

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, County Hall, Maidstone** on **Wednesday, 8th December, 2021, 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 on 03000 416478

Membership

Councillor Peter Feacey	Ashford Borough Council
Councillor Ashley Clark	Canterbury City Council
Councillor Richard Wells	Dartford Borough Council
Councillor Oliver Richardson	Dover District Council
Councillor Shane Mochrie-Cox	Gravesham Borough Council
Mr Mike Hill	Kent County Council
Councillor Jonathan Purle	Maidstone Borough Council
Councillor Habib Tejan	Medway Council
Councillor Peter Fleming	Sevenoaks District Council
Councillor Jenny Hollingsbee	Folkestone and Hythe District Council
Councillor Richard Palmer	Swale Borough Council
Councillor George Kup	Thanet District Council
Councillor Des Keers	Tonbridge and Malling Borough Council
Councillor Andrew Fairweather	Tunbridge Wells Borough Council
Councillor Gary Hackwell	Co-opted member – Medway Council
Mr Mark Hood	Co-opted member – Green Group
Councillor John Burden	Co-opted member – Labour Group
Mr Ian Chittenden	Co-opted member – Liberal Democrat Group
Mrs Elaine Bolton	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 Membership

To note Mr Ian Chittenden and Mr Mark Hood have been appointed to the Panel as co-opted members.
- 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 7 September 2021 (Pages 1 - 6)
- 6 Appointment of Independent Members (Pages 7 - 8)

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

- B1 Victim Satisfaction (Pages 9 - 12)
- B2 Violence Against Women and Girls Inquiry (Pages 13 - 14)
- B3 Kent and Medway Violence Reduction Unit (Pages 15 - 18)

C - Commissioner's Decisions - NONE FOR THIS MEETING

D - Questions to the Commissioner

- D1 Questions to the Commissioner

E - Panel Matters

- E1 Future work programme (Pages 19 - 20)

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, 30 November 2021

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, County Hall, Maidstone on Tuesday, 7 September 2021.

PRESENT: Mr G Sandher (Vice-Chairman), Cllr L Dyball (Substitute for Cllr P Fleming), Cllr G Hackwell, Cllr Mrs J Hollingsbee, Cllr S Mochrie-Cox, Cllr R Palmer, Cllr J Purle and Cllr R Wells

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

IN ATTENDANCE: Mrs A Taylor (Scrutiny Research Officer) and Mr M Dentten (Democratic Services Officer)

UNRESTRICTED ITEMS

Mr G Sandher, Vice Chair of the Panel, in the Chair.

15. Declarations of Interests by Members in Items on the Agenda for this Meeting
(Item 3)

No declarations were made.

16. Minutes of the Police and Crime Panel held on 17 June 2021
(Item 4)

RESOLVED that the minutes of the meeting held on 17 June 2021 were an accurate record and that they be signed by the Chairman.

17. Commissioner's Annual Report
(Item B1)

1. The Commissioner welcomed the new Panel Members and began the overview of his annual report by paying tribute to the Panel for its scrutiny, his Office for producing the report as well as Police Officers and staff for their work over the last year. He addressed five key areas included in the report: the Covid-19 pandemic; commissioning; finance; key achievements and the outlook for the future.
2. A summary of significant developments since the onset of the pandemic was provided by the Commissioner and included: the positive impact of IT procurement in enabling work arrangement changes; HMICFRS rating Kent Police 'exemplary' following an inspection of pandemic working arrangements; regular virtual Performance and Delivery Board meetings and Commissioner-Chief Constable briefings; sufficient levels of PPE equipment throughout the

period; and the decision to sell Kent Police's Headquarters. He reassured the Panel that the success of flexible working arrangements and capacity across the estate had made the sale of the Headquarters viable.

3. Further detail on commissioned services was provided by the Commissioner. He confirmed that victims services had continued throughout the pandemic and that an emergency fund had been established to further support services. Additional funding had been received from central government in relation to domestic abuse, sexual violence and Safer Streets, he noted that his Office had made successful bids to all available funds. It was confirmed that a recent grant had been secured from the Safer Streets 2 fund and that active bids to the Safer Streets 3 and Safety of Women at Night funds had been made.
4. The Commissioner spoke on the financial position of Kent Police. He recognised the challenge posed by a lower retirement rate. It was noted that PPE costs had created a cost pressure, though reassurance was given to the Panel that 80% of Covid-19 related costs had been recuperated from central government. The Commissioner invited the Panel to a financial briefing, to be delivered by his Office, ahead of the 2022/23 budget proposal.
5. The Commissioner updated the Panel on delivery against the Police and Crime Plan. He confirmed that the Cadets programme had expanded, with a new intake in Dartford. It was indicated that the Schools Team had successfully established itself, with the expansion of the team continuing. In relation to county lines gangs, he reassured Members that it remained a priority and that new Knife Crime Prevention Orders (KCPOs) would be utilised. Concerning crime rates, it was noted that whilst rates had continued to fall since before the pandemic, fluctuations in the coming year were anticipated.
6. Members asked a range of questions in relation to the Police and Crime Commissioner's Annual Report. Key issues raised by the Panel and responded to by the Commissioner included the following:
 - a. What had the Commissioner done to ensure that Kent Police was fairly funded by central government? The Commissioner confirmed that he had continued to make the case to government and recognised the impact a reduction in funding would have on staff and the people of Kent. He affirmed that he did not want a reduction in funding to lead to Police Officers covering support staff functions.
 - b. Would different types of antisocial behaviour (ASB) be considered to allow for a greater distinction in crime statistics? The Commissioner recognised the need to examine types of ASB further and noted that it had been used as a catch all category in many instances.
 - c. Following a question from a Member, the Commissioner confirmed that Canterbury and Ramsgate would be the Safer Streets 2 focus areas.

- d. What could be done to share the key parts of the Annual Report with the public, in an accessible format? The Commissioner recognised that social media and community newsletters were the best ways to share key information from the report. He acknowledged that it was important for people to see how their council tax had been spent.
- e. How districts in Kent had become 'county lines free'? The Commissioner explained that a combination of targeted operations, regular warrants and swift action had eliminated county lines in 2 districts. He acknowledged that other organisations sought to meet demand when county lines were extinguished, though reassurance was given that local 'postcode gangs' had also been extensively disbanded.
- f. Whether the Commissioner's finance team would be at full strength in the next financial year? The Commissioner confirmed that a permanent Head of Finance had been appointed and that the finance team would be fully staffed.
- g. Whether the Home Office had covered all costs incurred by Kent Police in relation to the policing of Napier Barracks, Folkestone? The Commissioner verified that the Napier Barracks special grant had covered 75% of the £850,000 total costs.
- h. What impact the £38m possible savings outlined in the report would have on front line policing? The Commissioner reminded the Panel that his Medium-term Financial Plan was based on minimal precept increases and that £100m had been saved since 2010. He recognised the need for a rural premium in funding agreements, to balance funding with service provision in those areas. It was noted that further innovation in procurement and commercial activity along with shared services, including streamlining commissioning would further alleviate financial pressures on front line services. He asserted that it would be hard for the front line not to be impacted in the medium term if there was no change in funding.

RESOLVED that the report be noted.

18. Police Uplift Programme

(Item B2)

1. The Commissioner gave a verbal summary of the Police Uplift Programme and cited the progress made in the report. He confirmed that Officer recruitment had continued, with 3,911 Police Officers total as of April 2021, which marked an increase of 729 since 2016. It was noted that the first 450 of 729 were funded by the council tax precept, with the remaining Officers funded through the Home Office funded Programme. He remarked that existing policing teams had been expanded as a result of the uplift. The Commissioner acknowledged that Officer numbers fluctuated in year due primarily to retirement. He recognised that new recruits, as well as the Force overall, had become younger and less experienced, though reassured Members that

training and supervision had been used extensively. Concerning diversity, he highlighted the overall improvements made over the past 5 years and stressed the need for Kent Police to represent its population. The Investigate First programme and transferees from the Metropolitan Police were cited as two drivers of improved diversity.

2. The Commissioner noted that there had been no issues with recruitment or applicant numbers. It was added that new officers came from a broad range of working backgrounds. He informed the Panel that bespoke military recruitment events had been established.
3. In relation to governance and accountability the Commissioner confirmed that he met with the Chief Constable monthly to discuss progress in addition to consideration at the Performance and Delivery Board.
4. Members asked a range of questions in relation to the Police Uplift Programme. Key issues raised by the Panel and responded to by the Commissioner included the following:
 - a. How had Kent Police maintained a good culture and what indicators were there of this? The Commissioner confirmed that local culture boards were used to share opinions within the Force and noted from his own experience that staff shared opinions freely. He cited HMICFRS's high grading of Kent Police's legitimacy in its recent inspection as proof of the good culture. Mr Harper added that record low sickness levels and high staff retention were significant positive indicators.
 - b. What had been done to encourage recruitment within Kent's Nepalese community? The Commissioner reassured the Panel that the positive action team had run multiple targeted community events and carried out extensive engagement.
 - c. Whether the success rates of minority applicants over the past 3 years could be investigated, to analyse the impact of the positive action team? The Commissioner agreed to include the requested information in future Police Uplift Programme updates.

RESOLVED that the report be noted.

19. Mental Health - Verbal Update (Item B3)

1. The Commissioner began his update by reminding the Panel that he had stepped down as the Association for Police and Crime Commissioners (APCC) mental health lead and stressed that he remained interested and involved in the issue. He confirmed that the APCC Mental Health & Covid-19: Phase Two Report was published at the end of his tenure and was publicly available.

2. In relation to local mental health trends, the Commissioner noted that whilst the demand for mental health services had continued to increase, the number of people who regularly contacted Kent Police had decreased, when compared with pre-pandemic levels. It was, however, mentioned that the number of new contacts with complex needs had increased during the pandemic. He acknowledged that there were no area specific trends in Kent and Medway. Regarding Section 136 detentions he informed the Panel that rates remained stable. The Commissioner confirmed that the mental health crisis board has met and received an update on Kent Police's mental health KPIs.
3. Following a Member question the Commissioner agreed to lobby partner agencies to encourage the use of trained mental health professionals in Safe Havens.

RESOLVED that the verbal update be noted.

20. Commissioner's Expenditure over £500

(Item D1)

1. The Commissioner gave a verbal overview of the report on his commissioning expenditure. He detailed the purpose and progress made by each of the 4 programmes highlighted: Crimestoppers Trust's Fearless Project; Reform, Restore, Respect; Uprising Youth & Community CIO's Metanoia Project; and Signhealth. He confirmed that his commissioning strategy would continue to fund these initiatives in the coming year.

RESOLVED that the report be noted.

21. Complaints against the Commissioner

(Item D2)

1. The Scrutiny Research Officer gave a verbal overview of the report. The complaints process was summarised and the Panel were reminded of the number of complaints against the Commissioner received during 2019-20 and 2020-21.
2. A Member asked how complaints were judged vexatious, oppressive, repetitious or an abuse of the complaints process. The Scrutiny Research Officer confirmed that the decision was taken by the OPCC Chief Executive, in his capacity as Monitoring Officer, in consultation with the Panel officers. Mr Harper, OPCC Chief Executive, explained that the judgement of complaints was focused on the action of the Commissioner outlined in each complaint.
3. Following a Member request, the Scrutiny Research Officer and OPCC Chief Executive agreed to discuss options around providing a confidential report to the Panel, in order to provide a better idea of the content of discounted complaints.

RESOLVED that the report be noted.

22. Future work programme

(Item D3)

RESOLVED that the work programme be noted.

23. Questions to the Commissioner

(Item E1)

One of your priorities for the Chief Constable is to “Provide visible neighbourhood policing and effective roads policing”. You have acknowledged previously the importance of community relationships with Kent Police, Officers, PCSOs and support staff in preventing and dealing with crime. How will you ensure that this priority is not hampered by turnover of staff within communities?

(Cllr Shane Mochrie-Cox, Gravesham Borough Council)

1. The Commissioner recognised that communities preferred consistent and familiar policing. He noted that the many factors which influenced the movement of staff could not always be controlled, these included but were not limited to: promotion; secondment; retirement; PCSO training to become officers; and wider operational considerations. He stressed that relationships were key with community policing and recommended that the Community Safety Partnerships raise specific issues, especially if they had concerns with the provision of community policing.
2. The Commissioner reminded the Panel that the Performance and Delivery Board next met on Wednesday 8 September 2021, that the meeting would be held virtually, would focus on violence against women and girls and was accessible to the public via <https://www.kent-pcc.gov.uk/what-we-do/holding-kent-police-to-account/performance-and-delivery-board/>.

RESOLVED that the answers provided by the Commissioner be noted.

By: Anna Taylor, Scrutiny Research Officer, Kent County Council
To: Kent and Medway Police and Crime Panel – 8 December 2021
Subject: Appointment of Independent Members

Summary: This paper asks the Police and Crime Panel to approve the recommendation of the interview sub-committee to re-appoint Mrs Elaine Bolton and Mr Gurvinder Sandher as independent members of the Panel for a further four-year term. This follows the open application process held earlier this year.

1. Background

- 1.1 Police and Crime Panels are required by the Police Reform and Social Responsibility Act 2011 to have two Independent Members. The Act makes no specific provision for how Panels select Independent Members but the aim is to bring additional skills or knowledge to the work of the Panel.
- 1.2 In November 2016 the Kent and Medway Police and Crime Panel agreed to reappoint Mrs Bolton and Mr Sandher as Independent Members of the Panel for a further four-year term. In November 2020 the Panel agreed to extend the term of appointment of the current Independent Members until November 2021, noting that prior to this date an open application process would be held. This brought the term of the Independent Members in line with the Commissioner's term of office and allows for some continuity during elections.
- 1.3 The Panel also agreed, in 2016, that direct appointments of individuals should be limited to two consecutive terms after which alternative replacement may be directly appointed or may be selected via an open application process, the latter process allowing for application by the incumbent Independent Members.

2. Recruitment Process

- 2.1 In September 2021 an advertisement for two Independent Members of the Panel was circulated via kent.gov.uk, the Commissioner's Office, Police and Crime Panel Members and any other parties who had previously expressed an interest in the roles.
- 2.2 All 5 applicants who applied for the positions were interviewed by a sub-committee of the panel consisting of Mr Mike Hill, Mr Peter Feacey, and Mrs Jenny Hollingsbee. Matthew Dentten and Anna Taylor were also present as Panel Support Officers.

3. Recommendations

- 3.1 Following an open application process the interview sub-panel unanimously recommends that the Panel re-appoint Mrs Bolton and Mr Sandher as Independent Members of the Panel for a further four years.
- 3.2 An application process should be run at the end of this four-year term (prior to November 2025) to recruit two new Independent Members.

Contact: Anna Taylor

Tel: 03000 416478



From: Matthew Scott, Kent Police and Crime Commissioner
To: Kent and Medway Police and Crime Panel
Subject: Victim satisfaction
Date: 8 December 2021

Introduction:

1. In the [Safer in Kent Plan](#), one of the priorities the Commissioner has set the Chief Constable is to 'Put victims first'.
2. This paper outlines how Kent Police measures victim satisfaction and provides an overview of the latest survey results.

Measuring victim satisfaction:

3. Home Office guidance states that victim satisfaction surveys are designed to:
 - Take account of the experience of victims not just at the initial stage of police action, but in the subsequent activity.
 - Provide information about victim experience which can be actioned by forces to improve service delivery.
4. Whilst Kent Police has the ability to design its own surveys, the Force currently surveys victims of hate crime, domestic abuse and rape:
 - Hate crime - this survey explores levels of satisfaction across four stages: making contact, action taken, kept informed, treatment, plus the whole experience.
 - Domestic abuse - this survey explores levels of satisfaction across three stages: initial contact, action taken, kept informed, plus the whole experience. There is an emphasis on the care and support provided, and a particular focus on 'The Voice of the Child'.
 - Rape - this survey focuses on two key elements: whether the victim felt officers treated them with dignity and respect, and whether they felt they had been treated fairly throughout the case.
5. The surveys are conducted over the telephone by staff within the Research Bureau; a small in-house team that have the experience and expertise to empathetically engage with crime victims.
6. Research Bureau staff adhere to strict processes with regards to the selection of victims, with each survey having slightly different exclusion rules. Reasons for exclusion include:
 - Victims who have indicated that they are unwilling to be surveyed
 - Victims under the age of 16
 - Victims who are considered vulnerable (i.e. mental health problems)
7. The Force plans to introduce a burglary victim satisfaction survey. However, due to capacity and capability within the Research Bureau, it is yet to be implemented.
8. The results of all Force surveys are analysed and utilised as part of a continuous feedback, learning and improvement process, to ensure the quality of service to victims and witnesses is first-class.

Hate crime victim satisfaction:

9. The overall victim satisfaction for rolling year to October 2021 was 83.5% (466 victims out of 558 surveyed were satisfied with the service received). This was an increase on the same period in previous years, with 82.3% (436 out of 530) in 2020 and 77.8% (402 out of 517) in 2019.
10. The following provides a breakdown for each of the four stages:
 - Making contact: 94.9% of victims were satisfied with the initial contact made by Kent Police; this equates to 387 out of 408 victims who contacted the police personally. This was a decrease of 1.9% on 2020 (96.8%, 366 out of 378 victims) and a decrease of 0.1% on 2019 (95.0%, 344 out of 362 victims).
 - Action taken: 85.8% of victims (479) were satisfied with the action taken by officers; this was an improvement of 2.4% on 2020 (83.4%, 442 victims) and 9.4% on 2019 (76.4%, 395 victims).

- Kept informed: 82.3% of victims (459) were satisfied with how they were kept informed about the progress of the investigation; this was a 7.0% improvement on 2020 (75.3%, 399 victims) and an 8.4% improvement on 2019 (73.9%, 382 victims).
- Treatment: 91.0% of victims (507) were satisfied with how they were treated by officers; this was a 1.2% improvement on 2020 (89.8%, 476 victims) and a 3.8% improvement on 2019 (87.2%, 451 victims).

Domestic abuse victim satisfaction:

11. The overall victim satisfaction for rolling year to October 2021 was 89.4% (483 victims out of 540 surveyed were satisfied with the service received). This was a small decrease on the same period in 2020 (89.6%, 371 out of 414). Survey data for the comparable period in 2019 is not available.
12. The following provides a breakdown for each of the three stages:
- Initial Contact: 94.8% of victims were satisfied with the initial contact made by officers; this equates to 312 out of 329 victims who contacted the police personally. This was a small decrease of 0.9% on 2020 (95.7%, 264 out of 276 victims).
 - Action taken: 91.5% of victims (494) were satisfied with the action taken by officers; this was a decrease of 0.5% on 2020 (92.0%, 381 victims).
 - Kept informed: 86.1% of victims (465) were satisfied with how they were kept informed about the progress of the investigation, this was an increase of 5.2% on 2020 (80.9%, 335 victims).

Rape victim satisfaction:

13. The rape satisfaction survey was implemented in 2019.
14. There are two key elements:
- whether the victim felt that they had been treated with dignity and respect; and
 - whether they felt they had been treated fairly throughout the case.
15. In the rolling year to October 2021, 96.8% of victims felt that officers had treated them with dignity and respect (275 victims out of 284); this was a decrease of 1.6% on the same period in 2020 (98.4%, 250 out of 254 victims). Survey data for the comparable period in 2019 is not available.
16. In the rolling year to October 2021, 88.0% of victims felt that they had been treated fairly throughout the case (250 victims out of 284); this was a decrease of 3.7% on the same period in 2020 (91.7%, 233 out of 254 victims).
17. In seeking to continually improve, the contextual data from the surveys has been made available on the Force intranet, accessible to those responsible for rape investigations so they can understand the service received by victims. Rape victim satisfaction also features at the monthly Force Performance Committee which is Chaired by the Deputy Chief Constable.
18. Overall, victims provided a range of positive comments about the service received with many feeling listened to, understood, and describing officers as supportive and empathetic.

Holding to account:

19. The Commissioner holds the Chief Constable to account for victim satisfaction through the quarterly Performance and Delivery Board and via their weekly briefings.
20. Equally though, in relation to organisations that receive funding from the Office of the PCC, there is an expectation that they provide a good service. As a result, they are required to comply with strict monitoring requirements, including the provision of relevant information.
21. For example, the most recent Victim Support service user feedback data (Qtr 1, 2021/22) was as follows:
- 90% would recommend the service to someone else impacted by crime.
 - 92% said the service helped them cope and recover more quickly from the impact of the crime.
 - 91% were highly satisfied or satisfied with the service.
 - 55% selected the immediate practical, information and emotional help offered as being the service which helped them the most.

22. It is also important that the Commissioner takes account of feedback, such as the following, to form a more rounded assessment of service delivery:

- Client happy with the overall support provided feeling that calls made were at the right times, that they helped with their mental wellbeing and helped them manage the situation.
- 'Support Worker was incredible. They were there for me through a difficult time and did all they could to help. The whole service was really great. I was going through a lot and felt like my voice was never ignored. I felt really supported and it made such a difference. They (Support Worker) never gave up on me and always tried to get problems solved. They always went the extra mile and always gave me feedback on what they'd done at a time when I felt really left out of everything with the police. They really included me in the whole process. I'm really happy. They are a fantastic support worker.'
- Client pleased with information provided and that options do exist and support is readily available.

Recommendation:

23. The Kent and Medway Police and Crime Panel is asked to note this report.

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From: Matthew Scott, Kent Police and Crime Commissioner
To: Kent and Medway Police and Crime Panel
Subject: Violence Against Women and Girls Inquiry
Date: 8 December 2021

Introduction:

1. On 10 December 2020 the Government launched a call for evidence on violence against women and girls (VAWG) to inform a new national strategy due for publication in 2021. Open to all genders, the call for evidence initially ran for 10 weeks and closed in February 2021.
2. The strength of feeling from women and girls was intensified with the tragic murder of Sarah Everard, which rightfully brought VAWG back into the spotlight. This led to the Government re-opening the national call for evidence on 12 March 2021 to hear the views of more women and girls who had been directly or indirectly affected by violence in its many forms. The call for evidence closed on 26 March 2021.
3. The Government's refreshed strategy, building on the progress already made from its 2016 - 2020 strategy and responding to the changing nature of such crimes, stated the vision was still for everyone to live in a society where people can live without fear of abuse or violence. It was published on 21 July 2021 with specific policy commitments.

Aims and purpose:

4. This turn of events led the Commissioner to launch his own Inquiry on Wednesday 4 August, with the aim of understanding the extent to which such crimes are being committed and what more can be done to prevent and tackle them.
5. The Commissioner applauds the great work already taking place throughout the county, which has certainly had a positive impact. However, he will look to build on this foundation and create a lasting legacy to make Kent even safer for women and girls wherever they are.
6. The Inquiry is focused on four overarching themes:
 - Prevention
 - Engagement
 - The Victim's Journey
 - Rehabilitation
 And the following sub-themes:
 - What victims tell us
 - What the data tells us on crime
 - Criminal Justice outcomes
 - Support for victims (commissioned services)
 - Learning and best practice recommendations
7. Although various topics will be covered, to date the focus has been on sexual offences, domestic abuse, stalking, drink spiking and sexual harassment perpetrated by male offenders on female victims.

Structure:

8. From 31 August to 19 November 2021, the Commissioner ran a call for evidence survey to understand the strength of feeling in relation to the safety of women and girls in Kent. Over 8,000 responses were received and analysis of the results is currently underway.
9. The survey was promoted countywide through:
 - local media;
 - the Office of the PCC website, social media and a special edition Newsletter;
 - Women's Institutes;
 - Parish Council Clerks;

- Rotary Clubs;
- the universities;
- schools and colleges via the Schools Officer Coordinator; and
- posts on Facebook Groups with a potential readership of 219,000 residents.

It was also shared with Office of PCC commissioned services and the Community Safety Partnerships, with a request to share more widely internally as well as with clients and the public.

10. In August 2021, the Steering Group set the themes and direction, as well as completed a Gap Analysis. This Group includes the Chief Constable, the Chief Executive of Maidstone Borough Council, and a representative from Kent County Council, Medway Council and some of the Office of PCC commissioned services.
11. To understand victim and offender profiles, as well as demand trends to inform the current picture, 10 years of data is currently being analysed as part of a big data exercise.
12. To explore how partners are addressing the issue, set piece events to date have included:
 - ACC Wilson presenting on how Kent Police is tackling VAWG at a recent Performance and Delivery Board; and
 - at a recent Kent Criminal Justice Board, members discussing VAWG and committing to make the plan a success within their own areas.
13. September to December 2021, roundtables are taking place with a wider network of stakeholders. Two additional roundtables have already taken place, with almost all the Community Safety Partnerships and a wider network of commissioned services.
14. Currently being organised, workshops will be held in December 2021 with victims touching on different themes.
15. In 2022, the Commissioner intends to hold a VAWG Summit with Ministerial keynote and to write the final report which will include recommendations and an action plan as to what each partner agency will do.

Governance and oversight:

16. The initial Steering Group assisted in the direction of the Inquiry, but the plan is to reconvene to update on actions soon.
17. Regular discussions take place between the project lead and his supervisor. A regular meeting between the project lead and the Commissioner has also been diarised to ensure the Inquiry stays on track.
18. The roundtables and set piece events have also enabled oversight of the work other agencies are doing in an effort to tackle VAWG.

Planned future activity:

19. This includes:
 - Analysis of survey findings – to be published mid-December
 - More roundtables with a wider network of professionals
 - Smaller focus groups to delve further into views, which will build on the survey findings
 - A second Steering Group meeting to review progress
 - An event/summit to include everyone who has been a part of the project to update on work
 - Final report to be written, to include an action plan to hold all agencies to account

Recommendation:

20. The Kent and Medway Police and Crime Panel is asked to note this report and agree to a further update at the June 2022 meeting.



From: Matthew Scott, Kent Police and Crime Commissioner
To: Kent and Medway Police and Crime Panel
Subject: Kent and Medway Violence Reduction Unit
Date: 8 December 2021

Introduction:

1. Kent and Medway is one of 18 Violence Reduction Units (VRUs) formed in 2019 under the Home Office Serious Violence Projects programme to drive a whole system, preventative approach to tackling the causes of serious youth violence (public place violence involving young people up to the age of 25).
2. Now in its third year, the Kent and Medway VRU receives a core grant of £1.16m per annum to deliver the programme, with 50% invested in interventions with young people, and 50% spent on programme costs.

Aim and purpose of the Kent and Medway VRU:

3. The overarching aim of the VRU is to provide leadership and strategic coordination of all relevant agencies, to support a 'whole systems' approach to tackling serious violence locally.
4. The VRU supports a multi-agency, long-term approach to preventing and tackling serious violence, which is:
 - focused on a defined population;
 - with and for communities;
 - not constrained by organisational or professional boundaries;
 - focused on generating long-term as well as short-term solutions;
 - based on data and intelligence to identify the burden on the population, including any inequalities;
 - rooted in evidence of effectiveness to tackle the problem.
5. The VRU's strategic objectives are aligned to the National Objectives of the Serious Violence Unit. By year 5 (2023/24), it aims to achieve:
 - A reduction in hospital admissions resulting from assaults that take place in public, where a knife is used, and the victim is under 25.
 - A reduction in reported assaults that take place in public, where a knife is used, and the victim is under 25.
 - A reduction in reported homicides that take place in public, where a knife is used, and the victim is under 25.
6. The medium-term objectives are focused on increasing agency collaboration to prevent serious youth violence:
 - creating a shared problem-solving approach to violence reduction;
 - creating a collaborative approach to commissioning and delivering violence prevention services;
 - seeking community led solutions to preventing serious violence.
7. The focus for 2021/22 is weapon related harm, County Line risks and identifying and tackling Young Street Groups.

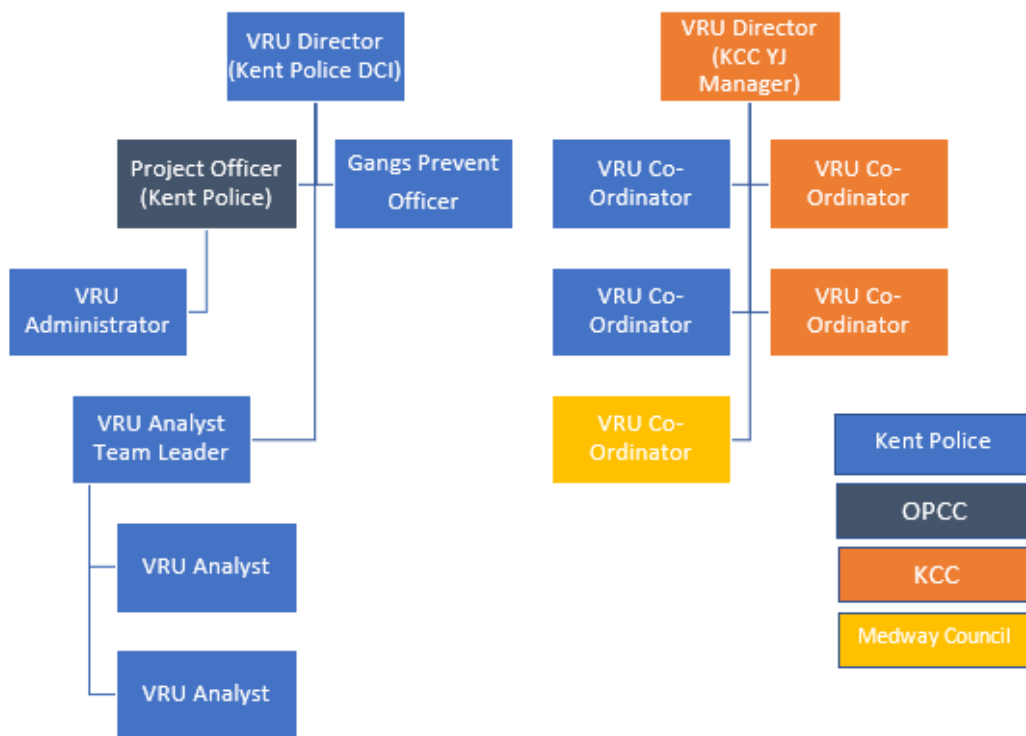
Overview of the Kent and Medway VRU funding:

8. The VRU is funded through a core grant from the Home Office Serious Violence Unit (£1.16m). The grant is made on an annual basis, and is subject to the following cycle:
 - Production of Strategic Needs Assessment (Problem Profile).
 - Production of Response Strategy (Strategic and Tactical Plan).
 - Production of Annual Narrative Report.
 - Production of Academic Evaluation of Impact (University of Kent and Public Health).
9. The VRU currently invests 50% of the core grant on interventions, which compares favourably to a minimum intervention spend of 20%.

10. This financial year, the VRU successfully bid for additional funding (£740,000) to deliver:
- a High Intensity Intervention Project for young people involved in serious violence; and
 - a Reachable Moments project for young people admitted to A&E following traumatic injury.
11. The VRU also match funds several projects with partners including the Office of the PCC (St Giles Trust), Kent County Council (Buddi Tag Scheme) and private providers (Sports Diversion) to ensure best value for money and sustainability of services.
12. Alternative funding streams have also been secured to sustain VRU initiated services. For example, the NHS Clinical Commissioning Group has provided funding for the 'Step Back' Prison leavers project delivered by The Forward Trust.

Structure of the Kent and Medway VRU:

13. The VRU consists of 1 police officer and 12 staff on secondment from Kent Police, the Office of the PCC, Kent County Council (KCC) and Medway Council.



Governance & oversight of the Kent & Medway VRU:

14. The VRU is governed by an Oversight Board which is chaired by the Commissioner or his deputy.
15. It includes representation from Kent Police, KCC, Medway Council, NHS England, Kent Fire and Rescue Service, Public Health, Her Majesty's Prisons, National Probation Service and the Community Safety Partnerships (CSPs).
16. The Board meets quarterly to:
- ensure active involvement in the strategic plan;
 - maintain an overview of partner activity to prevent serious violence;
 - hold the VRU Directors to account for delivery of the overarching aim;
 - identify and consider future risks; and
 - drive sustainability of VRU activity.
17. The VRU Police Director reports through the Crime Command, and the KCC Director through Children's Services.

Kent & Medway VRU - partnership working:

18. The VRU Analysts use a combination of Police, Health, Public Health and Local Authority data to develop a profile of public place violence, producing quarterly Strategic and monthly Tactical Assessments. They also produce a monthly proactive 'Prevent, Protect, Prepare document' to support the early identification of contextual risks around young people and places.

19. Key operational partners include:

- Kent Police – Gangs and County Lines Team, Partnerships and Child Centred Policing, Local Policing.
- Local Authorities – Youth Services, Youth Justice, Care Leavers, Community Safety, Public Health
- HM Prisons and Probation Service
- University of Kent – academic evaluator
- Third Sector – community provision

20. The VRU commissions county-wide and locally designed services to deliver its prevention and intervention approach. For example, this financial year:

- St Giles Trust has delivered over 100 interventions with young people involved in gangs and County Lines. The project is co-funded with the Office of the PCC.
- Nurture UK has developed an intervention programme in the nine schools most affected by serious violence. The programme has now been adopted by KCC.
- The Forward Trust has delivered 30 interventions with gang affiliated young men leaving prison to reduce the risk of reoffending. The project is now sustained by NHS funding.
- 19 community-based preventative programmes were co-designed with the CSPs, Community Safety Units and Taskforces in those districts most affected by County Lines and weapon related violence.

21. Last year around 1,500 young people engaged in VRU funded preventative projects. Outcomes reported from participants included improved wellbeing and resilience known to reduce risk-taking behaviours, for example:

"I'm very keen to meet Francis and know how he got out; I don't want to go back there to that. At this point in time I don't want or need drugs no more but as I'm faced with being released NFA [no fixed abode] and on £75p/w benefits, when I was earning 4k a week on county lines I don't know how to do it."

Forward Trust 'Step Back' participant at HMP Rochester

22. [Further information](#) on the work of the Kent and Medway VRU can be found on the Office of the PCC website.

Future plans and challenges:

23. Planning for financial year 2022/23 is under way, but the current annual funding arrangements make sustainability and long-term planning difficult.

24. Whilst the Directors await confirmation of the future funding structure, the Strategic Needs Assessment is being refreshed to guide the VRU's response strategy.

25. In response to the Serious Violence Duty (Police, Crime, Sentencing and Courts Bill 2021), the VRU will act as the co-ordinating body across Kent and Medway.

26. Currently all staff are seconded to the VRU and negotiations are under way to secure the team for next financial year.

Recommendation:

27. The Kent and Medway Police and Crime Panel is asked to note this report.

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Police and Crime Panel Forward work programme (December 2021)**February 2022**

Draft Police and Crime Plan	Statutory Requirement	PCC
Budget and Precept proposal 2022/23	Statutory Requirement	PCC
Panel Annual Report	Requested by the Panel	Panel

June 2022

Update on Fraud - Reporting and Handling	Requested by the Panel	PCC
Complaints against the Commissioner	Requested by the Panel	Panel

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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