

## **PERFORMANCE & ACCOUNTABILITY MEETING – 16.12.2016**

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**DATE:** 16 December 2016

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

**PRESENT:** Police & Crime Commissioner – Katy Bourne (KB)  
Chief Finance Officer – Iain McCulloch (IMcC)  
Chief Constable – Giles York (GY)  
Deputy Chief Constable – Bernie O'Reilly (BO'R)  
Head of Performance – Graham Kane (minutes)  
Digital Content Officer – Sammi Carwardine

### **OPERATIONAL CHALLENGES**

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

**B. How have you reflected on these?**

*On 22 November 2016, Mr Ben Bamford, 18, was sentenced to life imprisonment after he was convicted of murdering Mr Paul Jefferies, 52, at his cottage in Mayfield on 23 February 2016. The judge ruled that Mr Bamford would serve a minimum sentence of 16 years.*

*On 9 December, Mr Shaun Harrad, 55, was sentenced to 15 years imprisonment after having been found guilty of multiple offences of rape, of causing actual bodily harm, of distributing indecent images, and of stalking a young woman from Brighton.*

*Mr Harrad will not be eligible to be considered for parole until he has completed two thirds of his sentence (10 years). Mr Harrad will also be a registered sex offender for life and was given a Sexual Harm Prevention Order, severely restricting his access to computers. GY explained that Mr Harrad had been arrested, charged and remanded on the same day and praised the courageousness of the victim in this case.*

*On 12 December 2016, three men were charged with manslaughter and affray after the death of Mr Frank Milligan, 63, on 13 May 2016. Mr John Venn, 19, Mr Hayden Garrett, 20, and Mr Joshua Hewes, 20, will all appear at Crawley Magistrates' Court on 11 January 2017.*

## **OPERATION DRAGONFLY – CHRISTMAS DRINK-AND-DRUG-DRIVE CAMPAIGN 2016**

**“Operation Dragonfly” is the dedicated Sussex Police drink-and-drug drive campaign. It began on 1 December 2016 and will run across the month in the lead up to Christmas and New Year celebrations.**

**A. Can you provide me with an update regarding how the campaign is progressing?**

**B. Sussex Police has made a significant investment in the number of officers qualified to test motorists for drugs at the roadside. How will this additional resource be used by the Force to target those drug-driving?**

**C. Drink-and-drug driving is regarded as one of the “fatal four” by the Sussex Safer Roads Partnership (SSRP). What is the SSRP doing to support this campaign?**

*GY explained that Operation Dragonfly is part of rolling programme of campaigns that are implemented by the Force to tackle drink-and-drug-driving in Sussex. The campaign began on Thursday 1 December 2016 and will run until Sunday 1 January 2017, with an increased focus on drug-driving and early morning policing activity.*

*For a number of years Sussex Police has published the names of drivers charged with drink-and-drug-driving offences, which has drawn criticism from both the public and the media. The Force is trying a different approach this year and will now only be publishing the names of drivers on conviction of any drink-and-drug-driving offences.*

*It was confirmed that between 1 and 5 December 2016, Sussex Police had arrested 35 individuals after they either provided positive samples or refused to give samples. It was emphasised that this was fewer individuals than at the same time last year but is not statistically significant.*

*Sussex Police has invested in the number of officers qualified to test motorists for drugs at the roadside ahead of this year’s campaign. Approximately 300 police officers are now fully qualified, including both Road Policing Unit (RPU) officers and non-RPU officers.*

*GY explained that Sussex Police received grant-funding of £25,000 from the Department for Transport to test drivers for drug-driving at the roadside using a Drugwipe testing kit. This funding resource has been used by the Force to train four staff as national trainers to bring back expertise and learning into Sussex (c.£7,000) and for the purchase of Drugwipe testing kits for the previous pilot in West Sussex (c.£4,500). The remaining balance has been used to purchase additional Drugwipe testing kits which cost approximately £15 each.*

*An intelligence led approach is also being employed this year to target prolific offenders who commit crime whilst drink-and-drug-driving in Sussex. As at 9 December 2016, 44% of all individuals tested at the roadside by local policing units, and 54% of all individuals tested by RPU officers tested positive for drink-and-drug-driving offences.*

*KB urged members of the public to check any prescriptions or over-the-counter medicines that they are taking and the suitability to drive and/or operate heavy machinery afterwards. If anyone is taking them and not sure whether they should drive, they were encouraged to talk to their doctor, pharmacist or healthcare professional.*

*GY confirmed that Sussex Police is an active and integral member of the SSRP. It was emphasised that the SSRP is supporting this campaign by delivering a complementary four-week programme which aims to change driver attitudes and behaviours through education. It was highlighted that a combination of education, engineering and enforcement is essential to ensure long-term improvements to road safety because enforcement alone does not provide a sustainable solution.*

*Members of the public with specific concerns about individuals they suspect of drink-or-drug-driving are asked to report these to Sussex Police by text to 65999 or through Operation Crackdown ([www.operationcrackdown.co.uk](http://www.operationcrackdown.co.uk)). Individuals can also contact the independent charity Crimestoppers anonymously on 0800 555111. If it is known that someone is drink-or-drug-driving, members of the public should call 999 immediately.*

## **OPERATION RIBBON**

**“Operation Ribbon” is the dedicated Sussex Police response to reports of domestic abuse over the Christmas and New Year period.**

**A. What are the aims and objectives of Operation Ribbon?**

**B. How will the impact and effectiveness of Operation Ribbon be measured?**

**C. How will technology, including body worn video, be used to support Operation Ribbon?**

*BO’R explained that this is the fifth consecutive year that Sussex Police has run Operation Ribbon, the dedicated policing response to reports of domestic abuse over the Christmas and New Year period.*

*The aim of the awareness campaign is to reduce the number of domestic abuse incidents, provide a timely and professional victim focussed response and to deal robustly with perpetrators.*

*Sussex Police will be visiting previous victims, whether they are high-risk, repeat victims or both, with information, support and reassurance. It was also emphasised that police officers will proactively visit suspects who are on conditional bail for any domestic abuse related offence or are subject to a Domestic Violence Protection Notice (DVPN) or Domestic Violence Protection Order (DVPO).*

*It was explained that a formal report would again be produced to summarise and evaluate the overall effectiveness of the Operation. This report is expected to be completed by the middle of January. KB requested a copy of the finished report.*

*BO’R concluded by reiterating that any police officers attending a domestic abuse incident will be equipped with and using personal-issue body-worn video cameras to improve evidence gathering. It was highlighted that all officers understand the importance of domestic abuse and the value of using body-worn video to capture real-time evidence in an easy to use and accessible digital format.*

**ACTION: KB requested a copy of the completed Operation Ribbon report when it is published in January 2017.**

## **ALLEGATIONS OF CHILD SEXUAL ABUSE IN FOOTBALL**

**Following ongoing and widespread publicity surrounding allegations of child sexual abuse within football, many police forces across the country have received a significant number of calls, both reporting further allegations and offering information.**

**Operation Hydrant is the national policing response, oversight, and coordination of non-recent child abuse investigations concerning persons of public prominence, or in relation to those offences which took place historically within institutional settings.**

**A. Has Sussex Police received any allegations of child sexual abuse within football as part of Operation Hydrant?**

**B. What has Sussex Police done to support the Football Association with their internal inquiry?**

**C. Further evidence to provide additional investment in Public Protection Investigators is set out in the public consultation for the policing element of the precept to strengthen local policing and public safety. How would investment in this area improve the policing response in Sussex?**

**D. How is the Force proactively working with partners to improve safeguarding arrangements for children within sporting institutions?**

*BO'R confirmed that Sussex Police had received a small number of allegations of child sexual abuse within football, as part of Operation Hydrant. It was emphasised that all of these allegations related to non-recent and historic incidents. The Force is currently supporting each of these victims and investigating any ongoing safeguarding concerns.*

*Sussex Police has not had any direct contact from the Football Association in respect of their internal inquiry but the Force has proactively written to the Sussex County Football Association and other sporting institutions in an attempt to improve safeguarding arrangements. It was also emphasised that the Chairs of each of the Local Safeguarding Children Boards in Sussex are engaged in this work too.*

*It was highlighted that, owing to the complex and sensitive nature of these investigations, if any additional investment is made available in 2017/18 to strengthen local policing and public safety, through an increase in the policing element of the precept, that this would be invested in Public Protection Investigators.*

*BO'R concluded by encouraging any victim of child sexual abuse to report this to Sussex Police directly by telephone to 101 or online via the website ([www.sussex.police.uk/contact-us/report-online/](http://www.sussex.police.uk/contact-us/report-online/)). Reports can also be made indirectly to the National Society for the Prevention of Cruelty to Children (NSPCC) by telephone to 0808 800 5000 or by email to [help@nspcc.org.uk](mailto:help@nspcc.org.uk). It was highlighted that any reports received by the Force would be treated seriously and investigated accordingly.*

## **HMIC – PEEL: LEGITIMACY**

**Last week, Her Majesty’s Inspectorate of Constabulary (HMIC) published their findings for Sussex Police in the “PEEL: Legitimacy” report. I am pleased that the inspection report judged the Force to be “good” in respect of the legitimacy with which it keeps people safe and reduces crime.**

### **A. What is your overall reaction to the findings of the report?**

*GY recognised the assessment of ‘good’ from HMIC in the current context to be a fantastic reflection of the legitimacy with which the police officers, staff and volunteers within Sussex Police keep people safe and reduce crime.*

*The importance of demonstrating legitimacy was highlighted because it is the measure for the trust and confidence the public have in the police service and the reassurance that the Force can give. GY expressed the huge comfort that the findings of this report present in terms of support and affirmation for the trust he has placed on the workforce to deliver policing in Sussex to a high standard, often in difficult circumstances. This included particular recognition for the way Sussex Police treat people with fairness and respect, and the knowledge that any feedback received from members of the public is used to improve the level of service provided.*

*GY explained that one particular element was raised throughout the report in respect of a very small number of police officers and staff abusing their authority to sexually exploit vulnerable individuals. It was highlighted that following proactive investigations by all police force areas in England and Wales, 300 individuals were identified as having behaved in this unacceptable way. In respect of Sussex, it was confirmed that two officers had been dismissed without notice for engaging inappropriately with vulnerable individuals.*

*HMIC did not identify any causes of concern and, as a result, made no specific recommendations. However, an area for improvement was identified in terms of how Sussex Police manages individual performance assessment processes (known as PDRs). As the national workforce lead for PDRs, GY made a commitment to address performance in this area.*

*KB concluded by commending all police officers, staff and volunteers for the legitimacy with which the Force keeps people safe and reduces crime.*

## **INDEPENDENT POLICE COMPLAINTS COMMISSION – POLICE COMPLAINTS**

**The Independent Police Complaints Commission (IPCC) Police Complaints statistics for England & Wales were published last month. The number of complaint cases recorded by Sussex Police reduced by 3% in 2015/16, in comparison to 2014/15.**

**A. How have you reflected on this report?**

**B. What do you attribute the reductions in the number of recorded complaints in Sussex to?**

*BO'R confirmed that the number of complaint cases recorded by Sussex Police had reduced by 3% in 2015/16, in comparison to 2014/15. This equated to 27 fewer complaints recorded. The reduction in Sussex was also in line with national trends as complaints reduced by 8% across England and Wales too. It was also highlighted that Sussex Police recorded 246 complaints per 1,000 population, in comparison to a national average of 276 complaints per 1,000 population.*

*Sussex Police was one of only three police force area in England and Wales that use local resolution for 70% and more of all complaints. Sussex had the second highest percentage figure at 73%, behind Cleveland at 77% and ahead of Nottinghamshire at 70%. The IPCC are looking at the number of complaints resolved in this manner nationally to identify whether any best practice exists.*

*KB asked how Sussex Police check that local resolutions are carried out to a satisfactory standard. BO'R confirmed that the Professional Standards Department monitor the use of local resolution, and that an appeals process exists if members of the public are dissatisfied with the outcome of their complaints.*

*It was also recognised that the current complaints system is complex and measured in an inconsistent manner nationally. KB explained that the Policing and Crime Bill, which is due to receive Royal Assent in January 2017, will provide Police & Crime Commissioners with an opportunity to have a stronger role in the resolution of complaints. The Bill will seek to strengthen accountability and transparency of the complaint process, including rationalising the categories, criteria and threshold for complaints.*

## **HMIC – LEADERSHIP STATEMENT**

**Last week, HMIC also published their findings for Sussex Police in the "Leadership Statement". The report assessed the Force to have a good understanding of leadership capabilities and expectations, including particular recognition for its ability to seek out new ideas, approaches and working practices from other organisations, including other police forces.**

**A. What is your overall reaction to the findings of the report?**

*GY was really pleased that HMIC had assessed the leadership of Sussex Police to be good as part of the annual inspections of Police Effectiveness, Efficiency, Legitimacy and Leadership (PEEL).*

*The report assessed Sussex Police to have a good understanding of leadership throughout the organisation, at all levels, and that "officers expressed confidence in being able to challenge the chief officer team". The report also found that the Force has a willingness to seek "new ideas internally and externally", including particular recognition for its ability to look at approaches and working practices adopted by other police force areas.*

*In addition, the report also stated that Sussex Police "displays strong leadership in terms of diversity", including the development of a "positive action delivery plan" to address under-representation. It was recognised that under-representation is a challenge for all police forces nationally, and that this particular theme has been raised at a Home Affairs Select Committee.*

*GY concluded by explaining that the Force continues to work closely with Surrey Police to develop leadership across both police force areas.*

## **HMIC – VALUE FOR MONEY PROFILE 2016**

**HMIC recently published the Value for Money (VfM) Profile for 2016 which outlines how each of the police forces in England and Wales are providing value for money across their service areas.**

**A. What do you see as the key strengths and weaknesses highlighted in the report from a Sussex perspective?**

**B. How are you going to use the information to improve the Force's ability to demonstrate value for money?**

GY reflected the achievements set out in the VfM Profile to be outstanding, given the context that the Force is currently operating in.

It was emphasised that the demands placed on Sussex Police are no different from other police force areas, including comparative figures for 999 calls received, crimes recorded and suspects identified. However, the financial resources available to the Force are significantly less. The report also highlighted that Sussex Police spends significantly below the national average, including the amount spent on non-staff costs, in particular.

Sussex Police will look at all of the VfM Profiles to identify whether any good practice could be adopted from other police force areas. This will include comparing and contrasting some of the greater differences identified by the report in more detail and looking to change the approaches adopted in Sussex, wherever necessary.

It was also highlighted that the Force currently spends 32% of the total policing budget on local policing. Assurances were given to KB that even after the implementation of the Local Policing Programme is completed, this figure would still equate to 31% of total spend, against an average of 29% for all police force areas in England and Wales.