

PERFORMANCE & ACCOUNTABILITY MEETING

DATE: 16 November 2021

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

PRESENT: Police & Crime Commissioner – Katy Bourne (KB)
Chief Finance Officer – Iain McCulloch (IMcC)
Chief Constable – Jo Shiner (JS)
Deputy Chief Constable – Julia Chapman (JC)

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

FIREARMS LICENSING

Earlier this month [1 November], new statutory guidance for firearms licensing was published, including revised arrangements for carrying out medical checks on applicants before firearms certificates are issued to improve standards and consistency across police force areas.

A. For the benefit of the viewers, what are the main differences between the new statutory guidance and the previous version?

B. How have existing processes and procedures been amended to ensure that they remain compliant with the new guidance?

C. What impact is the introduction of the new statutory guidance anticipated to have on the workload of the Joint Firearms & Explosives Licensing Unit?

D. Will there be any impact on Force performance in this area?

The Chief Constable began by stating that the proper regulation of firearms licensing is in the public interest and recognised the importance of police and partner agencies working together to achieve this.

The new statutory guidance formalises some of the changes that had already been introduced by the Joint Firearms & Explosives Licensing Unit (FELU) following the issuing of the previous guidance [in 2016]. These included:

- *The requirement for a General Practitioner (GP) report [at the expense of the applicant prior to a grant or renewal] for both individuals and firearms dealers.*
- *The requirement to request that GPs place a 'flag' on the records of any patients for continuous monitoring of suitability, including ongoing partnership working with the Local Medical Committees (LMC).*
- *The requirement for continuous monitoring of intelligence sources to ensure continued suitability [not just at time of application].*

The new guidance includes some further developments which broaden the criteria for refusal and provide extra checks that should be considered for more complex cases, including:

- *A wider range of reasons for refusal [including offences such as theft and/or fraud] and clarification that previous violence is no longer required to satisfy the threshold for refusal of an application.*
- *A wider definition of domestic violence and the requirement for the police workforce to consider partnership working when deciding upon suitability, including undertaking reviews with domestic partners [and ex-partners], where appropriate.*
- *A broader range of other enquiries that should be conducted as part of 'additional checks', in some circumstances, including open-source social media checks, financial enquiries and/or medical tests.*

- *An agreement that telephone renewal interviews may be appropriate, rather than home visits, in some of the more straightforward cases.*
- *A tightening of refusal criteria when foreign national checks are inconclusive.*
- *An overarching principle that where the guidance recommends refusal, court of appeal hearings should legally take that into account.*

JS confirmed that Sussex Police undertook a review into the management of all firearms applications received and licenses issued in Sussex following the tragic shootings in Plymouth [12 August 2021]. KB was reassured to note that each of the licenses issued in Sussex was found to be in line with the Home Office guidance, except for one certificate which is currently being reconsidered by the Force.

The Chief Constable explained that Sussex Police has been actively progressing and developing several of the areas contained within the revised guidance ahead of 1 November 2021. This has included amending existing processes and procedures [as per the above] to ensure that they remain compliant with the new guidance and making some changes to the organisational structure within the FELU to provide a dedicated Chief Inspector to oversee the implementation of the guidance.

The full extent of the impact of these changes is still being assessed by the FELU, in partnership with the LMC, and will not be fully known until all areas of the guidance are updated and adopted. This includes understanding whether there is any impact [both positive and negative] on the timeliness of new licenses issued and/or renewal certificates granted, workforce training requirements and ability of the IT systems to support this. This

It was anticipated that the enhanced checks and balances required may result in some additional delays to the process whilst the FELU engages with partner agencies and completes further reassurance checks. However, the formal introduction of these revised approaches around safeguarding and the provision of medical information prior to the issuing of any firearms licenses is expected to protect better members of the public, potential victims and firearms holders themselves.

KB was informed that in the last rolling 12-month period to [31 October 2021], the FELU has processed 9,615 firearms certificates and 31,619 shotgun certificates in Sussex and Surrey [with some of these certificates coterminous across both force areas]. It was also highlighted that 7 firearms certificates and 7 shotgun certificates were refused, with 15 [firearms] certificates and 34 [shotgun] certificates revoked during the year. The Force was recognised to be performing well in terms of the timeliness of the firearms licenses issued, in comparison to both other police forces in the South East region and nationally across England and Wales.

The Chief Constable concluded by stating that Sussex Police is continuing to engage with the National Farmers' Union (NFU), Country Land and Business Association (CLA) and British Association for Shooting and Conservation (BASC) in relation to firearms licensing. The importance of managing the expectations of all stakeholders was highlighted, balancing the safety of Sussex communities with the requirement for the members of these organisations to be granted licences in a timely manner to enable them to undertake their work efficiently and effectively.

DOMESTIC ABUSE

The number of domestic abuse cases abandoned by the police have more than doubled in four years. Under current rules, police have six months to charge common assault cases [including domestic abuse] from when the alleged incident took place. This is recognised to be unfair because of the complexity of such cases and delays as women determine whether to report an abusive partner.

A. How many domestic abuse cases were 'timed out' in Sussex across each performance plan year from 2016/17 to 2020/21?

B. How are common assault investigations [involving domestic abuse] prioritised by the Force to ensure that the deadline is met?

C. What do the arrest and solved rates look like for domestic abuse? What does good performance look like in this important area? And how do these rates compare to previous years?

The Deputy Chief Constable began by welcoming any changes that may be made to the law to extend the time limit for victims of common assault, including domestic abuse, to report a crime from six-months to two years. [N.B. The change is expected to be introduced as part of the Police, Crime, Sentencing and Courts Bill which is currently being progressed through Parliament].

JC recognised the importance of looking at domestic abuse performance across a basket of measures, including solved rates, risk management, victim satisfaction and access to support services. It was also reiterated that domestic abuse includes offences committed by ex-partners, parents, children and siblings, in addition to intimate partners.

It was highlighted that an average of 1% of all domestic abuse cases in Sussex were 'timed out' across each performance plan year from 2016/17 to 2020/21, as follows:

Prosecution Time Limits	2016/17	2017/18	2018/19	2019/20	2020/21
<i>Domestic abuse recorded</i>	12,510	14,927	17,532	20,446	18,944
<i>Prosecution time limit expired</i>	102	105	132	200	323
<i>% Prosecution time limit expired</i>	0.8%	0.7%	0.8%	1.0%	1.7%

The most common offence category for cases exceeding the prosecution time limit was 'violence without injury' which equated to 229 offences [71%], with 136 offences [42%] reported to the Force more than 6-months from when the alleged incident took place in 2020/21. Further clarification was provided that whilst these offences are still recorded as crime by Sussex Police, the Force had no opportunities to investigate or progress these investigations within the current timescales for prosecution.

The Deputy Chief Constable confirmed that all reports of domestic abuse are flagged and prioritised for action, due to the risk and vulnerability associated with these offences. It was also emphasised that these offences would be prioritised for a police response over other offences [non-domestic abuse cases] where there is no ongoing risk or vulnerability around the victim.

It was highlighted that Sussex Police note when a report of common assault is alleged to ascertain the time distance between this and the six-month prosecution deadline. The Force will always endeavour to complete an investigation within the allotted timeframes but the requirement to submit all domestic abuse cases to the Crown Prosecution Service (CPS) for a charging decision [once the evidential test is met] means that this process can be challenging depending on the proximity of when the case is reported to the CPS in relation to the deadline.

JC explained that a proportion of the increase in domestic abuse offences reported in the past five years is attributed to improved public confidence to make reports about non-recent offences, with reports of current abuse remaining consistent over the same period. This was also recognised to be a contributing factor for the higher proportion of common assault allegations [relating to domestic abuse] that are already over the six-month time limit.

Sussex Police use data analytics – delivered through Power BI – to provide police officers [and supervisors] with an overview of individual workloads through 'real time' dashboards. These dashboards contain a 'statutory time limit imminent' field to highlight when any crimes are 45 days from the statutory time limit and enable these offences to be expedited before the limit expires. The Force also flags these time-critical offences to the CPS, both on the casefile and via the Detective Inspector responsible for liaising with the CPS, if any case is shared with them for a charging decision and remain subject to the six-month limit. The processes and procedures used by Sussex Police to prioritise common assault investigations were recognised to be effective.

Sussex Police has an average arrest rate of 44% for domestic abuse offences across each performance plan year from 2016/17 to 2020/21, as follows:

Arrest Rates	2016/17	2017/18	2018/19	2019/20	2020/21
Domestic abuse recorded	12,510	14,927	17,532	20,446	18,944
Number of arrests	5,218	6,590	7,590	9,063	8,522
Arrest rate	41.7%	44.1%	43.3%	44.3%	45.0%

The Deputy Chief Constable confirmed that police officers understand the importance of making an arrest for domestic abuse crimes. This is because not only does this maintain the safety of the victim [with the perpetrator removed from the location], it provides the victim with additional time to consider exactly what action [if any] they may wish to take and enables the police to try and obtain the most effective evidence available to assist them with securing convictions [with or without the support of the victim].

The Force has four types of call grades, depending on the severity of the reports made:

Grade 1 – Emergency response [immediate police attendance].

Grade 2 – Priority response [earliest practicable attendance].

Grade 3 – Scheduled response [planned police response by appointment – either at a police station or by an officer, PCSO or investigator attending at an agreed time, or via remote resolution through the Investigations and Resolution Centre].

Grade 4 – Resolution without deployment [no further police action, information only or duplicate call or police generated activity which does not require the controller to actively seek a unit for deployment of call].

Predictably, the arrest rate for Grade 1 emergency calls [more than 70%] is much higher than the arrest rate for other graded calls. Where appointments are made with victims about an incident that took place several hours and/or days previously there is a far lower arrest rate recorded due to the nature of the allegations. Performance in this area was recognised to be consistent with the arrest rates demonstrated by other police force areas in England and Wales, accepting an element of fluctuation week-on-week.

Sussex Police has an average solved rate of 14% for domestic abuse offences over the same performance plan year period, as follows:

Solved Rates	2016/17	2017/18	2018/19	2019/20	2020/21
Domestic abuse recorded	12,510	14,927	17,532	20,446	18,944
Number solved	2,431	2,706	2,325	2,225	1,899
Solved rate	19.4%	18.1%	13.3%	10.9%	10.0%

JC recognised that the Force needs to make further improvements to the solved rates for domestic abuse offences. This work remains ongoing through the programme of improvement being delivered by the Force around crime investigation. Sussex Police is also looking at evidence-led prosecutions [where the victim does not feel able and/or want to support a police prosecution], although these convictions are recognised to be more difficult to secure.

This work is further supported by a monthly Investigations Domestic Abuse Scrutiny Panel which includes representatives from across the Force and the CPS, with any outcomes or findings shared with the Domestic Abuse Improvement Group and with Divisional Commanders to ensure that a consistent approach to improvement is delivered Forcewide.

IMcC highlighted that Sussex Police won a Management Consultancy Association Award for 'Data Analytics and Innovation in the Public Sector' earlier this month [5 November 2021], in partnership with digital firm Atos. The Deputy Chief Constable confirmed that the award was made in recognition of the ground-breaking and innovative use of data analytics in Sussex. Further information can be viewed through the following link:

<https://www.sussex.police.uk/news/sussex/news/sussex-police-wins-award-for-proactive-use-of-data/#:~:text=Sussex%20Police%20has%20scooped%20a,and%20make%20our%20communities%20safer>

KB was reassured to note that the Force is continuously looking to improve both the arrest and solved rates for domestic abuse, together with its overall response, risk assessments and safeguarding outcomes delivered to victims of crime in Sussex.

ABUSE OF AUTHORITY

The National Police Chiefs' Council (NPCC) has commissioned a review into all allegations of sexual misconduct, indecent exposure and domestic abuse involving police officers over the last two years.

A. Following the publicised incidents and widespread concern about how some male police officers and staff are failing in their behaviour towards women, what steps has the Force taken to understand better where any risks lie in Sussex? And what measures have been put in place to tackle this?

A. Has this work commenced in Sussex? How many officers will this impact and include? And what offences do these allegations relate to?

B. What is the Force doing to tackle abuse of authority in Sussex?

C. What is Sussex Police doing to improve the knowledge and understanding of the workforce around abuse of authority?

D. What progress has the Force made to increase its capacity and capability to seek intelligence around potential abuse of position for a sexual purpose in Sussex, following the previous recommendation made by Her Majesty's Inspectorate of Constabulary and Fire & Rescue Service (HMICFRS)?

E. Last month [25 October], the IOPC highlighted that the number of referrals made for 'abuse of authority for a sexual purpose' in England and Wales during 2020 had increased to 131 referrals in comparison to the 74 referrals recorded in 2016 – this represented an increase of 57 referrals and 77%. How many of these referrals related to Sussex? And what proportion resulted in independent investigations?

The Deputy Chief Constable explained that abuse of authority for a sexual purpose is defined by the National Police Chiefs' Council (NPCC) as "any behaviour by a police officer or police staff member, whether on or off duty, that takes advantage of their position as a member of the police service to misuse their position, authority or powers in order to pursue a sexual or improper emotional relationship with any member of the public."

It was highlighted that all police officers and staff should adhere to the principles set out in the Code of Ethics and Standards of Professional Behaviour [developed by the College of Policing]. A significant amount of work is undertaken with the workforce to ensure that all officers and staff understand exactly what is expected of them in terms of standards and behaviours. Any allegations of behaviour(s) that do not meet these high standards are rigorously investigated by the Force.

The Anti-Corruption Unit (ACU) – within the Professional Standards Department (PSD) – is responsible for assessing, investigating and managing all reports received, including those relating to corruption and/or abuse of authority. All new recruits within Sussex Police receive an initial input from PSD which covers abuse of authority. This approach is further supplemented by mandatory e-learning for all officers and staff to set the tone and standards expected, whilst simultaneously highlighting the threat and warning signs of any such behaviour and to encourage better identification and reporting by the workforce. All newly promoted leaders across the Force receive a presentation from the ACU around each of the areas of corruption, with a specific focus on abuse of position too.

The ACU has also delivered a series of presentations to partner agencies around abuse of authority [and position] to highlight the threat and warning signs of any such behaviour and/or relationships entered, and the most appropriate way to report any concerns in confidence. The Force is currently in the process of developing a standardised external reporting form to ensure that a consistent response is provided in respect of any allegations received [N.B. This work remains ongoing at this stage].

Internal oversight around the range of tactics used and the investigations undertaken in this respect is provided by Chief Officers which continue to be developed and enhanced based on local and national learning. Additional external oversight is provided by Hampshire Constabulary [through 'peer review'], HMICFRS and the Independent Office for Police Conduct (IOPC). KB was also pleased to note that the ACU is also part of the national Abuse of Position Working Group [led by the NPCC] and contributes towards developing new and innovative ideas and sharing information to tackle corruption most effectively.

The Chief Constable added that Sussex Police has "unapologetically high standards" in terms of the standards and behaviours expected in relation to all aspects of policing [including abuse of position] because this is what members of the public want and expect from the police service.

Members of the public with any concerns about police corruption were encouraged to report these to the ACU. Further information can be viewed through the following link: <https://www.sussex.police.uk/ro/report/fo/v2/report-fraud-bribery-corruption/>

JC provided KB with assurances that the Force is fully cognisant of the relevant reports and has developed action plans to implement the recommendations identified by HMICFRS. This has included making additional resources available in the ACU – supported by investment from the precept and Operation Uplift [the Government campaign to recruit 20,000 new police officers in England and Wales by March 2022]. This has comprised three new investigators being added to the ACU to increase capacity in this area [with a fourth investigator set to join in February 2022] and additional investment in the analytical support available to ensure that the technical capability to identify this form of corruption [abuse of authority] and monitor IT systems effectively is proactively used [by Sussex and Surrey Police].

The Deputy Chief Constable confirmed that Sussex Police made five referrals to the IOPC for allegations relating to abuse of position for a sexual purpose in 2020 [from the 128 allegations received], with four of these resulting in an independent investigation. The other allegation was returned to PSD for investigation locally with a determination made that this constituted gross misconduct [N.B. The gross misconduct hearing is in the process of being arranged and is anticipated to be held early in 2022].

Further context was provided by highlighting that Sussex Police made 96 referrals to the IOPC in 2019, of which two related to abuse of position for a sexual purpose [with both allegations resulting in independent investigations]. Across 2021 to date, the Force has made 94 referrals to the IOPC, with two of these [again] for abuse of position for a sexual purpose with both resulting in independent investigations.

KB was reassured to note that the number of referrals to the IOPC for abuse of authority for a sexual purpose remain low in Sussex, despite the Force having a workforce of more than 5,500 police officers and staff. It was, however, recognised that one referral is still one too many.

JC concluded by providing confirmation that comprehensive guidance has been published by the Home Office to provide detail and clarity about the process for when a police force can make an application for police pension forfeiture. It was emphasised that Sussex Police will always apply for a pension forfeiture certificate, wherever the criteria are met.

POLICE USE OF BAIL AND RELEASED UNDER INVESTIGATION

In April 2017, changes were made to pre-charge bail as part of the Policing and Crime Act. The main change included a presumption of release under investigation without bail unless the necessity criteria is met.

- A. What impact have these changes to pre-charge bail had on Sussex Police?**
- B. What is the difference between being 'released on bail' and 'released under investigation'? What are the timescales involved? And how many individuals were released on bail and released under investigation in the past year?**
- C. What impact is the combination of changes to pre-charge bail and greater disclosure demands having on partner agencies and the timeliness in which cases are presented at court?**
- D. How are the safeguarding responsibilities for victims satisfied in respect of those suspects released on bail?**

The Deputy Chief Constable explained that the changes to pre-charge bail were introduced to favour released under investigation (RUI) rather than police bail to prevent suspects from being on released on bail for extended periods of time whilst police investigations were undertaken.

The changes to existing processes, procedures and legislation in this area have created the requirement for a new system to be developed to monitor and track those suspects [RUI] because these individuals must be dealt with differently to those suspects released on bail. This has also generated an additional training requirement for police officers and staff in respect of the new system created.

JC confirmed that a suspect must be released from police custody when it is no longer necessary to detain them to secure and/or preserve evidence or obtain evidence by questioning the suspect. Should any further investigation still be required, a suspect is then released at this point, either with or without bail. If a suspect is released without bail, this is referred to as RUI and means that there is no set date for that individual to return to a police station and no conditions are placed on the suspect. If a suspect is released on bail, this means that the individual must return to a specified police station at a set time and date. Bail conditions can also be applied to reduce the threat, risk and harm further and support the safeguarding of all involved following the release of any suspect. These conditions can include the requirement to:

- Live at a particular address.*
- Refrain from contacting any individuals connected to the matter under investigation.*
- Report to a police station at set dates and times.*
- Comply with a home detention curfew.*

If bail is granted for a suspect it is set for a maximum time limit of 28 days and needs to be authorised by a police officer at the rank of Inspector or above [who provides a rationale]. This bail can be extended for up to three months by a police officer at the rank of Superintendent or above, with any further extension sought through the courts. It was also highlighted that there may be cases where an individual is initially bailed before this is later changed to RUI during the investigation.

The Deputy Chief Constable confirmed that Sussex Police regularly review all cases where individuals are RUI every 28 days. This work is undertaken by supervisors to ensure that the staff members they are responsible are progressing these cases in a timely manner. After 90 days, all outstanding cases are reviewed by an Inspector to ensure that the RUI status remains necessary and proportionate to the investigation. KB was informed that the Force has released 987 suspects on bail, with a further 4,386 suspects RUI, in the rolling year period to 10 November 2021.

It was highlighted that a combination of delays encountered in digital and traditional forensics, further work to establish lines of enquiries and/or witnesses and outstanding charging advice awaited from the CPS could all be contributing factors behind a case becoming protracted. Each of these are valid reasons for extending the time periods for those suspects released on bail or RUI.

National changes to disclosure management rules and case file standards [introduced in December 2020] has increased the demands placed on investigators further still because the case file is now presented in full at the pre-charge stage. This added complexity has led to an increase in the length of time it takes to prepare and present cases for authority to charge, with investigators also receiving action plans and/or additional work from the CPS to ensure that the revised case file standards are met. This additional workload is contributing to investigation times taking longer and the need for more suspects to be released on bail and RUI for longer periods of time.

The backlog of court cases in Sussex was currently recognised to stand at circa. 500 for the Crown Court and circa. 300 for the Magistrates' Court. It was emphasised that trials are now being booked for September 2022 at Lewes Crown Court, with Magistrates' Courts booking trials for April 2022 in West Sussex and May 2022 in East Sussex.

JC provided KB with assurances that victims remain safeguarded throughout the criminal justice system process. This includes the option to impose conditions before a charging decision is made for those suspects released on bail and, following a charge, the option to continue these conditions [ahead of any trial at court] should these still be deemed appropriate and proportionate.

The Witness Care Unit are supporting the Force in this work by continuing to ensure that victims and witnesses remain updated, engaged and supportive of the prosecution process, utilising specialist support services, including Victim Support, wherever possible. Further information about Victim Support can be viewed through the following link: <https://www.victimsupport.org.uk/>

The Chief Constable concluded by stating that Sussex Police is continuing to support and balance the needs of victims and any new cases that are reported to the Force, whilst simultaneously managing the backlog of outstanding cases already in the judicial system.

HMICFRS – PEEL ASSESSMENT 2021/22

All inspection activity undertaken by Her Majesty's Inspectorate of Constabulary and Fire & Rescue Service (HMICFRS) was paused in 2020/21 in response to the COVID-19 pandemic. A further review of the police effectiveness, efficiency and legitimacy (PEEL) for each police force area in England and Wales has now recommenced, with Sussex Police scheduled to be inspected in [November] 2022.

A. How are you preparing for the latest PEEL inspection?

B. Sussex Police last received a PEEL Assessment in 2018/19. The previous report identified six recommendations and 13 areas for improvement. Can you provide me with an update regarding any outstanding recommendations and/or areas for improvement and the progress made to date to address them?

The Chief Constable began by explaining that Sussex Police welcome any assessment or inspection process that is undertaken by an independent and objective organisation to consider and review the policing services provided to victims, communities and members of the public in Sussex. The PEEL inspection programme was recognised to provide the Force with an opportunity to learn, develop and improve.

HMICFRS has recently changed the PEEL inspection process to an intelligence-led continuous assessment approach using a breadth of evidence and information collected throughout the year, rather than a simple judgment made at any given time. This cumulative evidence base is used to make an assessment about the performance of each police force area and will include:

- *Force Management Statements.*
- *Findings from any other thematic inspections conducted throughout the year.*
- *Progress made against any causes of concern and areas for improvement.*
- *Routine data collections [every six months].*
- *Any knowledge arising from routine force liaison and submissions made to HMICFRS.*

It was recognised that the most recent PEEL Assessment was dated 2018/19, although the final report was not published until February 2020. [N.B. This represented a significant delay from the date of the initial inspection and is an element of the process that is anticipated to improve following the aforementioned changes to the HMICFRS approach]. The inspection report can be viewed in full through the following link:

<https://www.justiceinspectorates.gov.uk/hmicfrs/wp-content/uploads/peel-assessment-2018-19-sussex.pdf>

The report set out a single cause of concern, with six linked recommendations. Five of these recommendations have subsequently been addressed by the Force and signed off by HMICFRS. Recommendation 4 remains outstanding to date, as follows:

Recommendation 4 – Improve the quality of investigations involving vulnerable people, ensuring that the workloads of specialist investigators are always manageable and that such investigations are subject to regular and active supervision.

JS confirmed that this recommendation relates to a shortfall in detectives and is an issue for all police force areas nationally. The Force has undertaken extensive work to address this gap, including recognised support for the Detective Degree Holder Entry Programme (DDHEP) and Trainee Detective Constable (TDC) programme for individuals to become fully accredited detectives on direct entry to the police service.

As soon as Recommendation 4 is addressed and signed off by HMICFRS, the collective cause of concern will be deemed complete. This is anticipated to be in January 2022.

HMICFRS also identified 13 areas for improvement (AFIs) for Sussex Police, with 10 of these areas already addressed by the Force and signed off by the Force Liaison Lead (FLL). The three AFIs that remain outstanding are as follows:

AFI 5: The force should review its assessment and management of demand and make the necessary changes to meet current demand.

The Chief Constable explained that the Force has made significant progress to assess, manage and understand demand better. This AFI is anticipated to be signed off by the FLL during the next meeting when the changes introduced in Sussex are demonstrated to HMICFRS.

The Management Consultancy Association Award for 'Data Analytics and Innovation in the Public Sector' recently won by Sussex Police was recognised to be testament to the progress made by the Force in this important area [see page 5 for more information].

AFI 9: The force should improve its workforce's knowledge and understanding of the abuse of position for a sexual purpose.

This has been an area of increased and intense scrutiny in recent months and, whilst the Force is confident that the work undertaken locally will be sufficient to meet the expectations published by HMICFRS [in February 2020], there are overlapping recommendations emanating from the national report 'Shining a light on betrayal: Abuse of position for a sexual purpose'.

Sussex Police are also aware that the Home Secretary has recently commissioned HMICFRS to conduct an inspection into corruption, vetting and misogyny.

AFI 10: The force should ensure it has full information technology (IT) monitoring to effectively protect the information contained within its systems.

The Chief Constable confirmed that this AFI is "virtually complete". The Force is currently in the process of running tests to ensure that the new systems introduced in September 2021 are working as they should. As soon as this position is ratified, Sussex Police will recommend that the AFI is complete and await final sign off from HMICFRS.

The Chief Constable concluded by explaining that whilst Sussex Police has a policing presence on several social media platforms and open-sourced groups, members of the public should continue to report any criminal activity or offences to the Force directly. This can be done by telephone to 999 [in an emergency] or 101 [for non-emergencies], email to 101@sussex.pnn.police.uk or online [www.sussex.police.uk] via the Sussex Police website. This approach enables Sussex Police to develop information and intelligence regarding repeat offenders, times and locations which can then be used to plan, target and deploy police resources.

NEXT UP:

The next PAM is on Friday, 17 December 2021 at 13:00. Further information can be viewed on my website through the following link:
www.sussex-pcc.gov.uk/get-involved/watch-live/