

## **PERFORMANCE & ACCOUNTABILITY MEETING**

**DATE:** 17 December 2021

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

**PRESENT:** Police & Crime Commissioner – Katy Bourne (KB)  
Chief Executive Officer – Mark Streater (MS)  
Chief Constable – Jo Shiner (JS)  
Deputy Chief Constable – Julia Chapman (JC)

Digital Content & Campaigns Manager – Sammi Carwardine (webcasting)  
Head of Performance – Graham Kane (minutes)

## **REASSURANCE TO SUSSEX COMMUNITIES – TERRORISM THREAT LEVEL**

**Last month, the United Kingdom (UK) increased its terrorism threat level from 'substantial' to 'severe' in response to the recent terrorist attacks in Essex [murder of Sir David Amess MP] and Merseyside [explosion outside Liverpool Women's Hospital].**

- A. How prepared are the Force to respond to any such an attack in Sussex?  
B. What is Sussex Police doing to encourage individuals to report any suspicious behaviour and/or possible terrorist activity to the police?**

*The Chief Constable provided KB with assurances that Sussex Police remains well-positioned in its plans and preparations to respond to a terrorist attack in Sussex following the increase to the terrorism threat level on 15 November 2021. The Force is also ready to support any terrorist incident that may take place in the South East region or elsewhere in England and Wales.*

*In October 2021, Sussex Police received an assurance visit from the Specialist and Counter Terrorism Armed Policing Unit to consider the plans and preparedness to respond to a marauding terrorist firearms attack [Operation Plato] in Sussex. This audit included an inspection of the training provided to police officers [both armed and unarmed] and call handlers within the Force Contact, Command and Control Department. The feedback received by Sussex Police was "incredibly positive" and a green rating was awarded for the readiness of the Force to respond.*

*Sussex Police has continued to plan, practice and test the operational responses in place through the demonstration of regular exercises to ensure that these remain efficient and effective. This has included providing police officers, staff and volunteers with additional training around the principles of the Joint Emergency Services Interoperability Programme (JESIP) – to improve the way in which the three blue light services work together at major and complex incidents – and meeting with these multi-agency partners to discuss, review and adjust any operational plans, as required, to ensure that connectivity exists locally, regionally and nationally. Extensive and proactive communications have also been developed and issued to all internal and external stakeholders to raise awareness of the threat and the most appropriate way to respond.*

*Members of the public were reminded to remain vigilant, trust their instincts and to report anything that appears either suspicious or terrorist-related to Sussex Police. This information and intelligence can also be reported to the confidential anti-terrorist hotline on 0800 789 321 for specially trained officers to assess the threat and provide an appropriate response. Further information about staying safe from terrorism can be viewed on the Sussex Police website through the following link:*

**[www.sussex.police.uk/advice/advice-and-information/t/terrorism-in-the-uk/staying-safe-from-terrorism/](http://www.sussex.police.uk/advice/advice-and-information/t/terrorism-in-the-uk/staying-safe-from-terrorism/)**

## **PROVISIONAL POLICE GRANT SETTLEMENT 2022/23**

**The provisional police grant settlement for 2022/23 was announced yesterday.**

### **A. What was your overall reaction to this announcement?**

*JC welcomed the provisional police grant settlement that was announced by the Home Secretary on Thursday, 16 December 2021. The Deputy Chief Constable explained that Sussex Police are currently considering the initial settlement to ensure that it is fully understood and to understand better how it will impact both the Medium-Term Financial Strategy and any investment and savings requirements for the Force next year.*

*It was emphasised that the [provisional] total grant funding for Sussex Police in 2022/23 is £346.2million, which represents a cash increase of £18.5million from 2021/22 [equivalent to an additional 5.6%]. KB confirmed that this settlement is predicated on all Police & Crime Commissioners in England and Wales increasing the annual council tax bill for Band D properties in their areas by £10 [the maximum permitted].*

*This settlement will enable Sussex Police to strengthen further frontline policing and maintain the delivery of the areas previously invested in to protect communities, catch criminals and deliver an outstanding service to victims, witnesses and members of the public in Sussex. The grant will also enable the Force to respond to the increased costs anticipated during the year, including pay, pension and National Insurance costs, fuel, gas and electricity costs and general increases to consumer price inflation.*

*The 2022/23 funding settlement will also provide KB with additional ring-fenced investment to recruit a further 163 police officers in Sussex, plus 9 officers to support the South East Regional Organised Crime Unit, as part of Operation Uplift [the national Police Uplift Programme to recruit 20,000 new officers over three years].*

*As part of the Spending Review settlement, the Government also expects to see more than £100million of cashable efficiency savings delivered from police force budgets by 2024/25, with £80 million of these efficiency savings expected in 2022/23. Sussex Police is currently reviewing all expenditure to understand better where any processes can be streamlined to maximise its efficiencies and savings. KB was reassured to note that this savings requirement applies to all police force areas in England and Wales.*

*KB reiterated that she has not yet made any decision about the police precept for 2022/23 and has launched a public consultation to find out whether local taxpayers would be prepared to pay more to support policing in Sussex. The consultation will remain open until Sunday, 9 January 2022 and, once closed, the Commissioner is duty-bound to inform the Sussex Police & Crime Panel of her considerations with this decision set to be reviewed at the meeting on Friday, 28 January 2022. Further information about the consultation, including a link to questions, can be viewed through the following link: <https://www.sussex-pcc.gov.uk/about/news/sussex-pcc-asks-residents-for-views-on-policing-priorities-funding/>*

*The Deputy Chief Constable concluded by making a formal request for KB to increase the police precept by £10 for 2022/23 to maximise the funding available to deliver policing services in Sussex.*

*In conclusion, KB was provided with further assurances that appropriate contingency plans exist within the Force should any additional operational policing be required to support the Government in the response to the latest variant of COVID-19. Operation Apollo – the joint Sussex and Surrey Police response to the pandemic – will continue to keep this position under close review to determine whether this support needs to be scaled upwards to provide additional officers, targeted deployments of resources and/or overtime to support the policing response in Sussex.*

## **OPERATION HOPE – DOMESTIC ABUSE**

**Operation Hope provides an enhanced policing response at times when, historically, domestic abuse incidents are anticipated to increase. The Christmas and New Year period is recognised to be a challenging time for some with the number of reported domestic abuse offences anticipated to increase.**

**A. How will Operation Hope be used by the Force to provide support to victims of domestic abuse over the festive period?**

**B. What involvement do Independent Domestic Violence Advisors have in this process? And how are these individuals used to safeguard and support the most vulnerable victims in Sussex?**

**C. How is the impact and overall effectiveness of Operation Hope measured and evaluated? What does success look like in this area?**

**D. Sussex Police recently [re]applied for White Ribbon Accreditation. For the benefit of the viewers, can you explain what this means? And what difference will members of the public see if this accreditation is confirmed?**

**E. Last month [10 November 2021], my office was awarded £300,000 from the Home Office through the Safety of Women at Night Fund. How will Sussex Police use this additional funding to support better women and girls in Sussex between now and 31 March 2022? What initiatives and activities will the funding be used to support and deliver? And how will these be measured and evaluated?**

*The Deputy Chief Constable recognised that whilst Christmas is an enjoyable time for most, it can also be a hugely challenging time for many, with increased numbers of domestic abuse offences often reported. This is attributed to individuals spending more time at home in greater numbers, increased consumption of alcohol and heightened tensions and pressures that exist during the festive season.*

*At the start of the COVID-19 pandemic, Sussex Police invested in the development of data analytics to inform a proactive approach to tackling domestic abuse. Operation Hope is a multi-agency initiative aimed at supporting known victims of domestic abuse at times of increased risk. This operation involves the proactive identification of repeat and high-risk victims who may benefit from a joint visit from police officers and Independent Domestic Violence Advisers (IDVAs) to undertake individual risk assessments, discuss any safeguarding arrangements in place and to raise awareness of the support services that are available locally.*

*Over the past month, Sussex Police has been collecting data from the Domestic Abuse Multi-Agency Risk Assessment Conferences (MARAC) – comprising representatives from the police, health, child protection, housing, IDVAs, probation and other specialists from the statutory and voluntary sectors – to identify the highest risk domestic abuse victims in Sussex.*

*The Force also uses a strand of Operation Hope to proactively engage with, work with and manage a cohort of high-harm and repeat perpetrators of domestic abuse to act as a further deterrent [like the approach used for Integrated Offender Management]. As such, officers from the Complex Domestic Abuse and Stalking Unit will complete visits with these high-risk perpetrators with a view to referring them to one of the domestic abuse perpetrator programmes in Sussex to prevent further offending and, if a new partner is identified, to consider whether any disclosures should be made under the Domestic Violence Disclosure Scheme (DVDS) – better known as Clare’s Law.*

*As a result of this proactive activity, Sussex Police is planning to visit 90 high-risk victims of domestic abuse and 20 high-risk perpetrators [of domestic abuse] across five days [20 to 24 December 2021]. Each of the visits undertaken will be recorded, together with the outcomes as to whether any referrals are made to either support services or the perpetrator programmes and/or whether any disclosures are made under the DVDS.*

*The impact and effectiveness of Operation Hope will be measured and evaluated by reviewing any [subsequent] reports of domestic abuse that are received from these individuals between Christmas and New Year to understand whether the proactive visits prevented any offences from occurring, accepting that not all victims will choose to report these offences to the police. An overall assessment will then be undertaken by the Force to understand whether any organisational learning has been identified that could be used to safeguard effectively victims from harm, reduce repeat victimisation and to strengthen and improve the impact of Operation Hope further still.*

*Sussex Police were one of the first police force areas in England and Wales to be awarded White Ribbon status in 2013. The Deputy Chief Constable confirmed that whilst the Force has continued to maintain its commitment towards tackling domestic abuse and violence against women and girls since then, it also wanted to publicly reaffirm this position again and has [re]applied for White Ribbon Accreditation.*

*White Ribbon is part of a global campaign that seeks to end gender-based violence by encouraging men and boys to change behaviours and challenge the cultures that exist around male violence against women and girls, both individually and collectively. This campaign is part of 16 days of activity to say 'no' to violence against women and girls which commenced on White Ribbon Day [25 November 2021]. Further information can be viewed through the following link: <https://www.whiteribbon.org.uk/day>*

*It was also highlighted that Sussex Police has launched a survey to seek the views and experiences of women and girls as the victims of harassment, sexual and violent crime in Sussex. The survey forms part of a commitment by the Force to engage with local communities on this issue, to understand better lived experiences and enhance the work that is already underway. This will enable Sussex Police to develop more accurate assessments about the most common locations that victims may be at risk and where police resources need to be focussed most. The online survey will run for six weeks until 7 January 2022. Further information can be viewed through the following link: <https://www.sussex.police.uk/news/sussex/news/force-news/sussex-police-launches-survey-on-crime-against-women-and-girls/>*

*KB explained that another unique campaign was launched earlier this month [6 December 2021] to encourage men to recognise sexual harassment and misogynistic behaviour and give them the confidence and skills to safely call it out when they witness it – demonstrating a proactive shift from 'bystander to upstander'. The "Do the Right Thing" campaign has the backing of local celebrities, including musician Norman Cook [Fatboy Slim], actor John Simm, cricketer Tymal Mills and author Peter James. Further information about the campaign can be viewed through the following link: <https://www.sussex-pcc.gov.uk/about/news/do-the-right-thing-to-end-violence-against-women-and-girls/>*

*The Deputy Chief Constable confirmed that Sussex Police were "really pleased" to have received the additional funding from the Home Office. This was recognised to be key to support the local policing response that is delivered across each of the three policing divisions [Brighton & Hove, East Sussex and West Sussex] in this important area.*

*The funding will be used to increase police visibility through the provision of additional foot patrols and branded vehicles at night-time [commencing from 18/19 December 2021] aimed at deterring violence and providing a clear contact point for women and girls at risk in public places. The funding will also be used to establish taxi marshal schemes throughout the county, provide training to businesses operating within the night-time economy [about how they can help to reduce the risk and create safe spaces for women] and to support and enhance existing plans already in place through Operation Marble – the targeted Sussex Police response to policing the night-time economy in Sussex.*

*Sussex Police is using the data captured through the StreetSafe tool – a pilot service for women and girls to anonymously tell the police about public places they have felt unsafe because of behaviours or environmental issues – to inform the policing response that is provided locally. As reported previously, the Force [and partners] have already received information from this tool about faulty street lighting and signage, requests for enhancements to existing CCTV and remedial attention required to overgrown hedges, shrubs and other wooded areas. Further information about the tool can be viewed through the following link: <https://www.police.uk/streetsafe>*

*JC acknowledged that the pandemic and the periods of enforced national lockdown have had a detrimental impact on the reporting of domestic abuse offences to the police and other support services. During this time, Sussex Police sought to provide consistent countywide messaging in relation to the reporting of domestic abuse and the support services available in Sussex. Examples of these proactive communications included the production of [revised] leaflets, a series of banners made available in supermarkets and printed messages on the bags used by pharmacies.*

*KB also launched a revised online directory of the support services available locally through Safe:Space Sussex. This platform sets out the broad range of services available for vulnerable individuals to access advice, guidance and support in Sussex. Further information about Safe:Space Sussex and the services available can be viewed through the following link: <https://safespacesussex.org.uk/>*

*It was recognised that the reporting of domestic abuse offences has started to return to pre-pandemic levels again following the removal of the remaining restrictions in place. The Force is continuing to work closely with partners to increase the reporting of domestic abuse offences and, where identified, put in place improved safeguarding measures to reduce the risk of repeat victimisation.*

*The Deputy Chief Constable concluded by encouraging members of the public to report all instances of domestic abuse to Sussex Police or one of the many support services available in Sussex. Further information and advice can be viewed on the Sussex Police website through the following link:  
<https://www.sussex.police.uk/advice/advice-and-information/daa/domestic-abuse/>*

**ACTION: KB would like to know how many disclosures were made by Sussex Police to new partners of identified domestic abuse perpetrators under the Domestic Violence Disclosure Scheme as part of Operation Hope.**

**REASSURANCE TO SUSSEX COMMUNITIES – DEATHS OF ARTHUR LABINJO-HUGHES AND STAR HOBSON**

**Further to the tragic murders of six-year-old Arthur Labinjo-Hughes and 16-month-old Star Hobson following systemic cruelty and abuse.**

**A. What assurances can you provide me that Sussex Police continue to ensure that the highest level of safeguarding measures and arrangements are put in place to protect children at risk?**

**B. How do the Force and safeguarding partners monitor any recommendations, lessons learnt and actions arising from the Child Death Review processes?**

*JS confirmed that Sussex Police continues to protect children at risk through its engagement and active participation in the three Safeguarding Children Partnerships in Sussex [Brighton & Hove, East Sussex and West Sussex] – formally known as the Local Safeguarding Children Boards.*

*These partnerships, funded by each of the statutory agencies that comprise their membership, have been established to ensure that the work of these agencies continues to provide the highest levels of safeguarding. The Partnerships are used to coordinate and deliver the highest possible levels of oversight and accountability through independent scrutiny audit reports and structured learning forums. It was also emphasised that the Force has a lead Detective Superintendent within Public Protection and dedicated officers at the ranks of Inspector and Chief Inspector within each of the Multi-Agency Safeguarding Hubs (MASH) in Sussex.*

*Sussex Police has developed and introduced a programme locally whereby police officers are encouraged to become the representative voices of the children whenever they attend incidents with children present. This approach is informed by research, evidence and intelligence and represents a significant shift from asking a child what is wrong [with you] to asking what has happened [to you]. Last month [5 November 2021], Sussex Police also won a Management Consultancy Association Award for 'Data Analytics and Innovation in the Public Sector' in recognition of the effective use of data analytics to target resources in the areas where these offences are being committed in Sussex.*

*In addition, the Force has undertaken some important work around the 'golden hour' principles and processes, recognising that the actions taken during the initial period following a critical incident are often the most crucial and present the best opportunities to take decisive action. This includes proactive notification to partner agencies when a child has been arrested [within one hour of the detention being authorised] which enables the Force to understand better some of the safeguarding risks that exist to that child or young person when they are detained in police custody. Sussex Police has also been awarded funding to deliver Adverse Childhood Experiences (ACE) training for all frontline police officers and staff – this is set to commence early in 2022.*

*JS provided KB with assurances that the Force is working collectively and collaboratively with all statutory agencies to ensure that the highest possible levels of safeguarding measures and arrangements are in place to protect children at risk. Sussex Police also encourage all new and existing frontline police officers and staff to be 'professionally curious' and to ask difficult, searching and observational questions about the different situations they encounter as part of their day-to-day work.*

*Members of the public were reminded to report any concerns they might have about the physical, emotional, sexual abuse or neglect of a child to Sussex Police, social services, schools and other educational establishments or another appropriate agency for further investigation and response. These reports can be submitted via the Sussex Police website [[www.sussex.police.uk](http://www.sussex.police.uk)], by email [[101@sussex.pnn.police.uk](mailto:101@sussex.pnn.police.uk)] or by telephone to 101.*

*The Chief Constable explained that Sussex Police have clearly defined panels established to consider any recommendations, lessons learnt and actions arising from the Child Death Review processes at a local, regional and national level. Additional observations that may be published through academic research and/or other papers are considered too and enables the Force to continually adapt its services, processes and procedures to improve the identification, safeguarding and action taken to protect children at risk.*

*The Force also has a robust operational multi-agency child death panel which considers all cases, commissions independent reviews [where appropriate] and ensures that learning is captured, distributed to operational policing teams and embedded throughout the organisation. This work is supported by a dedicated and experienced Police Sergeant who ensures that a consistent and collective policing response is delivered across each of the child death panels and serious case reviews [for adult deaths].*

*JS was confident that all police officers and staff within Sussex Police have the support of line managers [and the senior management team within the Force] to remove children and young people from certain situations into care [under The Children Act 1989] when it is appropriate for them to do so. It was also highlighted that there are a complex set of procedures that exist to assess the circumstances and the type of referral to determine the most appropriate agency to respond [Section 17 – Child in Need or Section 47 – Child in Need of Protection].*

## **OPERATION DRAGONFLY – CHRISTMAS DRINK-AND-DRUG-DRIVE CAMPAIGN 2021**

**Operation Dragonfly – the Sussex Police campaign to prevent and detect incidents of drink-and-drug-driving – began on 1 December 2021 and will run across the month [until 1 January 2022] in the lead up to Christmas and New Year celebrations.**

- A. What are the aims and objectives of Operation Dragonfly this year?**
- B. How has the campaign progressed so far?**
- C. How many drivers have been breathalysed and/or tested for substances and subsequently arrested for drink-or-drug-driving offences to date? Are more individuals being stopped for drug offences, rather than alcohol offences?**
- D. What is the Sussex Safer Roads Partnership doing to support this campaign?**
- E. How can members of the public with any specific concerns about individuals they suspect of drink-or-drug-driving report these to Sussex Police?**
- F. What other campaigns and initiatives do the Force and the SSRP have planned to target each of the other three components of the 'fatal four' – excessive speed, not wearing a seatbelt and using a mobile phone [and other driver distractions] when driving – throughout 2022?**

*The Chief Constable explained that the dedicated drink-and-drug-driving campaign has started well following its launch earlier this month [1 December 2021]. Operation Dragonfly is part of rolling programme of campaigns implemented by the Force throughout the calendar year to deter offending behaviour, catch those individuals who are drink-or-drug-driving and reduce the number of individuals killed or seriously injured on the roads of Sussex.*

*As in previous years, Sussex Police has continued to use a combination of high-visibility operational policing [through liveried police cars and motorcycles] to undertake vehicle stops, engagement, checks and testing [where the 'reasonable grounds' for suspicion are met], together with a more targeted approach [using unmarked cars and motorcycles] to target specific locations based on the intelligence received from members of the public. Additional resources have been made available to support and enhance the local policing response provided across the period the campaign.*

*It was highlighted that almost 1,500 vehicles had been stopped by Sussex Police officers as part of Operation Dragonfly to date [13 December 2021]. Of those individuals stopped, 87 individuals had been arrested and charged with drink-or-drug-driving offences – either for providing positive samples or refusing to give samples. This comprised 38 individuals for drink-driving [45%] offences and 48 individuals for drug-driving [55%] offences. The greater proportion of drug-driving offences was attributed to Sussex Police becoming better at detecting offences through a more widespread and effective use of technology. These numbers are anticipated to increase further still with the campaign scheduled to run across the remainder of the month until 1 January 2022.*

*The Sussex Safer Roads Partnership (SSRP) is supporting the campaign through the delivery of shared road safety messages, social media announcements and press releases. East Sussex Fire & Rescue Service, West Sussex Fire & Rescue Service and the South East Coast Ambulance Service have also sought to promote and publicise the campaign further still through collaborative attendance and activity at public places [including supermarkets and shopping centres].*

*Members of the public with specific concerns about individuals they suspect of drink-or-drug-driving were encouraged to report these to Sussex Police directly. This can be done via the Sussex Police website [[www.sussex.police.uk](http://www.sussex.police.uk)], Operation Crackdown website [[www.operationcrackdown.co.uk](http://www.operationcrackdown.co.uk)], by email to [101@sussex.pnn.police.uk](mailto:101@sussex.pnn.police.uk), by telephone to 101 or by text to 65999. Individuals can also contact the independent charity Crimestoppers anonymously on 0800 555 111. **If it is known that someone is drink-or-drug-driving, members of the public should call 999 immediately.***

*JS confirmed that the national calendar of road safety campaigns is currently being assessed by the National Police Chiefs' Council to ensure that this activity remains an accurate reflection of the intelligence-led position for England and Wales [N.B. JS is the NPCC lead for Roads Policing].*

*Sussex Police – in partnership with the SSRP – will continue to use data and intelligence to target and pursue those responsible for drink-and-drug-driving offences during 2022, together with the other three components of the 'fatal four' [excessive speed, not wearing a seatbelt and using a mobile phone and other driver distractions when driving] to reduce the number of individuals killed or seriously injured. This response will continue to be assisted by the provision of a proactive, visible and targeted operational policing response on the road network in Sussex through the Specialist Enforcement Unit [introduced by Sussex Police in January 2021].*

*The Chief Constable confirmed that the Force Police will continue to address the challenges that electric scooters present in Sussex through positive and proactive action. It was reiterated that the use of electric scooters [outside of the ongoing national trials] remains illegal and that it is a recognised offence to use these scooters on public roads, cycle lanes, footpaths and/or pavements. **Electric scooters are only permitted to be used on private land that is not accessible to members of the public.***

*KB concluded by stating that the results of Operation Dragonfly would be discussed further at the Performance & Accountability Meeting on 21 January 2022 following the conclusion of the campaign and the finalisation of the data captured.*

#### 2022/23 PRECEPT CONSULTATION

KB confirmed that a public consultation has been launched to find out whether local taxpayers would be prepared to pay more to support policing in Sussex.

Once closed, KB is duty-bound to inform the Sussex Police & Crime Panel of her considerations. This decision will be reviewed by the Panel at their meeting on Friday, 28 January 2022.

The consultation will remain open until Sunday, 9 January 2022 and can be viewed through the following link:

<https://www.sussex-pcc.gov.uk/about/news/sussex-pcc-asks-residents-for-views-on-policing-priorities-funding/>

#### CHRISTMAS MESSAGE

KB also thanked the police officers and staff working over the holiday period to ensure that we all remain safe in Sussex and wished both the viewers and the officers and staff of Sussex Police a happy and healthy Christmas.

#### **NEXT UP:**

The next PAM is on Friday, 21 January 2022 at 13:00. Further information can be viewed on our website through the following link:

[www.sussex-pcc.gov.uk/get-involved/watch-live/](http://www.sussex-pcc.gov.uk/get-involved/watch-live/)