn (Milton Keynes Council), Councillor Emily Culverhouse (Buckinghamshire Council – Co-Opted Member) and Councillor Neil Fawcett (Vale of White Horse District Council).

### 9/21 **MINUTES**

The Minutes of the meeting of the Panel held on 28 January 2022 were agreed as a correct record and signed by the Chair.

## THEMED ITEM - DOMESTIC ABUSE

The Panel was provided with a report of the PCC which provided details of TVP's operational response to domestic abuse. This serious issue features in the priorities set out in the Police & Criminal Justice Plan and continues to be a Force priority.

The Panel was informed that in addition to the operational response set out in the report, the PCC provided support to victims of domestic abuse through Victims First and through supporting numerous organisations across the Thames Valley.

Reference was made to:-

- Work with Thames Valley Partnership who have been involved in developing covert smart phone apps to help protect victims.
- Funding Family Drug and Alcohol Courts (FDACs) in Buckinghamshire and Milton Keynes. Discussions continue with the judiciary in Oxfordshire and Berkshire, where it was also hoped to be able to establish similar problem solving courts.
- Support for DA victims would feature heavily on the agenda for the Violence against Women and Girls Partnership Board, which would be chaired by the PCC next month.
- Work continued to try to find effective perpetrator programmes to tackle those who do commit abuse and reduce instances in the future.
- The Domestic Abuse fast track programme, which was now back up and running in Aylesbury Crown Court, continued to demonstrate great benefit. The PCC reiterated that he would continue to lobby the CPS to provide this programme elsewhere in the Thames Valley.

### Members' Questions

(1) In paragraph 10 of the PCC report and Civil Restraint and Protective Orders, there is no information on how successful these various orders are and whether they were being used as they were intended to be used?

*[The PCC replied that often the issuing of these orders was seen as easier options rather than pursuing the criminal justice route. He commented that the use of Civil Restraint and Protective Orders were effective. They worked as a means of securing a future prosecution. They were successful and the PCC looked at comparisons on their usage with other forces to ensure that TVP made full use of them.]*

(2) Reference was made to hidden forms of domestic abuse which sometimes happen in certain "hard to reach" communities. The PCC was asked what training officers were given to deal with this to help victims.

*[The PCC reported that this was a difficult and sensitive area to tackle. Reference was made to the issue being raised during a programme in Slough. The PCC said, that whilst respecting the sensitivity, crimes committed in all communities were treated as crimes and were treated in accordance with the law, and there were no exceptions.]*

*Work took place with the Third sector (Charities), who worked with victims to enable them to have the confidence to come forward to the Police, to report domestic abuse.]*

(3) In areas such as Slough, there were up to 16 different communities which would require the Police to be sufficiently trained in the different customs and ways of these communities. However, a problem was some victims not receiving updates and feedback on crimes which have been committed. This would deter other victims of domestic abuse reporting such crimes. What can the PCC do to improve this situation?

*[The PCC replied that the Police received a huge amount of training on domestic abuse and worked with all community groups to make it easier for victims to come forward. In relation to feedback to victims, he was keen to look at this with the new Assistant Chief Constable responsible for Contact Management.]*

*The Panel was informed that once crimes were reported, the Police did pretty well with 80.6% victim satisfaction on all crimes reported. It was acknowledged that there needed to be greater confidence in reporting domestic abuse crimes.]*

(4) Could the PCC update the Panel on the progress of discussions with the CPS on the rolling out across the Thames Valley of the fast tracking of domestic abuse cases from Magistrates Court to Crown Court which was piloted in Aylesbury?

*[The PCC reported that there would be further meetings to try and push this forward. A meeting was to take place with the Chief Constable and the management team of the CPS. The PCC said he would keep the Panel updated.]*

(5) The HMICFRS 2019 inspection of TVP, highlighted that the force made less use of the domestic violence disclosure scheme (DVDS), than most other forces. Could the PCC provide an update on progress made in using DVDS which prevent further harm to victims?

*[The PCC replied that this was a work in progress but he acknowledged that there was more to be done around this. Training internally was required as well as increased public awareness. A meeting was taking place in a couple of weeks, with the Force's performance team. There was an opportunity to spread the use of DVDS with local authorities, where they could come in use for social workers etc.]*

(6) Reference was made to Clare's law (para 9.2), and how this worked. Anybody living with a partner who had previous historical offences, should be informed as soon as possible. However, this only applied when they were not charged. Should this be used more widely?

*[The PCC commented on the use of those powers when charges are not brought and said that there were still other tools available. The Home office was looking at introducing a register of domestic abuse offenders. The volumes involved would mean a register would operate differently to the sex offender's register. This could end up overtaking Clare's Law.]*

(7) The PCC was asked for his views on the current sentencing powers for domestic abuse and whether he believed these needed to be increased?

*[The PCC replied that generally it was the use of those powers and making sure the powers were used to their full extent. For example, using Restraining Orders, as part of a sentence. There were a number domestic abuse cases where there was an argument for charging offenders in custody, which the CPS was reluctant to do.]*

(8) Could the PCC explain what was being done to educate the victims to come forward?

*[The PCC referred to various publicity campaigns, which included the poster campaign in toilets and on social media. Sometimes victims did not recognise themselves as victims.]*

(9) Reference was made to the 55% of cases where prosecutions can take place without witnesses. However, there were a number of these where the prosecution time limits had expired. What can be done to improve this?

*[The PCC reported that sadly, not all cases for prosecutions were successful. Prosecution time limits can expire for a number of reasons, one reason could be caused by an officer not getting a "sign off" from a supervisor. Sometimes mobile phone downloads took time. The PCC said it was important for evidence to be obtained early; early written statements and videos.]*

(10) The report shows a massive increase in the armoury of the Police for dealing with domestic abuse, however, there were a large number of cases which did not reach a conclusion. The statistics in the report do not look at the victim's journey and there was not much emphasis on victims who have been the victim of multiple cases of domestic abuse. Should there be a holistic view on the number of occasions a victim reports domestic abuse?

*[The PCC reported that there certainly was a focus on repeat victims of domestic abuse. The report was very much a Police focused report and the Panel was informed that there was a 75.4% conviction rate.*

*The Chief Constable commented that domestic abuse were complex crimes for the Police to investigate. They were difficult cases to prosecute without witnesses. The Community, friends and family of the victim all had a responsibility in terms of supporting the victim and giving them confidence to report such crimes. TVP Officers were trained to spot the signs of domestic abuse and the Police responded quickly to reports of domestic abuse and as part of a multi-agency response, prosecuted quickly.]*

(11) The PCC was asked about the work which took place at The Hub in Reading and whether more information could be provided at a future Panel meeting?

*[The PCC replied that Victims First provided a number of specialist services which include help for victims of sexual violence and domestic abuse. It was agreed that an item on Victims First would be brought to a future Panel meeting.]*

**RESOLVED - That the report of the PCC be noted, together with the responses given to the issues raised by Panel Members.**

11/21

## **CONTACT MANAGEMENT CALL HANDLING PERFORMANCE – THAMES VALLEY POLICE**

The PCC informed the Panel that there had been challenges in the last 12 months in relation to Contact Management call handling performance.

The report provided context to the performance of Contact Management. The Panel was informed that there had been a big shift in on-line reporting with a 99% increase. However, this increase had also posed a challenge for the call handling staff, as it was the same staff who answered 999 calls and dealt with on-line reporting. Investigations were taking place into using automatic / robotic responders to ease the pressure on the call handling staff.

Reference was made to the highlight information on the data results. Currently the 999 calls answered within 10 seconds was at 87% and average speed to answer for 101 calls at 03.02 minutes. There have been significant increases in demand for emergency calls in 2022 (February seeing an increase of 42% compared to last year) which had impacted on TVP's ability to meet service levels

The complexity of calls had increased, together with the additional responsibilities of staff for Crime Data Integrity, understanding prioritising etc.

In relation to recruitment, the PCC continued to scrutinise the Chief Constable and to continue the positive action to increase the diversity of the department to replicate the communities TVP served.

### **Members' Questions**

1. Could the PCC provide some details on the recruitment and retention plans to minimise the turnover in Contact Management staff and to improve the response times to 101 calls, and could there be regular information provided to the Panel?

*[The PCC replied that regular updates could be provided on progress made in recruitment to improve the performance of call handling. The average speed to answer non-emergency calls was under 3 minutes, which the PCC hoped could be lower. Reference was made to local authority emergency calls which were answered on average within 7 seconds.]*

*There was a challenge around handling residents' expectations and of course, residents did not comment when something went well. On-line reporting had seen a 99% increase in usage and work was taking place on using Facebook and WhatsApp as a form of communication for residents.]*

2. Reference has been made to the huge increase in the volume of on-line reporting to TVP, the PCC was asked if there was any performance data on response times to this form of reporting crime?

*[The PCC replied that there were some cases where there was a non urgent response given to an enquiry so it would be difficult to give an accurate picture. However, time critical issue data which was reported on-line could be provided.]*

3. The PCC has previously mentioned the use of Social Media, WhatsApp etc. as an alternative means of contacting TVP. What progress has been made in implementing these initiatives?

*[The Panel was informed that discussions were taking place with suppliers regarding what was on offer. It was hoped that some progress would be made on this by the end of the year.]*

4. Reference was made to a case where a victim of a non-violent crime had called 101 to report a crime but the call had been abandoned on two occasions. This risked reputational damage as the 101 service was the “front desk” of TVP.

*[The PCC reported that it was important to know of bad experiences of using the service. He noted comments made about resilience issues and referred to there being three call centres with discussions taking place to reduce to two. Resilience was key and that calls could be switched to other call centres if capacity was stretched at one.]*

5. Reference was made to calls to 101, whereby callers had CCTV evidence of crimes committed. There were occasions where the Police did not turn up, but merely gave victims crime reference numbers.

*[The PCC reported that unfortunately there was an element of triaging reported crimes and crime reference numbers were sometimes given out. There were issues around intelligence gathering. TVP were looking at the Crime and Assessment Team in Berkshire who were taking lower priority reported crime and referring them to the Hubs Team. The intention was to take the pressure of the uniformed officers and to improve the speed of response.]*

6. The effectiveness and efficiencies of call handling should be tracked and staff should be measured on competencies. The PCC was asked for his view on this and what could be learnt from the private sector.

*[The PCC reported that there needed to be a more holistic approach to contact management. Reference was made to the new Assistant Chief Constable and the new governance arrangements which would help in this area.]*

**RESOLVED – That the report of the PCC, together with the issues raised during discussion be noted.**

12/21

## **PCC GOVERNANCE ARRANGEMENTS FOR THE OVERSIGHT AND SCRUTINY OF MAJOR FORCE PROJECTS**

The report of the Police and Crime Commissioner set out the governance arrangements by which he exercised effective oversight, scrutiny and challenge,

where necessary, of the management and delivery of major Force projects, including projects undertaken in collaboration with other forces and/or public and private sector partners.

### **Members' Questions**

1. Reference was made to what lessons had the PCC learnt in relation to Multi-Force IT projects and how in the future would the PCC manage the risk assessment, the governance and the exiting of these projects. This should be included in the draft report.

*[The PCC agreed to take the comment away and be more explicit on the points raised in the proposed good governance framework. Collaborations should not be shied away from because of the opportunities they provided, however, there needed to be better governance.]*

2. The PCC was asked whether it would be appropriate for the Police and Crime Panel to receive an annual report on major projects around the budget planning period?

*[The PCC replied that he did not think this was necessary as the Joint Independent Audit Committee of the PCC had an oversight, however, he agreed that a report providing an overview of major projects could be provided for the Panel.]*

3. The PCC was asked how a judgement was made that all Forces working on collaborative major projects are all working to the same outcomes?

*[The PCC replied that from his experience, decisions were made collectively, with all Forces working towards the same outcome. The governance framework would provide protection for TVP and minimise risks.]*

**RESOLVED – That the report of the PCC be noted and in particular that the governance framework will facilitate a consistent approach and understanding of the PCC's expectations regarding the management of major Force projects.**

13/21

### **REVIEW OF CCTV PROVISION AND ESTABLISHING A NEW CCTV PARTNERSHIP FOR THAMES VALLEY**

The Panel was provided with a report on CCTV provision across the Thames Valley.

The PCC reported that CCTV provision across Thames Valley was varied, with each Local Policing Area (LPA) and local authority working to provide CCTV as a joint approach.

There was an issue across Thames Valley regarding the ownership of the equipment, where it was housed, and who employed the staff. Reference was made to the previous Local Policing Dept. who owned the CCTV strategy and negotiated a new Funding Formula, but this was not adopted in all areas.

Significant efforts have been made to progress both the Buckinghamshire and Oxfordshire hubs.

The PCC reported that there was a lack of clarity on who was responsible, and that there was no statutory requirement to provide CCTV, which meant it was discretionary for all partners.

The PCC outlined his vision for the future. The PCC recognised that CCTV existed primarily for the benefit of policing and the wider interests of community safety, however, it did not generally form part of the core function of local authorities. It was acknowledged that policing had the main responsibility for providing the CCTV capability within the Thames Valley, but this would take time to implement.

The PCC's long-term vision was for TVP to own the equipment/contracts, be responsible for maintenance and to employ staff to monitor the service. However there needed to be a Thames Valley CCTV Partnership arrangement, with contributions from participative local authorities, both financially and in kind. This partnership would enable principle local authorities, with parish/town councils; BIDs; private businesses to contribute financially to increase coverage in their locality.

The PCC reported that funding to the partnership would likely be based on a funding formula, similar to that used for the Community Safety Fund, to provide baseline coverage and additional charges based on extra provision that may be provided.

Reference was made to discussions which have already begun with Milton Keynes Council and councils in Oxfordshire. Oxfordshire was the area which seemed most likely to be able to make a change first, should all partners be willing, and this could form the model for the rest of Thames Valley.

Thames Valley Police currently has a capital budget of £472,000 available to support moves to a new model, and the PCC said he would create an earmarked revenue reserve of £1m.

Discussion took place on elements of the funding of such provision, and in particular, the funding which would be required for the personnel who would be required to monitor the CCTV screens. The PCC replied that there would be a considerable financial burden on the Police, and local authorities would have to provide funding. There could be an option of transferring all staff to the Police to centralise the service.

## **Members' Questions**

1. Reference was made to West Berkshire, where the Council and Parish Councils were concerned regarding the sustainability of the proposed model.

*[The PCC reported that the proposal was an ambition, and the partnership arrangements would be primarily with upper tier local authorities, although there was nothing precluding Town and Parish Councils becoming involved and providing finance for local coverage.]*

2. Reference was made to the aspiration of the Central Hub and the partnership with Buckinghamshire Council and the availability of the joint control room, and the PCC was asked whether CCTV doorbells would be a useful tool for the Police.

*[The PCC replied that doorbell CCTV worked very well in Lancashire, where householders registered their CCTV systems with the Police. This would be a good resource for the Police to use.]*

3. The PCC was asked how big a challenge was getting Councils onboard?

*[The PCC commented that it was a challenge getting every local authority to sign up for the contracts funding. In Oxfordshire, local authorities were already looking at a centralised control room and this would be a good model when focussing on other parts of Thames Valley. Further down the line, the systems could be brought together to get Thames Valley wide coverage.]*

*The PCC commented that there were great benefits on centralising, not least costs, but there had to be good joint working from all parties. TVP taking the lead role would take away any conflicts which local authorities may have as the primary role of the CCTV would be for preventing and fighting crime.]*

4. A Member referred to the partnership working very well in Oxford City, with the visuals from the cameras being excellent. There were experienced officers, and it was important that these were retained. The Council had coverage in tower blocks and this made communities feel safer.

*[The PCC commented that for the CCTV partnership to work, there needed to be a continuation of funding from Councils. CCTV in tower blocks gave Councils improved community safety for their residents.]*

5. The PCC was asked about Windsor where the Council had invested over £1m in CCTV in public spaces. The level of monitoring of the cameras needed more localised control. There was difficulty getting the Police to contribute. There could be an option of enforcement by camera.

*[The PCC replied that partnership work would be challenging, there was the need for negotiation on both sides. There would be operational challenges for the Police in terms of capacity. Enforcement by camera could be an option.]*

**RESOLVED – That the report of the PCC be noted, together with the information provided at the meeting.**

14/21

## **PROCESS FOR APPOINTMENT OF DEPUTY PCC IF MANDATED BY THE HOME OFFICE**

The PCC provided a report on the process which would be adopted if the PCC was mandated by the Home Office to appoint a Deputy PCC.

The report was noted.

15/21      **REPORT OF THE COMPLAINTS SUB-COMMITTEE**

The Panel noted the outcome of the complaint made against the Police and Crime Commissioner which was considered at a meeting of the Complaints Sub-Committee on 28 February 2022.

16/21      **UPDATES FROM THE CHAIR OF THE PANEL, FROM THE PCC AND TOPICAL ISSUES REPORT**

The Panel received a report from the Scrutiny Officer which provided details on topical issues on policing and crime.

**Members' Questions**

1.      Is the PCC undertaking an impact assessment on the budget of the rising inflation rate and the impact this will have on TVP budget?

*[The PCC replied that there were concerns at the implications of the cost-of-living crisis in many areas, such as the impact on the workforce, on recruitment and retention and the pressures this placed on budgets would be monitored.]*

2.      The PCC was asked what impact the merging of Chiltern and South Bucks and Wycombe Local Policing Area's (LPAs) had had on the service to the public. Reference was made to the changes in Wycombe and South Bucks, where the public had not been informed of the changes. Councillors had an important role to play in informing residents.

*[The PCC replied that there had been no significant impact as the teams which sit within those teams will police the same areas. There was an open border for policing so the public should see no changes to the policing service they receive.]*

*The Chief Constable acknowledged that the messaging of the changes had not been undertaken correctly and he apologised for this. There would no change in the service the Police gave to the public.]*

3.      The PCC was asked what would TVP be doing to combat the increasing theft of diesel and fuel from rural areas?

*[The PCC commented that he was not sure if the cost of living crisis had had more of an impact on any one area than another, but he acknowledged that within local policing areas, the Police would look to understand what the local pressures were and what the impact of this would be on particular crimes.]*

4.      The PCC was asked whether the Chief Constable would be accompanying him to future Panel meetings as Members found the Chief Constable's attendance useful, particularly when discussing localised policing and crime issues.

*[The PCC replied that the Panel's role was to scrutinise him and not the Chief Constable, but he understood the important role the Chief Constable had in advising him and the Panel on operational policing matters.]*

The information provided was noted.

17/21

## **WORK PROGRAMME**

Discussion took place on the Panel's work programme and it was agreed that there should be an item included in the work programme on Retention of staff and mentoring BME officers.

The work programme was noted.

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Date of signing .....

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## Report to the Thames Valley Police & Crime Panel

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**Title:** Task and Finish Group  
on Panel Membership

**Date:** 24 June 2022

**Author:** Dave Burn, Frontline  
Consultants and Khalid  
Ahmed, Scrutiny Officer,  
Thames Valley Police &  
Crime Panel

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### Recommendations

1. That the Thames Valley Police and Crime Panel approve the recommendation of the Task and Finish Group on the Panel membership to change the composition of the Police and Crime Panel by allocating one place currently allocated to Buckinghamshire Council to Milton Keynes Council. So that the representation be: (Buckinghamshire Council, 1 Member + 3 Co-Opted Members: Milton Keynes Council, 1 Member + 1 Co-Opted Member).
2. That it be noted that the nomination from Milton Keynes Council will be in compliance with the legislation and reflect political proportionality.

### Background

1. The Thames Valley Police and Crime Panel at its meeting on 25 June 2021, established a cross-party Informal Task and Finish Group to review the membership arrangements of the Thames Valley Police and Crime Panel.
2. This decision was taken as discussion took place on the process for the four Co-Opted Members from Buckinghamshire Council. The Panel was reminded that a decision was taken at the Panel meeting in November 2019 which updated the Panel's Rules of Procedure to include the appointment of four Co-Opted Members from Buckinghamshire Council due to local government reorganisation in Buckinghamshire (The Buckinghamshire Local Government Reorganisation came into effect on 1 April 2020).
3. The four Co-Opted members were in addition to the one Member nomination to the Panel from Buckinghamshire Council. The changes were required in order to satisfy the requirements of the Police Reform and Social Responsibility Act 2011 and produce a balanced panel.

4. The representative from Milton Keynes Council expressed concern at these arrangements and referred to the changing populations around Thames Valley, particularly in relation to Milton Keynes who had one Member representative on the Panel and Buckinghamshire, who had one Member representative and four Co-Opted Member representatives. The Member believed the proposal to retain the membership representation for Buckinghamshire Council was unbalanced.
  5. It was agreed that a Task and Finish Group be set up to examine the representation on the Panel, in accordance with the Police Reform and Social Responsibility Act 2011, and after consultation with the Home Office.
  6. The Informal Task and Finish Group met on Wednesday 21 April 2022 and Friday 3 May 2022, to review the membership arrangements for the Police and Crime Panel. The Informal Task and Finish Group was assisted by Frontline Consulting, who were commissioned to provide advice, and the Scrutiny Officer of the Panel.
  7. This report sets out the findings of the Informal Task and Finish Group, which the Panel is requested to endorse.
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## **Report**

8. At the first meeting of the Task and Finish Group on 21 April, Members were provided with details of the legislative framework for the appointments to the Police and Crime Panels. The Police and Reform Act and Social Responsibility Act 2011 and the Police and Crime Panels (Nominations, Appointments and Notifications) Regulations 2012 govern the Panel arrangements. The following extracts from the Regulations are highlighted below:

### **Schedule 6, Part 2 Paragraph 4**

#### **4. Membership and status**

(1) A police and crime panel for a police area is to consist of the following members—

- a. the relevant number of persons properly appointed as members of the panel; and
- b. the appropriate number of members co-opted by the panel.

(2) For the purposes of sub-paragraph (1) (a) the “relevant number” is—

- a. ten (if the police area covers ten or fewer local authorities); or
- b. the number that is equal to the number of local authorities which the police area covers (if the police area covers eleven or more local authorities).

### **Schedule 6, Part 2 Paragraph 31**

5. The “**balanced appointment objective**” referred to in this paragraph is the objective that local authority members of a police and crime panel (when taken together) -

- a. represent all parts of the relevant police area;
- b. represent the political make-up of—
  - i. the relevant local authority, or
  - ii. the relevant local authorities (when taken together);
- c. have the skills, knowledge and experience necessary for the police and crime panel to discharge its functions effectively.

#### **Schedule 6, Part 1, Paragraphs 4 and 2**

4. The Secretary of State may make an order under sub-paragraph (2) in relation to a multi-authority police area only if the Secretary of State is of the opinion that all the relevant local authorities have (whether at the same time or at different times) failed to nominate or appoint one or more of their councillors as members of the panel –
    - a. in accordance with paragraphs 7 and 9 (in the case of a police area which covers ten or more local authorities), or
    - b. in accordance with paragraphs 8 and 9 (in the case of a police area which covers nine or fewer local authorities).
  2. But the Secretary of State may, by order, provide that any such police area is to have (for as long as the order has effect) a police and crime panel established and maintained in accordance with Part 3 of this Schedule (instead of a panel established and maintained in accordance with Part 2).
9. Taking account of the legislation the Informal Task and Finish Group was advised that options were limited. In addition, the Informal Task and Finish Group was reminded that:
- The trigger for the review was the Local Government Reorganisation.
  - The Local Government restructure in Buckinghamshire had made the membership arrangements on the Panel a little more complicated.
  - All constituent authorities within the Force Area are entitled to a place on the Panel.
  - The Panel is required to have a ‘balanced appointment objective’ in terms of area and political representation.
  - In the event of the Panel not agreeing membership it will be for the Secretary of State to decide.

- Panels are required to be strategic in focus and to consider strategic matters, whilst referring to local experience.
10. For the first meeting of the Task and Finish Group, Members were provided with comparisons from other Police and Crime Panels who had gone through similar local government re-organisation which had affected the Panel's Constituent Authorities. However, the Task and Finish Group noted the unique nature of Thames Valley, Police and Crime Panel which covered three counties, which made comparisons difficult.
- Avon & Somerset – to be determined
  - Dorset – The size of the Panel was changed
  - Northamptonshire – The formation of two Unitary Councils but retained the same number of Panel Members
  - Nottinghamshire – Panel reduced from 14 to 10, with 4 Co-Optees to ensure political proportionality
  - North Yorkshire – to be determined
11. Thames Valley PCP currently, as it stands has the maximum of 20 Panel Members as allowed under the Police Reform and Social Responsibility Act 2011. It was noted that legislation dictated that Police and Crime Panels should have at least two Independent Members.
12. From April 2020, the population figures for the three counties of Thames Valley were: Berkshire population 905,000 (6 Panel reps), Combined Buckinghamshire population 765,800 (6 Panel reps) (Buckinghamshire Council: 535,900; Milton Keynes Council: 229,900) and Oxfordshire population 682,000 (6 Panel reps).
13. Members were provided with details of the percentage population by County + Milton Keynes:
- Berkshire – 38.5%
  - Buckinghamshire – 22.8%
  - Oxfordshire – 29%
  - Milton Keynes – 9.8%
14. The Informal Task and Finish Group was provided with a series of options which were discussed. The options are set out below:

## Option A – allocate places per population size

frontlineconsulting

### Option A

The total population size for Thames Valley PCP area is approximately 2,362,800. Assuming 18 places in total, seats would be allocated per 131k

Buckinghamshire 4 (1 + 3 co-optees)  
Milton Keynes 2 (1 + 1 co-optee)  
Bracknell Forest and West Oxfordshire would lose out

#### COMMENTS

This model does not work given:

(a) Panels with more than 10 Members are entitled to one place per authority; and

(b) it would not comply with the terms of the 'balanced appointment objective'

## Option B – allocate places for Bucks and MK per population size

frontlineconsulting

### Option B

Population size for Buckinghamshire (535,900) and Milton Keynes (229,000) is 765,800 combined.

Given the comments in relation to Option A, it is considered sensible to continue with 6 representatives for each area.

Based on population size places could be allocated as follows:

1 place per 127,633 of the population

- Buckinghamshire = 4.2 (4) \*
- Milton Keynes = 1.8 (2) \*\*

\* = 1 + 3 co-optees      \*\* = 1 + 1 co-optee

#### COMMENTS

Provides a potential concentrated solution given the issues highlighted, by apportioning membership to population size

May not fully comply with the regulations in terms of the 'balanced appointment objective', given geographic area for Buckinghamshire has not changed. There is also an inconsistency in approach across the locality

Option C – maintain status quo

frontlineconsulting

Option C	Allocate places as follows:	COMMENTS
	Buckinghamshire = 5 *	Retains requirement to appoint to one place per constituent authority, meets the 'balanced appointment objective' given the area covered by the new Buckinghamshire unitary, provides consistency across the three County areas
	Milton Keynes = 1	
	* = 1 + 4 co-optees	
	Oxfordshire = 6	
	Berkshire = 6	
		Does not resolve the issue regarding population size and representation

Other

frontlineconsulting

Other	Allocate places per authority as follows:	COMMENTS
	Buckinghamshire = 1	Retains requirement to appoint to one place per constituent authority and provides consistency across the three County areas
	Milton Keynes = 1	
	Oxfordshire = 6	Does not meet the 'balanced appointment objective' given the area covered by the new Buckinghamshire unitary
	Berkshire = 6	

15. On 3 May 2022, the Informal Task and Finish Group was provided with details of the 2030 population projections, as recorded by the Office of National Statistics (ONS). These figures were used in the Informal Task and Finish Groups deliberations. The ONS 2030 projections are set out below.

Thames Valley Population Information ONS			
Area	2020	2030	% variation
Buckinghamshire	547,060	564,319	3%
Milton Keynes	270,203	277,620	3%
Berkshire	917,762	939,295	2%
Oxfordshire	696,880	725,092	4%

## **Conclusions**

1. The Informal Task and Finish Group acknowledged the complexity of the matter following the Local Government Reorganisation in Buckinghamshire. It was highlighted that it was for the purposes of consistency that the initial proposal to retain the status quo had been identified. This meant that the representation in Buckinghamshire would have remained the same with 6 representatives including one representative from Milton Keynes Council.
2. However, given the comments from colleagues in Milton Keynes Council and the projected increase in population size in that area, the Informal Task and Finish Group expressed sympathy with the concerns raised. In doing so, the Informal Task and Finish Group quickly ruled out options A and 'Other' as it was felt both options were inoperable as they did not comply with the legislation. The Informal Task and Finish Group also highlighted that they did not wish to leave the matter to the Secretary of State to advise.
3. In considering options B and C, the Informal Task and Finish Group, as stated above, understood the rationale for suggesting no change. However, given the population increase particularly when the estimated % variation based on 2021 Census indicated a 16% growth much in excess of the ONS 2020 projections in Milton Keynes, notwithstanding population increases elsewhere, and given the issues impacting on Milton Keynes; Option B was considered the most favourable option. During the discussion, the Informal Task and Finish Group was informed this approach was supported by representatives from Buckinghamshire Council and, to that end, Buckinghamshire Council was willing to relinquish one of their places to Milton Keynes Council.

4. It was agreed unanimously by the Informal Task and Finish Group that the Police and Crime and Panel be asked to confirm the membership change with immediate effect – Option B. **(Buckinghamshire Council – 1 Member + 3 Co-Opted Members: Milton Keynes Council 1 Member + 1 Co-Opted Member)**

**Membership of Informal Task and Finish Group Membership:**

Cllr Balvinder Bains, Slough Borough Council

Cllr Adele Barnett-Ward, Reading Borough Council

Cllr Robin Bradburn, Milton Keynes Council

Cllr David Carroll, Buckinghamshire Council (Vice-Chair)

Cllr John Harrison, Bracknell Forest Council

Cllr Richard Newcombe, Co-opted Member, Buckinghamshire Council (Chair)

Cllr Mark Winn, Co-opted Member, Buckinghamshire Council

**Background papers**

None

**Appendices**

Report to Thames Valley PCP, 22 November 2019



**Title:** Thames Valley Police and Crime Panel Arrangements and Rules of Procedure

**Date:** 22 November 2019

**Author:** Monitoring Officer



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## APPENDIX

### Recommendations

1. That the Panel Arrangements for the Thames Valley Police and Crime Panel “the Panel” be updated (as attached in Appendix 1) to reflect:
  - a) That the Host Authority will be Oxfordshire County Council as at 1 January 2020.
  - b) The changes arising from local government reorganisation in Buckinghamshire which take effect from 1 April 2020.
2. That the Panel’s Rules of Procedure be amended (as attached in Appendix 2) to include the appointment of four co-opted members from Buckinghamshire Council due to local government reorganisation in Buckinghamshire. The four co-opted members are in addition to the one member nomination to the Panel from Buckinghamshire Council. The changes take effect from 1 April 2020 and are required in order to satisfy the requirements of the Police Reform and Social Responsibility Act 2011 and produce a balanced panel.
3. That subject to the Panel’s agreement to recommendation 2 that agreement be sought from the Home Secretary each time co-optees are appointed by Buckinghamshire Council.

### Reasons for recommendations

- 1.1 The recommendations support the duty for councils to produce a balanced panel in accordance with the Police and Reform and Social Responsibility Act 2011. The recommendations ensure that Buckinghamshire Council maintains its numerical

member representation on the Panel following local government reorganisation and the reduction in the number of appointing councils in Buckinghamshire.

## **Options**

- 2.1 That the Thames Valley Police and Crime Panel arrangements be amended as recommended ensuring that five members (one nominee and four co-optees) continue to represent Buckinghamshire Council to ensure a balanced panel is maintained.
- 2.2 That no change be made to the Thames Valley Police and Crime Panel arrangements resulting in one member representing Buckinghamshire Council (rather than the current five) resulting in a numerical under representation on the Panel for Buckinghamshire Council.

## **Purpose of Report**

- 3.1 To seek authority to request that agreement be sought from the Thames Valley Police and Crime Panel to amend the Panel's arrangement to enable 4 co-optees and one member nomination to be appointed to the Panel to represent Buckinghamshire Council thereby maintaining a balanced panel after the number of appointing councils in Buckinghamshire (excluding Milton Keynes) reduces from five to one on 1 April 2020.
- 3.2 The proposal to have 4 co-optees and one member representative appointed by Buckinghamshire Council, rather than 5 member representatives, is due to the legislation which prevents more than one representative being appointed by each local authority in areas where there are more than 10 local authorities in a single police area such as Thames Valley. It is therefore proposed that 4 co-optees be appointed to maintain a geographically balanced panel as provided for by the legislation.

## **Background**

- 4.1 From 1 April 2020, a single new Buckinghamshire Council will replace:
  - Aylesbury Vale District Council
  - Buckinghamshire County Council
  - Chiltern District Council
  - South Bucks District Council
  - Wycombe District Council
- 4.2 The Buckinghamshire (Structural Changes) Order 2019 came into force on 23 May 2019 and created a Shadow Authority for the non-metropolitan district council of Buckinghamshire to be established on 1 April 2020. This was a direct result of the announcement by the Secretary of State regarding a change to the future structure of Local Government in Buckinghamshire.
- 4.3 The Thames Valley Police and Crime Panel arrangements state that the Panel is comprised of 18 elected members (one from each of the local authorities in the Thames Valley). Therefore, the Panel arrangements need to be updated to reflect this legislative change.

## **Legislation and procedural requirements**

- 5.1 Schedule 6 of the Police Reform and Social Responsibility Act 2011 provides that the Police and Crime Panel must make arrangements and rules of procedure. The Panel is required to agree any changes to the rules of procedure. Whilst not totally prescriptive the legislation provides a clear framework for governance, which includes expectations around Panel membership being applied in relation to the number and type of local authorities in the police force area.

## **How appointments are made**

- 6.1 Appointments of elected Members to the Panel are made by each of the local authorities in accordance with their own procedures and in making their appointments to the Panel each individual authority shall have regard to the requirement in the Act that appointments shall be made with a view to ensuring that the 'balanced appointment objective' is met so far as is reasonably practicable.
- 6.2 Schedule 6 of the Police Reform and Social Responsibility Act 2011 makes detailed provisions on Panel composition under Parts 2 and 4 of Schedule 6 and under Section 31 places a duty on councils to produce a 'balanced panel' which means that the councillors on the panel
- a) represent all parts of the police area
  - b) represent the political make-up of the Authorities (when taken together)
  - c) have the skills, knowledge and experience necessary for the Panel to discharge its functions effectively
- 6.3 Paragraph 4 of the Act on membership and status states that where a force area consists of more than 10 authorities there will be as many members as there are local authorities in the force area plus the two required independent co-opted Members. The upper limit on the size of the panel is 20. Therefore Thames Valley PCP is at its maximum size currently with 5 Members from Buckinghamshire, five from Oxfordshire, six for each of the Unitary Councils in Berkshire, one from Milton Keynes Council, one from Oxford City.

## **Suggested change to the rules of procedure**

- 7.1 Currently one nominee is appointed from each local authority. Due to local government reorganisation there will be a single Council in Buckinghamshire from 1 April 2020. This will mean that Buckinghamshire will only have one member representing the area where previously it had five. This will create a geographical imbalance with regards to population as shown below:

- Berkshire population 905,000 with 6 representatives
- Combined Buckinghamshire population 765,800 currently with 6 representatives (Buckinghamshire Council: 535,900; Milton Keynes Council: 229,900)
- Oxfordshire population 682,000 with 6 representatives



- 7.2 For many areas (but not all) once the two independent co-opted members have been appointed, the panel can consider co-opting additional councillors to meet the balanced appointment objective. To avoid geographical imbalance it is recommended that due to local government reorganisation that four members be co-opted onto the Panel for Buckinghamshire to ensure that the Panel's representation is balanced geographically, and that the Panel's Rules of Procedure be amended (as attached in Appendix 2 with the proposed amendments shown in bold and underlined ).

### **Guidance on representation**

- 8.1 The Local Government Association guidance states that in an area in which there are both unitary and county/district councils, there could be a perceived imbalance in the geographical representation on the panel due to the requirement that each authority in the force area must be represented by at least one member. This is because in two-tier areas both the county and its districts will each have a member on the panel, while a neighbouring unitary, however large in terms of size or population, would only have one member on the panel.
- 8.2 There is a political balance objective and this has historically been met by each authority appointing a representative from the Council's majority political group. It would be difficult to achieve a political balance from the overall number of Council seats across the Thames Valley Police Area due to the size of the Panel (currently 18 authorities and in future 14) and the limit on the number of nominees being 18 members and 2 co-optees. It is also important to recognise the requirement to meet the required political balance also needs to be set against good practice; the Panel should operate and conduct its business on a non-political basis in order to be fully effective.

### **Requirement to notify the Home Office**

- 9.1 The Police and Crime Panels (Nominations, Appointments and Notifications) Regulations 2012 require that where a panel co-opts local authority members, the panel must notify the Home Office of their names and of the local authority of which they are a member. The panel must also explain the reasons for deciding that co-opting these individuals will help them meet, or better meet, the balanced appointment objective. Indications from the Home Office in respect of the proposals in this report are that approval is likely to be automatic provided the co-options do not weight the balance on the panel in favour of one particular interest.

### **Updates to the Panel arrangements**

- 10.1 Paragraph 3.0 of the Panel arrangements attached at Appendix 1 refers to Membership which needs to be updated to reflect the change in composition following the implementation of Local Government Reorganisation in Buckinghamshire on 1 April 2020
- 10.2 Subject to the Panel's agreement, 3.1 (panel composition) will need to be amended to reflect that the Panel comprises:
- a) 14 elected members (one from each of the Oxfordshire district councils (4), one for each of the Unitary Authorities in Berkshire (6), and one each for Oxfordshire County Council, Oxford City Council and Milton Keynes Council. This number includes Buckinghamshire Council who will have one member plus four further local authority co-opted Members to meet with the balanced panel objective (see 3.1 c)).
  - b) Two co-opted members who may not be members of the local authorities in the Thames Valley Police area;
  - c) Four co-opted members from Buckinghamshire Council to meet the balanced appointment objective (in addition to 3.1 a)
- 10.3 The heading in 3.11 will be amended to refer to co-opted members who may not be members of local authorities in the Thames Valley Police area. The proposed amendment are shown in bold and underlined at Appendix 1.

#### **Host authority**

- 11.1 The Panel agreed at the meeting on 6 September 2019 that the host authority, currently South Bucks District Council, will change to Oxfordshire County Council. This change will take place on 1 January 2020. The Panel's arrangements will therefore be updated to reflect this change.

#### **Financial Implications**

- 12.1 There are no direct financial implications arising from the recommendations in this report.

#### **Legal Implications**

- 13.1 The recommendations support the duty for councils to produce a balanced panel in accordance with the Police and Reform and Social Responsibility Act 2011.

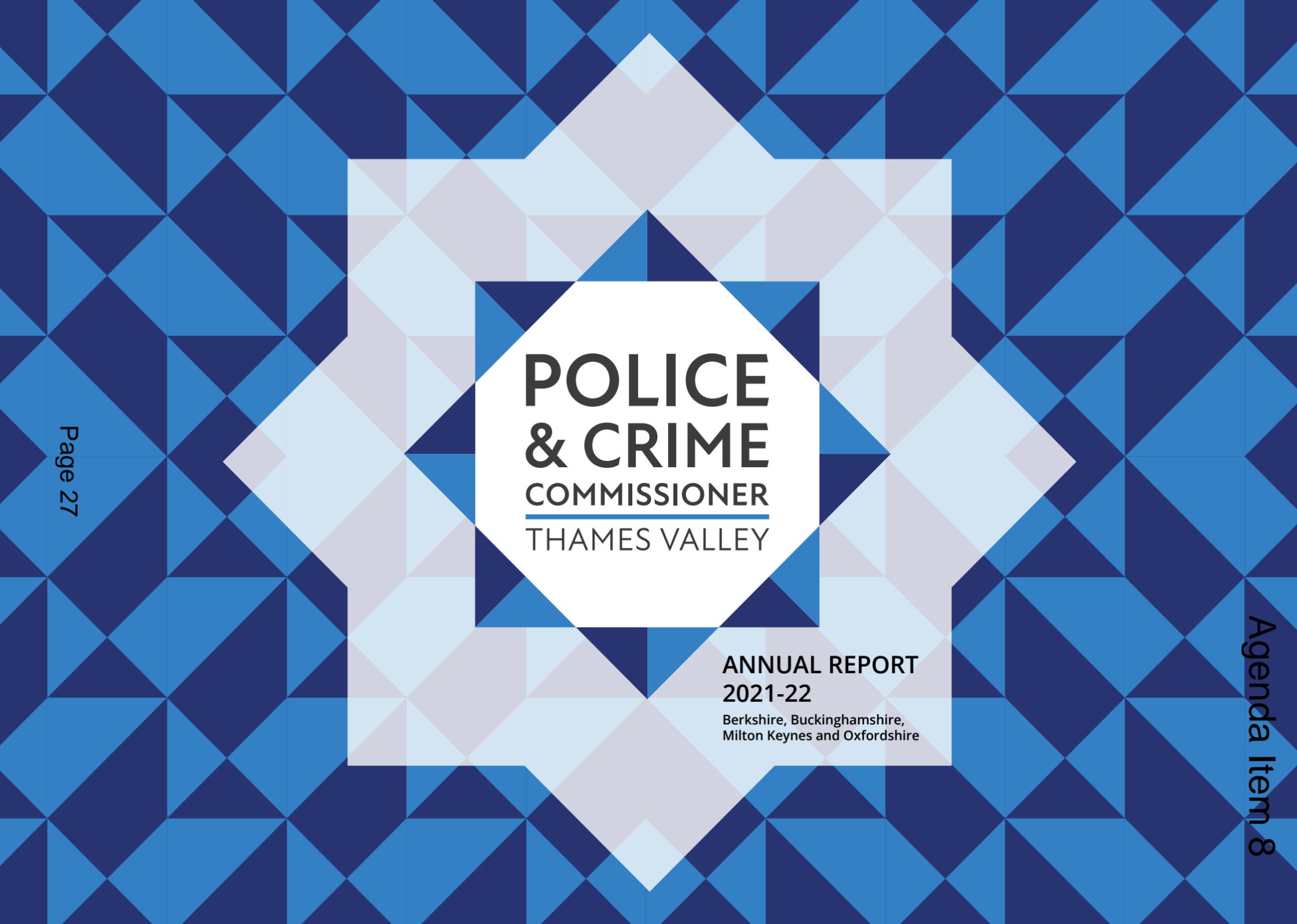
#### **Equalities Implications**

- 14.1 No specific equalities implications arise from the recommendations in this report.

#### **Next Steps**

- 15.1 Subject to the proposals being agreed, the Panel arrangements will be updated with the change to hosting taking effect from 1 January 2020. The change to the local authority co-optees will take effect from 1 April 2020 when the new Buckinghamshire Council will be established.

<b>Background Papers</b>	<p>None other than those referred to in the report.</p> <p><a href="https://democracy.buckscc.gov.uk/documents/s59999/Panel%20arrangements%20guidance.pdf">https://democracy.buckscc.gov.uk/documents/s59999/Panel%20arrangements%20guidance.pdf</a></p> <p><a href="https://www.southbucks.gov.uk/article/8102/Thames-Valley-Police-and-Crime-Panel">https://www.southbucks.gov.uk/article/8102/Thames-Valley-Police-and-Crime-Panel</a></p> <p><a href="https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/117477/police-and-crime-panel.pdf">https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/117477/police-and-crime-panel.pdf</a></p> <p><a href="http://www.legislation.gov.uk/ukpga/2011/13/schedule/6/enacted#schedule-6-paragraph-10-6">http://www.legislation.gov.uk/ukpga/2011/13/schedule/6/enacted#schedule-6-paragraph-10-6</a></p>
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**POLICE  
& CRIME**  
COMMISSIONER  

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THAMES VALLEY

**ANNUAL REPORT  
2021-22**

Berkshire, Buckinghamshire,  
Milton Keynes and Oxfordshire



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# Introduction

It is a huge privilege to represent communities across Thames Valley as your new Police & Crime Commissioner.

I am proud of the work over the last 12 months and am determined to continue to work tirelessly to help make Thames Valley a safer place.

My 4-year Police and Criminal Justice Plan (2021 – 2025) sets out the overall strategic direction and I am pleased that this first annual report captures positive progress against those key priorities.

Since taking office as Police & Crime Commissioner in May 2021, we have achieved a great deal. Police Officer recruitment has continued, and we now have 368 more police officers that at the start of the national uplift programme in 2019, meaning that there are now more police officers than ever before in Thames Valley. Crime has fallen in some key areas such as serious violence, burglary and robbery.



# Introduction

The impact of Covid-19 on crime and policing has had a far-reaching effect across Thames Valley, but I remain positive we will see improvements, particularly in the wider Criminal Justice system.

There are of course many other challenges still to face and I will continue to work closely with the Chief Constable to deliver on my plan to get tough on crime for safer communities.

The work that is already underway to reduce reoffending by those leaving our prisons and ambitious work to tackle the culture of knife-carrying, combined with new legislation that I have helped to lobby for, will all make a difference in keeping our streets safe.

With the support of the Office of the Police and Crime Commissioner (OPCC), I have also secured a range of funding including nearly £1m for Safer Streets and Violence Against Women and Girls (VAWG) and a further £7m over three years to tackle serious violence.

I will continue to work towards my Police and Criminal Justice Plan priorities, ensuring communities remain safe across the Thames Valley:

## **Strong local policing**

Preventing crime & protecting communities

## **Fighting serious organised crime**

Protecting vulnerable people

## **Fighting fraud & cybercrime**

Fighting modern crimes

## **Improving the criminal justice system**

Reducing reoffending

## **Tackling illegal encampments**

Enforcing with partners



**Matthew Barber**

Police and Crime Commissioner for Thames Valley

# Progress in meeting the Police and Criminal Justice Plan 2021-2025

## STRATEGIC PRIORITIES: MAY 2021 – MARCH 2022

My Police & Criminal Justice Plan sets out the five priorities I intend to focus on over the next four years. This Plan has victims at its heart. Bringing criminals to justice is vital, but preventing people from becoming victims of crime in the first place is even more important, both through proactive crime prevention and through reducing reoffending.

Aligned to my local priorities are National Priorities for Policing. The Home Secretary has developed some key measures to support the strategic priority for a 'relentless focus on cutting crime'.

## The six priority areas are:

- Reduce murder and other homicides
- Reduce serious violence
- Disrupt drugs supply and county lines
- Reduce neighbourhood crime
- Tackle cybercrime
- Improve satisfaction among victims – with a particular focus on victims of crime

A high-level performance summary of the national measures is set out in the table below; the context of which is reflected across each of the priorities (excluding 'Tackling illegal encampments') in the next section of this report.

## National Crime and Policing Measures

Measured at a national level using national metrics such as CSEW minimises any administrative burden on forces and respects forces' operational autonomy.

Priority Measure	National Metrics	Baseline (Jul-18 to Jun-19)	Latest 12 months (May-21 to Apr-22)	% Change compared to baseline
Reduce Murder and other Homicides	Homicides	13	22	+69%
Reduce Serious Violence	Hospital admissions of u25s for assault with a sharp object	NHS data		
	Offences involving a discharge of a firearm	39	15	-61%
Disrupt drugs supply and county lines	Drug-related homicides	1	4	+300%
	Offences involving a discharge of a firearm	Public Health England data		
Reduce Neighbourhood Crime	Burglary, robbery, theft of and from a vehicle, theft from a person	CSEW		
Improve satisfaction among victims, with a particular focus of domestic abuse	Satisfaction with the police among victims of domestic abuse	CSEW		
	Victim satisfaction with the police	CSEW		
Tackle cyber crime	Confidence in the law enforcement response to cyber crime	Cyber Aware Tracker		
	Percentage of businesses experiencing a cyber breach or attack	Department for Digital, Culture, Media and Sport survey		

The National Outcomes framework is national and measured at a national level, the data is not broken down to, or available on an individual force basis.

All forces are developing proxy measures to understand local context of the national measures.

TVP are working with regional colleagues to align proxy measures.

The following section contains highlights of progress towards delivering my Police and Criminal Justice Plan in 2021/22. There are many examples of where grants and funding have supported projects within my priorities.

A full breakdown of all commissioned activities that have utilised Community Safety or Ministry of Justice funding is available on my website through the [Annual Statement of Accounts](#). A full list of allocations to the Community Fund (formerly Police Property Act) is also published on my [website](#).





## Strategic Priority One

### Strong local policing

#### Progress in 2021/22

- ▶ Recruitment of police officers has continued apace, and Thames Valley now has more officers than ever before. Following my contact with the Home Office during the year the Force has re-opened the non-degree entry route (IPLDP) to increase access to a career in policing. I will continue to call on the College of Policing to support this entry route for the long term.
- ▶ All secondary schools across the Thames Valley are being provided with new resources to help educate young people on the dangers of drugs. Thames Valley Violence Reduction Unit (VRU) commissioned the PSHE Association to develop new quality assured materials and lesson plans, ensuring teaching approaches and content are up-to-date, helping to educate young people to keep them safe.
- ▶ Through support from my office the Choices programme is being rolled out into more schools across the Thames Valley, providing greater awareness for young people of the risks they may face. This programme is specifically designed to bridge the gap between primary and secondary education.
- ▶ The Victims Code sets out clearly what is expected in communicating with victims. The application support tool 'Pronto' used by frontline officers and staff, is being introduced to facilitate much of this and more work is taking place with the operational group on victim satisfaction to improve contact with victims. The ring-fenced 'victim contact time' is now business as usual for Local Policing Areas (LPAs) to ensure officers on Incident and Crime Response (ICR) have a specific time to update their victims.



## Strategic Priority One Strong local policing

### Progress in 2021/22

- ▶ Thames Valley Police are progressing improvements around Victim satisfaction and victim contact and a new victim survey will be launched in 2023.
- ▶ The Force achieved a 40% reduction in Residential Burglary (Dwelling) when compared to the 5-year average (excluding 2020/21). The reduction was maintained throughout 2021/22. Every LPA recorded a reduction in the volume of Residential Burglary (dwelling) compared with the 5-year average (excluding 2020/21). The Force has seen an 8% increase in burglaries compared with 2020/21 however, monthly volumes remain below pre-pandemic levels.
- ▶ I welcomed two successful bids to the Home Office Serious Violence Fund. £1.16m in funding was awarded to the Thames Valley Violence Reduction Unit (VRU) to continue with its work coordinating the partnership response to serious violence across the Thames Valley, with a focus on tackling the root causes of violence.
- ▶ The second funding award of £735,000 is for the delivery of targeted policing activity to tackle serious violence in specific hotspot areas. Previously known as 'Surge' funding, it was used to fund additional activity by Thames Valley Police such as additional high visibility patrols, weapons sweeps and targeted police operations against suspected carriers of weapons.
- ▶ Thames Valley Police have trained over 3000 Officers and Staff in the Domestic Abuse (DA) Matters College of Policing Programme and have over 150 DA Champions. DA Matters is a programme of activities to enhance knowledge and skills as 'first responders' and those 'champions' who advise or supervise them, to improve our response to domestic abuse.



## Strategic Priority One

### Strong local policing

#### Progress in 2021/22

- ▶ A revised Domestic Abuse Scrutiny Panel has been implemented. This quarterly meeting is independently chaired and has extensive partnership engagement. The process includes looking at areas of Domestic Abuse, including victim confidence to highlight best practice and areas of learning. The panel has some previous victims of DA so that we can hear their voices. The Violence Against Women and Girls (VAWG) Strategic Partnership Board has its inaugural meeting in May 2022 and will be chaired by the PCC and its membership includes key stakeholders from across Thames Valley. Two sub-groups are in their planning stages, Victims Voice and Third Sector organisations. Domestic Abuse Victim Satisfaction is surveyed by Leicestershire University. For 2021-2022, Thames Valley Police had an 86% satisfaction rate among DA victims surveyed.
- ▶ The success of Project Vigilant has led to the operation being adopted by forces across the country and it is being utilised more widely across Thames Valley to tackle predatory behaviour in the nighttime economy.
- ▶ During the summer months of 2021, the Force ran a 'Think Before You Dial' campaign that saw both digital and social media highlighting the benefits of online reporting, how and when it should be used, as well as dispelling the myths around how online reports are dealt with. The Demand Transformation Programme team is working on several projects to identify how we can effectively manage demand within the Contact Management environment.



## Strategic Priority One

### Strong local policing

#### Progress in 2021/22

- ▶ Pressure continues to be felt on the Force's 101 non-emergency number. Whilst this picture is mirrored across much of the country it remains an area where the Force needs to improve. Progress is closely monitored in Liaison and Performance & Accountability Meetings with the Chief Constable. Some actions have already been taken to seek to improve performance, and a fuller response from the Chief Constable for a more strategic solution is expected in the summer.

A new podcast series developed by Elmore Community Services alongside other key partners was launched to meaningfully explore important issues around mental health and domestic abuse in Oxfordshire. "Empower & Enable" is a great example of how impact funding received through the Police Property Act can have on our communities.

- ▶ Following the success of a pilot scheme last year, a Community Speedwatch scheme was launched across Thames Valley in October. The pilot, which ran in small areas of Buckinghamshire and Oxfordshire, was so successful the whole of Thames Valley can now take part with the hope of reducing speeding in our communities.
- ▶ Thames Valley Police launched its Rural Crime Taskforce to make the Thames Valley a hostile place for those who commit rural crimes. The Taskforce consists of a team of dedicated officers, as well as intelligence support, who will work tirelessly with our partners, drone units, and the Joint Operations Unit with Hampshire to tackle serious and organised rural crime. The Taskforce recovered £400,000 of stolen equipment last year.



## Strategic Priority Two

### Fighting serious organised crime

#### Progress in 2021/22

- ▶ Recorded disruptions have significantly increased in 2021/22 compared with 2020/21 (863 in 2021/22 compared with 352 in 2020/21). This is largely down to recording practices within the Force Intelligence Bureau, including recording of disruptions attributed to LPAs. SOCU disruptions have been influenced both by the previous inclusion of Op Sword inflating figures, but additionally, court delays have impacted the recording and grading of disruptions for more recent activity.
- ▶ The Rural Crime Taskforce (mentioned above) is making progress to tackle organised crime gangs committing acquisitive crime. The force has also had some notable successes with the sentencing of a gang responsible for a series of cashpoint robberies.
- ▶ The Violence Reduction Unit (VRU) provides support to young people primarily through the Early Intervention and Prevention strand. This includes TVP work in school and with pupils as well as our support for LPAs and TVP colleagues. Most of their work is based specifically on preventing violent crime and exploitation.



## Strategic Priority Two

### Fighting serious organised crime

#### Progress in 2021/22

The VRU is currently providing the following:

- ▼ **The Compass partnership** - An Oxfordshire coalition of alternative providers supporting pupils who are excluded or at risk of exclusion, including peer mentoring, academic provision and training in preparation for employment or further education.
- ▼ **VRU schools offer** - Education resources including quality assured PSHE plans for schools on key harm topics of drugs and violence. CPD and ongoing training for school officers in classroom delivery and Restorative Justice to prevent unnecessary entry to the CJ system.
- ▼ **Operation Divan** - Providing schools with an intelligence submission pathway to LPAs leading to an officer visiting a child at risk of knife crime who has not committed an offence.
- ▼ **Data and Targeting** - The Serious Violence dashboard to map demand and provide accurate information about children at risk of exploitation. A service directory mapping all available support for children across the area that can be accessed by police and partners.
- ▼ **Op Paramount** - Oxfordshire-wide programme using HMPPS data to identify children affected by parental imprisonment and refer them for support from Children Heard and Seen.



## Strategic Priority Three

### Fighting cybercrime and fraud

#### Progress in 2021/22

- ▶ Thames Valley Police have carried out many innovative fraud & cyber protect campaigns over the last year reaching large audiences. Of note, is the romance fraud awareness campaign, which included working with academics to produce a ground-breaking romance fraud guidance booklet. This booklet has been recognised nationally and reproduced by forces across the country.
- ▶ Following a full service improvement review, Thames Valley Police has set up a new Central Fraud Unit. This team will focus on high harm and volume fraud investigations and will consist of officers specifically trained in fraud. Thames Valley Police work closely with the City Of London Police and Action Fraud to ensure timely recording of fraud offences and subsequent outcomes.
- ▶ Thames Valley Police are the lead force for SEROCU and collaborate closely to improve the knowledge and awareness of our investigation and prevention officers. The Thames Valley Police Economic Crime and Cyber teams are now managed under SEROCU giving increased opportunities to share expertise and work jointly.
- ▶ Work has begun to coordinate the efforts of Trading Standards teams across Thames Valley, along with the Economic Crime Unit in providing support for vulnerable residents to prevent fraud and scams.
- ▶ The review of Victims First Service is considering how to provide better support for victims of fraud.
- ▶ The most recent budget has seen significant investment in technology and forensics. Part of this investment will help the Force to deal with the increasing volume of data involved with all investigations.



## Strategic Priority Four

### Improving the criminal justice system

#### Progress in 2021/22

- ▶ We have some exceptional organisations supporting victims of domestic abuse and sexual violence in the Thames Valley. I am delighted such groups will benefit from extra support thanks to £980,000 of Ministry of Justice funding which will make a huge difference to them and ultimately the victims and survivors they work with. Increasing specialist service provision will give victims better access to much-needed support to help them recover from the harm that they have experienced. Some of the funding is dedicated to supporting particular groups who for a range of reasons can be less likely to access support such as men, disabled victims and victims within LGBTQ+ and BAMER communities. A focus of the ISVA/IDVA fund to increase tailored provision for these groups will, I hope, result in services being better resourced to meet victims' specific needs.
- ▶ My office was successful in securing two Safer Streets bids to the value of nearly a million pounds. Bid one (£513,940) focused on the ward of Chalvey, in Slough, to tackle crime including causing sexual activity without consent, sexual assault/indecent assault, unwanted sexual touching and street harassment. The second successful bid, for £426,000, focussed on Oxford City centre and places of travel to and from the centre including Abingdon Town Centre, Witney and parts of South Oxfordshire. This bid also focuses on VAWG crimes including street harassment, stalking, sexual assault, rape, unwanted sexual touching and predatory behaviour. Both bids support vital areas of work - highlighted in the worst ways in recent events - and I am very pleased this funding continues to support the good work my Office is doing with our partners in Slough and Oxford.



## Strategic Priority Four

### Improving the criminal justice system

#### Progress in 2021/22

- ▶ As part of the Safety of Women at Night (SWAN) fund, Project Vigilant was awarded a further £297,252 to develop the project and provide bespoke training to officers to identify individuals displaying predatory behaviour. A new support pathway in partnership with Circles South East has been created whereby individuals identified as displaying predatory behaviour will be referred to an intervention programme delivered by Circles South East, a charity who are already established in their work with convicted sex offenders, to address their behaviour. Between 23 July and 4 November 2021, 117 people across Oxford, Reading, Milton Keynes and Windsor were stopped and ten arrests were made concerning predatory behaviour. Of those stopped that provided their details, 20% were found to have links to sexual or predatory offending and 21% had links to violent offending. Stops included those that were harassing women, making unwanted sexualised comments and loitering in areas where sexual offences take place.
- ▶ I have awarded £18,500 of funding to Thames Valley Police to work with first-time domestic abuse perpetrators to reduce re-offending. As part of this funding, TVP will work with the Hampton Trust on their Cautioning and Relationship Abuse (CARA) project. The project is aimed at lower risk, alleged first-time perpetrators who will attend two workshops between 4 and 5 weeks apart. The workshops aim to give perpetrators an understanding of domestic abuse and the impact of their behaviour on others, including the victim and any children.



## Strategic Priority Four

### Improving the criminal justice system

#### Progress in 2021/22

- ▶ I am pleased to have funded a new innovative £75,000 partnership with the substance abuse charity Druglink to deliver a drug diversion programme. Funding from the Thames Valley Violence Reduction Unit will provide education and support to help break the cycle of substance abuse and minor offending. We need to emphasize drug diversion, education and support - not solely enforcement - if we are to break the cycle of drug misuse, drug-related crime and stop lives being devastated by addiction. We are already delivering drug diversion schemes with out of court disposal options and I am delighted we are can extend this to work to deliver a specialist education and support programme.
- ▶ I am committed to tackling sexual violence and harassment and the Do the Right Thing campaign that I promoted in partnership with Thames Valley Police, reminding men that we must all speak out against inappropriate behaviour. We all have a responsibility to speak up whenever we see bigotry, violence or abuse and the campaign offers some simple advice on what people can do to play their part to tackle inappropriate behaviour.
- ▶ In June 2021, I commissioned an independent review of the multi-agency and complex system that works to enable a person leaving prison to achieve successful outcomes (such as stable accommodation, employment, and improvements in health & support networks). This review had formed part of a Prison Leaver bid, led by my office, to the Ministry of Justice's (Moj's) Local Leadership Integration Fund (LLIF). While that bid wasn't successful, I believed it was a significant piece of work that would provide genuine value for the partnership and a robust piece of evidence for a second Moj bid, so decided to invest in it. This Whole System Review took place between June and November 2021 and involved over 50 people from around 30 different organisations. The report is richer for their engagement and I extend my thanks for the enthusiasm which



## Strategic Priority Four

### Improving the criminal justice system

#### Progress in 2021/22

was demonstrated across the partnership at all levels. The findings from the report, workshops and consultation period with partners who had been involved were completed in April and have now been published.

- ▶ Following the Whole System Review into reducing reoffending, we were successful in our second round bid to the MoJ and are now working with key partners to launch a Thames Valley wide pilot where we hope to identify and act on opportunities for systemic improvement across the piece. This is now operating under the name Restart Thames Valley.
- ▶ To ensure that engagement with partners does not end with the review and the implementation of the pilot, I have also drafted a concordat which I hope brings together the opportunities to work together as a whole system to reduce reoffending in the Thames Valley.

- ▶ Under my chairmanship the LCJB has renewed its priorities for the year, including a focus on rape and sexual offences, particularly making use of the recently published Criminal Justice Scorecards.

During the year I have increased funding for Buddi Tags, used by Thames Valley's Integrated Offender Management (IOM) team, along with other teams within the Force. Savings have been made by bringing together various contracts to secure a single price.

- ▶ The burden of disclosure and associated redaction continues to have a significant impact on officers across the force. Investment is being made in a central redaction team, but I continue to work with the CPS and lobby the Government for structural changes to reduce this burden



## Strategic Priority Five Tackling illegal encampments

### Progress in 2021/22

- ▶ Thames Valley Police produced a 'Thames Valley Police and Local Authority Joint Protocol for dealing with Unauthorised encampments'. Part of the protocol is to meet annually with all our Local Authorities that took place in March 2022. The Protocol will be refreshed this year as we prepare for the newly amended legislation regarding unlawful trespass to be enacted in June 2022. A new protocol will be circulated later this year.
- ▶ Having lobbied the Home Office for new legislation in this area, the Police, Crime, Courts & Sentencing Act has now received Royal Assent. The provisions of the Act relating to illegal encampments come into Force on 28th June 2022.
- ▶ Training has been carried out for Inspectors across the Force to ensure better consistency in the application of police powers.
- ▶ New processes have been put in place by the Force to ensure greater oversight by duty officers, routine review of illegal encampments and a clearer link into public order resources.

# Looking ahead to 2022/23

Many of my key local priorities are aligned to the National Crime and Policing Measures, the drivers of which link to the Government's 'Beating Crime Plan'. The annual report charts progress against these priorities and demonstrate my commitment to ensuring Thames Valley remains a safe place. Knife crime, violence, and supporting victims will be particular areas of focus during 2022/23.

In early April this year, the Ministry of Justice (MoJ) announced a fund for Domestic Abuse (DA) and Sexual Violence (SV) Services. PCCs have been given responsibility for administering this funding and my office is now seeking applications which will target priority areas for Thames Valley. The full funding allocation across England and Wales is £15.7m for Domestic Abuse and Sexual Violence Services and £3.75m for an ISVA and IDVA fund to recruit additional posts in 2022/23. The funding is for 3 years from 2022/23 – 2024/25 which will assist services in future planning.

Thames Valley Police has now published its Strategic Plan for 2022/23. Over the last few years,

policing has experienced great challenges and increased demand. These factors have been incorporated into the development of this year's strategy, which will help the force to prioritise its efforts and resources and provide a clear direction for the year ahead. I am confident that the Chief Constable's continued focus will ensure the force delivers on its key areas of operational activity for the public.

Thames Valley Police will undertake a 'force review' the last time it had an in-depth look at its own make-up was in 2010. Twelve years later, the world has changed and we are working in a different environment, economically, socially and digitally. Policing is more complex than ever, with growing demand and with a greater focus on vulnerability and prevention, and our force needs to reflect that. I have been clear that I believe neighbourhood policing should remain a vital building block of Force structures in order to ensure Thames Valley Police can respond proactively to the concerns of the public. This review is due to be reported back to the Chief Constable and his management team in the early spring of 2023.

## Report to the Thames Valley Police & Crime Panel

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**Title:** Review of Panel Rules of Procedure, Complaints Procedure, Panel Membership and appointment to Sub-Committee's and Task Groups

**Date:** 24 June 2022

**Author:** Khalid Ahmed, Scrutiny Officer, Thames Valley Police & Crime Panel

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### **BACKGROUND**

For the first meeting of the Municipal Year, the Police and Crime Panel reviews its Rules of Procedure and Panel Arrangements. Consideration of the Rules of Procedure and Panel Arrangements also reminds Panel Members, particularly new Members of the role and functions of the Panel.

Appointments are required to the Panel's Complaints Sub-Committee, its Budget Task and Finish Group and other Task and Finish Groups if established.

### **RECOMMENDATIONS:**

- 1) That the Rules of Procedure and Panel Arrangements for the Thames Valley Police and Crime Panel "the Panel" be updated (as attached in Appendix 1 and 2) to reflect the changes arising from the decision to the representation changes for Buckinghamshire Council and Milton Keynes Council.
- 2) That the Panel notes that with the appointment of the new Chair of the Panel, that a decision is required on the Host Authority for the Panel. (see paragraph 3).
- 3) That the Panel reconfirms the decision that future meetings take place at Buckinghamshire Council's Gateway House in Aylesbury.
- 4) That the Panel considers the memberships of the Panel's Complaints Sub Committee (7 Members) and Budget Task and Finish Group (5 Members) and confirm the appointment of the Members detailed below (para. 5) and appoint Members to vacancies as required.
- 5) That the established Complaints Sub-Committee and Task Group be agreed with no changes to their terms of reference for the following year (subject to any legislative changes) (Appendix 3).

## **1. Rules of Procedure and Panel Arrangements**

The Panel operates in accordance with specifications outlined in Rules of Procedure and Panel Arrangements documents (Appendices 1 and 2). The Rules of Procedure and Panel Arrangements are agreed on an annual basis, at the Panel's Annual meeting.

## **2. Changes to the Representation to the Panel from Buckingham Council and Milton Keynes Council**

The changes highlighted in the Rules of Procedure and Panel Arrangements take account of the decision taken earlier on in the agenda for this meeting, whereby the representation for Buckingham Council and Milton Keynes Council be changed. [Buckinghamshire Council, 1 Member + 3 Co-Opted Members: Milton Keynes Council, 1 Member + 1 Co-Opted Member].

## **3. Host Authority for the Panel**

Subject to the appointment of a new Chair for the Panel, a decision has to be taken on the Hosting arrangements for the Panel. From the Panel Arrangements:

### *Host Authority*

*4.1 The Panel shall agree a Host Authority for the Secretariat for the Panel, which shall provide such scrutiny, legal, financial, administrative and other support as is reasonably required to enable the Panel to undertake its functions within the resources agreed by the Panel.*

*4.2 In accordance with the Panel's agreement made at the meeting held on 6 September 2019 South Bucks District Council shall act as the Host Authority until 31 December 2019. Oxfordshire County Council shall act as the Host Authority from 1 January 2020 until such time as either:*

*a) The Panel resolves at its annual meeting (held in June of each year) that another Authority should carry out this function, provided that such other Authority agrees. In which case, the function will be transferred six months after the Panel decision unless a shorter period is agreed between the existing Host Authority and the new Host Authority; or*

*b) The existing Host Authority serves notice that it no longer wishes to be the Host Authority and this function is transferred to another Authority in which case, a six month notice period will apply, unless a shorter period is agreed between the existing Host Authority and the new Host Authority; or*

*c) In the event that no Authority comes forward to act as Host Authority the home Council of the current Chairman of the Panel shall be expected to be the Host Authority.*

*4.3 The staff employed to support the Panel will be employed by the Host Authority. Should the Host Authority change the TUPE legislation which is in force at the time shall apply as necessary*

#### **4 Venue for meetings of the Panel**

An area of discussion in previous years has been the location for meetings of the Police and Crime Panel. The Panel when it was first set up held meetings around the Thames Valley, based on a rota. This Panel has previously agreed, that to ensure the maximum attendance of the membership of the Panel, meetings of the Panel be held in Aylesbury, which is the best suited location in terms of accessibility for the Members of the Thames Valley Region. This decision was reaffirmed at the meeting in November 2019.

Members need to make a decision on whether they want to continue to meet at Buckinghamshire Council's Gateway House, Aylesbury.

#### **5. Appointments to Complaints Sub-Committee and Budget Task and Finish Group**

Consideration is needed to the appointments to the Panel's Sub-Committee and Task and Finish Group

##### **Membership 2021/22**

**Complaints Sub-Committee (7)** – Cllr Balvinder Bains, Cllr Emily Culverhouse, **Cllr Marilyn Davies\***, Liz Jones, Phillip Morrice and Councillor Richard Webber (2 VACANCIES TO FILL)

**Budget Task and Finish Group (5)** – Cllr Robin Bradburn, Cllr Richard Newcombe, **Cllr Barrie Patman\*** and Cllr Simon Rouse. (2 VACANCIES TO FILL)

**\* Denotes no longer a Member of the Police and Crime Panel**

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### Thames Valley Police and Crime Panel Rules of Procedure

#### Thames Valley Police & Crime Panel

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**Title:** Thames Valley Police and  
Crime Panel Rules of  
Procedure

**Date:** 24 June 2022



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These rules of procedure were originally agreed by the Thames Valley Police and Crime Panel at its meeting on 19 July 2012 and subsequently reviewed and agreed by the Panel meeting held on 22 November 2019.

#### **1.0 General**

##### 1.1 In this document:

the “Panel” is the Police and Crime Panel for the Thames Valley Police Force;

the “Secretariat” is the financial, administrative, scrutiny and other officer support to the Panel;

the “Host Authority” is the council which is host to the Secretariat at the relevant time;

the “Act” is the Police Reform and Social Responsibility Act 2011;

the “Panel Arrangements Document” is the document which sets out the agreement of all principle Authorities on the overarching framework for how the Panel will operate;

the “Rules” are the rules as set out in this Rules of Procedure Document.

1.2 These Rules of Procedure (“the Rules”) are made by the Panel pursuant to Schedule 6, paragraph 25, of the Police Reform and Social Responsibility Act 2011 (the ‘Act’). The Police and Crime Panel (‘the Panel’) will be conducted in accordance with the Rules. The Rules should be read and considered in conjunction with the Panel Arrangements.

1.3 The Rules shall be reviewed annually at the Panel’s Annual meeting. In the first year of operation amendments may be made mid-year to take into account the Memorandum of Understanding between the Panel and the newly elected Police and Crime Commissioner; and at any time may be updated should regulations require.

1.4 The Rules shall not be amended unless written notification of the amendment/s required are received by the Panel Secretariat not less than fifteen working days prior to

## **APPENDIX 1**

the Panel meeting. No amendment may be considered by the Panel which does not comply with the Act, relevant Regulations or statutory guidance.

1.5 If there is any conflict in interpretation between these Rules and the Act or Regulations made under the Act, the Act and Regulations will prevail. The Monitoring Officer of the Host Authority will have the final ruling as to the interpretation of legal requirements, these Rules and the Panel Arrangements Document.

1.6 Where the Rules do not explicitly address an issue the Standing Orders from the Host Authority will apply.

1.7 All Panel members will be subject to a Member Code of Conduct which for elected members will be those of their own Council; co-opted members will be subject to the Code of Conduct of the Host Authority provided that the Panel may agree to adopt such additional protocols as it thinks fit.

### **2.0 Election of Chairman and Vice-Chairman**

2.1 The Chairman and Vice-Chairman of the Panel shall be elected from amongst the members of the Panel. The election will take place annually at the Annual meeting of the Panel, which will normally be held in June of each year.

2.2 Save for the requirement for re-election; there is no maximum term length for the Chairman or Vice-Chairman positions.

2.3 The positions will be elected by those members present at the June/July Annual Meeting by a simple majority vote.

2.4 The Vice-Chairman will preside in the absence of the Chairman and if neither is present the Panel will appoint a Chairman from among the remaining Members for the purposes of that meeting.

### **3.0 Resignation and removal of the Chairman and Vice- Chairman**

3.1 The Chairman and/or Vice-Chairman may be removed by a vote of no confidence by a simple majority vote at a formal meeting of the Panel.

3.2 In the event of the resignation or removal of the Chairman or Vice-Chairman an election for the position will be held at the next meeting of the Panel.

### **4.0 Panel Meetings**

4.1 The Panel will hold at least six ordinary meetings per year to carry out its functions. The calendar of meetings will normally be agreed by the Panel at its Annual Meeting.

4.2 Extraordinary meetings may also be called by the Chairman or by any four Members of the Panel by giving notice in writing to the Secretariat.

4.3 At least 10 working days notice will be given before an Extraordinary meeting (unless the Chairman agrees that there are special reasons for an urgent meeting) and the meeting must then be held within 20 working days of the notice.

4.4 Any request for an Extraordinary Meeting must specify the particular item of business for which the Extraordinary Meeting of the Panel is to be called.

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4.5 The panel will meet at Buckinghamshire Council Offices, Gatehouse Road, Aylesbury, Bucks HP19 8FF.

4.6 Ordinary meetings will take place in accordance with a work programme agreed by the Panel and will start at the time decided by the Panel. The maximum length of a meeting shall normally be three hours.

4.7 The agenda to be followed at ordinary meetings will be as follows:

- a) to receive apologies for absence;
- b) to receive any declarations of interest from members;
- c) to approve the minutes of the last meeting;
- d) to receive the minutes of sub-committees and task groups and any reports submitted to the Panel by those Sub-committees and task groups; and
- e) to consider written and verbal reports from officers and Panel members; and
- f) items requested by members of the Panel in accordance with 4.10

4.8 The only business to be conducted at an Extraordinary Meeting of the Panel will be to choose a person to preside if the Chairman and Vice-Chairman are absent or otherwise unable to preside and to consider the matter specified in the request to call an Extraordinary Meeting. No other business may be conducted at the meeting unless the Panel otherwise resolve.

4.9 The Panel Agenda, and accompanying papers, will normally be issued to Panel Members at least 5 clear working days before the meeting. It will also be published on the Panel's website and publicised by any other means the Panel considers appropriate. Papers will normally be sent by Email.

4.10 The Secretariat will endeavour to co-ordinate the circulation of papers as early as possible to enable members to have as much time as possible to consider the issues before the meeting.

### *The scheduling of ad-hoc agenda items*

4.11 Any Member of the Panel shall be entitled to give notice to the Secretariat that he or she wishes an item relevant to the functions of the Panel to be included on the agenda following the existing scheduled items of business. Items will normally be considered at the next ordinary meeting of the Panel, providing that the following conditions apply:

At least 15 working days written notice is given to the Secretariat (The PCC is required to be given 10 working days notice therefore this timing allows for discussions prior to this).

The item must be relevant to the remit of the Panel, as set out in the Panel Arrangements Document.

The item must not have been already considered within the last six months by the Panel.

4.12 In the event of a dispute on whether the conditions listed above apply, the Monitoring Officer of the Host Authority will advise the Chairman and Panel. The Panel's decision shall be final.

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4.13 Where the conditions above apply and the agenda item is discussed, the Panel may consider at this point whether any further action is needed in terms of further agenda time; investigation outside of the meeting; or a written response or information from the PCC.

### 5.0 Quorum

5.1 A meeting of the Panel cannot take place unless at least one third (7) of the membership of the Panel is present.

### 6.0 Voting

6.1 A decision is taken by a majority of those present and voting.

6.2 Voting is generally by a show of hands unless a named vote is called for by a member of the Panel.

6.3 If a Panel Member arrives at the meeting before the casting of votes on any item has been commenced he/she is entitled to vote on that item.

6.4 Immediately after a vote is taken any Panel Member may ask for it to be recorded in the minutes that he/she voted for or against the question, or that he/she abstained.

6.5 The Chairman of the Panel, or other person presiding, shall have a second and/or casting vote where votes for and against a proposal are equal. There shall be no restriction on the manner in which the casting vote is exercised.

### Membership

#### *Elected Members*

6.6 The Panel comprises:

- a) 14 elected members (one from each of the Oxfordshire district councils (4), one for each of the Unitary Authorities in Berkshire (6), and one each for Oxfordshire County Council, Oxford City Council and Milton Keynes Council. Buckinghamshire Council will have one member plus three further local authority co-opted Members and Milton Keynes Council will have one further local authority co-opted Member to meet the balanced panel objective (see 6.6 c) and d).
- b) Two co-opted members who may not be members of the local authorities in the Thames Valley Police area;
- c) **Three** co-opted members from Buckinghamshire Council to meet the balanced appointment objective (in addition to 6.6 a)
- d) **One** co-opted member from Milton Keynes Council to meet the balanced appointment objective (in addition to 6.6 a)

6.6.1 Appointments of elected Members to the Panel shall be made by each of the Authorities in accordance with their own procedures and in making their appointments to the Panel each individual authority shall have regard to the requirement in the Act that appointments shall be made with a view to ensuring that the 'balanced appointment objective' is met so far as is reasonably practicable. It is

## **APPENDIX 1**

recognised that each Authority may choose to appoint from within the membership of the majority group.

6.6.2 The balanced appointment objective requires that the Panel should (when taken together), and as far as is reasonably practicable:

- a) represent all parts of the police area;
- b) represent the political make-up of the Authorities (when taken together);
- c) have the skills, knowledge and experience necessary for the Panel to discharge its functions effectively.

6.9 In the event that an Authority does not appoint a Member in accordance with these requirements, the Secretary of State will appoint a Member from the Authority to the Panel in accordance with the provisions in the Act.

### **7.0 Public Participation**

The Panel will allow up to 20 minutes at each full meeting held in public for public questions. Public questions will be subject to strict criteria that will be set out and made publicly available in the Panel's Public Question Time Scheme. The scheme will be reviewed on an annual basis.

### **8.0 Work Programme**

8.1 The Panel will be responsible for setting its work programme. In doing so it shall have regard to:

- a) the requirement to undertake the functions and responsibilities of the Panel as set out in the Act including consideration of the necessary timings to meet its legal responsibilities;
- b) the priorities defined by the PCC;
- c) the ascertainable views of the public on Police and Crime matters;
- d) the views of key partners, including Probation, Health, Community Safety Partnerships;
- e) the views of its members and advisers; and
- f) the resources available to support the delivery of the work programme.

### **9.0 Sub-Committees**

9.1 The Panel may set up sub-committees to undertake specified functions of the Panel. The role of sub-committees is to carry out delegated Panel functions, excluding those functions that are not able to be delegated under the Act. Sub-committees may formally take decisions as delegated to them by the Panel.

9.2 The work to be undertaken by a sub-committee will be agreed by the Panel. In commissioning the work the Panel will agree as part of the scoping document the following:

terms of reference and delegations

purpose/objectives

resources

timescales for completing the work and reporting back

membership

## **APPENDIX 1**

9.3 The Panel shall appoint sub-committees. The Chairman of the Panel may make a recommendation to the Panel on Membership.

9.4 The maximum size of a sub-committee shall be seven members. The minimum size is three members. Size shall be determined on a case-by-case basis at the point that the review is commissioned.

9.5 The membership of sub-committees shall be confined to members of the Panel.

9.6 In determining the membership of a sub-committee the Panel shall give so far as practicable, consideration to the duties in the Act to consider political balance; geographical balance; and the skills and expertise of members.

9.7 Sub-Committees shall report back to the Panel, and the minutes of the Sub-committee shall be received by the Panel.

### **10 Task Groups**

10.1 The role of Task Groups is to undertake time-limited investigations into particular issues, such as a scrutiny topic review. They are informal working groups, and as such have no decision-making power. Task Groups will report back upon the completion of their work with a report and recommendations to the Panel.

10.2 The work to be undertaken by a Task Group will be agreed by the Panel. In commissioning the work the Panel will agree as part of the scoping document the following:

- terms of reference;
- purpose/objectives;
- approach to gathering evidence;
- resources to support the review;
- timescales for completing the work and reporting back; and
- membership.

10.3 Task Groups can only make reports or recommendations to the Panel. The Panel will consider reports it receives, and if agreed, such reports may be adopted as the Panel's report.

10.4 The Panel will appoint Task Groups. The Chairman of the Panel may make a recommendation to the Panel on the membership.

10.5 The maximum size of a Task Group shall be agreed by the Panel at the point that the review is commissioned. The minimum size is three members.

10.6 The Panel shall appoint a Chairman of the Task Group from within the membership of the Panel. The Chairman of the Panel may make a recommendation on whom to appoint.

10.7 The composition of a Task Group will be determined by the role it is to perform. Whilst issues of political and geographical balance may be taken into account, to help the effectiveness of the group consideration may also be given to:

- skills and expertise

## APPENDIX 1

- availability of members to undertake the work
- interest and commitment

10.8 The Panel may choose to co-opt non-Panel members onto a Task Group if it is considered that they possess skills, expertise, or a perspective which will assist the Group in its work. Co-opted members on a Task Group are non-voting members of the Group.

10.9 The following eligibility rules will apply to non-voting co-opted members of Task Groups:

must live and/or work in the Thames Valley Police Force area; and

must be able to provide expertise/layperson's perspective to assist the group in carrying out its scrutiny function.

### **11.0 Panel Reports and Recommendations—General**

11.1 Where the Panel makes a report to the PCC it will publish the report or recommendations on its website, except where the information is exempt or confidential as defined in the Local Government Act 1972 (as amended).

11.2 The Panel may require the PCC within 20 working days (or within such other period as is indicated in these Rules) of the date on which s/he receives the Panel's report or recommendations to:

- a) consider the report or recommendations;
- b) respond to the Panel indicating what (if any) action the PCC proposes to take;
- c) where the Panel has published the report or recommendations, publish the response from the PCC.

11.3 The Panel will formally make requests to the PCC or issue other statements by way of reports and recommendations. As the Panel is a scrutiny body, rather than an executive decision-making committee, motions or resolutions will not be considered by the Panel.

#### *Procedure for Agreeing Reports and Recommendations*

11.4 Recommendations to the PCC from the Panel will be made as an outcome of a scrutiny review or as a result of an agenda item discussion.

11.5 As a cross-party scrutiny committee reports and recommendations to the PCC should normally be agreed by consensus rather than a formal vote. Where this is not possible a vote may be taken, under the voting procedure outlined above. This includes the option of a Panel member requesting a named vote is taken at the meeting to ensure that views are recorded.

#### *Minority Reporting*

11.6 In exceptional circumstances, one minority report in relation to reports prepared by Task Groups may be prepared and submitted for consideration with the majority report to the PCC. Where a member or members wish to submit a minority report the Chairman of the Panel and Secretariat should be notified as soon as possible in advance of the Panel meeting, normally 10 working days notice should be given depending on the timing of the Task Group's consideration of its majority report.

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11.7 The PCC's responsibilities and remit relate to the Committee as a whole, therefore the PCC will respond to the Committee as a whole and not to individual members of the Panel. This means that for the purposes of communication to the public, stakeholders and the PCC the majority report represents the viewpoint of the Panel and the PCC will be required only to respond to the majority report.

### **12.0 PCC and others giving account**

12.1 The presumption will be that the PCC will be required to attend all formal Police and Crime Panel meetings (ordinary and extraordinary) to answer questions which may be necessary to assist the Panel in discharging its functions, unless the Panel decides that this is not necessary and informs the PCC that they will not be required.

12.2 The PCC shall be notified on the Annual Work Programme of the Panel including meeting dates.

12.3 In setting the Annual Work Programme the Panel should identify and consider where possible what papers will be required, and if any supporting staff from the Secretariat, Police or otherwise are likely to be needed in addition to the PCC, in order to give as much notice as possible.

12.4 Where a new agenda item is scheduled for a meeting that is not included within the work programme and the PCC (and staff/or Chief Constable) is required to attend, the Secretariat will inform the relevant persons of the nature of the agenda item and any written information that is required as soon as possible.

12.5 At least 15 working days notice will be given of the new agenda time to the PCC and any requirement to provide written information (owing to the access of information requirements this equates to 10 working days notice for the provision of written information).

12.6 In exceptional circumstances, and where there is agreement between the PCC and Chairman of the Panel, shorter notice may be required for either attendance or papers.

12.7 If the Panel requires the PCC to attend before the Panel, the Panel may also request the Chief Constable to attend on the same occasion to answer any questions which appear to the Panel to be necessary in order for it to carry out its functions.

12.8 In undertaking its functions, the Panel may invite persons other than those referred to above to attend Panel meetings, to address the meeting, discuss issues of local concern and/or answer questions. This may, for example and not exclusively, include residents, stakeholders, Council Members who are not members of the Panel and officers from other parts of the public sector.

### **13.0 Special Functions**

13.1 The Special Functions of the Panel, as set out in the Panel Arrangements, are those functions which are conferred on the Panel in relation to:

- a) the review of the Police and Crime Plan as required by Section 28(3) of the Act;
- b) the review of the Annual Report as required by Section 28 (4) of the Act;
- c) the review of senior appointments in accordance with Paragraphs 10 and 11 of Schedule 1 of the Act;
- d) the review and potential veto of the proposed precept in accordance with Schedule 5 of the Act;

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- e) the review and potential veto of appointment of the Chief Constable in accordance with Part 1 the Act.

### **14.0 Police and Crime Plan**

14.1 The Panel is a statutory consultee on the development of the PCC's Police and Crime Plan and will receive a copy of the draft Police and Crime Plan, or a draft of any variation to it, from the PCC.

14.2 The Panel will:

- a) hold a meeting to review the draft Police and Crime Plan (or a variation to it); and
- b) report or make recommendations on the draft Plan which the PCC must take into account.

### **15.0 Annual Report**

15.1 The PCC must publish an Annual Report about the exercise of his/her functions in the financial year and progress in meeting police and crime objectives in the year. The report must be sent to the Panel for consideration.

15.2 The Panel must comment upon the Annual Report of the PCC, and for that purpose must:

- a) arrange for a meeting of the Panel to be held as soon as practicable after the Panel receives the Annual Report;
- b) require the PCC to attend the meeting to present the Annual Report and answer such questions about the Annual Report as the Panel think appropriate;
- c) make a report and/or recommendations on the Annual Report to the PCC.

### **16.0 Proposed precept**

16.1 The Panel will receive notification from the PCC of the precept that they are proposing to issue for the coming financial year. The Panel will arrange for a meeting of the Panel to be held as soon as practicable after the Panel receives the proposed precept and make a report including recommendations.

16.2 Having considered the precept, the Panel will:

- a) support the precept without qualification or comment; or
- b) support the precept and make recommendations; or

The Panel would need to indicate whether it considered the proposed precept to be too high or too low.

- c) veto the proposed precept (by the required majority of at least two thirds of the persons who are members of the Panel and present at the time when the decision is made).

16.3 If the Panel vetoes the proposed precept, the report to the PCC must include a statement that the panel has vetoed the proposed precept and give reasons for that decision. The Panel will require a response from the PCC to the report and any such recommendations.

### **17.0 Senior Appointments**

17.1 The Panel must review the proposed appointment by the PCC of the Chief Constable, Chief Executive, Chief Finance Officer and Deputy Police and Crime PCC.

## APPENDIX 1

17.2 The Panel will receive notification of the proposed appointment from the PCC, which will include:

- a) the name of the candidate;
- b) the criteria used to assess suitability of the candidate;
- c) why the candidate satisfies the criteria; and
- d) the terms and conditions proposed for the appointment.

17.3 The Panel must hold a confirmation hearing for all proposed senior appointments within 15 working days of receipt of notification by the PCC. It must also report to the PCC at the same time with its recommendations. The 15 working days will not include the post-election period.

17.4 The confirmation hearings will be held in public and the candidates will be questioned in relation to their appointment. Candidates must attend, either in person or by video link.

17.5 Following the hearing, the Panel will make a report and/or recommendations to the PCC on the proposed appointment. The PCC must respond in writing within the usual 20 working days confirming whether the recommendation has been accepted or not.

17.6 In relation to the proposed appointment of the Chief Constable, the Panel is required to make recommendations to the PCC and has the power to veto the appointment. Following the hearing, the Panel will be asked to:

- a) support the appointment without qualification or comment;
- b) support the appointment with associated recommendations, or
- c) veto the appointment of the Chief Constable (a two thirds majority is required of those members present at the time when the decision is made).<sup>1</sup>

17.7 If the Panel vetoes an appointment, it must set out its reasons for doing so in a report to the PCC and the PCC must not then appoint that candidate as Chief Constable.

### **18.0 Suspension of the Police and Crime Commissioner**

18.1 The Panel may suspend the PCC if it appears to the Panel that:

- a) the PCC is 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.

18.2 This decision will be taken at a formal Panel meeting via a vote.

18.3 The suspension of the PCC ceases to have effect upon the occurrence of the earliest of these events:

- a) the charge being dropped;
- b) the PCC being acquitted of the offence;
- c) the PCC being convicted of the offence but not being disqualified under Section 66 of the Police Reform and Social Responsibility Act 2011 by virtue of the conviction; or

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<sup>1</sup> Subject to change following HO regulations

## **APPENDIX 1**

d) the termination of the suspension by the Police and Crime Panel.

18.4 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.

### **19.0 Suspension and Removal of the Chief Constable**

19.1 The Panel will receive notification if the PCC suspends the Chief Constable.

19.2 The PCC must also notify the Panel in writing of his/her proposal to call upon the Chief Constable to retire or resign together with a copy of the reasons given to the Chief Constable in relation to that proposal.

19.3 The PCC must provide the Panel with a copy of any representations from the Chief Constable about the proposal to call for his/her resignation or retirement.

19.4 If the PCC is still proposing to call upon the Chief Constable to resign, she/he must notify the Panel accordingly (the 'further notification').

19.5 Within 30 days from the date of receiving the further notification the Panel must make a recommendation in writing to the PCC as to whether or not s/he should call for the retirement or resignation. Before making any recommendation the Panel may consult the chief inspector of constabulary, and must hold a meeting.

19.6 The scrutiny hearing which must be held by the Panel is a Panel meeting in private to which the PCC and Chief Constable are entitled to attend to make representations in relation to the proposal to call upon the Chief Constable to retire or resign. Appearance at the scrutiny hearing can be by attending in person or video link.

19.7 The PCC may not call upon the Chief Constable to retire or resign until the end of the scrutiny process which will occur:

- (a) at the end of 30 days from the Panel having received notification if the Panel has not by then given the PCC a recommendation as to whether or not she/he should call for the retirement or resignation; or
- (b) the PCC notifies the Panel of a decision about whether she/he accepts the Panel's recommendations in relation to resignation or retirement.

19.8 The PCC must consider the Panel's recommendation and may accept or reject it, notifying the Panel accordingly.

### **20.0 Appointment of an Acting Police and Crime Commissioner**

20.1 The Panel must meet to appoint a person to be acting PCC if:

- a) no person holds the office of PCC;
- b) the PCC is incapacitated (i.e. unable to fulfil the functions of PCC) which is a matter for the Panel to determine; or
- c) the PCC is suspended.

## **APPENDIX 1**

20.2 In the event that the Panel has to appoint an acting PCC it will meet to determine the process for appointment which will comply with these Rules of Procedure and any legal requirements.

20.3 The Panel may appoint a person as acting PCC only if the person is a member of the PCC's staff at the time of the appointment.

20.4 In appointing a person as acting PCC in a case where the PCC is incapacitated, the Panel must have regard to any representations made by the PCC in relation to the appointment.

20.5 The appointment of an acting PCC will cease to have effect upon the earliest of the following:

- a) the election of a person as PCC;
- b) the termination by the Panel, or by the acting PCC, of the appointment of the acting PCC;
- c) in a case where the acting PCC is appointed because the PCC is incapacitated, the PCC ceasing to be incapacitated; or
- d) in a case where the acting PCC is appointed because the PCC is suspended, the PCC ceasing to be suspended.

20.6 Where the acting PCC is appointed because the PCC is incapacitated or suspended, the acting PCC's appointment does not terminate because a vacancy occurs in the office of PCC.

### **21.0 Complaints**

21.1 Serious complaints which involve allegations which may amount to a criminal offence by the PCC or senior office holders are dealt with by the Independent Police Complaints Commission (the 'IPCC').

21.2 The Panel may however be involved in the informal resolution of certain other complaints against the PCC and Deputy PCC, where they are not being investigated by the IPCC or cease to be investigated by the IPCC.

21.3 The Panel shall have a Complaints Procedure for complaint handling that shall be set out in a protocol.

### **22 Further Guidelines/Protocols**

22.1 The Panel may agree further guidelines/protocols to assist it in carrying out its business so long as these are in accordance with the Rules of Procedure, Panel Arrangements and legal requirements.

## **ANNEX A: ACCESS TO INFORMATION STANDING ORDERS**

### **1.0 SCOPE**

1.1 These standing orders apply to all formal meetings of the Police and Crime Panel.

1.2 These rules do not affect any additional rights to information contained elsewhere in this Constitution or granted by law.

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### **2.0 RIGHTS TO ATTEND MEETINGS**

2.1 Members of the public may attend all meetings subject only to the exceptions in these standing orders.

### **3.0 NOTICES OF MEETING**

3.1 The Secretariat will give at least five clear days notice of any meeting by posting details of the meeting at the principal offices of the Host Authority and on the Internet.

### **4.0 ACCESS TO AGENDA AND REPORTS BEFORE THE MEETING**

4.1 The Secretariat will make copies of the agenda and reports open to the public available for inspection at the designated offices at least five clear days before the meeting. If an item is added to the agenda later, the Monitoring Officer of the Host Authority shall make each report available to the public as soon as the report is completed and sent to members, and will ensure that it will be open to inspection from the time the item was added to the supplementary agenda.

### **5.0 SUPPLY OF COPIES**

5.1 The Secretariat will supply copies of:

- a) any agenda and reports which are open to public inspection;
- b) any further statements or particulars necessary to indicate the nature of the items in the agenda; and
- c) if the Monitoring Officer of the Host Authority 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 costs under the Host Authority's Charging Policy. Under the Freedom of Information Act, information would be supplied free until these costs go over the threshold of £450, when a charge would be levied.

### **6.0 ACCESS TO MINUTES ETC AFTER THE MEETING**

6.1 The Secretariat will make available copies of the following for six years after a meeting:

- a) the minutes of the meeting, or, where appropriate, records of decisions taken, together with reasons, for all meetings of the Panel excluding any part of the minutes of proceedings when the meeting was not open to the public or which disclose exempt or confidential information;
- b) a summary of any proceedings not open to the public where the minutes open to inspection would not provide a reasonably fair and coherent record;
- c) the agenda for the meeting; and
- d) reports relating to items when the meeting was open to the public.

### **7.0 BACKGROUND PAPERS**

7.1 *List of background papers:* Reports will include a list (prepared by the Secretariat) of those documents (called background papers) relating to the subject matter of the report which in their opinion 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.

7.2 *Public inspection of background papers:* The Council will make available for public inspection for six years after the date of the meeting one copy of each of the documents on the list of background papers.

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*7.3 Use of media technology at Panel Meetings:* At the discretion of the Chairman of the Panel recording of meetings and use of media technology will be permitted provided that it does not release information that the Secretariat has identified as being confidential under the Access to Information Regulations.

7.4 The Secretariat supports the use of networking sites to disseminate information during their meetings, provided that confidential information as outlined above is not deliberately or inadvertently disclosed.

### 8.0 SUMMARY OF THE PUBLIC'S RIGHTS

8.1 A written summary of the public's rights to attend meetings and to inspect and copy documents is available for inspection at the Principal offices of the Host Authority.

### 9.0 EXCLUSION OF ACCESS BY THE PUBLIC TO MEETINGS

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

9.1 The public must be excluded from an item at a meeting whenever it is likely in view of the nature of the business to be

*9.2 Meaning of confidential information:* Confidential information means information given to the Panel by a Government Department on terms which forbid its public disclosure or information which cannot be publicly disclosed by reason of a Court Order or any enactment.

*9.3 Exempt information – discretion to exclude public:* The public may be excluded from an item at a meeting whenever it is likely in view of the nature of the business to be transacted or the nature of the proceedings, that exempt information would be disclosed.

*9.4 Meaning of exempt information:* Subject to, and to the test of the Public Interest set out in paragraph below, information is exempt information where it falls within any of the following categories:

- 1 Information relating to an individual.
- 2 Information which is likely to reveal the identity of an individual.
- 3 Information relating to the financial or business affairs of any particular person (including the public authority holding the information), except where the information is required to be registered under certain prescribed statutes including the Companies Act 1985 and the Charities Act 1993. "Financial or business affairs" includes contemplated, as well as past or current activities.
- 4 Information relating to any consultations or negotiations, or contemplated consultations or negotiations, in connection with any labour relations matter arising between the authority or a Minister of the Crown and employees of, or office holders under, the Authority. "Labour relations matter" means any matter which may be the subject of a trade dispute, or any dispute about any such matter (ie a matter specified in paragraphs (a) to (g) of section 218(1) of the Trade Union and Labour Relations (Consolidation) Act 1992.
- 5 Information in respect of which a claim to legal professional privilege could be maintained in legal proceedings.
- 6 Information which reveals that the Authority proposes:
  - a) to give under any enactment a notice, under or by virtue of which requirements are to be imposed on a person; or
  - b) to make an order or direction under any enactment.

## **APPENDIX 1**

7 Information relating to any action taken or to be taken in connection with the prevention, investigation or prosecution of crime.

9.5 *Public interest test*: Information falling within any of categories 1-7 set out above, which is not prevented from being exempt because it falls within category 3, and is required to be registered under the prescribed enactments is exempt information if, and so long as, in all the circumstances of the case, the public interest in maintaining the exemption outweighs the public interest in disclosing the information.

### **10.0 EXCLUSION OF ACCESS BY THE PUBLIC TO REPORTS**

10.1 The Monitoring Officer of the Host Authority may exclude access by the public to a report which, in his or her opinion, relates to an item during which, in accordance with this Access to Information Standing Order, the meeting is likely not to be open to the public; or, as the case may be, was not open to the public. Such reports will be marked "Not for publication", together with the category of information likely to be disclosed.

### **11.0 RECORD OF DECISIONS**

11.1 After any formal meeting of the Panel, the Secretariat will produce a record of every decision taken at that meeting as soon as practicable. The record will include a statement of the reasons for each decision and, where appropriate, any alternative options considered and rejected at that meeting.

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## APPENDIX 2

### **THAMES VALLEY POLICE AND CRIME PANEL ARRANGEMENTS**

Originally published: 26 April 2012

Amended: 24 June 2022

This document was agreed by a Joint Committee on 19 April 2012 on behalf of the following Authorities and updated on 24 June 2022 to reflect a recommendation from the Panel's Task and Finish Group on Panel Membership.

- Bracknell Forest Council
- Buckinghamshire Council
- Cherwell District Council
- Milton Keynes Council
- Oxford City Council
- Oxfordshire County Council
- Reading Borough Council
- Royal Borough of Windsor and Maidenhead Council
- Slough Borough Council
- South Oxfordshire District Council
- Vale of White Horse District Council
- West Berkshire Council
- West Oxfordshire District Council
- Wokingham Borough Council

In this agreement:

- the above Authorities are referred to singularly as 'Authority' and together as 'the Authorities';
- the "Panel" is the Police and Crime Panel for the Thames Valley Police Force;
- the "Secretariat" is the financial, administrative, scrutiny and other officer support to the Panel;
- the "Host Authority" is the council which hosts the Secretariat at the relevant time;
- the "Act" is the Police Reform and Social Responsibility Act 2011;
- the "Thames Valley Local Authority Chief Executives" are the chief executive officers of the "Authorities";
- the "Panel Arrangements Document" is this document, as amended from time-to-time; and
- the "Rules of Procedure" are the Rules of Procedure as agreed by the Panel from time to time.

#### **1.0 Background**

- 1.1 This Panel Arrangements Document will normally be reviewed every four years by all Authorities, alongside a review of the Rules of Procedure. Proposed changes to the Panel Arrangements Document will be referred to the Thames Valley Local Authority Chief Executive Officers (or to other such arrangement as may be agreed by all Authorities) for comment prior to the decision by the Panel.
- 1.2 The Police Reform and Social Responsibility Act 2011 ('the Act') introduces new structural arrangements for national policing, strategic police decision making, neighbourhood policing and police accountability.

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- 1.2 The Act provides for the election of a Police and Crime Commissioner ('PCC') for a police area, responsible for securing an efficient and effective police force for their area, producing a Police and Crime Plan, recruiting the Chief Constable for an area, and holding him/her to account, publishing certain information including an annual report, setting the force budget and police precept and requiring the Chief Constable to prepare reports on police matters. The PCC must co-operate with local community safety partners and criminal justice bodies.
- 1.3 The Act requires the Authorities to establish and maintain a Police and Crime Panel ('the Panel'). It is the responsibility of the Authorities for the police area to make arrangements for the Panel ('Panel Arrangements').
- 1.4 The Thames Valley is a multi-authority police area ('the police area') as defined in Schedule 1 of the Police Act 1996. All the Authorities, as the relevant local authorities within the police area must agree to the making and modification of the Panel Arrangements. If the Authorities are not able to agree the Panel Arrangements the Secretary of State is able to establish a Police and Crime Panel for the Police Area.
- 1.5 Each Authority and each Member of the Panel must comply with the Panel Arrangements.
- 1.6 The functions of the Panel—to be known as the "Thames Valley Police and Crime Panel"—are to be exercised with a view to supporting the effective exercise of the functions of the PCC for that police area.
- 1.7 The Panel must have regard to the Policing Protocol issued by the Home Secretary, which sets out the ways in which the Home Secretary, the PCC, the Chief Constable and the Panel should exercise, or refrain from exercising, functions so as to encourage, maintain or improve working relationships (including co-operative working); and limit or prevent the overlapping or conflicting exercise of functions.
- 1.8 The Panel is a scrutiny body with responsibility for scrutinising the PCC and promoting openness in the transaction of police business in the police area.
- 1.9 The Panel is a Joint Committee of the Authorities and as such is subject to the requirements of the Local Government Act 1972 and subsequent legislation
- 1.10 The Authorities by being parties to this Agreement signify their agreement to the Panel Arrangements.

### **2.0 Terms of Reference and Functions**

- 2.1 The overarching role of the Panel is to scrutinise the work of the PCC in the discharge of the PCC's functions in order to support the effective exercise of those functions.
- 2.2 To undertake this scrutiny role the Panel will carry out the functions set out in the Act. These functions relate to the scrutiny of the Police and Crime Plan, PCC's Annual Report; confirmation hearings of appointments; issuing of precepts; and the

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appointment of the Chief Constable. These functions may not be discharged by a sub-committee of the Panel.

2.3 The Panel is a statutory consultee on the development of the **PCC's Police and Crime Plan** and must:

- a) review the draft Police and Crime Plan (or a variation to it); and
- b) report and/or make recommendations on the draft Plan which the PCC must take into account.

2.4 The Panel must comment upon the **Annual Report** of the PCC, and for that purpose will:

- a) question the PCC on the Annual Report at a public meeting;
- b) make a report and/or recommendations on the Annual Report to the PCC.

2.5 The Panel must hold **confirmation hearings in respect of proposed senior appointments** made by the PCC. This includes the posts of the PCC Chief Executive; Chief Finance Officer and Deputy Police and Crime PCC in accordance with the requirements set out in Schedule 1 of the Act. The Panel will review the appointments and make a report and/or recommendations to the PCC.

2.6 The Panel must hold a **confirmation hearing in respect of the appointment of the Chief Constable** by the PCC. The Panel has the right of veto for the appointment of this post in accordance with the Act and regulations.<sup>1</sup>

2.7 The Panel must review the **precept** proposed by the PCC in accordance with the requirements set out in Schedule 5 of the Act, and will have a right of veto in respect of the precept in accordance with the Act and Regulations made thereafter.

2.8 The right of veto will require that at least two-thirds of the persons who are Members of the Panel at the time when the decision is made vote in favour of making that decision.<sup>2</sup>

2.10 The Panel may appoint an Acting PCC if necessary.

2.11 The Panel may suspend the PCC if he/she is charged with an offence carrying a maximum term of imprisonment exceeding two years.

2.12 The Panel will have any other powers and duties set out in the Act or Regulations made in accordance with the Act.

2.13 The Panel may carry out in-depth reviews into the work of the PCC. This work may be delegated to a Sub-Committee or Task Group.

### 3.0 Membership

#### *Elected Members*

3.1 The Panel comprises:

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<sup>1</sup> Subject to Home Office regulations

<sup>2</sup> Ibid.

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- a) 14 elected members (one from each of the Oxfordshire district councils (4), one for each of the Unitary Authorities in Berkshire (6), and one each for Oxfordshire County Council, Oxford City Council and Milton Keynes Council. Buckinghamshire Council will have one member plus **three** further local authority co-opted Members **and Milton Keynes Council will have one further local authority co-opted Member** to meet the balanced panel objective (see 3.1 c) **and d)**).
- b) Two co-opted members who may not be members of the local authorities in the Thames Valley Police area;
- c) **Three** co-opted members from Buckinghamshire Council to meet the balanced appointment objective (in addition to 3.1 a)
- d) One co-opted member from Milton Keynes Council to meet the balanced appointment objective (in addition to 3.1 a)**

- 3.2 Appointments of elected Members to the Panel shall be made by each of the Authorities in accordance with their own procedures and in making their appointments to the Panel each individual authority shall have regard to the requirement in the Act that appointments shall be made with a view to ensuring that the 'balanced appointment objective' is met so far as is reasonably practicable. It is recognised that each Authority may choose to appoint from within the membership of the majority group.
- 3.3 The balanced appointment objective requires that the Panel should (when taken together), and as far as is reasonably practicable:
  - a) represent all parts of the police area;
  - b) represent the political make-up of the Authorities (when taken together);
  - c) have the skills, knowledge and experience necessary for the Panel to discharge its functions effectively.
- 3.4 In the event that an Authority does not appoint a Member in accordance with these requirements, the Secretary of State will appoint a Member from the Authority to the Panel in accordance with the provisions in the Act.

### *Term of Office*

- 3.5 A member shall be appointed annually to the Panel to hold office for the following municipal year, and all such appointments shall be notified to the Secretariat no later than 31 May in each year, subject to the following proviso that he or she:
  - a) shall cease to be a member of the Panel if he or she ceases to be a member of the Authority (and does not on the same day again become a member of the Authority).
- 3.6 Each Authority will give consideration to the 'balanced objective requirement' in its annual appointment process. Where possible, an Authority will give consideration to continuity of membership to enable the Panel's expertise and skills to be developed for the effective scrutiny of the PCC.

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### *Resignation and removal of elected members on the Panel*

- 3.7 An Authority may decide in accordance with its procedures to remove its Member from the Panel at any time and upon doing so shall give written notice to the Secretariat of the change in its Member.
- 3.8 A Member may resign from the Panel at any time by giving notice to the appointing Council who will inform the Secretariat.
- 3.9 In the event that any Member resigns from the Panel, or is removed from the Panel by his or her Authority, the Authority shall immediately take steps to nominate and appoint an alternative Member to the Panel, applying the considerations given in paragraph 3.2-3.3 above.
- 3.10 Where a Panel Member fails to attend meetings of the Panel over a six month period then the Secretariat shall recommend to the relevant Authority that due consideration is given to removing the member from the appointment to the Panel and the appointment of a replacement member from that Authority.

### ***Non-local authority co-opted members***

- 3.11 Two co-optees shall be appointed by the Panel who may not be members of the local authorities in the Thames Valley police area.
- 3.12 those co-optees shall:
- a) be disqualified from being appointed if:-
    - i) he or she has not yet attained the age of eighteen years, or
    - ii) neither his or her principal or only place of work, nor his or her principal or only place of residence, has been in the police area during the whole of the period of twelve months ending with the day of appointment.
  - b) be disqualified from being a member so appointed if, at any time, neither his or her principal or only place of work, nor his or her principal or only place of residence, is within the police area.
- 3.13 The following shall be disqualified from being appointed, and from being a co-opted Member if so appointed:
- a) the PCC for the police area;
  - b) a member of staff of the Police and Crime PCC for the area;
  - c) a member of the civilian staff of the Police Force for the area;
  - d) a Member of Parliament;
  - e) a Member of the National Assembly for Wales;
  - f) a Member of the Scottish Parliament;
  - g) a Member of the European Parliament;
  - h) a member of the uniformed Police Force for the area;
  - i) a member of a principal council within the Thames Valley Police Authority area.

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- 3.14 A co-opted Member shall be a Member of the Panel for four years. The maximum time length that a co-opted member may serve for is two terms.
- 3.15 The appointments of co-opted Members are undertaken in accordance with the following principles:
- a) The appointment will be made on merit of candidates whose skills, experience and qualities are considered best to ensure the effective functioning of the Panel.
  - b) The selection process must be fair, objective, impartial and consistently applied to all candidates who will be assessed against the same pre-determined criteria.
  - c) The selection process will be conducted transparently with information about the requirements for the appointment and the process being publicly advertised.
  - d) The selection process will endeavour to encourage applications from candidates which reflect the breadth of communities in the Thames Valley and will welcome applications from all eligible people irrespective of gender, ethnic origin, religious belief, sexual orientation, disability, age or other factor.
- 3.16 Costs of the recruitment process shall be met from within the existing budget approved by the Panel as set out in section 5. Costs will be minimised by utilising existing networks and advertising online through the national public appointments website, rather than by paid advertisement in newspapers.
- 3.17 A co-opted Member of the Panel may resign from the Panel by, giving at least three months written notice to the Secretariat. In exceptional circumstances the Panel may agree to a shorter notice period.
- 3.18 The Panel may at any time terminate the appointment of a co-opted Member of the Panel by notice in writing with immediate effect if:
- a) he or she has been convicted of a criminal offence but not disqualified in accordance with 3.21(c); or
  - b) reasonably satisfied that the member is otherwise unable or unfit to discharge his functions as a member; or
- 3.19 In the event that a co-opted member fails to attend the meetings of the Panel over a six month period the Panel shall give due consideration to the termination of the appointment of the co-opted member.
- 3.20 Where, in accordance with Paragraphs 3.17 and 3.18 a co-opted Member resigns from the Panel or is removed from the Panel following a decision of the Panel, the Panel shall ensure that a replacement is sought as soon as possible in accordance with the principles set out in paragraph 3.15.
- 3.21 Subject to the exemptions set out in paragraphs 3.21 and 3.22, a person shall be disqualified from being appointed as or being a member of a Panel if:

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- a) a bankruptcy order has been made against him or her or his or her estate has been sequestrated or he or she has made a composition or arrangement with, or granted a trust deed for, his creditors;
- b) he or she is subject to a disqualification order or disqualification undertaking under the Company Directors Disqualification Act 1986, to a disqualification order under Part II of the Companies (Northern Ireland) Order 1989, to a disqualification undertaking accepted under the Company Directors Disqualification (Northern Ireland) Order 2002 or to an order made under section 429(2)(b) of the Insolvency Act 1986(failure to pay under county court administration order); or
- c) he or she has within five years before the date of appointment or since appointment been convicted in the United Kingdom, the Channel Islands or the Isle of Man of an offence, and has had passed on him or her a sentence of imprisonment (whether suspended or not) for a period of not less than three months.

3.22 Where a person is disqualified under paragraph 3.20(a) by reason that a bankruptcy order has been made against him or her or his or her estate has been sequestrated, the disqualification shall cease:

- a) unless the bankruptcy order is previously annulled or the sequestration of his estate is recalled or reduced, on his obtaining a discharge; and
- b) if the bankruptcy order is annulled or the sequestration of his estate is recalled or reduced, on the date of that event.

3.23 Where a person is disqualified under paragraph 3.20(a) by reason of having made a composition or arrangement with, or granted a trust deed for, creditors and pays debts in full, the disqualification shall cease on the date on which the payment is completed, and in any other case it shall cease at the end of the period of five years beginning with the date on which the terms of the deed of composition or arrangement or trust deed are fulfilled.

3.24 For the purposes of paragraph 3.20(c) the date of a conviction shall be taken to be the ordinary date on which the period allowed for making an appeal or application expires or, if an appeal or application is made, the date on which the appeal or application is finally disposed of or abandoned or fails by reason of its non-prosecution.

### 3.25 **Balanced appointment objective**

3.26 The balanced appointment objective is the objective that local authority members of the Panel (when taken together) represent all parts of the police area as well as the political make-up of the local authorities in the police area (when taken together); and have the skills, knowledge and experience necessary for the Panel to discharge its functions

## **APPENDIX 2**

- 3.27 The Panel resolved on 22 November 2019 that subject to the Secretary of State's agreement to appoint up to four additional co-opted members, who are members of Buckinghamshire Council to the Panel to meet the balanced appointment objective. Appointments and resignation and removal of elected members on the Panel will be the same as Rules 3.5 to 3.10.

### **4.0 Host Authority**

- 4.1 The Panel shall agree a Host Authority for the Secretariat for the Panel, which shall provide such scrutiny, legal, financial, administrative and other support as is reasonably required to enable the Panel to undertake its functions within the resources agreed by the Panel.
- 4.2 In accordance with the Panel's agreement made at the meeting held on 6 September 2019 South Bucks District Council shall act as the Host Authority until 31 December 2019. Oxfordshire County Council shall act as the Host Authority from 1 January 2020 until such time as either:
- a) The Panel resolves at its annual meeting (held in June of each year) that another Authority should carry out this function, provided that such other Authority agrees. In which case, the function will be transferred six months after the Panel decision unless a shorter period is agreed between the existing Host Authority and the new Host Authority; or
  - b) The existing Host Authority serves notice that it no longer wishes to be the Host Authority and this function is transferred to another Authority in which case, a six month notice period will apply, unless a shorter period is agreed between the existing Host Authority and the new Host Authority; or
  - c) In the event that no Authority comes forward to act as Host Authority the home Council of the current Chairman of the Panel shall be expected to be the Host Authority.
- 4.3 The staff employed to support the Panel will be employed by the Host Authority. Should the Host Authority change the TUPE legislation which is in force at the time shall apply as necessary.

### **5.0 Budget and Costs of the Panel**

- 5.1 An annual draft budget for the operation of the Panel shall be drawn up each year by the Host Authority and approved by the Panel. All monies (which are not ring-fenced) provided by the Home Office to support the operation of the Panel shall be taken into account in preparing the Budget.
- 5.2 For the first year of operation (until April 2013), the Host Authority will provide a level of service to the Panel within the resources granted by the Home Office, excluding some of the on-costs which will be covered by the Host Authority.
- 5.3 If in subsequent years, the Panel considers that the Budget is insufficient to support the functions of the Panel, the Panel may make a funding request to all Authorities,

## **APPENDIX 2**

which request shall be made via the Thames Valley Local Authority Chief Executives.

- 5.4 Any additional costs arising under paragraph 5.3 shall be borne between the Authorities in equal shares.

### **6.0 Allowances and Expenses**

- 6.1 Each Authority has the discretion to pay its representatives on the Panel Special Responsibility Allowances, and to reimburse reasonable expenses incurred. No allowance or expenses payments will be made by the Panel itself to elected members. Any allowances or expenses which may be made to elected members arising out of Panel Membership shall be determined and borne by the appointing Authorities for each Panel Member individually.
- 6.2 The Host Authority, on behalf of the Panel will reimburse reasonable expenses to co-optees provided that this is agreed as part of the annual budget approved by the Panel.

### **7.0 Promotion of the Panel**

- 7.1 The Panel shall be promoted and supported by the Host Authority and the Secretariat through:
- a) The inclusion of dedicated webpages on the work of the Panel, with the publication of meeting agendas; minutes; and papers where those papers are public, in line with the rules of procedure and legal obligations under the Local Government Act 1972. All reports and recommendations made, with responses from the PCC will be published. Information on member attendance and other publications will be included.
  - b) Media and communications support provided by the corporate communications team, this includes the issuing of press release where required.
  - c) Clerking support to be provided for all public Panel meetings. This includes sending out agendas; minutes; procedural advice.
  - d) Legal advice where required for the Panel to carry out its duties effectively.
  - e) Independent policy advice to the Panel through a dedicated scrutiny officer, this includes written and oral briefings to Panel members.
- 7.2 The costs of the promotion work identified above will be identified as part of the annual budget approved by the Panel. Costs will be met as set out in section 5 above.
- 7.3 The Panel shall be promoted and supported by each Authority through:

## APPENDIX 2

- a) Ensuring that briefings take place for local stakeholders on the work of the Panel. This includes officer briefings to respective members in each authority to support the work of the Panel (executive/non-executive members including Panel member) on a regular basis to ensure that members are fully informed about local relevant matters.
- b) Information on each respective website about the work of the Panel and links to the main web-pages.
- c) Sharing of information on the work of the designated statutory Crime and Disorder Scrutiny Committee in order to ensure that the work programme of the Panel complements local scrutiny work and vice-versa.

### 8.0 Validity of Proceedings

- 8.1 The validity of the proceedings of the Panel shall not be affected by a vacancy in the Membership of the Panel or a defect in appointment.
- 8.2 All Panel members (including co-opted members) must observe the Members Code of Conduct and any related Protocols as agreed by the Panel *[further regulations may follow on this issue]*.

### 9.0 Rules of Procedure

- 9.1 The Panel shall determine its Rules of Procedure (in accordance with the statutory requirements and regulations).
- 9.2 The Rules of Procedure shall include arrangements in relation to:
  - a) the appointment, resignation and removal of the Chairman and Vice-Chairman;
  - b) the appointment of sub-committees;
  - c) the appointment of Task Groups;
  - c) the making of decisions;
  - e) the circulation of information;
  - f) the frequency, timing and place of meetings;
  - g) public participation; and
  - h) minority reporting.

### **Protocol for the Informal Resolution Procedure Regarding Complaints made against the Police and Crime Commissioner**

The Elected Local Policing Bodies (Complaints and Misconduct) Regulations 2012 mandated the statutory responsibility for Police and Crime Panels (PCP) to handle non-criminal complaints about the conduct of the Police and Crime Commissioner (PCC) and, where appointed, the Deputy Police and Crime Commissioner (DPCC).

Conduct in this regard may include but is not limited to actions and omissions, statements or procedures of, or undertaken by the PCC/DPCC, including the way decisions are taken. The PCP does not have the power to review the merits of any decisions taken by the PCC/DPCC, only whether the decision was taken properly in accordance with relevant procedures and any statutory requirements.

All complaints made to the PCP should clearly identify where the conduct of the PCC/DPCC has not met the complainant's expectations. The published [Code of Conduct](https://www.thamesvalley-pcc.gov.uk/information-hub/opcc-policies/) for the PCC can be accessed on the PCC's website <https://www.thamesvalley-pcc.gov.uk/information-hub/opcc-policies/>

### **Police complaint review process**

Under the Police (Complaints and Misconduct) Regulations 2020 the PCC has responsibility for carrying out reviews, where they are the relevant review body for complaints against Thames Valley Police that are initiated and undertaken pursuant to the Police Reform Act 2002.

The PCP does not have the power to review individual decisions reached by the PCC and/or his office in respect of applications made to review the outcome of complaints undertaken as stated above under the Police Reform Act 2002 and is not the correct body of recourse to challenge such decisions made by the PCC and/or their office.

Complaints which are identified to be expressing dissatisfaction about the outcome of the complaint review process will not be recorded. In accordance with regulation 10(2) of the Elected Local Policing Bodies (Complaints and Misconduct) Regulations, the complainant will be notified of the decision to take no action and the grounds on which the decision was made.

### **Initial recording of complaints received**

The Chief Executive of the Office of the Police and Crime Commissioner (OPCC) will, within 10 clear working days, consider whether:

- the complaint relates to the conduct of the Police and Crime Commissioner;
- it is a complaint for which the Thames Valley Police and Crime Panel is the relevant Police and Crime Panel;

## APPENDIX 3



- the complaint indicates the commission of a criminal offence by the PCC, in which case the complaint would be referred to the Independent Office for Police Conduct (IOPC), by the Chief Executive of the OPCC, as a potential serious complaint;
- the complaint is a relevant complaint at all; or is a complaint relating to an operational matter of the Constabulary to be resolved in accordance with the complaint's procedures of the Constabulary.

When, in accordance with the delegation to the Chief Executive of the OPCC, the decision has been made to record a complaint that will not subsequently be referred to the IOPC, the Chief Executive of the OPCC will:

- record the date of receipt;
- send a record of the complaint, to the complainant and to the person complained about (in the latter case, subject to any decision taken not to supply a copy of the complaint or to supply the complaint in a form which keeps anonymous the identity of the complainant or of any other person) and will include the contact details of the PCP's Complaints Sub-Committee (the sub-committee); and
- refer the record, and copies of all the associated paperwork, to the sub-committee. This will be no later than two working days after the complaint has been recorded.

### **Non-Recording of Complaints**

If, in consideration of the points above, the Chief Executive of the OPCC reaches the view that action should not be taken under regulation 9 of the Elected Local Policing Bodies (Complaints and Misconduct) Regulations for notifying or recording the whole or any part of the complaint received, they will notify the PCP's scrutiny officer.

In such circumstances the PCP's scrutiny officer will, in consultation with the Chairman of the sub-committee, review the complaint and, in accordance with regulation 10(2) of the Elected Local Policing Bodies (Complaints and Misconduct) Regulations, if they are in agreement that the complaint, or part thereof, does not properly fall within the responsibility of the PCP and should not be recorded, either in whole or in part, shall notify the complainant in writing, of the following:

- the decision to take no action and, if that decision relates to only part of what was received, the part in question; and
- the grounds on which the decision was made.

### **Acknowledgment of Complaints**

On receipt of the recorded complaint, the PCP's scrutiny officer will:

- assess the complaint to ensure that it is complete, and that it clearly identifies the alleged conduct matter;

- refer incomplete or unclear complaints back to the Chief Executive of the OPCC seeking further information;
- consider whether the complaint has been satisfactorily dealt with and if so, with the written signed agreement of the complainant, treat the complaint as withdrawn;
- write to the complainant, setting out timescales and providing details about the informal resolution procedure and give the complainant an opportunity to make further comments in support of their complaint (allowing them 14 clear calendar days to respond). Where the PCP's scrutiny officer believes that the circumstances of the case are such that the sub-committee may decide to treat the complaint as having been resolved, the complainant will be asked to provide their representations in this regard for the sub-committee to take into account; and
- write to the PCC/DPCC, setting out timescales and providing details about the informal resolution procedure; and giving them an opportunity to make comments in response to the complaint (allowing 14 clear calendar days to respond).

### **Serious Complaints**

If, at any stage, the IOPC informs the PCP that they require the complaint to be referred to them, or if the Monitoring Officer, in consultation with the Chair of the sub-committee, determines that the complaint should be referred to the IOPC, the informal resolution process must be discontinued. The Monitoring Officer should only determine that the complaint should be so referred if matters come to light during the informal resolution process which indicates the commission of a criminal offence.

### **Meetings of the Sub-Committee**

The PCP's Scrutiny Officer will convene a meeting of the Complaints sub-committee, normally to be held within 21 clear calendar days after the deadline for receipt of all comments to the complaint. The PCP's scrutiny officer will compile a brief report for the sub-committee, setting out the pertinent details of complaint, recording any failure by the person complained about to comment on the complaint and making suggestions for the next steps.

The sub-committee will first consider whether the complaint has already been satisfactorily dealt with and, subject to any representations by the complainant, may decide to treat the complaint as having been resolved. In such a case, the sub-committee's reasons will be recorded and notified to the parties.

While the sub-committee is prohibited from conducting an open investigation of the complaint, it does have the power to ask the PCC/DPCC for documents relating to the matters referred to in the complaint and may require the PCC/DPCC or an officer of the OPCC to attend a meeting of the sub-committee to answer questions. The sub-committee may also invite the complainant to provide further information for the purpose of clarity. In exercising these powers, the sub-committee will seek to ensure

## APPENDIX 3



fairness and transparency within its proceedings and, following legal advice, will focus on matters which substantiate or clarify a point relating to the complaint, or response to the complaint.

The sub-committee shall have regard to:

- The Code of Conduct of the PCC;
- Whether the complaint discloses a specific conduct failure on the part of the PCC, identifiable within the Code of Conduct of the PCC, or whether it relates to operational matters of the constabulary or operational policing matters within which the PCP has no authority;
- The remedies available to it;
- Any other relevant considerations.

If, on considering the report, the sub-committee feels that the matter may be determined under the informal resolution procedure, it will decide its course of action. In considering this action it shall have regard to the limits on investigation, referred to above.

The sub-committee will consider whether to devise an action plan (to be drawn up by the PCP's scrutiny officer) and in so doing will take into account any applicable guidance issued by the Secretary of State and may also consider any guidance issued by the IOPC pursuant to section 22 of the Police Reform Act 2002 .

Any such action plan will include an indicative timeframe and any such action plan may include (for example):

- An explanatory letter being written by an officer of the PCP (or on behalf of the sub-committee),
- An explanatory letter being written by an officer of the OPCC,
- A suggested change to OPCC policy; or
- A request that an apology is tendered (no apology may be tendered on behalf of the person complained against unless that person has admitted the alleged conduct and agreed to the apology).

The sub-committee will also decide whether it wishes to:

- reconvene to take any steps identified in the action plan,
- authorise any named individual (who may not be a PCC, a DPCC or the Chief Executive of the OPCC) to take any steps in accordance with the action plan; or
- refer the matter to the PCP with recommendations regarding the action plan.

Once the actions from the plan have been completed, the matter may be referred back to the sub-committee or an authorised individual may determine that the matter has been resolved. The PCP's scrutiny officer must make a record of the outcome of the informal resolution as soon as practicable after the process is completed, normally within three clear working days, and provide copies to the complainant and the PCC/DPCC. The matter will then be closed.

### Disapplication of the Regulations

If the Sub-Committee considers the previously recorded complaint(s) have been satisfactorily dealt with, and if they are satisfied with the PCC's responses to the complaints, Members can treat the complaints as having been resolved and disapply the Regulations and take no further action.

This can only be done if the complaint falls into any one of various specified categories – regulation 15(2) and (3).

The categories are:

- Where the Sub-Committee considers that it should handle the complaint otherwise than it being subjected to informal resolution (per Part 4 of the Regulations) or should take no action in relation to it.
- A complaint by a member of the relevant office holder's staff, arising from the staff member's work as such (see regulation 15(3)(a)).
- A complaint that is more than 12 months old, where there is no good reason for the delay, or the delay would be likely to cause injustice (see regulation 15(3)(b)).
- A complaint about conduct that is already the subject of another complaint (see regulation 15(3)(c)).
- An anonymous complaint (see regulation 15(3)(d)).
- A complaint which is vexatious, oppressive or otherwise an abuse of process for dealing with complaints (see regulation 15(3)(e)).
- A repetitious complaint (see regulation 15(3)(f), and also regulation 15(4) for the particular circumstances in which a complaint is repetitious).

No part of the record may be published by the Complaints Sub-Committee, other than that required under the Local Government (Access to Information) Act 1985, unless, having given the parties an opportunity to make representations about the proposed publication and having considered any such representations, the Complaints Sub-Committee considers that publication is in the public interest.

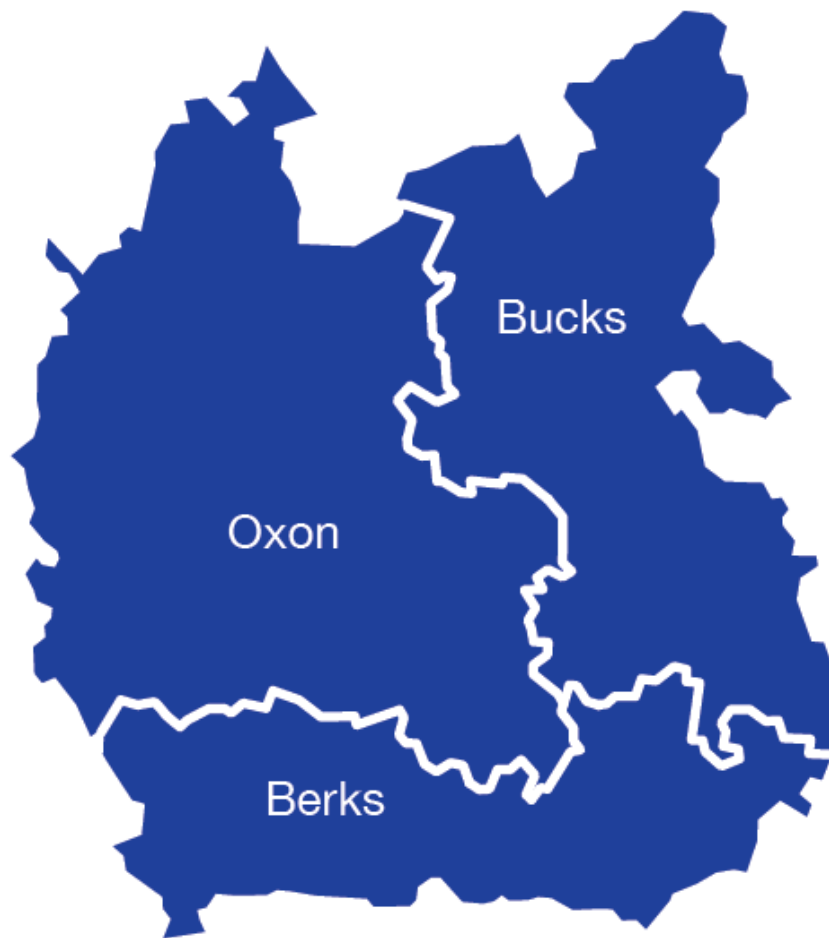
A record of all complaints received by the PCP will be kept until 12 months after the PCC or deputy PCC, to whose conduct the complaint related, leaves the post.

The PCP's scrutiny officer will prepare a quarterly update report to the Panel about all complaints considered by the Complaints Sub-Committee, the action taken (including any obligations to act, or refrain from acting, that have arisen under the regulations, but have not yet been complied with or have been contravened) and the outcome of the process.

At any stage, the PCP's scrutiny officer may seek legal advice from the PCP's Monitoring Officer.

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# Thames Valley Police and Crime Panel



## Annual Report 2021/22

## ***MEMBERS OF THE THAMES VALLEY POLICE AND CRIME PANEL***

### ***2021-22***

Councillor Balvinder Bains (Slough Borough Council)  
Councillor Adele Barnett-Ward (Reading Borough Council)  
Councillor Robin Bradburn (Milton Keynes Council)  
Councillor David Cannon (Royal Borough of Windsor and Maidenhead)  
Councillor David Carroll (Buckinghamshire Council)  
Councillor Sam Casey-Rerhaye (South Oxfordshire District Council)  
Councillor Emily Culverhouse (Buckinghamshire Council - Co-Opted Member)  
Councillor Marilyn Davies (West Oxfordshire District Council) (Chair)  
Councillor Neil Fawcett (Vale of White Horse District Council)  
Councillor John Harrison (Bracknell Forest Council)  
Liz Jones (Independent Member)  
Councillor Andrew McHugh (Cherwell District Council)  
Phillip Morrice (Independent Member)  
Councillor Barrie Patman (Wokingham Borough Council) (Vice-Chair)  
Councillor Claire Rowles (West Berkshire Council)  
Councillor Dr Louise Upton (Oxford City Council)  
Councillor Richard Webber (Oxfordshire County Council)  
Councillor Mark Winn (Buckinghamshire Council - Co-Opted Member).

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2021/22 (Page 7 - 15)

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Thames Valley Police and Crime Panel (PCP) is a joint committee comprising of 14 elected members (one from each of the Oxfordshire district councils (4), one for each of the Unitary Authorities in Berkshire (6), and one each for Oxfordshire County Council, Oxford City Council and Milton Keynes Council. Buckinghamshire Council is represented by one Member plus four further local authority co-opted Members to meet the balanced panel objective.

It can be contacted via the address below:

**Democratic Services  
Oxfordshire County Council  
County Hall, New Road, Oxford,  
OX1 1ND**

**Telephone: 07990368048**

**Email:**

**khalid.ahmed@oxfordshire.gov.uk**

**Website:**

**<https://www.oxfordshire.gov.uk/residents/community-and-living/our-work-communities/tv-police-and-crime-panel>**

**Twitter: [@ThamesValleyPCP](https://twitter.com/ThamesValleyPCP)**



For 2021/22, the Police & Crime Commissioner (PCC) for Thames Valley is Matthew Barber who was elected on 6 May 2021.

He can be contacted here:

**Office of the Police and Crime  
Commissioner  
The Farmhouse  
Thames Valley Police Headquarters  
Oxford Road  
Kidlington  
Oxon  
OX5 2NX**

**Telephone: (01865) 541957**

**Email: [pcc@thamesvalley.pnn.police.uk](mailto:pcc@thamesvalley.pnn.police.uk)**

**Website: [www.thamesvalley-pcc.gov.uk](http://www.thamesvalley-pcc.gov.uk)**

**Twitter: [@TV\\_PCC](https://twitter.com/TV_PCC)**

## Foreword

This is the ninth annual report of the Thames Valley Police and Crime Panel (PCP), which covers its activities during the 2021/22 calendar year.

The objective of the Panel is to maintain a 'check and balance' on the performance of the Thames Valley Police and Crime Commissioner (PCC) regarding his strategic objectives contained in his Police and Criminal Justice Plan.

The Panel plays a vital role in holding the PCC to account and supporting him in the effective exercise of his duties, in particular the way he holds the Chief Constable to account.

The Panel is dependent on the dedication and commitment of its Members, both Members of Constituent Authorities in the Thames Valley and its two Independent Members.

The Panel Members ensure that the Panel carries out its statutory functions which, help to deliver an effective and efficient policing service for the people of the Thames Valley.

This was the first year of Matthew Barber as PCC. Matthew was previously Deputy PCC and the Panel have appreciated the work of him, and his officers, in helping the Panel in its work throughout the year.

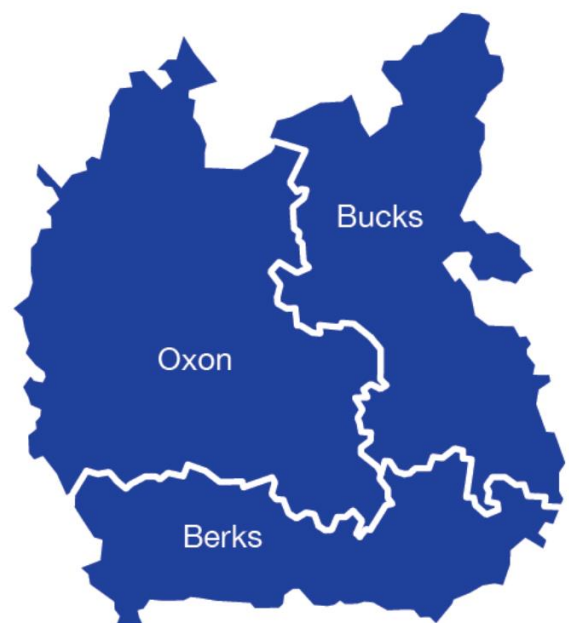
This is particularly appreciated in the support which is given to the Budget Task and Finish Group in the scrutiny of the Police precept for Council Tax.

The last 12 months has again presented unprecedented challenges due to the Coronavirus Pandemic with

some of the PCP meetings taking place "virtually". This has not affected the objectives of the Panel with a full work programme having been fulfilled.

What is very clear to Panel Members from their work carried out throughout the year is that Thames Valley police officers and support staff are very much in the front line and continue to carry out their duties to the best of their abilities for residents of Thames Valley.

For 2021/22, the Panel thanks the Chair, Councillor Marilyn Davies (West Oxfordshire District Council) and the Vice-Chair, Councillor Barrie Patman (Wokingham Borough Council). In addition, thanks also be given to Councillor Andrew McHugh, Chair of the Complaints Sub-Committee (Cherwell District Council).



## The Role of the Panel

Police and Crime Panels were established in each Police Force area under the Police Reform and Social Responsibility Act 2011.

The key functions of the Panel are:

- ❖ To review the PCC's Police and Criminal Justice Plan;
- ❖ To hold the PCC to account for the delivery of the Police and Criminal Justice Plan – the panel has powers to request any necessary information from the PCC on his decisions;
- ❖ To review and report on the appointment of the Chief Constable and other senior appointments – the Panel has powers to veto the appointment of the Chief Constable;
- ❖ To review the PCC's proposed police precept – the Panel has powers to veto the precept;
- ❖ To scrutinise the PCC's annual report;
- ❖ To consider complaints against the PCC.

The Panel, through its work programme, has carried out its main statutory duties which is to scrutinise and support the PCC in his role in helping tackle crime and disorder in the

Thames Valley. The PCC was elected to hold the Chief Constable to account to ensure an efficient and effective police force for the Thames Valley.

The Panel cannot directly scrutinise operational policing matters but can question the PCC on how he is holding the Chief Constable to account for policing in the Thames Valley.

The Budget Task and Finish Group of

the Panel worked with both the PCC and Thames Valley Police Chief Financial Officers on reviewing the PCC's proposed police precept before the proposed precept was submitted to the Police and Crime Panel.

The Panel agreed with the PCC's recommendation and approved the Police and Crime Commissioner's precept for 2022/23, to increase the council tax precept by £10 (Band D), to enable policing priorities to be met.



## PCC'S Police and Criminal Justice Plan and the Role of the Panel



Under the Police Reform and Social Responsibility Act 2011 the PCC must produce a Police and Crime Plan which sets out the Commissioner's strategic police and crime objectives for the Thames Valley with regard to:

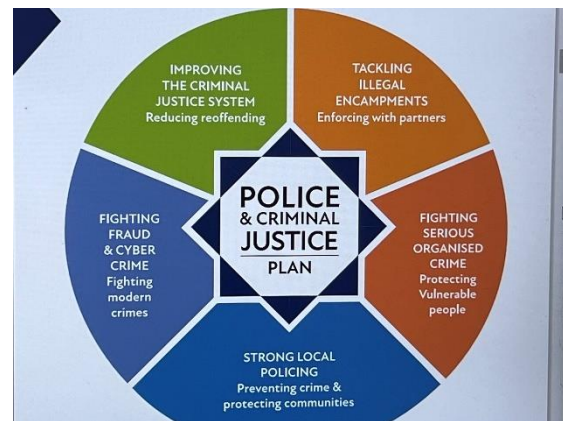
- the policing of the area;
- crime and disorder reduction, and
- the discharge by Thames Valley of its national or international functions

The Plan covers:

- The policing of Thames Valley which the Chief Constable is to provide
- The financial and other resources which the Commissioner is to provide to the Chief Constable
- The means by which the Chief Constable will report to the Commissioner on the provision of policing
- The means by which the Chief Constable's performance in providing policing is measured

- The crime and disorder reduction grants which the Commissioner is to make, and the conditions (if any) of those grants

The Plan draws upon a wide range of information from the police, community safety and criminal justice partners to ensure it reflects the police and crime issues which are affecting the Thames Valley. It also covers a much wider range of service responsibilities than any plan previously developed by the police, community safety partnerships (CSPs) or any other individual community safety responsible authority. The Plan will bring together the priorities of all agencies and authorities with a responsibility for cutting crime and improving community safety.



The Plan was presented to the Panel at its meeting in June 2021 and the Panel was informed of five broad strategic priorities contained in the Plan which were:

### **Strong local policing**

Recruiting more police officers, supporting neighbourhood policing, and focussing on driving down the crimes that matter most to the public.

### **Fighting serious organised crime**

Cracking down on the threat from "county lines" drugs gangs to protect children from exploitation and abuse.

### **Fighting cybercrime and fraud**

Crime is changing and I will invest in the technology and resources the police need to protect the public online.

### **Improving the criminal justice system**

Supporting victims of crime, bringing more criminals to justice, and reducing reoffending.

### **Tackling illegal encampments**

Ensuring a fair but firm response to illegal encampments and reducing the effect on our communities.

25/21  
26/21  
27/21

Members were informed that the priorities have been kept broad to allow organisations to address concerns in different ways and to meet local needs but there are a number of key aims under each priority.

The PCC informed the Panel that other strategies would also be developed which included: - police officer and staff recruitment and retention; Community Safety Partnership funding; improving contact management; specialist capabilities; Police Officer welfare; Emergency Services Collaboration; fly-tipping and environmental crime and Automatic Number Plate Recognition (ANPR).

There were concerns expressed by the Panel at the omission of Violence against Women and Girls (VAWG) as a specific strategic priority, particularly in view of the recent national headlines associated with the murder of Sarah

Everard. At the next meeting of the Panel, the PCC was asked to consider

including VAWG as a sixth strategic priority, which was refused.

### ***The Work of the Panel in 2021-22***



### ***COMMUNITY PARTNERSHIPS***

### ***SAFETY***

At the Panel's June meeting, consideration was given to an update on the work of Thames Valley's Community Safety Partnerships (CSPs).

The PCC had a community safety budget of £3 million, of which £2.7 million was allocated to county and unitary councils in the Thames Valley area in the form of grants, and £0.3 million is retained by the Office of the PCC (OPCC) to fund Force-wide initiatives.

The Panel was informed that a review would be taking place into the funding of CSPs as the funding formula was outdated. CSPs would be asked for clearer plans on what their spend would be and funding would be released quarterly upon delivering part of their plan.

In response to a question about achievements and performance of CSPs in relation to the funding allocated, the PCC reported that part of the review would be looking at the allocation of funding more strategically.

At the following Panel meeting, the PCC provided details on the changes to how Community Safety Funding would be allocated, which would be based on a fairer “needs based” formula, which considered data around population and crime related factors.

The new funding formula had been reworked to incorporate three factors: - Population (50% weighted), Crime (25% weighted) and non-crime demand, such as Anti-Social Behaviour and fear for welfare (25% weighted).

There was some concern at this change in funding formula as some of the larger population bases in Thames Valley had reduced funding. The PCC believed, the three-year allocation gave more certainty to local authorities and allowed for more long-term projects.

## **RURAL CRIME**



At its meeting in September 2021, the Panel held a scrutiny session on Rural Crime and questioned the PCC on the key activity which was being undertaken or planned by Thames Valley Police to tackle the increasing rural crime in Thames Valley’s rural communities.

The PCC reported that in the last 12 months there had been a re-focus on rural crime by the force, endorsed and supported by the PCC and Chief Constable.

Key changes included:

- The introduction of a dedicated team of officers to tackle rural crime – the rural crime taskforce.
- Revised and enhanced force governance to ensure appropriate strategic, tactical, and operational oversight and direction.
- The introduction of a revised rural crime strategy
- The introduction of a revised force definition for rural crime to improve recording, data, and analysis
- Rural crime training for call centre and control room staff
- The introduction of a new rural crime communication strategy.

There was some concern expressed about the new definition of Rural Crime which did not include all crimes in rural villages such as thefts, burglaries etc.

The PCC informed Members that all crime should get the same level of service throughout the Thames Valley and that rural areas should not be treated differently to urban areas. The resources would be different, but it all evolved around neighbourhood policing.

There were particularly high levels of rural crime in areas such as Aylesbury Vale, South Oxfordshire, Chiltern and

South Bucks and it was recognised by the PCC that these areas required preventative work. There was work taking place with landowners on prevention work such as with the security of vehicles, with tagging of vehicles taking place.

The work of the Rural Task Force was praised as this created a police presence and improved police visibility.

## **COMMUNITY SPEEDWATCH**



At the Panel meeting in September, the PCC provided Members with a progress report on the implementation of Community Speedwatch in Thames Valley.

Speeding was an issue for almost every community in the Thames Valley and it was acknowledged that Community Speedwatch could make a significant contribution to addressing it. In the past

there had been poor support and promotion which had damaged the brand of Community Speedwatch.

The PCC had driven the relaunch of Community Speedwatch and

committed funding to support the project through the Office for the PCC and led the work with the police and partners to prepare for the new scheme.

The aim of Community Speedwatch was to empower community groups to educate road users about safer speeds and to provide valuable data to the police.

The improvements to the scheme would include:

- Day to day operation would be supported by Community Speedwatch Online, which provided an online
- platform for registration, training, session planning, data entry and analysis.
- Clearer promotion of the scheme with a single point of contact.
- Speed detection devices and other equipment could be provided to start-up groups on a loan basis and funded by the OPCC (subject to demand and ongoing funding availability).
- Regular communication with volunteers, improved training, improved processes to provide for better enforcement by police for persistent offenders.
- Better use of data to assist with police enforcement.
- Improved training for neighbourhood teams to support Community Speedwatch

The Panel was informed that there were 25 groups currently operating under the new pilot scheme in Wycombe and South & Vale LPAs. It was planned to roll out the scheme in a phased approach, across the Thames Valley in Spring 2022.

There was some concern regarding enforcement, but the PCC reported that

neighbourhood teams and then Roads Policing would go out and focus on problem areas and if there was a still a problem, conversations could take place with local authorities to look at preventative measures to slow traffic down. The possession of data would act as an evidence base to enable action to be taken.

### **VIOLENCE AGAINST WOMEN AND GIRLS**



The Panel at its November 2021 meeting held a scrutiny session on Violence Against Women and Girls (VAWG).

There was a repeated call from the Panel for VAWG to be included as a separate Strategic Priority in the Police and Criminal Justice Plan of the PCC.

The PCC reiterated that VAWG was an important issue which TVP took very seriously and although it was not one of his five key priorities detailed in his Plan, he asked that women across the Thames Valley be reassured that TVP considered the prevention of VAWG as a priority.

The PCC was scrutinised on tackling the rise in drink “spiking” of young

women in bars and nightclubs, on the improvements which will need to be made with the Local Criminal Justice Board to bring perpetrators of Violence against Women and Girls to justice and how were TVP dealing with domestic violence which occurred within “hidden communities”

There was particular attention paid to how the PCC was holding the Chief Constable to account to ensure the restoration of trust in TVP Police Officers following recent media coverage of crimes committed by Met police force officers, particularly the murder of Sarah Everard.

The Panel was given assurance that TVP’s vetting procedures on the appointment of Police Officers was robust

The Chair of the Panel made the point, that it was important to note that the overwhelming majority of Police Officers were honourable and the recent events which had diminished the public’s confidence in the Police had been demoralising for the Force.

### **MENTAL HEALTH AND WELLBEING OF POLICE OFFICERS**



On the request of the Panel, the PCC provided a report to the November Panel meeting on the mental health and wellbeing of Police Officers.

The PCC acknowledged that concerns about mental health conditions have been growing in society generally and the pressurised and often traumatic nature of policing led to obvious additional risks within the profession.

The PCC said the welfare of officers, both mentally and physically, was important not simply because the Chief Constable has a duty of care to officers and staff, but also to ensure the effectiveness of policing was not adversely affected by sickness absence. Significant efforts were made with the Force to ensure staff welfare, through both proactive and reactive means.

### **MONITORING OF CONTACT MANAGEMENT PERFORMANCE**

The Panel was provided with reports at two meetings on performance monitoring information on the Contact Management Performance.

Panel Members had expressed concern at problems residents had in contacting TVP on the non-emergency 101 number.

Improving 101 and other contact services was one of the success measures in the PCC's Police & Criminal Justice Plan and formed part of the performance monitoring regime being put in place to hold the Chief Constable accountable for delivery of the Plan.

The Panel continued to monitor the improvements which were being made to the service and noted the increase in on-lien reporting.

### **HATE CRIME**



The PCC submitted a report to the January 2022 Panel meeting which set out the issues and processes around Hate Crime and Hate Issues.

There were lots of challenges around separating Hate Crimes from Hate Issues. Reference was made to the changing face of such crimes which also occurred on-line, crimes which were enabled by technology.

A Hate Crime was any criminal offence which was perceived by the victim or any other person to be motivated by a hostility or prejudice based on race, religion, sexual orientation, disability and if the person is transgender.

A Hate Incident was defined as any non-crime incident perceived by the victim to be motivated by race, religion or belief, sexual orientation, disability, or transgender.

The Panel was informed that with limited resources, there were lots of offences which possibly should be investigated by the Police, however, there were some incidents which were

a challenge. For example, social media such as Twitter, Facebook etc.

## **DOMESTIC ABUSE**



At the Panel meeting in April 2022, a scrutiny session was held on how Domestic Abuse was dealt with by TVP and how the PCC held the Chief Constable to account on this.

The Panel was informed that of the operational responses of TVP to domestic abuse, together with the support the PCC provided to victims of domestic abuse through Victims First and through supporting numerous organisations across the Thames Valley.

Reference was made to: -

- Work with Thames Valley Partnership who have been involved in developing covert smart phone apps to help protect victims.
- Funding Family Drug and Alcohol Courts (FDACs) in Buckinghamshire and Milton Keynes. Discussions continued with the judiciary in Oxfordshire and Berkshire, where it was also hoped to be able to establish similar problem-solving courts.
- Support for DA victims would feature heavily on the agenda for the Violence against Women and Girls Partnership Board,

which would be chaired by the PCC next month.

- Work continued to try to find effective perpetrator programmes to tackle those who do commit abuse and reduce instances in the future.
- The Domestic Abuse fast track programme, which was now back up and running in Aylesbury Crown Court, continued to demonstrate great benefit. The PCC reiterated that he would continue to lobby the CPS to provide this programme elsewhere in the Thames Valley

## **PCC GOVERNANCE ARRANGEMENTS FOR THE OVERSIGHT AND SCRUTINY OF MAJOR FORCE PROJECTS**

At the April meeting of the Panel, the PCC provided a report which set out the governance arrangements by which he exercised effective oversight, scrutiny, and challenge, where necessary, of the management and delivery of major Force projects, including projects undertaken in collaboration with other forces and/or public and private sector partners.

The Panel asked the PCC what lessons had been learnt in relation to previously failed Multi-Force IT projects and how would risk assessments, the governance and the exiting of these projects be managed in the future.

The PCC agreed to take these comments away and would ensure the points would be covered in the good governance framework. however, there needed to be better governance.

## ***REVIEW OF CCTV PROVISION AND ESTABLISHING A NEW CCTV PARTNERSHIP FOR THAMES VALLEY***

At the Panel meeting in April 2022, the PCC reported that CCTV provision across Thames Valley was varied, with each Local Policing Area (LPA) and local authority working to provide CCTV as a joint approach.

There was an issue across Thames Valley regarding the ownership of the equipment, where it was housed, and who employed the staff. Reference was made to the previous Local Policing Dept. who owned the CCTV strategy and negotiated a new Funding Formula, but this was not adopted in all areas.

The PCC reported that there was no statutory requirement to provide CCTV, which meant it was discretionary for all partners.

The PCC outlined his vision for the future. The PCC recognised that CCTV existed primarily for the benefit of policing and the wider interests of community safety, however, it did not generally form part of the core function of local authorities. It was acknowledged that policing had the main responsibility for providing the CCTV capability within the Thames Valley, but this would take time to implement.

The PCC's long-term vision was for TVP to own the equipment/contracts, be responsible for maintenance and to employ staff to monitor the service. However there needed to be a Thames Valley CCTV Partnership arrangement, with contributions from participative

local authorities, both financially and in kind. This partnership would enable principal local authorities, with parish/town councils; BIDs; private businesses to contribute financially to increase coverage in their locality.

Reference was made to discussions which have already begun with Milton Keynes Council and councils in Oxfordshire. Oxfordshire was the area which seemed most likely to be able to make a change first, should all partners be willing, and this could form the model for the rest of Thames Valley.

Thames Valley Police currently has a capital budget of £472,000 available to support moves to a new model, and the PCC said he would create an earmarked revenue reserve of £1m.

## ***BUDGET TASK AND FINISH GROUP – SCRUTINISING THE PCC FOR THAMES VALLEY PROPOSED COUNCIL TAX PRECEPT FOR 2022-23***

The Thames Valley Police & Crime Panel formed a Budget Task & Finish Group to assist in discharging its statutory duty to scrutinise the Police & Crime Commissioner (PCC) for Thames Valley's proposed Council Tax precept for 2022/23.

The Budget Task and Finish Group submitted their report and findings to the Panel meeting on 28 January 2022, and recommended the proposed increase to the police element of the Council Tax by £10 per annum for 2021/222 (for a Band D property). This was agreed by the Panel.

The full scrutiny of the proposed precept is detailed [Here](#)

## ***Looking to the Future / Panel's Work Programme 2022/23***

There will be a new Chair and Vice-Chair of the Panel for 2022/23, but the Panel's work programme for the forthcoming year includes the following topic:

- Police and Crime Commissioner's – Monitoring of Priorities of Police and Criminal Justice Plan:
  - 1 Strong local policing
  2. Fighting serious organised crime
  3. Fighting cyber-crime and fraud
  4. Improving the criminal justice system
  5. Tackling illegal encampments
- PREVENT – Was it fit for purpose
- Update on Community Speedwatch
- Update on Recruitment and Retention of Police Officers
- Multi Agency Safeguarding Hubs
- Criminal Justice System and Probationary Service - Prison Leavers
- Contact Management – Update on performance of “101” Calls and on-line reporting
- Police Community Support Officers

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## Report to the Thames Valley Police & Crime Panel

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**Title:** Topical Issues

**Date:** 24 June 2022

**Author:** Khalid Ahmed, Scrutiny  
Officer, Thames Valley Police  
& Crime Panel



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### Thames Valley Police must still improve in some areas, inspectors say

<https://www.bbc.co.uk/news/uk-england-61257119>

A police force failed to "consistently respond" to calls within its own target times, inspectors found. Thames Valley Police (TVP) was assessed by watchdog Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS).

It found that some staff were working "excessive overtime" and some found their workload "unmanageable".

The force's deputy chief constable Jason Hogg said it is providing an "effective and efficient" service.

HMICFRS, led by Her Majesty's Inspector of Constabulary, Roy Wilsher, rated TVP good in three areas, adequate in four and requires improvement in two - responding to the public and making a good use of resources. It said the force's "lack of resource" is affecting the way it can respond to the public.

HMICFRS found data from the 12 months to July 2021 showed TVP met its 15-minute target to attend incidents requiring an "immediate" response in 54% of cases.

Others classed as needing an "urgent" response within an hour received it in 38% of cases over the same period.

It found line managers were "responsive" to staff needs, but that the "pressure" on some was "undermining the steps the force has taken to improve wellbeing".

But inspectors said TVP "isn't blind" to those issues and had made some overall improvements since it was last inspected in 2019, including in the way it reports crime.

## HMICFRS - PEEL (Police effectiveness, efficacy and legitimacy) 2021/22 report for Thames Valley Police

<https://www.justiceinspectorates.gov.uk/hmicfrs/publications/peel-assessment-2021-22-thames-valley/>

Outstanding	Good	Adequate	Requires improvement	Inadequate
	Recording data about crime	Preventing crime	Responding to the public	
	Treatment of the public	Investigating crime	Good use of resources	
	Managing offenders	Protecting vulnerable people		
		Developing a positive workplace		

### TVP's Chief Constable calls for cannabis to be decriminalised to free up officers' time

<https://www.dailymail.co.uk/news/article-10920095/Thames-Valley-police-chief-calls-cannabis-decriminalised.html>

### Police and Crime Commissioner welcomes recruitment of 368 extra police officers since 2019

Thames Valley has benefited from 368 additional police officers in less than three years, new numbers from the Government have confirmed.

Matthew Barber has welcomed the announcement that 368 police officers have been recruited in Thames Valley since September 2019 as part of the national Uplift Programme.

This brings the total number of officers up to 4,618 by the end of March 2022.

The latest figures show that Thames Valley Police now have more police officers than ever before, as numbers have passed the previous high in 2010.

As part of the Home Office's Uplift programme, an additional 20,000 police officers will be recruited across all police forces in England by 2023.

### Met Police's £5k golden handshake branded an 'outrageous' attempt to 'poach' officers by commissioner

<https://uk.movies.yahoo.com/met-polices-5k-golden-handshake-020100936.html>

Thames Valley's police and crime commissioner branded as 'outrageous' efforts by the Metropolitan Police to 'poach' Home Counties officers with the promise of a £5,000 golden handshake. Matthew Barber joined his counterparts in Surrey, Bedfordshire, Sussex and Kent in criticising the Met's recruiting policy.

The commissioner tweeted on Tuesday: "Targeting officers from other forces only risk community safety in this areas not to mention the question of whether it's even legal.

"Instead of fighting over the same turf we should be working together to attract the best new people into policing."

In February, the Met Police said it was temporarily lifting the requirement for new recruits to live in London as it tried to hire 1,800 new officers by March next year.

Corporate services chief Robin Wilkinson reportedly told the London Assembly in March that the number of applications it was receiving was 'too low to meet the growth' the force needed.

The Met is now offering a £5,000 'golden handshake' to officers interested in transferring to London from other forces.

Police and crime commissioners in the areas surrounding London expressed their concerns online yesterday.

## **Police and Crime Commissioner welcomes over £400,000 towards technology and data to help prevent crime**

The Office of the Police & Crime Commissioner (OPCC) for Thames Valley and Violence Reduction Unit (VRU) will benefit from more than £400,000 of funding towards technology and data to help prevent crime

Matthew Barber, Police and Crime Commissioner for the Thames Valley, has today (16 June) welcomed funding which has been awarded through the NPCC's STAR (Science, Technology, Analysis and Research) Fund.

The OPCC will receive £109,145 towards the trialling of a predictive mapping approach to partnership problem solving and multimedia resources to support behavioural change outcomes across youth justice (Project 180).

Matthew said: "I am delighted to see that my office has benefitted from the STAR Fund, providing important investment in the reduction of crime across Thames Valley.

"I look forward to seeing the outcomes from this funding, and the impacts they will have on our communities."

Utilising newly developed partnership data tool called InterACT, we will test the use of harm scores as an improved approach to problem solving with and for our partners. Working with our network of community safety partners, we aim to test, train and apply the approach for use in real time.

Project 180 will create and equip youth justice officers and practitioners with engaging and effective behavioural-change resources. Centred on video testimonies from people

impacted by youth crime, these resources will support reflective conversations between young people and professionals.

The VRU will receive £255,266.88 towards data quality improvements (DaQIOA) and Prediction of Traumatic Brain Injury (TBI) which is a tool for investigation, harm reduction, and violence prevention.

Stan Gilmour, Director of the Violence Reduction Unit, said: "I welcome today's funding announcement received from the NPCC's STAR Fund.

"With this funding, the Violence Reduction Unit will be able to make improvements in data capture by frontline staff, as well as having access to cutting edge investigative tools aiming to reduce harm and prevent violence."

DaQIOA will drive effective data capture by frontline staff using innovative technology. It will also allow for the development of advanced analytical activity to inform frontline preventative activity, focused on public space violence and crime prevention activity.

TBI is prominent in cases of violence, both as a cause and an outcome. By building on preliminary and published results, demonstrating its validity in the context of paramedic information, a software tool will be developed to predict the likelihood of a given head impact scenario leading to a clinically assessed trauma.

## **Data released today show how police forces are performing nationally in answer 999 calls**

The 999 Performance Data which was released today as part of the Government's Beating Crime Plan details the time it takes for forces to answer 999 calls. Thames Valley Police answered 83% of 999 calls in under 10 seconds.

Matthew Barber, Police and Crime Commissioner said "I believe the public should feel confident in calling the police in an emergency. This increased transparency helps me to hold the police to account and improve performance. I am pleased that on all of the measures published today, Thames Valley is above the national average. Our call handlers work hard to provide the public with an efficient and professional response.

"My greater focus however remains on the performance of the 101, non-emergency service. In the majority of cases calls to 101 are answered in a timely fashion but I am only too well aware of the frustration to members of the public when they can't get through as quickly as they should reasonably expect. I will continue to challenge the Chief Constable on this as the force works to deliver an efficient and responsive non-emergency reporting service.

"I encourage the public to tell us their views on emergency and non-emergency reporting systems via the Police Contact Survey which is open until 29th June."

The national survey will help inform Thames Valley Police, other forces and the Home Office about the challenges faced and inform the development of future plans.

You can complete the survey at [Crime Reporting - National Public Contact Survey \(2022\)](https://smartsurvey.co.uk/crime-reporting-national-public-contact-survey-2022) ([smartsurvey.co.uk](https://smartsurvey.co.uk))

## **Reducing reoffending across Thames Valley to cut crime**

Matthew Barber, Police & Crime Commissioner for Thames Valley, recently commissioned a £50,000 independent review of the criminal justice system in Thames Valley

Police & Crime Commissioner for Thames Valley, Matthew Barber, has today (31 May) published the findings of an independent review of the work to reduce reoffending across Thames Valley.

The independent review, commissioned by the PCC, which took place over a number of months, included workshops, interviews and shadowing of services from prison, probation and in the community across 30 different organisations.

Results from the independent review, commissioned by the Police & Crime Commissioner, have now been adopted by the Thames Valley Local Criminal Justice Board (LCJB) along with the 21 recommendations it made.

Matthew said: "In line with my Police and Criminal Justice Plan, I commissioned this vital review to further understand our criminal justice system locally.

"The learning and recommendations from this review are already being implemented in the work of the Local Criminal Justice Board and our Ministry of Justice funded pilot project called 'Restart Thames Valley'.

"Restart Thames Valley will be a yearlong pilot, running from June this year, working with more than 350 offenders leaving both Bullingdon and Bronzefield prisons. It will build on the experience of those currently being released from prison, those who have successfully resettled and frontline staff working hard to help people maintain successful outcomes such as stable accommodation and support networks.

"The findings from my independently commissioned review will feed back directly to decision makers across prison, probation and commissioned services so that they can act on and test improvements during the Restart Thames Valley pilot.

"I look forward to seeing the impact Restart Thames Valley will have to increase the chances for those leaving prison to lead a successful life with the right support."

## **Special police constables could be allowed to use Tasers under new anti-crime measures**

<https://news.sky.com/story/special-police-constables-could-be-allowed-to-use-tasers-under-new-anti-crime-measures-12614786>

Special constables will be given powers to use Tasers if appropriately trained and authorised by chief officers under a new package of anti-crime measures set to be announced by the government.

These will include allowing some special constables to use Tasers, empowering the police to take more knives off the streets and more investment to get young drug offenders back on track and reduce reoffending.

It comes after Home Secretary Priti Patel lifted restrictions on the police using stop and search in areas where they expect serious violence to happen.

The government say these restrictions, which have been in place since 2014, have hindered officers' ability to rid the streets of dangerous weapons.

Ministers believe that by making it easier for the police to seize more weapons, knife crime will be driven down and lives will be saved.

## **Thames Valley Police conduct mass firearm operation to tackle gun crime**

<https://www.bracknellnews.co.uk/news/20198716.thames-valley-police-conduct-mass-firearm-operation-tackle-gun-crime/>

181 firearms and ammunition have been handed to Thames Valley Police after a mass firearms surrender last month.

In a campaign supported by police forces in England and Wales, the force appealed to members of the public to hand in any unwanted guns.

This included 48 firearms and ammunition as part of the campaign coordinated by The National Ballistics Intelligence Service between May 12 and May 29.

Some of the items that were handed in to police were legal firearms that were no longer needed, however police have said that other have been distributed by criminal networks to harm, threaten and intimidate their local communities

## **Black people in Thames Valley more than three times as likely to be arrested as white people**

<https://www.bracknellnews.co.uk/news/20192215.black-people-thames-valley-three-times-likely-arrested-white-people/>

Black people in Thames Valley are over three times more likely to be arrested than white people, new figures show. Civil lobbying charity Liberty, which campaigns for justice and equality, accused the police of acting unjustly towards ethnic minorities and called on the Government to reduce police powers.

Home Office figures show 2,766 arrests of black people were made in Thames Valley in 2020-21. This equated to an estimated 40.1 arrests per 1,000 black people in the area, based on population figures from the 2011 census.

In contrast, there were just 11.4 arrests per 1,000 white people, meaning a black person was 3.5 times more likely to be arrested.

Arrest rates were down from 2019-20 – before the coronavirus pandemic led to a fall in overall crime – when 42.1 arrests per 1,000 black people and 11.9 per 1,000 white people were made.

## **Thames Valley Police joins race equality initiative**

### **[Thames Valley Police joins race equality initiative \(yahoo.com\)](#)**

Thames Valley Police has joined 800 other employers and signed up Race at Work charter. The Business in the Community (BITC) initiative encourages businesses to commit to improving equal opportunities for Black, Asian, Mixed Race and ethnically diverse employees in the UK.

Launched in 2018, the Race at Work charter builds on the work of the 2017 McGregor-Smith Review.

This review found that people from Black, Asian, Mixed Race and ethnically diverse backgrounds are still underemployed, under promoted and under-represented at senior levels.

Findings from BITC's 2021 Race at Work Survey revealed while 76 per cent of employers said that race recruitment and progression was a priority, only 46 per cent had set targets to improve the racial diversity of their boards.

The charter commits organisations to improve equality by taking steps such as appoint an executive sponsor for race, capturing ethnicity data and publicise success and support race inclusion allies in the workplace.

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### Thames Valley Police & Crime Panel Work Programme 2022/23

8 April 2022	Themed Item - Domestic Violence	<ul style="list-style-type: none"> <li>• Public questions</li> <li>• Contact Management – Update on performance of “101” Calls and on-line reporting</li> <li>• Governance of Large IT Projects</li> <li>• CCTV – Linking of systems across the Thames Valley?</li> <li>• Chairman/PCC Updates /Topical Issues</li> <li>• Work Programme</li> </ul>
24 June 2022	Police and Crime Commissioner’s – Monitoring of Priorities of Police and Criminal Justice Plan: 1 Strong local policing 2. Fighting serious organised crime 3. Fighting cyber-crime and fraud 4. Improving the criminal justice system 5. Tackling illegal encampments	<ul style="list-style-type: none"> <li>• Public questions</li> <li>• PCP Annual Report</li> <li>• PCC Annual Report</li> <li>• Annual Review of Panel’s Terms of Reference, Panel Arrangements, appointment to Sub-Committees and Task and Finish Groups</li> <li>• Chairman/PCC Updates and Topical Issues Report</li> <li>• Work Programme</li> </ul>
16 September 2022	PREVENT – Was it fit for purpose?	<ul style="list-style-type: none"> <li>• Annual Assurance Report – Joint Independent Audit Committee</li> <li>• Update on Community Speedwatch</li> <li>• Update on Recruitment and Retention of Police Officers</li> <li>• Multi Agency Safeguarding Hubs</li> <li>• Work Programme</li> <li>• Chairman/PCC Update and Topical Issues Report</li> </ul>

18 November 2022	Criminal Justice System and Probationary Service - Prison Leavers	<ul style="list-style-type: none"> <li>• Contact Management – Update on performance of “101” Calls and on-line reporting</li> <li>• Professional &amp; Ethical Standards Panel Annual Assurance Report 2021</li> <li>• Public questions</li> <li>• Chairman/PCC Updates/Topical issues</li> <li>• Work Programme</li> </ul>
27 January 2023	PCC Draft Budget – To review and make recommendations on the proposed precept for 2023/24 and to receive a report from the Budget Task and Finish Group	<ul style="list-style-type: none"> <li>• Scrutiny of the Proposed Police Precept – Questions to the Police and Crime Commissioner</li> <li>• Update on TVP Collaborations</li> <li>• Public questions</li> <li>• Chairman/PCC Updates /Topical Issues</li> <li>Work Programme</li> </ul>
24 March 2023	Police Community Support Officers	<ul style="list-style-type: none"> <li>• Contact Management – Update on performance of “101” Calls and on-line reporting</li> <li>• Cyber Crime</li> </ul>