



Cambridgeshire  
Police & Crime  
Commissioner

**To:** Business Coordination Board

**From:** Chief Constable

**Date:** 26 November 2015

## OPERATIONAL UPDATE

### 1. Purpose

1.1 The purpose of this paper is to provide an operational update to the Business Coordination Board ("the Board"). The paper covers any exceptional issues relating to Cambridgeshire Constabulary's ("the Constabulary") recent performance, Her Majesty's Inspectorate of Constabulary (HMIC) inspections, significant operations and effective and efficient policing.

### 2. Recommendation

2.1 The Board is invited to note the contents of the report.

### 3. Performance Update

3.1 Please refer to quarterly performance report.

### 4. HMIC Inspections Update

#### 4.1 PEEL Efficiency Inspection

4.1.1 The HMIC report of the Efficiency of the Constabulary was published on 20<sup>th</sup> October 2015, as part of the ongoing PEEL (Police Efficiency, Effectiveness and Legitimacy) inspection process.

4.1.2 The report rated the Constabulary as 'good' in all three areas inspected:

- using resources to meet demand,
- the sustainability and affordability of the workforce model, and

- the sustainability of the force's financial position, short and long term. No recommendations were made within the report.

4.1.3 All fuller report on the Constabulary's response to the HMIC report will be presented to the Board at their December 2015 meeting.

#### 4.2 PEEL Effectiveness and Legitimacy Inspection

4.2.1 An HMIC inspection of the Constabulary commenced on 26<sup>th</sup> October 2015 (covering the Effectiveness and Legitimacy elements of the PEEL inspection).

4.2.2 The HMIC report on the findings of this inspection of the Constabulary's Effectiveness is expected to be published on 15<sup>th</sup> February 2016.

#### 4.3 PEEL Inspection Reports Update

4.3.1 All forces will receive final grades for effectiveness, efficiency and legitimacy in February 2016. However HMIC has now advised that graded judgments will be included in publications prior to the final HMI assessment in February.

4.3.2 There will be a graded judgment for each of efficiency, effectiveness and legitimacy, and at the core question level within each of these areas. Forces will not receive an overall graded judgment; and there will not be a graded judgment for leadership.

4.3.3 The timetable for publication of individual PEEL reports between October 2015 and February 2016 has been initially advised by HMIC as follows:

Efficiency	w/c 19 <sup>th</sup> October 2015
Vulnerability	w/c 14 <sup>th</sup> December 2015
Legitimacy	8 <sup>th</sup> February 2016
Effectiveness	15 <sup>th</sup> February 2016
Leadership and HMIC Assessment	25 <sup>th</sup> February 2016

4.3.4 No HMIC inspection activity is now planned for the Constabulary until Spring 2016, when re-inspections within the PEEL inspection process are planned.

### 5. Significant Investigations / Operations

#### 5.1 Police Shooting

5.1.1 The Independent Police Complaints Commission (IPCC) has launched an independent investigation into the shooting of a man by a police firearms officer in St Neots on 21<sup>st</sup> October 2015.

5.1.2 The Force Control Room was called at 7.45pm on 21<sup>st</sup> October 2015, with a report of concern for people in a property in Duck Lane, St Neots. Officers attended the scene and at just after 8pm a man was shot by a firearms officer. The man died at the scene.

5.1.3 A mandatory referral has been made to the IPCC, which has launched an independent investigation.

## **5.2 Postponement of Athena Launch and Training**

- 5.2.1 Agreement was given at a Bedfordshire, Cambridgeshire and Hertfordshire Joint Chief Officers Board on October 13<sup>th</sup> 2015 to postpone the launch of Athena until Autumn 2016. (Athena is a new integrated operational policing system that will provide real-time intelligence and other key information across all participating forces).
- 5.2.2 The decision – which affects all three forces - takes into account ongoing issues that are outside of the Constabulary's control. These do not relate to Athena as a system or to the development work being carried out within Bedfordshire, Cambridgeshire and Hertfordshire, which is running to schedule.
- 5.2.3 In consultation with the Home Office further work is needed on the Identity and Access Management (IAM) system which controls staff access to Athena and the Police National Database (PND). In addition, the Athena Implementation Team needs access to the necessary supporting IT infrastructures to complete critical work to interface HR and duty management systems with Athena and access essential data for performance management.
- 5.2.4 Following on from the decision to postpone the launch of Athena, the training schedule in Cambridgeshire has now been cancelled and officers reverted back to operational duties.

## **6. Effective and Efficient Policing**

### **6.1 Hate Crime Awareness Week**

- 6.1.1 The Constabulary supported the national Hate Crime Awareness Week, which took place in the week commencing 12<sup>th</sup> October 2015.
- 6.1.2 The week of action sought to tackle the issue, encourage reporting and inform the public of what constitutes this type of offence.
- 6.1.3 Nationally it is recognised that hate crime is underreported, and it is hoped that by raising awareness, more people will come forward to report incidents and help prevent further crimes taking place.
- 6.1.4 All front line officers were encouraged to familiarise themselves with what constitutes a hate crime and how to deal with it accordingly.

### **6.2 Human Trafficking Summit**

- 6.2.1 Cambridgeshire's first Human Trafficking summit took place on October 17<sup>th</sup> 2015, and saw policing experts and human rights campaigners from across the UK meet to consider what action is needed to safeguard vulnerable victims living within the County.
- 6.2.2 The event was jointly hosted by Cambridgeshire Constabulary, South Cambridgeshire's Crime and Disorder Reduction Partnership and the Office of the Police and Crime Commissioner, alongside anti-slavery campaign charity Unchosen.
- 6.2.3 Aimed at raising awareness of human trafficking in South Cambridgeshire, the event screened a series of graphic films based on real life case studies of victims of human trafficking within the UK. The films were produced by Unchosen as part of its work increasing awareness of modern day slavery and helping people understand the

everyday realities that victims of slavery face. The films aim to encourage people to report possible incidents of slavery to the police and allude to some of the signs that members of the public can look out for in their areas.

- 6.2.4 Experts on Human Trafficking from within the constabulary, alongside representatives from anti-trafficking organisations the Red Cross, Salvation Army and Hope for Justice, then made up a panel that took questions at South Cambridgeshire District Council's offices in Cambourne.
- 6.2.5 Following the event, 90% of delegates said they had a better understanding of the signs to look for, 95% said they would tell others about slavery and 100% said they would proactively look for human trafficking within their areas.

### **6.3 Police Federation Bravery Awards**

- 6.3.1 PC Pete Moulton and PC Janine Hagger, based in Fenland, were commended with a regional police bravery award on 27th October 2015, following a violent knife attack last year.
- 6.3.2 The officers had been called to Mayors Close and Swanton Close, March, and confronted a man who had armed himself with a Stanley knife. The attacker also used a garden fork, a large saw, a pair of garden shears and a variety of kitchen implements before being tackled and taken to the ground. During the lengthy attack, the officers contained the attacker alone for considerable time and they both sustained injuries.
- 6.3.3 Prior to the awards ceremony, the officers attended 10 Downing Street, where they met the Home Secretary and Prime Minister. They then later attended the Police Federation's annual bravery awards ceremony where they were announced as the Region 4 (Cambridgeshire, Derbyshire, Leicestershire, Norfolk, Northamptonshire, Nottingham and Suffolk) winners of the Police Bravery Award.
- 6.3.4 **Domestic Abuse Campaign**
- 6.3.5 As part of the Constabulary's ongoing commitment to protecting the most vulnerable, a month-long domestic abuse campaign launched on November 2<sup>nd</sup> 2015.
- 6.3.6 The campaign will highlight the signs of domestic abuse and encourage reporting, with each week exploring a separate theme.
- 6.3.7 The theme for Week One is: 'Know the Signs'. The physical signs of domestic abuse are often clear to see, however non-physical abuse, which includes controlling and coercive behaviour, can be harder to spot.
- 6.3.8 Week Two aims to encourage people to 'Break the Cycle' of domestic abuse and 'Take the First Step' towards receiving help and support. This strand of the campaign will be targeted at both those experiencing domestic abuse and perpetrators. It will also aim to encourage third party reporting, as evidence of this nature now plays a major part in the Crown Prosecution Service's decision-making process for prosecutions.
- 6.3.9 Week Three of the campaign, 'We Are United', will highlight the multi-agency approach taken to tackling domestic abuse, focusing on how the force works with partner agencies to help and support those experiencing domestic; and bring perpetrators of domestic abuse to justice.

- 6.3.10 The final week of the campaign will focus on Clare's Law; the Home Office domestic violence disclosure scheme.
- 6.3.11 The campaign comes at a time when the force is reviewing and refreshing training around domestic abuse for officers and staff. Peterborough has introduced a dedicated Domestic Abuse Response Team and domestic abuse 'champions' have been identified across each district. They will receive enhanced training, based on the most recent Government APP, including: what is expected from initial attendance; the importance of ensuring suspects are arrested quickly; what safeguarding options are available; and the importance of an effective Domestic Abuse, Stalking and Honour Based Violence (DASH) risk assessment.

**7. Recommendation**

- 7.1 The Board is invited to note the contents of the report.

**BIBLIOGRAPHY**

<b>Source Document</b>	
<b>Contact Officer</b>	Chief Inspector Paul Ormerod, Corporate Development Department, Cambridgeshire Constabulary