

on the RECORD



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money work

MONTHLY NEWSLETTER

Hello everyone,

As you will know I have spent the last 18 months in this role raising the funding argument concerning Bedfordshire Police as loudly as possible in the corridors of power.

This month (Tuesday 14 November) I was one of only four Police and Crime Commissioners from the 43 police forces of England and Wales to be asked to give evidence before the high profile Home Affairs Select Committee at the House of Commons.

It is my job to be the public's voice on policing in this county and to speak truth to power. This is precisely what I tried to do on the day to drive home the reality of the Forces overstretched position. We have 1,124 officers to serve a population of 644,000 with some of the most serious and complex crime challenges anywhere in Britain.

Bedfordshire Police faces the third highest terror threat in the country, serious organised crime groups dealing drugs along so-called county lines and youth gangs increasing in scope and severity across the county as a whole.

You may have read that police forces have £1.6 billion in reserves yet Bedfordshire Police has just £3 million in general reserves which is the absolute minimum considered prudent in the public sector at just three per cent of annual revenue.

I told the committee I have submitted a report to the Policing Minister, Nick Hurd, fully evidencing the case for an extra £10 million per year to pay for an uplift of 300 officers on the front line and 80 specialist detectives just to bring us up to numbers which are comparable with forces facing similar serious and complex crime challenges. I am told that it will be early December before we know the outcome of the latest settlement on police funding, but I have received a response from the Home Affairs Select Committee thanking me for such powerful evidence.

Yours,

Kathryn

Kathryn Holloway
Police and Crime Commissioner for Bedfordshire

News from the Office of the Police and Crime Commissioner

PCC delivers Bedfordshire Police's funding argument at the Home Affairs Select Committee

Bedfordshire Police and Crime Commissioner, Kathryn Holloway, was invited to the Home Affairs Select Committee last week (Tuesday 14 November), to give evidence on the financial pressures and demand Bedfordshire Police is facing.

The Committee, chaired by Labour MP Yvette Cooper, requested that the Commissioner along with fellow PCCs David Lloyd for Hertfordshire, Sue Mountstevens for Avon and Somerset and Paddy Tipping for Nottinghamshire give evidence to them.

"I have spent the last 18 months in this role raising the funding argument concerning Bedfordshire Police as loudly as possible in the corridors of power," said Commissioner Holloway.

"It is my job to be the public's voice on policing in this county and to speak truth to power. This is precisely what I tried to do on the day to drive home the reality of the Force's overstretched position. We have 1,124 officers to serve a population of 644,000 with some of the most serious and complex crime challenges anywhere in Britain.

"Bedfordshire Police faces the third highest terror threat in the country, serious organised crime groups dealing drugs along so-called county lines and youth gangs increasing in scope and severity across the county as a whole," added the PCC.

The hearing took place in the House of Commons between 9:30am and 10:30am and concluded with the Chair expressing her gratitude to the PCCs for giving their evidence. While the funding for Bedfordshire Police is yet to be announced, the Commissioner remains hopeful that the Government will acknowledge the pressures on the Force and that the funding review will be assessed comprehensively.

"I told the Committee that I have submitted a report to the Policing Minister, Nick Hurd, fully evidencing the case for an extra £10 million per year to pay for an uplift of 300 officers on the front line and 80 specialist detectives just to bring us up to numbers which are comparable with forces facing similar serious and complex crime challenges. I am told that it will be early December before we know the outcome of the latest settlement on police funding, but I have received a response from the Home Affairs Select Committee thanking me for such powerful evidence," said the Commissioner.

 Kathryn Holloway @KHollowayPCC · Nov 14
Delighted to take case of @bedspolice to Home Affairs Select Committee today
#truthtopower



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HMICFRS Report rates Bedfordshire Police as 'good' for use of resources and 'requires improvement' overall for Efficiency

Bedfordshire's Police and Crime Commissioner, Kathryn Holloway, has welcomed the acknowledgement in the latest HMICFRS Efficiency Report on Bedfordshire Police that the Force is "using its resources well" and "recognises it continues to face significant financial challenges" at a time when police forces nationally are "significantly stressed".



The annual inspection of force efficiency by the police watchdog (Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services - HMICFRS) has commended Bedfordshire Police for its success in increasing its workforce diversity - with recent recruitment at 30-34% BME (black

and minority ethnic) diversity which is at a level unprecedented in policing in England and Wales - and it has been given a rating of 'good' for how well it uses its resources. The report states that Bedfordshire Police is developing its understanding of demand for its services and how that demand may change. However, the Force acknowledges it needs to further develop its understanding of hidden and under-reported demand to match that of the improvements made in the area of domestic abuse, which has resulted in a greater number of victims coming forward.

"The Efficiency Report for 2017 shows that the Force is moving in the right direction as there were three 'requires improvement' grades last year and there are two this year and one 'good' this time. The 'good' is for how well Bedfordshire Police uses its very limited resources compared with other police forces facing similar serious challenges such as the third highest terror risk in the country. These also include serious organised crime gangs surging into Bedfordshire from London and other major cities with so-called 'county-lines' drug running, serious youth violence involving knife use and the fact that 40% of gunshots fired in the East of England from North Norfolk to the southern tip of Kent occur in this county," said Commissioner Holloway.

"The Force has faced a surge in demand this year, following the Manchester and London terror attacks, which has resulted in further pressure on the Force Control Room and Response Officers. While HMICFRS has criticised a number of forces' control rooms, who at the time of inspection appeared to be struggling to meet demand, the report highlights the good progress the Force is making in understanding the demand on its services. What's more, Bedfordshire Police has been praised in its work with other partners and agencies such as local authorities and the health service, as well as increasing its analytical capability with the recruitment of two analysts to further its understanding of the county's needs," said the PCC.

"What is a great pity is that the rating of 'requires improvement' sits just below 'good' in such reports and this means the media and public often view the findings as wholly positive or wholly negative and miss that there is much more light and shade involved than this," she said.

The report made note of the strong commitment from senior officers and scrutiny from the Commissioner in focusing on how the Force manages and prioritises demand in order to be more efficient.

"HMICFRS has recognised that the pressures police forces are facing are increasingly complex, but says that the speed with which forces can improve efficiency relies on their continued resilience and the commitment of those working in policing.

"It's clearly not a case of our officers' commitment and resilience being in question - which is demonstrated on a daily basis when they run towards danger or return to work after being assaulted on duty and since Bedfordshire Police officers carry a higher caseload per officer than those elsewhere. It's a question of whether or not there is a commitment from this Government to understand the increase in demand here and adequately fund a force that is at a genuine tipping point after being failed in terms of funding by every Government of every colour across the political spectrum in the past," said Commissioner Holloway.

PCC commends Force for best performance in the country on diversity to better reflect Bedfordshire's communities

Bedfordshire Police and Crime Commissioner, Kathryn Holloway, has praised the Force for its continued outstanding recruitment of officers reflecting the make-up of the county's communities this year, which has resulted in a significant increase in the workforce's diversity.

Since April 2017, 66 of the 100 new police constables promised this financial year by the PCC and Chief Constable, Jon Butcher, have been recruited, of whom 33% are non-white British, including Eastern European candidates, and 28% are from a black and minority ethnic background (BME).

"It's absolutely right that a police force looks and sounds like the communities it represents which is why the founding father of policing, Sir Robert Peel said that the police are - or certainly should be - the public and the



public are the police. Bedfordshire Police has a success rate around diversity which is unmatched anywhere in policing, among the 43 forces of England and Wales, so it's an outstanding achievement. Just last month (19 October), I was asked by the Chair of the Home Affairs Select Committee, Yvette Cooper, to let her know how we're doing this, given the impact we all hope this has on the confidence of communities to report Hate Crimes and other criminal acts," said Commissioner Holloway.

"What's particularly impressive this year is that both our Asian and Eastern European communities are strongly represented, with all the advantages of language skills and cultural understanding this brings to policing this county. Make no mistake though; this recruitment isn't about being PC but about recruiting the best PCs, whatever their background.

"Inspector Mo Aziz and his team have done an incredible job, taking a recruitment drive into places of worship and neighbourhoods which had never before had a tradition of being involved in policing in Bedfordshire. They've also worked hard to understand why those from BME backgrounds might not have applied to join in the past or why they have left. There've been recruitment posters showing Bedfordshire police constables from different cultures and ethnicities and a buddy scheme to support new officers by giving them the help, advice and reassurance of more experienced BME officers and others who've been recruited more recently," she said.

Inspector Aziz, along with his colleague, PC Ruth John-Chambers, has worked hard to encourage people from all backgrounds to apply which has led to them both receiving a Special Recognition Award from the National Black Police Association.

"I am immensely proud of this achievement, as we are working tirelessly to recruit people from all ethnicities and walks of life. We will continue to work close with our communities to engage all residents of Bedfordshire and encourage them to consider a career with the police," said Inspector Aziz.

Bedfordshire Police's most recent recruitment drive closed last month (1 October) and it is expected that the process of assessing potential new officers will soon result in additional recruitment, including across diversity, further boosting the frontline.

"Last financial year, to this April, the Force managed to achieve 30-34% diversity across its recruitment which is an unheard of success. Here in the county other blue lights, like the Bedfordshire Fire and Rescue Service are learning from the police, as I hear when I attend the Fire Authority, and other forces are visiting us to find out more. We have to be careful not to become victims of our own success; Hertfordshire Police even came to the Luton Mela to recruit alongside us! Seriously, a higher level of diversity is a necessity in every force in a modern - and fairer - world and it can't happen soon enough for me," said Commissioner Holloway.

Working together with Bedfordshire Police

PCC holds Road Safety Event to cut deaths amongst young drivers in Bedfordshire

Bedfordshire Police and Crime Commissioner, Kathryn Holloway, has welcomed students from across the county to an event to promote road safety as part of National Road Safety Week, in a bid to cut deaths on the county's roads amongst the young.

The event, held in collaboration with Bedfordshire Police and Bedfordshire Fire and Rescue Service, took place at Shuttleworth College (Wednesday 22 November) where around 500 students took part in activities, received advice from various road safety organisations and met with police and fire teams including motorcycle officers.



"I'm absolutely delighted to be able to support Road Safety Week in this really practical way. I am

appalled that deaths in car accidents for the under-25s are at comparable levels with serious illnesses such as cancer,” said Commissioner Holloway.



“I am indebted to Shuttleworth College for enabling us to host the event and schools across the county for facilitating the participation of their students and pupils in today’s event to learn about the ways in which they could be safer on our roads,” added the PCC.

Organisations and partners from around the county including Bedfordshire Fire and Rescue Service, The British Horse Society, Speed Watch, RAC, Kwik-Fit and Bedford Autodrome volunteered their time to help support the day and provide information to young and prospective drivers.

“I would like to express my appreciation to all of our volunteers who participated in the event, holding stalls, talks and demonstrations. They really engaged with young drivers in a friendly and informal way that clearly delivered the message of road safety.

“With 117 road collisions involving young drivers last year in Bedfordshire, and car accidents being one of the biggest causes of death for young people, road safety is of high importance to me along with the Force,” said the Commissioner.

Attending the event was Bedfordshire Police’s Deputy Chief Constable, Garry Forsyth, who expressed how distressing it can be for all of those involved in fatal collisions.

“Dealing with fatal collisions is an unfortunate part of the job. I have seen first-hand the devastating impact it can have on families when having to deliver that awful news that their child has died in a collision. Five people die on our roads every day, if that was due to a crime such as murder there would be uproar. It is avoidable and we all must do more raise awareness.

“It was great to speak with students today and educate them on the dangers and the fatal four; not wearing a seatbelt, drug and drink driving, distractions such as use of a mobile phone and speeding. I hope every student received our message loud and clear, but if it has made one student a safer driving, preventing future fatalities, then it has been worth it in my book,” said DCC Forsyth.

The Force works closely with the Bedfordshire Fire and Rescue Service to raise awareness of the issues associated with road safety and Fire Officers attended the event to show students their specialist equipment and provide guidance to young drivers.

“As part of Road Safety Week, Firefighters from Biggleswade and Shefford Community Fire Stations gave students the message that every year 1000’s of young people are involved in serious road traffic collisions across the country. These can often result in life changing injuries or death. It was extremely useful to be able to work with our partners to deliver this important message directly to those who will soon become young drivers,” said Pete Buckingham, Community Safety Team Manager.



OPCC social media highlights

Dates for the diary

Twitter



View more highlights on our [Twitter](#) and [Facebook](#) pages.

Police & Crime Panel –
Tuesday 5 December

Christmas lights switch on at Kempston HQ –
Thursday 7 December

Partnership Event & Signpost Launch –
Tuesday 9 January

Useful information

[Police and Crime Plan](#)

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