

PERFORMANCE & ACCOUNTABILITY MEETING

DATE: 17 June 2022

LOCATION: 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)

Correspondence and Admin Officer – Elliot Saunders (webcasting)
Head of Performance – Graham Kane (minutes)

CODE OF PRACTICE FOR VICTIMS OF CRIME

The Code of Practice for Victims of Crime is the statutory code which sets out the minimum level of service that victims should receive from the criminal justice system.

A. The Code of Practice was relaunched in April 2021 and includes a duty for Police & Crime Commissioners to review and monitor compliance with the entitlements in the Code. How do you ensure that these minimum standards are met by Sussex Police? And how is performance in this area monitored and measured?

B. The importance of effective communication with victims has been highlighted in several recent reviews, including the End-to-End Rape Review. Are you confident that victims in Sussex receive a victim-focused service when they make reports to the police?

C. Reducing repeat victimisation is essential. How do Sussex Police identify repeat victims of crime? What action is taken by the Force to support these individuals, once identified? And how do you measure the effectiveness of the policing response?

The Chief Constable began by acknowledging that the terms 'complainant' and 'survivor' are often used in the criminal justice system to describe a person who has made a criminal allegation to the police. A 'victim' is defined in the Code as "a person who has suffered harm, including physical, mental or emotional harm or economic loss which was directly caused by a criminal offence; or a close relative [or a nominate family spokesperson] of a person whose death was directly caused by a criminal offence.

Individuals can also receive 'rights' under the Code if you are "a parent or guardian of the victim if the victim is under 18 years of age; or a nominated family spokesperson if the victim has a mental impairment or has been so badly injured because of a criminal offence that they are unable to communicate or lacks the capacity to do so."

JS recognised the importance of providing a victim-focused service to all victims of crime in Sussex to ensure that these individuals continue to have the trust and confidence to report any offences to the police. This approach also enables the Force to take appropriate action to prevent these crimes and incidents from occurring in the future. Further information about the Code can be viewed through the following link:

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/974376/victims-code-2020.pdf

KB was reassured to note that Sussex Police has significant governance, scrutiny and accountability arrangements in place to monitor compliance against the minimum standards set out within the Code and measure ongoing performance against this.

The primary method used by the Force is qualitative measurement through Victim Service Assessments – which track a victim's journey from reporting a crime to the police, through to outcome stage. This is supported by regular 'deep dive' audits commissioned by the Police Effectiveness, Efficiency and Legitimacy (PEEL) Board, chaired by the Deputy Chief Constable, to provide further in-depth analysis about specific areas of performance and/or concern. This included a dedicated review into general compliance with the Code of Practice for Victims of Crime in November 2021.

These processes are replicated by the individual Divisions and Departments who use the PEEL Boar structure to conduct similar qualitative assessments and audits at a local level throughout Sussex. This consistent approach also enables the Force to identify and address any gaps in service provision relating to people, processes and/or systems.

The Corporate Development Department within Sussex Police have produced a quarterly Victim and Witness Contact Management report which uses the creation and timeliness of victim contracts as a proxy measure for monitoring compliance against the Code. This has been supported by the development of further tools [through Microsoft Power BI] to provide police officers with an individual overview of compliance against the Code through bespoke caseload and performance dashboards. These platforms provide a summary of all victim contracts created/allocations that still require a contract, together with information about victims who are due an update/updates that are overdue. This same information is made available to supervisors for oversight and monitoring.

The South East region is also undertaking a review into PRONTO – the system used by police forces to create and maintain victim and witness contact management documents – to identify opportunities to improve the forms to support better compliance against the Code and deliver improved monitoring and reporting arrangements.

The Chief Constable was confident that – "on the whole" – victims in Sussex receive a victim-focused service when they make reports to the police. It was recognised that the volume of work and other policing demands will have an impact on Force performance in this area at times and highlighted the importance of understanding where any additional focus is required.

The Witness Care Unit in Sussex provide victims [and witnesses] with comprehensive and timely updates at each of the different stages – from the point of charge onwards – to keep them engaged in the process. The Force is continuing to manage the backlog of outstanding cases already in the system, whilst simultaneously balancing any new cases that are reported to the Witness Care Unit, although the additional challenges created by working to ensure that even more victims and witnesses remain updated, engaged and supportive of the prosecution process were fully recognised.

JS explained that all repeat victims are flagged on Niche – the police records management system used by the Force – once identified. When attending these [potentially] vulnerable victims, police officers are required to complete a Single Combined Assessment of Risk Form (SCARF) to enable appropriate referrals to be made to specialist support services. Further risk assessments, screening questions and safeguarding templates are also completed, as required, to understand better the threat and risks victims are facing and ensure appropriate safeguarding plans are created. Power BI provides an additional range of products, including a Victims' Dashboard, that can be filtered to include data on repeat victims for supervisors to monitor and ensure that enhanced levels of service are provided.

The Chief Constable concluded by recognising the significant scrutiny that is in place to assess and measure all aspects of policing response provided in Sussex and the effectiveness with which this is delivered in line with the Code of Practice.

DOMESTIC ABUSE

Supporting and safeguarding victims and tackling violence against women and girls is one of the three Public Priorities in my Police & Crime Plan 2021/24.

A. What action has Sussex Police taken to tackle violence against women and girls in the past 12 months?

B. Domestic abuse is recognised to equate to around 16% of all recorded crime in England and Wales, following an increased prevalence and focus over the last five years. However, this trend appears to be decreasing in Sussex with month-on-month reductions in reports of domestic abuse crime recorded in April and May 2022. What do you attribute the reduced numbers of recorded offences to? And what are the Force doing to raise awareness and support victims to report all offences of domestic abuse?

C. The Domestic Violence Disclosure Scheme – better known as Clare’s Law – enables members of the public to ask the police for information about their partner’s criminal history to understand whether their partner poses a risk to them. How is this Scheme promoted by Sussex Police? How many applications did the Force receive in 2021/22? How many of these resulted in disclosures? And how does this compare to performance in previous years?

D. Under new guidance proposed, the police will be required to disclose this information faster, and within 28 days, rather than the current guideline of 35 days. What impact is this reduced timescale anticipated to have on the Sussex Police response? And how many of the requests currently processed by the Force are already outside of this new timeframe?

E. There is a tiered approach to tackling domestic abuse perpetrators in Sussex. How many perpetrators have these schemes worked with in the last 12 months? And what does success look like for the schemes?

The Deputy Chief Constable began by stating that Sussex Police take the responsibility to tackle violence against women and girls (VAWG) “really seriously” and recognise the importance of protecting these individuals and making them feel safe in the communities of Sussex. The funding, support and resources made available by KB to support the Force in this area of work was also recognised.

Sussex Police has appointed a dedicated Superintendent to lead on the delivery of the Force response to VAWG across the three areas of resources, governance and culture. This has included the development of a comprehensive action plan, with five strategic objectives focused on:

- ✓ *improving the understanding of VAWG within the Force and communities of Sussex.*
- ✓ *reducing incidents of VAWG by focusing on prevention.*
- ✓ *improving the support provided to victims of VAWG.*
- ✓ *holding perpetrators of VAWG to account through the criminal justice system.*
- ✓ *developing a whole-system approach to VAWG.*

The progress made against each of the areas contained within the action plan is tracked and monitored by the VAWG Coordination Group – chaired by Temporary Assistant Chief Constable Tanya Jones.

Sussex Police has created three new VAWG Navigator posts [funded by the Home Office] to develop and coordinate police and partner activity in this area, remove duplication of effort and ensure that a collaborative approach exists that is focused on preventing harm to women and girls. All three individuals have now commenced in post and are based within the four multi-agency Victim Hubs [in Eastbourne, Hastings, Horsham and Brighton] across Sussex.

The Force has also transformed its general approach to visual patrol activity and the policing of the night time economy and open spaces, with a greater focus on engagement and supporting women and girls who may feel unsafe, and the better identification and tackling of predatory men. This has also included the provision of training for door staff, street pastors and taxi marshals to raise awareness of the threat and focus their attention on women and girls who may be vulnerable to harm.

The development of a Safe:Space Sussex app has enabled users to locate designated safe spaces near to their current location and access directions to these places. The app provides users with the facility to report non-emergency incidents to Sussex Police and to send an automatic text to a named contact that will alert them that the sender does not feel safe, together with sharing their current GPS and What3words location. The app can also automatically turn on the camera and microphone to capture evidence should this be required in an emergency. Further information about the Safe:Space Sussex app can be viewed through the following link:

<https://www.safespacesussex.org.uk/do-the-right-thing-info/>

In addition, Sussex Police are 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 improve the policing response. The Force [and partners] have already used information received from this tool to address faulty street lighting and signage, make enhancements to existing CCTV and provide remedial attention to overgrown hedges, shrubs and other wooded areas, as required. Further information about the tool can be viewed through the following link:

<https://www.police.uk/streetsafe>

The Force are also working with the Home Office and specialist support services to improve the response provided to victims of serious sexual offences through Operation Soteria – the national “best practice” framework used by police forces to manage and investigate reports of rape.

This work has been further supported by an internal focus on cultural issues to develop a better understanding amongst the workforce about the links between gender inequality and gender-based violence through the delivery of a dedicated tool kit – ‘Let’s talk about gender equality’. This work remains ongoing for all police officers and staff.

The Deputy Chief Constable acknowledged the reductions in domestic abuse incidents and crimes recorded in Sussex over the past couple of years. These reductions are set against significant year-on-year increases recorded over the last decade and were initially attributed to the impact of the pandemic [and the reduced access to specialist support services] but have still not returned to the levels anticipated following the removal of the restrictions.

The Force was not recognised to be an anomaly in this area with another 19 police force areas in England and Wales also demonstrating reductions in the number of offences recorded, although this reducing trend was still recognised to be a concern. Sussex Police want to understand better the reasons for this under-reporting and have commissioned a bespoke audit through the PEEL Board to look at known repeat victims who have ceased contact with the Force, Multi-Agency Risk Assessment Conference (MARAC) processes and other potential reasons for individuals no longer opting to report these offences to the police. The results of this audit are anticipated to be made available ahead of the meeting in August 2022.

The Force have also expanded the channels that reports of domestic abuse can be made through to include the Single Online Home – a common platform that allows members of the public to report, transact and contact the police online. This approach has been supported by focused media/social media campaigns. Further information can be viewed through the following link: <https://www.sussex.police.uk/ro/report/domestic-abuse/a1/report-domestic-abuse/>

Sussex Police received 701 applications for information under the Domestic Violence Disclosure Scheme (DVDS) during 2021/22 – this represented a 28% increase in applications received from the year before and comprised 468 'right to ask' requests [67%] and 233 'right to know' requests [33%].

- **Right to ask** – a member of public can proactively seek information from agencies responsible for safeguarding victims of domestic violence to understand whether relevant information exists and, if it does, consideration will be given to its disclosure where necessary to protect the victim.
- **Right to know** – where the police and/or partner agency receives indirect information which may impact on the safety of the person at risk and a review is undertaken to determine whether a proactive disclosure should be made.

All applications received through the DVDS are subject to assessment around a strict disclosure criterion, including whether there is any history of domestic abuse, previous convictions for this offence and/or intelligence to suggest that this offending behaviour has been apparent previously.

On receipt of any application, basic checks and a risk assessment are undertaken by the Force to identify and understand the potential victim and their partner. If any concerns are identified through the initial checks, these are shared with the Victim Hub to assess the application and determine whether a disclosure would be lawful and proportionate to protect the potential victim from harm. If at any stage of the process the police identify that the potential victim is at an immediate risk of harm, the disclosure made immediately. In all instances where a decision is taken to disclose the information, the police and partner agencies will ensure that the potential victim is offered guidance and support alongside the disclosure.

Of the 701 applications received, 422 disclosures were made to support these requests [60%] in 2021/22, with 76% of disclosures made within 28 days. Further information about the scheme can be viewed through the following link:

<https://www.sussex.police.uk/police-forces/sussex-police/areas/campaigns/campaigns/claris-law---domestic-violence-disclosure-scheme-dvds/>

The Deputy Chief Constable acknowledged that the Home Office is currently consulting on the DVDS guidance and proposals to reduce the permitted time to disclose information through the scheme from 35 to 28 days. The challenges of reducing these timescales for disclosure were recognised, although new processes – implemented by the Force in January 2022 – have shown that a significant proportion of applications are already processed within 28 days following improvements to streamline the process introduced by the Local Resolution Team and Victim Hubs. However, the requirement to provide these disclosures in person [to both the potential victim and their partner], combined with the complex nature of some requests, were contributing factors behind the 24% of disclosures made outside the 35-day timescales in 2021/22.

JC acknowledged the importance of focusing on perpetrators and tackling their offending behaviour to improve the policing response provided too. There are currently two active perpetrator schemes in Sussex, both of which were launched on 1 April 2021, as follows:

- **Healthy Relationships** – for high-harm domestic abuse perpetrators [delivered by Interventions Alliance].
- **Men and Masculinities** – for medium-risk individuals [and other agencies] to 'self-refer' themselves onto for help and support with challenging behaviour [delivered by Cranstoun].

KB was informed that the schemes have collectively worked with 71 perpetrators to date, of which 51 individuals are still being managed by the Complex Domestic Abuse and Stalking Unit and partner agencies.

The schemes have also identified that many offenders have multiple complex needs and varying levels of engagement with the perpetrator programmes. It was highlighted that approximately 60% of perpetrators are actively engaging with the formal sessions and/or with offender managers, mental health and/or substance misuse partners. For the 40% of offenders disengaged with the programmes, the Force are actively using all disruption opportunities available to them to robustly target wider criminal behaviours to reduce the nature and frequency of offending behaviour and the level of associated harm.

The Deputy Chief Constable acknowledged that the key measure of success for the schemes will be a demonstrable reduction in the number of incidents, crimes and harm perpetrated by those individuals on each of the programmes. KB explained that the Office of the Sussex Police & Crime Commissioner has commissioned the London School of Economics to look at the effectiveness of the two perpetrator schemes in Sussex. The interim results are anticipated to be available in summer/autumn 2022.

Although it is still too early to assess the overall success of the schemes, Sussex Police did secure a silver award for Community Focus in the Public Sector Transformation Awards in March 2022.

ACTION: KB requested a copy of the PEEL Board audit into the under-reporting of domestic abuse crimes ahead of the meeting in August 2022.

STALKING AND HARASSMENT

Stalking is the act or crime of undertaking fixated, obsessive, unwanted and repeated behaviour(s) that may include following, harassing and/or intimidating the victim in person.

A. What are Sussex Police doing to raise awareness of stalking and harassment amongst officers and staff?

B. What difference has the Stalking Screening Tool made to frontline officers? And how has this tool assisted officers to recognise offending behaviour and associated risks at an early stage?

C. What impact are Stalking Protection Orders having on victims of stalking? How many orders were secured in Sussex during 2021/22? And how many of these orders were breached?

D. Sussex is one of the few police forces in England and Wales that has a stalking perpetrator programme. How effective have these perpetrator programmes been in Sussex?

E. What do the arrest and solved rates look like for stalking and harassment? How do these compare to previous years? And what is the Force doing to improve its response in this important area?

The Deputy Chief Constable recognised the significant and long-lasting impact that stalking and harassment has on those individuals who are subjected to it and reiterated the importance of all police officers and staff being able to accurately identify and positively respond to any offences.

Sussex Police has worked hard to raise awareness of stalking and harassment throughout the organisation. This has included the provision of specific training for all new police officers and staff to support them to recognise and identify offences, understand the benefits of Stalking Protection Orders (SPOs) and delivering evidence-led prosecutions. Bespoke inputs around this area are also routinely delivered to the existing workforce as part of continued professional development.

The Force has dedicated single points of contact for stalking – with individuals receiving enhanced levels of training around the identification of stalking offences and investigative tactics – to provide specialist knowledge, guidance and advice to support the workforce with ongoing investigations. Each of the Response and Neighbourhood Policing Teams have access to further information, guidance and practical advice about stalking and harassment through an application [Crewmate] on their Mobile Data Terminals [smartphones]. Further information about stalking and harassment is made available to officers and staff through the Sussex Police intranet too.

The Crime Management Unit – led by the Force Crime Registrar – also undertake regular reviews of all reported incidents to ensure that all stalking and harassment crimes are being accurately recorded. Where any recording errors are highlighted, further training and support is provided to the individual officers and staff around the legislation to enable them to identify better and record the correct offences.

The Deputy Chief Constable explained that Sussex Police were “delighted” to be asked to develop and pilot a new stalking screening tool in partnership with Surrey Police, Cheshire Constabulary and the College of Policing in September 2020. This tool provides officers with a series of screening questions to support decision-making around the identification of stalking offences and an assessment of the risk presented.

It was highlighted that three additional questions will be added to the question set from July 2022 to further improve the stalking screening tool – bringing the total number of questions included to 11. The tool will also be made available to six more police force areas in England and Wales, ahead of a decision being taken at the end of 2022/23 as to whether to adopt this tool nationally.

KB was reassured to note that a formal evaluation of the tool – undertaken by De Montfort University in Leicester in May 2021 – found that all officers interviewed were more confident in their understanding of the definition of stalking and the risks attributed to it after using the tool. Of which, 60% of officers felt that the tool made it easier to identify stalking; 66% considered the screening tool to be more victim-focused than previous tools, and 60% of officers recognised that the tool was easier to understand and complete than previous applications used.

The Stalking Protection Act 2019 introduced SPOs in January 2020 to provide the police service with an earlier formal intervention to improve the safety of all stalking victims. These court orders – which can be obtained either as an interim or full order – contain a combination of prohibited activities and positive requirements focused on individual behaviours.

Sussex Police applied for 40 SPOs during 2021/22, which means that there are currently 42 offenders in the county either on interim or full orders, with a further 11 individuals still awaiting a court hearing. It was highlighted that 8 of the SPOs issued in Sussex have included the requirement for offenders to participate in stalking perpetrator programmes. JC provided assurances that the Force is continuously looking for further opportunities to apply for SPOs to support the policing response provided in Sussex.

The Deputy Chief Constable confirmed that there have been 70 breaches of SPOs in Sussex since the legislation was first introduced. If an SPO is breached, the police have powers to arrest an individual and secure evidence of the breach that can result in criminal consequences, with perpetrators facing either a fine, imprisonment (up to five years) or both. Any breaches of the orders are managed through the Daily Management Meetings [on each of the three policing divisions], with safeguarding checks made with the victims and ad hoc 'spot visits' to known offenders.

Sussex Police recorded an arrest rate of 40% for stalking offences during 2021/22, with a solved rate [positive outcome] of 9%. This represented a small reduction from the 44% arrest rate and 11% of positive outcomes recorded in 2020/21. However, of those individuals arrested for stalking offences, it was recognised that 75% resulted in a positive outcome. For offences of harassment, the Force recorded a 6% arrest rate and demonstrated a 3% solved rate [positive outcome] during 2021/22. Again, this represented a slight reduction from the 9% arrest rate and 5% of positive outcomes delivered in 2020/21.

The Force continue to regularly monitor the arrest and solved rates for both offences throughout Sussex and remain aware of the strong correlation between those instances where a suspect is arrested and instances subject to a positive outcome. KB was also reassured to note that 'dip checks' are undertaken on all occasions where arrests are not made for stalking offences to ensure that the decision-making was appropriate and proportionate to the circumstances involved.

Sussex Police have developed a Stalking Improvement Plan to improve performance across several different areas in relation to stalking and harassment, including arrest and solved rates. This has included the establishment of a multi-agency Stalking Clinic – with partners from Veritas Justice [a community organisation providing support, advocacy and advice for individuals affected by stalking and the professionals supporting them] and the Crown Prosecution Service – to provide investigating officers with early advice, guidance and support to enable the best case to be presented. This approach has been supported by the formation of a specialist Digital Violent and Sex Offender Register (ViSOR) Team in response to the increasing number of cyber-enabled stalking offences.

A monthly Stalking Scrutiny Panel has also been created to examine closed cases in detail to improve the response provided to victims, bring more offenders to justice and identify any learning [both individual and thematic] and/or share best practice.

OUTSTANDING WARRANTS

Last year, Sussex Police implemented new practices and procedures for monitoring outstanding warrants in Sussex, bringing together teams from the Warrant Enforcement Bureau and Criminal Justice Department.

A. What improvements have these changes made to Force processes in this area? And how is Sussex Police now able to manage better outstanding warrants?

B. How many arrest warrants were issued in Sussex during 2021 and in 2022 to date? What was the execution rate for these warrants? And how does this compare to the performance recorded in previous years?

C. How many arrest warrants remain outstanding in Sussex? And what different categories do these warrants relate to?

D. What are Sussex Police doing to find individuals with outstanding warrants? And how are these warrants being prioritised by the Force?

The Chief Constable confirmed that Sussex Police streamlined processes for monitoring outstanding warrants in July 2021 by creating a dedicated Warrants Team within the Criminal Justice and Custody Department, by bringing together teams from the Warrant Enforcement Bureau and Criminal Justice Department.

These changes have enabled the Force to develop a more cohesive and targeted approach to the management of all wanted persons in Sussex, including outstanding warrants. This has been achieved through the establishment of one dedicated team to provide a consistent response and oversight to queries received relating to tasks, policy and/or processes and the greater provision of performance information to support the local management and resolution of outstanding warrants on each of the three policing divisions.

The Warrant Team use the National Police Chiefs' Council (NPCC) Warrant Priority Matrix to categorise all warrants based on threat, harm and risk against the seriousness of the offence, vulnerability of the victim and characteristics of the offender, with set monitoring and review dates prescribed according to the category of each, as follows:

Category A: *For the most serious offences – including murder, rape, serious assaults, robbery and drug trafficking [these warrants are subject to a review every two weeks].*

Category B: *For the less serious offences – including volume crime, theft, possession of drugs and criminal damage [these warrants are subject to a review every three weeks].*

Category C: *For minor public order offences – including drunk and disorderly and low-level traffic offences [these warrants are subject to a review every four weeks].*

JS confirmed that 1,951 arrest warrants were issued by Sussex Police during 2021/22, of which 1,034 of these warrants were executed – this equated to an execution rate of 53%. This was in line with Force performance in 2020/21 – with an execution rate of 58% achieved for the 1,765 arrest warrants issued.

The COVID-19 pandemic was recognised to have impacted both the number of warrants issued and those, subsequently, executed by the Force in recent years. This was largely due to the enforced closures of the courts to prevent the further spread of coronavirus and reduced capacities when the courts were reopened again. However, the Chief Constable was pleased that Sussex Police had been able to maintain consistent performance in this area – despite these additional challenges and the internal changes implemented within the Force – and was not unduly concerned by the small reduction in the execution rate.

It was highlighted that the total number of 'live' warrants that remain outstanding in Sussex is 889. This comprises 139 'Category A' warrants, 707 'Category B' warrants and 42 'Category C' warrants. Of the warrants outstanding, 769 of these individuals are believed to be either abroad, out of force area and/or of no fixed address [87%], with active lines of enquiry apparent for the other 120 outstanding warrants [13%].

It was highlighted that Sussex Police continue to provide a proactive and proportionate policing response to maximise the execution rate for all outstanding warrants. This includes reviewing and prioritising all 'live' warrants at Daily Management Meetings to ensure that the individuals wanted are found and located, with target arrest times dependent on the category of the warrants. This process includes checking, tracing and tracking these individuals on all available police systems, utilising data from other partner agencies and making requests for assistance from members of the public, through Crimestoppers and social media, where appropriate. The policing resources from the Specialist Enforcement Unit and Tactical Enforcement Units are also used to target the more prolific and/or serious offenders in terms of warrant execution.

The Chief Constable recognised that the changes to pre-charge bail – introduced by the Policing and Crime Act in April 2017 previously – are having an impact on arrest warrants in Sussex now that there is no formal duty to report back to a police station or court for those individuals released under investigation. This is contributing to a greater number of postal requisitions issued for summons to court, with fewer individuals returning on bail to be charged. It is anticipated that performance in this area should start to return to the levels demonstrated previously through the increased stability created by a return to the 'new normal'.

RECOGNITION FOR DEPUTY CHIEF CONSTABLE

KB concluded by placing on record her personal thanks to the Deputy Chief Constable for her three years of service in Sussex [and 27 years of service with Kent Constabulary previously] and stated that she would be "sorely missed".

JC received recognition for the "fresh perspective" she has brought to the role and for the wider contribution she has made to the policing service. The Deputy Chief Constable thanked KB for her "kind words" and stated that it had been an "absolute pleasure" to have worked in Sussex for the final few years of her policing career.

Commander Dave McLaren from the Metropolitan Police Service will commence in post as Deputy Chief Constable for Sussex Police on 11 July 2022.

NEXT UP:

The next PAM is on Friday, 22 July 2022 at 13:00. Further information can be viewed on my website through the following link:

www.sussex-pcc.gov.uk/get-involved/watch-live/