

PERFORMANCE & ACCOUNTABILITY MEETING

DATE: 20 February 2015

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

PRESENT: Police & Crime Commissioner Katy Bourne (KB)
Chief Finance Officer Carl Rushbridge (CR)
Chief Constable Giles York (GY)
Assistant Chief Constable Steve Barry (SB)
Performance & Information Manager Graham Kane – minutes
Senior Corporate & Digital Communications Manager Rosie Gooch
Correspondence & Administration Clerk Sarah Tibbott

OPERATIONAL HIGHLIGHTS

A. What have been the recent operational highlights or challenges for Sussex Police?

B. How have you reflected on these?

GY explained that three men have been arrested on suspicion of conspiracy to murder, attempted murder, causing grievous bodily harm, criminal damage and theft following the shooting of a man in Brighton & Hove at the end of January. The men have been released on bail, pending further enquiries, and it was highlighted that Sussex Police has since made an appeal (via Crimestoppers) for any further information which results in a successful conclusion, including the offer of a £5,000 reward.

Following the recent shootings in Paris and Copenhagen, which targeted police officers and Jewish communities, Sussex Police has established Operation Padlock, to look at increasing security, providing safety advice to serving police officers and staff, and positive engagement with the Jewish communities across Sussex.

GY re-emphasised that mass screenings had been taking place in Bosham throughout January and February and made a further appeal for men, aged 17+, to provide Sussex Police with a DNA sample to enable them to be eliminated from the investigation. KB was informed that over 2,000 individuals had provided Sussex Police with their DNA at the dedicated screening sessions to date.

A recent operational highlight for Sussex Police included the conviction of Craig Moss, from Brighton & Hove, for two counts of rape against a woman over 18. Sentencing will take place next week. This conviction involved an extensive multi-agency investigation with the local authority (including the Adult Learning Disability Team) and other voluntary organisations, to secure vital evidence against her boyfriend which brought to months of abuse and exploitation to an end. GY concluded by commending the actions of Acting Detective Sergeant Paul Hitchcock, Detective Police Constable Toby Martin, Sarah Rattan (Domestic Abuse Case Worker) and Hannah Pilfold (Prosecution Case Worker) for their work in bringing this complex case to justice.

BUSINESS CRIME STRATEGY

I was encouraged by the development of a Business Crime Strategy for Sussex Police which provides a commitment to working with businesses in Sussex to improve confidence, prevent crime and reduce the harm caused to businesses by crime.

A. What initiatives are Sussex Police working on as part of this Strategy?

B. How are the Shop Watch Schemes working in Sussex to reduce crime and anti-social behaviour that affects businesses, their staff, customers and the community?

GY explained that approximately 18,000 of all crimes recorded in Sussex across 2014 related to business crime, of which nearly half were attributed to "theft from a shop". It was highlighted that Mr Chris Neilson, Business Crime Co-ordinator for Sussex Police, was responsible for developing and bringing together the Business Crime Strategy for Sussex.

It was also emphasised that Sussex Police are one of the first forces in England and Wales to publish a strategy, which adopts the Association of Chief Police Officers (ACPO) definition of business crime as, "any criminal offence that is committed against a person or property which is associated by the connection of that person or property to a business".

The Strategy provides a commitment to working with businesses to improve confidence, prevent crime and reduce the harm caused to businesses by crime. Increased communication and promotion through the Sussex Police website and dedicated engagement with businesses through the Citizen Focus Branch, Federation of Small Businesses and Sussex Chamber of Commerce, have all raised the profile of business crime in the county. It was also confirmed that five Business Crime Reduction Partnerships (BCRPs) support the seven Shop Watch schemes that currently exist across Sussex.

Awareness of business crime amongst police officers and staff, within Sussex Police, has also been improved, including the allocation of a specific business crime lead on each of the three divisions. The internal crime recording system has also been updated to include the new ACPO definition, which enables a dedicated flag to be attributed to all business crimes that are reported. This will provide Sussex Police with more accurate data and a better understanding as to the actual number of crimes that are being committed against businesses.

GY concluded by stating that Sussex Police has been awarded £50,000 in Home Office funding to pilot a national initiative, with Surrey Police, for tackling cyber crime relating to businesses. This money will be used to pay for the training of PCSOs and local staff, together with staff at Victim Support, to develop a greater awareness and understanding as to what it feels like to be a victim of cyber crime.

Action: KB requested to know which Home Office funding stream the £50,000 was awarded from to support Sussex and Surrey in the delivery of a pilot training provision for tackling cyber crime relating to businesses.

ACTION: Following the introduction of the Anti-Social Behaviour, Crime and Policing Act in 2014, which gave the police the powers to deal with shoplifting (under the value of £200) through the Magistrates Courts, KB requested an update regarding the number of cases dealt with in this manner in Sussex to date.

SQUATTERS IN BRIGHTON & HOVE

The Argus reported that Brighton & Hove have recently experienced an increased number of squatters in commercial properties across the City, including the staging of “unlicensed” and “ticketed” all night raves on successive weekends in January.

A. Can you explain what specific powers Sussex Police have to deal with “squatters” in both residential and commercial premises?

B. How has the previous learning from the internal review into the management of “unlicensed events” been used by Sussex Police to assist in the policing response?

C. What does the work with Brighton & Hove City Council and partners look like around this area?

GY provided some context by explaining that Brighton & Hove has a history of squatting in unused premises. It is estimated that there are currently 850 empty properties in the City, which predominantly consist of commercial premises, and approximately 30 squats.

It was emphasised that the Legal Aid Sentencing and Punishment of Offenders Act 2012 changed the law around this area and criminalised squatting in residential premises. However, commercial squatting is not considered a criminal offence under the legislation and civil proceedings would need to be taken, via a court order, to obtain a possession order.

The internal review that Sussex Police carried out into unlicensed events has ensured that the Force is now more proactive in terms of the management of any policing response, which are graded accordingly. In particular, officers are now better aware of internal processes and risk management which means that the ability to react faster and intervene earlier is improved.

It was highlighted that Sussex Police has received over 645,000 calls to either the 101 or 999 telephone numbers across the Performance Plan Year to date. It is necessary to escalate a minority of these calls upwards for further action which requires individual judgement calls to be made. The effectiveness of this decision making is monitored at the daily briefings and quarterly at the Sussex Police Command Oversight Board.

“Guidance on Managing Squats” exists in Brighton & Hove to manage any necessary responses. This document is jointly owned by Sussex Police, Brighton & Hove City Council and East Sussex Fire & Rescue Service and covers early identification, information and intelligence sharing, co-ordination of activity and managing community impact, tensions and communication.

KILLED or SERIOUSLY INJURED (KSIs)

Following a successful three-month trial, Sussex Police are set to start using an unmarked lorry to catch drivers who text and phone at the wheel when the pilot is rolled out nationally on 30 March, in partnership with the Highways Agency.

A. Can you explain how this new tactic will work?

B. What impact do you expect this tactic to have on the number of recorded KSIs on the counties roads?

C. How seriously do Sussex Police continue to take road safety?

SB summarised the Operation Tramline Pilot which used an unmarked lorry to catch drivers who text and phone at the wheel. The Pilot involved five police force areas (Surrey, Hampshire, Thames Valley, Warwickshire and Sussex), in conjunction with the Highways Agency, and led to the detection of 462 offences.

The Pilot will be rolled out nationally in March 2015 but this tactic is not expected to have a direct impact on the number of recorded KSIs across the county because of the limited availability of dual carriageways in Sussex. However, this initiative is only one part of a number of measures that are being implemented across Sussex and Surrey to catch offenders, raise awareness of the "fatal four" (speeding, not wearing a seatbelt, using a mobile phone and driving under the influence of alcohol or drugs) and to develop an enhanced visible presence on the roads in those locations where there is a casualty issue.

SB highlighted that Sussex has a strong heritage of Chief Officer support for road safety and that the long-term performance in this area demonstrates that KSIs are reducing which is both positive and encouraging. However, it is important that Sussex Police are not complacent and continue to use resources intelligently to target high-risk offenders and groups. The importance of Operation Crackdown, in terms of targeting this activity, was emphasised, in particular.

The financial stability of the Sussex Safer Roads Partnership (SSRP) was also underlined. The SSRP is now self-sufficient through the income generated by the Speed Awareness Courses as part of the National Driver Offender Rehabilitation Scheme.

Future work in this area will involve the alignment of the Sussex model with the Drive SMART model used in Surrey. This will ensure that a joined-up and consistent strategy exists across both police force areas and is likely to provide greater resilience and interoperability.

FEMALE GENITAL MUTILATION (FGM)

I was again pleased to be able to support the “International Day of Zero Tolerance Against Female Genital Mutilation” earlier this month to raise awareness and encourage reporting of this harmful and illegal practice.

A. What do the key issues around FGM look like for Sussex Police?

B. What operational successes have Sussex Police demonstrated as part of the proactive targeting of Gatwick Airport to profile and target offenders of FGM?

SB confirmed that the profile of FGM is now much higher nationally and highlighted that enforcing the law is only one part of the work of Sussex Police in this area.

It was acknowledged that there is still more work to be done to break this cycle of abuse, raise awareness, change attitudes and behaviour and to increase the confidence of victims to report incidents and crimes.

Sussex Police has been involved in a number of engagement events with partners (including medical agencies) and supported the International Day of Zero Tolerance Against FGM which took place on 6 February 2015.

Raising awareness of FGM amongst police officers and staff is also being addressed by Sussex Police as part of the delivery of domestic abuse training. Dedicated training looking at identifying indicators, traits, risks, vulnerabilities and points of intervention will improve the policing response to FGM. By the end of August 2015, it is anticipated that 1,400 police officers and staff will have completed the training.

Operational successes at Gatwick Airport to date have included a number of safeguarding referrals. Sussex Police will continue to proactively target offenders of FGM using the Airport.

KB was informed that success in this area could be considered increased engagement with the diverse communities of Sussex, a greater number of referrals to partner agencies and improved intervention by Sussex Police.

ACTION: KB to attend one of the Sussex Police domestic abuse training days.

UNAUTHORISED DRONE USAGE

It was recently reported that the use of drones in the UK will rise over the next 20 years, raising "significant safety, security, and privacy concerns".

A. What do Sussex Police use drones for?

B. Can you explain what the law is around drone usage and what specific powers Sussex Police have to deal with "unauthorised" usage?

C. How much of a concern is this to the Force in Sussex?

D. What does collaboration with Surrey look like around this area in terms of Service Level Agreements?

SB explained that Sussex Police initially used drones as part of a successful three-month ACPO trial at Gatwick Airport to understand their usefulness in terms of maintaining the security of perimeter airspace.

Sussex Police now use drones for carrying out missing people searches, investigating road traffic collisions and for managing public safety at specific events. However, it is recognised that drones could be utilised further in the county and the Force is continuously exploring and experimenting with regards to this.

SB stated that he is the national lead for the police use of drones and this role involves coordinating plans, trials and activity nationally. It was emphasised that whilst pockets of good practice exist across the country, there are gaps in existence relating to overall police officer understanding and in terms of delivering a consistent approach to dealing with the use of drones. In particular, the need to build on established good practices was confirmed.

A national guidance and procedure document for how police officers should deal with drone usage has been developed, based on work that was previously carried out in this area by the Metropolitan Police. This still appears in draft format and remains work in progress.

It was confirmed that guidance regarding the use of drones is available through the Civil Aviation Authority (CAA), albeit rather limited. KB acknowledged that some guidance exists for drone usage in a commercial capacity, in terms of the availability of an "Editors' Code of Practice". However, the fact that no guidance exists for personal use, given the reducing cost of this technology and the likelihood for continued increases in public usage was challenged.

SB clarified that this remains a "grey area" and emphasised the need for individuals to be sensible in terms of respecting the privacy of others. It was highlighted that drones are an old technology that is simply being used in a new way. It was also recognised that it is not the use of the drone itself that could potentially result in an offence being committed; it is the behaviour of the drone user.

ACTION: KB would like a copy of the draft guidance and procedure document for how police officers should deal with drone usage.

INDEPENDENT POLICE COMPLAINTS COMMISSION – COMPLAINTS AGAINST THE POLICE

Figures reported by the Independent Police Complaints Commission (IPCC) have shown that the number of complaints made against the police in England and Wales across 2013/2014 increased by 15%, in comparison to the previous year. The figures for Sussex followed a similar trend and demonstrated an increase of 20%.

A. What is your overall reaction to the report?

B. What do you attribute this increase in Sussex to?

GY acknowledged that the increased number of complaints made against Sussex Police across 2013/2014 were reflective of the national increases. It was highlighted that, with the exception of Staffordshire, each of the Most Similar Group (MSG) of police forces to Sussex experienced an increase in comparison to the previous year. The following increases were demonstrated by the MSG: Leicestershire +46%, Avon & Somerset +33%, Hertfordshire +25%, Hampshire +10%, Thames Valley +9% and Essex +2%. Staffordshire Police demonstrated an 11% reduction from 2012/2013.

GY highlighted that complaints are just one way of assessing the performance of a police force and that because Sussex Police has become more transparent and accessible there are now additional mechanisms to report complaints through. However, it was highlighted that victim satisfaction with the "Overall Experience" of Sussex Police remains at 81%. The Force has also embedded the "Code of Ethics", which has been produced by the College of Policing, and sets out nine policing principles: Accountability, Integrity, Openness, Fairness, Leadership, Respect, Honesty, Objectivity and Selflessness.

Some of the overall increase in complaints was attributed to the broadening of the IPCC definition of a complaint and the introduction of new complaint categories regarding the direction and control of the police.

KB summarised the position of Dame Anne Owers, Chair of the IPCC, and quoted her thoughts that police forces were "not handling complaints sufficiently well" and that the increased numbers are reflective of "a complaints system which is complex, bureaucratic and over-focused on blame".

GY responded by stating that he is confident that Sussex Police handle complaints proactively and effectively. It was emphasised that the Force always endeavours to try and resolve complaints efficiently through informal resolutions. However, it was acknowledged that complex and challenging cases means that it is not always possible to achieve a satisfactory outcome for complainants and that the IPCC remains the most appropriate body to investigate these. GY concluded by confirming that less than 0.2% of all incidents reported to Sussex Police result in any form of complaint.

It was also emphasised that HMIC's recent inspection report, "Police Integrity & Corruption", highlighted that Sussex Police has a firm ethical foundation and clear expectations of professional behaviour which is driven from the top down. HMIC also praised the effective and transparent governance and intelligence procedures in place to prevent and detect corruption and the extent to which all staff are aware of them.

KB explained that she meets quarterly with the Head of the Professional Standards Department to randomly sample a number of the complaints received by Sussex Police. GY also meets monthly with Olivia Pinkney, Deputy Chief Constable, who has oversight for all complaints throughout Sussex Police.

INVESTMENT AREAS FOLLOWING PRECEPT INCREASE

I have again increased the policing part of the Council Tax for 2015/2016 by 1.98% to invest in those areas of operational policing that require additional funding. This includes particular investment in serious sexual offending and protecting the most vulnerable victims.

A. Can you provide me with a progress update as to how the additional funds raised for safeguarding have been used from last year?

B. What do the plans for spending look like across these areas in 2015/2016?

KB explained that last year, she consulted with Sussex residents to find out if they would support a precept increase of 3.6%, of which 67% of respondents were in favour.

However, it was explained that due to a limit, set nationally, on the amount that the precept could be increased by before triggering a costly referendum, KB was only able to increase the precept in Sussex by 1.95%. The shortfall in funding the activity around these emerging threats was taken from reserves.

GY clarified that the additional investment was not used to find the necessary savings that were identified by Sussex Police and was used to fund the essential investment in safeguarding that had previously been identified. A progress update detailing how the additional funds raised for safeguarding have been used across 2014/2015 was provided:

Serious Sexual Offending / Child Sexual Exploitation

Sussex Police has developed a plan, in collaboration with Surrey Police, to implement and uplift the approach taken by both forces in terms of tackling serious sexual offending and child sexual exploitation.

This has included the recruitment of 18 dedicated Sexual Offences Liaison Officers (SOLOs) to support victims. 11 of the SOLOs are already in post and a further seven SOLOs will be in place by April 2015.

In addition, Multi-Agency Safeguarding Hubs (MASHs) have been created in partnership with local authorities. Six additional safeguarding sergeants have been recruited to further support victims through the MASHs. Two of the sergeants are already in post on Brighton & Hove Division, and a further two will be in post on both East Sussex and West Sussex divisions, by March and April 2015, respectively). It was also highlighted that these stretched timescales have contributed to delays in the delivery of the MASHs.

Cyber Crime

A three year plan for tackling cyber crime was developed by Sussex Police. The delivery of this plan has included:

- *the introduction of a Cyber Crime Unit for Sussex Police and Surrey Police in November 2014;*
- *enhanced cyber crime training for 280 frontline staff, across all divisions, supported by both regional and national cyber crime specialists;*
- *membership of the National Cyber Security Information Sharing Partnership.*

ACTION: Revisit the progress of the Multi-Agency Safeguarding Hubs at the PAM in May 2015