

Meeting: **Leicester, Leicestershire and Rutland Police and Crime Panel**

Date/Time: **Wednesday, 16 December 2015 at 1.00 pm**

Location: **Sparkenhoe Committee Room, County Hall, Glenfield**

Contact: **Sam Weston (Tel: 0116 305 6226)**

Email: **sam.weston@leics.gov.uk**

Membership

Mr. J. T. Orson JP CC (Chairman)

Cllr. Roger Begy, OBE	Cllr. Kirk Master
Cllr. John Boyce	Cllr. Ozzy O'Shea
Cllr. Lee Breckon, JP	Cllr. Rosita Page
Mrs. Helen Carter	Cllr. Trevor Pendleton
Cllr. Ratilal Govind	Cllr. Lynn Senior
Cllr. Malise Graham	Cllr. David Slater
Col. Robert Martin OBE, DL	Cllr. Manjula Sood, MBE

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– Notices will be on display at the meeting explaining the arrangements.**

AGENDA

<u>Item</u>	<u>Report by</u>
1. Minutes of the meeting held on 16 September 2015.	(Pages 3 - 10)
2. Public Question Time.	
3. To advise of any other items which the Chairman has decided to take as urgent elsewhere on the agenda.	
4. Declarations of interest in respect of items on the agenda.	

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| 5. | Blueprint 2020 - Update. | Police and Crime Commissioner | (Pages 11 - 16) |
| 6. | Budget and Proposed Precept 2016/17 - Update. | Police and Crime Commissioner | (Pages 17 - 20) |
| 7. | Office of the Police and Crime Commissioner - Structure and Budget. | Police and Crime Commissioner | (Pages 21 - 26) |
| 8. | Child Sexual Exploitation Review - Update. | Police and Crime Commissioner | (Pages 27 - 30) |
| 9. | NICHE - Update. | Police and Crime Commissioner | (Pages 31 - 32) |
| 10. | Date of next meeting. | | |

The next meeting of the Panel is scheduled to take place on 2 February 2016 at 1.00pm.

11. Any other items which the Chairman has decided to take as urgent.

Minutes of a meeting of the Leicester, Leicestershire and Rutland Police and Crime Panel held at County Hall, Glenfield on Wednesday, 16 September 2015.

PRESENT

Mr. J. T. Orson JP CC (in the Chair)

Cllr. Roger Begy, OBE
 Cllr. John Boyce
 Cllr. Lee Breckon, JP
 Mrs. Helen Carter
 Cllr. Ratilal Govind
 Cllr. Malise Graham
 Cllr. Chris Ladkin

Col. Robert Martin OBE, DL
 Cllr. Kirk Master
 Cllr. Rosita Page
 Cllr. Trevor Pendleton
 Cllr. Lynn Senior
 Cllr. Manjula Sood, MBE

Apologies

Cllr. David Slater

In attendance

Sir Clive Loader, Police and Crime Commissioner, Simon Cole, Chief Constable, Paul Stock, Chief Executive (OPCC) and Helen King, Chief Finance Officer (OPCC)

154. Chairman's Announcement.

Prior to commencing the Panel's business, the Chairman read out the following statement:

"I would like to start today's meeting by recognising the efforts of PC Simon Chamberlain whose bravery and quick thinking prevented a clash between 75 football fans in January. PC Chamberlain formed a human barrier between the two sets of fans who were throwing bottles and glasses at each other. PC Chamberlain's bravery has been formally recognised by the Chief Constable, though I'm sure all members around the table today will join me in recording our thanks to him for his courageous efforts."

155. Minutes.

The minutes of the meeting held on 17 July were taken as read, confirmed and signed.

156. Public Question Time.

No questions had been received.

157. Urgent Items.

The Chairman advised that he had agreed to consider an urgent item on "Victim First - Launch" (Minute 164 refers).

158. Declarations of Interest.

The Chairman invited members who wished to do so to declare any interest in respect of items on the agenda for the meeting.

Cllr. M. Sood declared a personal interest in respect of all substantive items as a member of the Police's Independent Advisory Panel, as the Chairman of the Leicester Council of Faiths and a member of the Bishop's Faith Forum. She further declared a personal interest in respect of item 6 as a carer for someone with mental health difficulties (Minute 159 refers).

159. Force Change Programme - Project Edison Review.

The Panel considered a report of the Police and Crime Commissioner concerning a six month review of "Project Edison", otherwise known as the Force Change Programme - a change in the policing model, aimed at improving the service to the public and identifying savings. A copy of the report, marked "Agenda Item 5", is filed with these minutes.

The Chief Constable reported the following updates on the progress of the Force Change Programme:

- The Programme had largely progressed well since its inception, however there had been some issues which had required fine tuning;
- There had been a net reduction of 250 FTE members of staff. The Programme was on course to make the required financial savings. The Corporate Spending Review was likely to add further pressure, given the policing budget was "unprotected" by the Government. The Force was planning for a 25-40% reduction in government grant. The grant represented around 65% of the Force's total income;
- Data and informal feedback had suggested that the Force was now spending more time in local communities;
- The Managed Appointment Unit was working well, though there had been some teething issues initially;
- The new policing model had resulted in a change in work flow through the Force, which had presented some challenges;
- The Force's records management system, NICHE would result in better cross-boundary working with neighbouring forces;
- The pressures on budgets across the public sector would inevitably place an increased focus on effective partnership working.

Arising from a discussion, the following points were noted:

General

- The chain of command in the Force had around 9 ranks. Some could be removed, though some were statutory. Under direction from the PCC, the Force was aiming to reduce the supervisory levels in the Force;

- Mobile communications in rural areas had proved to be an issue with the new body-worn technology, however this had been circumvented to a certain extent by the use of wi-fi hot spots;
- Staff attendance was at around 97%, the ninth highest in the country;
- Some concern was expressed in relation to the way witnesses had been dealt with. The new "Victim First" service, launching later in the year was also a witness service and would aim to improve this service;
- Staff overtime was at a higher level than anticipated, however the overtime budget had been vastly reduced over the previous five years;
- For a trial period of three months the Police had not routinely sent a forensic investigator to odd numbered homes where an attempted burglary had occurred. The PCC re-emphasised his view that, had he known about this trial in advance, he would have advised against proceeding with it. Regardless, the PCC felt that it should be recognised that the Force would need to look at measures that might not always be popular with the public in order to identify further efficiency savings.

NICHE

- The NICHE data recording system was used in around 20 forces across the country for the inputting of crime and intelligence data. The outputs from the system were dependant on good quality input and it was known that this had been an issue within the City. It was expected that the system would be producing meaningful data by the end of the year. It was hoped that it would ensure more consistent data was available to all the forces who used it (it was hoped that this would be of benefit for regional work);
- It would not be possible to fully "digitise" all evidence gathering given the complex nature of some crimes. Online crime reporting could result in an increased reporting of crimes and the Force was aware of this.

Syrian Refugees

- Meetings were taking place amongst the County, City, Rutland and District Councils in regard to the expected phased income of around 20,000 Syrian refugees to the UK over the next five years. Safeguarding would be a concern as well as ensuring details were available to the Police as to who the individuals were;
- The Police was very aware of the cultural needs of communities and frontline staff were encouraged to mix with communities. Some concern was expressed that some further work might be required in the City;
- Resource patterns were altered to respond to demand. This was also the case in the night time economy. The Police would need to make very calculated decisions around risk, given the large reduction in frontline officers and the further reductions that were anticipated;

Strategic Alliance

- The Strategic Alliance that was being discussed with Northamptonshire and Nottinghamshire forces received the support of the Panel. It was hoped that it would maintain the quality of services, whilst at the same time providing further efficiencies. Further work was required, but it was noted that the formation of such an alliance would not solely bridge the funding gaps of those forces involved in the alliance. A foundation report on the Warwickshire and West Mercia Alliance was available which would give Panel members some details about how such an arrangement might operate. [The report is available here: <http://www.westmercia-pcc.gov.uk/Document-Library/Publications/Police-Foundation-Report-Sept-14.pdf>];
- A view was expressed that, in order to form meaningful and enduring alliances, greater direction was required from Central Government on how the public sector should be structured going forward;
- The opportunity of identifying savings through an alliance of back-office OPCC staff was being considered alongside the frontline and back-office Police staff, however legislation prevented a full “merger” at the time.

RESOLVED:

- (a) That the report be noted;
- (b) That a report be provided to the Panel’s December meeting concerning an update on the NICHE system.

160. Quarter 1 2015/16 Performance Update.

The Panel considered a report of the Police and Crime Commissioner concerning the Quarter 1 Performance Report for 2015/16. A copy of the report, marked “Agenda Item 6”, is filed with these minutes.

Arising from a discussion, the following points were noted:

- The PEEL inspection had found that Leicestershire was regarded as performing to a “good” level. A further PEEL inspection report was due in February 2016;
- The PCC was happy with the performance of the Force though he felt that further improvements would be needed, not least due to the expected loss of staff going forward;
- Domestic abuse was under reported. Data was not yet available from the NICHE system to be able to provide a relevant statistic in regard to frequency, though customer satisfaction was known to be “high”. The PCC stressed that he had deliberately not set a performance target in this area as a means of encouraging people to come forward and report these types of crime, though it would continue to be regarded as a high priority area;
- The County Council’s Scrutiny Commission has raised concerns with the Chairman in regard to what was, in the summer, a rise in burglary and a rise in theft of and from motor-vehicle. Burglaries had reduced over the last five years, and statistically a home owner was less likely to be burgled today than at any time in the past two

decades and it had to be recognised that it was very much a “seasonal” crime. The Panel was assured that a robust plan was in place in order to be able to tackle these issues;

- Any findings in regard to faults or vulnerabilities with specific makes of vehicle that made them more likely to be targeted by criminals would be discussed between the PCC and Chief Constable in the first instance and then most likely via the national associations they represented. This had been the case during a spate of vehicle crimes linked to the “download” Festival held at Donington Park;
- Given the rise in the number of motor vehicles on the road, there was a statistically lesser chance of being a victim of crime in this area at any time during the last five years. The Police continued to do a lot of pro-active work in this area to warn those most at risk;
- £1.3million of funding had been allocated towards tackling Child Sexual Exploitation. A proposal would be submitted to the Strategic Partnership Board listing a number of specific projects that aimed at addressing this issue;
- The Police had invested a lot of time and money in regard to training on mental health and other measures have been taken such as the triage car. Positive work was undertaken with health partners. As services retracted, it would be important to ensure that those with mental health difficulties had good quality services available to them.

RESOLVED:

That the Quarter 1 Performance Report 2015/16 be noted.

161. Medium Term Financial Strategy Update.

The Panel considered a report of the Police and Crime Commissioner concerning an update on the Medium Term Financial Strategy. A copy of the report, marked “Agenda Item 7”, is filed with these minutes.

The budget equalisation reserve was available to smooth over any budget shortfalls when higher funding reductions were required than those predicted in the MTFS.

Savings as a result of some of the regional work that was taking place between forces was not included in the report, though this was mostly based around a reduction in officers. 250-400 members of staff would likely be lost as a result of the savings requirement. In addition, a recruitment freeze was likely to be considered in the near future.

RESOLVED:

That the report be noted.

162. Best Use of Stop and Search Scheme.

The Panel considered a report of the Police and Crime Commissioner concerning the Force’s use of Stop and Search measures. A copy of the report, marked “Agenda Item 8” is filed with these minutes.

It was noted that the Force had conducted a thorough review of its use of stop and search, which had resulted in a significant reduction from 28,000 incidents in 2011 to just 2919 in May 2015. Stop and Search had previously been a performance target for police officers and this had resulted in an "overuse" of the measure.

The PCC felt that it was important for all round the table to spread awareness for the reduction in stop and search and the low complaint rate. Some efforts would be made on behalf of the Force to spread awareness amongst communities of the work undertaken to reduce its use. The Chief Constable remained of the view that stop and search was an important crime deterrent tool that should remain at officers' disposal.

RESOLVED:

That the report be noted.

163. Thematic Police and Crime Plan Update: "Making Communities and Neighbourhoods Safer".

The Panel considered a report of the Police and Crime Commissioner concerning a thematic update on the strand of the Police and Crime Plan titled "Making Communities and Neighbourhoods Safer". A copy of the report, marked "Agenda Item 9", is filed with these minutes.

RESOLVED:

That the report be noted.

164. Date of next meeting and schedule of meetings for 2016.

It was NOTED that the next meeting of the Panel was scheduled to take place on 16 December at 1.00pm.

It was AGREED that meetings of the Panel in 2016 would take place as follows (all meetings at 1.00pm):

25 January

9 February (*Provisional only - subject to whether the Panel uses its power of veto on the precept or as business requires*)

22 March

30 June

19 July

26 September

5 December

165. Urgent Item: "Victim First" Launch.

The Panel considered the following matter, the Chairman having decided that it was of an urgent nature as a result of the need to publicise the launch of Police's new victims and witnesses service, "Victim First" which would be taking place later in the month.

The Chief Executive of the OPCC reported the following:

- The Victim First service would go live on 1 October. All Panel members had been invited to the launch event on 28 September at the King Power Stadium in Leicester and would receive a personal briefing from the PCC;
- The new victims and witnesses service model had been nationally recognised. Loughborough University had asked to work with the OPCC on the new service and as a result some further work would be carried out in respect of victims with a mental health issue, young victims of ASB and victims of hate crime;
- Services would be provided also to those at a high risk and repeat victims of ASB;
- The new service would be available 8.00am - 8.00pm Monday to Friday and from 9.00am - 5.00pm on Saturdays. Methods of contact for the service other than telephone were currently being explored.

RESOLVED:

That the oral update from the Chief Executive be noted.

1.00 - 4.15 pm
16 September 2015

CHAIRMAN

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POLICE & CRIME COMMISSIONER FOR LEICESTERSHIRE POLICE & CRIME PANEL

PAPER MARKED

Report of	POLICE AND CRIME COMMISSIONER
Subject	BLUEPRINT 2020 UPDATE
Date	WEDNESDAY 16 DECEMBER 2015 – 1:00pm
Author	ANDY ELLIOTT, HEAD OF CHANGE

Purpose of Report

1. To update the Police and Crime Panel on the progress of the Blueprint 2020 programme and respond to queries regarding response times in the East of the County.

Recommendation

2. The Panel is recommended to note the contents of the report.

Background

3. The Blueprint 2020 Programme was launched to the public, partners and the press on 9 and 10 November 2015. Overall the launch went well and media coverage was balanced and fair regarding the cuts facing Leicestershire Police.
4. The partnership launch on 9 November 2015 included an exercise to begin consultation with partners regarding changing how policing is delivered in Leicestershire. Partners reviewed 14 areas of policing and were asked to prioritise areas for change in the future. The areas of policing included high volume, low impact/risk themes such as bilking, petty theft, welfare checks etc.
5. Further consultation is being designed and planned to continue with partners and the public based on a similar theme of prioritising how and what we change in the future.
6. The comprehensive spending review announcement on 25 November suggested no cuts to police funding. This may well be true of overall funding but we do expect to see changes to local budgets as a result of top slicing and re-apportionment of budget allocation. The outcome of this will not be known until after 16 December 2015.
7. The focus of the change programme will remain on transforming Leicestershire Police to deliver the best services within the available budget. The changing demands on policing through increases in cyber-crime, and child sexual exploitation and the demands of counter terrorism means that our demand still

outstrips our capacity in several areas. To help manage these increasing demands we still need to change and allocate our resources to what causes most harm and presents most risk.

8. The Blueprint 2020 change programme is now being re-phased ahead of final CSR announcements and a decision regarding the Strategic Alliance. Once these factors are known and understood we will then be able to plan and align our transformational activity across all the change work currently underway and planned to take place – reducing risk and maximising benefits.
9. The Blueprint 2020 change projects are progressing well. The agile working pilot has begun in Corporate Services and is working well. The capacity of the office has been increased by 100% and also introduced a better and more adaptable working environment. HR will follow in a few weeks. Outcome Based Budgeting is starting to conclude its first phase with panel sessions to assess and agree proposals. These are going well and from the first four presentations over £200k in savings have already been agreed.
10. A key project has also started – Workforce Blueprint. This will begin to standardise the management and staff structures across the force by doing evidence based review of what the force actually needs at each tier of management in police officer and police staff structures. From this model (which will be tested via peer review) we expect to see a reduction in management roles mapped to natural attrition in-turn saving payroll and allowing the ability to protect and potentially invest in front line policing roles.
11. Overall the Blueprint 2020 change programme for Leicestershire is progressing well. It will be vital that after decisions regarding all the significant changes planned (Strategic Alliance agreement, local change programmes and other enabling factors such as regional IT and Niche Optimisation are made in December or early in 2016) careful planning takes place to ensure dependencies, resources, investment and benefits realisation are all considered in the sequencing and progression of key projects.
12. The Police and Crime panel requested information regarding response times in the east of the County. As part of the Edison six month review a report was prepared by the change team to analyse the realisation of benefits associated with Project Edison and an analysis of performance based on pre and post Edison across all affected areas of the Force impacted by Edison. Overall the Edison model had enabled the Force to maintain a similar standard of performance after implementation and whilst saving £10.2 million by 2017. Customer satisfaction has remained high with our performance whilst experiencing significant demand increases in a number of areas.
13. The following tables highlight performance in relation to response times across the Force area, including the eastern part of the County.

VISIBILITY BY NPA AND PRT HUB PRE AND POST STRUCTURAL CHANGE

9th February to 31st May 2015			
Row Labels	Sum of TotalMinutes	Sum of TotalCommunityMinutes	% Visibility
NB - Braunstone	2396975	1428856	59.6%
NK - Keyham Lane	1752768	1012345	57.8%
NM - Melton	578436	343962	59.5%
NO - Loughborough	2349434	1382811	58.9%
NU - Euston Street	2046243	1188666	58.1%
NC - Central Leicester NPA	1328473	733944	55.2%
NE - East Leicester NPA	2584832	1514095	58.6%
NH - Hinckley & Blaby NPA	1977508	966802	48.9%
NL - Charnwood NPA	2082064	1182321	56.8%
NN - North-West NPA	1380718	651820	47.2%
NR - Eastern Counties NPA	1713737	1027905	60.0%
NS - South Leicester NPA	1441129	740340	51.4%
NW - West Leicester NPA	2200007	1089389	49.5%
Grand Total	23832324	13263256	55.7%

19th October 2014 to 8th February 2015

	Sum of TotalMinutes	Sum of TotalCommunityMinutes	% Visibility	Difference
NB - Braunstone	2284368	1217526	53.3%	6.3%
NK - Keyham Lane	1450746	828158	57.1%	0.7%
NM - Melton	594687	316665	53.2%	6.2%
NO - Loughborough	2285396	1279450	56.0%	2.9%
NU - Euston Street	1933640	1056379	54.6%	3.5%
NC - Central Leicester NPA	1435423	679801	47.4%	7.9%
NE - East Leicester NPA	2350577	1095400	46.6%	12.0%
NH - Hinckley & Blaby NPA	1982544	1035719	52.2%	-3.4%
NL - Charnwood NPA	2334460	1145097	49.1%	7.7%
NN - North-West NPA	1378994	660382	47.9%	-0.7%
NR - Eastern Counties NPA	1646270	908971	55.2%	4.8%
NS - South Leicester NPA	1424166	672227	47.2%	4.2%
NW - West Leicester NPA	2378149	1147027	48.2%	1.3%
Grand Total	23479420	12042802	51.3%	4.4%

INCIDENTS AND ARRIVALS WITHIN 15MINS/2 HOURS BY NPA AND PRT HUB

	Emerg 15 Mins					
	Pre Edison	Post Edison	Pre Edison	Post Edison	Average Time to Attend Pre Edison	Average Time to Attend Post Edison
NB - Braunstone	675	713	3.874270832	4.529212962	00:08:16	00:09:09
NK - Keyham Lane	516	718	2.751678241	4.34179398	00:07:41	00:08:42
NM - Melton	149	188	0.895243056	1.03943287	00:08:39	00:07:58
NO - Loughborough	740	846	4.205138888	5.152997686	00:08:11	00:08:46
NU - Euston Street	622	830	3.234849537	4.779039352	00:07:29	00:08:17
NC - Central Leicester NPA	136	85	0.643541667	0.39025463	00:06:49	00:06:37
NE - East Leicester NPA	147	104	0.731388889	0.493935185	00:07:10	00:06:50
NH - Hinckley & Blaby NPA	63	40	0.334259259	0.213703704	00:07:38	00:07:42
NL - Charnwood NPA	125	64	0.692997685	0.316805556	00:07:59	00:07:08
NN - North-West NPA	68	27	0.367928241	0.137650463	00:07:47	00:07:20
NR - Eastern Counties NPA	63	37	0.369328704	0.202256944	00:08:27	00:07:52
NS - South Leicester NPA	52	48	0.244293981	0.197581019	00:06:46	00:05:56
NW - West Leicester NPA	169	86	0.857905093	0.424884259	00:07:19	00:07:07
	Priority					
	Pre Edison	Post Edison	Pre Edison	Post Edison	Average Time to Attend Pre Edison	Average Time to Attend Post Edison
NB - Braunstone	2107	2406	04:12:03	06:43:57	00:37:43	00:41:28
NK - Keyham Lane	1345	2073	17:39:37	10:34:57	00:35:03	00:38:31
NM - Melton	475	637	10:09:29	13:33:41	00:31:36	00:35:11
NO - Loughborough	2081	2585	16:39:26	11:11:36	00:33:42	00:39:49
NU - Euston Street	1700	2345	11:38:15	17:43:00	00:34:18	00:38:32
NC - Central Leicester NPA	463	367	09:27:32	21:32:42	00:26:06	00:27:04
NE - East Leicester NPA	534	420	13:58:46	14:03:03	00:31:14	00:29:26
NH - Hinckley & Blaby NPA	357	251	13:46:08	09:48:44	00:34:35	00:31:02
NL - Charnwood NPA	476	294	19:32:03	21:36:47	00:29:41	00:33:48
NN - North-West NPA	254	183	19:39:26	02:45:07	00:32:59	00:32:23
NR - Eastern Counties NPA	412	283	16:03:15	21:56:05	00:30:18	00:30:06
NS - South Leicester NPA	337	255	21:13:45	15:14:29	00:29:25	00:31:49
NW - West Leicester NPA	687	482	14:39:16	16:12:36	00:32:43	00:34:53

Overall visibility has increased with the implementation of Edison in Eastern Counties NPA by 4.8%. Incident response times have improved for emergencies and remained relatively constant for priority calls.

14. The pressures of increasing demand on Police services and the impact of reducing budgets across the public sector do highlight the importance of the ongoing Blueprint 2020 change programme and the importance of not being complacent regarding the need to change and evolve how we continue to deliver services to the people of Leicester, Leicestershire and Rutland.

Implications

Finance: As discussed within this report.

Legal: Not applicable to this report.

Equality Impact Assessment: Not applicable to this report.

Risks and Impact: Not applicable to this report.

Communications: Not applicable to this report.

List of Attachments/Appendices

None.

Background Papers

Not applicable to this report.

Persons to Contact

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POLICE AND CRIME COMMISSIONER FOR LEICESTERSHIRE POLICE & CRIME PANEL

PAPER MARKED

Report of	POLICE & CRIME COMMISSIONER
Date	16th DECEMBER 2015
Subject	BUDGET AND PROPOSED PRECEPT 2016/17 UPDATE
Author :	CHIEF FINANCE OFFICER

Purpose of the Report

1. This report is to provide high level information for the Police and Crime Panel in respect of an update on the Spending Review 2015 (SR2015) , Medium Term Financial Strategy (MTFS) and timescales for the 2016/17 budget and precept process.

Recommendation

2. The Police and Crime Panel are asked to consider and discuss the report.

Background

3. At its meeting on the 29 January 2015, the Panel considered the 2015/16 budget requirement of £171.573M (before use of reserves), council tax requirement of £53.216M, and resultant 1.99% increase on Band D Council tax for Police purposes to £179.9951.
4. The MTFS was included within the report based on a number of assumptions. These assumptions have been regularly reviewed, the MTFS amended as appropriate and tabled at the Panel for update and discussion on 25 June 2015 and 16 September 2015.
5. Work is underway, as part of the scoping work for a proof of concept for a tri-force Strategic Alliance, to update and align the key assumptions between Northamptonshire, Nottinghamshire and Leicestershire and to include these in an updated MTFS, together with latest information once the settlement is known on the 17 December 2015.
6. The September 2015 MTFS assumed a grant reduction of 5% per annum as follows:

Savings Required	Year				
	2016/17 £m	2017/18 £m	2018/19 £m	2019/20 £m	2020/21 £m
At a 5% Grant Reduction pa	5.8	10.7	14.8	18.3	22.7

7. Furthermore, the report highlighted uncertainties surrounding the potential changes from the Funding Formula Consultation and the Comprehensive Spending Review 2015 (SR2015).

8. Following two rounds of consultation, a number of issues and concerns were highlighted nationally in respect of the proposed Funding Formula. Recognising these issues, the Home Office have announced that any Funding Formula changes will be postponed to 2017/18. Further engagement is anticipated on the Formula in due course.

Spending Review 2015

9. On 25 November 2015 the Chancellor of the Exchequer, announced the outcome of the Comprehensive Spending Review 2015. The SR2015 details the spending settlements for each government department over the next four years (2016/17 to 2019/20).
10. Despite PCCs and forces modelling for reductions of between 25% and 40% over the period of the spending review, the Chancellor addressed police funding and said: *"now is not the time for further police cuts, now is the time to back our police and give them the tools to do the job."*
11. The SR2015 document added that police force budgets will be maintained at current cash levels.
12. The Chartered Institute of Public Finance and Accountancy (CIPFA) have advised that for the whole of the Police Settlement, *"assuming all PCCs take the maximum increase in precept of up to 2% (or £5 for the ten PCCs in historically low precept areas), then this should give protection against inflation."*
13. However, the Police and Crime Commissioners' Treasurer's Society (PACCTS) Technical Team have undertaken an initial analysis of the SR2015 for PCCs and advised that overall police funding, including funding for Counter Terrorism, has been cut by 1.3% in real terms over four years. Furthermore, a number of reallocations (previously called "top slices") are expected to fund additional schemes from the overall policing settlement.
14. Whilst reports nationally have varied between "no" reductions and 18.4% for police funding over the four years, PACCTS have advised *"how this will affect individual settlements will not become clear until the provisional police funding settlement for 2016-17."*
15. Key messages received from PACCTS are as follows:

"The Home Office revenue and capital spending totals are detailed below. Unlike previous years the Home Office spending totals contained in the Spending Review do not separate police funding. At this stage it is therefore not possible to set out the profile of the year on year changes."

	£billion					
	2015/16	2016/17	2017/18	2018/19	2019/20	Real Growth
Resource DEL* (excluding depreciation)	10.3	10.7	10.6	10.6	10.6	-4.8%
Capital DEL	0.4	0.5	0.5	0.4	0.4	
Total Managed Expenditure	10.7	11.2	11.1	11.0	11.0	

*DEL – Departmental Expenditure Limit

16. Specific references in the SR2015 pertaining to police funding are as follows:
- £1bn will be invested in new mobile digital technology through the Emergency Services Mobile Communications Programme.

- Police efficiency will be improved by taking steps to drive down the cost of police procurement by up to £350 million and encouraging greater collaboration between police forces and with other public and emergency services.
- Additional transformational funding will be allocated to forces which have “strong proposals to support efficiency and reform and to help transition to new funding arrangements in future”. This funding will also allow forces to train more firearms officers to ensure the country extends its capability to protect its citizens from terrorist threats.
- The Home Office administration budget will be reduced by 30%.
- The National Crime Agency’s budget will be protected.
- Over £200 million of capital investment to fund new digital and investigative capabilities for the National Crime Agency.
- Counter terrorism funding will be increased by £500 million, equivalent to a 30% rise.
- The number of police armed response vehicles available to respond rapidly to critical incidents will be increased by up to 50% and new funding made available to increase the number of specialist counter terrorism fire arms officers and to train existing officers.
- In England it is the intention that the overall referendum limit for police precept will be maintained at 2% over the Spending Review period.
- Additional flexibility will be made available for the ten PCCs in England with the lowest precept levels each year (lower quartile), so that they can raise their precept by up to £5 per year over the Spending Review period.
- All other PCCs can expect to be subject to the usual 2% referendum limit (this applies to Leicestershire).

17. Adding to the uncertainty, the Ministry of Justice (MoJ), from whom Leicestershire were anticipating £1.145M in 2016/17 for Victims and Witness grant funding, received 15% real terms cuts in the SR2015. It is anticipated that some if not all will be applied to the ongoing V&W grants.

2016/17 Budget Requirement & Budget Preparation Process

18. The 2016/17 Budget preparation process is underway, being progressed by the Force Finance Team (FFT) who work closely with the OPCC Chief Finance Officer.
19. A robust timetable has been developed which incorporates key meetings and considerations. Key dates for the Panel to note are as follows:

25 November 2015	Spending Review 2015 announcement
December 2015	Local Public Consultation Process Underway for Precept options
17 December 2015	
11 January 2016	Responses received and analysed from Public Consultation Process
11 January 2016	Strategic Assurance Board
20 January 2015	Finalisation of the Budget requirement and proposed precept level (council tax proposal)
2 February 2016	Police and Crime Panel

Precept options & impacts

20. The September MTFs and the SR2015 announcement both assume a 2% precept increase each year. However, as the PCC and the Force work through the budget setting process, a range of options will be considered, which will include analysis of the budget requirement, the precept options and use of the Budget Equalisation Reserve (BER).
21. Although any increase in precept would provide additional revenue to the PCC, the challenge to the PCC is to ensure that all inefficiencies are driven out first and foremost, whilst the force is maintaining and enhancing an effective service.
22. In line with previous years, the PCC will seek the views of the residents of Leicester, Leicestershire and Rutland on the precept considerations for 2016/17. The consultation is based on achieving a statistically relevant sample size of households and will comprise a combination of telephone and online surveys on the website throughout December 2015.
23. The PCC will carefully consider the responses from the survey, together with other key information on the funding settlement and the Council Tax Base and will take these into account in his decision making for the 2016/17 precept proposal.
24. The format of the precept report to the Panel in February 2016 will include the consultation and precept details, ensuring these essential elements are covered within it.

Conclusion

25. This report outlines the current assumptions and uncertainties surrounding the MTFs and the budget setting timetable for 2016/17, which will not become known until 17 December 2015 and which, together with the Public Consultation, will affect the 2016/17 Budget and Precept considerations.

Implications

Financial –	This report is an update for the Police and Crime Panel to note the financial position, uncertainties and timescales.
Legal -	There are no legal implications identified.
Equality - Impact Assessment	There are no equality issues identified.
Risks and -Impact	No risks have been identified from this report.
Link to Police and Crime Plan	The report provides an update on the strategic financial priority contained within the Police and Crime Plan.

List of Appendices

None

Background Papers

Police and Crime Panel Budget and Precept Report 2015/16

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POLICE & CRIME COMMISSIONER FOR LEICESTERSHIRE POLICE & CRIME PANEL

PAPER MARKED

Report of	POLICE AND CRIME COMMISSIONER
Date	16 th DECEMBER 2015
Subject	OPCC STRUCTURE AND BUDGET
Author	CHIEF FINANCE OFFICER

Purpose of Report

1. This report is intended to update the Police and Crime Panel on the structure and budget of Office of the Police and Crime Commissioner.

Recommendation

2. That the Panel consider and note the report.

Background

3. In December 2014 a detailed report was tabled at the Police and Crime Panel which included an update on the structure of the OPCC. This report included a revised structure from that implemented in January 2013 and recognised that *“different skills are required to deliver and embed the work of the Office of the Police and Crime Commissioner than were required to create and set up the office.”*
4. The report and budget reflected the greater emphasis on sharing resources with the Force, specifically in relation to Communications and Engagement Directorate and Executive Support arrangements.
5. Furthermore, the report advised that the equivalent of one post was funded in full by the additional grant resourcing provided to deliver on the new Victims and Witnesses agenda.
6. The structure of the OPCC was fully recruited to in the spring of 2015 and the current structure is consistent with that reported to the Police and Crime Panel in both December 2014 and January 2015. The permanent establishment of the OPCC comprises 14 posts (a copy of the structure is attached to the report as an Appendix).
7. As the Panel were advised in December 2014, additional temporary resources have been utilised to build capacity and mobilise the new arrangements for Victims and Witnesses and this work will be fully mainstreamed by the 31 March 2016.

Structural Developments

8. Since the last report, three key structural developments have recently taken place in the OPCC which will be available for discussion with the new PCC when they are appointed in May 2016. These developments are as follows:
- A vacancy for the Head of Partnerships and Commissioning role has recently arisen and whilst this post remains in the establishment, the Chief Executive has temporarily frozen the role. Meanwhile, the important work of the Partnerships and Commissioning Manager has been temporarily allocated amongst the team to enable the priorities for this important area to be delivered.
 - The insight provided from the Policing Advisor role has been hugely beneficial to the OPCC and, now that the work undertaken by this role has been mainstreamed, the Chief Inspector has returned to the Force
 - Whilst critical area of policy support to the PCC undertaken one day per week by Steph Morgan has been greatly beneficial to the PCC over the last year, this engagement will conclude at the end of December 2015.

OPCC Budget

9. The table below shows how the OPCC net budget has consistently reduced year on year from £1.077M in January 2013 to £0.998M for 2016/17. A reduction of £48K (over 4.5%) over the four years.

	2013/14		2014/15		2015/16	2016/17
	Budget £000	Outturn £000	Budget £000	Outturn £000	Budget £000	Draft Budget £000
Staffing, Agency and Comms/PR	834	876	807	792	841	822
Contribution towards force shared Executive Support and Comms	-	-	-	-	64	64
Misconduct Tribunal Costs, Audit Fees	105	79	101	101	97	82
Transport, Independent Custody Visitors ,training etc.	21	57	31	32	23	23
Ethics Committee	-	-	-	-	15	20
Policy Advisor , JARAP and Office costs	86	76	92	85	64	51
Cost before funding and reserve	1,046	1,088	1,031	1,010	1,104	1,062
V&W Grant funding	-	-	-	-	(64)	(64)
Use of Transitional Reserve	-	(42)	-	-	(15)	-
Net of funding and reserve	1,046	1,046	1,031	1,010	1,025	998

10. The following changes have been incorporated into the 2016/17 draft budget to ensure savings on 2015/16 budget of £27K as follows:
- a. Staffing costs have been updated to include the changes in paragraph 7 above.
 - b. The additional costs of pay awards, inflation and employer's additional national insurance costs totalling £10k have been absorbed in the OPCC budget.
 - c. A contingency of £15K has been set aside.
 - d. Savings in respect of contracts for internal and external audit fees of £15K have been realised in the budget.
 - e. The sum of £7.5K (50% of the Joint Audit Risk and Assurance Panel) costs has been transferred to the force to reflect the Joint panel arrangements.
 - f. The cost of the Ethics Committee of £20K has been mainstreamed within the budget (in 2015/16 the cost of setting up the Committee was funded from the transitional reserve).
 - g. The grant contribution towards Victims and Witness Administration and Management costs has been maintained at £64K to maximise the resources available for Victim First and Commissioning Services.

Value for Money (VFM) Profiles

11. HMIC issues Value for Money Profiles as a tool to enable comparisons between forces and between most similar groups designed for use by force management and PCCs to prompt questions and enable discussions. It is issued each autumn to help inform budget decisions for future years.
12. In respect of the 2015 profiles, the cost of the office of the Leicestershire PCC (excluding Commissioning), compares favourably at £0.91 per head of population compared to the national average of £1.03.
13. In respect of the HMIC Commissioning profiles, Leicestershire PCC invests the 4th highest in Commissioning nationally, investing £4.22 per head of population in Leicester, Leicestershire and Rutland, compared to £2.82 nationally.

Additional Considerations

14. In addition to the OPCC and Commissioning budgets, there is an OPCC Transition Reserve which has been used to fund set up and transitional arrangements (as highlighted in the report to the Panel in June 2013). The balance on this reserve is contained within the Budget Equalisation Reserve (BER) and was provided to use towards set up costs and new initiatives and the costs of recruitment and significant structural changes.
15. It is envisaged that there will be a balance of over £115K on the reserve at the end of March 2015 to support the new PCC in the role and in developing their office moving forwards from May 2016.

16. In line with the transparency agenda and publication scheme requirements, the Panel can be assured that the cost of the office is disclosed on the OPCC website annually, following the issue of the policing precept.
17. On an ongoing basis, close collaboration with the OCC enables further areas where joint working (such as a shared in-house Internal Audit approach) or the sharing of resources may benefit both organisations and keep the cost of the support functions as low as possible.

Implications

Financial :	No new financial implications.
Legal :	None.
Equality Impact Assessment :	Discussed within report.
Risks and Impact :	This report covers a programme of work which carries a large risk for the organisation and the delivery of the Police and Crime Plan. This is recognised within the Change Programme and reflected through the governance arrangements.
Link to Police and Crime Plan :	Discussed within report.

List of Appendices

Structure of the OPCC as at November 2015

Background Papers

Police and Crime Panel Report - Strategic Update December 2015

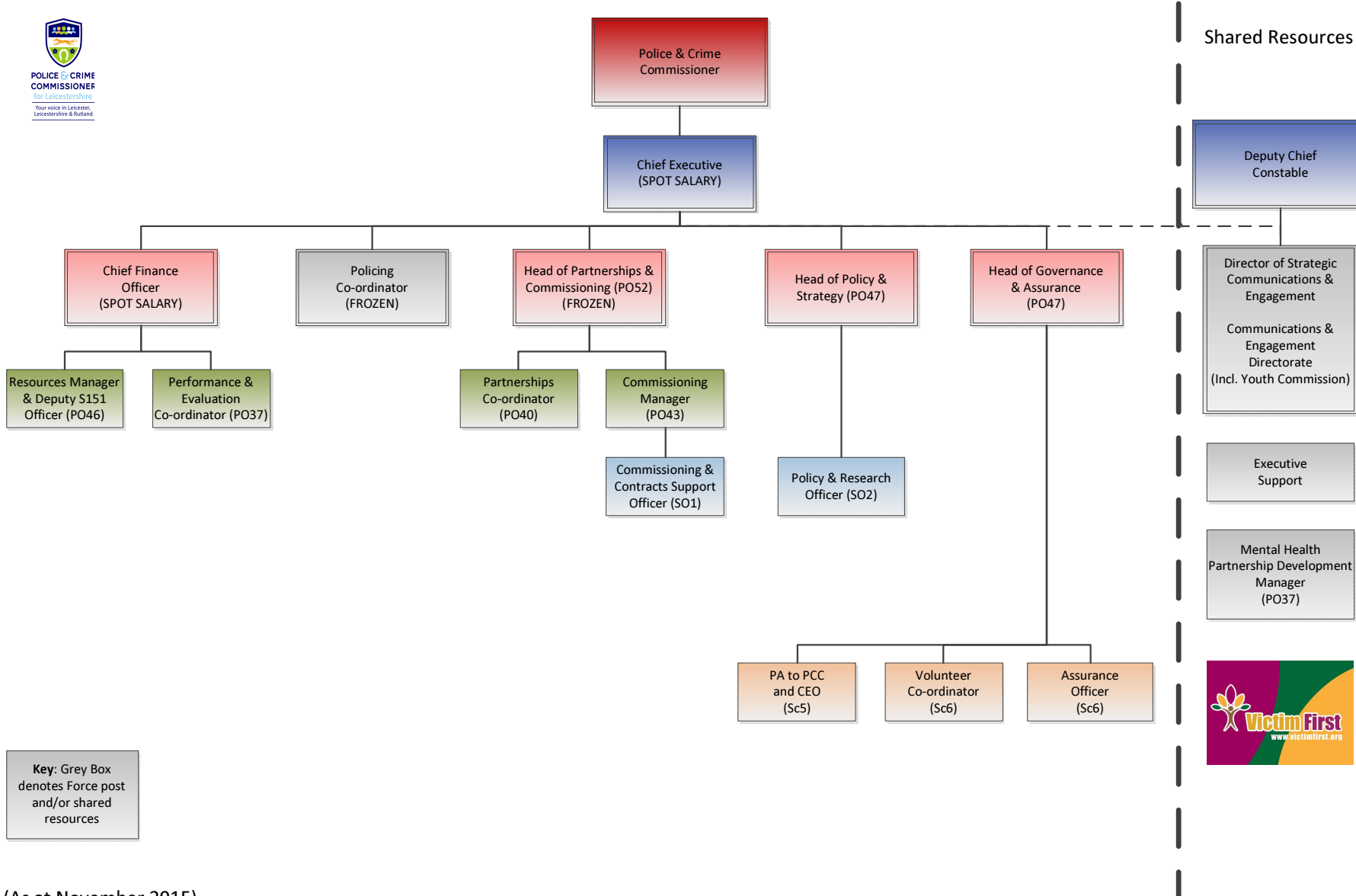
Police and Crime Panel Report – 2015/16 Precept and Medium Term Financial Strategy

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APPENDIX - OPCC STRUCTURE



Key: Grey Box denotes Force post and/or shared resources

(As at November 2015)

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**POLICE & CRIME
COMMISSIONER FOR
LEICESTERSHIRE

POLICE & CRIME PANEL**

PAPER MARKED

Report of	POLICE & CRIME COMMISSIONER (PCC)
Subject	CSE REVIEW – UPDATE
Date	WEDNESDAY 16 DECEMBER 2015 – 1:00pm
Author	T/DETECTIVE CHIEF SUPERINTENDENT DAVID SANDALL

Purpose of Report

1. This report provides the Panel with an update on the review commissioned on Leicestershire Police's response to non-recent Child Sexual Exploitation (CSE) cases.

Recommendation

2. The Panel is asked to note the contents of this update.

Background

3. The Review, which the force named as Operation Sepia, considered a large number of suspected child abuse cases which the force had logged and investigated over the past 20 years or so. The Force examined three principal systems - those that record allegations of crimes themselves; one that records concerns over abuse for children; and one that records people who are reported missing.
4. The review encompassed specialist auditors researching records of 866 individuals, who made an assessment as to whether the person had been a victim of CSE and if so, whether the case had been fully and appropriately investigated at the time. Inevitably the names of other individuals appeared in this research and, in all, the team examined cases involving the names of almost 7,000 individuals.
5. The auditors identified potential concerns in 32 cases and these were evaluated by a team of accredited Detectives who conducted further research. As a result of this research 10 cases were passed to the Regional Review Unit. The investigators in the Regional Review Unit are experts in reviewing historical investigations.
6. As a result of the Regional Review Unit reviewing all the investigations, 5 cases of suspected non-recent child sexual abuse were re-opened and the investigation was undertaken by a dedicated team of child abuse investigators. The 5 cases date from different time periods and relate to different locations, different victims and different suspect backgrounds.

Investigation Update

7. One of the investigations remains live. The investigation has resulted in a suspect being identified and a file of evidence has been submitted to the Crown Prosecution Service. The case relates to a previous child abuse investigation where an offender was convicted of child abuse but no charges had been authorised in relation to a further potential suspect who had been identified at the time.
8. In two separate cases an investigation was completed and the victims were contacted but they did not make any disclosures regarding Child Sexual Exploitation.
9. In the fourth case a full investigation was completed and a suspect identified and interviewed but there was insufficient evidence to achieve the required standard for a prosecution and no further action was taken.
10. In the final case the investigation found that there was insufficient evidence to prosecute.

Conclusion

11. The reinvestigation of the 5 cases has taken a victim led approach with the welfare of the victim being of paramount concern with relevant support networks being engaged and the impact on the victim being considered.
12. The electronic trawl of police systems was extensive but only able to capture information held on Police systems, therefore the Police remain open to reviewing any additional information in regard non recent child abuse brought to the Police's attention.
13. The Operation Sepia commissioned review did not include live non recent child abuse investigations and these investigations are continuing.
14. Leicestershire Police has an established team of accredited child abuse detectives specialising in investigating non recent child sexual abuse in addition to having specialist rape investigation, child abuse and child sexual exploitation teams that are investigating reports of sexual offences made from within our communities now.
15. Child Sexual Abuse remains a strategic priority for the Police and Crime Commissioner and Leicestershire Police. This area of work continues to be developed and invested in despite the financial challenges and there is a strong partnership approach. This is evidenced through the Leicester, Leicestershire and Rutland Local Safeguarding Boards working together to develop our response to Child Sexual Exploitation and being granted 1.2 million from the Police and Crime Commissioner Strategic Partnership fund.

Implications

Finance:	Not applicable to this update report
Legal:	Not applicable to this update report
Equality Impact Assessment:	Not applicable to this update report
Risks and Impact:	Not applicable to this update report
Communications:	Not applicable to this update report

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**POLICE & CRIME
COMMISSIONER FOR
LEICESTERSHIRE
POLICE & CRIME PANEL**

PAPER MARKED

Report of	OFFICE OF THE POLICE AND CRIME COMMISSIONER
Subject	NICHE UPDATE
Date	WEDNESDAY 16 DECEMBER 2015 – 1:00pm
Author	C/INSPECTOR CHRIS COCKERILL

Purpose of Report

1. To provide an update on the implementation of the NICHE programme throughout the region.

Recommendation

2. The Panel is recommended to note the contents of this report.

Background

3. NICHE went live in Leicestershire in April 2015: Data quality has improved with all crime occurrence locations being mapped correctly to local neighbourhoods. An initial technical issue was identified after Leicestershire Police merged its data into the regional system, this has now been resolved.
4. The development of a user interface “web form” to populate data into NICHE has been developed by Nottinghamshire and Northamptonshire Police. This web form ‘talks’ to NICHE directly and includes mandatory fields which has contributed to an increase in data quality. Work on the form is ongoing and will be required for Nottinghamshire and Northamptonshire go live dates (2nd February and 8th March respectively). The Niche Project Team is engaged with this design and they are scoping the implementation of this form into Leicestershire Police to create occurrences in the future. This will lead to an improvement in data quality and align operating practices.
5. Work continues on further optimisation of the system; moving property management and the court warrant management onto NICHE is being considered as well as the reduction or removal of legacy systems and the associated on costs of licenses.
6. The programme is now focused on the ‘go live’ of Nottinghamshire Police (2nd February 2016) and Northamptonshire Police (8th March 2016) with NICHE being the main recording system for Crime, Custody Intelligence and Prosecution (case). Derbyshire Police are now programmed in for the 21st June 2016 which will result in all five East Midlands Police Services being on the same common operating platform.

7. The local development and introduction of the Victims Code module within NICHE, which went live in October, has not only allowed resources to record better the requirements of victims of crime and offer support it also future proofed the force for the new Victims code of practice which came into force last month. We can now identify and record those who require enhanced support, whether being vulnerable or intimidated at an early stage of the investigation. This is automatically sent through to Victim First via NICHE and as a result there has been an increase in referrals. Other forces in the region will be adopting this module within NICHE to manage its requirements under the Victim's Code.
8. The operational benefits of sharing the Niche system have already been demonstrated with arrests being made as a direct result of instantaneous access to another force's information / intelligence. It has also allowed for an increase in the efficiency of cross-border prosecution file management.

Implications

Finance:	Not applicable to this update report
Legal:	Not applicable to this update report
Equality Impact Assessment:	Not applicable to this update report
Risks and Impact:	Not applicable to this update report
Communications:	Not applicable to this update report

List of Attachments / Appendices

Background Papers

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