

Berkshire,
Buckinghamshire
and Oxfordshire



ANNUAL REPORT 2020 – 21

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1. Introduction

The Police & Crime Commissioner is responsible for setting key priorities in a Police & Crime Plan and this Annual Report provides a summary of progress against that Plan during 2020-21.

In May 2021, Matthew Barber was elected as Police & Crime Commissioner (PCC) for Thames Valley. This report covers the period April 2020 to March 2021, when Anthony Stansfeld was PCC and reflects the work carried out against his priorities.

The priorities set during this period were:

- Vulnerability
- Prevention and early intervention
- Reducing re-offending
- Serious organised crime and terrorism
- Police ethics and reform

The following pages provide information on the progress made against these priorities during an unprecedented year, with the Coronavirus pandemic affecting all of us and which has sadly resulted in the loss of so many people.



Matthew Barber
Police and Crime Commissioner
for Thames Valley



2. Progress in meeting the Police and Crime Plan 2017-2021

STRATEGIC PRIORITIES: APRIL 2020 – MARCH 2021

THIS SECTION HIGHLIGHTS PROGRESS IN 2020/21 TOWARDS DELIVERING THE POLICE AND CRIME PLAN 2017-2021

Strategic Priority 1 - VULNERABILITY

Strategic Priority 2 - PREVENTION AND EARLY INTERVENTION

Strategic Priority 3 - REDUCING RE-OFFENDING

Strategic Priority 4 - SERIOUS ORGANISED CRIME AND TERRORISM

Strategic Priority 5 - POLICE ETHICS AND REFORM

Strategic Priority 1

- VULNERABILITY:

Managing demand on services through working together

PROGRESS IN 2020/21:

- Throughout November and December 2020, the Force carried out Operation View that saw focused action on winter burglary prevention in the lead up to Christmas. This was part of an ongoing burglary work initiative, which resulted in targeted arrests, stop and searches, community events and visits to vulnerable victims.
- Domestic Violence Protection Orders (DVPO) guidance has been reviewed and refreshed across the Force. Webinars were used to increase awareness, and guidance for Superintendents is being written to ensure an effective authorisation process is utilised when prosecution is the priority. A trial with Independent Domestic Violence Advisors working with victims, who have a DVPO, began in Oxfordshire in January 2021.
- A new Force working group was set up to address Stalking and Harassment in isolation and its work is recorded in an action plan. TVP's Legal Services department agreed to change the Force position on Stalking Protection Orders (SPOs) and the Force are now in-line with national best practice. TVP will apply for SPO's at the earliest opportunity, which includes pre-conviction cases.
- Project Endeavour continues to contribute to Force performance improvements, bucking the national trend that has seen a reduction in positive outcomes during the COVID-19 pandemic. There has been an overall increase in positive outcomes of 14%, with a 36% increase in outcomes for victims of domestic abuse.
- The provision of high quality victim support services, and an increased focus on bringing those who are guilty of rape to justice, continues to drive improved performance in this area. The Joint National Action Plan for police and Crown Prosecution Service (CPS) has been incorporated into the Local Action plan, which promotes closer working with the CPS and partner agencies to improve service.



Strategic Priority 2

- PREVENTION AND EARLY INTERVENTION:

Improving safeguarding in physical and virtual space

PROGRESS IN 2020/21:

- Expansion of the Recency, Frequency, Gravity (RFG) matrix to include serial perpetrators who target more than one victim, will enable TVP Local Policing Areas (LPAs) and partner agencies to make the best-informed decisions about where to target intervention and resource. The RFG Scores for both children at risk of exploitation and nominals involved in serious violence have continued to be made available through the Force's recently introduced 'Serious Violence Dashboard'.
- TVP continues to work on internal processes to record fraud incidents correctly so that appropriate responses can be taken when supporting fraud victims. The Force has developed presentation and training packages to ensure a process of minimum standards is followed when dealing with vulnerable victims of fraud. This will assist the Force's call centre and local officers in understanding fraud types, the profile of a fraudster and advice and guidance on options available, when offering fraud prevention and safeguarding advice.
- Throughout the summer of 2020, victims of courier frauds were targeted across the Thames Valley Police area. Intelligence was gathered and developed which resulted in the arrest of suspects. Since their arrest, reports of fraud have reduced resulting in a lower crime rate in this current trend, and Officers have worked with partner agencies to identify further offences, which are believed to have occurred across the South of England. Police respond to referrals relating to vulnerable victims of fraud - where advice is provided they ensure safeguarding and protection is in place to prevent repeat targeting in the future.
- The UK banking protocol has been instrumental in protecting further victims of fraud by refusing transactions and contacting Police. TVP have seen new developments with the courier frauds steering away from cash, but now using high value goods and jewellery as an alternative way of obtaining money. Feedback is continually being provided to UK Finance who direct Force information back to the banks; it is hoped this will result in more banking protocol reports and the safeguarding of any financial loss to victims of fraud.

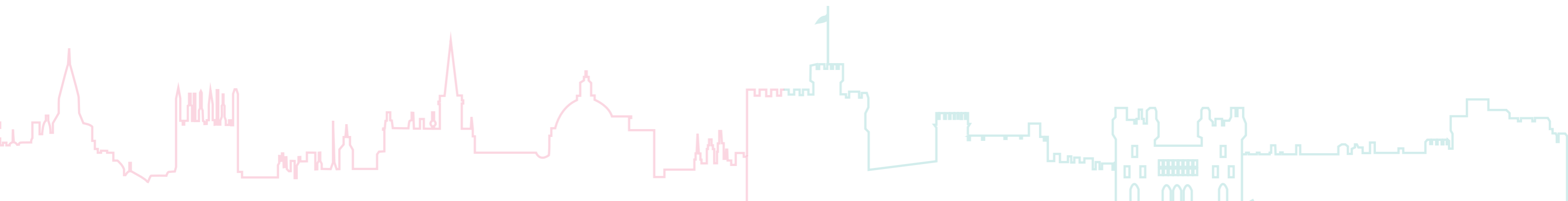
Strategic Priority 3

- REDUCING RE-OFFENDING:

Targeting and managing harm and risk

PROGRESS IN 2020/21:

- The Force have launched a Serious Violence Dashboard to drive the policing of hotspots and focused deterrence. This powerful data tool allows staff to visualise serious violent crime as they are reported across the Thames Valley, enabling TVP to focus resources on 'hotspots' and 'hot people'. This is driving force patrol activity under Operation Rasure and its associated range of focused deterrence activities.
- There are now 150 users of this Dashboard, which informs operational briefings and diversionary activity (such as DIVERT programmes). The Force are also able to focus on outstanding knife crime investigations and habitual knife carriers. TVP has developed a dashboard of stop and search (S&S) data in Thames Valley showing the use of Section 60's (instances where the police can stop and search someone within an authorised area to prevent violence involving weapons), and the proportion of searches conducted of 'self-defined ethnicity'. TVP continues to develop more accurate location data regarding current S&S with mobile apps for staff. The Force is developing Operation Servator, to ensure our use of S&S is procedurally just. Stop Search operational advice has been created through the strategic S&S Independent Advisory Group (IAG), and this briefing is attached to all Operation Rasure deployments.
- A new Multi-Agency Tasking and Coordinating (MATAC) process has been live for several months, with Operational Guidance and LPA MATAC leads creating greater service consistency and focus on the right repeat offender medium risk cohort. Work to ensure consistency of Multi-Agency Risk Assessment Conference (MARAC) process across the Force - including the concern that MARAC agendas were being taken up with 'repeat medium' cases has taken place.



Strategic Priority 4

-SERIOUS ORGANISED CRIME AND TERRORISM:

Improving the local response

PROGRESS IN 2020/21:



- Following publication of the Force Criminal Finance Strategy at the start of 2020, TVP's Economic Crimes Unit Criminal Finance Team have embraced the new civil powers to target offenders where criminal investigations would not be viable, and have developed new tactics to disrupt serious criminality. Working at all levels within the organisation, TVP continues to educate staff by highlighting the benefits of Proceeds of Crime Act (POCA) powers to investigators and specifically promoting Money Laundering legislation for inquisitive criminal cases. As at Quarter 3 of 2020/21, this has led to over £2.3million of suspected criminal assets being restrained or frozen using new POCA legislation, denying criminals of their ill-gotten gains
- In Quarter 4, the Counter Terrorism Local Profiles (CTLP) were written and were subject to a robust sign-off process. Counter Terrorism Policing South East (CTPSE)

have quickly adopted a new National CTLP template that encompasses the '4 P' strands of CONTEST (Prevent, Pursue, Protect, and Prepare). On 24th March 2021, the TVP CTLP was successfully delivered to both Force and Prevent delivery partners.

- Minimum standards for Tactical Tasking Coordination Groups (TTCGs) / Organised Criminal Groups (including County Drug Lines) have been agreed and set. Recent Force Intelligence and Specialist Operations (FISO) Service Improvement Review (SIR) have identified that further work is required to ensure outcomes are more consistent. Progression of engagement with LPA Stronghold teams and stronger coordination with LPAs across Specialist Operations, Force Intelligence Bureau (FIB) and Force Intelligence Hub (FIH) teams, will enable opportunities to be realised and improvements across OCG/CDL management to be sustained.

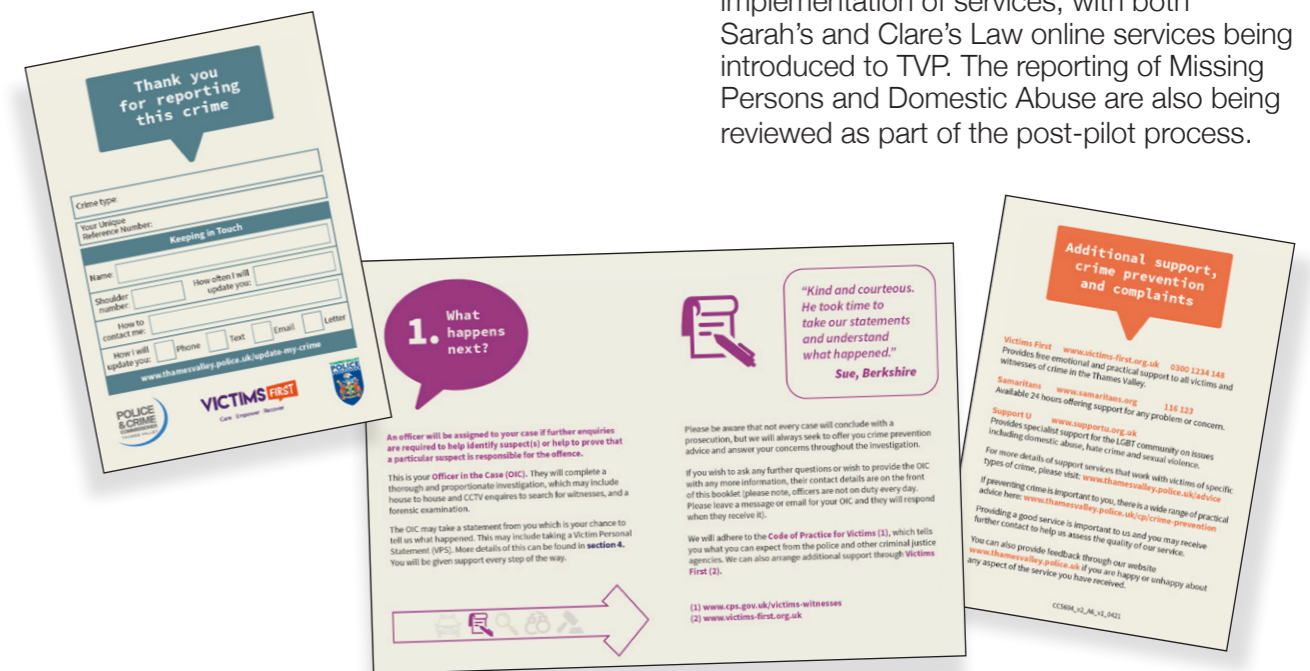
Strategic Priority 5

- POLICE ETHICS AND REFORM:

Increasing the pace of change

PROGRESS IN 2020/21:

- All TVP LPAs have been provided with a copy of the new Victims Information Booklet to be handed to victims at initial attendance by Officers (an electronic copy will be available in the near future). The booklet is a key tool to enable the Force to comply with the Victims Code containing a range of information around the journey their investigation is likely to take. Officers are providing victims with their contact details, giving out their job mobile numbers, which are written on the front of the Victim Information Booklet when handed out. When Officers create the Victim Contact Module, they tick the box to record the booklet has been provided to the victim, whereby the TVP Service Improvement team can then measure the Force effectiveness of this initiative.
- Officers are being encouraged by performance Inspectors and LPA Victim satisfaction Leads to keep victims updated throughout the investigation, and record any contact with victims in the Occurrence Enquiry Log (OEL) of the Niche crime recording system. Accurately recording the updating of witnesses is another key element to allow the Force to comply with the Victims Code, which is monitored to ensure witnesses are regularly updated.
- The Single Online Home website platform continues to support the business across various areas of policing. As well as recently introducing a dedicated team as the implementation project comes to a close, the Force continues to work closely both internally and nationally to support the implementation of services, with both Sarah's and Clare's Law online services being introduced to TVP. The reporting of Missing Persons and Domestic Abuse are also being reviewed as part of the post-pilot process.



TVP Performance headlines for 2020/21

Overall crime levels reported to TVP decreased by 9.2% in 2020/21 compared to the previous year (2019/20). There were 154,764 crimes reported across the Thames Valley during the period April 2020 to March 2021. Based on the latest available published figures, this decrease of 9.2% compares to a national reduction of around 10%.

Thames Valley's overall crime levels continue to remain low compared with ten and fifteen years ago. There were 10% fewer crimes recorded in this timeframe compared with ten years ago (172,422), and 23% fewer recorded offences compared with fifteen years ago (202,004).

The Coronavirus (COVID-19) pandemic has hugely affected the work of the police in the last 12 months. The national restrictions and lockdowns have had to be policed whilst at the same time investigating effectively the crimes that have taken place and ensuring the safety of all involved.

At the beginning of the year the Force set out its strategic priorities for the year. These priorities applied throughout the year but in ways that would not have been expected.

The demand from the public for services has remained high, but the ways that people have contacted TVP has changed, with 19% fewer 999 calls and 25% fewer 101 calls received whilst the number of contacts made via Single On-line Home reached 109,801. Improved management of 101 performance was one of the areas targeted this year and it is pleasing that the average time to answer 101 calls has improved through the year and was under a minute in March 2021.

The overall volume of incidents between April 2020 and March 2021 decreased by 4.2% when compared to the same period in 2019/20. Despite the fall in the number of incidents, there were over 59,000 incidents which were directly related to the pandemic and whilst officers were able to engage, explain and educate the public about the Coronavirus restrictions, there were occasions when enforcement activity was needed and 2,912 fixed penalty notices for breaches were issued.

2020/21 was an atypical year and this is clearly represented in the crime figures with TVP's 'all crime' figure down by 9.2%. The Force saw a 43.3% reduction in residential burglary this year, and the increase in the use of Stop & Search (up by 50% to 22,356) is directly related to the increase in the number of possession of weapons (+2.5%) and possession of drugs (19.5%) incidents.

The Force has seen crime reductions in a number of areas:

- Violence with injury down by 14.7%
- Sexual offences down by 6.6%
- Robbery of business property down by 52.2%
- Robbery of personal property down by 28.0%
- Arson down by 7.2%
- Vehicle crime down by 33.4%
- All other theft down by 7.9%
- Residential burglary down by 43.3%
- Burglary – business and community premises down by 39.0%

However, the Force has seen increases in crime in a number of areas:

- Violence without injury up by 13.3%
- Stalking and harassment up by 41.0%
- Burglary of sheds and garages up by 6.1%
- Public order offences up by 54.8%

Positive outcomes for volume crime increased substantially in the last year with increases of 25% in violence with injury; 54% in violence without injury; 40% in criminal damage and arson; 47% in drugs offences and 35% in public order offences. There was a significant year-on-year increase in both rape (32.6%) and sexual offence (16.6%) charge volumes. The number of offences resulting in a charge or summons has fallen slightly; however, use of out of court disposals nearly doubled to over 10,000 offences.

During the pandemic, the potential impact on domestic abuse (DA) was a major concern. Whilst the number of reports was stable, there was an 8% increase in the number that were recorded as crimes. There has been an increase in the volume of DA arrests (for urgent and immediate attended crimes) resulting in an arrest rate of 52% - an increase from 45% in the previous year. This rate improved despite the volume of DA crimes TVP attended increasing. This has resulted in almost 1,000 more offences being resolved with a positive outcome. The use of Domestic Violence Protection Notices (DVPNs) and Domestic Violence Protection Orders (DVPOs) to protect victims has increased this year.



HMICFRS Inspection Reports

In 2019, Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) conducted an Integrated PEEL Assessment ('policing efficiency, effectiveness and legitimacy') of Thames Valley Police. TVP's overall rating was 'Good'. They found the Force to be 'Outstanding' in the way it uses its resources to meet demand. In a period of national cuts to police funding, this demonstrated that Thames Valley Police continued to provide an excellent service to the public.

HMICFRS put the PEEL inspection regime on hold because of COVID-19, and therefore no rating will be published for 2020. However, HMICFRS undertook a national inspection (a snapshot of policing from March to November 2020) on the police response to the COVID-19 pandemic. This report was recently published and it is pleasing that Thames Valley Police was highlighted as a Force that played a leading role in Operation Talla, a campaign that supported national policing, giving access to premises to be used as a national hub to accept and distribute orders for personal protective equipment (PPE). The Force also provided procurement expertise, staff, IT and additional PPE. This was a tremendous effort by the Force, given the challenges it faced in maintaining operational policing against the backdrop of the Covid-19 outbreak.

A number of HMICFRS reports were presented by the Force, and considered at the PCC's Level 1 public meetings during the course of the year – these included:

- Pre-Charge Bail and Released under Investigation: Striking a Balance
- Safe to Share? Liberty and Southall Black Sisters' Super Complaint on Policing and Immigration Status
- An Inspection of the Effectiveness of the Regional Organised Crime Units
- Disproportionate use of Police Powers - A Spotlight on Stop and Search and the Use of Force
- Getting the Balance Right? An Inspection on how effectively the Police deal with Protests

Further details of these reports can be found on the PCC's [website](#).



PCC Matthew Barber discussing parking enforcement with one of Thames Valley's neighbourhood policing teams.



PCC Commissioned services – grants and funding 2020/21

COMMUNITY SAFETY

The PCC managed a community safety budget of £3.0 million in 2020/21, of which £2.7 million was allocated in grants to county and unitary councils in the Thames Valley area, with £0.3 million retained to fund Thames Valley-wide and other priority service initiatives.

The local authorities have used their grant allocations to invest in the following services and initiatives:

- Youth offending, including youth restorative justice, intervention work with young offenders and participation in youth crime prevention projects, including specific work around black and minority ethnic young people: £833,779.
- Substance misuse, including Drug Alcohol Action Team services, substance misuse treatment provision, awareness raising and education: £567,468.
- Domestic abuse (DA), including outreach support, Independent Domestic Violence Advocates, DA champions, support for victims of sexual violence, and work to improve reporting and access to support: £499,810.
- Earlier intervention and prevention for young people, including programmes in schools, targeted local youth work, and diversionary activities: £192,792.
- Tackling adult re-offending through targeted support into housing and employment: £135,300.
- Tackling anti-social behaviour through community mediation, increased enforcement options and equipment such as cameras: £119,853.
- Local Community Safety service provisions to maintain and improve local problem solving and multi-agency work around crime and disorder: £107,717.
- Broader crime prevention activities such as improved analysis of crime trends, training, responses to specific rural crime, elder abuse, hate crime and burglaries: £104,951.

- Local community engagement, including supporting vulnerable people during Covid-19: £63,696.
- Tackling hidden harms including modern slavery, exploitation and vulnerable adults without support networks: £43,690.

£0.3 million has been used to fund:

- SOFEA (UK support organisation): providing local educational and mentoring support for young people not in education, enabling them to obtain qualifications and employment £45,000.
- Milton Keynes Youth Offending Team - early intervention youth work, targeted at helping those with speech and language communication needs, to prevent exclusion from school: £35,000.
- Funding a Domestic Violence perpetrator programme: £31,078.
- Contribution to the Local Criminal Justice Board: £25,000.
- Contribution to Early Intervention Youth Fund projects: improving wraparound support for at risk young people to prevent them from being exploited into offending and criminal behaviour £49,099.
- Funding for the Family Drugs and Alcohol Courts project: £48,500.
- Establishment of Community Speedwatch in TVP: £39,000.
- Funding of the Taxi-licencing Single Point of Contact: £23,318.
- A contribution to the cost of CrimeStoppers regional manager: £17,000.
- Funding for specific TVP projects such as tactical bicycles for public order, and the fugitive intelligence platform: £13,289.
- Other expenditure includes contributions to Modus software and the national police Chaplaincy service.

The following services were subsequently reimbursed by the Ministry of Justice through their Integrated Offender Management (IOM) grant:

- A payment to Aspire to extend their Pathways to Employment project for ex-offenders: £89,800
- Contribution to GPS tagging project: £25,000

The PCC receives an annual grant from the Ministry of Justice (MoJ) to commission services for victims and witnesses of crime. During 2020/21, the PCC spent the full amount of his initial grant allocation of £2.814 million to deliver the following services and benefits:

- Thames Valley Partnership received £844,998 to provide the Victims First Specialist Service for adult victims. This service helps victims with longer term, multiple or more complex needs to cope and recover from the effects of crime and includes Independent Sexual Violence Advisors, Exploitation Specialists and Victim-Led Restorative Justice Specialists. Delivery of this service is through a 'Strategic Partner model' led by Thames Valley Partnership and two Delivery Partners (Trust House Reading and OSSARC). The service provided support to 715 referrals and supported 706 people to cope and recover from the effects of crime.
- SAFE! received £513,616 to provide a service to support young victims of crime aged from 5-18yrs across Thames Valley. The service prioritises young victims of sexual abuse and domestic abuse. During the last year, they have received 878 referrals into the service and supported 769 young victims.
- Thames Valley Partnership received £222,746 to provide emotional support and advocacy service to 862 victims of crime. This service provides up to 12 weeks of ongoing emotional and practical support for all victims of crime.
- Our in-house Victims First Hub acts as a single point of contact for initial contact, assessment, and subsequent immediate and ongoing support to self-referrals, referrals from the police, Action Fraud, and partner agencies for all victims across Thames Valley. This service cost £342,867 and received 3,434 valid referrals where successful contact was made with victims.
- Our new network of specialist counsellors cost £147,665 who supported 395 adults and young people referred into counselling.
- Our domestic violence medium risk safety planning service was commissioned through local authorities. Oxfordshire County Council received £15,600 and managed 1,023 referrals, Buckinghamshire received £11,700 and managed 1,108 occurrences, MK Act received £7,800 and managed 1,155

occurrences, Slough Borough Council received £15,600 and managed 1,818 occurrences and West Berkshire Council received £11,700 and managed 627 occurrences.

- We commissioned a Domestic Violence complex need service from a range of providers across the Thames Valley. Oxfordshire County Council received £139,359 to provide a complex needs service to Oxfordshire and Buckinghamshire and received 34 referrals; Slough Borough Council received £48,668 and received 140 referrals; West Berkshire Council received £48,811 and received 61 referrals, and MK received £22,328 and received 103 referrals.
- We funded a Domestic Violence perpetrators programme at a cost of £10,000.
- FLAG DV received £10,521 to provide free legal advice to victims of domestic violence. Their fully qualified family law solicitors provided advice to 388 clients.
- Following the terrorist incident in Forbury Gardens, Reading, we established the Reading Trauma Service at a cost of £15,000 which provided specialist clinical assessment and active monitoring to 15 people affected. We also provided £9,885 to Support U to provide telephone support to victims and witnesses from the LGBTQ (Lesbian Gay Bisexual Transgender Queer) community.
- We made a contribution of £3,000 to Brake for their national road victim service.
- £252,700 of local authority community safety spend was included within and funded from the MoJ budget. This provided additional domestic violence services across the Thames Valley area.

The balance (£0.119 million) has been spent on other services for victims, including commissioning costs.

In May, we received an additional in-year Covid-19 related grant of £943,522 from the MoJ to provide financial support to providers of Domestic Abuse and Sexual Violence services to help them support an increase in demand for their services. From this, 21 local Domestic Abuse services spent £708,162 supporting clients and 5 specialist Rape Support providers spent £210,580 providing specialist support for those affected by Sexual Violence. However, some providers could not spend their full allocation and £13,780 is being returned to the MoJ.

In July, the MoJ provided an additional £84,685 to recruit 3 additional Independent Sexual Violence Advisors (ISVAs). This money was provided to Thames Valley Partnership but they were unable to recruit all 3 ISVAs by 31st March 2021. As such, only £30,000 was spent, with the remaining £54,685 being returned to the MoJ in accordance with the grant agreement.

POLICE PROPERTY ACT FUND

In March 2020, the PCC and Chief Constable ran an emergency public bidding round to provide financial support to local charities and/or community groups who were helping Thames Valley Police respond to the initial outbreak of Covid-19.

In total, they awarded £103,740 to 32 charities and community groups across the Thames Valley. In addition, the three county High Sheriffs identified a further 14 organisations who received £75,000 from the Police Property Act Fund.



Police Property Act Award Ceremony in February 2020.

STATUTORY RESPONSIBILITIES AND CORPORATE GOVERNANCE

During 2020/21 the PCC continued to successfully meet his statutory duties and commitments as set out in the Police and Crime Plan 2017- 2021. In discharging his personal duties, responsibilities and functions, the PCC was supported by a relatively small team of staff within the Office of the PCC (OPCC). An overview of the roles, responsibilities and functions of the OPCC is presented at Appendix A, and the OPCC organisational staffing structure is presented at Appendix B.

Through a mix of regular public and private meetings, the PCC held the Chief Constable to account for his leadership of TVP and the delivery of an efficient and effective police service. This involved scrutiny of Force performance and progress against the Force's Strategic Delivery Plan 2020/21, and was achieved through regular updates from TVP, as well as engagement of OPCC staff in key Force performance meetings and delivery groups.

A joint PCC and Chief Constable Corporate Governance Framework is in place to ensure intended outcomes for stakeholders are achieved whilst acting in the public interest at all times. The governance framework comprises the culture, value, systems, and processes by which the PCC and Chief Constable discharge their responsibilities and through which the police service is accountable to, and engages with, the communities they serve.

The Joint Independent Audit Committee provides independent assurance to the Chief Constable and PCC regarding the adequacy and effectiveness of the management control framework and associated governance environment within TVP and the OPCC.

It considers the internal and external audit reports concerning the business of both the PCC and Chief Constable and advises both parties according to good governance principles. It has oversight of general governance matters and provides comment on any new or amended PCC and Force policies and strategies with regard to financial risk and probity.

The PCC's performance, decisions and actions during the year were regularly scrutinised by the independent Thames Valley Police and Crime Panel. In 2020/21, the Panel upheld two separate complaints made against the previous PCC. Following these decisions, in February 2021 the Panel issued a press release announcing that the Panel had upheld a complaint against the PCC alleging his "... personal involvement in civil matters outside his remit and jurisdiction as PCC for Thames Valley". The press release gave notice that the Panel would be "...informing the Independent Office for Police Conduct of the PCC's actions and will also write to the APCC (copying in the relevant Home Office Minister) informing them of his actions". There have been no further developments in relation to this matter since that time.

3. Summary financial performance: 2020/21 financial year

A). PCC CONTROLLED EXPENDITURE 2020/21

A high-level analysis of the PCC's budget and expenditure is provided below.

	Annual Budget £000	Annual Outturn £000	Variance £000
Office of the PCC	1,089	977	- 112
Democratic Representation	219	216	- 4
Other Costs	170	210	40
Commissioning Services			
- Community safety fund	3,049	2,861	- 188
- Victims & witnesses	2,911	2,845	- 66
PCC Controlled Budgets	7,439	7,109	- 330

B). GROUP LEVEL EXPENDITURE (PCC AND TVP)

The following table provides a high-level comparison between the approved budget for 2020/21 and actual expenditure at the aggregated Group level (i.e. PCC and Chief Constable). The annual revenue surplus of £0.198 million has been appropriated (or transferred) to general balances. This level of surplus represents less than 0.04% of the annual Net Cost of Services which demonstrates strong and effective financial management of the annual budget.

	2020/21 Annual Budget £000	2020/21 Annual Outturn £000	Variance £000
PCC controlled budgets	7,439	7,109	- 330
TVP Operational budgets – direction and control of the Chief Constable			
PAY AND EMPLOYMENT COSTS			
Police officer pay and allowances	262,912	265,358	2,446
Police officer overtime	11,216	11,926	709
PCSO pay and allowances	12,289	12,301	12
Police staff pay and allowances	128,983	129,065	81
Police officer injury / ill health / death benefits	4,233	3,605	- 628
Other employee expenses	2,959	2,837	- 122
Restructure, training & conference costs	2,070	1,735	- 335
	424,663	426,826	2,163

B) GROUP LEVEL EXPENDITURE (PCC AND TVP) (CONTINUED)

	Annual Budget £000	Annual Outturn £000	Variance £000
OVERHEADS			
Premises	17,135	17,012	- 123
Transport	10,115	9,455	- 659
Supplies & services	63,507	61,786	- 1,721
Third party payments	9,891	9,509	- 382
Specific grants	- 64,782	- 64,897	- 1,014
Force income	- 35,956	- 36,970	- 115
	- 90	- 4,105	- 4,014
OTHER			
Capital financing	18,238	18,256	18
Interest on balances	- 890	- 934	- 44
Statutory accounting adjustments	432	435	3
Appropriation from balances	- 862	1,143	2,005
	16,918	18,900	1,982
REGIONAL COLLABORATION SERVICES			
South East Regional Organised Crime Unit	20,494	20,494	0
Counter Terrorist Police South East	25,448	25,448	0
Chiltern Transport Consortium	19,519	19,519	0
Regional CT firearms specialist officers	5,062	5,062	0
Government grants and partnership income	- 70,523	- 70,523	0
Cost of Services	448,929	448,730	
Funded by:			
General grant income	- 248,043	- 248,043	0
Council tax	- 200,886	- 200,886	0
Net Revenue position	0	- 199	- 199

Value for money

Since the Government pledged to recruit 20,000 police officers nationally, Thames Valley Police has already increased officer numbers, having received funding for 183 police officers in 2020/21. In addition, the Home Office has now announced an increase in funding from central government of a further £12.6m for 2021/22 to help fund the cost of ongoing pay and price inflation and other committed growth in service costs.

This additional investment will help to fund some of Thames Valley Police's core support functions that allow the Force to focus on driving down crime and will fund the recruitment of 171 more police officers in the second tranche of the national uplift programme.

In difficult economic times with so much uncertainty, it is important that the police continue to deliver an efficient as well as effective service for the public. The medium term financial plan (2021/22 to 2024/25) includes further cash savings of £16 million over the next four years – on top of the £109 million of savings already made since 2010.

Our strategy of reinvesting savings into frontline policing has been widely scrutinised and praised by Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) during various inspections and reports.

Identified savings in 2021/22 include:

- Contract renewals for telecommunications
- Information and Communication Technology (ICT) Contract savings
- Reduction in ICT spend on software licences
- Savings from Force wide smarter ways of working
- Delivery of the People Directorate operating model
- Changing the opening times and locations of our front counters
- Savings from printing contracts
- Reduced flying time demands on the National Police Air Support unit (NPAS)

Further details of all productivity savings can be found in the PCC's Budget Book for 2021/22, which is posted on the [website](#).



Previous PCC Anthony Stansfeld pictured with NPAS.

4. Looking ahead to 2021/22

A new Police and Crime Commissioner for Thames Valley, Matthew Barber, was elected on 6th May 2021 and will reflect his election manifesto within a new 4 year Police and Crime Plan for 2021-2025. While there will be a 'business as usual' approach in terms of undertaking key functions such as holding the Chief Constable to account for an effective policing service, or ensuring victims of crime are supported through our Victims First Hub, the PCC will be mindful of a wider changing policing and criminal justice landscape.

The PCC will expect to see a range of challenges in 2021/22 and beyond, and whilst not an exhaustive list, the following areas are indicative of some of these key issues:

- **Home Secretary review of Police and Crime Commissioner role**

Police and Crime Commissioners (PCCs) will be more accountable to the communities they serve as a result of a review led by Home Secretary, requiring them to explain their record on crime to the public and strengthening their relationship with the Chief Constable and Force. The 2-part review was announced in July 2020 and delivers on the Government's commitment to strengthen the accountability of PCCs and expand their role. **Part 1 of the review** was recently published with the second part to take place before the May 2024 PCC elections. The government will communicate more about these plans in due course.

Also as part of the wider review of PCCs, the Government will consult publicly on whether to mandate the transfer of the responsibility for governance of fire and rescue authority functions to PCCs in England. This will form part of a Fire Reform White Paper, to be launched later this year.

- **New Victims' Code**

From 1 April 2021, **a new Victims' Code comes into force**. A number of significant changes in law will see police and criminal justice agencies needing to enhance their support to victims of crime, with particular regards to:

- Victims offered automatic updates when perpetrators leave jail
- Victims of rape and sexual violence can choose sex of police interviewer
- Paves the way for consultation on Victims' Law later this year

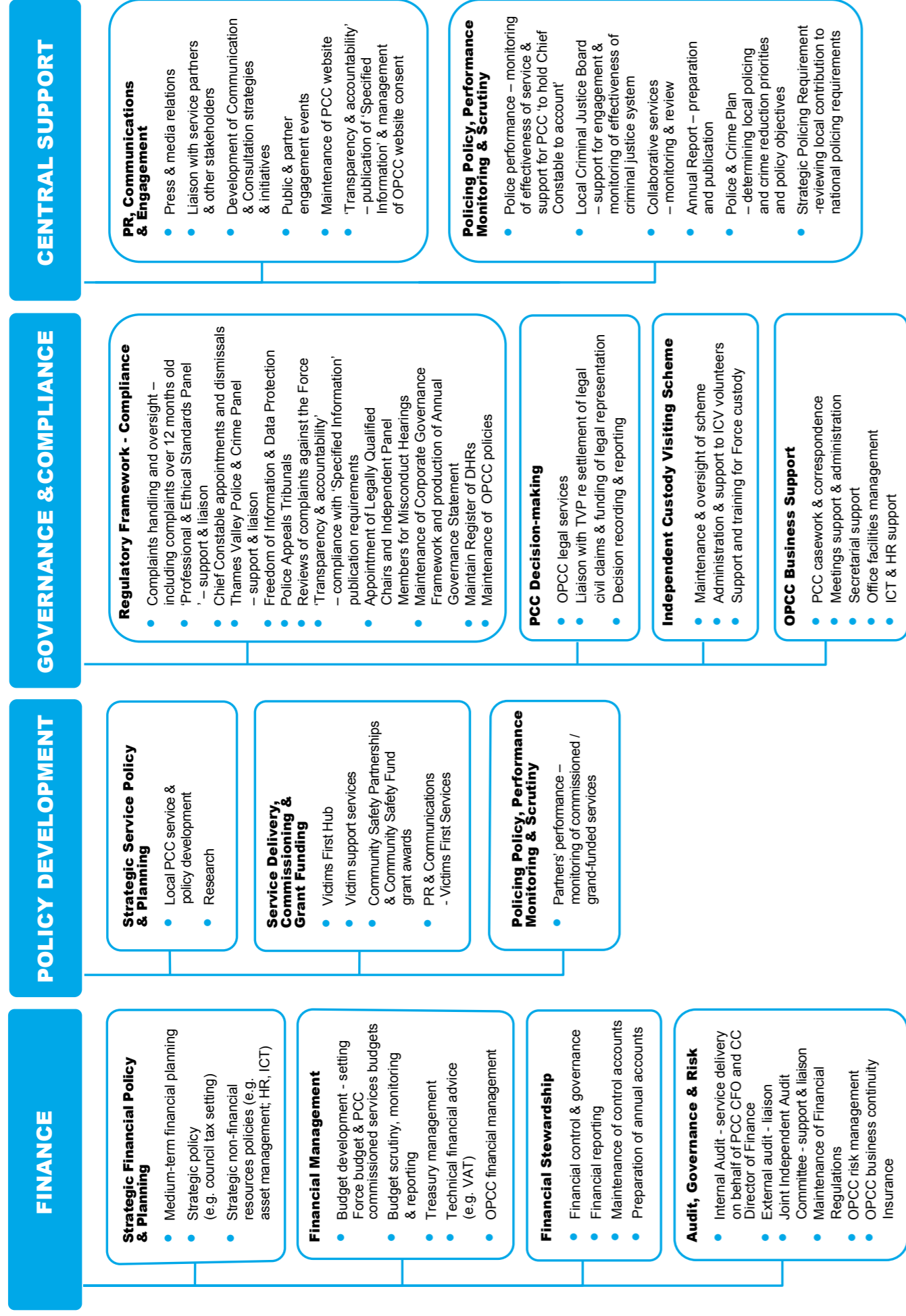
- **National Crime and Policing Measures**

The Home Secretary has recently set out proposals on the introduction of new National Crime and Policing Measures. This will help focus effort on **key national priorities**, allow performance to be measured and help to demonstrate value for money in policing. The Government has been clear that PCCs must achieve significant reductions in crime and restore the public's confidence in the criminal justice system. These proposals are intended as an effective way to work with the police towards meeting these over-arching goals

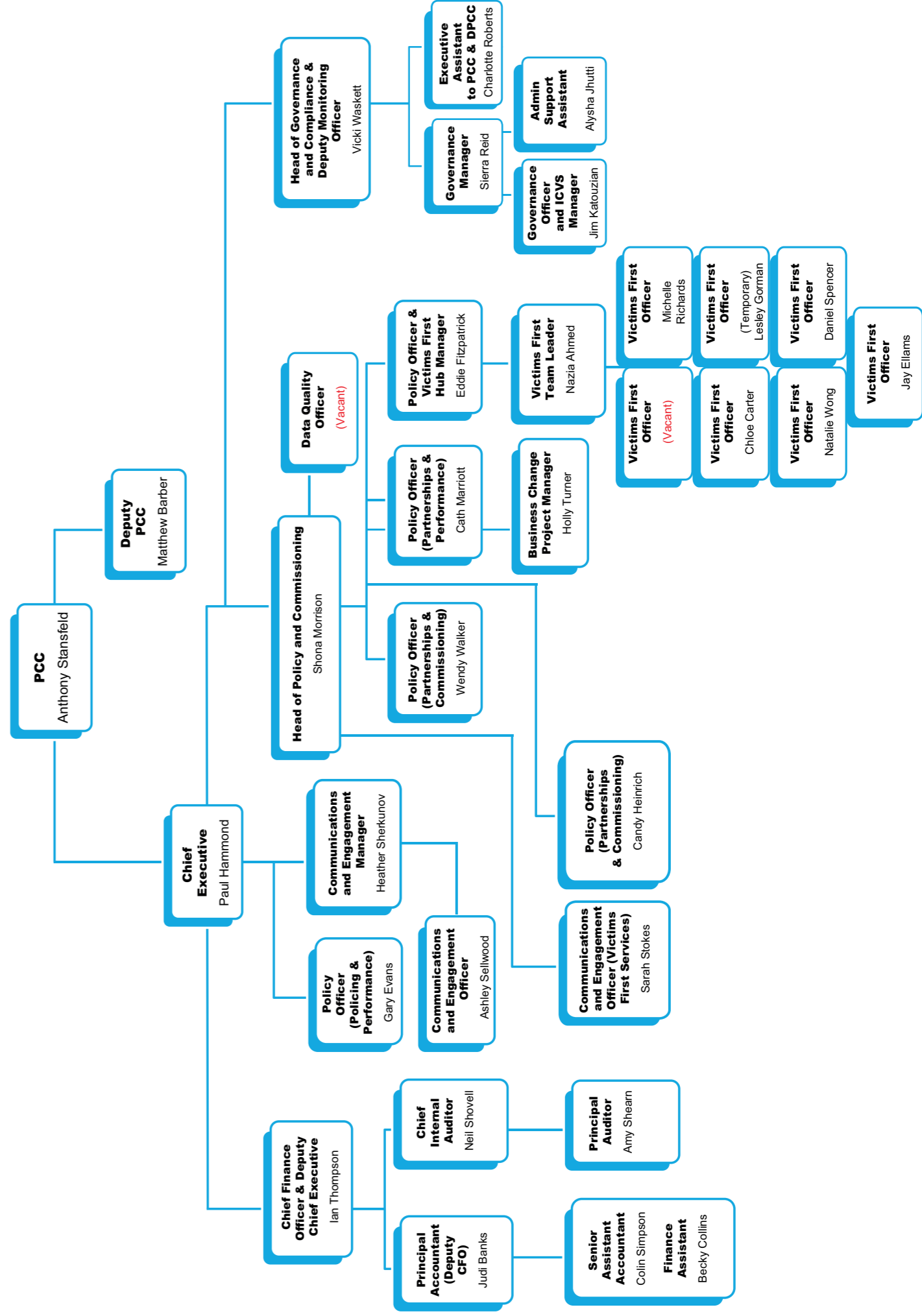
- **Thames Valley PCC/OPCC: Business as usual**

The PCC has agreed to a number of significant projects and initiatives that will be supported through his own Office (OPCC) and/or in conjunction with Thames Valley Police, and will be delivered over the course of 2021 and beyond. These include:

- Thames Valley Police pilot of new Serious Violence Reduction Orders (SVROs) to **tackle knife crime and violent offending**
- Restart and relaunch for **Community Speedwatch**
- Funding to support **rural communities**
- Plan launched to **reduce reoffending** in Thames Valley
- Funding to **improve the timeliness of drug offences**



OFFICE OF THE POLICE & CRIME COMMISSIONER FOR THAMES VALLEY – STAFFING STRUCTURE (November 2020)





For further information about the PCC, his plan, the budget or how you can get involved, get in touch with us using the contact details provided below or visit www.thamesvalley-pcc.gov.uk

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