



Cambridgeshire
Police & Crime
Commissioner

To: Business Coordination Board

From: Chief Executive

Date: 22 January 2016

VARIATION TO THE POLICE AND CRIME PLAN

1. Purpose

1.1 The purpose of this report is to share with the Business Coordination Board (“the Board”) a draft variation to the Police and Crime Commissioner’s (“the Commissioner’s”) Police and Crime Plan (“the Plan”). The variation includes an updated forward, executive summary and a section called ‘What influenced the Police and Crime Plan’.

2. Recommendation

2.1 The Board is recommended to approve the variation to the Plan (as set out at Appendix 1). This will then be submitted to the Police and Crime Panel for its consideration at its meeting on February 3, 2016.

3. Background

3.1 The Commissioner has a statutory responsibility to produce a Police and Crime Plan and to keep it under review. Cambridgeshire’s initial Plan was published in March 2013 and has undergone several variations to reflect operational developments and increased partnership working. This latest variation allows the Commissioner to welcome Alec Wood as the new Chief Constable responsible for the operational delivery of the Plan, and for CC Wood to respond and share his vision. It also enables a refreshed executive summary to bring together all the recent variations to the Plan.

4. Variation to the Plan

4.1 The sections being varied include:

- **Executive Summary** – this one page summary has been updated to reflect the variations to the Plan which have been previously approved by the Police and Crime Panel.
- **Foreword from Cambridgeshire Police and Crime Commissioner** – this variation allows Sir Graham to welcome a new Chief Constable who is responsible for the operational delivery of the Police and Crime Plan.
- **Foreword from Chief Constable** – the variation enables the new Chief Constable Alec Wood to respond to his appointment and share his vision for the future of Cambridgeshire Constabulary.
- **How we developed the Police and Crime Plan** – the change to this section acknowledges that the influences remain the same but refreshes and simplifies the content.

5. Recommendation

- 5.1** The Board is recommended to approve the variation to the Plan (as set out at Appendix 1). This will then be submitted to the Police and Crime Panel for its consideration at its meeting on February 3, 2016.

BIBLIOGRAPHY

Source Document(s)	Cambridgeshire Police & Crime Commissioner’s Police and Crime Plan 2013-16 http://www.cambridgeshire-pcc.gov.uk/police-crime-plan/
Contact Officer(s)	Nicky Phillipson, Head of Strategic Partnerships and Commissioning, Office of the Police and Crime Commissioner

Appendix 1 - Variation to the Cambridgeshire Police and Crime Plan

Executive Summary

Cambridgeshire's first Police and Crime Plan

Sir Graham Bright was elected Cambridgeshire's Police and Crime Commissioner in November 2012. The Police Reform and Social Responsibility Act 2011 placed a duty on him to issue a Police and Crime Plan within the financial year he was elected. This short time scale prompted Sir Graham to build on the previous Local Policing Plan rather than start completely afresh. That plan had already been written with the priorities of partner agencies and the criminal justice system in mind in preparation for the incoming Commissioner. It had also been influenced by the national Strategic Policing Requirement and engagement with the people of Cambridgeshire. This Police and Crime Plan was first published in 2013. However, the plan is regularly reviewed and updated to reflect the changing nature of crime and new demands on policing.

The Police and Crime Objectives

The five Police and Crime Objectives follow on from those set in 2012/13. However a number of the actions to achieve each of them have changed in line with the Constabulary's strategic assessment, which identifies current and emerging crime trends.

Sir Graham has promised to be the 'voice of the people', not the police and has added a series of personal pledges throughout the plan, which are in direct response to public feedback during his election campaign. He has also made effective engagement with the people who live and work in the county one of his personal priorities.

Cambridgeshire's people

Cambridgeshire and Peterborough have a diverse and rapidly growing population with both wealthy and socially deprived communities in close proximity. Unemployment in the north of the county, (although still below the national average) is much higher than that of the south*. Inward migration poses challenges for the Constabulary and partner agencies not least through the number of languages spoken, but also in helping new communities settle and integrate with long standing resident populations. This plan gives local residents and the officers working in their community the opportunity to set truly local people's priorities for their area, which ensures policing isn't one size fits all. From 2014/15 the Commissioner became responsible for commissioning local support services for victims of crime which includes provision for Restorative Justice.

The Budget

The Commissioner is responsible for allocating a budget of £131.7 million (2015/16 budget).

This includes £1.3m Crime and Disorder Reduction Grants which the Commissioner awards to organisations who contribute to reducing crime and disorder in the area, for example community safety work, tackling drugs and alcohol misuse and reducing youth crime.

From October 2014 the Police and Crime Commissioner became responsible for commissioning the majority of emotional and practical support services for victims of crime in Cambridgeshire and in 2015/16 £910k was distributed to partners to support victims of crime to cope and recover.

Looking back, savings of £4.9m were identified in the 2014/15 budget and a further £4.7m in the 2015/16 budget. Combined with the £3.7 million achieved in 2013/14, this makes a total of £13.3 million of savings over three years. Despite these reductions frontline officer numbers have been maintained with the majority of savings coming from streamlining staff operations and through collaboration with other forces.

Looking ahead, it is estimated that further reductions in spending of £6.6 million will be required in the period from 2016/17 to 2019/20, to be achieved mainly through collaboration, strategic use of estates and procurement savings in supplies and services.

*Footnote:

<http://www.ons.gov.uk/ons/search/index.html?newquery=unemployment+peterborough>

Regional labour market statistics: M01 Model based estimates of unemployment.

Foreword from Cambridgeshire Police and Crime Commissioner

The election of a Police and Crime Commissioner marked one of the biggest changes to the way in which our Police Service is managed for many years and I was delighted that I was chosen to be the counties first Police and Crime Commissioner. My first action was to take the 'Oath of Impartiality' to signify quite clearly that my role was to represent the public and to hold the police accountable on behalf of the public in an independent and single-minded manner.

I made the decision during the campaign that my independence on behalf of the public required me to have my office away from police headquarters in Huntingdon. I have, therefore, set up office at Cambourne to ensure that I am the face of the public and not of the police. Having said that, I have been hugely impressed with the calibre of the officers and staff of the Constabulary at all levels. I have been fortunate to work with two first rate Chief Constables. Simon Parr and I quickly established a good working relationship and this continued until his retirement in July 2015. I was then delighted to appoint Alec Wood as his replacement and he and I are maintaining this strong relationship as we continue to deliver the strong, effective service that Cambridgeshire Constabulary provide.

From the outset, I have had to take important decisions in order to balance the budget and deliver a police service that people can have confidence in. My plan for achieving this is set out in this document. This plan builds on the previous Local

Policing Plan but, in a constantly changing world, I regularly review sections of the plan in consultation with the Chief Constable.

Because of increasing funding pressures I have had to make very difficult decisions in relation to the policing part of the council tax. Together with my Deputy, Brian Ashton, I have sought to minimise the financial burden on the people of Cambridgeshire and keep any rises as low as possible. I am pleased to say we have succeeded in balancing the budget with minimal council tax rises and still maintained the same number of front line officers, an achievement very few forces can claim.

It is my intention to continue to collaborate with our neighbouring forces, particularly with Bedfordshire Police and Hertfordshire Constabulary. We have already collaborated many of our services - such as roads policing, human resources, I.T. and training – and are looking at many other areas. This will enable us to maintain our own resilience as well as becoming more efficient, allowing us to use the savings to maintain front line officer numbers.

I would like to thank everyone who has supported me in my journey so far as I established the new role – my staff, the Constabulary and the public. It is important to me that the people of Cambridgeshire continue to tell me what is important to them and also when things are not going well. I encourage all residents to contact me with their thoughts and ideas so that together we can continue to provide a service we all respect and value.

Foreword from Chief Constable

Chief Constable Alec Wood

I am extremely proud to be the chief constable of an open, accessible and responsive force that works hard to meet the needs of those who live, work or visit the county. Cambridgeshire continues to be one of the fastest growing areas with an expected population growth of a further 25 per cent by 2031.

Despite this Cambridgeshire remains one of the safest counties in the country due to our focus on safeguarding the most vulnerable, supporting victims of crime and robustly investigating and bringing offenders to justice.

However the nature of crime is changing with human trafficking, modern day slavery, child sexual exploitation and cyber-crime placing further complex investigative and safeguarding demands on the Constabulary. I am confident our officers, staff, special constables and volunteers are rising to this challenge and showing their dedication and commitment to doing the right thing to reassure the public, prevent crime and ultimately keep our county safe.

Organisationally we continue to look at new and better ways to deliver a policing service which includes making the best use of new technology to allow us to respond and adapt to the needs of the public and to help keep people safe.

We also have a duty to the taxpayer to ensure we deliver a policing service in the most efficient and effective way providing the best value for money. Our strategic

alliance with Bedfordshire Police and Hertfordshire Constabulary allows us to do just that and also provide resilience now and in the future for Cambridgeshire.

In the year ahead I am committed to providing the best possible police service to the people of Cambridgeshire, to keeping our communities safe from harm and to responding to the changing nature of crime in an effective and efficient way.

Creating a Safer Cambridgeshire

Values

- Respect – our communities, our people our position.
- Openness – be a transparent organisation.
- Integrity – rooted in all we do.
- Trust – our people.
- Innovation – continually looking at new and better ways to deliver service.

Our Policing Mission

- Safeguard the vulnerable – identify and act to protect.
- Attack criminality – with specific focus on those who prey on the vulnerable or cause vulnerability.
- Prevention of crime – working with our partners
- Value for money – best value to the taxpayer.
- Reassure the public – through contact and presence.

How we developed the Police and Crime Plan

The Police Reform and Social Responsibility Act 2011 places a responsibility on Police and Crime Commissioners to issue a Police and Crime Plan within the financial year they are elected. Commissioners must keep this plan under review and may at any time vary the plan, or issue a new plan.

Commissioners must consult Chief Constables on their draft plans before they are sent to the Police and Crime Panels for consideration.

This plan will run for the whole of Sir Graham Bright's term of office (election will be in May 2016), and will be subject to regular reviews.

The plan's objectives are informed and influenced by a range of factors which are listed below.

1. Cambridgeshire Constabulary's Strategic Assessment

The Strategic Assessment considers current and future demands on the Constabulary to inform prioritisation and resourcing decisions, using a risk-based approach. This in turn informs the Strategic Tasking & Coordinating Group who set

the Control Strategy Priorities for the Constabulary and define the resources and intelligence required to deliver against them.

2. Community Safety Partnership Priorities

The Community Safety Partnerships based in each locality area (Peterborough, Fenland, East Cambridgeshire, Huntingdonshire, South Cambridgeshire and Cambridge City) set priorities to work in partnership to tackle local issues of crime and disorder.

3. Criminal Justice Board Priorities

Cambridgeshire Criminal Justice Board (CCJB) formally brings together the Constabulary's senior officers, Her Majesty's Court & Tribunal Service, Crown Prosecution Service, the National Probation Service, local CRC probation provider and other key stakeholders. This forum enables joint working at a main board and several sub-groups to ensure the local criminal justice system is 'effective and efficient'. The priorities set by the Board, which includes driving forward technological advances within the system, are taken into account when drafting the plan.

4. Health and Wellbeing Strategies for Peterborough and Cambridgeshire

Cambridgeshire and Peterborough's Health and Wellbeing Boards have produced Health and Wellbeing Strategies. These documents identify the health and wellbeing priorities required to meet the needs of the local populations.

5. Strategic Policing Requirement (SPR)

The Strategic Policing Requirement describes the national responsibilities police forces have and the expectations on how chief constables and police and crime commissioners will meet these national needs.

6. Government Strategies and Legislation

Many relevant strategies and pieces of new legislation across a wide range of themes have been considered in the writing of this plan.