



**POLICE AND CRIME COMMISSIONER FOR BEDFORDSHIRE  
DELIVERY AND BEATING CRIME MINUTES – PART 2**

20<sup>th</sup> January 2022

<b>Attending:</b>	<b>Festus Akinbusoye, Police Crime Commissioner - OPCC (FA)</b>
	<b>Garry Forsyth, Chief Constable - Force (GF)</b>
	<b>Phil Wells, Chief Finance Officer - Force (PW)</b>
	<b>Trevor Rodenhurst, Deputy Chief Constable – Force (TR)</b>
	<b>Sharn Basra, Assistant Chief Constable – Force (SB)</b>
	<b>Anna Cuthbert, Interim Chief Executive - OPCC (AC)</b>
	<b>Wayne Humberstone, Head of Delivery – OPCC (WH)</b>
	<b>Katie Beaumont, Transparency Manager – OPCC (KB)</b>
	<b>Gavin Chambers, CFO for the OPCC (GC)</b>
	<b>Madelyn Doggrell, Staff Officer DCC - Force (MD)</b>
	<b>Rachel Glendenning, Staff Officer - Force (RG)</b>
	<b>Gemma McCormack, PA to PCC and Chief Executive - OPCC (GMc)</b>

<p><b>PUBLIC SECTION – Recording available - <a href="https://www.bedfordshire.pcc.police.uk/meetings/">https://www.bedfordshire.pcc.police.uk/meetings/</a></b></p> <p>FA welcomed everyone to the second part of the Delivery Board which he advised is recording and made available for the public to view.</p>
<p><b><u>ITEM 9: OPCC UPDATES</u></b></p>
<p><b>9.1 PCC Update</b></p> <p>FA updated the board regarding the Funding Formula Review and advised that he raised this with the Policing Minister yesterday. He was informed that the work is still ongoing by the person who is leading on this piece of work. FA updated that he had been informed that by the end of this year, a recommendation will be made to the Home Office and it will then be down to the Government to come to a conclusion. He advised that at this time, we have no idea what the outcome will be and that the Chief Constable is part of a Technical Committee, where the input of Bedfordshire’s need is being made very powerfully. At a political level, FA continues to engage with Ministers at every opportunity to raise the issues that Bedfordshire has and why the Funding Formula needs to be addressed as soon as possible.</p> <p>FA shared that he would like to reassure all Partners who have been commissioned in the past or who have applied for commissioning for 2022/2023, that the Office has had to pause some parts of</p>



the commissioning process, but not put a stop to it. FA stated that he feels very strongly the need to have a process in place that delivers value for money and that is also seen to be able to stand up to any scrutiny by the public. He is also considering as part of the review of the current commissioning process as to how the Office can deliver a multiyear funding settlement to Partners rather than having to bid for commissioned services every single year. When we get to the final position in February/March and Partners are informed of the commissioning process for 2022/2023, they will be given a process where they know that they will be having a two or three year funding settlement.

Last Friday, all the Members of Parliament (MP's) in the county were invited to a quarterly catch-up meeting with FA so that the precept, Police and Crime Plan and any other issues that they want to raise with me for their areas can be discussed. Three MP's attended and all were able to raise issues about their own constituencies which was positive. FA would like to take the opportunity to thank the MP for Bedford and Kempston for raising in Parliament the issue of the funding formula as well during questions to the Policing Minister.

The survey deadline is today and FA is really pleased with the number of those who are engaging with the survey and sharing their views. The numbers have been positive in terms of those who have taken part in the survey so far. The deadline is 5pm today and if you have not taken part in the survey yet, please use the link that the office provided, to share your views.

## **9.2 Force Activity against the Police and Crime Plan**

TR advised that this update is on the activity on how to approach this meeting in the future so that it can be timetabled throughout the course of next year against the Police and Crime Plan priorities. TR has been chairing a small Task and Finish Group within the Force where they have essentially mapped all of the Force against the Police and Crime Plan. The work has progressed and at the moment it is quite a large product so is being refined so that it can be made useable. TR's proposal is that by March he will come to this meeting and outline how we plan to go through next year so that we can have a thematic approach to these meetings. FA agreed that this would be helpful in terms of being able to see how activities line up with the Police and Crime Plan and what the public really expect from the Force and feels that the Police and Crime Panel would really welcome this as well.

## **ITEM 10: COMMUNITY POLICING**

### **10.1 Community Policing Model Establishment Update**

PW advised that this report is in two parts and the first part is to explain where we are with policing the community hubs. The second part is to provide some good practice that has happened across



the Force, this is reported by a different Local Authority area at each meeting and for this meeting will be providing some examples for Central Bedfordshire.

In terms of the model itself, the community hub is based on having 67 PC's in the model and 47 PCSO's. In previous meetings, we have reported relatively large vacancies against those numbers. As of this moment in time, we have 65/67 PC's in post and two vacancies and we have 49/47 PCSO's which makes us two over. We are in a really good position, and we know that there are more Officers in the Force that are wanting to go into community policing. We also have a PSCO intake coming in during February or March which will further increase those numbers and they will go into community policing, so we will be in a good position to continue hopefully throughout 2022 calendar year.

In terms of the activity that the teams provide, I have provided some examples;

In South Central in September 2021, we received concerns around drugs in a local community and we focussed some action from our community policing team around some of that intelligence. A location was identified in Dunstable where the concern was raised by the local community, we deployed the south-central community team and they executed a warrant gaining entry to rapidly secure and preserve evidence and detaining individuals within the property. As part of that investigation, we seized criminal property seizures including half a kilo of cocaine, £40,000 worth of cash bundles, scales and MDMA tablets. A male was subsequently charged with a primary offence of possessing Class A with an intent to supply.

In North Central an operation called Op Evan was to target specific drugs predominantly in the Shefford area. This was instigated following numerous concerns and complaints from members of the public regarding drug dealing. This ran alongside the focus on the Shefford drugs gangs and associated criminality linked into our guns and gangs team which is Op Boson. A review of the intelligence and information in our resources to target locations, utilising PCSO's and their local knowledge and there was significant success in the operation. Police Officers in plain clothes maximised the impact of the success of the operation deployed in two teams in hot spot locations simultaneously. Officers from Op Boson were interspersed into that enabling a deeper understanding of the issue. We ran that operation for a week at different times and locations across that central location in Shefford and had a clear focus based of the intelligence we have received to add that element of surprise. The operation resulted in arrests for Cannabis possession, a concealed hide was located and a large Cannabis was located. Success was shared with the wider community not only through social media accounts but also through priority setting meetings where we were able to feedback to the local community that the work had been done on this issue.

FA asked as part of the communication of these examples, are the MP's being kept updated of some of the outcomes of these activities within their constituencies? GF advised they are not



updated on an individual basis, but we have monthly meetings with the MP's where we update them on activity, they also follow the social media updates for their local areas so they should be updated from that as well. FA commended the community team for the fantastic use of social media lately and the Comms Team from the Force on the excellent job they are doing in keeping the public aware on some of the activities that the Force are performing and with the outcomes as well.

SB advised that our community policing teams lead on prevention and as part of the National Crime and policing measures there is a priority area to reduce neighbourhood crime which includes burglary, robbery, theft of vehicles/vehicle crimes and theft from persons. Year to date we have seen reductions compared to last year in all those 4 areas of crime. We are using our influx of Officers to help target these crime reduction priorities and each of our student officers, as well as our dedicated Police Now cohorts undertake crime prevention projects in local areas. Two examples of the excellent work that have got in place and have done are;

- One Officer has managed to broker a partnership with National Tyres and we are looking to put some anti-theft marking on over 1,000 cars across the county to help tackle the issue of catalytic converter thefts.
- Another Officer has engaged in a pilot scheme working with National Monitoring and this helps to target some of our most high risk victims and provide high tech safeguarding solutions including alarms, camera systems and GPS trackers. So far we have 20 people across Bedfordshire who have benefitted from this system and we have had some excellent feedback in terms of testimonials in how it has made them feel so much safer and be able to get back to some of the activity they have liked to do previously, feel safe and be able to go out and about.

FA shared that what he feels has been very positive so far is that we have got a pipeline of Officers now who want to go into community and asked why that this is happening. SB shared it is down to the great testimonials that is received from the public and the community teams that are out and about in local areas. GF shared that the Force have tried to focus on delivering the College of Policing 7 strands of good neighbourhood policing which gives a very highly empowered group of Officers who then have the ability to be very proactive and focus on the areas of business that matter the most to the public and to us. They get to intervene, lock up the criminals and do the good things that solve problems. The good thing that the Force have adopted here means that this generates a very positive feeling within the community teams and that generates what we aspire to that becomes a career option of choice for people. The fact that we ringfence and don't abstract them to do other things means they are there to do exactly what we want them to be doing which is why it is becoming very popular as a career choice.

FA shared that he wanted to thank the leadership team for their commitment to this area and all the other areas of the business as this is a priority area from the public and the Police and Crime Plan.



FA advised that in keeping your word in terms of abstraction, it then allows these Officers to be dedicated and focused on knowing the area and dealing with issues and resolving them. FA was in a meeting yesterday with one of the community teams for Houghton Regis and the Community Sergeant was talking about the figures of patrol hours that the community team in his patch had carried out. FA was wondering if it was possible to keep track of patrol hours as it was quite an impressive figure to see what it used to be to what it is now.

GF advised that he will link in with that Sergeant to see if he has an easy way of recording those hours. PW advised that they are in a position whereby they think the technical solution works, so have overcome the difficulty and are now looking at how that data can be presented. PW hopes that in the next week or two, he can provide FA with something to see how he would like to use and refine. FA shared that he is really enjoying seeing the impact that the community teams are having on the ground.

## **ITEM 11: EFFECTIVENESS**

### **11.1 Recruitment and Retention**

FA advised that this agenda item has been moved to February as the focus for this meeting is the budget.

## **12: BUDGET**

### **12.1 Budget Paper**

PW advised that the provisional settlement for Bedfordshire Police was received on the 16<sup>th</sup> December 2021 and are expecting a final settlement, but expect that to be in late January 2022. The report provided is based on the best information that we have at the time that FA goes to the Police and Crime Panel. There are some elements that are still outstanding, but they are special grants around Counter Terrorism and Special Branch and it is usual that they are later than the settlement. They do not have any impact on the budget paper that has been presented today. The settlement provided for an increase into core grant which is the Police grant that we receive direct from the Home Office, it was an increase of £4 million between 2022/2023 and 2021/2022 but that mainly covers the cost of National Insurance which was a national increase and the cost of the extra Officers relating to the Governments 20,000 Police Uplift Programme.

PW advised that in addition to this, PCC's have been given the ability to increase Council Tax by £10 at a Band D average. It is worth highlighting that if you choose to increase by £10, it doesn't mean that everyone pays £10 and any household that is lower than a Band D will pay less than £10 and any household that is higher than a Band D will pay greater than £10. PW will provide this information to FA so that he can discuss with the Police and Crime Panel. If you take the option of increasing precept by £10, that will provide a further level of income of £3.9 million into the





organisation compared to 2021/2022. This includes a level of funding that is based on a recovering tax base. What that means is, during COVID, the tax base around Council Tax reduced and we have seen an increase of 3.39% which provides around £1.7 million worth of funding, therefore the £10 increase in precept, should you choose to do it, provides another £2.25 million.

PW stated that in addition to that, as an impact of COVID, we have seen a one off increase in collection fund between 2021/2022 and 2022/2023 of just shy of three quarters of a million. We do think that is a one off and we do believe we will receive a surplus in future years but not at that level. Overall, if you choose to, as a PCC, increase the precept by £10, the level of funding increase between 2021/2022 and 2022/2023 will approximately be £8.6 million. However it is worth highlighting that the overall budget for Bedfordshire is currently averaging £125 million over the last 10 years and in that time the Force has had to find £45 million worth of savings, so an average of £4.5 million worth of savings each year.

During that time, we have seen Officer numbers drop from 1,264 to 1,067 at its lowest and since 2017 – 2018 have seen that gradually being built back up to 1,351 Officers. For this financial year 2022/2023 we envisage that growing by a further 72. What it has meant is that the Force has taken all the savings that it can through pay and non-pay reductions and therefore any further reductions it makes will likely be a reduction in service rather than savings themselves. We run a Priority Based Budgeting Process within the Force and that looks at every single service we provide, it looks at the current service level, a lower service level and a higher service level just so that we are fully sighted on if we must make further reductions or have the ability to invest, where that would come from.

The Force budget is comprised 80% of pay and 20% of non-pay and recognising the uplift programme is increasing Officers, any savings are likely to come from just that 20% which the Force has tried to reduce to the lowest amount that it can. In terms of expenditure that the Force needs to incur against that £8.6 million worth of funding, it has identified a further £0.6 million worth of savings but there are additional costs that the Force must incur to carry on providing the same level of service. These are things such as pay award for the Police Officers and Police staff which is nationally set and we don't know what the outcome of that will be until after the budget has been set, but are estimating that it will be 3% for Police Officers and Police staff.

PW stated that we apply a level of inflation across all our areas whether that be fuel, energy costs, contractual costs etc. We have the National Insurance increase, which was Nationally mandated, we have the Police Officer pay costs resulting from the National Uplift Programme, we have incremental increases in pay which is nationally set pay scales for Officers and staff which increment on a yearly basis until they reach the top of their grade. There is also a cost of borrowing that we must incur as a result of borrowing that we have made recently to fund what will be a fantastic Custody and Investigation Block at HQ in Kempston.



There are national and regional contracts that are imposed on us as a single Force. The increase in precept if the PCC agrees to do so would lead to a HR increase, Professional Standards increase and supervision increase. The efficiency of the organisation will be through investment in ICT where we look to modernise our processes, transform some of the work we are doing, and we see a lot of that work going into our Force Control Room which will make the contact with the public a lot more efficient. We also see an increase in our resources going into our Regional Policing Capability to deal with drugs and serious organised crime and continuing to provide a higher level of service than we can afford around investigation staff and victim engagement staff which provides a better service to those victims, particularly around serious sexual offences.

In terms of what the public will see differently if you choose to increase the £10 on Council Tax is; we will see an increase of 72 Officers – 4 of those into regional capability around serious and organised crime, 18 into the Force Control Room, 4 into rural policing which will be centred around the Central Bedfordshire area, Human Resources training and Professional Standards, supervision in terms of making sure that with the young Force that we have that we have the right level of supervision to ensure that we retain the people that we recruit and also enhance our capability, and the remaining Officers will be split across our response and crime functions.

PW stated that there are a number of areas around victim engagement, regional crime capability, Force Control Room, investment into the PCC's office and the way of funding capital expenditure in the past we think fits squarely into the Police and Crime Plan that the public have been asking you to provide, we also see it in key areas around public contact and investigation. As part of the settlement, we did get an indication of what the next two year funding may look like and in 2023/2024 and 2024/2025 the Government have indicated that will further increase Police funding by £100 million in the first year and £150 million in the second year. Our estimate of what we would get from that is £0.9 million in the first year and £1.4 million in the second year. It is worth highlighting that the cost of Officers increase in the first year and we expect to be around £2.5 million compared to the £0.9 million increase in funding.

Recognising some of those pressures on Police pay and some of the additional funding, we envisage that in 2023/2024 we will have a small gap of around £0.9 million and in 2024/2025 £0.6 million but that is before we have identified any savings, or any areas of efficiency and we do have a budget reserve that have been built up over a number of years that we could also use to bridge those gaps. In terms of future years, quite a bit can change and we know that pay awards can change and and that we are coming into an area where inflation is very high. FA and GF have been lobbying for a change in the Funding Formula and the Government have said that they will revise that funding formula over that medium term period.

PW stated that he has hopefully highlighted a need to increase the precept and hopefully he has provided what the Force will deliver in terms of providing the PCC's Police and Crime Plan from the



increase but also highlighted some of the challenges that the Force perceive it will have over the next 2 – 3 years after setting this budget.

FA thanked PW for the report and on behalf of all our residents he would like to also thank the finance team for the fantastic work and hours that they have put into this. FA would also like to thank GC for the work he has done and in working together as a team in putting together this financial piece to demonstrate what is needed in the Police Force and also the gaps that exist.

FA asked in relation to the Professional Standards Department (PSD) and said it has been very topical at the moment around some of the really tragic cases that has involved Police Officers and inappropriate behaviours and here in Bedfordshire last year there have been one of two Officers that have been dismissed for their practices. FA asked whether it can be explained what potential impact to PSD this will have and how to reassure the residents that as a leadership team, are taking the issue of confidence in Police Officers very seriously. GF advised that they have very, very high standards of behaviours that are set for our Officers and staff and that they deal very robustly with anyone that departs from the standards in a way that would concern both the PCC, the public and himself. It is important to have the right level of investment that helps maintain those standards. What we have seen with the increase in 20,000 Officers across the UK from Government funding is an overall increase in Officers across collaborated Forces for Beds, Cambs and Herts and have a collaborated function of Professional Standards.

GF stated that covers a significant number of individuals when you put into it the Joint Protective Services and all collaborated functions as well as individual Forces and they haven't had an equivalent investment to match the uplift which presents some challenges in terms of our ability to maintain those standards but also ensure that we are guarding against corruption threats as well. TR added that whilst we have a collaborated command, that is a good thing because it means from the economy scale that we get we are able to have quite a specialist resource in there, not just Professional Standards but anti-corruption capability. TR stated that clearly the uplift does present a risk, despite all of our vetting processed and standards, that we bring someone in who seeks to infiltrate the organisation or then chooses not to exhibit the behaviours and values we would expect. Therefore that capability is really important and it does provide me with a briefing every month on any cases that exist within our Force and can assure that we have a very high bar and high standard approach to that and am very satisfied and reassured that's giving the service that the Force requires however, it does need that investment because the size of the workforce is growing and it needs to be in line.

FA asked within the Force, are they satisfied with the systems that are in place internally to encourage any Officers who have concerns to be able to speak up and know that they will be heard. TR updated that they have a number of ways that Officers can come forward to report any behaviour of any colleague they are not satisfied with but clearly the aim is for strong leadership within the





Organisation at first and second line manager level that identifies any behaviour that might be of concern early and addresses it, rather than allowing it to escalate into an issue that needs PSD to come in. GF advised that they have done a large amount over the past few months on culture and following the launch of that we have followed it up with senior leadership days where the Executive have spent days with the leadership to reinforce messages around culture. We have now started the first and second line supervisor executive sessions as well and make sure that they are full sighted on what we are seeking to do with the culture of the organisation. That is an ongoing programme and the whole culture piece will continue. We had two workshops yesterday and there are another 4 to come over the coming weeks. Attendance is compulsory for all Sargent's, Inspectors and First and Second Line Managers. FA said that it would be good to get updates on how this is going within the Force at subsequent Delivery Board Meetings.

FA also asked regarding the 72 Officers that we plan to get in place as a result of the £10 uplift, could we have an indication of when we are expecting to have some of these in place. PW advised that they will be spread over the financial year but we will have employed all of those by the end of this financial year 2022/2023. We will look to ensure that the extra that are going into the Force Control Room, the extra who are going into rural policing and the extra who are going into supervision will be in by the 30<sup>th</sup> September 2022 and the rest will be phased in over the duration of the financial year.

FA shared that some people may ask how this will increase the level of Police presence in their area and there have been some elected representatives who have queried what this means for their own constituency or own wards. FA requested for clarification on the numbers being discussed are spread out across functions rather than geographical areas. GF stated that what they wont do is specify particular levels of Policing across geographical areas as that is not particularly helpful in terms of crime prevention or targeting demand etc. The resources that are allocated will be allocated on the basis of demand and need and they will be allocated in a way which provides benefit impact to all of the areas that we cover.

FA asked regarding the Force Control Room in terms of how are they doing at the moment in terms of call volume. SB advised that one of the fundamental responsibilities is to protect the public and what we have to prioritise in that is to take emergency calls and to then be able to respond to those in immediate need. We have been aware that we have got some challenges within the Force Control Room and because of that for the last three months we have had a dedicated response to that under the direct line of sight of Chief Officer level. We focussed on two key areas and that is processes and people. People in terms of supporting those already working in a tough environment, not just because of the nature of some of the calls they receive but, the volume and the wellbeing of those staff has been paramount for us. The second is investment in further resources and since that



time we have had a cohort of 5 people join the Control Room and we have another cohort of 5 starting their training within the next two weeks.

SB stated that in terms of processes, we have looked at how to sharpen up our internal processes but also to make subtle changes to the way the public can contact us and that journey. Over those last three months we have made month on month progress in shortening the time that it takes for people to contact us, for us to deal with those calls and then to respond to those emergency situations. FA asked would these different avenues and ways of making contact easier, do you think that is also driving up call volumes. SB advised that we haven't seen call volumes increase but we have seen people take advantage of different ways in which they can contact the Police. FA asked how the IVR is influencing things so far as it is quite a new addition to the control room. SB advised that they have seen a month on month improvement to services to the public from October and November. That was significant in December when they brought in the new IVR system as it means individuals are getting a more bespoke service but also allows to prioritise better those that call 101 as well as 999.

FA asked regarding the victim and engagement officers, do the Force have a number of how many will be going into that unit. PW advised that they are Police staff and in terms of the Investigation and Victim Engagement Officers, this will be an additional 8 to what we have budgeted for. Some of those are already in role and this funding will allow this to continue rather than the service drop off as not being able to afford them any longer. SB explained that Victim Engagement Officers support and provide a bespoke service to victims of crime who require that service for example; rape, serious sexual offences and domestic abuse. Officers will carry a workload where they need to and deal with a number of different victims, but we prioritise these victims as the most vulnerable so they will get this bespoke service.

GF advised that he knows there is a backlog through the court system which were not sitting during COVID in the normal way and that means that the trial dates have been pushed back and offenders will be on bail for a longer period of time having been charged awaiting their appearance at court. This can then translate into pressure of victims and there is a risk for us in trial processes that victims are becoming disengaged and lose interest in something that is prolonged for a long period of time in some cases and that is when the victim engagement role becomes increasingly important in making sure that we can maintain a good level of contact with the victims, have an ongoing understanding of any concerns they have, and most importantly address them in a way which keeps them engaged with the trial process. FA stated that the hope is if we can get this increase in the precept, that we are able to at least maintain the level of activity and performance, if not improve it. GF agreed, that it would be his hope. TR emphasised and clarified that these are not the staff who are in the Victim Care Service, these are Specialist Officers working alongside Investigators in the teams SB described.



## **13: VOICE OF THE PUBLIC**

### **13.1 Issues raised to the PCC**

FA explained that when he is out and about at meetings and engagements with the public, there are always questions that are raised by residents and businesses and they want to have answers. FA has brought these questions with him to the meeting for a formal response from the Force.

*What active steps is the force taking to bring down burglaries and other acquisitive crimes?*

SB advised how they tackle neighbourhood crime, in particular burglary residential is that they have a dedicated team that focus solely on this area and they are not just involved in the investigation but they work closely with the community teams to help deliver crime prevention. In relation to residential burglary, they have had 368 fewer victims of that crime this year than last year and have also seen a good improvement in terms of outcomes. Burglary residential is a priority as is all neighbourhood crimes, SA stated that they seek to tackle it on two fronts, one is preventing victims which is first and foremost important, and then when they do have victims it is ensuring they are supported through the PCC's commissioned service and the Officer themselves, they then do everything they can in terms of that dedicated investigation to make sure that those who are responsible are dealt with and brought to justice. That takes another step because as part of the judicial process we have got measures in place and orders that we can take advantage of that help manage those perpetrators going through their cycle of offending.

FA asked if the Force are one of the pilot areas for the Home Office Tagging Scheme for persistent burglars and what are the figures on that at present. SB updated that there are two forms of tagging, one in which Bedfordshire volunteered for and was selected to be part of a pilot scheme with some high tech electronic monitoring systems. This is really focussed on serious acquisitive crime and have 16 people on that programme and they are monitored each and every day. One offender has been dealt with positively from that scheme but what it is also showing us is the other 15 have not offended whilst they have been on this scheme. The second part of that system is a voluntary approach by offenders themselves who seek to rehabilitate and as part of a community order they can go on to what is called a buddy tag. We have 4 people on that tagging system at present and we have not seen any offending from that cohort. SB advised that the one person who was dealt with was as a result of him being caught whilst he was on tag.

*How well is the force protecting victims of DA from further harm? What is being done to ensure victims and their families have confidence in Bedfordshire Police?*

SB advised that for victims of such offences, this isn't an issue that we alone can address and this is very much a countywide full partnership approach. For example, within the investigation of these offences that does sit within Policing, and we have a dedicated response under our Emerald Team but, in order to service and support those victims there is a number of support agencies who support them; the Officer in the case, Victim Engagement who are dedicated to victims of domestic abuse but we also have independent domestic violence advisors that come through Local victim services.



This is to ensure that these individuals who are vulnerable due to the nature of what they have suffered, are supported throughout the whole journey from being a victim of crime through to a judicial process.

We have every Inspector as part of the Emerald investigations who will reach out and make 4 personal victim contacts themselves every month. We also have an internal scrutiny panel which does have members of our partnership present to make sure that the services of each of the victims are getting is fair and professional, we also have a victim and witness engagement board whereby we predominantly focus on the care, safety and support victims are getting and that in turn feeds into the wider criminal justice board. Further to that we have dedicated schemes under the management of domestic abuse perpetrators that target and focus on perpetrators themselves and we have mechanisms under offender management whereby we can adopt similar processes to offender management with a free cohort, so people who aren't on any orders but can be adopted with that dedicated presence and focus.

FA asked, do you feel that you have got the level of resource needed to deal with the volume of this issue within our communities. GF advised that we always need more resource and despite the uplift programme and growth we have had and the support we have had from precept, we know as a result of the funding formula that we are still significantly disadvantaged and we need resources over and above those we have already received in order to meet the demand across all areas that we would want to. That said, we have made significant investment in key areas of the business and Emerald, rape and serious offence is one of those but I would like more resources and do we need it, yes we do.

*How is the Force performing in terms of charge rates for rape and sexual violence?*

SB advised there are two parts of that, one is reporting and recorded crimes and these have gone up, we are 8<sup>th</sup> nationally in terms of recording rape and serious sexual offences. That is a good news story as our communities and individuals have that trust in reporting to Policing but our target where we focus our attention is on the investigation and that dedicated service for victims of this type of offence, with that we sit 6<sup>th</sup> nationally in terms of outcomes solved rate. We have an excellent relationship with our RASSO (Rape and Serious Sexual Offences) Team and dedicated Lawyers within the CPS to make sure that we have that full turnaround through the judicial system and that is working really well to the extent that we get visitors from across the county who come and ask us what we do, how we do it and how they can take some of that practice. GF advised that we will continue to work to maintain the service that we have in place and if we can make improvements that are available to us then absolutely we will do so.

TR mentioned that we make our link not just focussed on the investigation and how we are doing with that but also on our whole agenda of male violence against women and girls and how we are being very perpetrator focussed with going on the front foot with seeking out those offenders before we end up with more victims. Also, working with offenders to ensure they don't continue to offend.



*Do we have a problem profile for domestic abuse homicides or some of the very serious high risk and high harm crimes that we have in the county?*

GF advised that we have limited analytical capability and it is one of those areas that we have to prioritise on the basis of greatest risk and harm so there is work in progress towards the domestic abuse problem profile but it is one that we have had previously but it is not up to date. SB advised that we work with the 3 Community Safety Partnerships to understand what the issues are as when we talk about a problem profile its not just the crime itself, it is about the impact on victims and the community. This is why we work with the CSP's to make sure we have the right product to collectively to make sure we all contribute to make it a safer place. TR advised that we are very focussed on repeat offenders and being proactive in terms of Clare's Law. Also, we are looking to expand our drug testing on arrest from not just being serious acquisitive offenders but into perpetrators of domestic violence. There are a number of things we are doing in terms of having oversight of the problem and the big picture in terms of tackling it and seeking to drive it down in the county.

*In relation to road crime issues, we have had a number of reports of anti-social behaviour caused by motorists and there has been quite a number of cases of road fatalities of late. What is the Force doing in terms of trying to keep our roads safer?*

TR advised if this is a priority of local residents in the priority setting, then the community teams will include that in their activity and they do and our special constabulary gets involved in a local level as well, they have equipment they can use and be trained in. There was a recent documentary in relation to roads policing and what we have not done across our collaborated command is reduce resources, so we still put out 14 Officers everyday across Bedfordshire, Cambridgeshire and Hertfordshire. They responded in the last quarter to 4,500 separate incidents and made 378 arrests, so they are being very proactive on the roads. We have had a run of high level road traffic collisions where there have been serious and fatal collisions and that in itself is a serious investigate that takes trained officers and the attendance at those scenes is terrible to victims and families but also traumatic for Officers who go from one onto the next. We are looking at this in great detail to see what those trends are and if there are risk areas we can prioritise with Partners. We are being proactive and have recently run an operation with Highways where we used a specialist asset which allows us to look into vehicles and seek users of mobile phones whilst they are using their vehicles.

SB shared that the Force work closely with Community Speed Watch to help tackle localised issues. We are always recruiting for more volunteers and there is more information on our website in terms of how we can set up Speed Watch programmes and how people can help.

GF advised that sadly behind every fatality is a devastated family and people in the community who have lost a loved one. GF wanted to mention the fantastic work that is done by the Road Victims





Trust which is a service funded by the OPCC and they genuinely provide a wonderful service for those bereaved families who have lost loved ones in the most tragic of circumstances. FA agreed that the difference they make is remarkable.

**ITEM 14 NEXT AGENDA**

Theme – Offender Management.

**Date of Next Meeting:**  
21<sup>st</sup> February 2022.