



**Performance and Accountability Board (PAB) 4<sup>th</sup> August 2022 14:30 – 16:00**

**Venue: Media Suite, Police HQ** (attendance is in person for officers of the OPCC and Constabulary only)

**Members of the public can access the meeting via the link below**

<https://bit.ly/3ohlWr2>

**Attendees:**

- **Police and Crime Commissioner**
- **Chief Constable**
- **Deputy Chief Constable**
- **OPCC Chief of Staff**

**AGENDA**

Item No	Item Name
1	<b>PCC Key/Topical Issues:</b> including themes from PCC Contacts and Engagement
2	<b>Identifying Disproportionality Report:</b> Update on Recommendations  Link to the report <a href="https://www.avonandsomerset-pcc.gov.uk/wp-content/uploads/2022/01/Identifying-Disproportionality-Report.pdf">https://www.avonandsomerset-pcc.gov.uk/wp-content/uploads/2022/01/Identifying-Disproportionality-Report.pdf</a>
3	<b>Performance:</b> PCC Quarterly Performance Report (SIO) and Performance against Priority 2 – Engaging, supporting and working with communities, victims and partner organisations
4	<b>Areas for Further Discussion</b> as identified through Her Majesty’s Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) reports/recommendations, super complaints or other audit functions  <a href="#">Police perpetrated domestic abuse: Report on the Centre for Women’s Justice super-complaint</a>

**Date of the next Public Accountability Board: 2<sup>nd</sup> November 2022, 13:00 – 14:30**



**AVON &  
SOMERSET**  
POLICE & CRIME  
COMMISSIONER

# Performance Report

Quarter ending June 2022 (Q1 2022/23)

**Action Fraud** – is the UK’s national reporting centre for fraud and cybercrime where victims should report fraud if they have been scammed, defrauded or experienced cyber crime in England, Wales and Northern Ireland.

**ASP** – Avon and Somerset Police

**Cyber dependent crime** – these are offences that can only be committed using a computer, computer networks or other form of information communications technology.

**CPS** – [Crown Prosecution Service](#).

**Disproportionality of Stop Search** – this looks at the number of people subject to stop and search, based on the five high level ethnicity groups, as a percentage of the population of the respective groups in Avon and Somerset (based on 2011 Census data). The figure displayed is the ratio of how many times more people were stopped - if they were Asian (or Asian British), Black (or Black British), Mixed or Other (collectively called Other than White) - compared with if they were White.

**Domestic abuse** – [is where a person is abusive towards another, they are personally connected and are 16 years of age or older](#).

**MSG** – [Most similar groups](#). These are groups of police forces that have been found to be the most similar to each other based on an analysis of demographic, social and economic characteristics which relate to crime. They are designated by Her Majesty’s Inspectorate of Constabulary Fire & Rescue Service (HMICFRS). The forces ‘most similar’ to Avon & Somerset are Derbyshire, Essex, Hampshire, Hertfordshire, Kent, Staffordshire and Sussex.

**Neighbourhood Crime** – defined in the national [Beating Crime Plan 2021](#) as vehicle-related theft, domestic burglary, theft from the person and robbery of personal property.

**Patrol** – the department of Avon and Somerset Police which has most uniformed officers; these officers attend more incidents than any other department.

**Project Bluestone** – is the Avon and Somerset Police response to Rape and Serious Sexual Offences. A transformative pathfinder approach being rolled out nationally as part of the cross-governmental improvement plan Operation Soteria.

**Serious violence** – defined nationally these are offences that result in the death of a person, “endanger life” or “wounding offences”.

# **National Police and Crime Measures**

**(Priorities for Policing)**

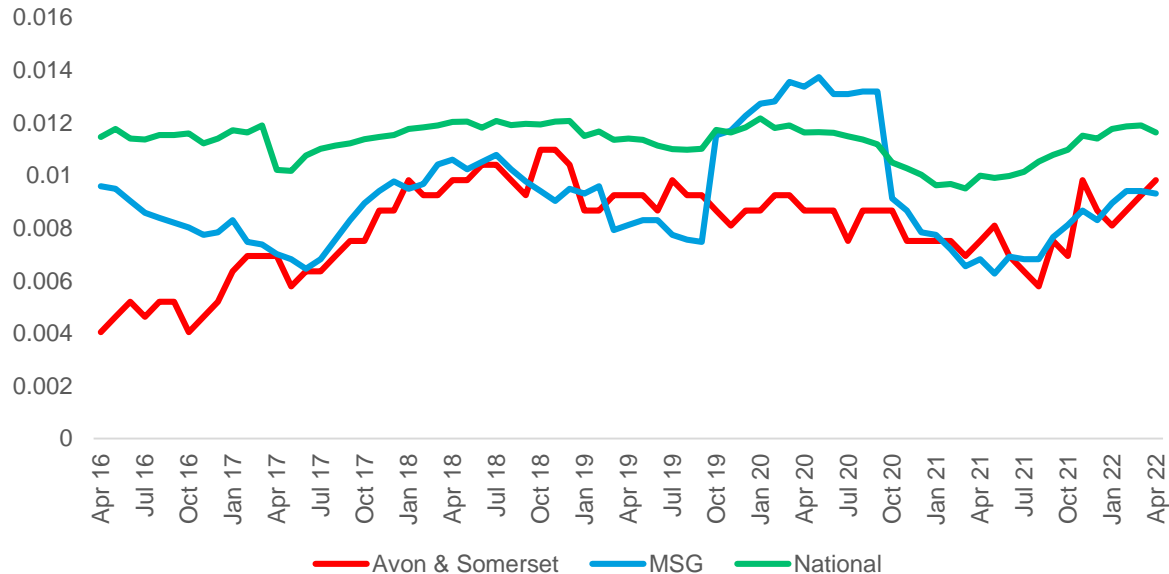
## **Contribution of Avon and Somerset Police**

# Reduce Murder and Other Homicide

## Measures Summary

Local Measures	Trend / Outlook	Benchmark
Police recorded Homicide offences	Stable	6th/8 MSG (below MSG average rates)

Homicide - 12 Month Rolling Rates Per 1000 Residents



## Planned Action to Drive Performance

1. Co-ordinated high intensity policing activity in serious violence hotspots, across Avon and Somerset, utilising [Home Office Grip funding](#). (Grip funding will support intelligence and analytical capacity, to better identify serious violence hotspots and develop problem-solving approaches for those most at risk of violence).
2. Development of a refreshed homicide problem profile, and homicide suppression plan, to better understand and minimise the risk of serious violence and homicide in Avon and Somerset.
3. Roll-out and embedding of new guidance, developed in conjunction with Legal Services, to support stalking protection order (SPO) applications; thereby enabling the greater use of SPOs to prevent serious harm and homicide.
4. Embedding of a new service standard to equip officers and staff in identifying risk associated with reports of stalking and harassment.
5. Development of refreshed sudden death procedural guidance, ensuring the thorough completion of investigative actions at the scene of every sudden death, and the early identification of any associated criminality.

## Comments

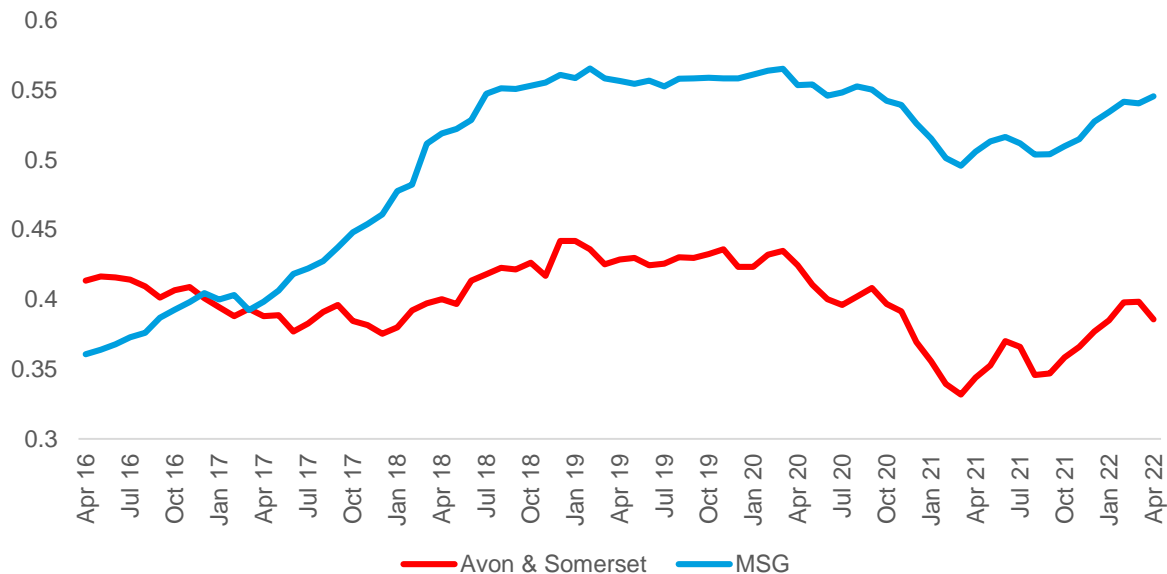
1. There are very low levels of recorded homicide within the ASP force area.
2. ASP have comparatively similar rates of homicide compared to their most similar group (MSG) of forces and lower than the national average.

# Reduce Serious Violence

## Measures Summary

Local Measures	Trend / Outlook	Benchmark
Police recorded serious violence offences	Stable	3rd/8 MSG (below MSG average rates)

Serious Violence - 12 Month Rolling Rates Per 1000 Residents



## Planned Action to Drive Performance

1. Co-ordinated high intensity policing activity in serious violence hotspots, across Avon and Somerset, utilising [Home Office Grip funding](#).
2. Enhancements in intelligence and tasking capabilities, to improve the understanding of and operational response to intelligence surrounding serious and organised crime, and serious violence.
3. Investigations Transformation Project, to ensure that serious violence demand is appropriately allocated to and managed by specialist investigators. The pursuit and prosecution of offenders will reduce the likelihood of repeat offending.
4. Optimisation of the professional development of specialist investigators, to support improved investigative standards in cases of serious violence.
5. Development and publication of a refreshed crime allocation guidance, to enable improvements in allocation processes and investigative standards.
6. Creation of a new investigative standards strategic group to oversee improvements in the quality of investigations for all crime, including serious violence.
7. Embedding of recommendations from the UK Football Policing Unit to reduce incidents of violence associated with football.

## Comments

1. ASP benchmark well against the MSG group of forces, based on rates of serious violence per 1000 residents.

# Disrupt Drugs Supply and County Lines

## Measures Summary

Local Measures	Trend / Outlook	Benchmark
Number of all drugs disruptions	Stable	Not available
Number of county lines disrupted	Reducing	Not available
Number of drug trafficking offences	Reducing	8th/8 MSG (below MSG average rates)

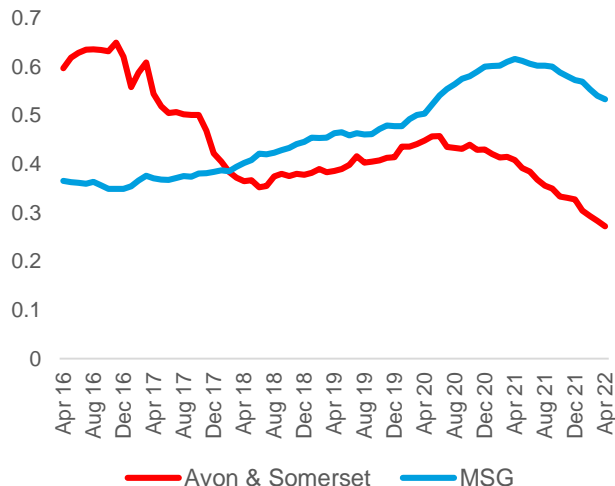
## Planned Action to Drive Performance

1. Enhancement of the proactive capability within Remedy, to ensure that drugs supply and county lines across Avon and Somerset are effectively disrupted. This will include an increase in policing capacity through the police officer uplift investment.
2. Continued proactive policing activity in the way that adults, who are at risk of exploitation through county lines criminality, are identified and safeguarded.
3. Operation Scorpion: Co-ordinated regional disruption activity to proactively disrupt county lines criminality; protecting communities from criminals engaged in drugs activity and improving community confidence through multi-agency partnership work.
4. Enhancements in the collection and analysis of data to assess the impact of Operation Scorpion. This will enable the evidence-based identification of successful policing approaches, in reducing reoffending and improving community confidence surrounding drugs crime.
5. Development of an improved framework and training for the oversight of investigation and disruption of serious and organised crime groups.

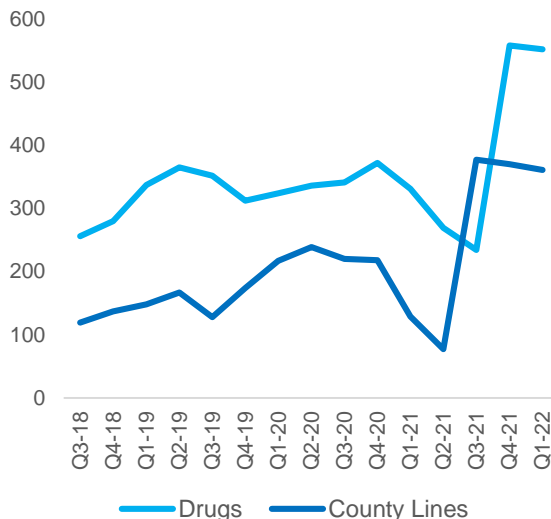
## Comments

1. The force has a lower rate of drug trafficking offences per 1000 residents, compared to the MSG forces. This may indicate less proactive identification of the offending.
2. There was a significant increase in recorded disruptions in the latest quarter linking to intensification as part of [Op Scorpion in March 2022](#).

Drug Trafficking Crime -  
12 Month Rolling Rates Per 1000  
Residents



Drugs and County Lines Disruptions -  
12 Month Rolling Rates



# Reduce Neighbourhood Crime

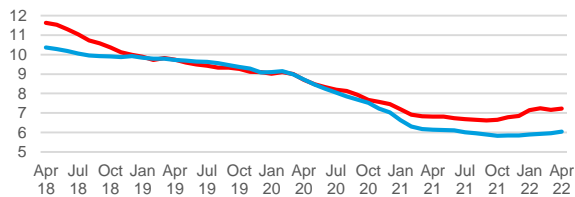
## Measures Summary

Local Measures	Trend / Outlook	Benchmark
Police recorded residential burglary offences	Stable	7th/8 MSG (higher than MSG average rates)
Police recorded vehicle crime offences	Stable	4th/8 MSG (similar to MSG average rates)
Police recorded personal robbery offences	Stable	8th/8 MSG (higher than MSG average rates)
Police recorded theft from the person offences	Stable	2nd/8 MSG (similar to MSG average rates)

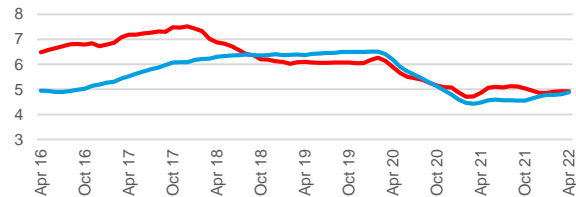
## Planned Action to Drive Performance

1. Development and enhancement of problem-solving data analytics, methodologies and guidance to enable the effective identification and target neighbourhood crime issues, and to further enable improved assurance against existing issues.
2. Embedding of improvements in the intelligence and tasking functions and processes, to better identify and respond to emerging trends associated with neighbourhood crime.
3. Enhancement of the existing proactive and reactive capabilities within Remedy, through structural and process improvements, to reduce neighbourhood crime in local communities.
4. Embedding of a rural affairs delivery plan, to improve the recording of and operational response to neighbourhood crime; specifically in rural communities. The delivery plan will also focus on crime prevention activities, in conjunction with partners, to target-harden rural communities.
5. Enhancement of the Integrated Offender Management capabilities, through process improvements and police officer uplift investment; thereby better managing neighbourhood crime offenders, and reducing reoffending.

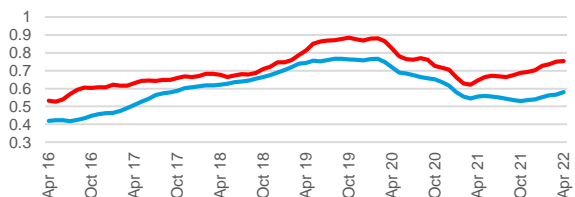
Residential Burglary - 12 Month Rolling Rates per 1000 Households



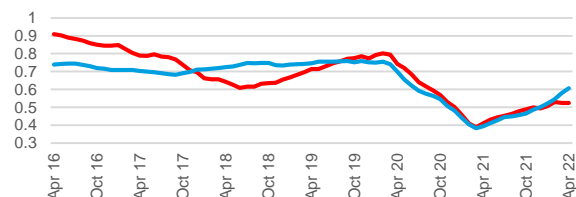
Vehicle Offences - 12 Month Rolling Rates per 1000 Residents



Personal Robbery - 12 Month Rolling Rates per 1000 Residents



Theft from the Person - 12 Month Rolling Rates per 1000 Residents



## Comments

1. Recorded neighbourhood crimes were impacted significantly during the COVID-19 lockdown periods, and as a result saw large reductions. Crimes are anticipated to return to normal levels and therefore the outlook is based on 'pre-COVID-19' trends.



# Tackle Cybercrime

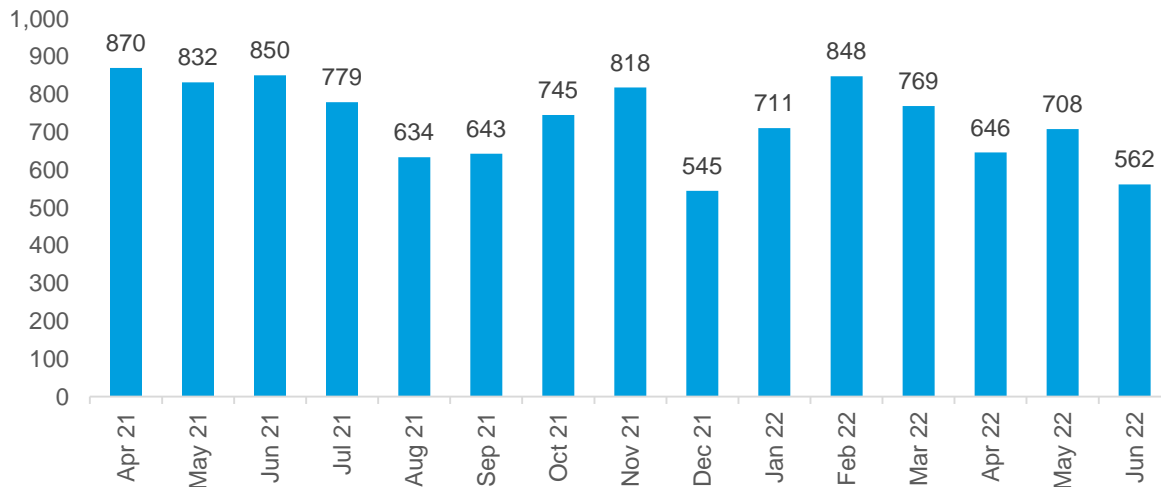
## Measures Summary

Local Measures	Trend / Outlook	Benchmark
Investigate 100% of all cyber dependant crime disseminated to forces	Stable (100%)	Not available
Provide 100% of all cyber dependant crime victims with specialist advice	Stable (100%)	Not available
Action Fraud Offences	Moderate reduction	Not available

## Planned Action to Drive Performance

1. Delivery of cybercrime prevention advice and specialist victim support, through the cybercrime protect officer capability.
2. Promotion of fraud-awareness, linking to national campaigns, to increase public understanding of offending methods and to deliver appropriate crime prevention advice.
3. Embedding crypto-currency training within financial investigation, fraud and cyber teams; equipping staff with enhanced skills and capabilities for the seizure and investigation of offences associated with crypto-currencies.
4. Recruitment and establishment of additional investigation capacity to support asset and monetary seizures in financial investigations.

Action Fraud offences disseminated to Avon and Somerset Police



## Comments

1. There is no local measurement similar to the national measures, which focus on 'Confidence in the law enforcement response to cyber crime' and 'the percentage of businesses experiencing a cyber breach or attack'. Both of these measures are captured at a national level.

# Improve Victim Satisfaction, with a Focus on Victims of Domestic Abuse

## Measures Summary

Local Measures	Trend / Outlook	Benchmark
Overall victim satisfaction rate	Stable	Not available
Burglary victim satisfaction	Stable	Not available
Hate crime victim satisfaction rate	Stable	Not available
Violent crime victim satisfaction	Stable	Not available
ASB victim satisfaction rate	Stable	Not available

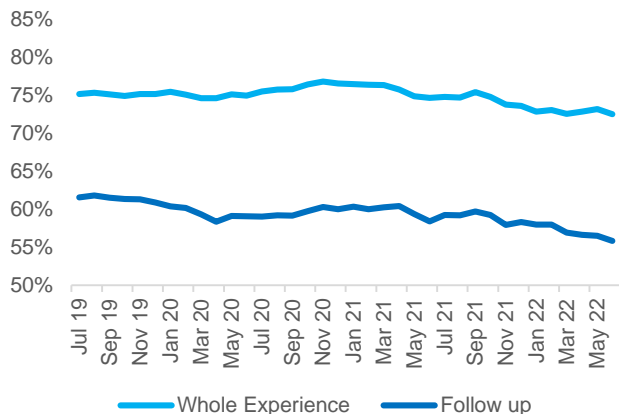
## Planned Action to Drive Performance

1. Implementation of the new local [violence against women and girls framework](#) (which includes domestic abuse).
2. Project Bluestone (see below slide). This will support victims of domestic abuse-related RASSO.
3. Development and roll-out of an e-learning package to provide training and learning around evidence-led prosecutions in domestic abuse cases.
4. Implementation of comprehensive domestic abuse training ('DA Matters') for all staff who deliver front-line policing services.
5. Domestic abuse victim satisfaction launched on a trial basis. This will be evaluated with the aim of making permanent.
6. Implementation of the new anti-social behaviour service standard. This includes an enhanced victim call back service, enabling improvements in the investigative and safeguarding response.
7. Creation of new victim information packs to ensure that victims of crime are provided with relevant information, guidance and support.
8. Focused improvements on the consistent delivery of investigative updates for all victims of crime.

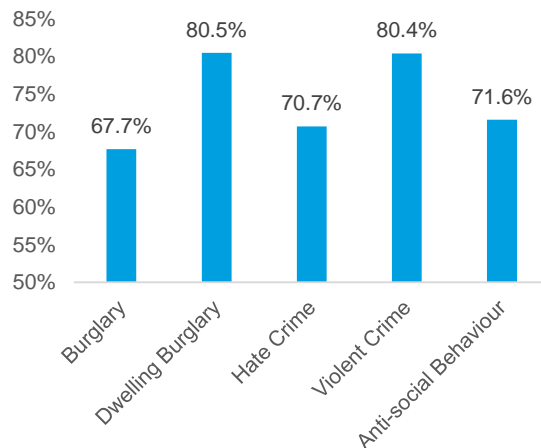
## Comments

1. Overall victim satisfaction is stable in ASP.
2. There is no existing domestic abuse victim satisfaction survey currently in place in Avon and Somerset.

Victim Satisfaction -  
Whole Experience and Follow Up -  
12 Month Rolling Rate



Overall Victim Satisfaction Rate  
- 12 Months to June 2022

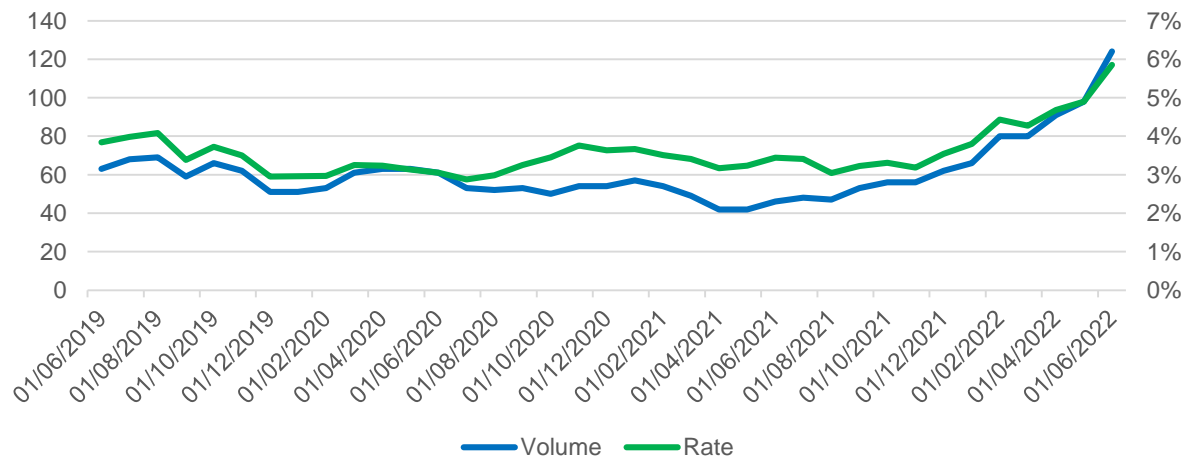


# Better Criminal Justice Outcomes for Rape Cases

## Measures Summary

Local Measures	Trend / Outlook	Benchmark
Volume of rape referrals to CPS	Increasing	Not available
Charge volumes for rape offences	Increasing	Not available
Charge rate for rape offences	Stable	6th/8 MSG (below MSG average rates)

Rape - 12 Month Rolling  
Charge & Summons Volume and Rate



## Planned Action to Drive Performance

1. Delivery of Project Bluestone, and the recruitment and implementation of specialist teams dedicated to the investigation of rape and serious sexual offences (RASSO). (Project Bluestone proposed the development of a 'gold standard' framework for the investigation of RASSO, using specialist investigators to enhance victim contact and disrupt persistent offenders).
2. Focused improvements for case file quality and the increased use of early advice from the Crown Prosecution Service, in order to improve criminal justice outcomes for RASSO.
3. Focused improvements in the accessibility and service provision of Independent Sexual Violence Advisors (ISVAs) to victims of sexual violence.

## Comments

1. Focussed improvements in the accessibility and service provision of Independent Sexual Violence Advisors (ISVAs) to victims of sexual violence.
2. It should be noted that the official Home Office statistics do not contain all rape outcomes from ASP. This is due to a current backlog in processing outcomes locally, which will be affecting the national benchmarking results (rape charges being held in the backlog). This does not affect local reporting (which is provided in the graph to the left).

# Avon and Somerset Police and Crime Plan 2021-2025

## Contribution of Avon and Somerset Police\* Priority 2 – Engaging, supporting and working with communities, victims and partner organisations

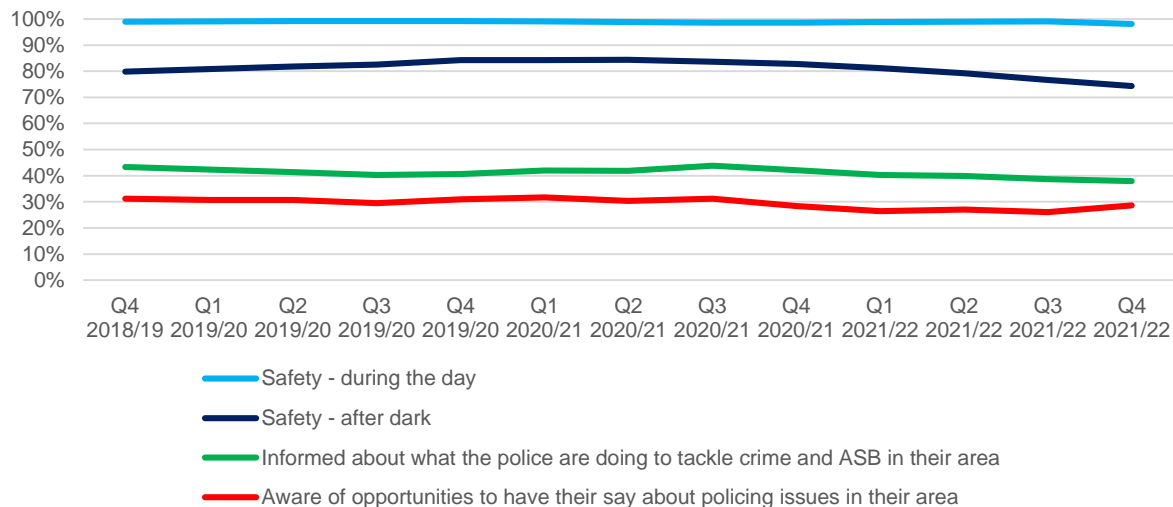
\*The national measures in the previous section also align with the local plan as shown below.

National measures	Local areas of focus
Improve Victim Satisfaction, with a Focus on Victims of Domestic Abuse	Supporting victims of crime and anti-social behaviour

## Measures Summary

Local Measures	Trend / Outlook	Benchmark
Perceived safety – during the day	Stable	Not available
Perceived safety – after dark	Stable	Not available
Public feel informed on local policing	Moderate reduction	Not available
Public are aware of opportunities to have their say on local policing	Moderate reduction	Not available

Safety and Engagement - 12 Month Rolling Rates



## Planned Action to Drive Performance

1. Enhancement of the early intervention capability, to include additional recruitment of schools engagement officers, PCSOs, a Youth Pathways Managers and Youth Project Co-ordinators.
2. Continued development and implementation of a force community engagement strategy and accompanying engagement plans for each local policing area.
3. Focused activity by the Outreach Team and diversity champions network, to target and support recruitment from under-represented community groups.
4. Development of local activity in response to the NPCC Police Race Action Plan to improve the engagement of Black communities in policing activity and governance.
5. Growth of the Corporate Communications team to better support more consistent and improved engagement.

## Comments

1. Feelings of safety during the day remain high at over 98%. Feelings of safety after dark are lower and fluctuate more but with a more notable reduction in the last year.
2. People feeling informed about policing or aware of opportunities to have their say about policing have seen smaller but more consistent reductions over a number of years.

# Special Constables and Citizens in Policing

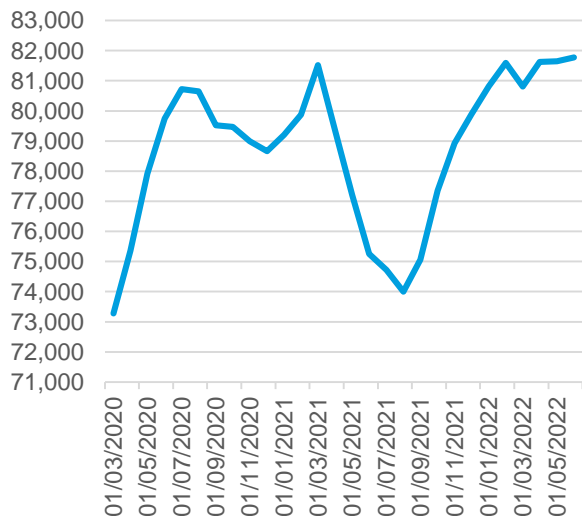
## Measures Summary

Local Measures	Trend / Outlook	Benchmark
Special Constable duty hours	Stable	Not available
Public involved in active citizenship	Moderate reduction	Not available

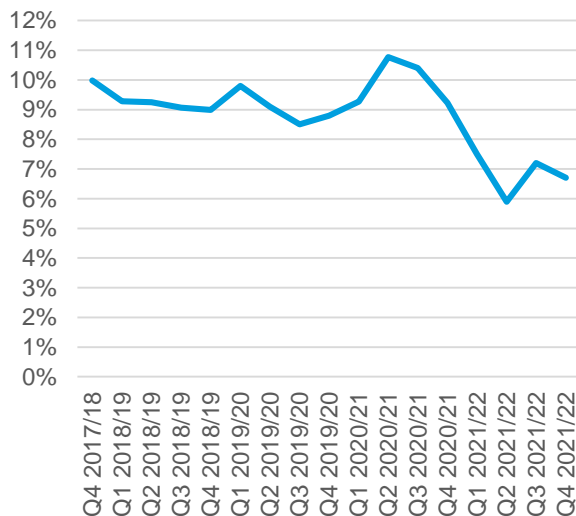
## Planned Action to Drive Performance

1. Ensure the implementation of the Citizens in Policing strategy and associated service standard; to support and enable the increased participation of volunteers in policing.
2. Investment in the Employer Supported Policing (ESP) programme to enable the recruitment of volunteers to join the organisation's volunteer programmes.
3. Enhancements in the Cadet and Mini-Police programmes; thereby ensuring they are effectively structured and enable recruitment from under-represented communities.
4. The broader engagement work (discussed above) should help improve confidence in the police which may help increase active citizenship.

Special Constables Duty Hours  
- 12 Month Rolling Total



Active Citizenship -  
12 Month Rolling Rate



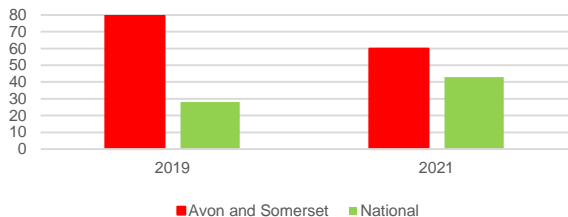
## Comments

1. The pandemic actually saw an increase in the total number of duty hours worked by Specials.
2. ASP are managing a reduction in the number of Specials but instead focusing on the development and contribution of those who have volunteered.
3. The pandemic had a negative effect on active citizenship which was to be expected as a number of meetings and forums were paused. However there has not been a quick return to pre-pandemic levels after the removal of social restrictions.

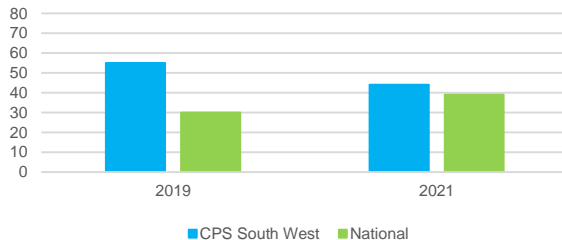
## Measures Summary

Local Measures	Trend / Outlook	Benchmark
Median days from offence recorded to police charge (where there is a specific individual victim)	Not available	4th/8 MSG (similar to MSG average rates)

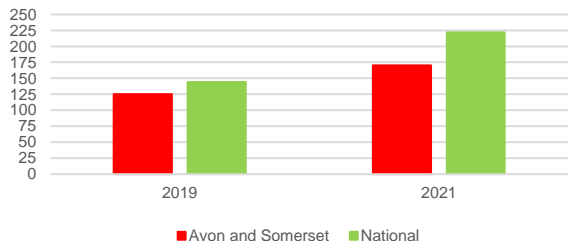
Median days from offence recorded to police charge (where there is a specific individual victim)



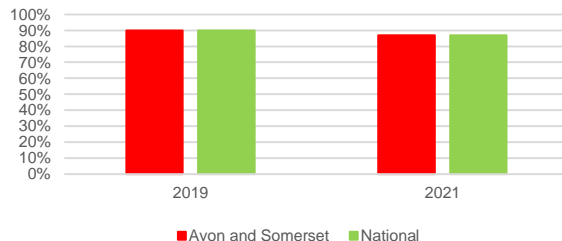
Mean days from first police referral to the CPS making the decision to authorise a charge



Mean days from case arriving at the Crown Court to case completion at the Crown Court



Percentage of cases which resulted in a completed trial or guilty plea



## Planned Action to Drive Performance

1. Implementation of the organisational change focussed on ASP's Criminal Justice Department. This will see an improved level of support from this specialist, central team to investigators across the force. This should drive improvements in the quality and timeliness of case files needed to bring offenders to justice.
2. Focussed improvements by all officers and staff to improve case file quality standards, and to ensure the provision of mandatory file components to the Crown Prosecution Service.
3. Establishment of a project team to enable the implementation of legislative reforms to pre-charge bail and improvements in the protection of vulnerable victims and witnesses (Police, Crime, Sentencing and Courts Act 2022).

## Comments

1. While the time to charge for a police is longer for ASP compared to national; this has reduced from 2019 to 2021 and is just above MSG average.
2. The CPS South West time to authorise a charge is still longer than the national but the gap has reduced in the last two years.
3. Mean days for Crown Court finalisation has increased although the growth is smaller than nationally.

# Reducing Reoffending

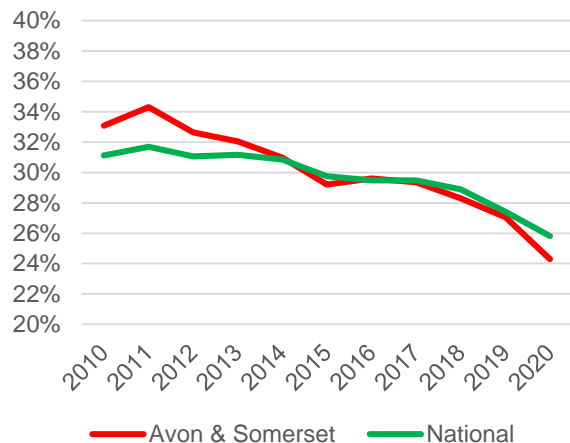
## Measures Summary

Local Measures	Trend / Outlook	Benchmark
Proportion of offenders who reoffend	Strong reduction	-1.5% points compared to national
Average number of reoffences per reoffender	Moderate increase	-0.05 compared to national

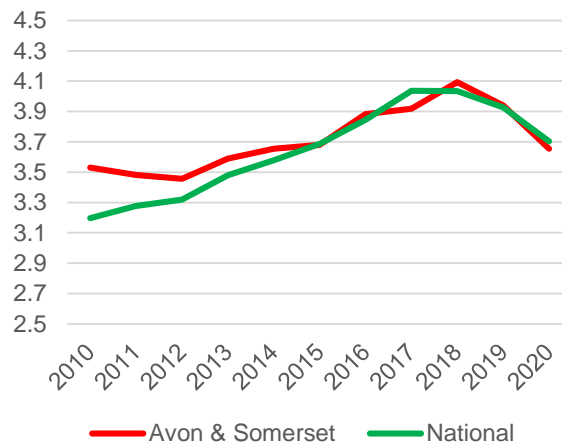
## Planned Action to Drive Performance

1. Enhancement of the Integrated Offender Management capabilities, through process improvements and police officer uplift investment; thereby better managing neighbourhood crime offenders, and reducing reoffending.
2. Enhancements in local tasking processes to ensure the active involvement of Integrated Offender Management teams; enabling neighbourhood teams to support the management of offenders, and to reduce reoffending and repeat victimisation.
3. Adoption of the national IDIOM software, enabling reoffending rates and the associated cost of reoffending crime to be tracked. (IDIOM is a web-based offender tracking tool, provided by the Home Office to police forces, to support Integrated Offender Management arrangements).

Proportion of Offenders who Reoffend  
- Year Ending June



Average Number of Reoffences per Reoffender  
- Year Ending June



## Comments

1. The proportion of offenders who reoffend has decreased nationally but the decrease in Avon and Somerset has been even greater and the local levels have been lower than national for the last four years.
2. However the average number of reoffences had increased for several years until recently. This may indicate the difficulty in stopping the most prolific and entrenched offending behaviour.



# Collaboration and Partnership Working

## Measures Summary

There are no numerical measures that can sufficiently capture or represent the breadth of work that is achieved in collaboration or partnership with other policing agencies or other organisations.

There is a South West Police Collaboration Board which is attended by the PCCs, Chief Constables, the regional Assistant Chief Constable and other representatives. This provides oversight and assurance against these strategic regional collaborations.

Avon and Somerset Police also provide thematic assurance reports which are jointly commissioned by the Office of the PCC. These reports are overseen through the PCC's Governance and Scrutiny Board. All of these reports include assurance on partnership working in relation to the specific theme.

## Planned Action to Drive Performance

1. Implementation of a number of recommendations, in collaboration with the South West Regional Organised Crime unit, to ensure enhancements in the identification and disruption of organised crime groups.
2. Chief Constables working together to explore different options to improve delivery of South West Forensics.
3. Development of a refreshed homicide problem profile and homicide suppression plan, in conjunction with the Brunel Major Crime Investigation Unit. This is a tri force collaboration with Gloucestershire Police and Wiltshire Police.
4. Development of a support model to improve ASP's internal response to victims of sexual misconduct; including training a group of staff to enable them to provide a frontline response to cases of sexual misconduct involving staff members. This will be developed in partnership with LimeCulture, who are a national specialist sexual violence and safeguarding organisation
5. Utilising the 'Women's Independent Advisory Group' to ensure greater scrutiny in the development of the ASP response to violence against women and girls.
6. Delivery of Project Bluestone (discussed above) is a key partnership improvement activity as it involves working with academia, criminal justice agencies, and support services to successfully deliver.
7. Development of a partnership network, in conjunction with a local health clinical commissioning group, to improve the understanding and effective management of joint demand.
8. Engage with and support implementation of the Avon and Somerset Data Accelerator Programme; working with Applied Research Collaboration West and the five top-tier local authorities.



**Avon and Somerset Police**  
**HMICFRS**  
**Recommendations Update**  
**August 2022**

**Key:**

FLL: HMICFRS Force Liaison Lead

HMICFRS CoS: HMICFRS Chief of Staff

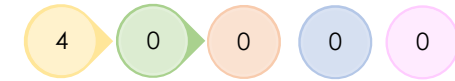
## UPDATE ON ALL RECOMMENDATIONS

Year of recommendation and report titles	Number of recommendations	Recommendation status – Number of recommendations at each stage as follows:
<b>2014-15</b>		
The Strategic Policing Requirement	1	
<b>2017-18</b>		
Living in fear – police and CPS response to harassment and stalking	2	
<b>2018-19</b>		
PEEL 2018/19	5	
Understanding the difference - The initial police response to hate crime	5	
Joint Inspection of the Handling of Cases Involving Disability Hate Crime	4	
<b>2019-20</b>		
Stalking and Harassment Updates National Recommendations	2	
Fraud: Time to Choose	4	

<b>Cyber: Keep the light on</b>	1	1	0	0	0	0	0
<b>PEEL Spotlight Report - Shining a light on betrayal: Abuse of position for a sexual purpose</b>	2	0	2	0	0	0	0
<b>The poor relation: The police and CPS response to crimes against older people</b>	3	3	0	0	0	0	0
<b>Evidence led domestic abuse prosecutions</b>	5	1	4	0	0	0	0
<b>National Child Protection Inspections 2019 thematic report</b>	2	0	2	0	0	0	0
<b>A joint thematic inspection of Integrated Offender Management</b>	4	4	0	0	0	0	0
<b>2020-21</b>							
<b>Getting the balance right? An inspection of how effectively the police deal with protests</b>	6	1	5	0	0	0	0
<b>Disproportionate use of police powers - A spotlight on stop and search and the use of force</b>	6	1	5	0	0	0	0
<b>Roads Policing: Not optional: An inspection of roads policing in England and Wales</b>	10	4	6	0	0	0	0
<b>Hard Yards - Police to police collaboration</b>	1	0	1	0	0	0	0
<b>An inspection of the National Crime Agency's relationship with regional organised crime units</b>	1	0	0	0	0	0	1
<b>An inspection of the effectiveness of the Regional Organised Crime Units</b>	2	0	0	0	0	0	2
<b>Pre-charge bail and released under investigation - Striking a balance</b>	2	2	0	0	0	0	0

Safe to share? Report on Liberty and Southall Black Sisters' super-complaint on policing and immigration status

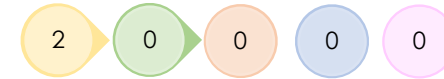
4



2021- 22

Custody services in a COVID-19 environment

2



Policing in the pandemic - The police response to the coronavirus pandemic during 2020

5



The hidden victims - Report on Hestia's super super-complaint on the police response to victims of modern slavery

3



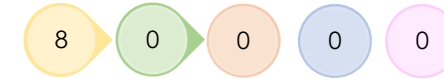
Review of the policing of DA during the pandemic report

3



A joint thematic inspection of the police and CPS's response to rape Phase one: From report to police or CPS decision to take no further action

8



Spotlight report - A review of Fraud: Time to Choose - A revisit of the 2018 fraud inspection to assess progress of the recommendations and AFI's

2



Super Complaint - A duty to protect Police use of protective measures in cases involving violence against women and girls

7



Police response to violence against women and girls - Final inspection report

4



A joint thematic inspection of the criminal justice journey for individuals with mental health needs and disorders

9



A joint thematic inspection of the police and Crown Prosecution Service's response to rape – Phase two: Post-charge report - published 25 February 2022

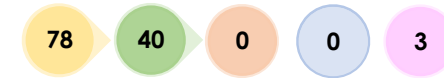
3



2022-23

Counter Terrorism Inspection (CT 6) – 4 May 2022

3



**PEEL spotlight report Shining a light on betrayal**

- This report was published on 27<sup>th</sup> September 2019. HMICFRS examined the abuse of position for a sexual purpose of people who have come into contact with the police for help is abhorrent. All forces need to fully understand this type of offending, take all opportunities to identify warning signs and stop it from happening.
- HMICFRS found that forces should: be more proactive in looking for the signs of officers and staff abusing their position for a sexual purpose; have enough staff to do this; have the right tools, such as monitoring software that allows them to easily see the records staff are accessing and the contact they have with victims and other vulnerable people; and form more effective relationships with those agencies who support vulnerable people and who are most likely to become aware of the early warning signs of grooming before abuse takes place.
- HMICFRS found that forces are now generally good at creating an ethical environment where the abuse of position for a sexual purpose is recognised as police corruption and totally unacceptable.
- HMICFRS identified too many people working in forces do not have the correct vetting, and some forces cannot provide clear information on who is vetted, who isn't and what roles they occupy. There can be no excuse for shortcuts. All forces agreed national standards for vetting in 2006. They have had over a decade to make sure everyone has the correct vetting. Some forces are in a very strong position and have taken the necessary steps. Others
- There are four main areas forces need to focus on: • prevention; • understanding the threat; • uncovering corruption; and • taking action.

Rec No	Recommendation	Current progress / response
10709	<p>By April 2020, all forces that have not yet done so should:</p> <ul style="list-style-type: none"> <li>• Record corruption using the national corruption categories;</li> <li>• Produce a comprehensive annual counter-corruption strategic threat assessment, in line with the authorised professional practice; and</li> <li>• Establish regular links between their counter-corruption units and those agencies and organisations who support vulnerable people.</li> </ul> <p>Where forces are yet to implement an effective ICT monitoring system that allows</p>	<p>ASC do record corruption using the national corruption categories. Our latest STA (strategic threat assessment) is set against the national categories.</p> <p>Avon and Somerset's PSD and counter-corruption STA and control strategy is published annually and is compliant with the Authorised Professional Practice (APP).</p> <p>ASC has established links between our counter-corruption units and those agencies and organisations who support vulnerable people. The STA covers this. The force contributes submissions and updates to the Regional Threat Assessment. This in turn feeds into the National Threat Assessment. ASC also attend and contribute to the Regional Counter Corruption working group to understand regional threat issues. PSD/ACU maintain a large database of contacts from other organisations which support vulnerable individuals. Staff from these organisations can contact PSD/ACU direct with any concerns about A&amp;S staff.</p> <p>ASC has full information technology (IT) monitoring to effectively protect the information contained within its systems. In November 2020 the Force introduced a system which enables it to monitor usage of its IT equipment (provided by CITSL) this includes desktop, laptop but not mobile phones at present. Data protection impact assessments are required, PSD are waiting for DIPA clearance and sign off before CITSL can be used on force mobiles. We conduct regular key word searches to identify any areas of concern.</p>

	<p>them to monitor desktop and handheld devices, they should do so as soon as reasonably practicable.</p> <p>By September 2020, all forces should have completed a review of their use of encrypted apps on police ICT systems to understand the risk they pose and to take any necessary steps to mitigate that risk</p>	<p>ASC do not permit social media apps on force devices and therefore do not have an issue there. All app that are secure go through the ACL (access control list) and this will depend on the app being used. Only people with access will be on the ACL and therefore have access to the app.</p> <p>PNC is secure as we use a managed gateway service for access. Officers must pass the course, have a secure pathway, they are redirected to a secure trusted network to be able to access the PNC site.</p> <p>Microsoft Teams and Teams chat is part of the office 365, we have a single licence for this, and it runs within our force network. Encryption is therefore not relevant, as our laptops are built to national protocols for police and monitored by the national enabling programme.</p>
10666	<p>All forces that are not yet doing so should immediately comply with all elements of the national guidance on vetting.</p> <p>By July 2020, all forces that haven't yet done so should vet all personnel to the appropriate standard. Forces should also have a clear understanding of the level of vetting required for all posts, and the level of vetting held by all their officers and staff. Forces should make sure all personnel have been vetted to a high enough level for the posts they hold</p>	<p>ASCs vetting procedures are in line with the national vetting guidelines.</p> <p>Currently (as at 14.01.22) we have 7 people with expired vetting which equates to 0.1% of the workforce. 89 people do not have the right level of vetting (1.4% of the workforce) but revised levels of vetting are in train. 213 vetting applications are currently being processed with 180 waiting for process.</p> <p>We are working towards a regional vetting Cloud solution and process with automation on some checks which will speed up the process.</p> <p>PSD have a vetting Qlik App to monitor performance.</p> <p>Head of Vetting and C/Supt Chief of Staff Directorate agreed we will never be in the position of having everyone vetted, there will always be a backlog as new starters join us and people move roles within the organisation. There will always be a backlog, however we will endeavour to ensure it is a small as possible.</p>
10752	<p>By April 2020, all forces that haven't yet done so should make sure they have enough people with the right skills to look</p>	<p>As a response to previous HMICFRS feedback and also the police uplift programme and to ensure that Avon and Somerset have the capabilities and capacity to deal with the influx of work the CCU have developed a growth plan. The intelligence department has almost doubled in size with the recruitment of an additional</p>

<p>proactively for intelligence about those abusing their position for a sexual purpose, and to successfully complete their investigations into those identified.</p>		<p>researcher and two intelligence investigators. The intelligence cell now comprises an Intel manager, analyst, two researchers and two Intel investigators. The focus is on an intelligence driven CCU model offering opportunities to be both preventative and proactive. To assist with the proactive investigation work, two extra police staff investigators have been recruited for the CCU. The CCU now has a D/Inspector, a D/Sergeant and 12 staff. This meets the national average for a Constabulary the size of ASC. Avon and Somerset Police are building a proactive approach to counter-corruption, using general intelligence themes and linking common complaints. This is why the CCU has grown in size; to accommodate this. Avon and Somerset are also gathering data via Qlik in a three tiered approach; geographical, environmental and scanning. Avon and Somerset are committed to effectively protecting information contained within its IT systems. We currently use a systems monitoring product called 3AMI. This has some limitations on coverage particularly mobile phones, and we are currently undergoing a procurement review of alternative products which is due to report in April 2020 on alternative products that provide greater coverage. The ambition is to then implement a change for greater capability in line with the national HMICFRS recommendation issued to NPCC leads. This should be achieved by autumn 2020 when the existing contract expires.</p>
	<p>Status: <b>Closed by HMICFRS</b></p>	<p><b>Comments from HMICFRS:</b>  Following an interview with the head of PSD and a review of documentation provided by the force I am satisfied that this recommendation is complete. Avon and Somerset now have the capability and capacity to be proactive to counter corruption. The force implemented a growth plan and the intelligence department has almost doubled in size. It has recruited an additional researcher and two intelligence investigators. The intelligence cell now comprises an Intel manager, analyst, two researchers and two Intel investigators. To assist with the proactive investigation work, two extra police staff investigators have been recruited for the CCU. The CCU now has a D/Inspector, a D/Sergeant and 12 staff. Avon and Somerset Police are building a proactive approach to counter-corruption, using general intelligence themes and linking common complaints, gathering data via Qlik in a three-tiered approach; geographical, environmental and scanning. The force has full information technology (IT) monitoring to effectively protect the information contained within its systems. The Dept maintains a large database of contacts from other organisations which support vulnerable individuals. Staff from these organisations have the ability to contact PSD/ACU direct with any concerns about A&amp;S staff. In November 2020 the Force introduced a system which enables it to monitor usage of its IT equipment (provided by CITSL) this includes desktop, laptop and mobile phone. The force conducts regular key word searches on this to identify any areas of concern.</p>