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Mr M.E. Ellis
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Dear Mr Ellis

Staffordshire Police and Crime Panel – Response to Draft Police and Crime Plan (Safer, Fairer, United Communities for Staffordshire 2013-18)

Thank you for consulting the Police and Crime Panel on Safer, Fairer, United Communities for Staffordshire 2013-2018. Having been assured at our meeting in January that the Plan would be completed by June Members expressed disappointment at the delay and content.

The Police and Crime Panel have considered this document and our comments are given below. In considering the Plan Members of the Panel had referred to the requirements set out in the Police Reform and Social Responsibility Act 2011 and Plans from other areas including West Mercia, Warwickshire, West Midlands, Leicestershire, Derbyshire and Gloucestershire.

The document should be titled Safer, Fairer, United Communities for Staffordshire 2013-2018, the Police and Crime Plan.

Generally Members overriding concern was that the document lacked detail and did not meet the minimum requirements of a Police and Crime Plan. This detail is essential for the Panel to hold you to account. There was a general sense that the information was not specific to Staffordshire and that further detail on the demography and levels of deprivation in Staffordshire should have been included and the impact that these have on crime and policing and how it is organised in Staffordshire. A map of Staffordshire would have been helpful.

Members considered that there were too many photographs in the document and not all of these were relevant.

As a minimum the Plan should detail the PCC's objectives for the area. How have these objectives been reached? You state What's needed on p10 and 11 of the document.

As a minimum the Plan should detail the policing of the police area which the chief officer of police is to provide. There is reference to this on p13 and 14 but the Panel considered that not enough detail was given. Further financial detail is given on p35 but again the Panel's view was that more detail was required. An organisational structure chart would have been helpful.

The Panel did not contest the Priorities laid out in the document, but again more detail should have been given on how these priorities are to be achieved setting out clear plans, targets and performance measures over the five year period. On p10 there is reference to developing operational delivery plans that support the strategy. There was an expectation on the part of Members that more detail on the delivery plans would be available now. Under each of the Priorities there is a heading of What's going to be done, but there is an absence of specific detail and Members had no sense from reading the document on how policing would be delivered to address issues in their own areas. There was a lack of recognition and acknowledgement of some of the good work that had been happening in Staffordshire and how the plan will build on this.

Members would have liked to have seen commentary by the Chief Constable, Members sought reassurance that he had been involved in the development of the plan.

The document refers to the Strategic Policing Requirement but Members considered this two paragraph reference too brief. Terrorism is a genuine threat in parts of Staffordshire. It is your role to hold the Chief Constable to account for the force's contribution to the SPR. More detail on plans to tackle this and our contribution to working to tackling other national threats is requested. Members would have liked to have seen more information about how you plan to tackle hate crime.

Specifically in regard to the Priorities.

Early Intervention – Members were surprised that there was no reference to CCTV as a key weapon the fight against crime.

Supporting Victims and Witnesses – Members wanted to see more information about the plans and had some concerns about the proposal for a single victim gateway as a replacement for some of the good work being undertaken by the 29

other organisations you mentioned. There is no mention of the Sexual Assault Referral Centre.

Managing Offenders – this section provoked a discussion regarding partnership working and it would have been helpful to have in the document further detail regarding the partnerships with whom you are engaged (not just in relation to this priority) and their role and responsibilities in regard to the Plan.

Public Confidence – the section mentions the recruitment of 200 new “Community Special Constables”. Members would like to see more detail regarding the recruitment of police officers and an estimation of the risk to workforce recruitment of failure to recruit.

Performance Management. The Plan should contain information on the means by which the chief officer of police’s performance in providing policing will be measured. This section is weak. It refers to a performance management framework, but again gives no detail. The Plan should contain detail of success measures, targets and outcomes. Members also requested a risk assessment against each target. The document refers to “performance measures that are set out throughout this plan” but the Panel could not find any reference to them in the document. There is no reference to the requirement for you to publish an Annual Report or how you plan to review the Police and Crime Plan.

Finance and Resources. The Plan should contain details of financial and other resources which the commissioner is to provide to the chief officer of police. Members considered the diagram on p35 did not assist in illustrating how money was being spent. In fact there is a discrepancy in regard to the figure quoted for spend on the local Community Safety Fund of £.2m. Members had particular concerns regarding the future of this fund and Community Safety Partnerships.

Members requested further detail on the staffing structure in your Office.

The document should say what Crime and Disorder Reduction Grants will be made. This detail is not in the document.

In regard to governance we recognise that you are in the process of redesigning this process. Members would like to see further detail on this in due course. In the meantime, Members were surprised at the lack of reference to the Police and Crime Panel. The Panel would like to see more information on public accountability. There is no reference to complaints and conduct and standards in public office or financial management and audit. Reference should have been made in this section to equality, diversity and human rights and independent custody visitors.

Finally, some Members of the Police and Crime Panel were also Members on the Safer and Stronger Communities Strategies Group and commented that further detail had been given to this Group and questioned why this was not in the plan.

The contents of this letter were ratified at today's meeting of the Police and Crime Panel for Staffordshire and will be published on the Panel's website.

Yours sincerely

A handwritten signature in black ink, appearing to read 'F Chapman', with a horizontal line extending to the right.

Mr F Chapman
Chair Staffordshire Police and Crime Panel
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