

## **PERFORMANCE & ACCOUNTABILITY MEETING**

**DATE:** 26 June 2015

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

**PRESENT:** Police & Crime Commissioner Katy Bourne (KB)  
Chief Executive Mark Streater (MS)  
Chief Constable Giles York (GY)  
Deputy Chief Constable Olivia Pinkney (OP)  
Performance & Information Manager Graham Kane – minutes  
Communications & Engagement Assistant Sammi Hide  
Executive Assistant Gina Wheatley

## **OPERATIONAL CHALLENGES**

- A. What have been the recent operational challenges for Sussex Police?**  
**B. How have you reflected on these?**

Operational challenges for Sussex Police in the past month have included the policing of the Wild Life festival in Shoreham which was attended by over 70,000 people on 6 and 7 June. It was highlighted that in spite of the large numbers in attendance, there were very few instances of anti-social behaviour and only 15 arrests were made across the weekend, most of which related to drink or drugs. GY confirmed that Sussex Police will be reviewing their approach, methodology and lessons learned, together with the completion of a proper assessment of the impact on the local community.

The award of two confiscation orders, under the Proceeds of Crime Act, at Lewes Crown Court on 12 June was another operational highlight for the Force. Mr Michael Agius was ordered to pay back £6,014.93 and his wife, Mrs Lydia Camilleri-Agius, must pay back £185,186.98, as a result of joint benefit they obtained from drugs trafficking. If they fail to pay this all back within three months, Mr Agius will face another six months in prison, and Mrs Agius another two years, plus they will still have to pay these sums back.

A further operational highlight took place on 17 June, after Sussex Police received a 999 call relating to a woman in danger of drowning in the sea in Hastings. PC Matt Ostach rescued the woman whilst his colleague, PC Amber Russell, maintained radio commentary. The woman was safely brought ashore within five minutes and was subsequently detained under the Mental Health Act.

Another success for Sussex Police was the conviction of Mr David Cager after he was found guilty of 13 counts, comprising indecent assault, sexual activity with a child, gross indecency with a child and inciting a child to engage in sexual activity. GY confirmed that Mr Cager received a 9-year prison sentence for this historic child abuse at Hove Crown Court.

An inquest took place at Brighton Coroner's Court on 22 June 2015 which found that Brighton University student Aaron Dunford died as a result of misadventure after inhaling nitrous oxide (also known as laughing gas).

**OPERATION MAGPIE – SUMMER BURGLARY PREVENTION CAMPAIGN**

**Operation Magpie, the Sussex Police three-week summer burglary prevention campaign, was launch at the end of May 2015 to encourage people to protect their homes from the threat of intruders. The campaign was separated into three stages which focussed on crime prevention, working with volunteers and preventing the sale of stolen goods.**

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

**B. What was the impact of the campaign in terms of the recorded number of Burglary Dwelling crimes across the three-week period in comparison to the same period in 2014?**

**C. What did some of the operational highlights look like?**

GY explained that historically burglaries are more likely to increase throughout the summer months. The purpose of the Sussex Police three-week summer burglary prevention campaign was to raise awareness and encourage people to make themselves safer. It was also reiterated that the campaign was separated into three stages which focussed on crime prevention, working with volunteers and preventing the sale of stolen goods.

The impact of the campaign was a 9% reduction in the number of burglary dwelling crimes recorded, in comparison to the same three-week period in 2014. This equated to 15 fewer burglaries compared to the 160 recorded in 2014.

Some of the operational highlights for Sussex Police included the positive arrests of wanted individuals for burglaries to student accommodation at Sussex University and a distraction burglary carried out on an elderly woman in Lewes.

KB challenged GY regarding the 19% increase in recorded burglary dwelling crimes on East Sussex Division across the rolling year period 22 June 2014 to 21 June 2015, in comparison to the same period a year earlier. This equated to an additional 160 crimes being recorded. It was emphasised that a number of these crimes were historic and related to a specific spike of burglaries to mobile caravans and static homes at holiday parks in Bexhill and Hastings, outside of the traditional holiday season.

GY concluded by stating that Sussex Police remain relentless in their pursuit of criminals.

## **SUMMER DRINK DRIVE CAMPAIGN**

**Operation Dragonfly, the Sussex Police drink and drug driving campaign, has been taking place this month. As in previous campaigns, Sussex Police has again named all those charged with drink or drug driving. In addition, this year Sussex Police has released footage of convicted offenders which shows the state that they were in when they got behind the wheel and drove.**

- A. Can you provide me with an update regarding the number of drivers that have been breathalysed and subsequently arrested for drink-driving offences?**  
**B. How have you evaluated the impact of releasing this impactful footage as part of this campaign?**

GY confirmed that Operation Dragonfly, the Sussex Police summer drink and drug driving campaign, had been taking place across the month of June, which involves a heightened and targeted policing response.

It was highlighted that from 1 June to 22 June, 1,364 motorists had either been breathalysed or tested for substance misuse at the roadside, of which 120 individuals were arrested on suspicion of drink-driving offences and 18 individuals were arrested on suspicion of drug-driving offences. 85 individuals have since been charged with drink-driving, which equated to a failure rate of 6.2%. In comparison, the same campaign across the whole month of June 2014 resulted in charges for 83 individuals and a failure rate of 3.5%.

As well as publishing the names and addresses of those drivers charged with drink and drug driving offences, Sussex Police has also adopted the approach of releasing footage of convicted offenders which emphasises the condition they were in when they were arrested. This particular tactic has been recognised nationally for pushing boundaries in this area.

Sussex Police has used the intelligence received from Operation Crackdown to target prominent locations at specific times of the day. Closer partnership working with East and West Sussex Fire and Rescue Services has also contributed towards the success of this campaign. An enhanced media plan has ensured that the campaign has remained in the media throughout the month of June.

GY concluded by confirming that a full assessment of the campaign, and the impact of this new tactic, would take place following the conclusion.

### **SEXUAL OFFENCE LIAISON OFFICERS**

**The policing part of the Council Tax was again increased in 2015/2016 to fund investment in serious sexual offending and the recruitment of an additional 36 Sexual Offence Liaison Officers (SOLOs) by April 2016, in particular.**

**A. Can you provide me with a progress update as to how many of these SOLOs have been recruited to date?**

**B. What strategy is in place to ensure that each of these posts will be recruited to across 2015/2016?**

**C. As discussed at last month's PAM, I sought to increase the reporting of domestic abuse and serious sexual offences, to better identify vulnerable victims in Sussex. What measures are in place to ensure that dedicated SOLOs are not taken away from their primary role to support other areas of work where there has been an increase in demand?**

OP confirmed that Sussex Police had recruited 14 Sexual Offence Liaison Officers (SOLOs) as at 26 June 2015. Five SOLOs have been recruited on Brighton & Hove Division, five SOLOs on East Sussex Division and four SOLOs on West Sussex Division. It was reiterated that the Force remains committed to recruiting an additional 36 SOLOs by April 2016.

It was highlighted that recruiting to these roles had proved more difficult than originally anticipated owing to the dedicated nature of the role. Sussex Police stated that they would like to recruit internal candidates to these posts which creates an additional complication in terms of managing the unavoidable backfilling processes subsequently created.

However, feedback from specialist Independent Sexual Violence Advisor services has already been extremely positive and both partners and survivors value these posts. The 14 individuals already recruited also speak highly of the role and are being used by Sussex Police to recruit others.

MS made a point regarding the importance of getting the gender balance correct. Taking the gender of victims into account, it was recognised that more women would be required in these roles in comparison to men, although it was acknowledged that the victim should always have the final choice.

It was also emphasised that Sussex Police may consider transferring individuals into these roles from neighbouring police force areas, if they possess the appropriate competencies.

OP concluded by stating that she was confident Sussex Police would have 36 individuals in post before the deadline, for which Public Protection Unit and Human Resources Department colleagues are working on a recruitment strategy. However, owing to the specialist nature of the position it was emphasised that these roles would not be filled if suitable candidates cannot be identified.

**ACTION: KB requested a further progress update at the PAM in September 2015.**

## **WORLD ELDER ABUSE AWARENESS DAY**

**I was pleased to be able to support the “World Elder Abuse Awareness Day” earlier this month to bring greater recognition of the mistreatment of older adults and to highlight the need for appropriate action to be taken.**

**A. What do the key issues around Elder Abuse look like for Sussex Police?**

**B. What operational successes have Sussex Police had tackling Elder Abuse in Sussex?**

OP explained that elder abuse can be defined as "a single, or repeated act, or lack of appropriate action, occurring within any relationship where there is an expectation of trust which causes harm or distress to an older person". It was emphasised that elder abuse can take various forms including physical, psychological, emotional, sexual and financial abuse and raises a number of issues for Sussex Police locally.

It was highlighted that until the Care Act 2014 came into force on 1 April 2015, there was no English law which dealt specifically with safeguarding adults who might be at risk of abuse or neglect. The introduction of the Act now places adult protection on the same platform as children and requires every statutory agency and care provider to have a dedicated adult safeguarding manager.

It was acknowledged that elder abuse can exist in the context of many crimes. Operation Signature is the Sussex Police response to identify and support vulnerable victims of fraud within Sussex (including Operation Edisto which relates to courier fraud). The important role of the media to raise awareness of elder abuse was also highlighted.

Increasingly, fraud is becoming more complex and deceptive and the exact scale of these crimes is still relatively unknown. It was recognised that technology is also enabling fraudsters to commit crimes faster and employ more complex behaviours to remain undetected. KB suggested that this could be an area which the Sussex Elders' Commission look into across the communities of Sussex.

A PAN Sussex group has been created to develop a plan to tackle elder abuse in the county and ensure that robust reporting mechanisms are in place.

OP concluded by stating that Detective Chief Inspector Tracy Edwards is the chair of the National Victims of Fraud Working Group and is the Sussex Police and regional lead for fraud in the South East.

**ACTION: KB asked OP to confirm whether or not elder abuse is marked on Niche by Sussex Police or any other police forces.**

**ACTION: KB asked for Detective Chief Inspector Tracy Edwards to attend a future meeting of the Sussex Elders' Commission.**

**SUSSEX YOUTH COMMISSION – INDEPENDENT ADVISORY GROUP**

**The Sussex Youth Commission presented their final report from the “Big Conversation” to the Commissioner in 2014/2015. At November’s PAM, you made a personal commitment to look at all 16 recommendations and tasked a team of officers to work with the members to achieve this, including the establishment of a Youth Independent Advisory Group (IAG).**

**A. Can you provide me with a further update in relation to the progress made against these recommendations to date?**

**B. What improvements have been made to Sussex Police processes and procedures relating to Stop and Search, policing of the night-time economy and youth perceptions of the police, in particular?**

OP explained that good progress has been made against the 16 recommendations presented by the Sussex Youth Commission (SYC) in their final report from the “Big Conversation” in 2014/2015.

The report identified five priority areas; reducing offending and reoffending, drug and alcohol abuse, domestic abuse and sexual assault, bullying and cyber-bullying and the relationship between the police and young people, and is being used to inform and challenge the work of Sussex Police.

The establishment of a Youth Independent Advisory Group (YIAG), drawn from SYC members, has completed one of the recommendations identified in the report. The YIAG has also been instrumental in transforming, refreshing and developing processes and procedures relating to stop and search.

A further accomplishment of another recommendation included the establishment of an accredited work experience programme for young people. In June 2015, Sussex Police launched a pilot scheme for 30 young people to spend a week understanding how the Force operates, whilst also working on a project to provide feedback on the way young people are policed.

Sussex Police is continuing to develop more structured ways to relate to and engage with young people, including more effective use of social media. For example, Sussex Police now run their proposed marketing materials past the YIAG and listen to the feedback provided and make amendments to the material, wherever appropriate, prior to publication.

OP confirmed that she is the National Policing Lead for Children and Young People and Superintendent Laurence Taylor is the South East Regional Lead.

**ACTION: KB requested a list of the officers leading on the five priority areas identified by the Sussex Youth Commission as part of their Final Report in 2014.**

### **POLICE OFFICER RECRUITMENT**

**I have received correspondence from a number of individuals outlining their concerns at the police officer recruitment process in Sussex. Letters have been sent to existing candidates confirming that there will no longer be an intake of new recruits in June 2015 and encouraging individuals to transfer their applications to Surrey Police who are currently recruiting.**

- A. How many of these letters have been issued by Sussex Police?**
- B. Can you confirm when recruitment will reopen again in Sussex?**
- C. Does the Certificate in Knowledge of Policing (CKP) which these individuals have completed have an expiration date?**
- D. If so, will this be extended in light of the limited recruitment opportunities in Sussex?**

GY explained that there is no operational need for Sussex Police to recruit police officers at the present time. It was emphasised that this was not a decision which had been taken lightly because of the benefits which can be realised through continuous recruitment, including new thinking and opportunities for internal promotions.

It was highlighted that there are currently no mechanisms in the Police Regulations which enable police forces to reduce police officer numbers through redundancies.

GY confirmed that 84 individuals in Sussex had completed a Certificate in Knowledge of Policing (CKP) and a strategic decision was taken to make each of these individuals aware of the opportunity which existed within Surrey Police. Subsequently, 49 individuals expressed an interest and Surrey Police offered places to 44 of them. The five individuals who were unsuccessful in their applications failed at the health check, medical assessment and vetting stages.

It was emphasised that completion of the CKP entitles an individual to apply for any police force area which accepts this as part of their recruitment, selection and entry requirements. A national agreement confirmed that the CKP should expire after two years, although it is at the discretion of each individual police force area whether or not this time period can be extended in light of the limited recruitment opportunities which currently exist. The adoption of the CKP for policing was compared to similar approaches that have been adopted by other professions including nursing and law.

KB challenged GY about the correspondence received by the Office of the Sussex Police & Crime Commissioner concerning a perceived lack of personalisation in the letters, particularly from existing Special Constables. GY accepted that a difficult balance existed between doing the right thing and writing to each of the individuals in an efficient and effective manner without spending a disproportionate amount of time carrying out this process.

It was highlighted that police officer recruitment may open again this year in Sussex at some point in the autumn.

## **SPECIAL CONSTABLE RECRUITMENT UPDATE**

**I was pleased to note that Sussex Police reopened the special constable recruitment process earlier this month to increase the volunteer resources available to the Force.**

### **A. Can you provide me with a progress update for this recruitment process?**

GY confirmed that Sussex Police currently has 419 Special Constables.

It was emphasised that two further recruitment opportunities exist for individuals to become Special Constables in 2015. A recruitment process opened earlier this month and received 122 applications, of which, 108 candidates remain in the process. The next stage for these individuals will be the competency based interviews.

GY stated that as part of the latest recruitment process, Sussex Police had targeted individuals with an aspiration to become 'career' Special Constables, with no ulterior ambition to become either police officers or PCSOs.

## **JOINT PROCUREMENT SERVICE**

**At last year's PAM, we discussed the effectiveness of the Joint Procurement Service between Sussex Police and Surrey Police in terms of the savings generated and the governance arrangements in place.**

**A. Does a consistent approach to contract standing orders and authorisation levels exist across both police force areas?**

**B. Following the recent departure of the Joint Head of Procurement, what arrangements have been put in place to ensure continued improvements to the service?**

**C. Have opportunities to work regionally and nationally been explored by the Joint Procurement Service to potentially achieve greater savings?**

GY explained that following the departure of the Joint Head of Procurement, Claire Sibley has stepped up to provide some temporary support whilst the vacant post is recruited to. Additional employees have been bought into the unit to assist too. GY is reassured with the interim processes in place and has received positive feedback regarding these temporary arrangements. KB asked for some further clarification as to what the timescales look like around the recruitment to this post. In the meantime, Mark Baker, Director of Finance, will continue to Chair the Joint Procurement Board.

GY confirmed that opportunities to work regionally and nationally have been explored by the Joint Procurement Service to achieve greater savings. In particular, Sussex and Surrey have access to one fleet and Sussex Police lead on the procurement of motorcycles and vehicle conversion nationally. Further opportunities to look into joint procurement for buildings and personal insurance is also being considered by Sussex Police.

**ACTION: GY to provide KB with the timescales around the recruitment to the Joint Head of Procurement post.**

**ACTION: KB requested the latest available savings figures which have been achieved by the Joint Procurement Service.**