

## **PERFORMANCE & ACCOUNTABILITY MEETING**

**DATE:** 24 January 2020

**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 – Jo Shiner (JS)  
Digital Content Officer – Sammi Carwardine (webcasting)  
Senior Communications Manager – Mandy Jameson (observing)  
Head of Performance – Graham Kane (minutes)

## **REASSURANCE TO SUSSEX COMMUNITIES – MURDERS AND VIOLENT INCIDENTS**

**In the past few weeks, Sussex Police has launched several major investigations into murder and violent incidents.**

- A. What assurances can you provide to the communities of Sussex?**
- B. What is Sussex Police doing as a result of these ongoing enquiries to provide reassurance to members of the public?**
- C. Last month, the Force launched a Tactical Enforcement Unit dedicated to capturing some of the most wanted and prolific offenders in Sussex. For the benefit of the viewers, can you explain what this Unit is, the reasons for its formation and the anticipated benefits it will bring?**
- D. Following the recent spate of break-ins in Trafalgar Street, Brighton – what reassurance can you provide to the businesses in the city?**
- E. What more can be done to protect independent shops and businesses?**

*GY confirmed that there have been 9 homicides from 8 different incidents in the past two months in Sussex and, although this represents a large number in a short amount of time, this only represents one more than was recorded in the previous year. A homicide is the term used to incorporate all murder and manslaughter offences. Reassurance was provided to the communities of Sussex that there is nothing to link any of these homicides as a series.*

*All of the suspects identified in these homicide investigations have been arrested and interviewed, including some that have resulted in murder charges, with the exception of two of these homicides where there have been multiple suspects and/or complex circumstances. There are no unknown suspects outstanding for any of these investigations.*

*Sussex Police has put in place a number of measures to provide reassurance to members of the public, including:*

**Family Liaison Officers (FLOs):** *Dedicated FLOs have been deployed to the families of those homicide victims to liaise with them throughout, answer any questions they might have and to provide ongoing reassurance in respect of the police investigations;*

**Quality of the Investigations:** *A qualified Senior Investigating Officer (SIO) from the joint Sussex and Surrey Major Crime Team is leading each of the investigations. This provides both forces with greater resilience and access to an increased number of SIOs to respond to and provide professional investigations;*

**Enhanced Patrols:** *The Force has enhanced patrols in and around the communities affected to capture all available evidence, provide a visible policing presence and to increase community engagement. These patrols have also sought to provide ongoing reassurance to members of the public in respect of threat, risk and harm.*

*The Tactical Enforcement Unit (TEU) launched on 16 December 2019 and is dedicated to capturing some of Sussex's most wanted and prolific offenders, including those involved in serious violence, organised crime and county lines drugs gangs, by providing the Force with an additional capacity to take criminals off the streets.*

*The team comprises of officers with specialist skills in proactive policing to carry out targeted disruption, enforcement and patrol activities, wherever it is most needed. The TEU consists of 8 x Police Constables, supervised by a Police Sergeant and an Inspector, with further support provided by the Operations Intelligence team. The proactive capability of the TEU will help to make Sussex a "hostile environment" for dangerous and persistent criminals targeting the county.*

*The TEU is active every day and performs a number of different roles, including following up on intelligence, searching for wanted suspects, carrying out searches of properties for money, drugs and weapons and using Automatic Number Plate Recognition (ANPR) technology, fitted within a fleet of police vehicles, to target those offenders using the roads to carry out their criminality.*

*The team has been established for four weeks now and has carried out more than 70 stop and searches (a critical policing power to identify those individuals carrying knives and drugs) and made an average of 1.6 arrests a day, in that time. Their primary role is to "get on the front foot" and provide a visible, proactive deterrent by working where the need is greatest and providing public reassurance by tackling the offences that the communities want them to respond to.*

*It is the intention of the Force to expand the TEU model across Sussex to form three geographically-based enforcement teams on each of the policing divisions (Brighton & Hove, East Sussex and West Sussex) by April 2020.*

*The Chief Constable explained that it is essential that the Force understands exactly what is happening throughout the county in respect of business crime. Sussex Police has taken a number of proactive measures to make it as easy as possible for members of the public and businesses to make a report to the police.*

*It was highlighted that Sussex Police works "incredibly closely" with the Business Crime Reduction Partnerships (BCRPs) and that a single Forcewide lead for business crime exists within the Force to work with businesses and to encourage them to report all instances of criminality because "only if it is reported can the Force start to do something about it".*

*In respect of the specific examples referred to in Brighton, it was highlighted that Sussex Police is currently looking through all available CCTV footage and making house-to-house enquiries to seek to identify those individuals responsible. Each of the victims concerned have been spoken to, together with increasing the availability of visible patrols and providing an enhanced policing presence within the city, at the times it matters most.*

*It was emphasised that these offences are recorded as a theft on Niche – the Sussex Police crime recording system – with a separate 'flag' added as marker to identify it as a 'business crime'.*

*The Chief Constable provided reassurance to the businesses in the city by stating that this behaviour and activity is "not acceptable" and reiterating that the Force remains committed to bringing those responsible for these crimes to justice.*

**ACTION: KB agreed to bring business crime back to a future Performance & Accountability Meeting (PAM).**

**OPERATION DRAGONFLY:**  
**CHRISTMAS DRINK-AND-DRUG-DRIVE CAMPAIGN 2019 – RESULTS**

**'Operation Dragonfly', the dedicated Sussex Police drink-and-drug-drive campaign, ran between 18 December 2019 and 1 January 2020 throughout the lead up to the Christmas and New Year celebrations.**

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

**B. Can you provide me with the total number of drivers breathalysed or tested for substances and subsequently arrested for drink-or-drug-driving offences?**

**C. What other initiatives does the Force have planned to target the 'fatal four' throughout the rest of the calendar year?**

*The Deputy Chief Constable began by reiterating that Operation Dragonfly remains part of a rolling programme of campaigns implemented by the Force throughout the calendar year to make individuals feel safer on the roads in Sussex.*

*The Force used a combination of high-visibility operational policing to carry out vehicle stops and checks – during the evenings and early in the mornings – together with a more targeted approach – using unmarked police cars – based on intelligence received from reports made to Operation Crackdown by members of the public, in an attempt to stop drink-and-drug-driving in Sussex.*

*JS confirmed that between 18 December 2019 and 1 January 2020, Sussex Police made more than 110 arrests for drink-and-drug-driving offences in Sussex as part of Operation Dragonfly. Over the two-week period of the campaign, the Force stopped and breathalysed 257 motorists, of which 73 individuals were arrested for drink-driving. This failure rate of 28% was consistent with the average failure and refusal rates in previous years. Over the same period, the Force stopped and tested 42 individuals for substances, using drug-wipes, of which 37 individuals were arrested for drug-driving after providing positive readings. This equated to a failure rate of 88% and, like the breath tests, was comparable with previous years.*

*The Deputy Chief Constable expressed her disappointment at the number of individuals who continue to make a personal choice to drink-and-drug-drive, reflecting an increasing national trend in this area. Individuals were reminded that they remain culpable for anything that might happen whilst they are driving under the influence. Reassurance was provided to KB that the ability of the Force to target those who drink-and-drug-drive and the equipment available to assist them in this process is much more sophisticated now than it ever has been. Sussex Police is looking to further rollout the availability of drug-wipe testing kits and impairment training to police officers outside of the Road Policing Unit to assist them in this area.*

*Members of the public with specific concerns about individuals they suspect of drink-or-drug-driving were again encouraged to report these to Sussex Police. This can be done by text to 65999, through Operation Crackdown ([www.operationcrackdown.co.uk](http://www.operationcrackdown.co.uk)), by email to [contact.centre@sussex.pnn.police.uk](mailto:contact.centre@sussex.pnn.police.uk) or via the Sussex Police website ([www.sussex.police.uk](http://www.sussex.police.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.*

*The Force has a number of other campaigns and initiatives planned to target each of the other three components of the 'fatal four' (excessive speed; not wearing a seatbelt and driver distractions, including using mobile phones when driving) throughout 2020. This includes support for the full calendar of campaigns scheduled by the National Police Chiefs' Council (NPCC), including: Bike Safe; Tyre Safe and Safe Pass.*

**ACTION: KB requested some further information about the results of the Safe Pass campaign following its introduction in Sussex.**

## **CHILDREN IN CUSTODY**

**The recently published Howard League for Penal Reform report confirmed that 71% fewer child arrests were made across England and Wales between 2010 and 2018. Sussex Police demonstrated a 69% reduction across the period.**

- A. How have you reflected on the findings of this report?**  
**B. What are the continued year-on-year reductions attributed to in Sussex?**  
**C. Have the recorded arrests for girls in Sussex fallen at a faster rate than for boys, in line with national trends?**  
**D. What can Sussex Police do to reduce these numbers further still?**

*JS began by acknowledging the hard work that has been undertaken by the Youth Safety and Intervention Teams to reduce the number of child arrests by 69% between 2010 and 2018. In particular, the number of child arrests in Sussex has reduced from 5,779 in 2010 to 1,766 in 2018. The report can be viewed in full through the following link: <https://howardleague.org/wp-content/uploads/2019/12/Child-Arrests-2018.pdf>*

*The year-on-year reductions in the number of child arrests are attributed to the Force doing all it can to reduce the criminalisation of children and young people. It was recognised that whilst an arrest should be the last resort (after a range of other practical alternatives have been considered first, on rare occasions), an arrest can be a way of safeguarding a vulnerable child or young person. The importance of promoting a child-centred approach to policing and listening to children and young people was highlighted, whilst ensuring that an appropriate and proportionate policing response exists.*

*Much of the improved performance in this area was attributed to the introduction of Youth Ambassadors and Prevention Youth Officers (PYOs) across the Force. Sussex Police has 150 Youth Ambassadors – made up of police officers and staff from across the organisation – who are tasked with challenging colleagues and changing perspectives in respect of children and young people.*

*In November 2017, 25 Prevention Youth Officers (PYOs) were introduced in Sussex to work with children and young people, their families and partner agencies to coordinate activity in respect of interactions, referrals, escalations and de-escalations. The PYOs also develop and maintain working relationships with schools and other educational establishments and are one of the five stages of REBOOT – an early intervention programme introduced to engage positively with those under the age of 18 at risk of committing serious violence and those who have already come to the attention of the police through anti-social behaviour (ASB) and low-level crime.*

*It was highlighted that the creation of two new outcome codes (the end result of an arrest) for children and young people charged with sexting (outcome 21) and an alternative option where a child or young person has completed an educational and/or diversionary activity (outcome 22) have both had a positive contribution in terms of not criminalising children and young people unnecessarily.*

*The Deputy Chief Constable explained that the data available for Sussex is inconclusive in respect of whether the recorded arrests for girls have fallen at a faster rate than it has for boys. Sussex appears to sit outside of these national trends, with year-on-year variances. The total of number of children and young people arrested in Sussex is summarised in the table below:*

<b>Children and young people arrests</b>			
<b>Year</b>	<b>Male arrests</b>	<b>Female arrests</b>	<b>Total arrests</b>
2017	1,528	369	1,893
2018	1,309	446	1,766
2019	1,582	414	1,996

*It was emphasised that Sussex Police is now much better at identifying the exposure of young females to criminal activity, including county lines, where previously these offences were associated more with young males. The Youth Safety and Intervention Teams have endeavoured to raise awareness amongst police officers and staff in this area and in terms of how the Force responds to the differences in gender.*

*It was recognised that whilst maintaining this trend and reducing these numbers further still is not an exact science, the Force will always look at different outcomes to avoid criminalising children and young people. Interestingly, the proportion of children and young people arrested compared to the volume of offences attributed to them has reduced.*

*JS concluded by confirming that she is now the NPCC portfolio lead for the policing of children and young people. Sussex Police is already recognised as being one of the leading police force areas in England and Wales for their work around children and young people. The Deputy Chief Constable's position strengthens further the Force's position by exposing it to all of the emerging best practice introduced by other police force areas as well as any future funding opportunities. The Force will continue to work hard to keep children and young people out of the criminal justice system in order to maintain this trend and reduce these numbers further still.*

**HMICFRS – POLICING AND MENTAL HEALTH: PICKING UP THE PIECES – REVISTED**

**In November 2018, Her Majesty’s Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) published their ‘Policing and Mental Health: Picking up the Pieces’ report which raised concerns about the level of police involvement in responding to mental health problems.**

**A. The report recognised that a significant amount of police time is spent responding to individuals with mental health problems. What are the key challenges for Sussex Police?**

**B. Two years ago, the Policing and Crime Act 2017 made changes to the mental health provisions to improve the outcomes for people experiencing a mental health crisis. What impact have these changes had on those individuals detained under section 136?**

**C. How many alternative places of safety are there in Sussex and is this sufficient to meet the current demand?**

**D. THREE of the five recommendations set out in the HMICFRS report specifically related to police force areas (2, 3 and 4). Can I ask for a progress update in respect of these recommendations in Sussex?**

*The Deputy Chief Constable confirmed that Sussex Police is in regular contact with Sam Allen, Chief Executive of Sussex Partnership NHS Foundation Trust. These discussions have included how both organisations can work together effectively, looking at what improvements can be made and driving opportunities for further change in Sussex to safeguard properly those suffering with mental health.*

*It is recognised that a greater number of individuals are suffering from mental health problems in our communities than ever before. This means that many frontline officers are regularly exposed to and dealing with increasingly challenging and complex individuals, at times of personal crisis.*

*The time spent responding to individuals with mental health problems is difficult to calculate accurately because this contact is not always recorded as health-related. In the past, 4% of police time has been quoted as the time spent responding to individuals with mental health problems but, in reality, this is expected to be significantly higher.*

*There are five alternative places of safety in Sussex for officers to take persons suffering from mental health to under s.136. Other facilities can be made available for a similar purpose but have presented difficulties with staffing previously. It was emphasised that Accident & Emergency (A&E) can be used as an additional place of safety, if each of the five designated places are full, although the process of taking these individuals to A&E has a direct impact on officer time. The Deputy Chief Constable also explained that these current arrangements are insufficient for the demand in Sussex.*

*The legislative changes, introduced by the Policing and Crime Act 2017, direct when the Force will and will not take individuals experiencing a mental health crisis to police custody. It is difficult to measure the exact amount of time that is spent by police officers responding to requests for places of safety. The Force does, however, measure instances, which has seen year-on-year increases for the past three years, as follows: 894 detentions (where an assessment under s.136 was required) in 2016/17; 1,066 detentions in 2017/18 and 1,210 detentions in 2018/19.*

*Sussex Police is looking at how it can use Power BI – a data analytics tool – to determine exactly how much police officer time is being spent responding to mental health related issues locally. This information is not always immediately available and further work is required to understand this area better. KB was informed that activity in this area is driven through the Sussex Police Vulnerability Board, which provides a clear focus and governance for this work.*

*It was highlighted that the Clinical Commissioning Groups (CCGs) commission complex services in the local areas for which they are responsible, including mental health. KB encouraged the Force to work with the CCGs to progress this work in this important area.*

*The following progress updates were provided to KB in respect of the three recommendations set out in the HMICFRS report for police force areas:*

**Recommendation 2: All forces should carry out a 'snapshot' exercise to assess their mental health-related demand.**

*Sussex Police carried out their 'snapshot' exercise on 12 November 2019, in line with the majority of other police force areas in England and Wales. This has provided a consistent approach to evidence gathering and a focused set of results that will be compared and contrasted against what is already being done in Sussex to respond to mental health better at a national meeting arranged for March 2020. This work will be led by Chief Constable Mark Collins, Dyfed-Powys Police, in his capacity as NPCC lead for Mental Health and Policing.*

*In addition, Sussex Police is in the process of setting up a series of meetings with partners, chaired by Sam Allen, to carry out an analysis in Sussex to identify any gaps that exist and to put in place plans to fill them. It was recognised that more needs to be done to understand better demand in this important area.*

**Recommendation 3: All forces should evaluate their mental health triage services.**

*The Force is currently looking at a number of innovative ways to triage mental health differently, including ambulance triage and mental health services being present in the Force Contact Command and Control Centre (FCCCC). KB also encouraged the Force to use the practical guidelines prepared by the College of Policing (CoP) to benchmark this triage activity against those services employed by other police force areas.*

**Recommendation 4: All forces should review their mental health training programmes.**

*JS confirmed that this recommendation has been completed. Sussex Police has reviewed their mental health training programmes, using the CoP learning standards. A small number of adjustments have been made and additional training introduced to provide officers with the right tools to understand and respond better to people suffering from mental health problems. Further assistance has been provided by external partners too.*

*It is also worth emphasising that Recommendation 5, whilst specifically for the Department for Health and Social Care and the Home Office, was for the Crisis Care Concordat Steering Group to carry out a review and to make proposals for change. In particular, it was acknowledged that the previously introduced Crisis Care Concordats in Sussex have resulted in significant developments being made to support those suffering from mental health crisis, including improvements to some of the facilities and the abilities to assess individuals in a timely manner. It was, however, recognised that further work is now required to reinvigorate this Concordat; increase the number of beds available and to reduce police officer time spent making these assessments. This all forms the basis of the aforementioned work.*

**ACTION: KB would like to know what the results of the 'snapshot' exercise looked like in terms of mental health-related demand for Sussex Police.**

**ACTION: KB would like to know who will be representing the Force at the national 'Policing and Mental Health' meeting in March 2020.**

**ACTION: KB would like to see a copy of the Sussex Police mental health training programme.**

**HATE CRIME**

There was a 23% increase in the number of recorded hate crimes in Sussex throughout 2019, in comparison to the year before. Whilst these numbers are still relatively low, this equated to an additional 547 hate crimes recorded.

**A. What are the key challenges for Sussex Police in respect of hate crime and how is the Force responding to these?**

**B. What do you attribute the increases in recorded hate crime to?**

**C. What is Sussex Police doing to raise awareness of what constitutes a hate crime and what should be done if a hate crime is reported amongst police officers and staff?**

**D. The United Kingdom is scheduled to leave the European Union on 31 January 2020. How is Sussex Police preparing for the immediate consequences of leaving and what plans are in place to monitor community tensions?**

*GY confirmed that Sussex Police has continued to see an increase in crimes recorded across each of the five hate crime strands: disability; gender identity; sexual orientation; race, ethnicity or nationality and religion, faith or beliefs.*

*The total of number of recorded crimes, by hate crime strand, are summarised in the table below:*

Hate Crime	Recorded Crime 1 January 2018 to 31 December 2018	Recorded Crime 1 January 2019 to 31 December 2019	Difference	% Difference
Disability	246	327	+ 81	+ 33%
Gender	75	101	+ 26	+ 35%
Sexual orientation	392	497	+ 105	+ 27%
Racist	1,459	1,707	+ 248	+ 17%
Religious	185	272	+ 87	+ 47%
<b>Total</b>	<b>2,357</b>	<b>2,904</b>	<b>+ 547</b>	<b>+ 23%</b>

*The hate crimes recorded range from high-level serious assaults to low-level verbal abuse and comments made on social media. This makes it a particularly difficult area to police in a proportionate manner.*

*The challenges for Sussex Police in this area include: increasing support, trust and positive engagement with individuals and communities; encouraging individuals and communities to report these offences; listening to what victims have to say, when they make contact with the Force and responding in a manner that meets public expectations and delivers a quality policing service that is expected.*

*The Chief Constable recognised that a greater proportion of hate crime is now being reported both locally and nationally. These increases in recorded hate crime were recognised to be positive and can be attributed to an improvement in public confidence as well as the accurate recording of crime by Sussex Police, rather than an actual increase in offending.*

*It was also recognised that some of the additional crimes recorded are attributed to isolated incidents (such as terrorism and Brexit) that cause an increase in community tensions that can result in a 'spike' in reporting as a direct result.*

*Dedicated themes and campaigns are also having an impact on the increases in recorded hate crimes, including a 'zero-tolerance' stance against homophobia that has been taken by Brighton & Hove Albion Football Club that has resulted in 9 arrests being made at the ground throughout the 2019/20 season to date, with a significant number relating to hate crime.*

*KB was provided with assurances that Sussex Police record community tensions (such as Brexit) as a matter of routine. Sussex Police use a tried and tested mechanism to collate this information locally which can then be shared regionally and nationally via the NPCC.*

*GY confirmed that the Force is working hard to raise awareness of what constitutes a hate crime and what should be done if a hate crime is reported amongst police officers and staff. This work has involved engaging with a range of employee support groups within the organisation to accommodate the needs of all police officers and staff and to identify what needs to change. The support groups have included: Race Equality Network; Gay Police Association; Independent Advisory Group and Diversity Board. Sussex Police has also introduced a seven point plan for any police officers who have been the victim of a hate crime, similar to the approach taken in respect of those officers who experience a physical assault.*

*KB was reassured to hear that Sussex Police is well-prepared for the immediate consequences of leaving the European Union on 31 January 2020. It was emphasised that there appears to be fewer tensions amongst communities than there were for previously scheduled leave dates. The Force will continue to monitor community tensions at a local level in the lead up to Brexit.*

## **POLICING PRECEPT INVESTMENT 2019/20**

**Last year, I was given public support to increase the policing part of the Council Tax for 2019/20. The additional investment means that by 2023 there will be 250 more police officers, 50 more specialist police staff and 100 more Police Community Support Officers (PCSOs) than there were in March 2018 – a total increase of 400 individuals.**

**A. The police grant settlement for 2020/21 was announced this week and confirmed that overall funding to the police service would increase by 7.5% compared to last year. What was your overall reaction to this announcement and what does this settlement mean to Sussex Police?**

**B. The progress made in respect of the recruitment of these additional police officers and PCSOs has been discussed at previous PAMs. Can you provide me with an update in respect of the recruitment of the additional specialist staff?**

**C. What roles and functions will these staff perform and be used for?**

**D. If Sussex Police was in a position to recruit more specialist staff in 2020/21, what would these individuals be used for and where would you deploy them?**

*KB recognised the "fantastic (police grant) settlement" that was announced earlier this week to supplement the recruitment of 6,000 additional officers as part of Operation Uplift – the Government's campaign to recruit 20,000 new police officers over the next three years – by the end of March 2021.*

*The Home Office has stated in their financial settlement for Sussex Police that it could receive £310.1 million – representing an increase of £22.2 million (or 7.2%) if the maximum flexibility is taken in respect of increasing the police precept locally by an average of £10 for or 20p a week for a Band D property in 2020/21.*

*As in previous years, GY made a commitment to the Commissioner that any money raised locally, would be spent locally and in a manner that will make a tangible difference to members of the public. The Chief Constable would like to invest in more enforcement, more investigation and an even greater policing presence in the towns and villages of Sussex and outlined the following areas of investment should any additional funds be made available through the precept:*

- *A central Tactical Enforcement Unit (TEU) and one for each division across Sussex;*
- *More police officers to tackle criminality on our roads;*
- *Increasing investigative teams with more detectives and investigators;*
- *More trained dog units to help with the increase in targeted investigations;*
- *More local resolution centres, working closely with victims of crime;*
- *Increased policing presence in our towns and villages;*
- *Diverting more young people away from crime via the REBOOT scheme;*
- *Cracking down on rural crime with an expansion of the dedicated rural team; and*
- *Increasing the digital presence of local policing teams.*

*A progress update was provided in respect of the recruitment of police officers, PCSOs and specialist police staff as follows:*

*Sussex Police had 18 Full Time Equivalent (FTE) additional police officers over and above their establishment of 2,640 FTE, as at 31 December 2019 – this equated to a strength of 2,658 FTE.*

*In respect of PCSOs, the Force currently has an establishment of 296 FTE and strength of 244 FTE PCSOs – which is 52 FTE under establishment. The further intakes planned between now and 31 March 2020 will ensure that the establishment level is reached.*

*The Chief Constable confirmed that all 50 of the specialist police staff have now been recruited. This included 44 additional Contact Handlers within the FCCCC and 6 individuals within the Paedophile Online Investigation Team (POLIT) and the Violent and Sex Offender Register (ViSOR) team.*

*Sussex Police had 161 FTE Contact Handlers within the FCCCC as at 31 March 2019 which has increased to 190 FTE with the additional 44 FTE individuals recruited as part of the specialist police staff. This represents the FCCCC being 15 FTE under strength with further recruitment set to take place before 31 March 2020 to address this shortfall.*

*The Chief Constable recognised the police grant settlement to be "incredibly good" but acknowledged that a combination of commitments and restrictions apply in respect of supporting this police officer growth. It was also emphasised that this settlement does not recognise the cost of living and cost of employment in Sussex.*

*GY stated that he would welcome a precept decision that increases the policing element of the Council Tax in Sussex by £10 or 20p a week for a Band D property in 2020/21. Sussex still has the fifth lowest precept in England and Wales and this additional investment will enable the Force to continue the good progress that has been demonstrated in recent years to provide more enforcement, safeguarding and community reassurance.*

*KB concluded by stating that she will be informing the Sussex Police & Crime Panel of her considerations at their meeting on Friday, 31 January 2020. This meeting will be webcast live and can be viewed through the following link:*  
[https://eastsussex.public-i.tv/core/portal/webcast\\_interactive/469253](https://eastsussex.public-i.tv/core/portal/webcast_interactive/469253)