

## AGENDA

### KENT AND MEDWAY POLICE AND CRIME PANEL

Dear Councillor

Notice is hereby given that a meeting of the **KENT AND MEDWAY POLICE AND CRIME PANEL** will be held in the **Council Chamber, Sessions House, County Hall, Maidstone** on **Tuesday, 5th November, 2013, at 10.00 am** when the following business will be transacted

Members of the public who require further information are asked to contact Anna Taylor on 01622 694764

*Tea/Coffee will be available 15 minutes before the start of the meeting in the meeting room*

#### Membership

Councillor Gerry Clarkson	Ashford Borough Council
Councillor Pat Todd	Canterbury City Council
Councillor Anthony Martin	Dartford Borough Council
Councillor Sue Chandler	Dover District Council
Councillor John Burden	Gravesham Borough Council
Mr Mike Hill (Chairman)	Kent County Council
Councillor Annabelle Blackmore	Maidstone Borough Council
Councillor Les Wicks	Medway Council
Councillor Peter Fleming	Sevenoaks District Council
Councillor Malcolm Dearden	Shepway District Council
Councillor Andrew Bowles	Swale Borough Council
Councillor Mrs Iris Johnston	Thanet District Council
Councillor Mark Rhodes	Tonbridge and Malling Borough Council
Councillor David Jukes	Tunbridge Wells Borough Council
Councillor Alex Perkins	Co-opted member - Canterbury City Council
Councillor Gordon Cowan	Co-opted member - Dover District Council
Councillor Ian Chittenden	Co-opted member - Maidstone Borough Council
Councillor Rupert Turpin(Vice-Chairman)	Co-opted member - Medway Council
Mr Dan McDonald	Independent Member
Mr Gurvinder Sandher	Independent Member

### **UNRESTRICTED ITEMS**

*(During these items the meeting is likely to be open to the public)*

- 1 Introduction/Webcast Announcement
- 2 Apologies and Substitutes
- 3 Declarations of Interests by Members in Items on the Agenda for this Meeting
- 4 Minutes of the Meeting held on 8 October 2013 (Pages 5 - 10)

#### **B - Commissioner's Decisions**

- B1 Commissioner's Decisions (Pages 11 - 12)
- B2 Commissioner's Proposals for Stage 2 Transfers (Pages 13 - 14)

#### **C - Commissioner's report requested by the Panel**

- C1 Initial thinking on Budget, Grants and Commissioning for 2014/15 (Pages 15 - 20)
- C2 Support for Victims (Pages 21 - 24)

#### **D - Statutory Requirement**

- D1 Annual Report 2012/13 and Accounts 2012/13 (Pages 25 - 36)

#### **E - For Consideration**

- E1 Kent and Medway Police and Crime Panel - the first twelve months (Pages 37 - 40)
- E2 Membership of the Kent and Medway Police and Crime Panel (Pages 41 - 42)
- E3 Future Work Programme (Pages 43 - 44)

### **EXEMPT ITEMS**

*(At the time of preparing the agenda there were no exempt items. During any such items which may arise the meeting is likely NOT to be open to the public)*

Peter Sass  
Head of Democratic Services  
(01622) 694002

**Monday, 28 October 2013**

## KENT COUNTY COUNCIL

---

### KENT AND MEDWAY POLICE AND CRIME PANEL

MINUTES of a meeting of the Kent and Medway Police and Crime Panel held in the Darent Room, Sessions House, County Hall, Maidstone on Tuesday, 8 October 2013.

PRESENT: Mr P M Hill, OBE (Chairman), Cllr R Turpin (Vice-Chairman), Cllr Mrs A Blackmore, Cllr J Burden, Cllr Mrs S Chandler, Mr G Cowan, Cllr M Dearden, Cllr Mrs I Johnston, Mr D Jukes, Cllr M Lowe (Substitute for Cllr P Fleming), Councillor A Perkins, Cllr K Pugh (Substitute for Mr A H T Bowles), Cllr M Rhodes and Mr Gurvinder Sandher

ALSO PRESENT: Mrs A Barnes (Kent Police and Crime Commissioner), Mr M Stepney (Chief of Staff), and Mr S Nolan (Chief Finance Officer)

IN ATTENDANCE: Mr M Campbell (Policy Officer) and Mrs A Taylor (Scrutiny Officer)

### UNRESTRICTED ITEMS

#### **43. Minutes of the Meeting held on 3 September 2013** (Item 4)

1. In response to a query about the letter sent to Mr Vaz the letter would be re-circulated to members of the Panel. POST MEETING NOTE: the letter was circulated to the Panel on 8 October 2013.

RESOLVED that the minutes of the meeting held on 3 September 2013 be signed by the Chairman as a correct record.

#### **44. Minutes of the Commissioner's Governance Board held on 15 August 2013** (Item 5)

1. The Chairman explained that these minutes were primarily to note and to inform members of the Panel unable to attend the Commissioner's Governance Board meetings, to which there was a standing invitation to all Panel members. The Chairman said that members could ask questions or seek clarification but if there were any substantive matters, these should be the subject of a fuller report at a later Panel meeting POST MEETING NOTE: the dates of the Commissioner's Governance Board meetings were re-circulated to all members on 8 October 2013.
2. Members asked questions and received responses from the Commissioner on the following areas:
3. Agenda page 13 – the Commissioner explained that the Force was working with mental health practitioners in developing a pilot scheme where they would go out on patrol with officers. This was the subject of ongoing discussion.

4. In response to a question about “drunk tanks” which had recently been reported in the media the Commissioner felt that these were not practical, consideration would need to be given to mental health issues for example.
5. The Commissioner confirmed that she was satisfied with the Force’s Recovery Plan on crime recording. A weekly meeting was held with the Chief Constable on this issue and it would also form part of the agenda for the next Governance Board meeting.
6. It was agreed that in view of the importance of this topic the Police and Crime Panel might include an agenda item on the Force’s Recovery Plan on their forward work programme.
7. In response to a question around the police officer recruitment which had taken place over the previous fortnight the Commissioner confirmed that deployment of officers and staff was a matter for the Chief Constable, however Mrs Barnes was satisfied with the recruitment process used to recruit these individuals. The recruitment was for front line policing staff.
8. With regard to violent crime and the night time economy, the Commissioner explained that deployment of resources was a matter for the Chief Constable; the Commissioner was planning on visiting other town centres with the Police Force on their late shift as she had done in Canterbury recently. The Commissioner was hugely impressed with the calibre of the officers and their approach to dealing with those frequenting Canterbury City Centre at night.
9. The Commissioner explained that a predictive policing day, during which areas where crime was predicted to take place were focused on by the Police Force, had taken place and another day was planned. She said that the Metropolitan Police Service were exploring the use of predictive policing. It was considered by Panel members that there needed to be further explanation of the process behind predictive policing to the public.
10. In response to question about the withdrawal of CCTV the Commissioner explained that CCTV was considered to be an extremely useful tool in providing evidence of crime.
11. The Commissioner confirmed that she was satisfied that the figures relating to hate crime were accurate; there was ongoing training to ensure that hate crime was recorded accurately.

RESOLVED that Members note the minutes of the Commissioner’s Governance Board held on 15 August 2013.

#### **45. Commissioner’s Decisions** *(Item B1)*

1. The Commissioner had taken three decisions in August/September 2013.

2. In response to a question about funding for staffing the Commissioner confirmed that there was one off funding for these short term contract posts to kick start projects.
3. The Commissioner confirmed that the contracts for her two advisers expired at the end of October 2013.
4. In relation to neighbourhood watch the Commissioner explained that the officer would be based in Police Force Headquarters and was managed by the Police Force.

RESOLVED that Members note the key decisions taken by the Commissioner in August/September 2013.

**46. Independent Review of the Youth Commissioner Recruitment Process - to follow**  
*(Item C1)*

1. The Commissioner explained that she had wanted this report to be produced by someone with experience, independence and someone that provided good value for money. It had proved difficult to commission someone but University of Central Lancashire had the expertise in their police and criminal investigation department to carry out the review of the Youth Commissioner recruitment process. The review confirmed that it was a comprehensive process, but that it fell at the last hurdle, the Commissioner's office did not ask for social media vetting and those advising the Commissioner's office did not advise it. However, the same vetting procedure was used to recruit police officers. A new procedure had been put in place to ensure that anyone applying for a job at the Commissioner's office would have to give permission for their social network sites to be viewed. The Commissioner assured Members that points around equality and diversity would be made more explicit in the job description.
2. The Commissioner would be recruiting her Youth Commissioner over the coming months but she valued the comments of the Panel and would take any comments on board before the young person was recruited.
3. During the course of the discussion Members made the following comments and received the following responses:
4. Members praised the report and it was agreed that the process was well run and transparent but was the vetting system that was used appropriate? The Commissioner confirmed that in future an alternative vetting process would be used.
5. The Commissioner confirmed that she was still in touch with Paris Brown; that Paris was well and was working with young people.
6. Members raised concerns about the language used when talking to young people and the need to ensure that they understand the significance of comments made in the past. The Commissioner concurred with the views, but had experience of teaching young people and in addition a peer panel had been used in the

interview process and social media was discussed and built into the selection process.

7. Members had concerns that the Commissioner was looking for someone who was 'street savvy' and by following the new process it was going to prove extremely difficult to find the right person, however a Panel member commented that there was a difference between 'street savvy' and having respect for all people in society. The Commissioner confirmed that 30 young people had already contacted her office to express their interest in the role, and the Commissioner was confident that she would find someone who was representative of their age group.
8. Members asked how the Youth Commissioner and his/her family would be supported throughout the process bearing in mind the exposure they would be subject to. This was applicable not only throughout the recruitment process but in the future as well. The Commissioner explained that the concerns were valid and she did delay the announcement of the previous Youth Commissioner to allow for vetting on the individual and checks to be undertaken on their wider family and a care package was being put together to support the young person in line with need. The post of Youth Commissioner was for a year to give experience of working in a busy office and the final decision on the length of care package for the young person and their family had not been made.
9. A Member asked about the timescale of the process. The Commissioner confirmed that she hoped to have a Youth Commissioner named by Christmas.
10. Concerns were raised about continuing down the route of a single Youth Commissioner, as Kent was a big, diverse county and a youth group covering the county could be used to share their views. The Commissioner explained that she genuinely believed that a Youth Commissioner was the best option for Kent and Medway. There was a need to maintain a connection with young people and the Youth Commissioner would be working with youth groups and schools. The public were overwhelmingly supportive of the idea of a Youth Commissioner and there would be a strong support network around the successful individual.
11. A member asked whether consideration had been given to raising the age limit of applicants to 18 years rather than 16 years. The Commissioner confirmed that the person specification would be made more explicit and that the age limit would remain at 16 years.
12. A member suggested that the Commissioner might look at alternative options to engage with young people, such as the Youth County Council, Medway Council, and an open invitation was offered to the Commissioner to attend a Youth County Council meeting and talk to the young people. The Commissioner had looked at alternatives and would attend the Youth County Council meeting, pending diary commitments, but she wanted one person to represent the views of all the groups across the County.
13. The Commissioner thanked the Panel for their comments and she looked forward to the next round of recruitment.

RESOLVED that the Panel supported the concept of engagement with young people and agreed that the previous recruitment process was well designed and robust. The Panel noted that vetting procedures would be strengthened during the next round of recruitment.

#### **47. Future work programme**

*(Item D1)*

1. A Member asked for the opportunity for the Panel to discuss different ways of working with the Commissioner which would provide benefits for the whole of Kent.
2. The Chairman confirmed that he would welcome any suggestions for collaborative working with the Commissioner's Office and would ask the Officers of the Panel and the Commissioner's Office to work together.
3. On the point of decision making and the Interim Protocol between the Panel and the Commissioner, it was considered that this should be reviewed by the officers and considered at a future meeting.

RESOLVED that Members note the forward work programme and asks the officers to review the interim decision-making protocol.

This page is intentionally left blank



## Commissioner's Key Decisions –October 2013

### **Decision:**

Support Kent Police with one off funding of £77k on a pilot scheme working with the local NHS to divert those with mental health needs from inappropriate custody.

### **Justification:**

This step has been taken to assist the Force in working with other mental health services and their Clinical Commissioning Groups to better respond to and reduce mental Health related calls to the Police. The objective is to reduce unnecessary police abstraction but also to improve the service we provide to mental health patients.

### **Decision:**

Recruit a new Chief Constable.

### **Justification:**

The Police & Social Responsibility Act 2011 sets out the responsibility of the Police & Crime Commissioner to appoint the Chief Constable for their respective police force.

### **Decision:**

Launch the recruitment of Youth Commissioner.

### **Justification:**

The Kent Police & Crime Plan sets out the priority of appointing a Youth Commissioner to ensure that the voices of young people are heard.

This page is intentionally left blank

From: Ann Barnes, Kent Police and Crime Commissioner  
To: Kent and Medway Police and Crime Panel  
Subject: Stage 2 Staff Transfers

**Summary:**

This paper provides information on the background for stage 2 staff transfers, as required by the Police and Social Responsibility Act. It also aims to provide the overarching principles for how the Commissioner will deliver this requirement.

**Background:**

1. At the creation of the Police & Crime Commissioners (PCCs) in November 2011, all land, assets, liabilities, contracts, legal proceedings and employed staff automatically transferred from the police authority to the PCCs. This was referred to as a 'Stage 1' Transfer.
2. The Police Reform and Social Responsibility Act (the Act) created two new corporation soles, the PCC and the Chief Constable. Prior to the introduction of PCCs, Chief Constables were not legal entities and could not employ police staff. In making the Chief Constable a corporation sole (and therefore a legal entity) they will be able to employ staff for the first time.
3. As the PCC currently employs all police staff an agreement needs to be reached about which staff will be employed by which 'corporation sole.' This process is known as the 'Stage 2' transfer and involves the movement of certain staff, property, rights and liabilities from the Commissioner to the Chief Constable.

**Introduction:**

4. This paper provides information on the principles for stage 2 staff transfers, as defined by the Home Office, and the overarching principles the Commissioner is considering in order to meet the requirement.
5. Whilst it is expected that stage 2 transfers is a process that should be resolved locally, under the Act (schedule 15, part 3) Commissioners must submit their transfer proposal for approval by the Home Secretary. It is expected that Home Secretary's decisions on the submitted transfer proposals will be made known in November.
6. There is not a standard format for stage 2 proposals but the Home Office are considering plans against the following principles:
  - That all operational staff should pass to the employ of the Chief Constable
  - That transfer plans must adhere to the principles of the Policing Protocol
  - That plans must set out clear roles and responsibilities between PCCs and Chief Constables
  - Plans should not jeopardise the implementation of the policing plan, or the strategic duties of the force.
7. In addition to the Home Office principles a further 5 principles, which have been agreed with the Chief Constable are also central to the Commissioners approach to stage 2.

- Ensure that the Commissioner can fulfil responsibilities to hold the Force to account in an effective way, and to ensure the operational independence of the Chief Constable.
- Ensure that the Commissioner can fulfil her responsibility to deliver the Police & Crime Plan.
- Ensure, as the directly elected representative, the Commissioner can fulfil her key role as the community's voice in policing and her responsibility to ensure effective engagement with the public of Kent and Medway.
- Recognise the distinctive strategic requirements of the Commissioner's role as opposed to the operational matters for the Chief Constable.
- Minimise the cost of change to the Council Tax payer, as far as possible.

8. The transfer proposals, if agreed will take effect at 23.59 hours on 31 March 2014.

### **Stage 2 Proposals:**

9. In line with the principles of both the Home Office and those additionally agreed between the Commissioner and the Chief Constable, a proposal has been put forward to the Home Secretary. A decision or further queries regarding the proposal is expected in November and therefore formal engagement with the staff concerned has not yet commenced.
10. The Chief Constable has been fully engaged in the development of the stage 2 transfer proposals, and supports the principles and proposals forwarded to the Home Office.
11. Unison has been engaged on the stage 2 transfer proposals and is in agreement with the principles and proposals.

From: Ann Barnes, Kent Police and Crime Commissioner  
 To: Kent and Medway Police and Crime Panel  
 Subject: Initial thinking Budgets, Grants and Commissioning for 2014/15

**Summary:** This report sets out the Kent Police and Crime Commissioners initial thinking on budgets, grants and commissioning.

## **Background**

1. The Commissioners approved revenue budget for 2013/14 is £316.9m (gross) as follows

	<u>£M</u>
Gross police services spend	313.4
Office of the Commissioner	1.5
Grants awarded by the Commissioner	2.0
	<hr/> 316.9
Financed by:	
Local income	19.0
General and specific grants	216.8
Community Safety Grants	1.3
One of use of reserves	0.2
Precept	79.6
	<hr/> 316.9

2. By way of clarification, the precept level reflected a 2% increase on the previous year to help invest in greater front line police resources. Separately, some £160,000 was applied by the Commissioner as one off use of reserves to help maintain all commissioning grants into 2013/14 at pre-existing levels. This was one-off support for partners. Finally, the annual budget for the Office of the Commissioner was as inherited, to the pound, from the previous Police Authority.
3. Over the medium term, the published Police and Crime Plan assumed precept increases of 2% p.a over the life of the plan and 5% reductions in government grants (excluding counter-terrorism grants) also over the life of the plan for planning purposes.

## **CSR2 Planning**

4. For 2014/15, the final year of CSR1, budget plans assume a 5% grant reduction in line with indicative government allocations for 2014/15. This also applies to Community Safety Grants which will be subsumed into general grant allocations for 2014/15 onwards.

5. The initial Government announcement for CSR2, commencing in 2015/16, implies a grant cut also of 5%. To this must be added two key risks which while not certain risks, are high risk. These are (a) redistribution of grant funding between police forces and (b) the impact of increases in employers' national insurance contributions, generally, to fund national changes in pension policy. Both of these have a significant negative impact on Kent, a minimum of £5m in each case.
6. At this stage the financial impact of the above, coupled to simple inflation, implies a further £20m of savings are required in 2015/16 onwards. One of the planning difficulties is that some of the above risks, while having a high probability of occurring may happen in 2016/17 rather than 2015/16. In addition, the reality of CSR2 may amount to further grant cuts in 2016/17 as well as 2015/16. All in all, additional savings of £20m for 2015/16 seems reasonable assumption at this stage and the Commissioner has asked the Chief Constable to bring forward initial plans as to how the force would implement such saving in 2015/16 in practice. At this stage, in very crude terms, as part of other actions, an additional £20m of savings, implies a further 290 officers and staff would be lost. This would be on top of the broadly 500 officers and 700 staff lost due to CSR1 saving requirements.

### **CSR1 and 2014/15 Planning**

7. CSR1 runs for 4 years to 2014/15 and in the case of Kent Police Service required savings of £50m. Through effective and early planning, the force is well on target to deliver the final tranche of that base budget savings target by 31 March 2014, i.e. a year early.
8. The Commissioner has already published an indicative medium financial plan in support of her published Police and Crime Plan to 2016/17. Both will need to be refreshed in the normal way for 2014/15. The intention is to commence a refresh of the Plan during November, involving consultation with partners, as part of the process of presenting her budget proposals to this Panel in February.

### **Emerging Commissioning Plans**

9. In the round, Commissioning priorities and intentions reflect the whole Police and Crime Plan but clearly partners, outside the Force, are particularly interested in how that thinking reflects in the commissioning grants to be given out by the Commissioner for 2014/15 onwards. For 2013/14, the Commissioner decided to maintain stability in the grants that partners had received in 2012/13, from the various sources that had been aggregated into the Community Safety funds that she had inherited for 2013/14. Meeting that promise had involved the Commissioner allocating some £160,000 of her one off resources in 2013/14. The Commissioning Grants allocated for 2013/14 are listed in the Police and Crime Plan but attached as appendix A to this report for completeness.
10. In relation to Commissioning grant decisions for 2014/15 onwards, the Commissioner has identified some key planning principles as follows:

- There must be a 'Golden Thread' that flows from the Police and Crime Plan priorities
  - Victims must be at the heart of the process
  - Work with partners where possible and appropriate
  - Ensure effective governance processes are in place but that they are proportionate
  - Value for money supported by Medium term allocations where possible
11. Many of the above may be self-explanatory but some clarification may be helpful. The Commissioner takes the view, that she will be clear about what she wishes to achieve, what the current service and provision looks like on the ground so to speak including which partners are involved and to what an extent. After that she will then decide how best to direct her commissioning actions. In some cases that may mean simply continuing to allocate resources to existing partnerships, in some cases it may mean working with partner agencies to establish new commissioning arrangements or it may mean she feels the needs to commission some new services herself
12. In policy terms, the emerging seven specific priorities flowing from the above are as follows:
- Reducing drug and alcohol misuse, particularly where linked to offending and re-offending.
  - Supporting local partner initiatives to tackle crime, ASB and re re-offending.
  - Reducing re-offending and preventing offending of young people
  - Tackling domestic abuse, including developing the support mechanisms for those affected by domestic abuse and supporting the emotional well-being of children and young people affected by domestic abuse
  - Ensure the provision of an effective countywide rape and sexual assault service for Kent and Medway.
  - Ensure support for victims of crime and anti-social behaviour is at the heart of the criminal justice system.
  - Utilise effective restorative practices to reduce re-offending.
13. There are a number of commissioning actions that will flow from the above but the Commissioner has decided that continuing to work with, and not compete with, her key partners is vital. This includes, in particular, local Community Safety Partnerships, Drug and Alcohol Action Boards and Youth Offending Boards. The Commissioner also remains committed to the co-commissioning approach to IDVAs that she signed up to in the current year. Over the coming months, the Commissioner intends to refine and focus on the specifics but has already decided that the above needs to be supplemented by the establishment of a "Commissioner's Community Fund", aimed at the voluntary or not for profit sector for relatively small amounts in scale terms, £500 to £2000, but often a key amount for the local group involved. The details of this and other actions are being worked on
14. In respect of the financial position, the Commissioner takes the view that where she can provide medium term financial certainty in grant allocations to partners she will strive to do so. However to do that partners must appreciate

that in crude terms the Commissioner can only give out what she gets in resources and would not wish to force further savings in police services effectively to subsidise wider community safety funding cuts imposed on her. Accepting those constraints, our best planning assumptions assume a 5% grant cut, in each of the next three years, to 2016/17. This implies a funding cut of 15% in the commissioning grant budget of £1.8m after removing the one off amount allocated for 2013/14 of £0.160m. Subject to putting other appropriate governance in place, the Commissioner would wish to give three years allocations to chosen partners but subject to that trajectory of 5% grant cut pa and 15% overall to 2016/17.



Organisation	Grant	Purpose of Grant
<b>District Community Safety Partnerships</b>		
Ashford	£35,295	To support local crime reduction and prevention initiatives that meet the priorities and objectives set out within this plan. Funding to be allocated by individual Community Safety Partnerships to local projects and initiatives.
Canterbury	£40,337	
Dartford	£38,962	
Dover	£35,295	
Gravesham	£38,962	
Maidstone	£45,379	
Sevenoaks	£38,045	
Shepway	£35,295	
Swale	£41,254	
Thanet	£39,878	
Tonbridge and Malling	£34,836	To support local crime reduction and prevention initiatives within Medway which meet the priorities and objectives of this Plan.
Tunbridge Wells	£34,836	
Medway Community Safety Partnership	£118,369	To support county-wide initiatives that meet the priorities of this Plan
Kent Community Safety Partnership (KCSP)	£48,507	
Community Call for Action (Kent)	£10,400	To allow the Kent Community Warden scheme to support local community initiatives that meet the priorities of this Plan.
Kent Young Persons Substance Misuse	£113,287	To be allocated to the Kent Drug and Alcohol Action Team to provide intervention programmes that tackle substance misuse amongst young people.
Kent Youth Offending Team	£319,826	To support initiatives that prevent youth reoffending and divert young people away from entering the criminal justice system.
Medway Youth Offending Team	£103,574	
Kent Drug and Alcohol Action Team	£367,823	To fund drug intervention and rehabilitation programmes that address the root causes of crime and anti-social behaviour.
Medway Drug and Alcohol Action Team	£72,211	
Charlton Athletic Community Trust	£42,203	To support prevention and diversionary work with young people to encourage them to engage in positive activities rather than crime and anti-social behaviour.
Kent Criminal Justice Board	£46,000	To co-commission provision of restorative justice services across Kent and Medway
Kent Crimestoppers	£16,000	
Crimestoppers Trust (National)	£42,622	To provide support to Kent Police in gathering information on crime.
Kent People's Trust	£5,000	To support the national Crimestoppers 24/7 Contact Centre
Kent Police Partnership Fund	£66,000	To be used to support local activities and initiatives that contribute towards my police and crime priorities.
Kent and Medway Independent Domestic Violence Adviser provisions	£115,000	To provide a discretionary fund to Divisional Commanders to allow them to fund activities that will support operational delivery of local policing and community preventative activity.
Kent Criminal Justice Board	£40,000	To commission a county-wide service for the provision of Independent Domestic Violence advisers and to address current funding gaps. Funding provided to Kent Probation who are acting as the Commissioning body.
Kent County Council (KCC)	£5,000	To fund the activities of the Kent Criminal Justice Programme team and to meet my duties to secure an efficient and effective criminal justice system.
Medway Safeguarding Children Board	£16,800	To support the role of the Kent Domestic Violence Co-ordinator.
Kent Safeguarding Children Board	£50,000	To support the work and activities of the Medway Safeguarding Children Board of which Kent Police is a statutory partner.
Kent and Medway Adult Safeguarding Protection	£22,990	To support the work and activities of the Kent Safeguarding Children Board of which Kent Police is a statutory partner.
TOTAL GRANT FUNDING	£2,079,986	To support the activities of the Kent and Medway Adult Safeguarding Board to ensure we protect our vulnerable adults.

This page is intentionally left blank

From: Ann Barnes, Kent Police and Crime Commissioner  
 To: Kent and Medway Police and Crime Panel  
 Subject: Support for Victims

**Summary:**

This paper aims to provide information on the national changes to the commissioning of victim support services and delivery of victim support services locally.

**Background:**

1. The critical nature of support services for victims is acknowledged within the Police & Crime Plan, as there is a clear priority to place victims at the heart of the criminal justice system. However, it must be acknowledged that support services for victims cannot be delivered in isolation. Collaboration across partner agencies and the voluntary, community and social enterprise (VCSE) sector provide enhanced and effective services for victims.
2. The Commissioner has two specific co-operative duties under the Police & Social Responsibility Act 2011, which support the ethos of partnership working in delivering effective support services. The community safety duty specifies that the Commissioner and the responsible authorities named within the Crime & Disorder Act 1998 must act in co-operation with each other in exercising functions conferred in the act. The criminal justice duty states that the Commissioner and criminal justice bodies in the Police area 'must make arrangements for the exercise of functions so as to provide an efficient and effective criminal justice system for the police area'.
3. The Ministry of Justice (MoJ) currently commission Victim Support nationally to deliver the initial referral service and onward support for victims. This arrangement includes the mechanism for the secure transfer of victim's data from the Police to Victim Support. Contact is then made with the victim, with a needs assessment undertaken as required. Where further support is required a referral is made to specialist service provision or Victim Support at an area level. In Kent 29,442 victims of crime were referred by Kent Police to Victim Support by the secure transfer during 2012 -13.
4. Victim's services, including Victim Support is currently in receipt of £38m per annum grant, of which core victims services represent c£22m. Victim Support is an organisation that is built on its volunteers, with volunteers outnumbering staff five to one. These volunteers are an extremely valuable and important resource in supporting victims of crime. In addition, under the current arrangements individual local providers receive funding from the MoJ and this would need to be worked through in the final devolved arrangements for PCCs.

**National Changes to Support Services for Victims:**

5. The MoJ has set out its intention for Police & Crime Commissioners (PCCs) to take responsibility for the commissioning of victims support services. The ASB, Policing & Crime Bill (which is expected to have Royal Assent in spring 2014) will provide the legislative powers for PCCs to commission services for victims. Funding will be provided through section 56 of the Domestic Violence, Crime and Victims Act 2004, which enables the Secretary of State to 'pay such grants to persons as they considers

appropriate in connection with measures which appear to them to be intended to assist victims, witness or other persons affected by offences’.

6. The MoJ will continue to commission the following services nationally,
  - Human Trafficking
  - Homicide Service
  - Rape Support Centres
  - Specialist Domestic Violence / Sexual Violence Centres
  - Court Based Witness Service
  - Telephone helplines
  - VCSE capability and capacity
7. The changes to how support services for victims will be commissioned will impact on the initial referral mechanism for victims. The MoJ is currently consulting with Commissioners on their preferences for initial referral, with the options being maintain the national model or for initial referral to be delivered through local commissioning. The outcome of this consultation will impact on the level of funding made available to each Commissioner.
8. Indicative budgets are expected in the coming weeks, with final budgets being provided in April 2014. Due to the current limited funding information and details on case volumes it is difficult to undertake effective planning at this stage.
9. Commissioners are due to take over the commissioning of support services for victims from October 2014 and the contracts of existing MoJ commissioned services for victims have been extended to this date. The engagement process for those services in Kent currently being commissioned by the MoJ will need to be considered in the future planning, as there are potential risk management issues.
10. As a result of the discussions between the MoJ and Commissioners concerning the initial referral process for victims and the need to maintain effective service delivery a transition plan will be developed by early 2014. This will ensure that there is a managed move from the current arrangements to those that will be delivered by Commissioners.

#### **Delivery of Support Services for Victims in Kent:**

11. The Police & Crime Plan includes the pledge to put victims at the heart of the criminal justice system and the Commissioner is progressing delivery through joint working with partner agencies. In particular, this involves working with Kent Criminal Justice Board (KCJB) who also has a strategic priority of ‘enhancing the victim experience sustainably’.
12. The Commissioner and the KCJB co-sponsored a Victim Services Design event July 2013. This event was aimed at identifying the gaps in service that victims receive within the criminal justice system and make recommendations to improve existing victim services.
13. The event was attended by a mixture of partner agencies involved in delivering victim’s services including the Police, Her Majesties Courts and Tribunal Service, Victim Support, Crown Prosecution Service and specialist victim support services. Those in attendance

designed the ideal future state for victim's services, which consisted of a number of key elements. Those elements include, the victim being at the heart of the process, that expectations should be managed and support should be designed based on the individual rather than defined by crime type.

14. Discussions are taking place with KCJB on the outcomes of the event, which includes the scoping of delivery options. This includes the option for implementing a victim's centre approach, which would provide a 'one stop shop' service for victims. These options will also take into consideration the commissioning changes that are taking place nationally for victims to ensure that processes are aligned.

This page is intentionally left blank



From: Ann Barnes, Kent Police and Crime Commissioner  
To: Kent and Medway Police and Crime Panel  
Subject: Annual Report 2012/2013 and Accounts 2012/2013

**Summary: This report introduces the Annual report from the Police and Crime Commissioner and the accounts for 2012/13.**

### **Annual Report 2012/2013**

1. Attached at appendix A is the Annual Report for 2012/13 produced by the Police and Crime Commissioner. It meets the legislative requirement for such a statement. For understandable reasons, the statement focuses on the period from 22<sup>nd</sup> November 2012 to 31<sup>st</sup> March 2013. This report can also be accessed at [https://www.kent-pcc.gov.uk/annual\\_report.html](https://www.kent-pcc.gov.uk/annual_report.html)

### **Accounts 2012/2013**

2. The Annual Report on-line provides links to the annual accounts. Those accounts run to over 100 pages in the normal way and can be found on <https://www.kent-pcc.gov.uk/finance.html>. For the purpose of this report, attached at Appendix B, is the Foreword to the accounts. Overall, the accounts show an underspend for 2012/13 and these have been applied to bolster various reserves.
3. New External Auditors, Ernst and Young, were appointed to this audit in October 2013, replacing the Audit Commission's own external audit team. Ernst and Young have delivered an unqualified opinion for 2012/13.

### **Appendix A**

PDF Copy of the Annual Report 2012/13

## **Appendix B**

### **Foreword to the Accounts 2012 – 13**

The major contextual change for the accounts this year concerns the introduction of Police and Crime Commissioners in England and Wales. This was brought about by the Police Reform and Social Responsibility Act 2011 (the Act) which replaced Police Authorities with elected Police and Crime Commissioners and created two corporations sole, in the Office of the Commissioner and the corporation sole in the Chief Constable. In line with the Act and the related Policing Protocol, The Police and Crime Commissioner is ultimately responsible for the combined group account; both income and expenditure.

Accordingly, this Statement of Accounts records the expenditure and income of the Group for the financial year 2012/13 for the combined accounts for the Police and Crime Commissioner for Kent and the Chief Constable for Kent and its financial position at the 31 March 2013. The accounts have been prepared in accordance with the 'Code of Practice on Local Authority Accounting' and the 'Service Reporting Code of Practice' (SeRCOP) published by the Chartered Institute of Public Finance and Accountancy (CIPFA). The accounts have also been produced in accordance with International Financial Reporting Standards (IFRS).

The former Kent Police Authority was dissolved on 21 November 2012 and the newly created corporation sole for the Police and Crime Commissioner for Kent was created on 22<sup>nd</sup> November. All assets, liabilities, staff employment contracts, property, plant and equipment transferred to the corporation sole which is the Police and Crime Commissioner for Kent (PCC for Kent). All this happened seamlessly under the regulation and mirrored the pre-existing responsibilities of Police Authorities. (This has been referred to as 'stage 1')

The Act permits the corporations sole to be accounted for using merger accounting rules according to FRS6 Acquisitions and Mergers. This permits the accounts to be presented as if the services or functions of the bodies had always taken place in those entities.

The Act requires that each corporation sole has its own Statement of Accounts for the financial year and that these be brought together in a group statement of accounts also. These accounts represent those of the group for Kent Police which includes the corporations sole of the Chief Constable for Kent and the Police and Crime Commissioner for Kent. While all assets, liabilities, employment contract, remain in the name of The Commissioner, the corporation sole account representing the Chief Constable's operations is being treated as dormant account for accounting purposes

The Accounts begin with a statement of the responsibilities of the PCC for Kent and her Chief Finance Officer in relation to the management and reporting arrangements for the PCC for Kent's resources (page 6). The PCC for Kent's 'Annual Governance Statement', which broadens the coverage of the previous Statement of Internal Control to embrace all of the organisation's key governance processes and safeguards, is shown starting on page 7. The Auditor's Report appears at page 11 and the Summary of Accounting Policies as note 1 on page 21.

The main financial statements comprise:

- The Comprehensive Income and Expenditure Statement - This statement shows the accounting cost in the year of providing services in accordance with generally accepted accounting practices, rather than the amount to be funded from taxation. This distinction is very important in interpreting the overall position. Authorities raise



taxation to cover expenditure classified in accordance with regulations; this will be very different to the accounting cost.

- The Movement in Reserves Statement - shows the movement in the year of the different reserves held by the Police and Crime Commissioner for Kent, analysed into 'useable' (i.e. those that can be applied to fund expenditure or reduce local taxation) and other reserves. The surplus or deficit on the Provision of Services line shows the true economic cost of providing the PCC's services for Kent, more details of which are shown in the Comprehensive Income and Expenditure Statement. These are different from the statutory amounts required to be charged to the General Fund Balance for council tax setting purposes. The Net Increase / Decrease before Transfers to Earmarked Reserves line shows the statutory General Fund Balance before any discretionary transfers to or from earmarked reserves undertaken by the Police and Crime Commissioner for Kent.
- The Balance Sheet - shows the value as at the Balance Sheet date of the assets and liabilities recognised by the Police and Crime Commissioner for Kent. The net assets of the Police and Crime Commissioner for Kent (assets less liabilities) are matched by the reserves held by the Police and Crime Commissioner for Kent. Reserves are reported in two categories: The first category of reserves are usable reserves, i.e. those reserves that the Police and Crime Commissioner for Kent may use to provide services, subject to the need to maintain a prudent level of reserves and any statutory limitations on their use (for example the Capital Receipts Reserve that may only be used to fund capital expenditure or repay debt). The second category of reserves is that which the Police and Crime Commissioner for Kent is not able to use to provide services. This category includes reserves that hold unrealised gains and losses (for example the Revaluation Reserve), where amounts would only become available to provide services if the assets are sold; and reserves that hold timing differences shown in the Movement in Reserves Statement line 'Adjustments between accounting basis and funding basis under regulations'.
- The Cash flow Statement - shows the changes in cash and cash equivalents of the Police and Crime Commissioner for Kent during the reporting period. The statement shows how the Police and Crime Commissioner for Kent generates and uses cash and cash equivalents by classifying cash flows as operating, investing and financing activities. The amount of net cash flows arising from operating activities is a key indicator of the extent to which operations of the Police and Crime Commissioner for Kent are funded by way of taxation and grant income or from the recipients of the services provided by the Police and Crime Commissioner for Kent. Investing activities represent the extent to which cash outflows have been made for resources which are intended to contribute to the Police and Crime Commissioner for Kent's future service delivery. Cash flows arising from financing activities are useful in predicting claims on future cash flows by providers of capital (i.e. borrowings) to the Police and Crime Commissioner for Kent.

In addition to these primary statements there are a number of notes which help explain the figures, including a set of accounting policies showing the approach the Police and Crime Commissioner for Kent has taken in compiling the accounts.

## **General Context**

As part of the Government's deficit reduction programme, and like the rest of the public sector, Kent Police has had to cope with the grant reductions set out in the Government 'Comprehensive Spending Review' for the four years 2011/12 to 2014/15. This is referred to as CSR1 and in broad terms amounts to some 20% real reductions in grant funding for police forces over that period. In a local context government grant in one form or another contributes nearly 75% of Kent Police's funding. Against a back-drop of normal inflation and increasing demand for visible, neighbourhood policing, coupled with grant cuts from CSR1, required Kent Police to find £50m of on-going savings over the period. The Chief Constable and the previous Police Authority recognised the challenge and put in place a robust savings plan based around a new operational policing model for Kent, new ways of working and better use of technology. Inevitably, however, this has required the loss of some 500 police officers and 700 police staff. The Police and Crime Commissioner has accepted this plan in the main which is on course to deliver the target cost base saving of £50m and a new operating model by the end of 2013/14, i.e. a year early. However, in her first budget for 2013/14 the Commissioner decided to raise the police precept element of the council tax by 2% to provide for 80 more front line police personnel.

The fiscal challenge does not end with CSR1. The government has announced a further round of grant cuts starting in 2015/16 as part of a new comprehensive spending review round. This is referred to as CSR2. The CSR2 announcement has only set out additional grant cuts for 2015/16 of 5%. The Commissioner's current Police and Crime Plan assumed CSR2 required additional grant cuts of 5% in each of 2015/16 and 2016/17. The Current announcement remains in line with those previous assumptions. The net result, on best current information is that the Force will need to plan for some £20m of additional savings from 2015/16 as a result of CSR2.

The Commissioner and the Chief Constable understand the challenges ahead. Building on the effective and timely response to CSR1 leaves Kent Police well placed to deliver further savings as a result of CSR2. Inevitably, however, continuing grant cuts will impact on staff numbers and front line service delivery. The Commissioner is a strong advocate of minimising the effect grant cuts falling on the police service, locally or nationally, but at the same time she will be working hard with the Chief Constable to ensure that visible, local and cost effective policing remain at the core of how Kent Police respond to the further challenges arising from CSR2.

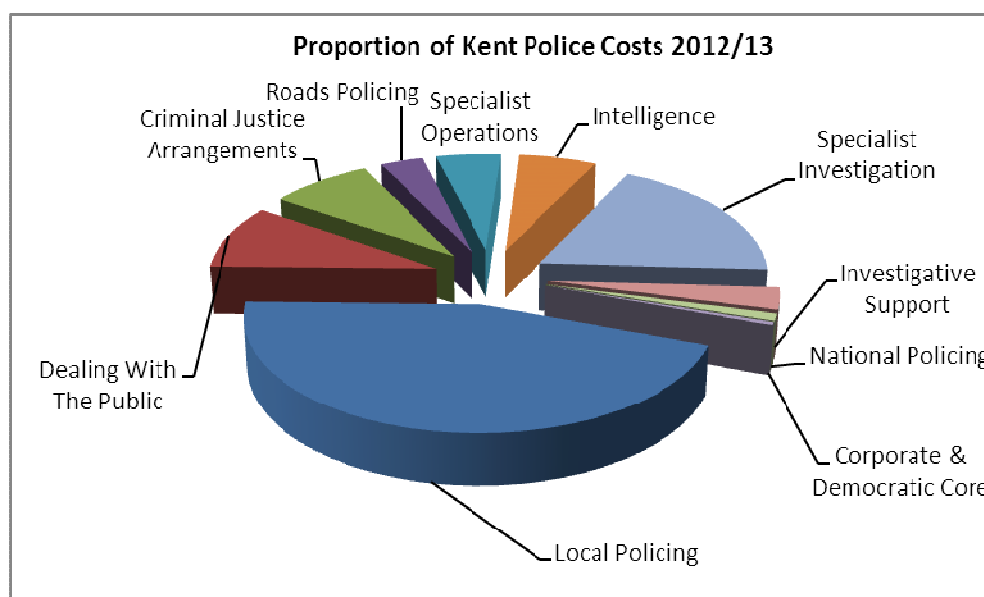
## **The Comprehensive Income and Expenditure Statement**

International Financial Reporting Standards require that the total future liabilities for the cost of pension payments to past and present employees are fully reflected in the Balance Sheet, and that their change during the year is reflected in the Comprehensive Income and Expenditure Statement. Since the national Police Officers' pension scheme is technically not backed by any local investments, the Police and Crime Commissioner for Kent's future pension liability of £2,433m far exceeds its total assets. Including a smaller deficit on the mainly funded Local Government Scheme for Police Staff, total pension liabilities are £2,534m. Set against £153m of Accounting reserves, £23m Capital Reserves and £30m of Usable Reserves, the Balance Sheet Accounting Deficit is £2,328m.

Excluding notional costs shown in the accounts to comply with international standards, primarily for pensions and depreciation, the Kent Police revenue budget for 2012/13 as calculated to reflect the impact on the local council tax payer shows an underspend of

£8.1m. Much of this is attributable to pro-active cost reduction initiatives across the Force. This level of underspend is similar to that which was anticipated at the time of setting the Revenue Budget for 2013/14, and will be utilised on a planned basis to ease the burden of grant reductions over the medium term. Note 27 to these accounts explains how the final accounts reconcile to the management accounts used by the Commissioner and the Chief Constable during the course of the year to monitor spending. It also provides additional information to readers of the accounts on where expenditure is incurred and on what.

This chart below shows the proportion of total expenditure allocated to functions of the service. The Glossary at the end of accounts explains the categories of costs in the table below.



## Summary

As described earlier, the outlook for police grant funding for Kent in the medium term remains challenging with the likelihood of further savings required from 2015/16 on top of those delivered or required up to 2014/15. However, a combination of clear priorities, good planning, effective systems of internal control and budget monitoring, and a coherent medium term plan, leave the Commissioner for Kent and the Chief Constable in a relatively robust position to address the present challenges. The favourable outturn for 2012/13 has contributed to this position. However, with the likelihood of further savings in the region of another £20m means that there are even more challenging times ahead.

Looking ahead the Commissioner remains absolutely and robustly focused on the delivery of her Police and Crime Plan, which include her various manifesto promises. At the core of that is her determination to put victims at the heart of the system and to protect local visible neighbourhood policing as far as possible.

This page is intentionally left blank

# Annual Report

November 22<sup>nd</sup> 2012 - 31<sup>st</sup> March 2013



Kent Police and Crime Commissioner

*'My first four months of Office'*

Ann Barnes





Meeting and Listening to the People of Kent





## To the People of Kent

*'Welcome to my first annual report as your Kent Police and Crime Commissioner. This report is shorter than normal as it covers the period from my election, 15th November 2012, through to the end of the financial year, 31st March 2013.*



*'Time flies and I've been getting to grips with my new role. I hope this report demonstrates my unswerving commitment to delivering my manifesto commitments despite the intense financial pressure on police budgets. My guiding principle in everything I do is to make Kent an even safer place in which to live and work.*

*'As well as overseeing the work of Kent Police, I am continuing to work closely with partnership agencies. Acting as a focal point for partnership working is a central part of my role. Neither I nor the police can deliver improvements on our own.*

*'Despite a considerable increase in the scope of my work as Commissioner I am pleased to say that I have not increased any costs for my Office. It remains exactly the same as it was when the former organisation, Kent Police Authority, existed. You can read about my budget and financial accounts [here](#).*

*'This short report gives a flavour of some of the work underway by my Office during my first four months. You might like to assess progress against my previously published [Police and Crime Plan](#) which sets out and explains my priorities for Kent during my term of Office.*

**Ann Barnes**



### Please get in touch with me

By contacting my Office on **01622 604343**, or filling in an [online form](#) direct to my office.

Or by writing to me at: **Office of the Kent Police and Crime Commissioner. South Block, Kent Police HQ, Sutton Road, Maidstone ME15 9BZ**

Alternatively you can also get in touch via my twitter account [@AnnBarnesKPCC](#)

# My Promises to you

During my campaign I visited communities across the length and breadth of Kent to understand your policing priorities. I wanted to update you on the work that has been underway in my first four months of Office to make sure these promises are being delivered.



## 1. Keep a relentless focus on cutting crime and catching criminals

Crime in Kent continues to fall and I've been working closely with the Chief Constable to hold him and the Force to account for their performance. During my first month in Office, I used my new powers as Police and Crime Commissioner to ask Her Majesty's Inspectorate of Constabulary to carry out an independent review of how the Force records crime, and reports crime figures. The report highlighted concerns and as a result I have asked for another inspection at the beginning of 2014. The simple question I wanted to answer is can the public have confidence in Kent's policing figures?

I also meet regularly with the Chief Constable at a series of Governance Boards – these meetings are held in public – and anyone can attend. Here I address any concerns I have directly with the Chief Constable on a range of topics from police numbers to issues such as hate crime

## 2. Fighting Government Cuts

Time and time again I hear the same message from local people in towns, villages and hamlets across the county. Everyone wants to see more visible community policing. It's for this very reason that I stood on a platform of fighting police cuts.

Kent so far has had to find £50million in savings - a staggering amount - that's roughly one fifth of the workforce equating to over 600 staff and 500 officers who have walked through the door and have not been replaced. From 2015 another £20million could be wiped off the police books. These cuts will present the Force and I with significant challenges.

Earlier this year I wrote to MPs expressing my concerns but I need everyone to join my cause. If we are serious about wanting and maintaining visible community policing in our county then we need to let everyone know that's how we all feel.



## 3. Giving you a greater opportunity to have your say

I promised to be out of the office as often as possible in order to hear first-hand your policing issues. In my first four months I've been on 76 public visits to hear about concerns from communities across Kent. All the information that you tell me helps to inform my decisions. I've also held my first question time session, known as a '[Meet the Commissioner Event](#)', and these will be held throughout the rest of the year.

I'm also holding regular [surgery sessions](#) where you can have your say on a policing issue or concern at a [free to free](#) appointment. I'm also contactable online through my [website](#) or on [twitter](#).





# My Promises to you

## 4. Putting victims at the heart of the Police and Criminal Justice System

Being a victim can be one of the most devastating events that a person experiences. It can be an intensely emotional experience and we should never lose sight of this. I am committed to making sure the victim's 'journey' is improved.

That's why I have been working with partner agencies from early on in the year to launch a new Sexual Assault Referral Clinic. The new clinic will be launched in the autumn and will provide help and support to victims of rape and sexual assault.

Work is also underway with Kent Police to create a 'Track A Crime' service that I hope to launch in 2014 – just like 'Track Your Parcel.' This new initiative will add to existing victim care services.

## 6. No privatisation

I stood on a platform of being Independent and free from party politics. My only concern is what you - the people of Kent - want to see from their policing service. I have promised to keep Kent Police free of privatisation and I stand by this.

## 5. Appointment of a Youth Commissioner

I stand by my commitment to recruit a Youth Commissioner to help bridge the gap between the police and young people. I will make this appointment during 2013.

## 7. Visible Community Policing

I know how important visible community policing is to you all. That's why I made the decision in February this year, very early on into my role as Commissioner, to boost police numbers on the streets.

I took the difficult decision to raise the police part of the Council Tax by two per cent – that's roughly 1p a day. In this time of financial austerity, no increase is welcome but, in my job, I have to make choices.

This extra money has helped to fund 60 Police Community Support Officers, 20 Police Community Support Officers and 18 Custody Attendants. These resources are now on the streets of Kent.

During my first few months of Office I have been working closely with Kent Police to ensure a rollout of Mobile Police Stations for the summer of 2014. [The Mobile Police Stations](#) are a significant boost to visible Policing particularly in rural areas.

## 8. New and Innovative ways of working

I've been working closely with the Force to ensure that new technology is being used where possible. One project that I have backed is 'Predictive Policing' - software that's being used successfully in LA. It allows the Force to predict where potential hotspots are and makes sure Officers are put into those areas reducing crime or anti-social behaviour. It's about good old fashioned visible community policing backed by 21st century computer technology.



This page is intentionally left blank

## **Kent Police and Crime Panel – the first twelve months**

### Introduction

The Kent and Medway Police and Crime Panel came into being on 22 November 2012, on the same date as the Kent Police and Crime Commissioner took office. The Panel has therefore now been in existence for almost twelve months and the Chairman has asked that a report on its activities over the first year be presented to the Panel.

### Membership and Meetings

The Panel was established under the Police Reform and Social Responsibility Act 2011. Its responsibilities are set out in the Appendix. It has 20 members, consisting of 18 members nominated by the District Councils in Kent, Kent County Council and Medway Council, together with 2 independent members. Including today's meeting, the Panel has met 7 times during the year, but also met twice as a Shadow Panel prior to being formally established. The first full business meeting, in February 2013, was preceded by a briefing on the work and structure of the Force and its finances together with a briefing on the Panel's powers and responsibilities. A further briefing was held prior to the Panel's first confirmation hearing (for the Commissioner's Chief of Staff).

### Operating procedures

The Panel undertook some initial work, some in consultation with the Commissioner, to establish its operating procedures. It appointed 2 independent members and it approved:-

- Panel arrangements
- Operating Procedures
- Code of Conduct for members
- Procedure for handling complaints against the Commissioner
- Interim Information Sharing Agreement with the Commissioner's office
- Interim protocol for advising the Panel of the Commissioner's decisions

The Panel also established a Sub-Panel to consider any complaints against the Commissioner.

### Matters considered

The Commissioner has discharged all her formal responsibilities to bring matters to the Panel for consideration. These include her draft Police and Crime plan, and proposed precept and her Annual Report and Statement of Accounts. The Panel endorsed her plan and supported her proposal to increase the precept by 2% in order to fund 60 additional police officers and 20 PCSOs. The panel were particularly pleased to note her intention to give grants at the same level as in 2011/12. Later in the year the Panel were encouraged to hear of the Commissioner's intention to make grant decisions in 2013/14 for a 3 year period.

The Panel noted the intention in the Commissioner's Plan to pilot local policing Forums and expressed concern that they should work with existing democratic structures. The Commissioner subsequently advised the Panel in more detail of how she planned to communicate and consult with local communities and the Panel were satisfied with the approach.

Following consideration of the Plan, the Panel adopted a work programme of reports that it wished to see from the Commissioner to ensure that the Panel reviewed and reported on most aspects of the Police and Crime Plan and on the Commissioner's range of responsibilities over the year. The Commissioner has complied with all requests from the Panel for reports, which have included:-

- Progress in establishing a Sexual Assault Referral Centre in Kent
- Community Safety Landscape
- Victim Support
- The Commissioner's strategy on Consultation and Engagement
- Mobile police stations (now called police contact points)
- Local Policing Forums
- Deployment of additional officers and PCSOs

The Panel have taken a particular interest in the Commissioner's proposal to appoint a Youth Commissioner. The Panel endorsed the intention in the Police and Crime Plan and, in April, discussed the planned appointment in detail. The panel were given legal advice that they were not able to discuss the particular issues that had arisen in relation to the individual appointed but they endorsed the Commissioner's decision to commission a review of the recruitment process. The findings of the review were discussed in detail later in the year and the Panel continued to endorse the Commissioner's desire to engage directly with young people.

The Panel's consideration of the Commissioner's plan to appoint a Youth Commissioner was criticised by the Home Affairs Select Committee. The Panel considered the Committee's report and resolved to advise the Committee's Chairman that the criticisms were unwarranted and based on an incorrect understanding of the Panel's powers. To date no substantive response has been received from the Committee's Chairman.

#### Confirmation hearings

The Panel held 2 confirmation hearings during the year – for the Chief of Staff and the Chief Finance Officer. In both cases the person proposed by the Commissioner was questioned by the Panel and the Commissioner was also questioned about the appointment. Both appointments were approved by the Panel. Arrangements for these hearings have been complicated by the Commissioner's need to undertake vetting prior to the proposed appointment (which involves outside bodies with indeterminate timescales) and the statutory requirement that the Panel conducts a confirmation hearing within 3 weeks of the Commissioner's announcement of her proposed appointment.

#### Commissioner's decisions and information

The Commissioner is required to notify the Panel of all her decisions. An interim protocol was approved to balance the Commissioner's need to be able to conduct her business efficiently and expeditiously with the Panel's wish to be able to express views on those decisions at an appropriate time. During the year the Commissioner notified the Panel of 27 decisions, including 2 proposed appointments. In addition she notified the Panel of her renewed decision to appoint a Youth Commissioner at the Panel meeting where the review report was discussed. The Panel noted almost all the decisions. The exception was her

decision to appoint 3 advisers in November 2012 without competition and, subsequently, to extend the contract of 2 of those advisers. The Panel expressed some concern about the manner and duration of these appointments but were told by the Commissioner that the contracts were necessary to provide her with support pending the determination of her permanent office structure and that the contracts would be finishing at the end of October 2013.

In October the Panel commissioned a review of the interim protocol.

The Commissioner is legally required to publish certain information on her website, including information on expenditure over £500. Expenditure information is routinely reported to the Panel for information and the Panel's officers monitor the other published information so that they can advise Panel members of any matter of particular importance. Officers also monitor published information to ensure that the Commissioner is complying with all her statutory duties to publish information. During the year there were no matters of particular importance or concern to draw to the Panel's attention.

The Commissioner holds the Chief Constable to account through Governance Board which she holds in public. Panel members have a standing invitation to attend these meetings and the minutes are shown to the Panel to note and to enable the Panel to review this aspect of the Commissioner's responsibilities.

#### Complaints against the Commissioner

During the year there were no complaints against the Commissioner for the Panel to consider.

#### Conclusion

The Panel has established a sound working relationship with the Commissioner and has been very largely supportive of her decisions and plans. There have been a few areas where the Panel have wanted to question the Commissioner, to make suggestions and to express critical views but the clear motivation of the Panel at all times has been to help the Commissioner to get the best possible policing service in Kent.

This page is intentionally left blank

From: Peter Sass – Head of Democratic Services

To: Kent and Medway Police and Crime Panel – 5 November 2013

Subject: Membership of the Kent and Medway Police and Crime Panel

---

Summary: This report invites the Kent and Medway Police and Crime Panel (PCP) to review the membership of the Kent and Medway Police and Crime Panel

## **Unrestricted**

---

### **1. Introduction**

1.1 The Police Reform and Social Responsibility Act 2011 calls for local authority membership of Police and Crime Panels to achieve, 'as far as is reasonably practicable' the 'balanced appointment objective.' To achieve this objective, 'local authority members of a police and crime panel (when taken together)

- (a) represent all parts of the relevant police area;
- (b) represent the political make up of –
  - (i) the relevant local authority, or
  - (ii) the relevant local authorities (when taken together);
- (c) have the skills, knowledge and experience necessary for the police and crime panel to discharge its functions effectively.'

1.2 The Shadow PCP previously agreed that, the Panel would be made up of 20 members including two independent members. 15 seats would be leader appointments (one for each authority), which included an additional seat for Medway Council in recognition of the geographical makeup of Kent. Three additional seats (top-up seats) would ensure that the panel represented the political makeup of the relevant local authorities (when taken together).

1.3 It was also agreed that the county political associations would be advised of the number of top up seats allocated to their party and be asked to decide which local authorities should be asked to nominate. It was then for the local authority to nominate a named councillor to enable the panel to consist of 13 conservative councillors, 3 labour and 2 liberal democrats, reflecting the political makeup of Kent and Medway as at November 2012.

1.4 Members agreed previously that the membership of the Panel should be reviewed annually, and the Panel is now invited to undertake the annual review.

## 2. The political composition of Councils in Kent and Medway at 22 October 2013

	Conservative	Labour	Liberal Democrat	UKIP	
Total Elected (of a total 724 councillors)	477	139	53	24	
Percentage*	65.884	19.199	7.320	3.315	
Total	13**	3	1	1	18

\*Percentage of the 724 councillors (including smaller groups in addition to those listed)

\*\*including an additional seat for Medway in recognition of geographical balance

2.1 Therefore, a strict application of the percentages would lead to the Police and Crime Panel consisting of 13 Conservative, 3 Labour, 1 Liberal Democrat and 1 UKIP.

Recommendation:

**Members of the Kent and Medway Police and Crime Panel are asked to consider whether they wish to adjust the membership of the Panel at this time.**



**Panel programme of future reports from the Commissioner as at 5<sup>th</sup> November 2013**

**4<sup>th</sup> February 2014**

Draft Police and Crime plan 2014/15	Statutory requirement
Precept proposal 2014/15	Statutory requirement
Impact of police contact points	Requested by Panel April 2013
Report on a non-policing responsibility	Offered by the Commissioner
Crime Recording in the Force	Requested by Panel October 2013
Review of interim Decision-making protocol (joint report with Panel officers)	Requested by Panel October 2013

**8<sup>th</sup> April 2014**

Report on a non-policing responsibility	Offered by the Commissioner
---	-----------------------------

**3<sup>rd</sup> June 2014**

Report on a non-policing responsibility	Offered by the Commissioner
---	-----------------------------

**9<sup>th</sup> September 2014**

Impact of Youth Commissioner	Requested by Panel April 2013
------------------------------	-------------------------------

**4<sup>th</sup> November 2014**

Initial thinking on budget, grants and commissioning for 2015/16	Requested by Panel
Annual report 2013/14 and accounts 2013/14	Statutory requirement

Items to note at each meeting

Commissioner's decisions

Governance Board minutes

Note – the work programme for 2014 will be further developed following publication of the Commissioner's Police and Crime Plan in early 2014

This page is intentionally left blank