Performance and Accountability Board (PAB) 7th February 2023 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/3XQnGIW

Attendees:

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

<u>**AGENDA**</u>

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 4 – Increasing the Legitimacy of an Public Confidence in the Police and Criminal Justice System
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: 9th March 2023 at 16:15

No.	Recommendation	Update (Dec22)	RAG
	Stop and search		
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.**	Pronto could add a simple tick box so if it could talk directly to Qlik or Power BI - exploring this with Jon Dowey	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**	Part of stop & serach CPD, part of supervisor review template. Need to now carry out some formal check and test of success.	Amber
3	**ASC must review their policy for drug related stop searches and develop a new approach that tackles disproportionality and improves performance**	An audit has been commissioned through DotCoS to look at drug stop & searches focussing on possession only vs possession with intent to supply and intel led vs officer led. An options paper is being drafted for potential amendments to stop & search policy/process	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**	Looking to focs on first and second line managers with scrutiny processes to assess the grounds.	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**	As per Oct22 update: Needs some joined up analytical work across the wider disproportionality piece to support this and others.	Red
6	**ASC ISoPPP and the internal panel must ensure scrutiny of disproportionality within stop and search includes all ethnicity groups**	Home office only requires 5+1 but data is available at 18+1	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**	First report due 2023 and this will be completed.	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 will be used across stop search and use of force reporting. Will also be the measurement for each of the measures within the disproportionality dashboard	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**	Some members of ISoPP sit on residents panel Sallly will get a temperature check as to where we are with the ISoPP recommendations	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. Will be getting a proposal imminently but will need some funding. Pitching proposal to EBPT at next quarterly meeting.	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. Development of confidence group within Bristol and various other engagement forums - to be a blueprint for rolling out forcewide. Youth scrutiny panel launched in Bristol and being developed for roll out across the constabulary	Amber
14	ASC to develop a youth focused external scrutiny group to support the work of the ISoPPP	Attendance at the last Bristol group was not as representative as wanted. Working with Desmond to try and improve this moving forward.	Amber
	Youth Justice		
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.	A tactical group has now been put in place across each of the youth justice services, a terms of reference has been agreed and a memorandum of understanding is being drafted to detail how each youth justice service and the police will work together. Recommendations will be discussed through the tactical group to raise awareness but will await further direction from the multi-agency steering group.	Red
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	Linked to recommendation 19 and 20	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.	Needs direction from multi-agency steering group Links to deferred prosecution model work Could be supported through tactical working group	Red

26	**Avon and Somerset Constabulary and Local A&S YOTs to review and quantify youth out of court processes.**	The tactical group will provide the memorandum of understanding and key principles for youth out of court disposals	Red
27	**Avon and Somerset Constabulary and Local A&S YOTs to review and quantify any disproportionality in youth out of court processes.**	Links to recommendation 20, 25 and 26 Baseline data required	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**	In the process of looking at our consistency of decision making for youth out of court disposals - consideration to a MASH style process to assess out of court disposals. A 'Making Time Count' app being piloted across other forces but because we have ascend we only need a small part of it so can't just purchase one part - will look into this further	Red
	OOCD		
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**	Has been raised with ASCEND team and they are capturing this data as a matter of course	Green
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.**	Requires liaison with CPS and identifying if data can be captured	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.	Initial data request submitted Dec22	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.	RRI to be used as measure of disproportionality within disproportionality dashboard. RFS submitted Dec 22	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.	RFS submitted Dec 22 for initial data analysis	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.	RFS submitted Dec 22 for initial data analysis	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.	Dr. Peter Neyroud invited to ASC to present findings of the chance to change pilots	Amber
HR			
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.	Esther and Beth meeting with Qlik team early January to review the app - Have purchased additional data sets within Oleo to enrich our data picture.	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.**	Need to consider how we apply the census 2021 data to the new oleeo platform in Qlik to ensure accuracy of data.	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.**	Supporting under represented people applying to the organisation Aspiration events still being held Outreach events and careers events are being held regularly throughout the year. Supporting officers through promotion processes Need to do more work on our marketing strategy for recruitment - linking in with current gold group Liaising with CEED about a potential training programme. Considering diversity internship programmes	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.**	National Equality Standard re-assessment is taking place this month. Focus groups and survey - cultural internal assessment to inform the safe to say research	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 was held in October with some inspirational inputs from external speakers. Next steps is to consider how we can build on this into a CPD event for all frontline staff. 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.**	Looking to review the promotion questions from Jan23	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'.**	Exit survey findings to be analysed. Will also use the people survey results to support this piece of work in terms of insights.	Amber

Performance Report

Quarter ending December 2022 (Q3 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

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.

Complaint Review – most police complaints are handled by the force being complained about, however the more serious cases are referred to the Independent Office for Police Conduct (IOPC). At the resolution of the complaint, if the complainant is dissatisfied they can request a review. The more serious cases will be reviewed by the IOPC whereas the less serious cases will be reviewed by the PCC's office. The review looks at whether the complaint was handled in a "*reasonable and proportionate*" way rather than re-investigating the grounds of the complaint. If a complaint review is upheld this means the way in which the complaint was handled did not meet the standard expected. More information is available on the IOPC website.

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 – shows the rate at which a police power is used, when comparing people of the specified ethnicity to people who are White. So a disproportionality of 2 would mean people of that ethnicity had the power used against them at twice the rate of White people.

Domestic abuse – is where a person is abusive towards another, they are personally connected and are 16 years of age or older.

Freedom of Information Request – an official request to see recorded information held by public authorities. Compliance is based on responding within the set time-frame.

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.

Public confidence – this is measured through a quarterly local telephone survey of 750 residents (3000 a year). This shows the percentage of people who said they "tend to agree" or "strongly agree" when asked if they "have confidence in the police in this area".

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

Stop and search positive outcomes – in addition to crime positive outcomes (charge/summons or out of court disposal), this also includes arrest, voluntary attendance, drugs warnings and seizure of items.

Subject Access Request – an official request to access a person's own information held by an organisation. Compliance is based on responding within the set time-frame.

# 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 (red), MSG (blue), National (green)
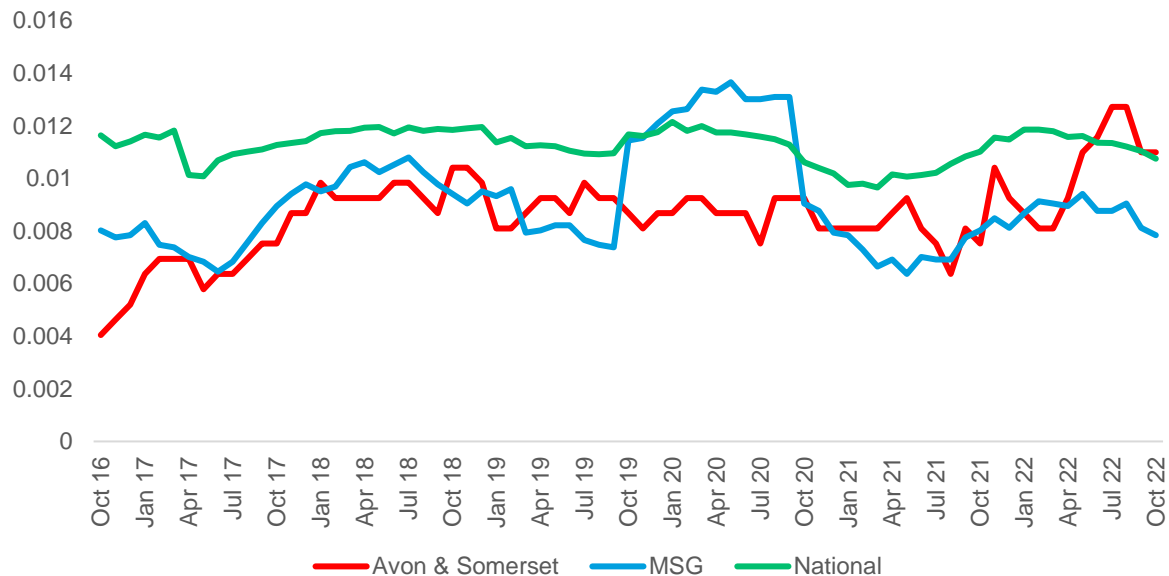
Planned Action to Drive Performance

1. Continuation of co-ordinated high intensity police patrols 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. Homicide Suppression Strategy is in place and reviewed on a regular basis. In support of the National Strategy to prevent homicide, all police forces must have a homicide prevention problem profile. Requirements will be provided by the College of Policing later this year.

3. Stalking Protection Order training to be delivered to call handlers along with updates to call scripts to help identify high risk stalking cases and provide safety advice.

4. 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.

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.

2. There are no known links or patterns identified in these recent homicides.

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
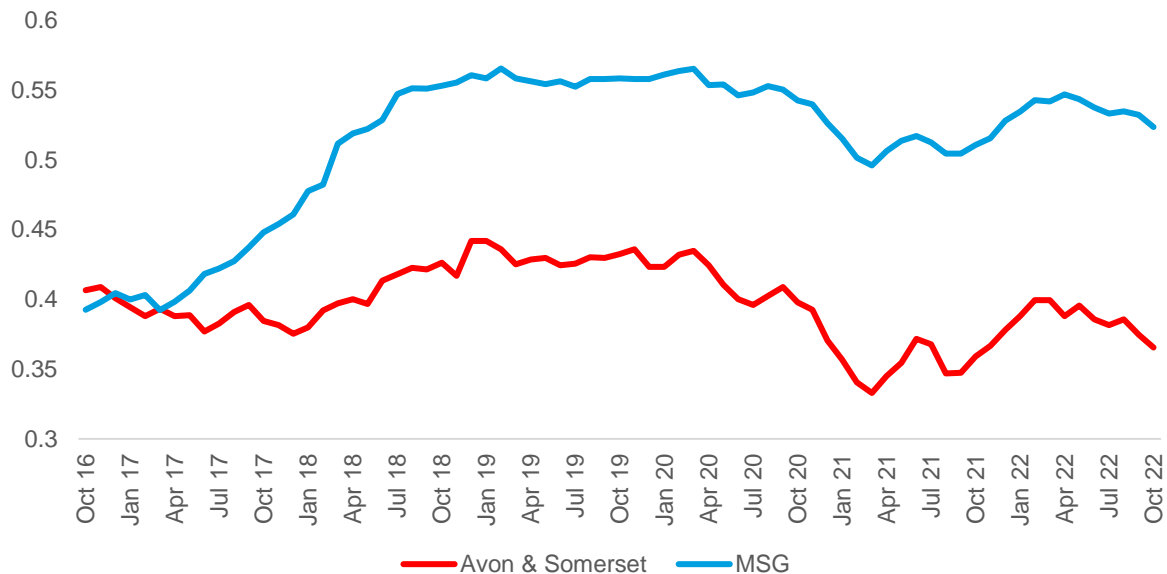
Planned Action to Drive Performance

1. Co-ordinated high intensity policing activity in serious violence hotspots, across Avon and Somerset, utilising Home Office Grip funding.

2. Enhancements to the allocation guidance to ensure decision making for serious violence offences are made within Investigations and that serious violence demand is appropriately allocated to and managed by specialist investigators. This will be overseen by the Investigative Standards forum.

3. Multi-agency working between Violence Reduction Units (VRUs) and local partners to deliver training and messaging to young people on the threat of Serious and Organised Crime and County Lines.

4. Installation of community knife bins in East and South Bristol in partnership with community leads and with clear signposting to VRUs.

5. Development of the Data Accelerator programme, that involves the transfer of live time data and information between police and local authorities, to provide live updates to schools on welfare and significant incidents.

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

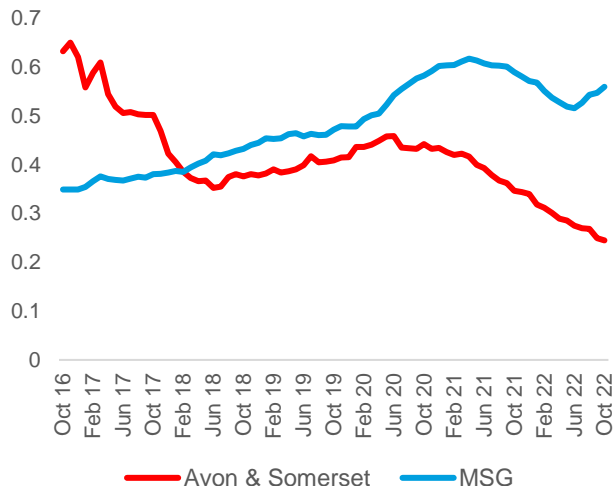| Local Measures	Trend / Outlook	Benchmark
Number of all drugs disruptions	Increasing	Not available
Number of county lines disrupted	Increasing	Not available
Number of drug trafficking offences	Reducing	8th/8 MSG (below MSG average rates)

Drug Trafficking Crime - 12 Month Rolling Rates per 1000 Residents

Legend: Avon & Somerset (red), MSG (blue)

Drugs and County Lines Disruptions - 12 Month Rolling Rates

Legend: Drugs (light blue), County Lines (dark blue)

Planned Action to Drive Performance

1. Implementation of a dedicated drugs market and County Lines intelligence function to increase intelligence led targeting of County Lines and drugs.

2. Implementation of the 'Intel Portal' to enhance 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. 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.
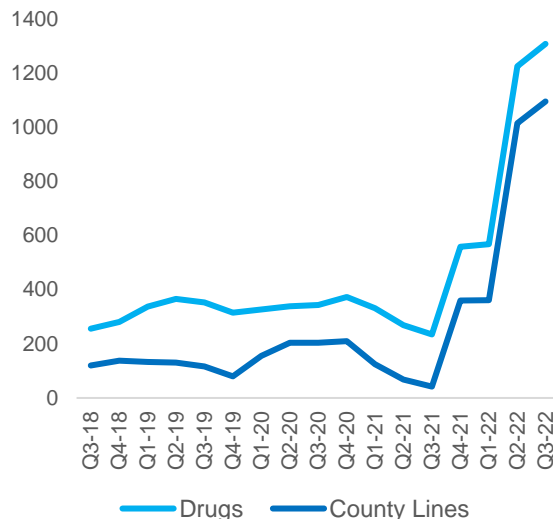
Comments

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 has been a significant increase in recorded disruptions in recent quarters linking to intensification as part of Op Scorpion from March 2022.

Reduce Neighbourhood Crime

Measures Summary

| Local Measures	Trend / Outlook	Benchmark
Police recorded residential burglary offences	Stable	6th/8 MSG (higher than MSG average rates)
Police recorded vehicle crime offences	Stable	5th/8 MSG (similar to MSG average rates)
Police recorded personal robbery offences	Stable	6th/8 MSG (higher than MSG average rates)
Police recorded theft from the person offences	Stable	2nd/8 MSG (similar to MSG average rates)

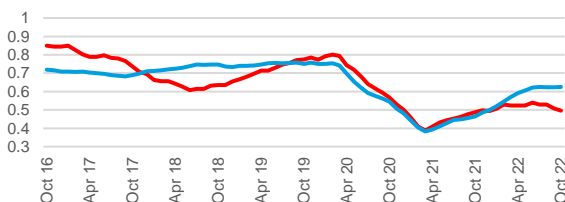### Residential Burglary - 12 Month Rolling Rates per 1000 Households
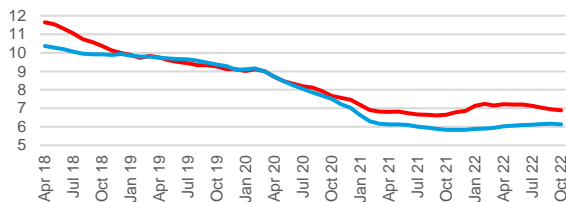
Vehicle Offences - 12 Month Rolling Rates per 1000 Residents

Avon & Somerset — MSG
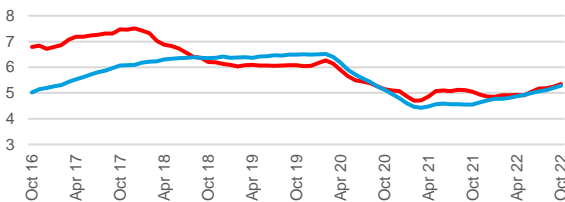
Personal Robbery - 12 Month Rolling Rates per 1000 Residents
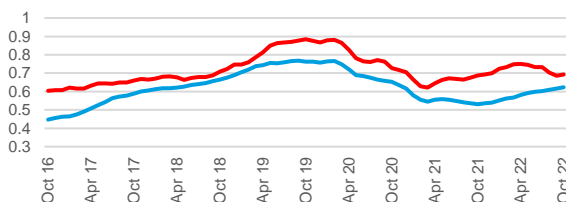
Theft from the person - 12 Month Rolling Rates per 1000 Residents

Planned Action to Drive Performance

1. 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. Audit of Problem Solving Plans to identify best practice and ensure consistency, following additional training and improvements to data analytics relating to Neighbourhood Crime to identify and risk assess possible perpetrators.

3. Expansion of Remedy and alignment within neighbourhood policing alongside VRUs and IOM, to support joined-up working.

4. Ongoing 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. Enhancement of the Integrated Offender Management capabilities, 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.
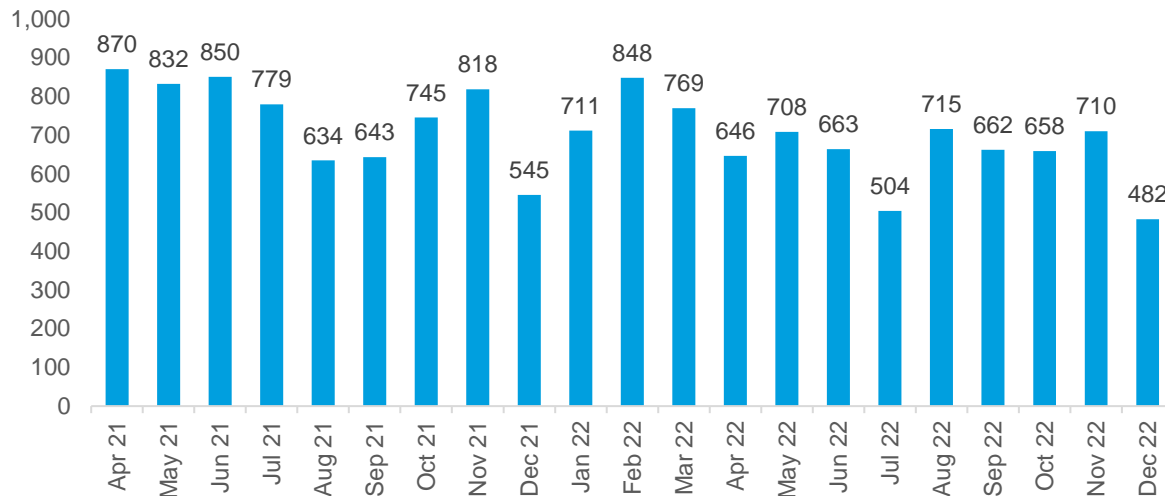
Tackle Cybercrime

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	Stable	Not available

Action Fraud offences disseminated to Avon and Somerset Police

Month	Value
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
Oct 22	658
Nov 22	710
Dec 22	482

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.

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	Reducing	Not available
Burglary victim satisfaction	Reducing	Not available
Hate crime victim satisfaction rate	Reducing	Not available
Violent crime victim satisfaction	Stable	Not available
ASB victim satisfaction rate	Reducing	Not available

Victim Satisfaction - 12 Month Rolling Rate

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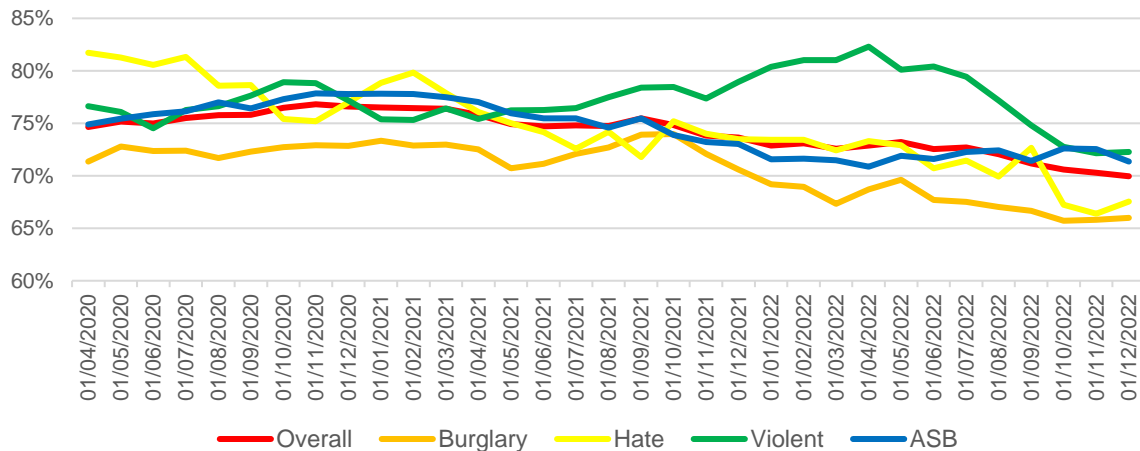
Planned Action to Drive Performance

1. Implementation of the new local violence against women and girls framework (which includes DA).

2. Project Bluestone (see below slide). This will support victims of domestic abuse-related RASSO.

3. Improvements to the management, monitoring and enforcement of all protective orders, ensuring breaches are robustly dealt with.

4. Continued rollout of comprehensive domestic abuse training (DA Matters) for all staff who deliver frontline policing services.

5. Improvements to evidence-led prosecution model to increase numbers and safeguard victims.

6. Development of a 'Language Matters' booklet with internal survivor group and Bristol Survivor Forum to enhance DA guidance and provision.

7. Collation and analysis of feedback collected by Independent Sexual Violence Advisors to identify best practice and improvements.

8. Enhancement of the victim survey, to ensure that experiences are better captured and responded to.

9. Creation of new victim information packs to ensure that victims of crime are provided with relevant information, guidance and support.

Comments

1. Dwelling burglary shows higher satisfaction levels than all burglary (78.5% vs 66%).

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	Increasing	4th/8 MSG (below MSG average rates)

Rape - 12 Month Rolling Charge & Summons Volume and Rate

Legend: Volume, Rate
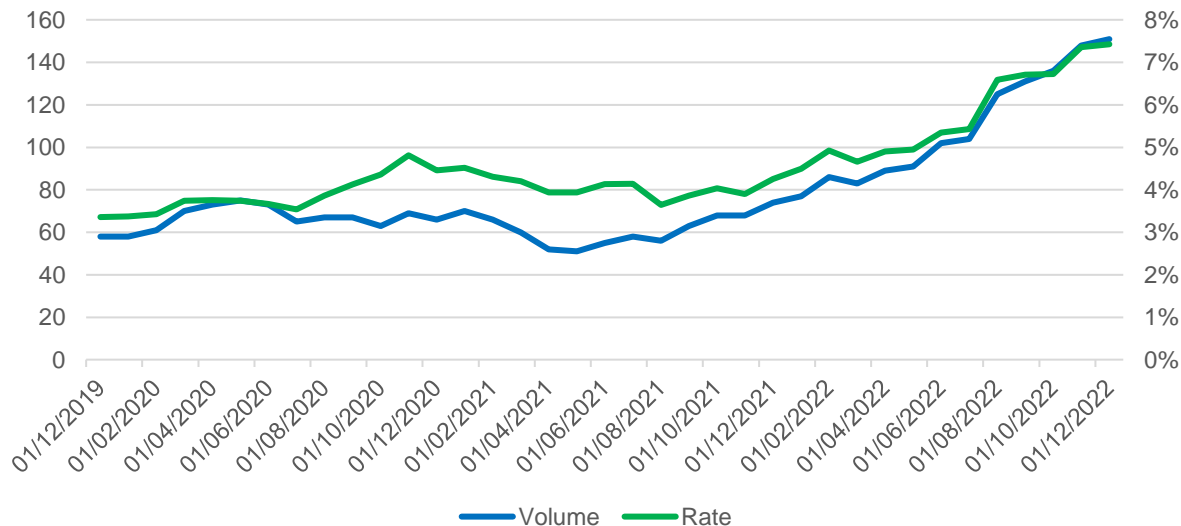
Planned Action to Drive Performance

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

4. Development of supervisor guidance to quality assure RASSO investigations. Accompanied by assurance of 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 sustained improvement in the number and volume of charge and summons since the end of 2021. This is directly attributable to Project Bluestone.

Avon and Somerset Police and Crime Plan 2021-2025

Contribution of Avon and Somerset Police Priority 4 – Increasing the legitimacy of, and public confidence in, the police and criminal justice system

Public confidence

Measures Summary

Local Measures	Trend / Outlook	Benchmark
Public confidence	Decreasing	Not available

Public Confidence

Planned Action to Drive Performance

British policing is based on the idea that the power of the police comes from the common consent of the public, as opposed to the power of the state: 'policing by consent'.

For this model to work public confidence in the police is critical. That's why as a measure, public confidence is arguably the most important. The reason there is not a specific set of actions against this measure is because it would be too broad.

These performance reports demonstrate action against national policing priorities as well as the Avon and Somerset Police and Crime Plan. Taken in their totality improved performance against these plans should lead to increased public confidence.

As well as improving police performance it is essential that this is communicated to the public (engagement forms part of Priority 2 of the plan). The Constabulary are expanding their Corporate Communications team and a new senior leader will help bring a joined up corporate approach to communication and engagement.
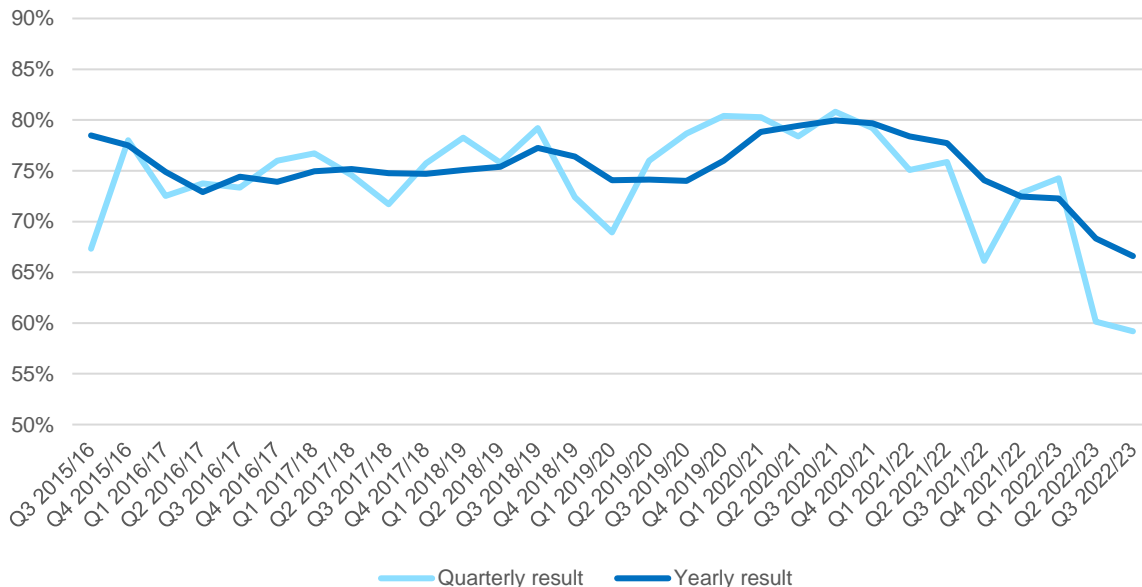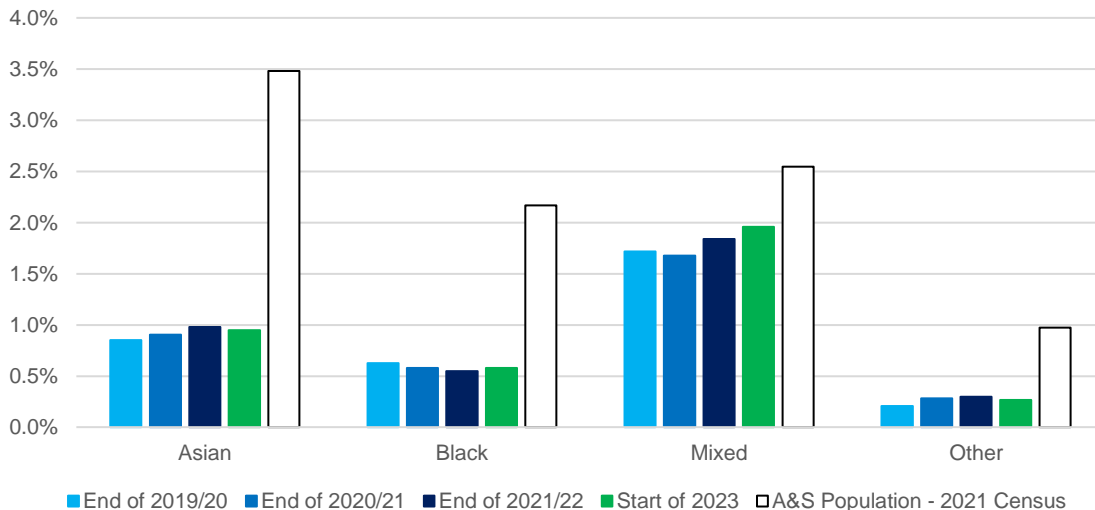
Comments

1. A national benchmark used to be available through the Crime Survey of England and Wales but questions about public perceptions were paused because of COVID-19.

2. Although not directly comparable due to differing methodologies, there has been data which shows confidence has reduced in other forces and nationally.

Representative workforce

Measures Summary

Local Measures	Trend / Outlook	Benchmark
% of the workforce who identify as Asian	Increasing	Not available
% of the workforce who identify as Black	Reducing	Not available
% of the workforce who identify as Mixed	Increasing	Not available
% of the workforce who identify as Other	Increasing	Not available

Workforce ethnicity

Legend: End of 2019/20 ■ End of 2020/21 ■ End of 2021/22 ■ Start of 2023 ■ A&S Population - 2021 Census □

Planned Action to Drive Performance

1. Implementation of HR recommendations from the Identifying Disproportionality in the Avon and Somerset Criminal Justice System report in conjunction with work to deliver outcomes in Represented Pillar of the Police Race Action Plan.

2. The Outreach team continue to work to identify and break down barriers that may prevent people from under-represented communities from joining the Police, and offering support to those who do apply. Up until March 2022, the Outreach Team supported 112 candidates with protected characteristics to gain employment with the Constabulary.

3. Corporate Comms employer brand campaigns 'All Together Better' on positive action and 'Safe to Say' to support the organisation's representative workforce plans to attract the best talent from a diverse pool.

4. Ongoing compliance with the National Equality Standard including current self-assessment and renewal.

5. Support in place for staff networks to ensure plans are in place to grow and strengthen.

Comments

1. There has been a consistent but incremental increase in the representation of people who identify their ethnicity as Asian, Mixed and Other.

2. The number of the workforce who identify as Black is the same now as it was at the end of 2019/20. However as the total workforce has grown 8%, the proportion of Black people has reduced.
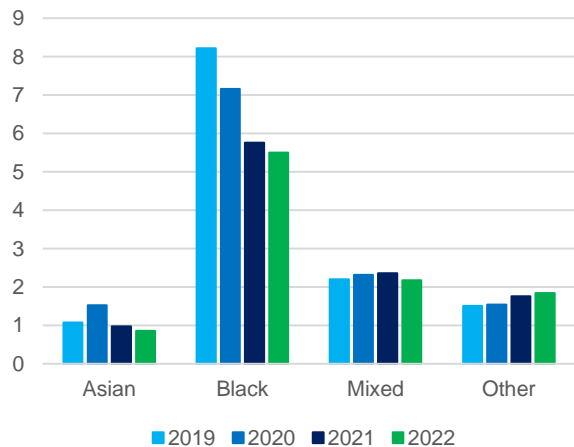
Inequality and disproportionality

Measures Summary

Local Measures	Trend / Outlook	Benchmark
Stop & Search – Disproportionality	Reducing	Not available
Use of force – Disproportionality	Reducing	Not available

Stop & Search - Disproportionality compared to White people

Legend: 2019, 2020, 2021, 2022

Use of force - Disproportionality compared to White people


Legend: 2019, 2020, 2021, 2022

Planned Action to Drive Performance

1. Implementation of recommendations from the Identifying Disproportionality in the Avon and Somerset Criminal Justice System report in conjunction with work to deliver outcomes in the Police Race Action Plan.

2. Analysis of 2021 Census data to better understand the communities of Avon and Somerset and how this impacts workforce representation and disproportionality both internally and externally.

3. Improvements to the recording of self-defined ethnicity to improve the accuracy and visibility of ethnicity data in order to identify disproportionality within the service.

4. Review of Inclusive Policing with Confidence training to understand it's effectiveness and follow-up work needed.

5. Continued development of inclusion and diversity within the Professional Standards Department. Monitoring and analysing data to understand disproportionality in misconduct and vetting outcomes.
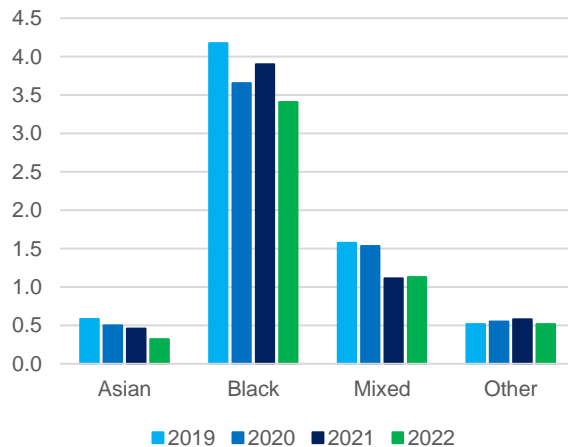
Comments

1. For the year ending March 2021 Avon & Somerset Police had similar levels of Stop & Search disproportionality compared to the national figures (below):
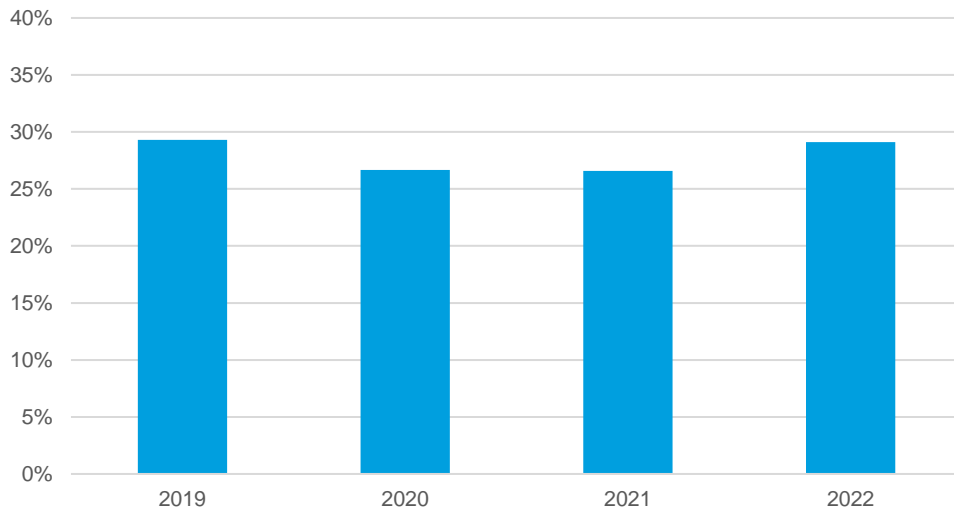
Asian	2.4
Black	7.0
Mixed	2.3
Other	2.7

Use of police powers

Measures Summary

Local Measures	Trend / Outlook	Benchmark
Stop & Search - % resulting in positive outcomes	Stable	Not available

Stop & Search - Proportion resulting in positive outcomes

Planned Action to Drive Performance

1. Implementation of a daily review model for use of powers to take place through local supervisors.

2. Review of current stop search and use of force assurance reports to combine and streamline focus to priority issues, ensuring appropriate accountability and governance.

3. Development of use of force training to ensure this reflects topical issues and trends arising from scrutiny panel findings and recommendations.

4. Increased cross-directorate working through Child Protection Performance Management group to ensure exploited children are recognised and safeguarded, as opposed to criminalised.
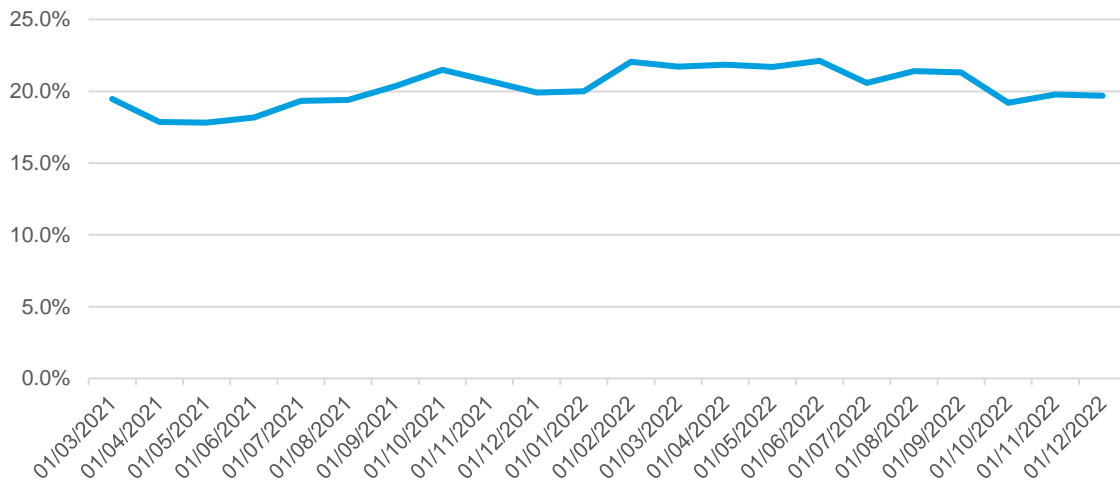
Comments

1. In the year 2020/21, nationally the Stop & Search positive outcome rate was 23% and Avon and Somerset Police were higher at 28%.

Complaints

Measures Summary

Local Measures	Trend / Outlook	Benchmark
Complaints Reviewed by the OPCC - Upheld	Stable	Not available

Complaints Reviewed by the OPCC - Upheld - 12 Month Rolling Rates

Planned Action to Drive Performance

1. Ongoing review of complaint handling processing and management to understand risks and non-compliance as well as seeking opportunities to improve efficiency through automation.

2. Ongoing analysis of disproportionality in complaints outcomes.

3. Lived experience advisor role being recruited to provide support and guidance around professional standards matters.

Comments

1. Further information about complaint handling performance can be found on the website of the Independent Office for Police Conduct https://www.policeconduct.gov.uk/tags/avon-and-somerset-constabulary

Data and information

Measures Summary

Local Measures	Trend / Outlook	Benchmark
Freedom of Information Request Compliance	Stable	Not available
Subject Access Request Compliance	Reducing	Not available

Freedom of Information Request Compliance - Monthly Rate
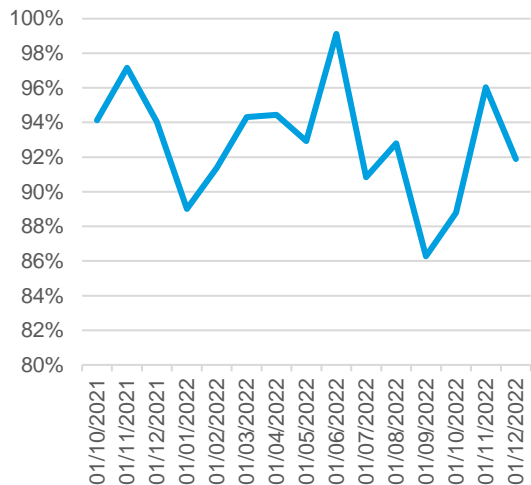
Subject Access Request Compliance - 12 Month Rolling Rates
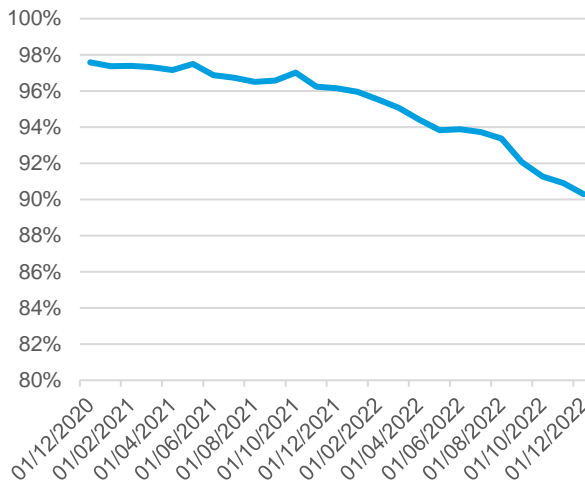
Planned Action to Drive Performance

1. Implementation of Data Strategy approved in 2022.

2. Implementation of Information Governance business case approved in November 2022. This will see additional resource, and new ways of working, in the Legal and Compliance Services team which has responsibility for freedom of information requests and subject access requests (among other duties).

3. Focused activity across the organisation to ensure accurate recording of Self Defined Ethnicity (SDE), including learning from other forces. This will be supported by technological solutions including capturing SDE as a mandatory field in police recording systems.

4. Data Quality group continues to focus improvement activity around crime recording, file quality, duplicates and unusable information. This includes the development of supporting data visualisation and use of automation.

Comments

1. Although the subject access request compliance is high at over 90%, it has reduced slightly over the last two years. Action 2 (above) should help address this.

Scrutiny, performance and learning

Measures Summary

There are no numerical measures that currently represent how good scrutiny is or how well performance is managed or if learning is successfully implemented.

Planned Action to Drive Performance

1. Improve the scope and activity of the Use of Force Peer Review Scrutiny Panel through setting themes and learning lessons from the Stop Search Scrutiny Panel.

2. Working closely with Learning Partnership West and Create Power Town to co-create content with young people and community members to enable conversations about Stop & Search.

3. Organisational learning framework to be integrated into Operations Planning debriefs to improve consistency.

4. Ongoing development of youth scrutiny panel to support work of the OPCC Scrutiny of Police Powers Panel.

5. Avon and Somerset Police are reviewing all scrutiny, review and assurance panels to identify best practice, achieve consistency and ensure learning is captured and brought back into the organisation.

6. The Performance and Accountability Board is where the PCC holds the Chief Constable in a meeting broadcast to the public. This meeting is being revised and will now be held more frequently for shorter periods and will be better promoted using social media to make the scrutiny more visible.

7. The Office of the PCC is developing new ways of working to be able to draw better insight from scrutiny panels and make this more visible to the public.

Avon & Somerset Constabulary Recommendations Update January 2023

UPDATE ON ALL RECOMMENDATIONS

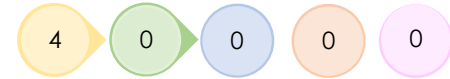| Year of recommendation and report titles	Number of recommendations	Recommendation status – Number of recommendations at each stage as follows:				
		With Force	With FLL	FLL feedback rec.	With HMIC CoS	Closed
2014-15						
The Strategic Policing Requirement	1	0	0	0	1	0
2017-18						
Living in fear – police and CPS response to harassment and stalking	2	0	0	1	1	0
2018-19						
PEEL 2018/19	5	0	0	5	0	0
Understanding the difference - The initial police response to hate crime	5	0	2	0	3	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	1	1	0	0
Fraud: Time to Choose	4	3	1	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	0	2	0	0

The poor relation: The police and CPS response to crimes against older people	3	1	0	1	1	0
Evidence led domestic abuse prosecutions	5	1	0	1	3	0
National Child Protection Inspections 2019 thematic report	2	0	0	0	2	0
A joint thematic inspection of Integrated Offender Management	4	2	0	2	0	0
2020-21						
Getting the balance right? An inspection of how effectively the police deal with protests	6	1	0	3	2	0
Disproportionate use of police powers - A spotlight on stop and search and the use of force	6	1	1	3	1	0
Roads Policing: Not optional: An inspection of roads policing in England and Wales	10	4	0	1	5	0
Hard Yards - Police to police collaboration	1	0	0	0	1	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

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	0	1	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	0	2	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	1	0	0	0
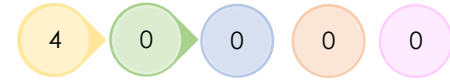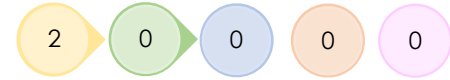
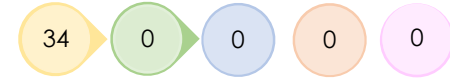| Recommendation	Total	With Force	With FLL	FLL feedback rec.	With HMIC CoS	Closed
Police perpetrated domestic abuse – Report on the Centre for Women's Justice super-complaint – 30 June 2022	4	4	0	0	0	0
Twenty years on, is MAPPA achieving its objectives? – 14 July 2022	4	4	0	0	0	0
The police response to burglary, robbery and other acquisitive crime – Finding time for Crime – PEEL spotlight report – August 2022	2	2	0	0	0	0
An inspection of vetting, misconduct and misogyny in the police service – 2 November 2022	34	34	0	0	0	0
An inspection into how well the police and other agencies use digital forensics in their investigations – 1 December 2022	3	3	0	0	0	0
How the police respond to victims of sexual abuse when the victim is from an ethnic minority background and may be at risk of honour-based abuse – Super complaint – 16 December 2022	2	2	0	0	0	0
TOTALS:		116	9	23	20	3