

AGENDA

KENT AND MEDWAY POLICE AND CRIME PANEL

Dear Panel Member

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** on **Wednesday, 14th November, 2018, at 2.00 pm** when the following business will be transacted

Members of the public who require further information are asked to contact Anna Taylor/Joel Cook on 03000 416478/416892

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

Membership

Councillor Brad Bradford	Ashford Borough Council
Councillor Pat Todd	Canterbury City Council
Councillor Richard Wells	Dartford Borough Council
Councillor Michael John Holloway	Dover District Council
Councillor John Knight	Gravesham Borough Council
Mr Mike Hill (Chairman)	Kent County Council
Councillor Fay Gooch	Maidstone Borough Council
Councillor Josie Iles	Medway Council
Councillor Peter Fleming	Sevenoaks District Council
Councillor Malcolm Dearden	Folkestone and Hythe District Council
Councillor Alan Horton	Swale Borough Council
Councillor Lesley Game	Thanet District Council
Councillor Brian Luker	Tonbridge and Malling Borough Council
Councillor Sarah Hamilton	Tunbridge Wells Borough Council
Mr Nick Chard	Co-opted member
Cllr Ann Napier	Co-opted member
Councillor Habib Tejan	Co-opted member
Councillor John Burden	Co-opted member
Elaine Bolton	Independent Member
Mr Gurvinder Sandher (Vice-Chairman)	Independent Member

UNRESTRICTED ITEMS

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

1 Introduction/Webcast Announcement

2 Membership

To note that Cllr Ann Napier has replaced Dr Mike Eddy as a co-opted Member of the Kent and Medway Police and Crime Panel.

3 Apologies and Substitutes

4 Declarations of Interests by Members in Items on the Agenda for this Meeting

5 Minutes of the Police and Crime Panel held on 27 September 2018 (Pages 5 - 12)

B - Commissioner's reports requested by the Panel/offered by the Commissioner

B1 Update on PCC's Expenditure to Support the Police and Crime Plan (Pages 13 - 18)

B2 Progress on Recruiting and Deploying Additional Officers (Pages 19 - 22)

B3 999 and 101 Service - Improvements Following Recruitment (Pages 23 - 26)

B4 Mental Health Verbal Update

C - Commissioner's Decisions

C1 Sale of Police buildings (Pages 27 - 28)

D - Panel Matters

D1 Future work programme (Pages 29 - 30)

E - Questions to the Commissioner

E1 Questions from Panel Members for verbal response from PCC

F - For Information

F1 Dates of meetings in 2019/20

Kent and Medway Police and Crime Panel meetings to be held on the following dates at 2pm in the Council Chamber, Sessions House, County Hall.

2019

6 Feb, 13 Feb and 24 April already set in the current calendar

18 July - Thurs

24 September – Tues

21 November - Thurs

2020

6 February - Thurs

11 February – Tues

26 March - Thurs

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)

Benjamin Watts
General Counsel
03000 416814

Tuesday, 6 November 2018

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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 Council Chamber - Sessions House on Thursday, 27 September 2018.

PRESENT: Mr P M Hill, OBE (Chairman), Mr Gurvinder Sandher (Vice-Chairman), Mrs L Game, Cllr F Gooch, Ms S Hamilton, Cllr R Hogarth (Substitute), Cllr A Horton, Cllr J Knight, Cllr P Todd, Cllr R Wells, Cllr M Eddy, Mrs E Bolton and Cllr M Rhodes (Substitute)

ALSO PRESENT: Mr M Scott (Kent Police and Crime Commissioner), Mr A Harper (PCC's Chief of Staff) and Mr Robert Phillips (PCC's Chief Finance Officer)

IN ATTENDANCE: Mr J Cook (Scrutiny Research Officer)

UNRESTRICTED ITEMS

283. Minutes of the Police and Crime Panel held on 19 July 2018

(Item 4)

1. Responding to a question, the Clerk explained that planned update on the outcome of a Kent Police linked employment tribunal had been deferred pending further internal Kent Police reviews.

RESOLVED that the minutes of the meeting held on 19 July were a correct record and that they be signed by the Chairman.

The Chairman advised the Panel and the Commissioner that Mike Campbell, Policy Officer, had stepped down from his role supporting the Panel for health reasons and he wished the gratitude of the Panel for all Mr Campbell's excellent work be recorded.

The Commissioner also formally noted Mr Campbell's contribution and wished it recorded that he and his Office recognised and were grateful for the tremendous support Mr Campbell had provided to the work of the Commissioner, his Officers, Kent Police, the Panel and the Police Authority before that.

284. Crime Data Integrity, Recorded Crime & Crime Outcomes

(Item B1)

1. The Commissioner introduced the report which was a follow-up to the previous report to the Panel in 2017 which highlighted the poor crime data accuracy once it had been identified via an HMIC inspection. The Commissioner reiterated that he and the Chief Constable had been surprised by the data integrity issue considering that Kent Police had been found to be performing very well in all other areas. The Commissioner explained that the Chief Constable had put an action plan in place to rectify the problem, at his direction.

2. The key feature of this action plan, in comparison to the follow up work undertaken by Kent Police on this matter previously, was that HMIC had been closely involved in developing and implementing the solution, ensuring that the internal audit and recording processes put in place were in line with the requirements and expectations. It was expected that this would prevent a future decline in accuracy as had been seen following the inspection in 2014. The Commissioner reassured the Panel that the majority of recording 'errors' under the HMIC definition were related to counting rules and exactly how many crime reports should be created for the same incident, meaning that the data inaccuracy did not necessarily correlate with a failure to record criminal actions or support victims appropriately. In particular, the Commissioner commented that the Chief Constable had given assurances that in more serious cases related to serious violence or sexual assault, all victims had received the correct support even if their incident had not been recorded as an individual crime. The Commissioner advised that HMICFRS were returning to conduct a further inspection on this issue on 1 October and the Chief Constable expected the results to show a level of 93 – 94% crime data accuracy, which was a good level nationally. The results of the inspection were expected in 2019.
3. The Commissioner provided an overview of recorded crime, as detailed in the report. He explained that the figures had been increasing, in line with an expectation that the work regarding data integrity would show an increase in recorded crime. However, he recognised that some of the increases represented genuine increases in crime. Usable data for like for like comparisons was expected in 2019.
4. The Commissioner advised the Panel that consideration of context surrounding the crime figures was important as the focus for Policing, as per his Plan, was on the high harm cases. There were low numbers for these, compared to the other volume crime issues but they were more serious. The Commissioner noted that while recorded crime was up all over the country, the National Crime Survey indicated that crime was levelling out. He commented that regardless of the number of crimes, it was important to carefully consider the outcomes being achieved, hence why an update on this had been provided in the report.
5. The Commissioner provided an update on crime outcomes, explaining the results of Police investigation and crime recording. He advised that, nationally, justice outcomes were down from 15% to 9% in 2017. In Kent, the number cases not progressed because the victim did not wish to support (IP decline) had risen. These IP decline outcomes made up over half of the recorded crimes where a named offender was not prosecuted.
6. Responding to questions, the Commissioner provided the following information:
 - The Commissioner was not aware of problems for Police accessing District Council CCTV, though he noted that in the past these processes had depended on good relationships between the staff involved. He hoped that the Asset Management System due in 2019 would assist in ensuring consistency. The Commissioner was more concerned about decisions locally to decommission CCTV given the impact this would have on crime investigation.
 - The reasons for the increase in violent crime were varied and not down to a single main factor; some was linked to domestic abuse, some was due to

crime recording changes. The Violence Reduction Strategy led by the Commissioner was expected to support managing this.

- The Commissioner confirmed that additional investment into the Investigation Management Unit and the Force Control Room had improved the service and were expected to make the improvements sustainable, particularly in terms of tackling violence against vulnerable people.
- The Commissioner recognised the risks around social media presenting a less positive view of the county, as people more often shared negative stories but did not share reassurance messages. He assured the Panel that Kent was a safe county.
- The Commissioner would work with Panel Officers to provide to further detail on justice outcomes for different crime types. He emphasised the importance of out of court disposals and other non-charge related outcomes such as community resolutions and restorative justice as these could better resolve the matter for the victim.

RESOLVED that the report be noted.

285. Mental Health - Verbal Update

(Item B2)

1. The Commissioner provided an update on his work regarding Police involvement in mental health issues. He advised the Panel that he was seeking to revolutionise the approach to mental health, reviewing all the different aspects from both a police and partner agency perspective. He commented that HMICFRS have noted the serious issue that a large number of calls to Police are from other agencies regarding mental health.
2. The increase in s136 detentions showed that despite lots of good work being done to address the Police involvement in mental health, there was still high demand for police intervention and that the police were still supporting other agencies when required. The Commissioner commented that some of the recent changes to legislation had meant that other agencies had started to take on more work, reducing pressure slightly on the police.
3. To illustrate the impact of on frontline policing, the Commissioner explained that in June 2018 the average time spent at A&E with people detained under s136 was 7 hours and 47 minutes. As two officers were required for such activities this had equated to 1000 hours of Officer time, costing £30k.
4. The Commissioner explained that he had allocated funding from the Mental Health and Policing Fund to support work to tackle these issues. He advised that MIND workers would continue in the FCR until August 2019 (with the potential for further extension). The Commissioner also highlighted the work of the review of mental health legislation being led by Professor Sir Simon Wesley.
5. Responding to questions, the Commissioner confirmed that the key challenges facing Kent Police and him on this issue were the capacity within the mental health system and how some other partner agencies responded to mental health concern, with the continued expectation that the Police will always pick up the pieces. He noted that additional funding was being made available to the NHS

for mental health issues but he wanted to ensure it was spent appropriately in a way that would lead to sustainable improvements, otherwise Police would continue to be seen as the default service.

6. The Commissioner formally expressed his thanks to South East Coast Ambulance Trust for their hard and to contribution to the mental health programmes.

RESOLVED that the update be noted.

286. Recruitment of Police Officers - Verbal Update

(Item B3)

1. The Commissioner provided a verbal update on progress with the police recruitment campaign. He advised the Panel that 137 new joiners had gone in to the training college and over 500 applications were live throughout the various stages of the process. The Commissioner assured the Panel that the Chief Constable was confident of achieving the Police Officer establishment number of 3452.
2. The Commissioner thanked the recruitment team for their hard work, particularly given the very prescribed process which limited flexibility. He also advised the Panel that the different entry routes now available (Graduate entry and Investigate First) had helped attract more candidates.
3. The Commissioner explained that Kent Police was over establishment for PCSOs and that he aimed to maintain at least that figure as current staff left. He also commented that 5 volunteer PCSOs had started and work was underway to recruit more.
4. The Commissioner advised the Panel that he would soon be hosting the first ever Blue Light jobs fair. This would involve the Mental Health Trust, Probation, Ambulance service, Kent Fire and Rescue Service, Criminal Justice System and Kent Police. This would be held at North Kent College, Dartford, on 26 October 2018.

RESOLVED that the update be noted.

287. Preparations for leaving the European Union

(Item B4)

1. The PCC introduced his report, explaining that the process for exiting the EU had been triggered it was important for all responsible agencies to consider all necessary preparations. He advised that his role as Commissioner had been at a strategic level, working with all criminal justice agencies to make sure appropriate plans were in place. As part of this, he had been engaging locally and regionally to scope the key challenges.
2. The Commissioner outlined some of the particular issues, such as the Advance Passenger Information system, where Kent Police wanted access to more information on people coming in and out of the country via the ferry network. He also reassured the Panel that while preparations for public order incidents was necessary, significant civil unrest was not expected in Kent. He explained that all

Policing agencies in the UK had been preparing for the worst case scenario, given their role as emergency services. These preparations did not necessarily reflect likely issues.

3. The Commissioner explained that he was the national co-lead for PCCs and the Conservative spokesperson on Brexit. He advised the Panel that he had communicated the concerns to the Home Secretary which highlighted the need for consideration of a deal with the EU which covered the useful co-operation with European criminal justice agencies or that additional funding be made available to cover any additional costs to Kent Police related to Kent's position as a gateway to Europe. The Commissioner advised the Panel that he was due to meet with the Home Secretary about this matter soon.
4. The Commissioner reassured the Panel that there was a team of Officers at Kent Police working planning for a wide range of outcomes from Brexit but commented that some agencies may need to increase their preparedness. Responding to questions, he advised the Panel that the particular issues affecting Kent with a Police element, such as live animal exports and the transport network had been factored into the points raised with the Home Secretary in terms of necessary agreements or additional funding.

RESOLVED that the update be noted.

288. Decision - Application for Pension Forfeiture
(Item C1)

No Comments.

RESOLVED that the decision be noted.

289. Decision - 7F Single Procurement Function
(Item C2)

1. The Commissioner explained that Kent was already engaging in significant collaboration with Essex which had supported this partnership taking a lead role in organising the wider collaboration within the 7F procurement arrangements.

RESOLVED that the decisions be noted.

290. Future work programme
(Item D1)

RESOLVED that further updates on Brexit be provided at future meetings as further information becomes available, and that the work programme be noted.

291. Questions to the Commissioner
(Item)

Question 1: Can the Commissioner advise the Panel how he is working with the Chief Constable to ensure that the Kent Police estate (Police Houses, Stations and other buildings around the county) is being used effectively in terms of sustainable

operational functions, community benefit and partnership working and that this work takes account of the needs of victims of crime and the views of local communities?
(Cllr Sarah Hamilton)

1. The Commissioner explained that he and the Chief Constable kept the Police estate under regular review. He noted that as visible policing was priority within the Policing Plan that considering a modern and collaborative approach estate management formed a part of this review process. As part of this collaborative approach, consideration was being given to sharing premises with other blue light agencies and there were already good examples of this working well, such as having Kent Fire and Rescue based in the Police Force Control Room (FCR), the Central Referral Unit at Ashford which had multi-agency staffing and Compass House which linked victim and witness services together.
2. Cllr Hamilton, as a follow up question, queried whether due consideration had been given to the future needs of the Force in terms of the expected growth in the county and asked for reassurance that financial gain from disposal of any estates was balanced against potential increased estate needs for the Force. The Commissioner confirmed that these issues were considered carefully, with a drive to balance public need against the cost of maintaining estates. He highlighted the example of Ashford Station where it would be more financially sound to sell the property and move the station but the community benefit of a centrally based station continued to outweigh the financial benefit for now.

Question 2: In the last Annual Report by the previous Commissioner, she stated that the number of police officers had been reduced by 518 due to reductions in funding during her tenure. In subsequent Annual Reports, there have been references to a desire to recruit some 400 police officers within 18 months, but the establishment figures would suggest that that target was not achieved. Can the Police and Crime Commissioner tell the Panel what the police officer establishment has been since 2009/10 at the end of each financial year and when will the objective of recruiting 400 officers actually be achieved?
(Dr Mike Eddy)

3. The Commissioner clarified that his announcement had been for the recruitment of 400 officers, which would mean an increase to establishment of around 200 (220 Officers need to be recruited each year to avoid drop in establishment figure). Providing the staff numbers as requested, the Commissioner advised that the establishment figure for Police officers of the requested period was:
 - 2010 – 3787
 - 2016 – 3182
 - 2017 – 3261
 - 2019 – 3452 (planned)
4. Responding to Dr Eddy's follow up question as to the appropriateness of the establishment figure in terms of the challenges facing Policing, the Commissioner advised the Panel that he did not think that the Officer numbers were high enough. He had supported the significant recruitment of Officers because more were needed and he would like to see even greater increases in Officers numbers. He was grateful for the support of the Panel for the police precept increases proposed in recent years as these had made the recruitment possible.

RESOLVED that the Commissioner's answers be noted.

292. Minutes of the Commissioner's Performance and Delivery Board meeting held on 31 May 2018
(Item F1)

RESOLVED that the notes of the P&D Board held on 31 May 2018 be noted.

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From: Matthew Scott, Kent Police and Crime Commissioner
To: Kent and Medway Police and Crime Panel
Subject: Update on expenditure to support the Police and Crime Plan
Date: 14 November 2018



Introduction:

1. The commissioning allocations for 2018/19 are set out on page 19 of the '[Safer in Kent: The Community Safety and Criminal Justice Plan](#)'.
2. In accordance with The Elected Local Policing Bodies (Specified Information) Order 2011, the Office of the Police and Crime Commissioner (OPCC) also publishes all [expenditure over £500](#) via the website.
3. Further to previous reports, this paper provides examples of how recent published expenditure supports delivery of the Safer in Kent Plan priorities.
4. For information, the first three items were selected by Panel Officers on behalf of Members, with the last one being selected by the OPCC.

Advertisements:

- i) Advertisement in local paper, Tunbridge Wells Borough Council, £1,100.00 – 14 June 2018
- ii) Full page advert in the Borough Insite, Maidstone Borough Council, £1,243.00 – 21 June 2018
- iii) Advertisement in local paper, Ashford Borough Council, £1,295.00 – 3 July 2018
5. As in 2016/17 and 2017/18, this year the PCC is running an Annual Policing Survey to canvas residents' views on a range of policing and community safety issues. In previous years, the survey has yielded around 1,700 responses from the public, which is considered a statistically reliable sample.
6. Like previous years, the responses to the survey will help inform and shape the refreshed 'Safer in Kent: The Community Safety and Criminal Justice Plan' which will be published in April 2019.
7. In a change to previous years, and in a bid to increase the numbers of people responding to the survey, this year the OPCC has invested a modest amount of money in print and digital advertising. This has included placing full page adverts in six local authorities' magazines which are delivered to households free of charge – this item relates to adverts placed in three such magazines. An example is attached at Appendix A.
8. For the first time, this year's survey also asks respondents to specify where or how they heard about it. This data will help the OPCC assess the effectiveness and value for money provided by each advertisement or other publicity method.
9. As of 30 October 2018, out of around 1,200 survey responses received to date:
 - 27 people stated they had seen the advert in Local (Tunbridge Wells Borough Council magazine)
 - 55 people stated they had seen the advert in Borough Insight (Maidstone Borough Council magazine)
 - 56 people stated they had seen the advert in Ashford For You
10. Most respondents have been older residents who are unlikely to have engaged with the survey if the OPCC solely relied on digital or social media communication channels.

Commissioned Restorative Justice Services contract, £46,000.00 – 27 July 2018:

11. The Ministry of Justice (MOJ) devolves responsibility for the commissioning of victim services to PCCs; this includes the ability to commission Restorative Justice (RJ) services for victims of crime. As a result, the PCC took over responsibility for the delivery of victim focused RJ in October 2016 through a grant arrangement for youth and adult RJ services. In early 2017 the PCC went to market to commission a longer term RJ service, with the contract commencing on 1 October 2017.

12. RJ is a process by which those harmed by crime can engage with those responsible for causing that harm. The aim is to support the repairing of harm caused and enable both parties to move forward in a positive way. 85% of victims who participate in RJ would recommend it to others.
13. RJ can be a very powerful tool as it provides an opportunity for those harmed to explain the impact of the crime and ask questions. This can support them in moving forward with their lives and to recover from the impact of the crime. It also gives offenders the chance to understand the impact of their actions and take responsibility. This can support their motivation to change and ultimately reduce re-offending. RJ has been shown to reduce re-offending by upwards of 14%.
14. RJ in Kent is a free, confidential and impartial service, but due to its nature participation is always voluntary, with both parties needing to consent. However, the process in Kent is victim focused so it is their choice as to whether they wish to participate. The offender must also take responsibility for their actions and agree to communicate with the victim. RJ is usually delivered through a face to face meeting, but other types of communication can be used such as an exchange of letters.
15. RJ can be used at all stages of the criminal justice process including out of court, pre and post sentence, but it is not a substitute for a criminal justice outcome. It is focused on repairing the harm between the harmed and the harmer, if both parties consent to participating.
16. The contract was awarded in August 2017 to Restorative Solutions in partnership with Salus. They began delivering a consistent, Kent-wide RJ service for those affected by crime from 1 October 2017. It is a three year contract with the option to extend yearly for a further three years. The service is intended to:
- reduce the harm caused to individuals and communities as a result of crime;
 - avoid further harm being caused;
 - support victims' long term recovery;
 - support offenders to understand the effect of their actions;
 - reduce re-offending; and
 - restore confidence in the criminal justice system.
17. The [Kent RJ service](#) is available to adults and young people and there are no offence types excluded; victims can also access the service at any stage in their recovery.
18. The total value of the contract is £200,000, and payments are made on a quarterly basis.
19. Since it commenced on the 1 October 2017, the service has received 237 referrals. In the period July to September 2018:
- 8 victims have participated in RJ, equating to a conversion rate of 11.5% (positive in comparison to other RJ services).
 - Referral offences have included violence against the person, burglary dwelling, criminal damage and sexual offences.
 - The impact for victims who undertook the distance travelled survey included improvements in health and wellbeing, ability to cope with everyday life, feelings of safety and being informed and empowered.
20. It is a requirement of the specification that the service evolves through the lifetime of the contract. This is to ensure that it is able to respond effectively to new and emerging trends and working practices. Pro-active work is being undertaken to increase awareness of RJ, which is being supported by collaborative liaison with Kent Police and other partner agencies.

Contribution towards national Police Chaplaincy, £2,059.50 – 3 July 2018:

21. In 2003, a report by Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS)¹ titled 'Diversity Matters' recommended that '*...all forces should have resources in place to meet the spiritual needs of police officers and police staff, while respecting the diversity of faiths and beliefs both inside the service and in the communities which they serve.*'

¹ Formerly Her Majesty's Inspectorate of Constabulary (HMIC)
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Office of the Kent Police & Crime Commissioner

22. Whilst chaplaincy has been engaged with policing for many years, in the years following the report there has been huge positive growth, both in terms of chaplaincy numbers and in the scope of engagement. From around 40 police chaplains in the early 1990's, to around 650 today from a wide range of faiths and beliefs including Hindu, Sikh, Muslim (Sunni, Shia, Amadayiah), Bahia, Mormon, Pagan, Humanist, Jewish (Liberal; Orthodox) as well as most Christian denominations.
23. The role has also evolved as the value, use and benefits of chaplaincy have been realised. Bridging and engaging all faiths, believers and non-believers, chaplaincy has a critical role to play in both the wellbeing of the service, the people it employs and the community it serves. Working for the police has become increasingly complex and demanding. More than ever before, police work can affect an individual's physical and mental wellbeing, increasing their need for support and assistance to be able to cope with the challenges and demands of their role.
24. Police chaplains aim to provide non-judgemental, sensitive, personal, and where appropriate, spiritual support to officers, staff and their families that simply cannot be replicated elsewhere. The uniqueness of chaplaincy is that it supports the police service in its totality, operating at a strategic organisational level, whilst also at a very individual human level.
25. Police chaplains give their services on a voluntary basis and the role includes:
- Making themselves available to people who need someone to talk to in confidence.
 - By their on-going presence, being aware of the stresses and strains of life in their force and trying to help officers and staff at all levels by being a critical friend.
 - Praying regularly for their force and for officers and staff they are involved with.
 - Visiting officers and staff who are ill at home or in hospital and offering care to families and friends.
 - Providing support if an officer or member of staff dies, particularly if this is whilst in service.
 - Leading formal religious services such as carol services or memorial services.
 - Although appointed to specifically care for officers and staff, providing support to victims and offenders.
 - Acting as an operational resource to officers; for example, in situations of distress or death.
- Importantly, a police chaplain's work is also totally confidential.
26. In order to ensure effective coordination of the service, this funding provides for a full time National Police Chaplain who is responsible for the on-going development, resourcing and management of police chaplaincy across the country. With the exception of five PCC's, all make an annual contribution towards the costs associated with this role.
27. The role is responsible for coordinating chaplaincy at a force level, providing advice and support, developing professional doctrine and having oversight of training and development. In addition, the National Police Chaplain attends key functions, provides chaplaincy support at key ceremonies (e.g. National Police Memorial Day, National Police Bravery Awards), and if required, attends major incidents or arranges appropriate cover.
28. The National Police Chaplain engages with minority communities and faith groups on a theological and community level, providing a strong voice on leadership with regards to ethical behaviour, values and conduct, as well as facilitating good engagement and partnership working. They are also a resource available to key stakeholders within policing, including Government, Staff Associations and Trade Unions, Association of PCCs, National Police Chiefs Council, Staff Support Networks and Police Charities.
29. The current National Police Chaplain is Reverend Canon David Wilbraham who was licensed in January 2018.

CrimeStoppers Trust, £10,474.25 – 9 August 2018:

30. The Police Reform and Social Responsibility Act 2011 enables PCCs to make crime and disorder reduction grants to any person that in their opinion will secure, or contribute to securing, crime and disorder reduction within their police area. The PCC has made a commitment to work with partners to reduce and prevent crime, anti-social behaviour (ASB) and support victims; this includes the issuing of grants to established partners such as CrimeStoppers, who directly support the fight against crime and ASB.

31. Organisations in receipt of crime and disorder reduction grants are required to submit an annual business case to the OPCC outlining the project to be funded, associated finance and outcomes to be achieved. In addition, they are required to submit an end of year report documenting outcomes achieved in the full 12 month period.
32. Established in 1988, CrimeStoppers is an independent charity that gives people the power to speak up to stop crime, 100% anonymously, by phone and online, 24/7, 365 days a year. It aims to:
- detect, reduce and prevent crime, through the provision of information; and
 - give people the information and tools to act against crime.
33. Crime can be worrying and a proportion of the population refuse to speak to the authorities; CrimeStoppers provides an alternative and safe route to provide information to the police and other authorities. People can share information anonymously in two ways; by calling 0800 555 111 any time of day or night, or by filling in a secure [‘giving information’ form](#) on the [CrimeStoppers website](#).
34. When a person calls, they speak to a specially trained agent working in their contact centre in Surrey. Should the caller not speak English, or if English is not their first language, a translation service is available. The agent will record the information and ensure it doesn’t contain anything that could identify the caller and pass it on to the appropriate police force or other authority. The call isn’t traced or recorded, at no time are personal details asked for, and the caller will not have to give a statement or even go to court. Online reports have the same level of anonymity.
35. The charity’s promise of anonymity has never been broken.
36. CrimeStoppers has 103 members of staff across the UK, with one third working in their Surrey contact centre. Another third based in regions across the UK, and the rest working at their central office in greater London. In addition, CrimeStoppers has volunteers of all ages, backgrounds and interests who provide support locally or at their central office.
37. During 2016/17 CrimeStoppers submitted 3,362 reports of criminal activity to Kent Police, with the following outcomes:
- Actionable information accepted: 3,273
 - Positive Outcomes achieved: 212
 - Individuals arrested and charged: 131
38. Nationally, around 14 people are arrested and charged every day as a result of information given to CrimeStoppers, and in 2017/18:
- over 450,000 people contacted CrimeStoppers (up 50,000 compared with the previous year);
 - CrimeStoppers helped solve and prevent 26,000 crimes;
 - 32% of crimes were reported anonymously by Black, Asian and Minority Ethnic communities;
 - CrimeStoppers trained 500 professionals working with young people;
 - 45% of callers were aged 35 or younger;
 - 86% of people in the UK had heard about CrimeStoppers.
39. Though CrimeStoppers works closely with Kent Police and other law enforcement agencies, it is independent and not attached to any particular organisation.
40. Working closely with partners in Kent to deliver local crime prevention and awareness campaigns, the PCC also supports Local CrimeStoppers through a crime and disorder reduction grant. The types of campaign supported through the PCC’s grant include the Digital Most Wanted Campaign and the Ambassador Programme.

I'm Matthew Scott, the Police and Crime Commissioner for Kent

My role includes holding the Chief Constable to account, setting the council tax precept for policing, commissioning services for victims of crime and funding community safety projects.

I also set the policing priorities for the county by consulting with residents like yourself, so I'd be grateful if you could complete this short survey about policing where you live.

Let me know your views by filling out this survey and returning it to me.



Name: _____ First half of your postcode: _____

Gender (male/female/non-binary/trans/intersex/prefer not to say) Age: _____ Ethnicity: _____

Do you currently work for, or volunteer with, the police? ☐ Yes ☐ No

Have you been a victim of a crime in Kent in the last year? ☐ Yes ☐ No

How safe do you feel where you live, on a scale of 1 to 10? _____
(where 1 is 'very unsafe' and 10 is 'very safe')

The PCC is responsible for the Kent Police budget of £333.3million for 2018/19, or roughly £185 per person in the county.

On a scale of 1 to 10, do you think the services you get represent value for that £185? _____
(where 1 is 'very poor value for money' and 10 is 'excellent value for money')

In your view, what one type of crime or anti-social behaviour does your local area have the biggest issue with?

Tell us one thing you think Kent Police does really well: _____

Tell us one thing you think Kent Police could do better: _____

If you would you like to opt-in to receive our monthly e-newsletter, please give your email address here:

Tell us where you heard about this survey: *Tunbridge Wells Borough Council magazine*

Please cut out and return this form to:

Annual Policing Survey 2018, OPCC, Kent Police HQ,
Sutton Road, Maidstone ME15 9BZ

Or, if you prefer, you can complete this survey online at
www.kent-pcc.gov.uk/consultations



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From: Matthew Scott, Kent Police and Crime Commissioner
To: Kent and Medway Police and Crime Panel
Subject: Progress on recruiting additional police officers
Date: 14 November 2018



Introduction:

1. As Members will be aware, in addition to cutting the cost of the Office of the Police and Crime Commissioner (OPCC) and requiring Kent Police to find £9m in cost savings, the PCC also took the decision to increase the 2018/19 policing precept by the maximum allowable amount of £12 (7.6%) for an average Band D property. Whilst a decision not taken lightly, this was to enable the Chief Constable to increase the total police officer establishment from 3252.5 Full Time Equivalent (FTE) at the end of March 2018 to 3,452.5 FTE by the end of March 2019 – it's highest level since 2012 and requiring the recruitment of up to 200 additional officers. It was also to enable the creation of over 80 new police staff roles, including boosting the number of call handlers answering 999 and 101 calls.
2. Of course, during the course of any given year, a number of officers leave Kent Police for personal or other reasons, such as retirement, change of career or ill-health – termed 'natural attrition'. As a result, there was a requirement for Kent Police's recruitment plan to factor in enough officers to replace all those projected to leave through natural attrition, as well as to achieve the increased establishment of 3452.5 FTE by March 2019 – representing the highest number of officers ever recruited in a single year.
3. This report provides an update on the number of officers recruited to date, and also on progress towards the March 2019 establishment figure of 3,452.5 FTE.

#morethanthebadge:

4. The media campaign [#morethanthebadge](#) commenced in March 2018 and campaign posts have successfully reached over 160,000 people and resulted in a 135% increase in visits to the recruitment website page. Other activity has included:
 - a programme of informative visits by senior officers to schools and attendance at career fairs;
 - pre-application workshops to support candidates through the recruitment process;
 - liaison and enhanced recruitment activity with community based groups;
 - joint emergency services recruitment events (including a Bluelight Jobs Fayre on 26 October hosted by the PCC);
 - formalised partnership with CTP (Military Career Transition Partnership);
 - attendance at large scale events including the County Show and Kent Police Open Days, as well as other local events, such as the Tunbridge Wells Mela, Maidstone Mela and Canterbury Pride;
 - outreach activity at sporting events, such as the British Superbikes at Brands Hatch and Kent County Cricket matches at Beckenham and Canterbury; and
 - campaign imagery displayed at county sporting venues such as Maidstone United, as well as some local clubs including Punjab United in Gravesend.
5. A second phase commenced in May 2018 and involved enhanced activity in two key areas:
 - greater focus on wider visibility of the campaign such as posters, banners and digital marketing displays across the county;
 - augmenting of online activity through the use of techniques such as search engine optimisation, pay per click advertising and use of premium job listings on key sites.
6. A third phase commenced in October 2018 with an 'out of home' campaign designed to enrich the brand:
 - refreshed imagery and messaging;
 - radio campaign with both core radio and digital audio advertising;
 - transport hub advertising, including train platforms and bus adverts across key Kent routes;
 - social media – real life stories of officers who joined on first 2018/19 intakes in May; and
 - video blogs showing the journey of new recruits since May, culminating in press coverage of their passing out parade at the end of September.

New officers:

7. So far this financial year there have been five new police officer intakes – in May, June, August, September and most recently, the 15 October when 100 officers started their training.
8. In total, as at 15 October 2018, 280 new officers have joined Kent Police, broken down as follows:

Entry route	Number of officers
Regular	217
Graduate	13
Investigate First	44
Transferee (from other force)	6
Total	280

9. In relation to the Protected Characteristics of these new officers, it should be noted that there may be under-reporting in relation to some groups as the information is self-declared and can be updated at any time. Taking this into account, please find below a summary:
- Gender: 108 female officers (38.6%)
 - Ethnicity: 17 Black, Asian and Minority Ethnic officers (6.1%)
 - Disability: 1 officer (0.4%)
 - Sexuality: 20 gay, lesbian or bisexual officers (7.1%)
 - Religion: 79 officers declared a religion (28.2%)
10. As illustrated in the table below, as at the end of October 2018 the police officer strength figure was 3396.47 FTE; this is 143.9 FTE higher than the establishment as at the end of March 2018.

	Actual/Projected Month End Str (FTE)	Establishment	Variance	Variance against Previous Est (3252.5)
Apr 18	3225.22	3452.50	-227.28	-27.28
May 18	3246.49	3452.50	-206.01	-6.01
Jun 18	3263.54	3452.50	-188.96	11.04
July 18	3249.98	3452.50	-202.52	-2.52
Aug 18	3291.97	3452.50	-160.53	39.47
Sep 18	3315.21	3452.50	-137.29	62.71
Oct 18	3396.47	3452.50	-56.03	143.97
Nov 18	3377.73	3452.50	-74.77	125.23
Dec 18	3398.99	3452.50	-53.51	146.49
Jan 19	3480.25	3452.50	27.75	227.75
Feb 19	3461.51	3452.50	9.01	209.01
Mar 19	3488.77	3452.50	36.27	236.27

11. The Force has projected that it needs to recruit a further 112 FTE police officers to achieve the establishment figure of 3452.5 by the end of March 2019; it expects this to be achieved by January 2019. Whilst calculated using projections for the number of officers leaving through natural attrition over the next five months, the figure may of course fluctuate according to the actual number of leavers.
12. There are further police officer intakes planned for 10 December (40 officers required), 28 January 2019 (100 officers required) and 25 March 2019 (47 officers currently required, although this is a flexible intake of up to 100 officers to ensure the establishment figure is reached).
13. As at 17 October there were 488 individuals at various stages within the recruitment process. Since the initiation of the recruitment drive there have been 1,853 applications to join the Force as a new police officer. This is a three-fold increase when compared with application numbers in the previous period – an increase from an average of 75 per month prior to February, to an average of 230 per month.
14. The current average weekly application volume is 52, which is regularly monitored in order to ensure the Force is able to respond where necessary to any change.

Holding to account:

15. One of the principle ways the PCC holds the Chief Constable to account is through the quarterly Performance and Delivery Board.
16. Open to Panel Members and the public, on a non-participating basis, the meeting is chaired by the PCC and papers are submitted by the Force in advance and published [here](#). The Chief Constable is required to attend the meeting in order to present and discuss the papers, and answer questions about delivery of the Safer in Kent Plan and policing generally in the county.
17. At the two most recent meetings – 31 May and 26 September - the Force has provided comprehensive updates on officer recruitment within the 'People' paper. This has included substantive updates on the number of officers recruited, breakdown by entry routes and overview of recruitment activity to date. The Force will continue to submit written updates to future meetings.
18. Chaired by the Director of Corporate Services, the Chief Finance Officer has an open invitation to attend the fortnightly Force Resourcing Board which is where key stakeholders maintain an overview of establishment management and consider requests for change in line with Force priorities, funding and threat, risk and harm. In addition it also provides oversight of key work streams aimed at increasing officer numbers and deals with any frustrations or barriers to achieving the overarching goal.
19. The PCC has, and will continue to hold the Chief Constable to account via their weekly briefings. Held in the OPCC, the briefings are now based on a rolling agenda that allows for a detailed discussion on HR and recruitment matters every eight weeks.

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From: Matthew Scott, Kent Police and Crime Commissioner
To: Kent and Medway Police and Crime Panel
Subject: 999 and 101 service - Update
Date: 14 November 2018



Introduction:

1. It is vitally important that the public are able to contact Kent Police – whether that be in an emergency, to report a crime/anti-social behaviour, to raise safeguarding concerns or to provide information that may assist in the prevention and detection of offences.
2. That is why, within the '[Safer in Kent](#)' Plan, one of the priorities the Police and Crime Commissioner (PCC) has set the Chief Constable is to 'Deliver an efficient and accessible service'.
3. Further to a report submitted to the 25 April 2018 Panel meeting, this paper provides an update on emergency (999) and non-emergency (101) call handling performance within the Force Control Room (FCR).

Call volume and answering times:

4. The previous paper reported that for the period April 2017 to March 2018, the average answering time for emergency (999) calls was 13 seconds and for non-emergency (101) calls was 3 minutes. In addition, it highlighted that at times of peak demand, the FCR was experiencing challenges; if a high proportion of call takers were dealing with emergency calls, which by definition must take precedence, this had a negative impact on how quickly non-emergency calls were answered.
5. The table below shows monthly call data since April 2018, and clearly shows that both emergency and non-emergency call handling have improved significantly, with both:
 - an increase in the percentage of calls answered
 - emergency - from 98.89% in April to 99.60% in September
 - non-emergency - from 78.06% in April to 94.57% in September
 - a decrease in the average answering time:
 - emergency – from 10 secs in April to 8 secs in September
 - non-emergency – from 2 mins 35 secs in April to 1 min 26 secs in September

	Emergency (999) calls				Non-emergency (101) calls			
	Total volume	% answered	Average answering time [mm:ss]	Attrition rate	Total volume	% answered	Average answering time [mm:ss]	Attrition rate
Apr 18	25,701	98.89%	00:10	1.11%	42,540	78.06%	02:35	21.94%
May 18	28,203	99.13%	00:10	0.87%	46,534	78.84%	02:46	21.16%
Jun 18	28,386	99.39%	00:08	0.61%	46,525	89.85%	01:25	10.15%
Jul 18	32,593	99.30%	00:09	0.70%	43,568	92.95%	01:24	7.05%
Aug 18	28,839	99.56%	00:07	0.44%	39,141	95.27%	01:03	4.73%
Sept 18	27,497	99.60%	00:08	0.40%	37,454	94.57%	01:26	5.43%
Oct 18*	13,617	99.57%	00:08	0.43%	17,647	93.90%	01:36	6.10%

* up to 15 October 2018

6. Of course it should be noted that not all calls into the FCR relate to police business or necessitate an incident to be recorded. Information requests, signposting, guidance, advice and message handling equates to between 30-40% of demand every day. All of these calls, whilst not an emergency or requiring police attendance also need to be answered and triaged.

7. There are also spontaneous events that increase call demand and cannot be foreseen (and therefore cannot be planned for) which have a huge impact on call levels such as terrorist attacks, serious multiple vehicle road traffic collisions (RTCs), traffic delays in the channel tunnel or at the ports and any severe weather event – snow, flood, gales or a heatwave. These all have an impact on call demand and always require answering of emergency calls to be prioritised over non-emergency calls.

Changes made to improve performance:

8. Staffing within the FCR varies by hour of the day and day of the week, over the 24 hour period, 365 days of the year. Staff work across a 24/7 shift pattern rotation on a five team basis - one team on Early (0600-1600), Late (1000-Midnight) and Nights (2000-0600), with two teams on rest days at any one time. Whilst set around a core shift pattern of early, late and night shifts, the shifts deliberately have flexible start and end times and are a variety of 8 and 10 hour duration. This ensures that as far as possible, the FCR is able to flex the available resource on a daily basis to achieve the variants in demand by hour of the day and day of the week.
9. As Members will be aware, in addition to cutting the cost of the Office of the PCC and requiring Kent Police to find £9m in cost savings, the PCC also took the decision to increase the 2018/19 policing precept by the maximum allowable amount of £12 (7.6%) for an average Band D property. As well as enabling the Chief Constable to recruit up to an additional 200 police officers, the funding was to boost the number of call handlers answering emergency and non-emergency calls, so people could get help quicker and more information could be provided to Kent Police.
10. An additional 36 Full Time Equivalent (FTE) staff (Communication Officers and Dispatchers) have now joined the FCR and the full uplifted establishment of 330 FTE has been achieved. In addition, of the funded uplift of 18 FTE Investigation Management Unit (IMU) Investigators, 14 have joined with the remaining 4 scheduled to start on 29 October 2018; this will result in the uplifted establishment of 115.3 FTE being achieved.
11. Service delivery is impacted by staff vacancies and turnover remains high due to a number of factors, including transfers to other opportunities in Force, recruitment to become police officers, taking up external roles and some capability challenges. However, recruitment is planned and forecast to mitigate resource gaps for the remainder of this year and the duration of the available funding in order to maintain the uplifted establishment.
12. In addition to an increase in staff, the following activity has taken place to drive performance improvement:
- Rapid Improvement Plan – utilised as an initial response, but now managed weekly as a continuous improvement review.
 - Review of 19 Flexible Working contracts; changes requested of staff to their working hours / days to optimise resource availability. This has moved over 200 hours from times of over-staffing to times of peak demand in line with the current demand profile.
 - Introduction of Permanent Part-time Working contracts which are negotiated with each person individually, but include a proportion of hours at times of highest demand (1600–2200hrs daily).
 - Review of duty planning processes and forecasts, creating a far more agile and responsive short term and longer term duty planning process.
 - Extension of Switchboard opening hours and days to provide initial triage of all 101 calls, resolving them at source whenever possible, and ensuring only calls requiring a crime report or an incident log are passed to the FCR.
 - Switchboard actively promoting the use of the online crime and incident reporting option to callers and managing customer expectation of queue times for those who go into the FCR queue.
 - Changes to in-queue messaging and IVR (interactive voice response) to assist customers and prevent attrition when there is a need to speak to a call handler, as opposed to using the online reporting facility.
 - Agile deployment of resources across the operational floor, using radio back up and administrative functions to take calls in order to queue bust at times of peak demand.
 - Productivity analysis per operator to inform supervisors how each individual is contributing to service delivery and enabling bespoke support to be put in place where necessary.
 - Use of Development Officers on each team to support high volume of new staff and to ensure the standard of knowledge and training remains high for existing staff across each team.
 - Quality Assurance posts deployed on the operational floor and aligned to each team to conduct real time quality assurance and feedback to call takers to support and improve the quality of call handling.

Staff morale:

13. Morale within the FCR is good, with recent award ceremonies supported by the High Sheriff and providing positive accolades and personal recognition for staff.
14. Further to the improvement in performance, the Chief Constable recently visited the FCR and commented on 'the development opportunities within the Command and the uplift in morale amongst staff operating in the environment'.
15. From 22-28 October, software company APD Communications launched a week celebrating the extraordinary work of emergency services call handlers and dispatch teams. 'International Control Room Week' is intended to raise awareness of the life-saving and life-changing work of staff in emergency services control rooms across the globe who deal with harrowing and distressing situations on a daily basis. Kent were actively involved in this and staff participated in a range of activities held throughout the week to celebrate the fantastic work they do. One of the days was 'Well-being Wednesday' which focused on the health and well-being of the FCR team.
16. The PCC is also keen to show his appreciation for the critical, and often difficult role that call takers perform on a daily basis. In light of this, he has, and continues to make regular visits to the FCR in order to engage with the Senior Leadership Team, chat with call operators and immerse himself in the environment by listening to calls as they are received. Most recently, as part of a week of Force-wide visits, the PCC visited the FCR and met with staff on Thursday 8 November.

Online services:

17. Online non-urgent crime, incident and RTC reporting was launched in September 2017, and is available via the [Kent Police](#) website.
18. 60-70% of RTCs are now reported online, and in relation to non-urgent crimes and incidents, the level has stabilised at an average of 70-80 reports per day – representing 8-9% of all crimes. This is a slight reduction on the 11% originally seen, but it is believed that this is due to the improvement in 101 performance, and a conscious and informed decision by callers to remain on the phone.
19. To date, 44% of people completing an online survey having submitted a report online confirmed that they had heard the recorded message on 101 and hung up to use the online service. Whilst these numbers are still fairly low, this does confirm the effectiveness of the messaging to achieve true 'channel shift'.
20. The Force is currently revising its marketing, seeking to promote 'click before you dial' to encourage greater use of the online option as the first course of action. This is likely to be aligned to a strapline similar to 'if not 999, then go online'.
21. Following feedback and engagement with the Metropolitan Police, the originally proposed bespoke Twitter solution for the FCR is being reconsidered. As an alternative, Twitter for the FCR utilising the existing Kent Police Twitter account for tweets launched during International Control Room Week supported by Corporate Communications.
22. Unfortunately, Live Chat has been delayed as a result of finalising information security requirements, Standard Operating Procedures and contract sign-off. Field testing on the live system was scheduled for week commencing 22 October 2018, with 6 November as the proposed earliest launch date – deliberately delayed due to the competing priorities of half-term, Halloween and bonfire night.
23. The text messaging service for people who are Deaf, hard of hearing or speech impaired continues to be effectively utilised as a contact channel.

Future challenges:

24. The Kent Police transformation program must continue balancing traditional service delivery methods (telephony), the need for which will remain for some years, with digital services that are required to meet the needs of current and future generations.

25. The retention of staff remains an ongoing challenge due to a number of factors, including transfers to other opportunities in Force, recruitment to become police officers, as well as leaving to take up external roles.
26. Implementation of an IT upgrade to the Integrated Communications Control System (ICCS) which allows operators to speak via radio with officers and via telephony and other means to the public, integrating all methods of communication to ensure an effective response. In addition, at some stage in the future a new command and control system will need to be procured and implemented to replace the existing STORM system.
27. Evolving technologies, such as vehicle telematics that call 999 automatically in the event of a collision or if activated by the driver. Faults with such systems have already been experienced by the FCR resulting in continuous calls from a faulty vehicle to the 999 line, effectively preventing other calls getting through. Not only is there a need to be aware of the impact on policing and determine appropriate levels of response, but as such technology expands so does the potential for such faults to significantly impact on service delivery.

Holding to account:

28. One of the principle ways the PCC holds the Chief Constable to account is through the quarterly Performance and Delivery Board.
29. Open to Panel Members and the public, on a non-participating basis, the meeting is chaired by the PCC and papers are submitted by the Force in advance and published [here](#). The Chief Constable is required to attend the meeting in order to present and discuss the papers, and answer questions about delivery of the Safer in Kent Plan and policing generally in the county.
30. At the last three meetings – 7 March, 31 May and 26 September - the Force has provided a comprehensive update on FCR performance within the 'Safer in Kent Plan: Delivery & Performance' paper. Prior to this, updates were also submitted to the September and December 2017 meetings within the 'Force Performance' paper. The Force will continue to submit written updates to future meetings.
31. The Chief Executive attends the Force Performance Management Committee where the Deputy Chief Constable rigorously challenges performance internally. The Chief Finance Officer also has an open invitation to attend the fortnightly Force Resourcing Board which is where key stakeholders maintain an overview of Force and departmental strength and establishment and consider requests for change in line with Force priorities, funding and threat, risk and harm.
32. In addition, the PCC has, and will continue to hold the Chief Constable to account via their weekly briefings. Held in the Office of the PCC, the briefings are based on a rolling agenda that allows for frequent, regular detailed discussions around FCR performance and related matters.
33. Most recently, on 29 October 2018, the PCC received a detailed briefing and update on FCR performance from the Chief Superintendent responsible for Crime and Incident Response.
34. The PCC is pleased with the improvement in emergency and non-emergency call handling performance within the FCR since April 2018, making Kent Police more accessible to the public that it serves. However, there is no room for complacency; as outlined above, the PCC will continue to require regular updates on performance and robustly hold the Chief Constable to account for delivery of a Kent-wide 'accessible service'.



Record of Decision

ORIGINATOR: Chief Executive

REFERENCE: OPCC.D.022.18

TITLE: Sale of police buildings

OPEN ☒ **CONFIDENTIAL** ☐

Reason if Confidential:

EXECUTIVE SUMMARY

Kent Police's Estates Strategy is kept under constant review, and the Police and Crime Commissioner is responsible for ensuring the delivery of an effective and efficient police service; this includes ensuring all buildings are fit for purpose and offer the best value for money.

As part of this review, five police-owned premises in Kent have been identified by the Chief Constable as operationally obsolete and no longer cost effective. The premises are in London Road, Deal; Maidstone Road, Paddock Wood; High Street, Edenbridge; Leysdown Road, Leysdown; and Wrotham Road, Meopham.

Of these five sites, only Deal currently has a public enquiries front counter. An opportunity has been identified to relocate this service to the more centrally-located Deal Town Hall, with longer opening hours.

None of the other locations are either a police station or offer public access and the Commissioner has been assured by the Chief Constable that local residents will see no change in the service they receive from Kent Police should the sites be sold.

Disposing of the five sites will save Kent Police around £120,000 each year in running costs, without impacting on frontline policing. In addition, based on current valuations, the sale of the sites will bring in significant capital receipts for re-investment.

RECOMMENDATION


In support of the Chief Constable, the Commissioner is recommended to authorise the sale of police owned premises in Deal, Paddock Wood, Edenbridge, Leysdown and Meopham.

DECISION

To authorise the sale of police owned premises in Deal, Paddock Wood, Edenbridge, Leysdown and Meopham as they are operationally obsolete and no longer cost effective.

Chief Finance Officer:

Comments: This proposal does not impact on front line policing and provides the best value for money for the sites. It has provided a collaborative opportunity which has resulted in an improved availability of the public enquiries counter.

Signature:  **Date:** 3/11/18

Chief Executive:

Comments: This is a fully considered proposal by the CC for the continued delivery of policing to the people of Kent. I fully support it.

Signature:  **Date:** 1/11/2018

POLICE AND CRIME COMMISSIONER FOR KENT

Comments: Delivers better value for money and upskilled new collaboration opportunities.

Signature:  **Date:** 2/11/18

BACKGROUND DOCUMENTS:

Kent Police Estates Strategy

IMPACT ASSESSMENT:

Police and Crime Plan
(please indicate which objectives
decision/recommendation supports)

Supports delivery of the Safer in Kent Plan by ensuring the maintenance of an efficient and effective service through the provision of a police estate which is operationally fit for purpose.

Has an Equality Impact
Assessment been completed?

Yes ☐ No ☒ (If yes, please include within background documents)

Will the decision have a
differential/adverse impact on
any particular diversity strand?
(e.g. age, disability, gender
reassignment, race, religion/belief, sex,
sexual orientation, marriage/civil
partnership, pregnancy/maternity)

Yes ☐ No ☒
Any differential/adverse impact resulting from the sale of London Road, Deal will be mitigated by the relocation of the public enquiries front counter to Deal Town Hall. There will be no differential/adverse impact on any particular strand of diversity in relation to the sale of the other premises.

Police and Crime Panel Forward work programme (as at 6 November 2018)**6th February 2019**

Refreshed Safer in Kent plan 2017/20	Statutory requirement	PCC
Budget and precept proposal 2018/19	Statutory requirement	PCC
Panel Annual report	Requested by Chairman	Panel officers
Mental Health - verbal update	Proposed by PCC	PCC
Brexit update	Requested by Panel	PCC

24th April 2019

Mental Health - verbal update	Proposed by PCC	PCC
Crime Data Integrity	Proposed by PCC	PCC
PEEL Inspection	Proposed by PCC	PCC
Victim Satisfaction	Requested by Panel	PCC

18th July 2019

Election of Chairman and Vice-Chairman	Annual requirement	N/A
Complaints against the PCC	Requested by Panel	Panel officers
PCC's Annual report 2018/19 (including financial information)	Statutory requirement	PCC
Update on PCC's expenditure to support the police and Crime Plan	Proposed by PCC	PCC
Mental Health - verbal update	Proposed by PCC	PCC

Standard item at each meeting

Questions to the Commissioner

Items to note at each meeting

Commissioner's decisions

Performance and Delivery Board minutes (if available)

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