Performance and Accountability Board (PAB) 2nd November 2022 13:00 – 14:30

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/3ge0YcS

Attendees:

- **Police and Crime Commissioner**
- **Chief Constable**
- **Deputy Chief Constable**
- **OPCC Director of Performance and Accountability**

AGENDA

Item No	Item Name
1	**PCC Key/Topical Issues:** including themes from PCC Contacts and Engagement
2	**Identifying Disproportionality Report:** Update on Recommendations Link to the report https://www.avonandsomerset-pcc.gov.uk/wp-content/uploads/2022/01/Identifying-Disproportionality-Report.pdf
3	**Performance:** PCC Quarterly Performance Report (SIO) and Performance against Priority 3 – Leading the Police to be Efficient and Effective
4	**Areas for Further Discussion** as identified through Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) reports/recommendations, super complaints or other audit functions

Date of the next Performance and Accountability Board: 7th February 2023, 13:00 – 14:30

No.	Recommendation	Update (Oct22)	RAG
	Stop and search	Police lead: Vicks Hayward-Melen	
1	**ASC to analyse the grounds for all stop and searches to understand what is officer led and intelligence led to enable further scrutiny of the policing approach to stop and search. Police must evaluate and quantify decision making to ensure powers are being consistently used fairly, responsibly, respectfully and without unlawful discrimination. A clear strategy needs to be developed and effectively communicated, to respond to any breach of power around stop and search to address disproportionality.**	No further update as yet. Is a possibility that within Pronto we could have a tick box for intel led/officer led however, this field doesn't link direct to Niche so not a viable option at present.	Amber
2	**ASC's scrutiny of the 'smell of cannabis' as the sole grounds for a stop and search, to continue to be a focus theme of the ISoPPP and internal scrutiny panel to ensure any contravention is identified. A strategy needs to be developed to ensure comprehensive training and communications are provided to police officers, as appropriate, to ensure understanding of the policy and improved policing approach to stop and search**	Freetext search for smell of cannabis but cannot identify if it's the sole reason for the search so currently impossible to measure for a baseline/improvement monitoring. Needs to be a consistent theme through the scrutiny process of ISoPP or internal panel. CPD training package has been delivered. Increased supervisory work will support a check and test in this area. Vicks will carry out a benchmarking request to see what other forces are doing to look at this.	Amber
3	**ASC must review their policy for drug related stop searches and develop a new approach that tackles disproportionality and improves performance**	Initial meeting has taken place to discuss drugs stop & search policy and a consideration for developing this. Initial scoping to be completed by end of 2022	Amber
4	**ASC must focus scrutiny of disproportionality into stop and search for drugs offences to research the relationship between the grounds for stop and search, the disproportionality in stop and searches for suspected drug offences within the Asian, Black, Mixed and Other Ethnicity groups and corresponding find rates. Within find rates, the specific focus needs to be upon investigating the disparity in finding an object other than that searched for in the Asian, Black, Mixed and Other Ethnicity groups in comparison to the White group**	Analytical/academic piece required. Lack of DotCoS resource so support this piece at present To feed into a data mapping exercise to assess all the internal data requirements across each of the 40 inernal recommendations.	Red
5	**Stop and searches for suspected drug offences indicate disproportionality across Arrest, VA, charge and OOCD rates. ASC must scrutinise outcomes to explain disparities and develop strategy to address any disproportionality**	Needs some joined up analytical work across the wider disproportionality piece to support this and others. As above - to feed into a wider data mapping exercise.	Red
6	**ASC ISoPPP and the internal panel must ensure scrutiny of disproportionality within stop and search includes all ethnicity groups**	5+1 ethnicity groups included in the reports.	Green
7	**ASC's scrutiny of stop and search data needs to include year on year comparison data to enable the identification of trends over a period of time. This will support collaborative working with CJS partners to create a data picture of an individual's journey through the CJS**	Complete	Green

8	ASC needs to include the Relative Rate Index calculation of all Ethnicity Groups against the White group to provide a consistent approach to measuring disproportionality	RRI is now available withn the stop search Qlik app so will be included in all future reporting.	Green
9	ASC ISoPPP must review the scrutiny of stop and search complaints working with the Independent Residents Panel to ensure all stop search complaints are consistently scrutinised and lessons learnt. ISoPPP and internal scrutiny panel need to increase the rigour around the scrutiny of complaints by ensuring any areas of disproportionality are proactively addressed. Further analysis of the complaints process may be required to assess disparities	the ISoPPP panel have begun to scrutinise the bodycam footage related to stop/search complaints and work is ongoing with the ISoPCP (formally the residents panel) to look at how they can best review stop search complaints alongside other priorities.	Amber
10	In accordance with HMICFRS 2018/19 inspection recommendation ASC must develop evidence based explanations around the causes of disproportionality in stop and search. Development of a strategy is necessary to create a comprehensive and transparent methodology that addresses disparities for all Ethnicity groups. Any actions to tackle disproportionality need to be measured and monitored to ascertain impact and whether there is improvement	Looking to work with UWE and EBPT to commission some academic work to look at this.	Red
11	In accordance with Recommendation 10 'develop evidence based explanations around the causes of disproportionality in stop and search', scrutiny of the impact of County Lines needs to be included within the anaylsis of the root cause of disproportionality to quantify and report findings	As above	Red
12	ASC must develop a framework for stop and search training that regularly evaluates the operational needs of all officers to ensure they are equipped with the confidence and skills to use their powers for stop and search consistently, fairly and reasonably. Training needs to have more emphasis upon community engagement, understanding of cultural differences, and understanding the impact of policing upon communities. All training must be regularly monitored and evaulated by performance to ensure strategic aims and outcomes are achieved	Lived experience not yet brought into training. Is a pilot for the college of policing package so we have to deliver as is to enable the evaluation. Once pilot is completed we can implement within stop search safety aspects. One third of officers have completed ASC training package. Includes Mandatory 15 question knowledge check - 80% pass rate - over 90% have achieved this. Looking to put specific intervention in to those who have not met the pass rate.	Amber

13	**ASC must build confidence with its communities around police powers by developing an Inclusion and Engagement framework that is co-produced with communities. This will develop engagement with commnunities, improve public access to information about stop and search and increase the transparency of the scrutiny process. As part of this framework the 'lived experience' of communities affected by stop and search must be captured and analysed alongside the quantitative data in the scrutiny of stop and search**	Links very closely with the Race Action Plan Included pillar. Race Matters week taking place at the end of October to engage with our staff on Black History etc Development of confidence group within Bristol and various other engagement forums - to be a blueprint for rolling out forcewide.	Amber
14	**ASC to develop a youth focused external scrutiny group to support the work of the ISoPPP**	First youth panel held so far in Bristol, developing one in North Somerset which will take place before the end of the year. Will then move into B&NES. Working to ensure the right representation on these panels. Looking to compare and contrast with the observations of the ISoPP moving forward.	Amber
Youth Justice		Police lead: Larisa Hunt	
19	**Avon and Somerset Constabulary, Local Youth Justice Board, Local Authorities (Bristol, BANES, North Somerset, Somerset and South Gloucestershire), YOTs, and Education partners need to collaborate and create a Youth Justice Working Group to scrutinise the links between school exclusion and young people's entry into the criminal justice system to proactively tackle any disproportionality for BAME children and young people.**	Multi-agency programme of work under development. Work has though already taken place within the context of the violence reduction units and all 5 local authorities now either have education inclusion teams, or are in the process of setting them up. This action was specifically taken in order to understand and to mitigate against the impact of children being excluded from school. Through the VRU strategic governance board I will raise an action to ensure that scrutiny can be applied to understanding any disproportionality	Amber
20	**YOTs and Avon and Somerset Constabulary to analyse offence outcomes for 10 to 17 year olds by offence type (e.g. Drugs, Robbery etc.) with individual ethnicity groups defined (18 plus 1) to quantify any disproportionality**	Multi-agency programme of work under development. Data mapping exercise to be completed identifying all required data sets from ASC to support the identifying disproportionality recommendations. To then work with Qlik team to establish best was of extracting data/developing datasets	Red
24	**Avon and Somerset Constabulary, Local Youth Justice Board, Local Authorities (Bristol, BANES, North Somerset, Somerset and South Gloucestershire), YOTs, and Education partners need to collaborate with the new Youth Justice Working Group to scrutinise the experiences of children and young people through each stage of the criminal justice system to identify and proactively tackle any disproportionality**	Multi-agency programme of work under development	Red

25	Collaboration is required between Avon and Somerset Constabulary, YOTS and the CPS to analyse the diversion process in terms of needs assessment and evaluation of outcomes for young people to ascertain if there is any disproportionality for BAME young people in accessing diversion schemes.	Multi-agency programme of work under development No further update at this time	Red
26	Avon and Somerset Constabulary and Local A&S YOTs to review and quantify youth out of court processes.	Multi-agency programme of work under development New C&YP thematic lead now in post	Red
27	Avon and Somerset Constabulary and Local A&S YOTs to review and quantify any disproportionality in youth out of court processes.	Multi-agency programme of work underdevelopment New C&YP thematic lead now in post Disproportionality within out of court disposals has been looked at but not had a focus on youth - this to be looked at within the wider data mapping requirements.	Red
28	Avon and Somerset Constabulary to develop scrutiny of the OOCD decision making and eligibility process through the Out of Court Disposal App: (1) Development of the OOCD App is required: (a) to capture data, (b) integrate the full Gravity Matrix within the App to support an efficient and audited decision making process. (2) Use of the OOCD App needs to be mandated to (a) improve data quality, (b) ensure consistent decision making (c) support analysis and scrutiny of the OOCD process	New C&YP thematic lead to pick this up following the departure of C/Insp Colston Out of Court Disposal App not the driver for scrutiny of decision making/eligibility as we have the ASCEND team in place. Liaison with Kent to take place who have developed APPs in the absence of an ASCEND team	Red
OOCD		Police lead: Rebecca Marshall	
29	The A&S PCC Out of Court Scrutiny Panel should follow the joint MOJ/NPCC National Scrutiny Guidance which sets out best practice around local scrutiny of decision-making on OOCDs which contains the scope, panel membership, frequency of meetings, case selection and outcome and reporting, and adopt a methodology that allows them to examine, at least annually, disproportionality in respect of OOCDs which includes the conditions that are applied.	A&S Out of Court Disposals Scrutiny Panel adheres to the joint MoJ/NPCC National Scrutiny Guidance in all areas, with the exception of recommended membership. Current gaps are probation service/adult offender representation and an independent member – a recruitment campaign will take place in Winter 2022/23. The Panel scrutinised disproportionality in September 2021, June 2022 and has built disproportionality into its annual work plan moving forward.	Amber

30	A&S OPCC to set up a scrutiny framework that scrutinises cases that have been charged, but may have been eligible for an OOCD, rather than reviewing only cases that have resulted in an OOCD.	Scoping work has been carried out by the Constabulary Business Objects Team to collate a list of cases based on the following criteria: •Defendants who pleaded guilty at 1st appearance / pre-court (having initially pleaded not guilty); •OoCD eligibility / excluded crime types; •Gravity Matrix harm scores. The A&S Criminal Justice Board (15/9/22) agreed a proposal for a one-off pilot session to scrutinise a small number of cases drawn from the list identified in scoping work to test the methodology and practicalities to inform potential future scrutiny arrangements. Aiming to hold the pilot in November 2022.	Amber
31	Avon and Somerset Constabulary ASCEND Team need to extend their assurance reviews of Community Resolutions and Conditional Cautions, to capture the ethnicity of the offender. The results of the reviews (approx. 30 per month) should be collated and analysed annually to allow for sufficient volumes to allow for meaningful analysis into disproportionality that supports the scrutiny of the OPPC OOCD Scrutiny Panel.	OoCD to be included in any development of disproportionality dashboards. Action for Rebecca Marshall to raise with Karen Elwood (ASCEND manager) to ensure self-defined ethnicity field is checked during process of reviews.	Amber
32	CPS and Avon and Somerset Constabulary to capture data on decision changes by the CPS resulting in referral back to the Police, and that this data is collected for analysis and scrutiny of potential disproportionality.	No current activity in relation to this action. Need to establish if this is extractable from our systems or if it needs a qualitative approach. Should also consider cases sent back from Court (if there are any)	Red
33	A&S Constabulary need to develop the OOCD Information Sheet with input from the Independent Advisory Groups (IAG), local communities, and Legal profession representatives, to improve offender engagement and understanding of the OOCD process and build trust. Consideration is required of format (Leaflet, Audio, Webpage, App etc.), language, special educational needs, disabilities, etc. to ensure that the information is accessible.	New legislative changes (Police Crime and Sentencing Bill) to commence from April 2023 in relation to a two-tier plus system for OoCD. Information sheets and guidance etc needs to be reviewed in line with this legislative change.	Amber
34	An Information Framework needs to be co-produced between Police, PCC, CJS partners and the communities of A&S to increase engagement with local communities and develop public knowledge and understanding of plea decisions and the out of court disposal process.	Under the new legislation there will be a requirement to have a Community Remedy document in place. This needs to be developed (need to see if this is being progressed by OPCC) The external website needs to be updated in line with new legislation *Needs to link into the work under the 'Involved' pillar within the PRAP to consider appropriate engagement forums	Red

Stop and Search **35**	**Avon and Somerset Constabulary need to investigate the potential parallels between disproportionality rates shown in arrests and those in Stop and Search to understand root cause and actively address any disparity.**	Not yet started. To be included in data mapping exercise	Red
36	**A&S Constabulary should adopt the Relative Rate Index as a method of measuring disproportionality in the offending/arrest rates and the outcome rates for each ethnic group. These should be measured separately to ensure any disproportionality in offending/arrest rates doesn't influence the results for the outcome rates. It is recommended that this functionality is included in the 'Qlik App' currently in development.**	Disproportionality dashboard to be developed within Qlik using RRI as the sole measure. RFS to be put in to Qlik Team once data for inclusion has been agreed.	Amber
37	**A&S Constabulary need to scrutinise the comparative high rates of disproportionality by analysing the outcomes for the GRT group in order to understand the factors contributing to the high charge rates and low NFA and OOCD rates.**	Not yet started. To be included in data mapping exercise	Red
38	**A&S Constabulary need to conduct a further review into the small amounts of disproportionality shown in the charge rates for the Black, Mixed and Other groups. Focus should be on creating 'best match' groups based on offence gravity scores, previous offending and admission of guilt to establish if these factors have an impact on charge rates.**	Not yet started. To be included in data mapping exercise	Red
39	**Avon and Somerset Constabulary need to actively monitor the outcome of the MOJ Chance to Change pilots and develop local policy around a diversion prosecution model for Avon and Somerset to include: pilot design and eligibility, quality assurance, data collection and intended outcomes.**	Rebecca Marshall to look at the MOJ Chance to Change pilots. ASC does already have a few diversion prosecution options in place: Call in within Bristol; Youth Alcohol and Drug Diversion Programme; Outcome 22 for knife possession for young people	Amber
HR		Police lead: Esther Wride	
64	**ASC need to analyse candidate progression through their recruitment process to identify the drop off points of BAME candidates and proactively improve the process to increase diversity within the Constabulary.**	Functionality is being developed within Oleeo and into Qlik to provide visibility of data through the recruitment process. This is currently on the priority list for the Qlik team with the hope that development will be underway shortly.	Amber
65	**ASC need to quantify the latest Graduate data across the ethnicity groups to baseline BAME Graduates to ascertain progress within Avon and Somerset CJS with regards to diversity in employees.**	Oleeo platform expected to be able to produce basic reports in relation to the PCDA candidates although only available from mid 2020 (when the system was brought in). Still in early stages of being able to request pre-formatted data stats.	Amber

66	**ASC need to develop a more diverse workforce, representative of its communities as current census data (2011) indicates ASC is currently under-represented by people who identify within the BAME Groups.**	Work continues on this - as per update in June 2022: Focussed Positive Action support workshops for Uniform roles- PCDA & DHEP. Dedicated focus question on oleo system to direct under rep candidates to Positive Action support through Outreach Team. Positive Action Pre-application workshops for PCSO's, Comms and Police Staff Investigators (PSI's). Three roadshows carried out focussing on diverse communities with hyper-focussed approach. Monthly Discoveries run by Outreach team each month. Outreach link with NPT to support events and engagement with diverse communities. Community Leader engagement event for Recruitment May 2022 – to understand what is working well and what we need to do differently / more of.	Amber
67	**ASC need to understand and address the reasons as to why staff in post do not specify their ethnicity category and implement actions to reduce the number of Prefer not to say/Not specified. Improving data and understanding of diversity of 'staff in post' at the Constabulary will enable ASC to proactively address areas of potential inequality.**	Several campaigns have been undertaken with the Home Office and College of Policing (Safe To Say) to encourage workforce to declare protected characteristics- campaigns completed late summer and data to be analysed in Autumn 2022 - an action plan will be developed on the back of this.	Amber
68	**ASC need to conduct more focused engagement and understanding of communities' perceptions and lived experiences of the police to understand and actively tackle the barriers preventing BAME people applying for a role at Avon and Somerset Constabulary.**	Work to link closely with the 'Involved' pillar work for the Police Race Action Plan led by Supt Mark Runacres: SIAG, IAG and Youth IAG in place across the force - development of membership of IAG's taking place in some local areas to increase representation. Development of local community groups in Bristol specifically for Black communities - to act as a blueprint for the rest of the force Outreach Team of 7 working closely with Under Represented communities to understand the barriers to recruitment, running support and positive action workshops and internal culture awareness and training. Diversity Champions- mentors who support external candidates with the recruitment process.	Amber

69	**ASC need to develop training for all staff to have more emphasis upon community engagement, understanding of cultural differences, and understanding of the impact of policing upon communities. Communities and Police should be co-producing regular learning packages that break down the barriers between the police and the communities they serve.**	Inclusive Policing with Confidence training is being evaluated and next steps to be developed during the Autumn. Cultural Intelligence training to be expanded across wider workforce in the 2023. Cultural awareness workshops being undertaken in Bristol East to build relationships between staff and local communities. Race Matters week being held at the end of October - will include a number of inputs on Black History and the impact of racism on colleagues and communities e-learning package on Black History is being developed by the College of Policing and should be available for pilot in April 2023 (ASC is an icebreaker force for this) Oral histories project being developed within Corporate Comms to build a timeline of events and the impact of these key events throughout history	Amber
70	**ASC need to investigate the reasons for the decline in BAME promotions in 2019/20 to proactively address any barriers that may result in disproportionate outcomes for BAME applicants in the promotion process.**	Fast Track and promotion boards Positive Action assistance programme for Police Officer-Sgt. Support for both programmes currently being offered. BAME LEADERSHIP – two courses run 2021 & 2022. Under review of feedback and looking at provision by our Leadership training team.	Amber
71	**ASC to quantify the impact of their BAME leadership programme and other schemes to support officers from diverse backgrounds to develop and progress within the Constabulary in accordance with the latest data (2020/21 onwards) to ensure these initiatives are effective.**	As above, and similar update to Jun 2022: Leadership programme course completed in Feb and December 2021. Reverse mentoring programme in place to support senior leaders in understanding the experience of officers and staff from all backgrounds.	Amber
72	**ASC to review potential barriers to promotions from Constable to Sergeant for BAME police officers. The BAME leadership programme should be developed further to include a Constable to Sergeant progression route.**	Positive action programme in place to support PC to Sgt promotions.	Amber
73	**ASC need to further investigate the reasons for the higher leaver rates for Police Staff in the Mixed Group and Police Officers in the Black Group to proactively address any potential issues that may be resulting in disproportionate leaver rates for 'staff in post'.**	Functionality being developed for an app to identify leaver data, reasons for all staff (BAME being the focus). New process in place for exit interviews and option in place for an independent person to carry out the interview.	Amber

Performance Report

Quarter ending September 2022 (Q2 2022/23)

Glossary

Abandonment rate – this is the proportion of 999 calls that were not answered by Avon and Somerset Police. However this does not mean the call was genuinely abandoned as in most cases the call will have been diverted to another police force to answer.

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

Charge – the formal accusation of an offence, put to a suspect after an initial investigation; this is the start of the prosecution and they will then have to appear at court. The police can make the decision to charge in less serious offences where the case would be dealt with at Magistrates Court.

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.

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. They are the very front line policing and will be the department which are mostly likely to attend 999 calls.

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".

SLA – Service Level Agreement which means target response times as follows: Immediate is 15 minutes (urban) or 20 minutes (rural); Priority is 1 hour; Routine is 12 hours.

Visibility – is measured through the Avon and Somerset Police and Crime Survey. This is the proportion of respondents who said they had seen an officer or PCSO "Today / Yesterday", "In the last seven days" or "In the last month".

National Police and Crime Measures
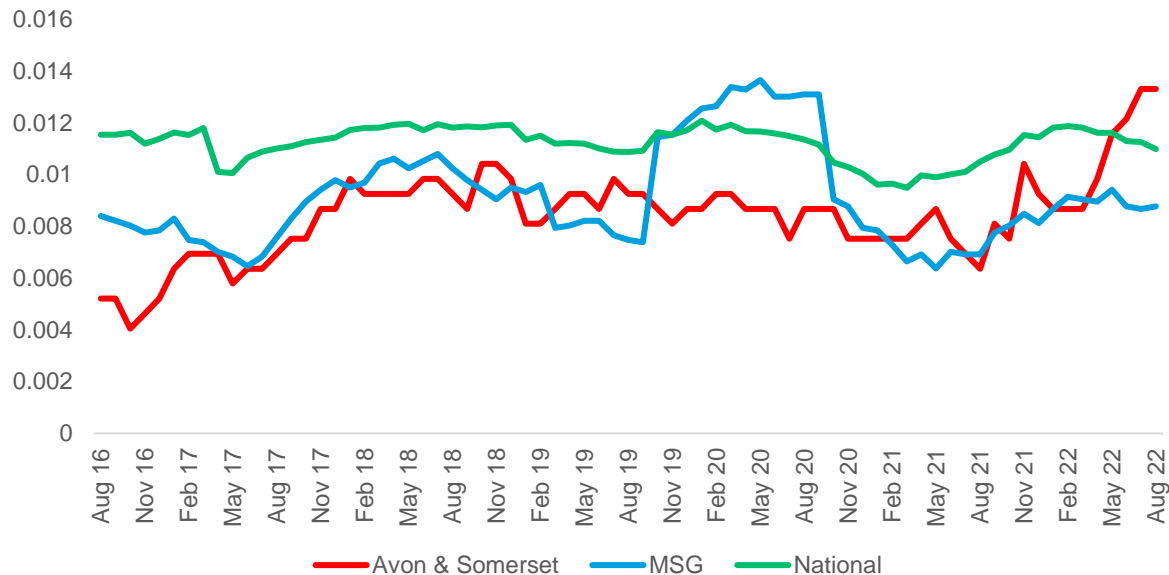**(Priorities for Policing)**

Contribution of Avon and Somerset Police

Reduce Murder and Other Homicide

Measures Summary

Local Measures	Trend / Outlook	Benchmark
Police recorded homicide offences	Stable	8th/8 MSG (above MSG average rates)

Homicide - 12 Month Rolling Rates per 1000 Residents

Legend: Avon & Somerset, MSG, National

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. This will be intelligence driven and combined with problem-solving approaches.

2. A local Homicide Suppression Strategy is in place and reviewed on a regular basis. In support of the National Strategy, all forces are required to have a homicide prevention problem profile. Requirements for this will be provided by the College of Policing and it is anticipated that it will be created in 2023.

3. Improve the stalking and harassment risk assessment process so officers and staff can better identify risk associated with reports of stalking and harassment, and to ensure compliance with the national stalking protocol.

4. Update 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.

5. Review of the force's Risk to Life or Threats of Serious Harm procedure to ensure the force responds adequately to protect those at risk of serious harm or death.

Comments

1. Between the period of April – August 2022, there were 10 recorded homicides across Avon and Somerset. This volume accounts for the recent noted increase in rate per 1000 residents.
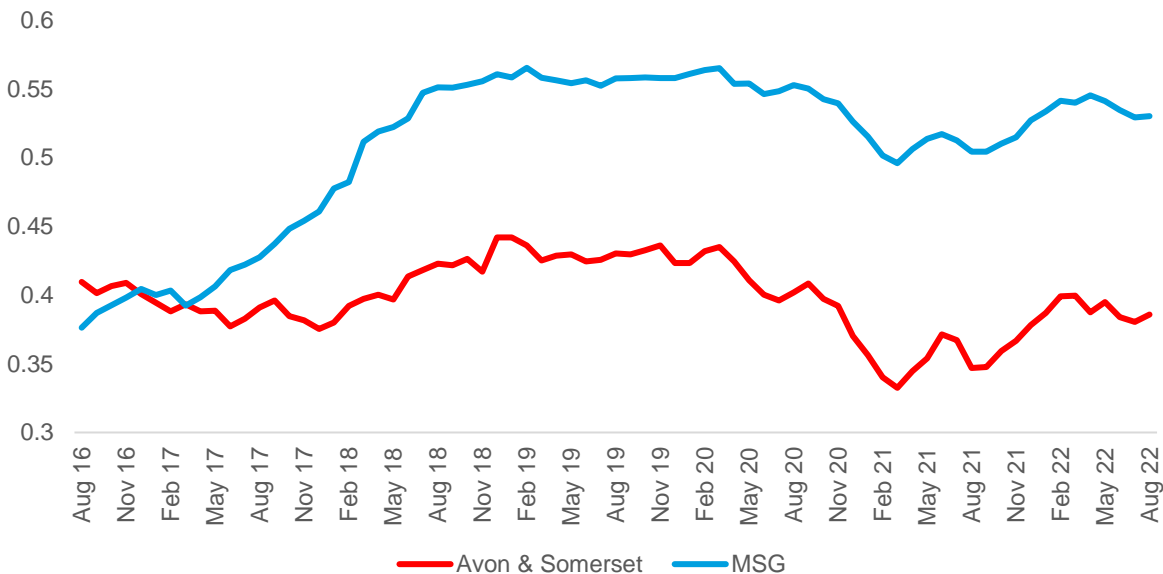
Reduce Serious Violence

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

Legend: Avon & Somerset — MSG

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. Increase the capability in intelligence and tasking, to improve the understanding of and operational response to intelligence surrounding serious and organised crime, and serious violence.

3. Improve allocation guidance to ensure decision making for serious violence offences are made within CID and that serious violence cases are appropriately allocated to and managed by specialist investigators. This will be overseen by the Investigative Standards forum.

4. Multi-agency working between Violence Reduction Units and local partners to identify and review young people at risk of committing serious violence, making appropriate interventions utilising uplift staff to drive activity.

5. Roll-out of the 'Domestic Abuse Matters' training to improve the initial response, towards both the victim and for early investigative opportunities, to domestic abuse and serious sexual offences. This will support the safeguarding and early identification of victims to reduce serious violence.

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	Stable	Not available
Number of drug trafficking offences	Reducing	8th/8 MSG (below MSG average rates)

Drug Trafficking Crime - 12 Month Rolling Rates per 1000 Residents

Drugs and County Lines Disruptions - 12 Month Rolling Rates

Planned Action to Drive Performance

1. Grow and improve the proactive capability within Remedy, to ensure that drugs supply and county lines across Avon and Somerset are effectively disrupted.

2. Implementation of the 'Intel Portal' to improve intelligence and tasking functions and processes, to better identify and respond to emerging trends and inform daily proactive tasking in relation to drugs and County Lines offences.

3. Continued proactive policing activity in the way that adults, who are at risk of exploitation through county lines criminality, are identified and safeguarded.

4. 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.

5. Improvements 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.

Comments

1. The force has a lower rate of drug trafficking offences, 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 last two quarters linking to intensification as part of Op Scorpion in March and July 2022.
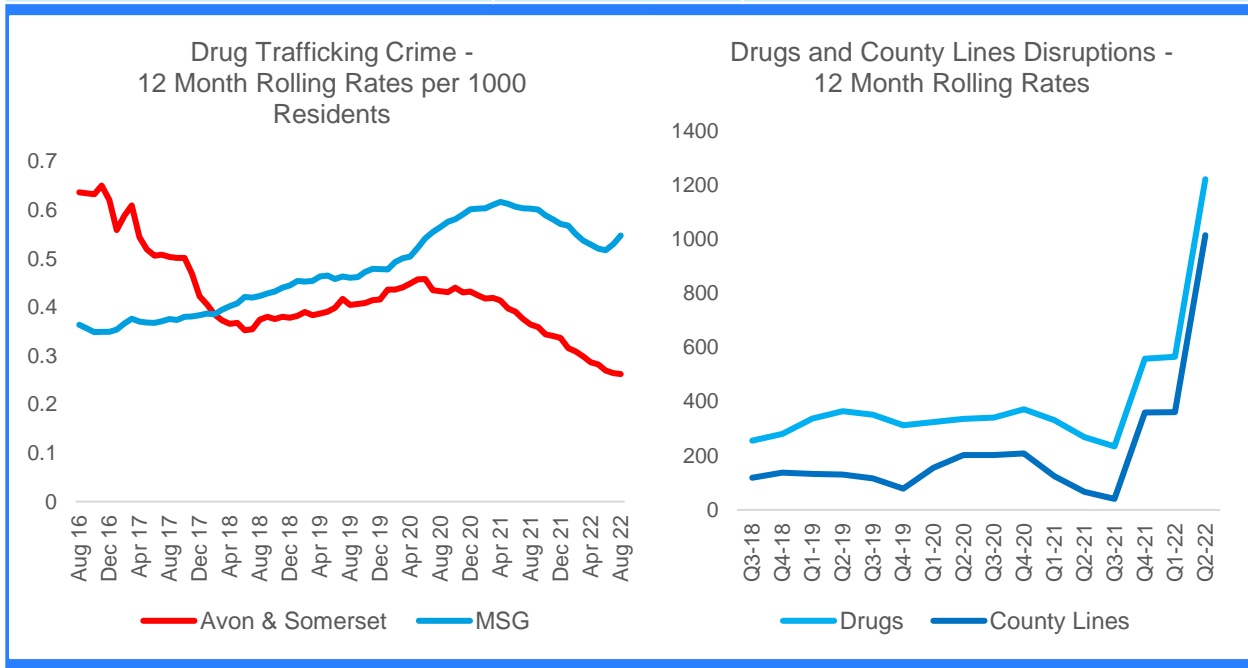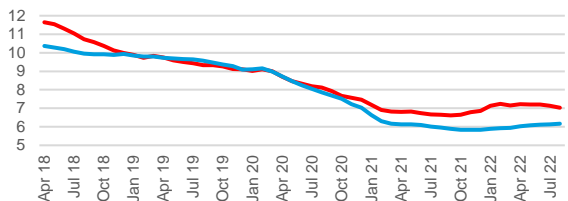
Reduce Neighbourhood Crime

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)

Residential Burglary - 12 Month Rolling Rates per 1000 Households

Vehicle Offences - 12 Month Rolling Rates per 1000 Residents

Avon & Somerset   MSG
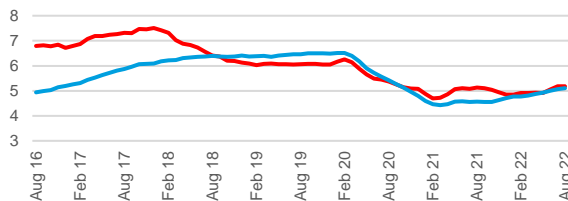
Personal Robbery - 12 Month Rolling Rates per 1000 Residents

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

Planned Action to Drive Performance

1. Develop problem-solving data analytics, methods and guidance to enable the effective identification and target neighbourhood crime issues, and to risk assess possible perpetrators.

2. Audit of Problem Solving Plans to identify best practice and ensure consistency in the response to neighbourhood crime.

3. Improve the existing proactive and reactive capabilities within Remedy, through structural and process improvements, to reduce neighbourhood crime in local communities.

4. Development of rural affairs team as part of the delivery plan, to improve the recording of and operational response to neighbourhood crime; specifically in rural communities with a focus on target hardening and crime prevention activities.

5. Increased capability of Integrated Offender Management, through process improvements and police officer uplift investment; thereby better managing neighbourhood crime offenders, and reducing reoffending.
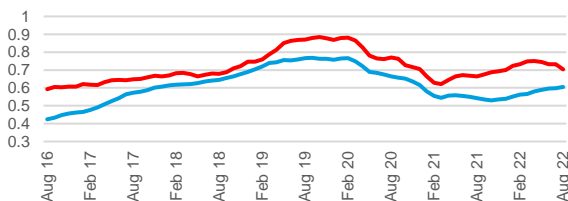
Comments

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.
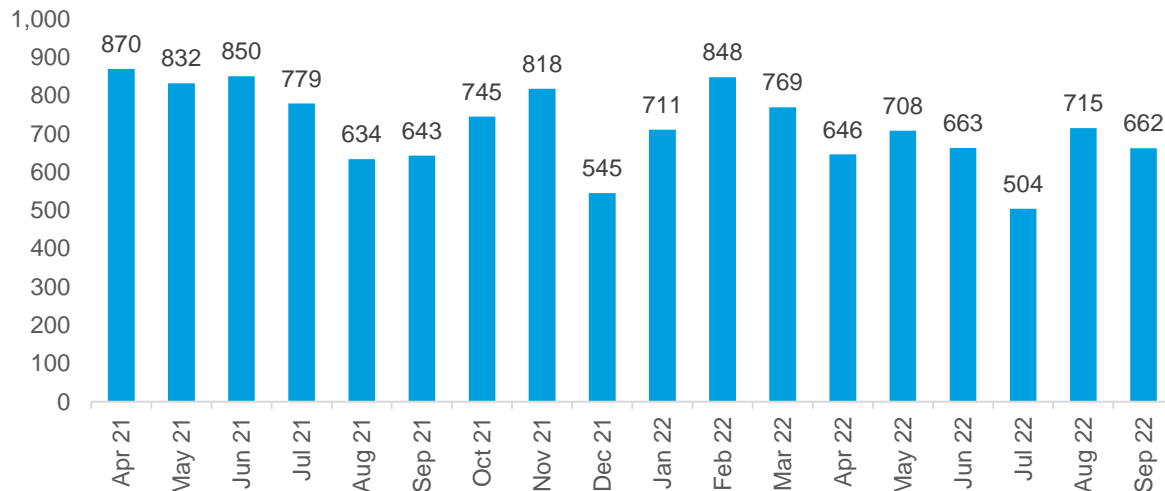
Tackle Cybercrime

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	Reducing	Not available

Action Fraud offences disseminated to Avon and Somerset Police

Bar chart values:
- Apr 21: 870
- May 21: 832
- Jun 21: 850
- Jul 21: 779
- Aug 21: 634
- Sep 21: 643
- Oct 21: 745
- Nov 21: 818
- Dec 21: 545
- Jan 22: 711
- Feb 22: 848
- Mar 22: 769
- Apr 22: 646
- May 22: 708
- Jun 22: 663
- Jul 22: 504
- Aug 22: 715
- Sep 22: 662

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 better 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.

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

AVON & SOMERSET POLICE & CRIME COMMISSIONER

Measures Summary

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

Victim Satisfaction - 12 Month Rolling Rate

Legend: Overall, Burglary, Hate, Violent, ASB
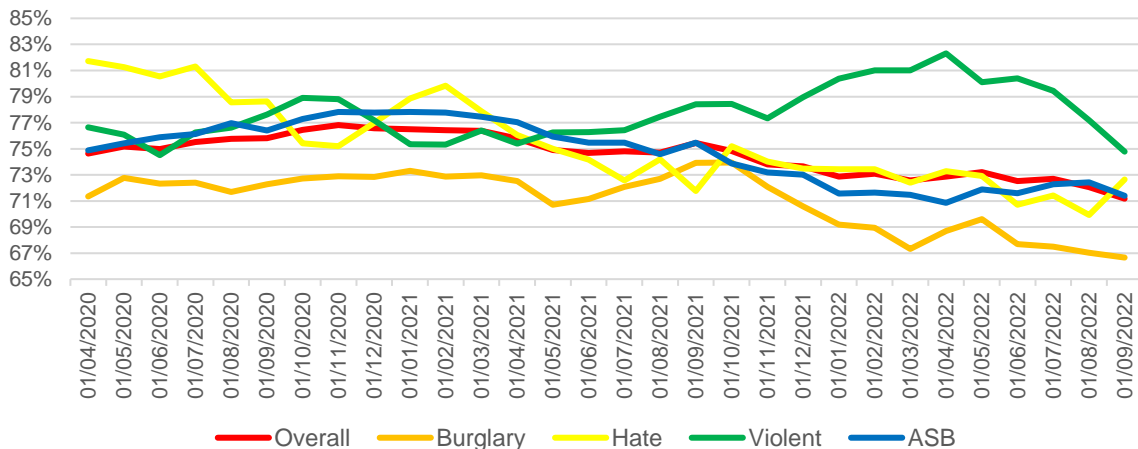
Planned Action to Drive Performance

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. Implementation of comprehensive domestic abuse training ('DA Matters') for all staff who deliver front-line policing services.
4. Focused improvements on the consistent delivery of investigative updates for all victims of crime.
5. Creation of new victim information packs to ensure that victims of crime are provided with relevant information, guidance and support.
6. Increase victim survey provision, to ensure that victim experiences are better captured and responded to, including work with universities to understand how to reach out to more victims .
7. Collation and analysis of feedback collected by Independent Sexual Violence Advisors (ISVAs) to identify best practice and improvements.
8. Improve the monitoring and management of protective orders, including Domestic Violence Protection Orders, to evaluate their effectiveness and ensure breaches are dealt with properly.

Comments

1. Victim satisfaction has been reducing in the last two years with the exception of violent crime offences.
2. There is no existing domestic abuse victim satisfaction survey currently in place in Avon and Somerset.

Better Criminal Justice Outcomes for Rape Cases

Measures Summary

Local Measures	Trend / Outlook	Benchmark
Charge volumes for rape offences	Increasing	Not available
Charge rate for rape offences	Stable	4th/8 MSG (below MSG average rates)

Rape - 12 Month Rolling
Charge & Summons Volume and Rate
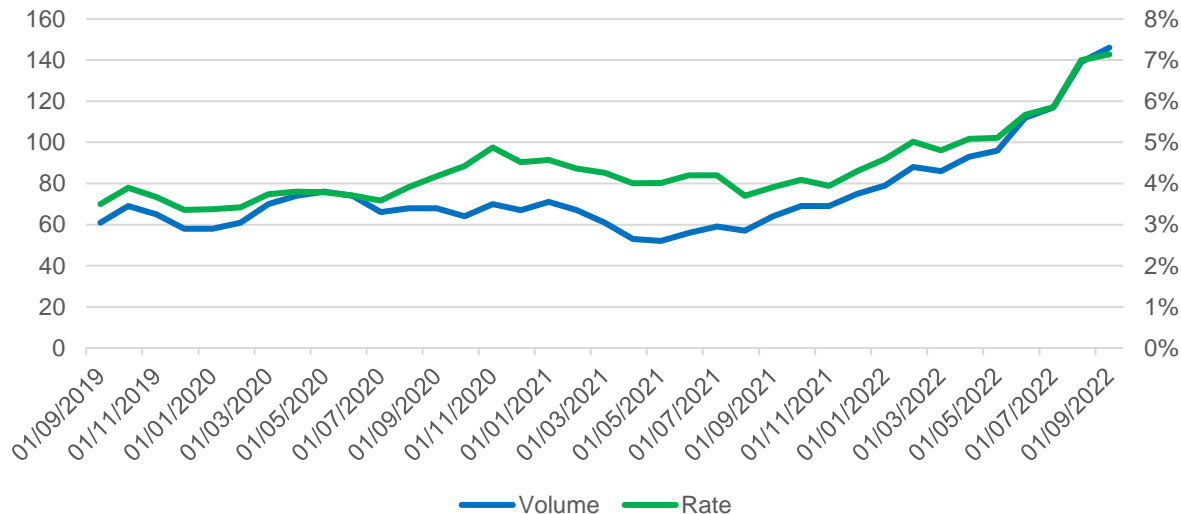
Planned Action to Drive Performance

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 improve 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. Focussed improvements in the accessibility and service provision of Independent Sexual Violence Advisors (ISVAs) to victims of sexual violence.

4. Assurance activity focussed on supervisor reviews to assess and monitor the quality of supervisory direction and investigative action-setting.

5. Continued joint training with CPS and ISVAs to improve partnership working for a better joined up approach to support victims through the criminal Justice System.

Comments

1. There has been a recent strong increase in both the volume of police charges and the rate.

Avon and Somerset Police and Crime Plan 2021-2025

Contribution of Avon and Somerset Police Priority 3 – Leading the police to be efficient and effective*

*An area of focus in Priority 3 is the Strategic Policing Requirement (SPR). Oversight of this is achieved through a 6 monthly self-assessment. Information from that report is not suitable to be shared in the public domain. Therefore the SPR will not be covered in this performance report.

Recruiting officers and capability

Police officer uplift – headcount targets and progress

Current officers	3,255
Target officers	3,291
Temporary uplift target	3,331
Current officers as % of target	97.7%

Comments

1. All police forces were given a target number of officers to recruit as part of the national uplift of 20,000 officers.

2. In Avon and Somerset this equated 456 extra officers which meant a headcount of 3,291 by 31st March 2023.

3. However, as Avon and Somerset Police predicted they will surpass this original target they were able to secure extra funding for a temporary uplift of an additional 40 officers, meaning the new target is 3,331.

4. This considers the total number of officers, representative workforce will be discussed under Priority 4 in the Quarter 3 Performance Report.

5. In terms of capability, the workforce survey is an essential source of performance information. At the time of writing the 2022 data is unavailable so this will be also be covered in the Quarter 3 Performance Report.
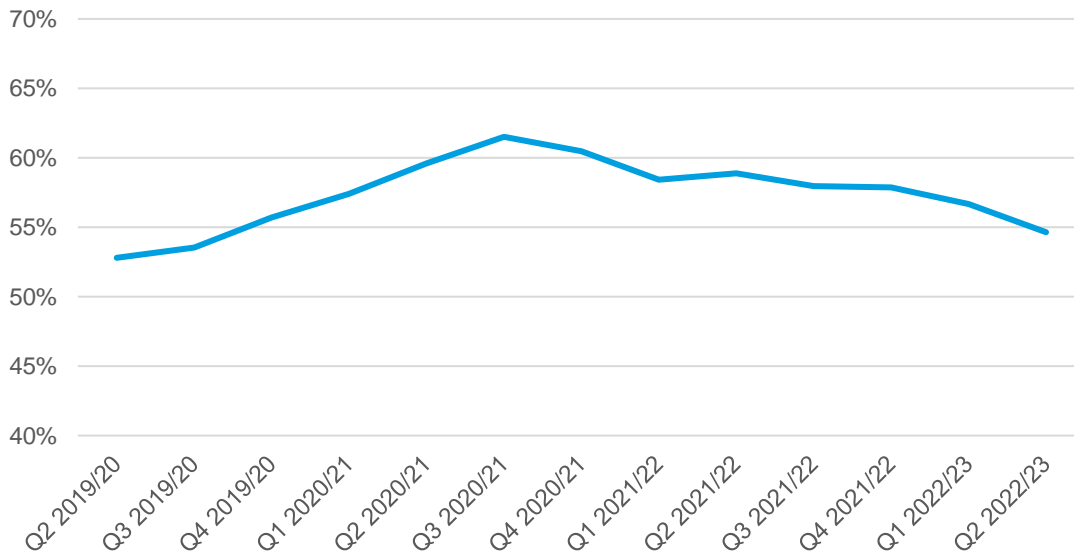
Planned Action to Drive Performance

1. Workforce planning continue to actively map and allocate new recruits in line with uplift posts with a clear balance around reactive, proactive and prevention roles.

2. Review of vetting processes to identify opportunities to improve efficiency in support of the recruitment process.

3. Realisation of investigations transformation review recognising challenges around capability from "growing pains" of rapid growth. Ongoing work to ensure all vacancies are filled with appropriate accreditation levels; recruitment pathways are reviewed, refined and defined in order to optimise the pipelines into the directorate.

4. Workforce planning oversight and mapping of training requirements for new recruits along with abstractions to university to maintain resilience in key Patrol frontline operational roles.

5. Key skills and training with ongoing identification for priority roles such response driver courses for frontline officers, identifying skill gaps and ensuring appropriate balance across the force.

6. Increased focus on wellbeing, particularly around support to mental health for managers, reducing pressures in workload. All directorates to have wellbeing leads and progress will be overseen through the People Committee.

7. Ongoing development of the Leadership Academy to provide skills and crucial support for leaders in achieving performance priority areas and appropriate staff support.

8. Currently reviewing conditions of Police estate to ensure they are cost effective, energy efficient and fit for policing purposes.

9. Analysis of 2022 workforce survey to identify and respond to areas for improvement.

Demand management to increase visible policing and time to fight crime

Measures Summary

Local Measures	Trend / Outlook	Benchmark
Police visibility	Stable	Not available

Police Visibility - 12 Month Rolling Rate

Planned Action to Drive Performance

1. Recruiting, training and retaining additional police officers.

2. Build on 'creating capacity' work recently completed in Patrol encouraging employee ideas, and identifying improvement areas around areas such as equipment, systems and processes.

3. Ongoing assessment of our Deployment and Allocation guidance to ensure serious and complex crime is investigated by appropriate staff, releasing capacity for frontline staff.

4. Better understanding of our mental health demand to build on initiatives such as mental health triage and support officer roles, working with partners to ensure appropriate support for people in crisis and creating capacity for frontline officers.

5. Development of High Intensity User project to enable better oversight and visibility of these high intensity users that place significant demand on the organisation, ensuring appropriate agencies have plans in place.

6. Development of our existing internal governance framework to provide increased oversight of demand and capacity including lessons learned from this year's summer demand plans.

Comments

1. Although there has been a decrease in visibility from the peak in Q3 2020/21, it is stable across a three year period.
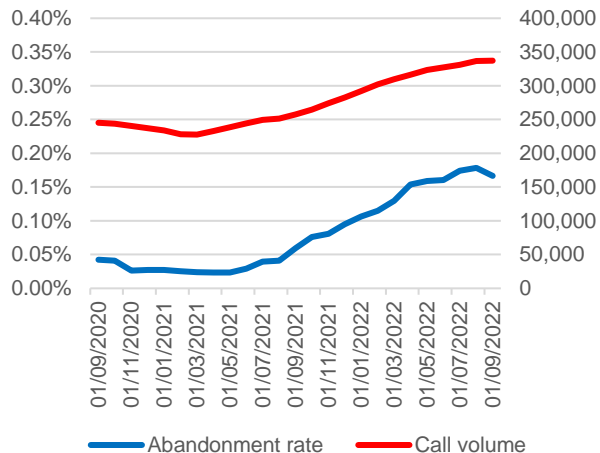
Crime recording and response to calls for service

Measures Summary

Local Measures	Trend / Outlook	Benchmark
999 abandonment rate	Increasing	Not available
SLA compliance – immediate calls	Reducing	Not available
SLA compliance – priority calls	Stable	Not available
SLA compliance – routine calls	Reducing	Not available

999 abandonment rate and call volume - 12 month rolling

Legend: Abandonment rate, Call volume

Response time SLA compliance - 12 month average
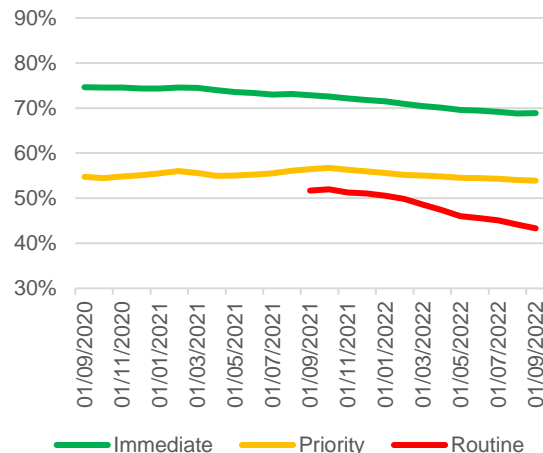

Legend: Immediate, Priority, Routine

Planned Action to Drive Performance

1. Increased focus and scrutiny on the recording of outcome decisions to ensure compliance with National Crime Recording Standards.

2. Increased monthly assurance reporting on core crime data integrity themes to provide increased scrutiny and ensure appropriate recording.

3. Crime Data Integrity and response timeliness are both performance priorities ensuring ongoing focus and oversight.

4. Recruiting, training and retaining additional police officers.

5. Ongoing analysis and review of demand to ensure resources better match demand in terms of time and geography.

Comments

1. 999 abandonment rate has increased but is extremely low in volume; even at the peak this is fewer than 2 in 1000 calls. This increase is in line with increasing volumes of 999 calls

2. The routine grade was only introduced in October 2020 so the 12 month average only begins a year after this.

3. The decrease in response timeliness is in part due to the high volume of student officers that need to be tutored and they all spend time in Patrol which is the primary 'response' area of policing.

Environmental impact

Measures Summary

Local Measures	Trend / Outlook	Benchmark
Carbon emissions – electricity	Reducing	Not available
Carbon emissions – gas	Increasing	Not available
Carbon emissions – combined	Reducing	Not available

Carbon Emissions (tonnes of CO2) from Electricity and Gas - 12 Month Rolling

Legend: Electricity, Gas, Combined
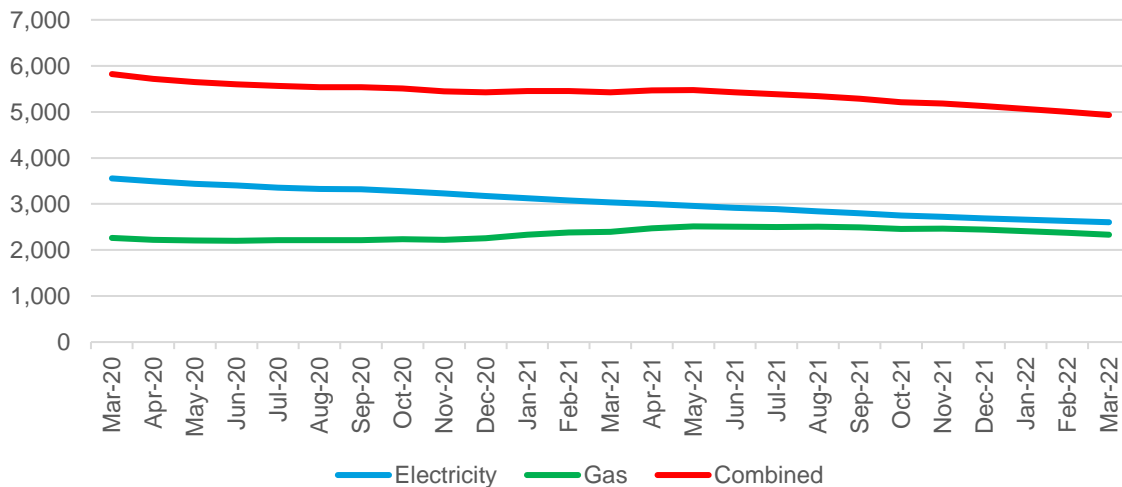
Planned Action to Drive Performance

1. Working with College of Policing to better integrate sustainability into the current PCDA curricula and any other training and leadership opportunities.

2. Commissioning of a comprehensive waste audit across our sites to better understand what contributes to our waste organisationally and how to reduce total tonnage.

3. Publication and governance of 2021-2026 Sustainability Plan (2022 update).

4. Collaborating regionally with other force to develop a sustainable procurement policy and sustainability data performance framework.

5. Exploring opportunities to raise awareness of our sustainability ambitions and environmental impact internally through training and engagement activity.

6. All estates works consider environmental impact and making buildings more energy efficient is considered as part of business cases for investment.

Comments

1. Although there has been a small increase in carbon emissions from gas use that has been more than offset by the reduction in electricity.

2. It should be noted that it is difficult to attribute cause and effect between actions taken in Avon and Somerset and the impact on total carbon emissions.

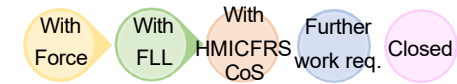# Avon and Somerset Police HMICFRS Recommendations Update October 2022

UPDATE ON ALL RECOMMENDATIONS

Year of recommendation and report titles	Number of recommendations	With Force	With FLL	With HMICFRS CoS	Further work req.	Closed
2014-15						
The Strategic Policing Requirement	1	0	0	1	0	0
2017-18						
Living in fear – police and CPS response to harassment and stalking	2	0	1	1	0	0
2018-19						
PEEL 2018/19	5	1	4	0	0	0
Understanding the difference - The initial police response to hate crime	5	1	1	3	0	0
Joint Inspection of the Handling of Cases Involving Disability Hate Crime	4	2	2	0	0	0
2019-20						
Stalking and Harassment Updates National Recommendations	2	0	2	0	0	0
Fraud: Time to Choose	4	4	0	0	0	0
Cyber: Keep the light on	1	1	0	0	0	0
PEEL Spotlight Report - Shining a light on betrayal: Abuse of position for a sexual purpose	2	0	2	0	0	0

October 2022

The poor relation: The police and CPS response to crimes against older people	3	2	0	1	0	0
Evidence led domestic abuse prosecutions	5	1	1	3	0	0
National Child Protection Inspections 2019 thematic report	2	0	0	2	0	0
A joint thematic inspection of Integrated Offender Management	4	4	0	0	0	0

2020-21

Getting the balance right? An inspection of how effectively the police deal with protests	6	1	4	1	0	0
Disproportionate use of police powers - A spotlight on stop and search and the use of force	6	1	4	1	0	0
Roads Policing: Not optional: An inspection of roads policing in England and Wales	10	4	1	5	0	0
Hard Yards - Police to police collaboration	1	0	0	1	0	0
An inspection of the National Crime Agency's relationship with regional organised crime units	1	0	0	0	0	1
An inspection of the effectiveness of the Regional Organised Crime Units	2	0	0	0	0	2
Pre-charge bail and released under investigation - Striking a balance	2	2	0	0	0	0

Report	Total	Achieved	Subsumed	Outstanding	Revisit	N/A
Safe to share? Report on Liberty and Southall Black Sisters' super-complaint on policing and immigration status	4	3	1	0	0	0
2021- 22						
Custody services in a COVID-19 environment	2	2	0	0	0	0
Policing in the pandemic - The police response to the coronavirus pandemic during 2020	5	5	0	0	0	0
The hidden victims - Report on Hestia's super super-complaint on the police response to victims of modern slavery	3	3	0	0	0	0
Review of the policing of DA during the pandemic report	3	2	1	0	0	0
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	8	0	0	0	0
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	0	2	0	0	0
Super Complaint - A duty to protect Police use of protective measures in cases involving violence against women and girls	7	7	0	0	0	0
Police response to violence against women and girls - Final inspection report	4	4	0	0	0	0
A joint thematic inspection of the criminal justice journey for individuals with mental health needs and disorders	9	9	0	0	0	0
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	3	0	0	0	0
2022-23						
Counter Terrorism Inspection (CT 6) – 4 May 2022	3 (1 not accepted)	2	0	0	0	0

Police perpetrated domestic abuse – Report on the Centre for Women's Justice super-complaint – 30 June 2022   4

| 4 | 0 | 0 | 0 | 0 |
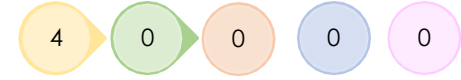
Twenty years on, is MAPPA achieving its objectives? – 14 July 2022   4

| 4 | 0 | 0 | 0 | 0 |
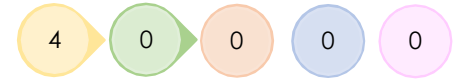
The police response to burglary, robbery and other acquisitive crime – Finding time for Crime – PEEL spotlight report – August 2022   2

| 2 | 0 | 0 | 0 | 0 |

TOTALS:

| 82 | 26 | 19 | 0 | 3 |