

PERFORMANCE & ACCOUNTABILITY MEETING – 18.3.2016

DATE: 18 March 2016

LOCATION: Office of the Sussex Police & Crime Commissioner, Sackville House, Lewes

PRESENT: Police & Crime Commissioner Katy Bourne (KB)
Chief Finance Officer Carl Rushbridge (CR)
Chief Constable Giles York (GY)
Deputy Chief Constable Olivia Pinkney (OP)
Performance & Information Manager Graham Kane – minutes
Correspondence & Administration Officer Micha Dawes

CHANGES TO SUSSEX POLICE SENIOR LEADERSHIP TEAM

GY confirmed that OP had been selected as the preferred candidate for the Chief Constable of Hampshire Constabulary. GY explained that whilst he was delighted for OP he confirmed that her departure will be a huge loss to the Force because she is very well respected as a leader, has significant operational credibility and is a role model for other females as a senior police officer.

OP will leave Sussex Police at the end of the month and will take up her new role in April 2016. OP will become the sixth current serving female Chief Constable in England and Wales. OP explained that she is excited about embarking on the new opportunity but stated that she would miss the communities, work and people in Sussex.

Assistant Chief Constable Robin Smith will act up as Temporary Deputy Chief Constable and Chief Superintendents Laurence Taylor and Tony Blaker will act up as Temporary Assistant Chief Constables in the interim. Advertisements for the Deputy Chief Constable and Assistant Chief Constable positions are now on the Sussex Police website and the position is open to internal and external candidates.

OPERATIONAL CHALLENGES

A. What have been the recent operational challenges for Sussex Police?

B. How have you reflected on these?

GY provided a summary of operational challenges since the last PAM as follows:

It was highlighted that Body Worn Video (BWV) cameras have been assigned to every response officer in Sussex. Although the technology has been used in Sussex since 2008 the number of BWV cameras has now risen from 232 to 1,019. These innovative devices are able to capture real time evidence in an easy to use and accessible digital format. The footage gathered acts as an independent witness to support prosecutions, particularly in cases of domestic abuse where victims may be reluctant to proceed. Personal-issue BWV cameras are also another way to empower officers to be more effective and efficient, to enable swifter justice and provide greater evidence to draw on.

On 10 March, Sussex Police spent more than three hours pursuing a motorcyclist after a man was seen speeding through parts of Sussex. Mr Gavin Collett, 32, was arrested in Fratton, Hampshire, on 13 March and was charged with two counts of failing to stop at the scene of an accident, dangerous driving, driving whilst disqualified and driving without insurance. Mr Collett appeared at Crawley Magistrates' Court on 14 March and admitted all of the offences. He was remanded in custody and will be sentenced at Lewes Crown Court on April 12.

On 17 March, two men were arrested after drug warrants were carried out at five addresses in Littlehampton and Pulborough. Thirty officers from West Sussex Division took part in the raids and during searches of three properties in Littlehampton, 30 cannabis plants were found along with cannabis cultivation facilities. Drugs worth more than £35,000 together with £10,000 worth of cash and high value watches were seized by officers under the Proceeds of Crime Act 2002. A 40-year-old man from Littlehampton was arrested on suspicion of money laundering and cultivation of cannabis and a 34-year-old man from Pulborough was arrested on suspicion of possession with intent to supply cannabis, money laundering and cultivation of cannabis. Both men remain in custody.

GY also emphasised that the number of recorded homicides (both murder and manslaughter offences) in Sussex has increased in recent months and has presented the Major Crime Unit with a number of cases to investigate, as follows:

On 29 February, a 17-year-old boy, who cannot be named for legal reasons, was charged with the murder of Mr Paul Jefferies, 52, at his home address in Mayfield, East Sussex on 23 February. The 17-year-old accused from Crowborough remains in custody.

On 5 March, Mr Alex Lanning, 18, was charged with attempted murder after another man was stabbed in Regency Square, Brighton. Mr Lanning was also charged with possession with intent to supply Class-A drugs. He appeared at Brighton Magistrates' Court on 14 March and was remanded in custody to await a further hearing date.

On 14 March, Mr Samuel Morgan, 19, from Chichester, was charged with murder and possession of an offensive weapon (a knife) in a public place. Mr Luke Jeffrey, 18, was found with serious stab wounds in Alexandra Road, Chichester, on 11 March and sadly died of his injuries on 12 March. Mr Morgan was remanded in custody to appear at Crawley Magistrates' Court.

GY reassured KB that Sussex remains a safe place to live and confirmed that, despite these recent increases, the number of recorded homicides has reduced in recent years, in line with national trends.

CRIME & COMMUNITY SAFETY

BURGLARY DWELLING SOLVED RATE IN BRIGHTON & HOVE

It was highlighted at January's PAM that the risk of experiencing a burglary in Sussex continues to remain low. It was also acknowledged that whilst the solved rate in Sussex remains above the average at nearly 16%, the number of burglary dwelling crimes solved in the last year has reduced by 23%. This reduction is particularly noticeable in Brighton & Hove at -36%.

A. What does the Force plan look like to improve the detection rate in Brighton & Hove?

OP reassured KB that burglary dwelling continues to remain a focus for Sussex Police and reiterated that the risk of experiencing a burglary in Sussex remains low. Sussex Police has demonstrated a 15% reduction in the number of recorded burglary crimes across the Performance Plan Year (PPY) to date (April 2015 to February 2016), in comparison to 2014/2015. This equates to 503 fewer recorded burglary dwelling crimes and the Force is positioned 6 out of 43 police forces in England and Wales in terms of the risk per 1,000 population. Sussex Police is also top of their Most Similar Group (MSG) of eight police forces for risk of burglary dwelling crime.

Brighton & Hove Division demonstrated a reduction of 94 burglary dwelling crimes (and 11%) in comparison to 2014/2015. Brighton & Hove is positioned 5 out of 15 in terms of their Most Similar Group (MSG) of fifteen towns and cities for risk of burglary dwelling crime.

KB challenged OP regarding the 36% reduction in the number of burglary crimes solved in Brighton & Hove in 2015/2016. OP explained that last year a distressing and substantial distraction burglary series was present in Brighton & Hove which specifically targeted vulnerable elderly residents in the city. Operation Dolphin was the Sussex Police response to this series and a man was arrested and charged with 144 individual offences. No series of this scale has occurred during the current PPY which is the reason for the reduction in the solved rate across the division. In particular, it was emphasised that each burglary series has had no more than single figures recorded against it in 2015/2016.

In terms of improving the detection rate in Brighton & Hove, OP explained that all investigative processes on the division have been assessed which included inviting North Surrey Division to carry out a peer review. The review concluded that each and every burglary dwelling reported in the city is investigated by a dedicated team of detectives who are familiar with this crime type, known offenders and potential lines of enquiries.

Differences in solve rate performance were attributed to offences Taken into Consideration (TICs) and the factually different legal advice provided in Sussex compared to Surrey in respect of them. KB queried these differences and was informed that Sussex Police is currently engaging in professional conversations with defence solicitors regarding the possible consequences of the legal advice provided to their clients around TICs and not admitting to further offences at the time of charge. Preventative work with partners (including the National Probation Service, HM Prison Service, housing, drug and alcohol service providers) is also ongoing through Integrated Offender Management (IOM). Through effective IOM, Sussex Police and partners are aware of known offenders and are able to ensure that they are getting the appropriate support and that interventions are in place to break the cycle of offending.

There were 28 IOM subjects known in Brighton & Hove in February 2016. Of the 30 arrests throughout the month, nearly 90% of these individuals had a previous conviction for burglary dwelling, which confirms that the right individuals are being targeted. The work around IOM was attributed to the significant reductions in recorded burglary dwelling crimes in Brighton & Hove.

OPERATION CRACKDOWN

Operation Crackdown is joint initiative run by the Sussex Safer Roads Partnership (SSRP) and Sussex Police which provides members of the public with the opportunity to report specific instances of anti-social driving on the roads in Sussex.

- A. How many reports were received by Operation Crackdown in 2015 and what interventions took place as a result of these reports?**
- B. How is Sussex Police using the intelligence received from the reports to target anti-social driving in Sussex?**
- C. What is the role of the SSRP in this process?**
- D. What plans are in place to improve Operation Crackdown further?**
- E. How is the Senior Leadership Team in Sussex Police sighted on the progress made in this area?**

OP confirmed that there were 44,489 reports received by Operation Crackdown in 2015. The reports enable Sussex Police to develop intelligence regarding repeat offenders, vehicles, times and locations which can then be used to plan, target and deploy police resources. The reports received resulted in 34,350 interventions and 34,710 advisory letters being sent out. 76% of all reports received were actively disposed of.

It was reiterated that Operation Crackdown is an educational process which seeks to remind drivers about the rules of the road with an escalatory policing response. The process escalates as follows: No further action, first warning letter, second warning letter, referral to Neighbourhood Policing Team (and a home visit) and referral to the Road Policing Unit for targeted enforcement. All reports remain on the database for 12 months.

The SSRP is made up of Brighton & Hove City Council (B&HCC), East Sussex County Council (ESCC), West Sussex County Council (WSCC), The Highways Agency, East Sussex Fire and Rescue Service, West Sussex Fire and Rescue Service and Sussex Police. The role of the SSRP is to reduce road casualties across Sussex and change driver attitudes and behaviours through a combination of Encouragement, Education, Engineering and Enforcement. The SSRP fund a small number of administrative posts which maintain the data portal, run promotional campaigns and manage the Community Speed Watch process.

OP explained that whilst the Force is proud of Operation Crackdown it is always looking for ways to improve it. This will include making Operation Crackdown available in Surrey and technological improvements to enhance the search function and make the system more automated.

The Senior Leadership Team (SLT) in Sussex Police is sighted on the progress made in this area via Assistant Chief Constable Steve Barry who is the Force lead for road safety. Opportunities and risks are fed back to the SLT on a regular basis and road safety is also a standing item at the monthly Sussex Police internal Performance & Accountability Meetings.

VICTIM FOCUS

CHILD SEXUAL EXPLOITATION

Today (18 March 2016) is National Child Sexual Exploitation (CSE) Awareness Day which aims to highlight the issues surrounding CSE and encourage everyone to think, identify and speak out against this abuse.

- A. What do the key areas of risk around CSE look like for Sussex Police and how is the Force responding to these?**
- B. How often are staff in the Contact and Command Centre specifically briefed on the risks and triggers for CSE in relation to missing children?**
- C. What does the refresh and training plan look like for this area of work?**

OP confirmed that CSE is a form of sexual abuse that involves the manipulation and/or coercion of young people under the age of 18 into sexual activity. Young people may be expected to engage in sexual activity in exchange for things such as money, gifts, accommodation, affection, status, food, drugs or alcohol. OP acknowledged that CSE is a complex area of criminality.

Operation Kite is the Sussex Police response to CSE and work is ongoing both internally with officers and staff and externally with partner agencies to improve the recognition and understanding of CSE. It was emphasised that in Sussex much of this work focuses on missing children from either parental, care or foster homes.

Presently, each of the three local authorities (B&HCC, ESCC and WSCC) report missing children differently. However, a new commissioning plan has been created in partnership with the local authorities and will commence on 1 April 2016. The new plan will ensure that a consistent approach to recording is evident throughout Sussex and will see all missing children interviewed on their return by Missing People, a UK charity that works with young runaways, missing and unidentified people, and their families. This dedicated and specialist support will ensure that any risk of harm to these children can be understood and dealt with immediately. Emerging themes can also be identified as part of this process.

A dedicated CSE Analyst has been funded by the PCC and has carried out a multi-agency mapping exercise to identify 'hotspots' of vulnerable victims throughout Sussex, including the locations children are going missing from and the locations they are being found. The intelligence gathered as part of this analysis has resulted in the creation of targeted communications campaigns at prevalent locations in Sussex.

Sussex Police is also working hard with partners to identify and target perpetrators of CSE and implement appropriate interventions to safeguard victims. OP estimated that there are potentially 42 perpetrators in Sussex.

KB emphasised that child sexual abuse is now recognised as a national threat within the Strategic Policing Requirement which she and the Chief Constable must have "due regard" to and ensure that the Force is in a state of readiness to respond. OP explained that whilst national oversight exists, the local data for Sussex is sent to Chief Constable Simon Bailey, Norfolk Constabulary, who is the National Police Chief's Council lead for CSE. This information is also made available to partners locally.

OP confirmed that significant investment has been made to the training provision for staff in the Contact and Command Centre. It was explained that every Contact Handler and Controller was given CSE training in 2014 when Operation Kite was first launched. Two-hour refresh training has since been provided to staff in this area and this training is now included in the induction for all new staff in the Contact and Command Centre.

In addition, an aide memoir question-set has been developed to assist Contact Handlers and Controllers in identifying telephone calls relating to CSE to ensure that the initial policing response provided is appropriate. Sussex Police is understood to be the first police force area to introduce this support mechanism for staff in the Contact and Command Centre.

PUBLIC CONFIDENCE

HMIC – PEEL ASSESSMENT, STATE OF POLICING REPORT 2015 AND LEADERSHIP STATEMENT

Last month, HMIC published their findings for Sussex Police in the "PEEL Assessment, State of Policing Report 2015 and Leadership Statement". I am very pleased to confirm that the inspection report judged the Force to be "good" in its overall assessment of the year. I was particularly pleased that Sussex was recognised as one of only five police force areas nationally to achieve a rating of "good" or "outstanding" across all core PEEL inspection areas. The leadership qualities of senior officers to set clear aims and direction for the Force were also highlighted.

- A. What was your overall reaction to the findings of these publications?
B. What areas do Sussex Police need to improve on?**

GY confirmed that he was delighted with the HMIC inspection report which judged Sussex Police to be "good" in its overall assessment of the year.

Sussex was recognised as one of only five police force areas nationally to achieve a rating of "good" or "outstanding" across all core PEEL inspection areas and this consistent performance was attributed to the hard work of all officers and staff.

GY explained that missing people (and predominantly missing children) is an area for improvement for Sussex Police. It was acknowledged that further work is required to ensure that a consistent prevention strand exists, including a significant presence within the Local Policing Programme (LPP).

SUSSEX ELDERS' COMMISSION REPORT – NUISANCE CALLS AND SCAMS

Earlier this month, my Sussex Elders' Commission (SEC) published the findings from their "Big Conversation" which gathered the views of nearly 2,500 peers across the county on policing, crime and community safety. Nuisance calls and scams were identified as the main priority area.

A. Can you provide some context around the scale of this issue in Sussex?

B. Operation Signature is the Force campaign to identify and support vulnerable victims of fraud within Sussex. What operational successes are directly attributable to this Operation?

C. Increasingly fraud is becoming more complex and deceptive, much of which is targeted at vulnerable and elderly people. What support and preventative measures has Sussex Police offered to the elderly and vulnerable communities to protect them from further targeting?

D. Will you make a similar commitment to look at the actions identified in the report, in line with the approach taken with the Sussex Youth Commission report?

GY explained that fraud remains a complex area to police. The publication of the Sussex Elders' Commission report was welcomed as a helpful piece of research for Sussex Police to use to improve officer and staff understanding of the concerns of older people in the county.

KB quoted an extract from the "Big Conversation 2016" which stated that 15.2% of all older people questioned by their peers said that they worried when the phone rang.

It was highlighted that Action Fraud (the UK's national reporting centre for fraud and internet crime) receives almost 400 reports of fraud against individuals from Sussex residents each month. Of these reports, 45% are from individuals aged 60+ and 29% are from individuals aged 75+. Reports to Action Fraud are made from all areas of Sussex including 12% from Brighton & Hove, 34% from East Sussex and 54% from West Sussex. The types of reports include scam letters, nuisance telephone calls, courier fraud, rogue traders and romance scams.

Operation Signature is the Sussex Police campaign to raise awareness and identify and support vulnerable victims of fraud within Sussex. The Force continues to provide support to elderly and vulnerable communities through this campaign and other preventative measures, including the provision of call blocking devices which are installed in homes and only allow telephone calls to get through the device if the number is recognised and authorised. Sussex Police purchased 100 of these devices and are in the process of distributing these to vulnerable people. GY encouraged anyone who might know of someone who would benefit from one of these devices to contact Sussex Police to request one. In addition, a leaflet promoting Operation Signature was again included with the council tax bills for 2016/2017. This was the same approach as the one adopted last year.

GY concluded by making a similar commitment to look at the actions identified in the report, in line with the approach taken with the Sussex Youth Commission's report.

OPERATIONAL DELIVERY BUDGET

The operational delivery budget has recently been set at £289m for 2016/2017.

A. What challenges and opportunities does this provide?

B. How will you ensure that the savings required are achieved?

OP reiterated that the additional investment in policing for 2016/2017 (following an increase to the policing element of the council tax) will be used to enhance the existing levels of service provided in the areas of digital forensics and public protection.

The operational delivery budget for 2016/2017 provides opportunities through the planned capital investments to the estates programme which will include improvements to the technology infrastructure (including transforming the way digital evidence is provided) across the Sussex Police estate. The Enterprise Resource Planning system will also be refreshed and further investments will be made in vehicle telemetry, which provides meaningful information about how and where vehicles are being driven.

In addition to the LPP, significant change programmes for enabling services, including information technology, human resources, finance, uniformed operations and specialist crime areas are also planned.

The savings required for 2016/2017 are £11.5m. OP emphasised that this figure is in line with the savings which have been made in each of the past five years and was confident that the Force would again be able to deliver these savings whilst continuing to provide policing in Sussex which is efficient, effective and responsive to the needs of the public.

POLICE OFFICER RECRUITMENT

I was pleased to be able open the recruitment process for police officers to increase the resources at your disposal.

A. What will this mean for frontline policing in Sussex?

OP explained that the recruitment process for police officers was opened on 29 February, for the first time in two years, with the intention of recruiting 70 police officers by the end of 2016. It was also explained that targeted advertising was made to applicants from diverse backgrounds during this recruitment process. Recruitment closed at midnight on 13 March 2016. An intake of 30 police officers is planned in April/May and a further intake of 40 police officers towards the end of the year.

GY welcomed the opportunity to recruit new police officers but explained that these numbers were low in comparison to the numbers recruited previously. It was acknowledged that reduced levels of recruitment in recent years has had a direct impact on the ability of those individuals with an aspiration to join the Force and those existing police officers in terms of promotion and career opportunities.