

AVON AND SOMERSET POLICE AND CRIME PANEL

20 SEPTEMBER 2016

POLICE AND CRIME PLAN 2016-21

1. OVERVIEW

1.1 In June 2016, the Avon and Somerset Police and Crime Commissioner issued the Panel with a project plan for developing her statutory Police and Crime Plan for her second term in office, required under the Police Reform and Social Responsibility Act 2011.

1.2 The plan sets out the Commissioner's strategic priorities of:-

- Protect the most vulnerable from harm;
- Strengthen and improve your local policing teams;
- Ensure Avon and Somerset Constabulary has the right people, the right kit and the right culture; and
- Work together effectively with other police forces and key partner agencies to provide better services to local people.

1.3 The statutory Avon and Somerset plan covers the period 1 October 2016 to 31st March 2021. Progress in delivering the Police and Crime Plan is formally reported as part of the Commissioner's Annual Report in June each year and will be monitored on an ongoing basis, and evaluated at each Police and Crime Board (bi-monthly).

1.1 The Police and Crime Panel are presented with this paper to accompany the draft Plan for their statutory review.

2. PROCESS

2.1 The Police Reform and Social Responsibility Act 2011 requires that the Police and Crime Plan, and any subsequent update of the plan, sets out for the Commissioner's remaining period in office¹ the:-

- policing of the police area which the chief officer of police is to provide;
- financial and other resources which the Commissioner is to provide to the chief officer of police;
- means by which the chief officer of police will report to the Commissioner on the chief officer's provision of policing;
- means by which the chief officer of police's performance in providing policing will be measured; and
- crime and disorder reduction grants which the Commissioner is to make and the conditions (if any) of those grants.

¹ Up to the point at which the following statutory Police and Crime Plan must be issued by (in this case 31st March 2017).

- 2.2 The plan has been developed in consultation with the Chief Constable, as required by the Act, with the Strategic Plan Working Group (SPWG) and a sub-group to specifically consider the performance framework. Panel member Councillor Asher Craig is the nominated panel representative on the SPWG. The Strategic Planning and Performance Officer has also worked closely with staff within Strategic Services Improvement within the Constabulary to develop content, consulting as appropriate with OPCC and Constabulary leads for priority areas.
- 2.3 Key partner agencies and stakeholders (including Panel members) were issued with a copy of a draft Plan in early August and invited to comment. All comments have been reviewed and adjustments made accordingly. Feedback has largely been positive.
- 2.4 Development of the plan has been also been informed by public consultation on the priorities (this ran from 24 June to 30 August). There were 1915 responses to the public survey.
- 2.5 82% of respondents agreed with the vision. Support for the priorities averaged at 89% with most support for prioritising strengthening local policing teams: 94%. Prioritisation of protecting the most vulnerable from harm received support from 84% of respondents.
- 2.6 In relation to the proposed vision, the theme attracting the most comment from respondents is a requirement for greater visibility of policing (and other related themes of accessibility, retaining/closures of stations, numbers of officers and staff also were raised frequently).
- 2.7 Progress update reports regarding the development of the Plan have been submitted to the SPWG who have met formally twice to oversee development (in June and July) and the SPWG and Panel have been given opportunities to comment on the Panel at various stages.

3. EQUALITY AND DIVERSITY CONSIDERATIONS

- 3.1 The statutory plan includes details of the PCC's commitment to equality and diversity, including the commitment to monitoring the Constabulary Equality and Diversity Objectives.
- 3.2 A draft equalities impact assessment has been carried out in relation to the process for developing the Police and Crime Plan and the anticipated impact of the Plan's delivery. This has been reviewed by the OPCC lead for Equalities and will be discussed with interested parties (Senior HR Business Partner within the Constabulary and Councillor Asher Craig as Link Panel member). A copy of the current assessment can be obtained on request.
- 3.3 Accessibility for all sectors of our communities is critical to the delivery of the Police and Crime Plan and consideration has been given to channels of communication which are tailored to different needs throughout the consultation and drafting process. The Plan

will be made available in 'easy read' format and could be made available on request in audio, Braille, large font formats or translated into other languages. Provision has been made to deal with such requests.

4. NEXT STEPS

- 4.1 Following the review of the draft Plan by the Panel, once the PCC and Chief Constable have considered comments from the Panel and have approved a finalised version of the Plan (reflecting changes as appropriate), the Plan will be issued to designers for publication. A microsite will be developed to host a web-enabled Plan (that can also incorporate performance updates at regular intervals). The easy read version of the Plan will be developed.
- 4.2 Work will then commence to develop a project plan for producing local plans with key partners, and to develop delivery plans (OPCC and Constabulary) for the central Plan. Options will need to be presented to stakeholders in order to balance OPCC resource with timeframe constraints.
- 4.3 Further activity will commence to develop in more detail the programme of assurance and align the activity related to the Constabulary's continuous improvement framework. This will be carried out by the Strategic Planning and Performance Officer, liaising closely with the Constabulary. A performance dashboard will be developed to support performance evaluation.

5. RECOMMENDATIONS

- 5.1 The Panel is asked to review the Police and Crime Plan for 2016-21.
- 5.2 The Panel is invited to make final recommendations regarding the draft Police and Crime Plan, and ratify the Plan subject to those recommendations.

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Appendices

Appendix A: Draft Avon and Somerset Police and Crime Plan 2016-21

Appendix B: Link Member Report on Development of the Police and Crime Plan