



**AVON &
SOMERSET**
POLICE & CRIME
COMMISSIONER

PCC DECISION

REF 2018/009

Decision Title: Out of Court Disposals

Decision summary: The Constabulary will move to a two tier framework for Out of Court Disposals in July 2018. In order to achieve this, a new role needs to be introduced to perform a "needs assessment" of offenders to facilitate early intervention.

Background or reference to supporting papers:

This approach to Out of Court Disposals takes learning from other areas of the country and combines them with the NPCC decision to move to the two tier framework nationally

The two O OCD options remaining offer a better outcome for the victim in that they can be engaged in the decision making of the conditions attached to the disposal. It also offers a better outcome to the offender in addressing their underlying needs and diverting them away from future offending behaviour.

The business case explored 3 options around the creation of new posts across the force who will perform the needs assessment function. It also sees the introduction of Project CARA (as piloted in Hampshire) specifically as an intervention for DA offences, and set up costs of various other interventions that will be made available.

Funding to cover the cost of the new posts is made up from the conversion of posts from the Criminal Justice Department, and funding from the Office of the Police and Crime Commissioner. Project CARA is to be covered by Constabulary funding.

The funding from the OPCC will be available over two years and the evaluation will consider sustainability options for beyond that.

It is envisaged that officers will retain the ability to use O OCDs with interventions. This will allow them to be involved in the process and avoid deskilling in the area. Should the funding for the six posts not be continued after the two years then there can be a period of reverting to officers picking up this function.

Option C offers the Constabulary the best balance using the expertise of a specialist Navigator in the majority of cases whilst retaining the option for officers able to deal with cases where they choose to. As officers will retain the skills, it ensures that this goes some way to future-proofing the scheme in the event that long-term funding for Navigators is unavailable.

The introduction of the Navigator role contributes to many of the Police and Crime Plan objectives but fundamentally it will reduce demand on officers and reduce reoffending.

The O OCD team assess that the greater number of staff with the ability and skill to deliver O OCDs should ensure a higher number of O OCD cases are carried out and may lead to increased levels of demand reduction while also increasing the quality of the outcome for both the victim and offender.

The recommended option (C), which was agreed at the Constabulary Management Board, sees the creation of 6 posts to be spread across the force. The option also gives two years of sustained support of these 6 posts to embed the use of the two tier framework and early intervention as a valuable way of working leading to better victim satisfaction and reduced reoffending.

Cost summary	2018/19	2019/20
Revenue costs	<ul style="list-style-type: none"> • £172,302: 6 x Scale 5 Navigators • £32,500: CARA running costs 	<ul style="list-style-type: none"> • £172,302: 6 x Scale 5 Navigators • £32,500: CARA running costs
Capital costs	£32,800 (Course set up costs)	-
Funding	<ul style="list-style-type: none"> • £66,069 from post conversion in CJ • £124,033 from OPCC • £47,500 ASC Contribution to cover CARA costs 	<ul style="list-style-type: none"> • £66,069 from post conversion in CJ • £106,233 from OPCC • £32,500 ASC Contribution (2017/18) to cover CARA costs

Avon and Somerset Police & Crime Commissioner

I confirm I have considered whether or not I have any declarations of disclosable interest in this matter. Any such interests are disclosed.

The above request has my approval.

Rue Mountshew _____ Date _____

Police & Crime Commissioner for Avon & Somerset

CFO Signatures

(OCC CFO required if decision requested or presented for approval by Constabulary)

PCC CFO

Date 11/4/2018

OCC CFO

Other relevant lead officer as required

(e.g PCC CEO, COG lead)

Date 11/4/18

CEO _____

Job title

J. SMITH _____

name

J. Smith _____

signature