



Staffordshire Police and Crime Panel

2.00 pm Monday, 28 January 2013
White Room, County Buildings, Martin Street, Stafford

John Tradewell
Secretary to the Panel
Friday, 18 January 2013

A G E N D A

1. **Apologies**
 2. **Declarations of Interest**
 3. **Minutes of the meeting held on 17 December 2012** (Pages 1 - 4)
 4. **Minutes of the Confirmatory Hearing held on 17 December 2012** (Pages 5 - 8)
 5. **Police and Crime Commissioner for Staffordshire - Draft Revenue Budget 2013/14 and Details of Grant Settlement**
- To Follow
6. **Draft Interim Police and Crime Plan 2013/14**
- To Follow
7. **Dates of Future Meetings and Work Programme** (Pages 9 - 12)
 8. **Exclusion of the Public**

The Chairman to move:

'That the public be excluded from the meeting for the following item of business which involves the likely disclosure of exempt information as defined in the paragraph of Part 1 of Schedule 12A of the Local Government Act, 1972 indicated below'

PART TWO

9. **Exempt Minutes of the Confirmatory Hearing held on 17 December 2013 (exemption paragraph 1)** (Pages 13 - 14)

Membership

Frank Chapman	Staffordshire County Council
Brian Edwards	South Staffordshire District Council
Colin Greatorex	Lichfield District Council
Jason Hails	Staffordshire Moorlands District Council
Michael Heenan	Stafford Borough Council
Michael Holder	Cannock Chase District Council
Anthony Kearon	Newcastle Borough Council
David Leese	East Staffs Borough Council
Jeremy Oates	Tamworth Borough Council
Hifsa Haroon-Iqbal (Co-Optee)	
Paul Darby (Co-Optee)	
Janine Bridges	Stoke-on-Trent City Council

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Minutes of the Staffordshire Police and Crime Panel Meeting held on 17 December 2012

Present: Frank Chapman (Chairman)

Brian Edwards
Colin Greatorex (Vice-
Chairman)
Jason Hails
Michael Holder
Tony Kearon

David Leese
Joy Garner
Hifsa Haroon-Iqbal (Co-Optee)
Mr P Darby (Lay) (Co-Optee)

Also in attendance: Matthew Ellis

Apologies: Michael Heenan and Jeremy Oates

PART ONE

18. Declarations of Interest

None at this meeting.

19. Minutes of the meeting held on 17 September 2012

That the minutes of the Police and Crime Panel meeting held on 17 September 2012 be confirmed and signed by the Chairman.

20. 'Meet the Commissioner'

The Commissioner gave an outline of his plans and priorities for policing in Staffordshire and his approach to his role as Commissioner. He emphasised the importance of working towards changing public perception to valuing the role and looking at its broader remit, covering community safety as well as policing. Mr Ellis informed the Panel that he had identified a number of areas he wished to focus on, including:

- i. releasing more resources to help meet the budgetary challenges;
- ii. use of technology to help better utilise police officer time and to make Staffordshire Police Authority one of the most technologically advanced;
- iii. find a solution to the sale of the old Staffordshire Police Headquarters within the next six months; and,
- iv. explore joint approaches to purchasing to help create savings.

A recent newspaper article on the cessation of A19 (the compulsory retirement of police officers after thirty years of service) was raised by members who asked how the Commissioner intended to fund this policy change. This had not been an easy decision to make and the Commissioner informed the Panel that this approach would see a change in the dynamics of the service. 2012/15 would be a challenging year financially, with 2015/16 being the first year of a new national settlement for public services. However the Commissioner was confident that the funding for this policy change could

be found through the anticipated savings he had previously identified through, for example, collaborative purchasing.

The Panel asked whether the Commissioner envisaged changes to community crime prevention budgets that District and Borough Councils currently had responsibility for, working with the Police to support local crime prevention and community safety. The Commissioner emphasised the importance of early intervention and prevention as the best way to tackle community safety issues. Anecdotally he felt that there had been some good work in this area and he did not anticipate change in this funding although he felt there was a need for greater rigour in performance management to clearly identify that any funding was achieving real outcomes. Whilst acknowledging the need to ensure public money was well spent the Panel asked for reassurance that community safety at a local level would not be overwhelmed by a proliferation of performance indicators and the Commissioner gave that reassurance.

The Panel understood that one of the ways Mr Ellis intended to make policing more visible was in having less unmarked police vehicles and a concern was expressed that this may be a return to the past when marked cars drove through troubled estates without officers venturing out of their vehicle. The Commissioner informed members that more than half of police vehicles were currently unmarked and that whilst he appreciated there was a need for some unmarked vehicles for specific policing needs, the need to re-assure the public around the presence of policing would be better met by marking more of the vehicles. The Commissioner felt that more visible policing acted as a deterrent to crime and offered re-assurance to the public. The Panel also heard that this would not alter the number of police officers on the ground as the Commissioner felt it was crucial to retain that presence.

Concerns had been expressed by the public that the Commissioner role would inevitably lead to a large increase in backroom support staff, the cost of this increase and the implications this may have on police officer numbers. The Commissioner informed the Panel that he had inherited a sizable staff from the old Police Authority. He expected that he would only need approximately one third of this support and he was currently undertaking a restructure that would result in some savings. He was confident that he would be able to demonstrate better value for money in respect of backroom support than the old Police Authority.

Staffordshire had seen the lowest voter turn out for the Commissioner election and the Panel asked how Mr Ellis intended to reassure the public of the benefit to them of having a Police and Crime Commissioner. Mr Ellis gave an outline of the work he had already undertaken, including a Friday night in Hanley shadowing Police Officers to help him gain an awareness of some of the issues faced and comparing the impact of licensing law differences between those in Newcastle and those in Hanley. He shared his intention to use a range of communication options to highlight the work undertaken including the use of social media. He hoped to make policing more effective whilst cushioning the service from budget reductions by better use of funding and he hoped that in three years time the value of the role would be appreciated and the general public would be reassured that the role had not been politicised in any way.

Within a very short space of time from his appointment the Commissioner had to present his Police and Crime Plan to the Panel which would, amongst other factors,

need to have regard to community safety. Members asked how the Commissioner was going to meet this tight timescale and were informed that the first plan was likely to be a refresh of what had been produced before with some changes but that this would be a document that evolved during the year. The intention was to move towards a three year planning process.

The Chairman thanked the Commissioner for sharing his views on his new role with the Panel and wished him success in this.

21. Revised membership and Terms of Reference of Panel

At their meeting of 30 July 2012 the Panel had considered their draft Membership and Terms of Reference and had made comments and proposed amendments to them. The Panel now considered the amended document.

RESOLVED – That the revised Membership and Terms of Reference for the Staffordshire Joint Police and Crime Panel be agreed.

22. Protocol for Governing Dealings between the PCC and the PCP

The Panel received the Protocol for governing dealings between the Police and Crime Commissioner (PCC) and the Police and Crime Panel (PCP), produced by the Office of the Police and Crime Commissioner Staffordshire. This protocol gave a platform for the relationship between the PCC and the PCP.

The PCC has the opportunity to ask the Panel to undertake working groups on specific issues and members noted this was not mentioned in the Protocol and asked if the Commissioner intended to take advantage of this opportunity in the future. The PCC confirmed he was pleased that the Panel were prepared to undertake this work.

RESOLVED - That the Protocol be noted.

23. Dates of Future Meetings and Work Programme

The Panel considered a list of dates of future meetings, the 2013/14 Work Programme and Forward Plan.

Members asked that any decisions made by the PCC be listed on the Forward Plan, including background detail on those decisions.

There was some uncertainty over the previously agreed 14 January meeting date as this had been agreed with officers prior to the PCC election, further complicated by changes to the statutory deadlines for the precept. It was uncertain whether the draft budget and plan would therefore be available for consideration by 14 January, although the Panel were informed that the intention was still to bring a draft precept to that meeting at present.

RESOLVED – That: a) the dates of meetings and the work programme 2012/14 be received; and

b) the 14 January Panel meeting be confirmed early in the New Year.

24. Exclusion of the Public

RESOLVED – That the public be excluded from the meeting for the following items of business which involved a likely disclosure of exempt information as defined in the paragraph of Part 1 of Schedule 12a of the Local Government Act 1972 indicated below.

The Panel proceeded to consider the following items:-

25. Exempt Minutes of the meeting held on 17 September 2012 (exemption paragraph 1)

RESOLVED – That the exempt minutes of the Police and Crime Panel meeting held on 17 September 2012 be confirmed and signed by the Chairman.

Chairman

Documents referred to in these minutes as Schedules are not appended, but will be attached to the signed copy of the Minutes of the meeting. Copies, or specific information contained in them, may be available on request.

Minutes of the Staffordshire Police and Crime Panel Meeting held on 17 December 2012

Present: Frank Chapman (Chairman)

Colin Greatorex (Vice-Chairman)
Jason Hails
Michael Holder
Tony Kearon

David Leese
Joy Garner
Hifsa Haroon-Iqbal (Co-Optee)
Mr P Darby (Lay) (Co-Optee)

Also in attendance: Sue Arnold and Matthew Ellis

Apologies: Brian Edwards, Michael Heenan and Oates

PART ONE

26. Declarations of Interest

None at this hearing.

27. Consideration of Proposed Appointment of Mrs S Arnold to the position of Deputy Police and Crime Commissioner in the Office of the Police and Crime Commissioner

The Secretary to the Panel reminded them of the procedure for a confirmatory hearing.

a) Representations by the Police and Crime Commissioner on the criteria to be met by chosen candidate for the post

The Police and Crime Commissioner (PCC), Mr Matthew Ellis, outlined the thought process behind his decision to appoint a deputy and his reasons for proposing Mrs Arnold for that role. These included; an ambitious agenda to deliver over the next three years and the need to have someone he trusted to support him in its delivery, Mrs Arnold being similar to the Commissioner in her straight talking approach, and Mrs Arnold being someone who the Commissioner felt was suited to the role and able to deliver.

The Panel put a number of concerns and queries to the Commissioner as follows:

- i. Mrs Arnold lives locally to the PCC and members had concerns that the Commissioner and Deputy being based in the same locality did not give a breadth of experience of the County and felt the Commissioner would have benefitted from selecting a deputy based in a different part of the County. Mr Ellis felt this would not be an issue as their approach to the roles would not confine them. He also felt that, as this was a personal appointment, he wished to ensure that the post went to someone he was confident could deliver on his behalf;
- ii. the Panel noted the PCC had made a conscious decision not to choose a deputy who had previous police experience as he wanted to ensure a fresh approach to the tasks ahead;

- iii. the Panel sought clarity over the remit of the role of the Deputy. The PCC felt it would have been presumptuous in advance of the Panel's recommendation on the appointment to have too clearly defined the role for Mrs Arnold at this stage. However he anticipated her involvement in: the proposed new Cadet Scheme, working to ensure funding for this project; considering the work of special constables and how they could be used in a more interesting way; and helping to publicise and promote the role of both Commissioner and Deputy;
 - iv. whether the PCC had considered an open advertising process for the position of deputy to enable a more transparent process, particularly in light of the low elector turnout and the current public perception of the roles. The PCC had dismissed the possibility of advertising for a deputy as this was a personal appointment, he had not wanted to prolong the appointment process and he had wanted to make sure the appointment was someone he felt could deliver;
 - v. the deputy role was part time and members asked why this was not a full time appointment. The PCC felt that roughly three days a week was a sensible time scale for the proposed salary, that Mrs Arnold ran a significant business and therefore would not have wanted a full time commitment.
- b) Presentation by, and questioning of, Mrs S Arnold on her skills, experience and ability to meet the criteria for the post

Details of Mrs Arnold's experience and interests had been tabled at the meeting. Mrs Arnold then shared with the Panel how she felt her skills, experience and abilities made her the right candidate for the role of Deputy PCC, including:

- i. her ability to challenge service delivery;
- ii. her experience as a Lichfield District Councillor and as the Chair of Overview and Scrutiny (Mrs Arnold had resigned the chairmanship to allow time to adequately tackle the deputy PCC role);
- iii. work with a number of chambers of commerce;
- iv. her ability to think strategically and being able to have a vision and deliver on it, giving as an example a free newspaper she implemented successfully in Walsall;
- v. her understanding of the PCCs wish to develop the Special Constable role and more visible policing;
- vi. her ability to engage effectively with local communities, citing as an example her role in a local wind farm campaign;
- vii. her wish to become involved with the Staffordshire Association of Women Policing to help support women in the Police Force; and
- viii. being an effective communicator.

The Panel questioned how the PCC and his Deputy intended to work together to ensure they were available to respond to issues as necessary and Mr Ellis informed members that the senior uniformed officers were the most appropriate to respond to individual incidents and to offer public reassurance. Protocols for how the role of the PCC and his deputy would work together had yet to be agreed.

Members queried whether Mrs Arnold would have time commitment difficulties and noted that she did not intend to stand down from her District Council seat. Mrs Arnold felt she had found the balance in resigning substantial areas of her work load, including her chairmanship of overview and scrutiny at Lichfield District Council and her board membership of Lichfield Festival.

The Panel asked if Mrs Arnold acknowledged the potential difficulty in the perception of having a Lichfield bias from the PCC and deputy PCC, and not being tuned into the needs of the north of the County. Mrs Arnold said she had worked closely with the North Staffordshire Chamber of Commerce in the past. She had also previously produced a free Sunday Newspaper in the Stoke area. Mrs Arnold felt she had a good awareness of Stoke-on-Trent and its needs. She also felt it was important not to forget the other areas of the County.

Members asked if Mrs Arnold felt there would be a conflict to her personal independence in continuing as a District Councillor at Lichfield. Mrs Arnold did not feel this was an issue and wished to fulfil her commitment to the electorate.

28. Exclusion of the Public

RESOLVED - That the public be excluded from the meeting for the following items of business which involved a likely disclosure of exempt information as defined in the paragraph of Part 1 of Schedule 12a of the Local Government Act 1972 indicated below.

The Panel then proceeded to consider the following items:-

29. Panel decision on the proposed appointment of Ms S Arnold to the post of Deputy Police and Crime Commissioner (exemption paragraph 1)

Chairman

Documents referred to in these minutes as Schedules are not appended, but will be attached to the signed copy of the Minutes of the meeting. Copies, or specific information contained in them, may be available on request.

STAFFORDSHIRE POLICE AND CRIME PANEL – 28 January 2013

DATES OF MEETINGS AND WORK PROGRAMME 2013/14

Report of the Secretary

Recommendation:

That the proposed schedule of meetings and work programme be approved

Background

By Regulation this Panel is required to meet on a minimum of 4 occasions each year with the facility to convene additional meetings as and when required.

Proposed Meetings

To fulfil statutory requirements for the Panel to consider the Commissioner's proposed Precept and Police and Crime Plan and to facilitate scrutiny of decisions made by the Police and Crime Commissioner the following meetings have been arranged:

Date of Meeting	Agenda Items
Monday 28 January 2013	Consideration of PCC's Draft Budget/Precept 2013/14 Consideration of PCC's Draft Police and Crime Plan 2013/14
Monday 4 February 2013	Consideration of the PCC's revised Budget and Precept 2013/14 (IF REQUIRED) Further consideration of Draft Police and Crime Plan 2013/14 Consideration of the PCC's Quarterly Performance Report
Monday 25 March 2013	IF REQUIRED Consideration of the PCC's intentions with regard to the appointment of a Chief Finance Officer
Monday 20 May 2013	Consideration of the PCC's Quarterly Performance Report
Monday 5 August 2013	Consideration of the PCC's Quarterly Performance Report
Monday 4 November 2013	Consideration of the PCC's Quarterly Performance Report
Monday 27 January 2014	Consideration of the PCC's Draft Budget/Precept 2014/15 Consideration of PCC's Draft Police and Crime Plan 2014/15

Monday 3 February 2014	Consideration of the PCC's revised Budget and Precept 2014/15 (IF REQUIRED) Further consideration of Draft Police and Crime Plan 2014/15 Consideration of the PCC's Quarterly Performance Report
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Appended to this report is a list of decisions made by the Police and Crime Commissioner since the last meeting of the Panel.

NB A further, as yet unscheduled, public meeting will be required to consider the PCCs Annual Report for 2012/13

J Tradewell
Secretary to the Panel

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Appendix A

Decisions made by the Police and Crime Commissioner for Staffordshire – Published since the last meeting of the Panel

Decision	Publication Date
Extension of the Fixed Term contract by 3 years to 13 September 2017	3 January 2013
Approval of the Service Standards for the Office of the Police and Crime Commissioner (relating to how the OPCC will deal with enquiries made to the Office and the levels of service that the public can expect in their dealings with the OPCC)	8 January 2013
Approval of an Anti-Fraud and Corruption Policy for the OPCC (designed to encourage prevention, promote detection and identify a clear pathway for investigation)	8 January 2013

Not for publication by virtue of paragraph(s) 1
of Part 1 of Schedule 12A
of the Local Government Act 1972

Document is Restricted

