

Minutes of a Meeting of the Lincolnshire Police and Crime Panel held in the Council Chamber, Tedder Hall, Manby Park, Louth on Friday, 18th November, 2022 at 11.00 am.

PRESENT

Chris Cook (Independent Co-optee) (Chairman)

Councillors Patricia Bradwell (Lincolnshire County Council), Richard Butroid (Lincolnshire County Council), Philip Dilks (Lincolnshire County Council), Nigel Pepper (South Holland District Council), Paul Skinner (Boston Borough Council), Susan Waring (North Kesteven District Council) and Anne Welburn (West Lindsey District Council).

Independent Co-opted Members: George Krawiec.

Councillor Tony Howard attended the Meeting as an observer.

GUESTS IN ATTENDANCE:

Marc Jones	Police and Crime Commissioner for Lincolnshire
Julie Flint	Chief Finance Officer, Office of the Police and Crime Commissioner for Lincolnshire
Joanne Davidson	Partnership and Delivery Manager, Office of the Police and Crime Commissioner for Lincolnshire

OFFICERS IN ATTENDANCE:

John Medler	- Assistant Director Governance & Monitoring Officer
Ann Good	- Democratic Services Manager
Rebecca Cooke	- Transformation Officer/Police and Crime Panel Officer
Lynda Eastwood	- Democratic Services Officer

15. WELCOME AND INTRODUCTIONS:

The Chairman welcomed everyone to the meeting including the Lincolnshire Police and Crime Commissioner and representatives from his office.

16. APOLOGIES FOR ABSENCE:

Apologies for absence were received from Councillor Sarah Trotter, Councillor Graham Marsh and Claire Seabourne (Partnership and Finance Manager, Lincolnshire County Council) and Malcolm Burch (Chief Executive, Office of the Police and Crime Commissioner for Lincolnshire).

17. DISCLOSURE OF INTERESTS (IF ANY):

At this point in the meeting, Members were invited to disclose any relevant interests, no such interests were disclosed.

18. MINUTES:

The Minutes of the Meeting held on 24th June 2022 were confirmed and signed as a correct record.

19. ACTIONS:

The Actions of the Meetings held on 26th November 2021 and 24th June 2022 were confirmed as complete.

20. COMMUNICATIONS FROM THE CHAIRMAN:

The Chairman informed the Panel that a briefing had taken place on Friday 28 October, led by Martyn Parker and Joanne Davison, on the topic of serious violence in Lincolnshire.

The Chairman extended his thanks on behalf of the Panel to Joanne Davison and colleagues for this briefing.

21. QUESTIONS FROM THE PUBLIC:

The Panel noted that no questions from the public had been received.

22. THE IMPACT OF THE POLICE AND CRIME COMMISSIONER IN PREVENTING AND REDUCING SERIOUS VIOLENCE IN LINCOLNSHIRE:

A report was presented on the Impact of the Police and Crime Commissioner in preventing and reducing serious violence in Lincolnshire, following a request by the Lincolnshire Police and Crime Panel. The Commissioner's report was attached at Appendix A to the report presented. A scoping document for the scrutiny topic was attached at Appendix B to the report presented.

During the discussion reference was made to the underlying societal challenges that lead to serious violence, and the emphasis on a partnership approach to serious violence in Lincolnshire.

The Commissioner invited Questions from Panel Members. A copy of the questions and responses are attached at Appendix A to these minutes.

Following which, it was

RESOLVED

That following consideration and scrutiny of the Commissioner's approach and the impact in preventing and reducing serious violence in Lincolnshire an invitation be extended to the Deputy Police and Crime Commissioner,

Phil Clark to attend a Panel meeting as the DPCC leading on this work to provide an update in six months' time.

23. ANNUAL SAFER LINCOLNSHIRE PARTNERSHIP REPORT:

A report was presented to provide the Lincolnshire Police and Crime Panel with information in relation to the work undertaken by the Safer Lincolnshire Partnership (previously known as the Lincolnshire Community Safety Partnership).

Questions were invited from Panel Members. A copy of which are attached at Appendix A to these Minutes.

Following which it was

RESOLVED

That the report from the Safer Communities Partnership & Commissioning Manager be noted.

24. POLICE AND CRIME COMMISSIONER ANNUAL REPORT 2021/22:

A report was presented that detailed the Police and Crime Commissioner for Lincolnshire (the Commissioner) Annual Report in accordance with section 12 of the Police Reform and Social Responsibility Act 2011 (the Act). The Commissioner's Annual Report 2021/22 was attached to the report presented, (Appendix A). Under section 28 of the Act the Lincolnshire Police and Crime Panel must review the Annual Report and make a report or recommendations on the Annual Report to the Commissioner.

The Chairman invited questions from Panel Members. A copy of the questions and responses are attached at Appendix A to these Minutes.

RESOLVED

1. That the report be reviewed in accordance with section 28 of the Police Reform and Social Responsibility Act 2011;
2. That delegation be granted to the Democratic Services Manager, in consultation with the Chairman of the Panel, to formally report to the Commissioner the Panel's response and recommendations to the Police and Crime Commissioner's Annual Report.

25. DELIVERY OF THE POLICE AND CRIME PLAN:

A report was presented that introduced the Police and Crime Commissioner's (the Commissioner) report on the delivery of the Police and Crime Plan 2021 - 2025. The report covering the period to September 2022 was attached as Appendix A, with a secondary update

report covering the period to November 2022 attached as Appendix B to the report presented.

Questions were invited from Panel Members. A copy of which are attached at Appendix A to these Minutes.

Following which it was

RESOLVED

That the report be noted.

26. COMPLAINTS POSITION STATEMENT:

A report was presented that detailed the procedures in place for dealing with complaints made against the Police and Crime Commissioner for Lincolnshire and an update on the number of complaints received during the period 11 June to 31 October 2022. The report was attached as Appendix A.

It was noted that one complaint was made against the Police and Crime Commissioner during the period 11 June to 31 October 2022. This complaint was not recorded as the allegation was found not to constitute matters that required recording as a formal complaint.

No informal resolution of complaints had been required.

During discussion reference was made to a Task Group that had been formed to deal with complaints which would need to be introduced next year.

Following which it was

RESOLVED

That the report be noted.

27. NATIONAL ASSOCIATION OF POLICE, FIRE AND CRIME PANELS:

The Panel's liaison to the National Association of Police, Fire and Crime Panels (NAPFCP), Councillor Susan Waring advised that:

The NAPFCP were spending their time trying to ensure that the LGA, National Government etc were acknowledging that the NAPFCP existed and that they should be considered.

Councillor Chris Burke, as another attendee of the recent 11th Annual Conference, was invited to share comments. It was discussed that the AGM was very comprehensive but there were issues around accountability of senior police officers and the accountability of different organisations.

It was also discussed that a review of PCCs was ongoing by the Home Office and that the Panel would await the outcome of that review.

The Chairman extended thanks to Councillor Waring for her continued contribution.

28. WORK PROGRAMME 2022/23:

A report was presented that detailed the work programme and meeting dates for the Lincolnshire Police and Crime Panel for 2022/23. The report also included details of the Panel's training and development programme.

During discussion reference was made to the training and development programme which showed a budget briefing by the Police and Crime Commissioner to the Panel was outstanding and that the Panel would be informed of a date as soon as this was confirmed, as was also the case with a briefing from Lincolnshire Police. The Panel agreed that following on from the information provided by Crimestoppers the Panel would benefit from a briefing session. The Police and Crime Panel Officer to make the appropriate arrangements and confirm with the Panel.

Following which, it was

RESOLVED

That the Work Programme 2022/23 be noted.

29. DATE OF NEXT MEETING:

The programmed date for the next Meeting of the Panel was noted as 11:00am on Friday 3rd February 2023.

The Meeting closed at 12.40 pm.

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**LINCOLNSHIRE POLICE AND CRIME PANEL
18 November 2022**

**ITEM 8 – THE IMPACT OF THE POLICE AND CRIME
COMMISSIONER IN PREVENTING AND REDUCING SERIOUS
VIOLENCE IN LINCOLNSHIRE**

Q1 (Section 5.3) Built Up Areas (Skegness, Gainsborough and Lincoln) have been identified as having the highest levels of violence, the highest rates of resident victims and the highest rates of resident perpetrators. Project Think Sharp will see the creation of a hub in Sleaford to educate and raise awareness with young people and their families, with a view to reducing knife crime. What future plans are there for these identified BUAs?

Police and Crime Commissioner's (PCC) Response – Thank you for the question. Project Think Sharp is something we had an opportunity to move forward with quickly which is why we wanted to get this up and running, rather than waiting for strategies and plans and everything else to be drawn up. We are not going to sit by and wait for everything to be concluded. That being said, there is a large amount being done in communities surrounding enforcement and prevention from a Police perspective which already goes on. Nevertheless, some a societal strategic point of view regarding this particular workstream we are now at the point where the delivery plans are being created, we are not at the point where they are created. There is a significant amount of work that goes into delivering, firstly the needs assessment, and then the strategy and then the actual deliverable plans. Therefore, it is too early to provide you the detail of that but the fact that we have the data that identifies the areas that are most affected by different kinds of violent crime should give some assurance that we will be targeting interventions around need rather than a blanket approach without having that level of understanding.

Q2. The question was raised in discussion as to why Boston was not mentioned here. I think that we may know the answer, however, we felt that we would ask for your response to this.

The Police and Crime Commissioner's (PCC) Response – Everywhere will have an element of violent crime, serious violent crime and the point of the needs assessment is to identify the different types of need across the whole county and provide appropriate service to that need across the whole county. That will include Bourne, Sleaford, Stamford, Boston and all the villages in between. This is not just an urban issue – some of the violence that we speak about is in the domestic setting which could occur in any of our communities, not just the night-time economy, although that will feature. Boston is part of the Lincolnshire picture but what we have seen time and again with our annual surveys is that the fear of crime in Boston is disproportionate to the actuality of where it appears in statistics. I need to be clear that fear of crime is as legitimate a thing to tackle as is crime itself. If my 86 year-old Mother dare not go shopping in the high street because she fears being a victim of crime then that is just as debilitating as if she would not go shopping because she would be a victim of crime. The point is her life has been affected directly. I do not underestimate the size of that challenge and again, it is a partnership approach as to how we tackle that disproportionate fear in that area. Boston has had a small number of highly significant, high profile incidents occur which are appalling and regrettable, but it does not mean that you are more likely to be a victim of serious violence as a result. These statistics are the actuality. We know that, for example, Skegness is a very different picture and as we work the funding formula of which the next meeting is today and so I am regrettably not at the national funding formula meeting. One of the things that we are raising is that places, such as Skegness, if you have a spike in sexual offences as a result of people visiting in the summer for example, you might have a victim from one end of the country, a perpetrator from the other and an investigating officer who is based in Skegness. If you give them 5 or 6 such cases they could have 5 or 6 victims and perpetrators in very different geographical locations. It becomes exceedingly expensive and complex for Lincolnshire police to run those kinds of operations and so sometimes it is not even the volume, it is just the sheer complexity of trying to manage it from a single geographical location in a place with transient population. There is a whole range of factors, but rest assured that we are not just going to concentrate on the three that on a statistical basis have the highest number. It is much more complicated and actually what we want to do is work in the prevention space and that is going to need education, working with third sectors organisations, local authorities pulling together.

Supplementary Response – Thank you very much for such a full answer.

CLLR BRADWELL

ITEM 9 – THE ANNUAL SAFER LINCOLNSHIRE PARTNERSHIP REPORT

Q.3. (Section 2.2.3) Does the Commissioner expect to be able to increase funding for the various essential services provided i.e., domestic abuse, victim support and victims of sexual abuse?

The Police and Crime Commissioner's (PCC) Response – I will be honest Councillor, this is not my report and so I am slightly uncomfortable about fielding too many questions on a report that I am not the author of that is about my interaction with an organisation but your question is not asking me something that I am uncomfortable to answer, however, I cannot give you a very straight answer. We have not yet got our settlement figures from government. We saw the Autumn statement yesterday. We know that roughly that means that the Home Office budget will be a billion pounds less than they thought it would be a year ago. We do not yet understand what that means for policing. As you'll understand the borders and immigration element of the Home Office is significant and growing and so it will be up to the Home Secretary to determine how much funding will come to policing and the policing budget is split in many ways. There is the bit that is about workforce and there seems to be an ongoing commitment around delivery of the 20,000 uplift and so we are fairly confident around that. What I think may happen is that other things I would normally bid for, Safer Streets funding, for example and those kinds of things whether they will just disappear completely we do not know but I would suspect that those kind of optional budgets are likely to be most affected. The honest truth is that I have no idea what the ultimate effect will be on the areas that you are talking about. If you are asking if I think that they are really important, I do and I will do everything I can to prioritise them but it may not be straight forward until I know where we are with the money.

Supplementary response from Councillor Bradwell - I have just been on domestic abuse obviously the County Council procures that service. The Commissioner and Health made a contribution towards that service this year as well which is the first time that we have asked for a contribution. It is just out to the market at the moment and it will probably be about 3 months before we have a new service in place. That covers the refuge and it also covers the work that is done out in the communities and work with children and we also support victims, helping them secure their properties. There is a whole range of services within that contract.

The Police and Crime Commissioner's Supplementary Response – there is a commitment made which will, regardless of what the budget says, we have committed to supporting the County Council's domestic abuse commissioned service to the tune of £1million over the next 5 years which is coming from our reserve and so it is not coming from sustainable funding but nevertheless, it is a really important area of business and so giving that longer term commitment to that particular service is really important. Joanne also sits on the evaluation committee but on the panel that will be helping to evaluate service tenders when they come in so there is a really good partnership join up for that and those services.

Q.4. I understand that the SLP will be taking on further responsibilities around violence and drugs, and I am wondering whether the SLP is sufficiently funded and resourced to cope with these extra responsibilities?

The Police and Crime Commissioners (PCCs) response – It is one of those difficult things, isn't it. I would question whether Lincolnshire Police is sufficiently resourced to deal with the levels of crime and disorder that we have to manage, or the 40% of our time that is spent dealing with mental health requirements across the county, or the 3,000 reports that there are of missing people every year. There are always going to be resourcing challenges, I don't think that is going away in fact I think that is very much coming into view again. I absolutely think that we could do more with more. What I do think is that Lincolnshire as a group of agencies and organisations have always been at the bottom of the funding pile and what that means is that we are used to working well together, we have had no choice. When I look at the challenges ahead and I think it is going to be tough, I think we have been here before and we got through it, we worked hard, we did our best by the residents and I have got the comfort of knowing that we will do it again. Some colleagues around the country as in a very different space where they have not got those tight relationships. It is very hard to say if they have enough, have any of us ever got enough to do all the things that we would want? I cannot be overly specific but I would love to say that if the chance is there to bid for more funding then I will be at the front of the queue asking on behalf of Lincolnshire, whether that is for the Safety Partnership, District Councils, Charitable organisations, whatever it is, I will happily wave that Lincolnshire flag.

Supplementary response from Joanne Davison – the PCC does fund some elements of the Safer Lincolnshire Partnership and so there is funds being put in to support the domestic abuse coordinator, the serious violence coordinator that has just been appointed, there is a contribution to domestic homicide and a number of different elements

in there including funding towards "X" (illegible – could not hear name?) which is the system that is used for anti-social behaviour recording and so there are a number of elements already covered. There was a recent ask at the last SLP Strategic Board around additional funding in some areas where the SLP thought that there was not sufficient capacity and the PCC has agreed to additions on his part, what we have not yet heard is whether partners are making an increase to their contributions but I believe that is an agenda item for the December meeting.

Supplementary response from Councillor Bradwell – I have to say, I am the new girl on the block for Safer Lincolnshire Partnership, obviously dealt with domestic abuse in the contract for years. I do think that we are a strong partnership and actually these conversations about funding the partnership are difficult as Marc said, everybody is not over-funded but I do think that wherever possible people will if it is not money give their time and their time often is as good as getting funding as well. We could all do with a bit more money and that would make life easier.

Supplementary response from Chris Cook – from my own experience being Chair of the Safeguarding Children's Partnership, I think that the Safer Lincolnshire Partnership is extremely strong and the collaboration across the partnership works very indeed. I work in the East Midlands as well and I do not see that across other areas and so I think that Lincolnshire has a very strong position.

ITEM 10 – THE POLICE AND CRIME COMMISSIONER'S ANNUAL REPORT 2021/2022

THEME: COMMUNITY SAFETY AND PREVENTION IN PARTNERSHIP

Q.5. Has the Commissioner any solid or anecdotal evidence of links between the increase in fly tipping and the limited opening hours of recycling centres in the county?

The Police and Crime Commissioner (PCCs) response – Thank you for the question. We have almost gone the other way now because there is not the limited opening hours that we saw during Covid and so that has changed.

Supplementary response – I agree with you there but the hours are still limited compared with what they were some years ago.

The Police and Crime Commissioner (PCCs) response – It is very difficult to analyse that because things change over time, to an extent it is difficult to draw conclusions. What we do know as a partnership is that there is not always a correlation between the location of sites and the location of tipping. I, the other day, drove past the main recycling centre in Lincoln and there were piles of rubbish directly outside of the gates as someone had clearly dumped the items there outside of the opening times. It is not always as easy as someone will not be that lazy that they are dumping it literally outside of the centre. It is almost a bit like we all have to take personal responsibility. You choose whether you speed in your village. You choose whether you fly-tip in your village or in your town. You choose whether you do any number of things that can cause societal harm and I struggle with the concept of trying to blame those trying to provide services for all of us for the fact that some people are lazy, ignorant, criminal and I do not think that we should excuse it. I have not looked to see if there is that difference going back years to see what it is but personally if I did I do not think it would excuse a single person from their responsibilities of dealing fairly and appropriately. I look around this table at a group of people all of whom wouldn't, I am sure, consider dumping their rubbish in the street or the countryside just because the timings of the recycle centre did not quite suit your needs, so why should we excuse it in others?

Q.6. Re Joint Diversionary Panel: will the Commissioner be continuing to support the out of court disposal Scrutiny Panel which is facing organisational difficulties at present?

Joanne Davison response – where the Panel has not met since June or July, there have been some changes in roles within the force but that is being looked at and there is a new post within force around criminal justice coordination and they're taking that piece of work forward so yes, the intention is that there will be a scrutiny committee around the out of court disposals. The force are doing a significant amount of work also around extending out of court disposals to make sure that there are more options available.

Supplementary response – thank you very much I think (missing a word here can't tell what it is) a very constructive organisation (cannot understand most of what is said here) and I'm very pleased to hear that.

Q.7. Re Mutual Gain: what was gained from this initiative and what are the next steps being considered?

The Police and Crime Commissioner (PCCs) response – I need to be really clear on this, this was a project that was put forward by the Assistant Chief Constable of the force. They felt very passionately about how they'd seen this work elsewhere and were looking for funding support to deliver it. I'm not sat here claiming credit for the project, it wasn't my idea so I don't want to steal her thunder. I was pleased to support this on the basis that there was an evidence base for how it had worked elsewhere and what it did do at the time it was rolled out surrounding the challenges around covid, and so trying to get people together from the community for a meeting was very tough, and from that point of view it engaged a lot of people. What we haven't yet got is the evaluation, which is coming, and so there will be an evaluation come through and as a result of that evaluation I will be able to share with you more detail about the projects that were funded and ultimately where that's gone. What's always challenging when you start funding a thing you cannot immediately say what was the outcome from the funding and so it may be some time before we know, and in fact some of it is quite soft societal change that is quite hard to put your finger on. If a community is brought together and feels more together it is hard to quantify that, but it doesn't mean it is not of value. So, some of those things that will have been funded, bear in mind they may have been suggested by the community for their own community, have come from funding that wasn't from my/the police budget but was also local government funding so some of the areas will meet different needs not just my objectives. All I can really assure you is that there will be a further piece of work that I can bring to you that will give you some more detail about the specifics but I am still waiting for that to come through from the force at this point.

Q.8. Re: the Lincolnshire Independent Custody Visiting Scheme (page 14), will face to face meetings be resumed?

The Police and Crime Commissioner (PCCs) response – My understanding, Councillor, is that they already have been. I think the face to face is absolutely vital, not just because it puts a reassuring support to those that are detained which is important, but actually it supports those that work in custody, it gives me the assurance that the system is working. As an example, they are checking things such as are the detainees rights being observed, is all of the food that they are given in date, are they being checked regularly for their medical requirements, are blankets available, are mattresses torn/ripped etc. All of those things that in a modern society we would expect and I have often asked a couple of questions when I have been at a public meeting and so I do think it's right that we spent the public money making sure that detainees rights are observed and people aren't always that keen to support that concept. When I reframe it and say

your son or daughter was arrested for something and it was a case of mistaken identity and they were scared and lonely and in a cell, would you like to make sure that somebody independent is checking that they are being treated with dignity, respect and appropriate behaviour, they are a bit keener on that. This scheme is that. It is making sure that those that have been accused of something, not found guilty of something, are treated appropriately. It's a really powerful scheme and I think the face to face element is vital to get to the crux of that. What we're always trying to do is make sure that the volunteers that do this, that go into custody unannounced in their own time have got all the training they need but also are as representative a group as possible from across our community and that's always a challenge so we are always looking for people to volunteer because of all the volunteering spaces to say you can knock on the custody suite and unannounced you can do and speak to detainees it takes a special volunteer to want to do that. It is really, really important.

Supplementary response – thank you, I am pleased to hear they have been resumed. That was a concern to me, thank you.

**THEME: KEY CRIME AND PERFORMANCE STATISTICS
2020/21**

Q.9. I would like to congratulate the PCC on the amount of funding that has been levered in the form of grants and his pro-activity in this area, it is not an easy way to manage finances, but Lincolnshire seem to have considerable success in many different areas.

Does the analysis on the rise of thefts of vehicles on page 25 show the reasons? I believe this figure decreased on the advent of new and more modern vehicle design. Do you have evidence that the rise is due to the increase in use of electronic key fobs, and if so, is there any work being done with manufacturers?

The Police and Crime Commissioner (PCCs) response – Thank you for the question. Firstly, thank you for your kind comments we absolutely want to make sure that we maximise the funding coming in not just to my budget to help reduce crime but also to the community across the board, so we will always champion that. Crime is one of those cat and mouse things, if you close down an area of potential income for a criminal you will deter some, you will equally transfer the activities of others into other areas of crime. I think what we have seen over the decades since when I started driving is that we used to be able

to get car radios that had a handle on the front that you could remove them from the car when you went out of the car. You may be fearful that someone would snatch it out of your hand whilst you have it out of the car maybe but then you did not leave your radio in the car or you took the front off it. That was because cars weren't that secure then and it was easier to steal them. What we have seen is an interesting change in that, that manufacturers have stepped up, have made it harder to steal cars and for example radios they are built into the car in such a way that you cannot really steal them. We have equally then seen criminals develop technological ways of stealing cars and so we call this 'Hanoi burglary' quite often where they will break into a person's home purely with the intent of stealing the car keys. We see a lot of that, people generally, and I would urge everyone not to do it, keep their car keys just inside the front door – don't. Quite often that is one method that will use, particularly if they feel that your door is not as secure as could be. Video doorbells are a wonderful thing, outside security lighting also a wonderful thing. That is one way people will take people's vehicles. The other one is using an electronic means where they can use a laptop or similar device outside of the property and it sends a radio signal inside the property to bounce off the key fob which will then start your car. This is preventable, you can buy these online for less than £10 it is a little pouch that has a lining in it that blocks the signal. If you go onto any online retailer you can buy these for less than £10, they will prevent the signal travelling from outside to your fob and then back to your car. I would urge people to look at doing that. The other side to this is around agricultural vehicle theft. What we have not seen is the same advances in that side of things regarding manufacturers stepping up to the plate. For example, quadbike thefts are a real concern and have been for some time, largely because manufacturers do nothing to prevent the theft. They do some things but they do not do enough. There aren't sufficient differences in the keys, there aren't effective immobilisers and it makes it very simple for thieves to take them. The same is true of much higher value items. If I was buying a car for £80,000 I would probably expect it to have a unique key, a decent immobilisation system and not be easy to steal. However, if you buy a tractor for that amount the same security standards aren't available as they would be if you were buying a car. Also true if you want to spend £200,000 on a combine harvester, there is no greater security on that than there would be on a very, very inexpensive family car. There is a lot there that manufacturers need to do. The National Rural Crime Network, which I sit on the national board of, are working hard to try and get rural manufacturers of vehicles etc to step up to the plate. We also are working with National Police Chiefs Council to ensure that policing takes seriously the issue of theft to order of rural vehicles. Often they can be whisked out of the country in containers before the farmer has got out of bed in the

morning and they get up early. They are very efficient, effective criminals. I think from a car perspective most of the car thefts are avoidable with some fairly inexpensive protections that we can all put in place. Put your car keys well out the way, don't leave them on display, don't put them in a drawer next to your front door. Keep them somewhere that is hard for somebody to find. Make sure that you've got a decent front door, a security light if you can and ideally even a video doorbell or similar. If you've got a really expensive high-powered car outside those things are not relatively expensive to protect not just your car but your entire home. Equally, get one of these pouches, less than £10 you will stop the problem. They will not be able to use that signal. Those things in and of themselves very inexpensive in the bigger scheme of things and we could cut that crime type right down. Lastly, I will just say as I've said you sometimes will move criminality so the people that are currently targeting high-powered vehicles are usually connected to organised crime. They won't stop being criminals just because they struggle with that to make money, they will move onto the next thing. It is then our job to go "what are they now moving onto? How do we get ahead of the game there?". So, it could be that we reduce this crime type and we see another one pop up but that fight will just have to continue on another day.

Supplementary response from Councillor Waring – thank you, I found that information really useful and I can confirm that my area has a lot of farm and it is targeted. They know what they are going for and they just take the piece that they want.

Supplementary question – in a number of my villages where I cover, and I have to say they are quite rural, but they have been putting up drones over the farmyard and gardens and they have had quite a lot of kit stolen. I just wondered, do you suggest anything or is there nothing that we can do about criminals putting up drones, seeing what they want to steal and then coming back at a later time?

The Police and Crime Commissioner (PCCs) response – Ultimately, I could say that is an operational question. I am not the police and so I am sure there are tactics that the police do use which are anti-drone but the problem is defining for example, it might be that your local farmer might say that they saw a drone and thought it was a criminal stalking their farm. They could be right, it equally could be someone from down the road who is interested in metal-detecting and just using their drone to look at the lay of the land to see what might be interesting to metal-detect on. Or, it could be someone that is just interested in local history and looking to see if there are any ruins in a particular area. All of those things do happen. I think that

perception is part of it, are they actually criminals using drones? Equally, some of them will be and if you believe something is happening that is a suspicious activity then report it. Obviously, if it is a crime in action then it is 999. If it is information such as that I would suggest it is probably worthy of going onto the website and completing the online form which is relatively quick, painless to do or you can call 101. Obviously, the 101 thing means potentially dependent on the time of day what else is going on around the county you might get through really quickly or there might be a wait, the advantage of the online form being that you can do it anytime over 24 hours and you just sit there and fill it in. That information might prove vital if two or three people have had similar incidents, it builds a picture, enables the police to then understand what is going on and then take appropriate action. We've invested in the new rural crime team. They are flat out at the minute, they are having huge success around the county at the moment. They work in conjunction with the new roads policing team who are making our road network hostile to criminals, and they are all working with the local dog units, local response teams and that coordinated approach and indeed our drone teams will be brought to bear with if we've got enough evidence and information.

Q.10. What work has been done to understand the issues behind the increase in complaints against the police identified on page 26. I understand body cams are a valuable aid in these matters and that there has been a decrease in spurious complaints since their introduction. How many more of the more recent complaints have been upheld?

The Police and Crime Commissioner (PCCs) response – Thank you for the question. The specific number around complaints I could provide, however, I would not want to guess it off the top of my head. As a broad area I was down in London last week in my chair of the association role, we were chairing a joint national summit between our association and police chiefs council which was specifically looking at reducing crime and building public confidence. Public confidence nationally in policing is challenged, is different depending where you go in the country and the concerns are similar but different and I think that complaints are part of that. We've got to be seen to deal with complaints in a transparent manner but equally we've got to give confidence to the public in making them, but that inevitably will drive some of the numbers up. There needs to be an appropriate system of managing them so at the moment if you complain about the police it is dealt with by professional standards which sits within the force but is a separate department, and I then sit down with the head of the PSD department on a 6-monthly basis to go through all the figures and ask them specific detailed questions about what they are

doing and why, what the trends are and what they mean, what are they doing about them. So when you say what is happening broadly that scrutiny, that level of assurance is there on an ongoing basis but formally every 6 months we sit down and go through the detail although I do receive interim reports and obviously can ask questions of the Chief. Nationally we're seeing the figures for complaints go up. Again, it's one of those things where define whether that is good or bad is quite difficult. You're right that the body cam did see the calling out of some quite spurious complaints so where people were alleging things had happened which very quickly you can prove didn't. But, there are still instances where for various reasons the body worn video wasn't being used and that can still happen. At the moment I would say that the level of assurance around complaints, are they handled correctly? The element that has been changed in recent years is that as the Commissioner I now oversee the appeals process. If you are unhappy with the process that you went through with your complaint, so I am not giving you a second bite of the cherry of whether you liked the outcome it is the process to make sure that you were dealt with fairly through it, we do review those cases and it's fair to say that, it goes a little bit up and down, but there are a number where the appeal is upheld and so we work very closely with PSD to try and improve those processes and systems to make sure that they are delivering the best that they can for the public. We can provide some additional information about the specifics but just to assure you that there are checks and balances and processes in place to monitor complaints and ultimately, obviously, I deal with complaints against the Chief Constable as well and I am glad to say that we haven't seen a significant increase in those.

Supplementary response – thank you. I think it was just the fact that suddenly it's gone up and if it is in case a fact because we have been unearthing previously not recorded complaints that is a good thing because it is always good to see the whole picture. If I leave it this time and then I have a look next time, thank you.

Q.11. Six police forces are currently in special measures. Our new Prime Minister has said that they would introduce targets for police to cut crime and create league tables to compare force performance. What is your position on both targets and league tables?

The Police and Crime Commissioner (PCCs) response – I think it depends what you're measuring and why, and then what you are going to do with it. For example, publishing a league table on how quickly and efficiently forces answer 999, most would think that is a good thing, the public should know if they are in an emergency what

their force performance is around that. I would have to say that Lincolnshire are pretty much steadily at the top of that. So, I might have a different view if we were at the bottom but we are at the top and so I think that is a good thing. However, when you start looking at 101 as an example it becomes almost impenetrable when you try and create a league table of what good looks like. For example, if you say how quickly do you answer the phone that is easy you just tell people that you will call them back and then get onto the next one and tell them that you will call then back. It does not mean that you are offering a good service. So sometimes you need to look at the quality not just the quantity and what we've found because we've analysed this is the length of time it takes to deal with a 999 call and a 101 call is getting longer and longer. This is down to the complexity of the call and what you're dealing with. It's also about the quality of service that the force, our force, is trying to offer at first point of contact and so if they can take 2 minutes longer to answer your 101 call or 999 call and resolve it and that there is no need then to send out an officer, or that we've got sufficient information that we send out the right officer first time that ultimately is the best possible outcome for that individual and its an efficiency for the force. However, that runs counter to how quick you answer the phone because it might be that that call taker isn't available to answer the next call quicker. So, I'm very nervous about some league tables in that respect and the work we are doing nationally would suggest that I think government are now realising that monitoring 101 is going to be much more complicated than they initially maybe were led to believe and so that may or may not ever happen. But those kinds of league tables are not always good. The other thing is around crime and again it is about what you monitor, how do you monitor prevention which is the cornerstone I would have thought of what policing should be about? Preventing crime and keeping the community safe. It is very hard to monitor what didn't happen and so what you end up doing is monitoring what did and that can lead to some very perverse outcomes. For example, at the moment, and we've heard this nationally, there was a national push to have forces attending every burglary. In Lincolnshire, to be fair, every home break-in we were already attending and so that policy didn't really apply to us because we were already doing it. Some forces were 40% they were attending and so I can fully support police service attending every home break-in seems a reasonable thing and not an unreasonable expectation. What you then classify as burglary becomes the problem. If it is classed as a residential burglary that also includes shed-theft. Now, if you go into a village and it's a lovely safe village with little crime and then in one night 10 sheds are broken into, 8 of which didn't even have a lock on, and they all get recorded as burglary then that spreads a fear of crime through that community and potentially anybody looking to move to that village or invest a

business in that village and say that it is a crime hotspot. It is not, and actually yes of course it is bad if someone breaks into your shed of course it is but nobody would say it is of the same gravity as if you came home from a night out and found your whole home ransacked. They are different. So, I'm really keen that we start nationally recording things fairly, ethically, transparently. In Lincolnshire, I recently asked for the detail around how many burglaries we record residential in Lincolnshire and break down which took a lot of doing line by line how many were home break-ins. It was roughly 50% of the overall number we recorded as burglary. So, we record twice as many burglaries than our actual home break-ins. I've asked them to go back again and look at what's the clear up rate about both because when we say it's terrible, you're only getting a 5% clear up around burglary well let's see what it is around home break-in because I bet it's higher. I'm waiting for the numbers but that will be interesting and that's the kind of conversation I am having with ministers to say we need to be getting clear, transparent information of which we can hold chiefs to account, the chiefs can then use to manage their business, that ministers can then decide what funding priorities they're going to give us. So, league tables can be a good thing but you've got to be clear on what you're measuring and why, and it is much more complicated once you start digging than it first appears. I'm sorry that was a really long answer but it is a complicated question.

Supplementary response – No, I think it is a very comprehensive answer. Thank you for that, very helpful.

Q.12. Re: Assurance meetings, p.62

It is reported that nationally 2 million cases were closed last year without an offender being identified, including 300,000 violent crimes. Are you assured that Lincolnshire's performance is meeting the required standard?

The Police and Crime Commissioner (PCCs) response – Now, this is the second part to what I just started talking about. And again, the crime data integrity inspection which is HMRCIF coming to look at are we recording all crime is part of the problem and the solution in this. When I look at Home Office guidance around the recording of crime its 600 pages. There are 26 ways we teach our brand new officers on how to close a crime file. I'd rather they learnt 26 ways on how to catch a burglar. We're tying them up in bureaucracy and this is nationally now something we are raising to say, along with saying what is a burglary, is what are we asking the police to record as crime, why and what do we reasonably expect them to do about that? For example, we have seen a massive increase in certain crime types because we're asking police to record differently or to record different

things. It is totally right that we record crime, I haven't got a problem with that, but we've got to genuinely not spread unintended fear of crime as a result. For example, if you called the police because you'd been a victim of domestic abuse and the police come in and regardless of you sex, gender, it doesn't matter, if you say my partner or ex partner has attacked me then you would expect rightly that the police record it, take it seriously, protect you as a victim and hold the perpetrator to account and ultimately there may be criminal justice sanction that follows. All of that is fine. If you then answer the following questions with the police you may disclose a number of other things that fit into connecting categories. So they might come under the very confusingly called 'violence without injury' category or they might fall under violence or any number of other things. So, if you said well actually my ex-partner has actually followed me to work 10 times over the last year that needs recording as 10 separate crimes. It could be there is no evidence, it doesn't mean it didn't happen, but to get it to court you need evidence. Is there evidence that happened or are we going to see those 10 crimes recorded at great length and expense to be shut down almost immediately as no further action as they is nothing to follow up on. You can find this happening over and over again. So what you then have is an explosion in the amount of crime you are recording, you have no more victims, no more perpetrators, you protect the victim, you hold the perpetrator to account for the key crime but have this recording cycle that means that we're tying up officer time in doing it, its spreading fear of crime throughout communities and we can't see the wood for the trees. There needs to be a review into the crime recording and actually if you said to me do I want Lincolnshire police to be 100% compliant with recording rules I think it is the wrong question. The right question for me is, am I satisfied that they're capturing all the victims, holding to account all the perpetrators and that the people of Lincolnshire are being best served by the time that Lincolnshire police officers are spending because if it means an extra 10 hours filling in paper work or an extra 10 hours out on the streets, I would rather take a bit of a hit on that inspection and know that the people of Lincolnshire are being protected.

Supplementary response – thank you very much and I think that members of the Panel would totally support you in that.

Q.13. My final question on this point is around clear up rates for burglary and grievous bodily harm and you've said that you are asking for numbers around burglary and so I am not going to ask that question. I think it would be helpful to the Panel knowing what, as we've focussed on burglary and burglary in the home in particular because that has the most impact on our community, to understand what our clear up

rates are when you have the numbers and so if you could come back to us on that.

The Police and Crime Commissioner (PCCs) response – Mr Chairman happy to do that and also to say that we sit in the top quartile nationally for the level of burglaries in Lincolnshire as in we have the lowest rather than the highest. We are in a good place from that perspective but it is really important as I say isolate what is actually a home break-in versus what we categorise and as soon as I have that data I am happy to share it.

ITEM 11 – DELIVERY OF THE POLICE AND CRIME PLAN

Q.14. (6.1.2) – Will there be further bases added to the Roads Policing Unit (RPU) who attend serious road traffic collisions in our vast county to those presently operating at Grantham and Louth? And just add to that, was there any particular reason that Grantham and Louth were chosen? I guess perhaps Grantham as it is close proximity to the A1 but would like to know the methodology behind that, please.

The Police and Crime Commissioner (PCCs) response – Thank you for the question. Obviously, how many officers go into particular units is a matter for the Chief to decide upon. We both agreed that roads policing and denying criminals the use of our roads network was a priority which is why it was one of the commitments we made to the residents around council tax commitment and I'm glad that's obviously been delivered. There were two separate units created to try and cover the two sides because everything in the force tends to be split across East and West and so their deployment covers the whole county from there, the same way that it does with dog units, drone units, everything so that they've got a command structure to feed into. It doesn't mean that they necessarily spend their time hovering around Louth and Grantham, though. You're right about the A1 that is a significant road network both for people going up and down but also for criminals entering and leaving the county which is important but it is not lost on us that we have a 40-mile border with Norfolk, for example, that we need to police and of late the roads policing team, rural crime team and other units have significantly been bolstering the South of the county, not least of which because of the time of year it is and hare-coursing. We've seen in November, for example, a lack of frost, lack of rain until the last couple of days. Perfect conditions for people to come to the county and carry out those criminal activities around farming wildlife crime. They've been operating significantly in that part of the county. They're not specific to one area, other than it's really

the command structures. Grantham had already got the infrastructure needed to feed a roads policing unit because it's not just the vehicles that they need it's things such as sufficient car parking space. Also, the physical room for them to be in, training facilities and that sort of thing. Louth again is ideally situated when you think of the summer influx into Lincolnshire it is predominately through the East going to the East coast. Whilst we have a new training centre at Skegness to sort of train the East cohort, if you have your roads policing team based outside of Skegness every time they start a shift in the summer months they've got to fight their way out of Skegness before they can start their day. Louth, I think operationally, was seen as being 25-miles to the nearest custody suite at Skegness, 25-miles to the hospital in Lincoln, 25-miles to get to the mental health facilities in the county. You could arguably say it is as far away from everything equally. It operationally makes some sense to be in that centralised position.

Q.15. Re: Single Online Home. This has been running nearly a year now, has the analysis shown it to be as successful as hoped and is the usage rising at the forecast rate? The second question is about the dissemination of that information because it says here it goes to the town inquiry officers and I'm just wondering about the other sides of like the community policing, do they have access to it as well because it is information that I believe all of them need to know, even if they are not dealing with it. It shows the picture for the whole of their area. So, it's really just about how that information is getting out and is it getting to everybody?

The Police and Crime Commissioner (PCCs) response – Thank you for the question. Firstly, I think it is a very grandly title. It is what happens when you let national policing come up with the name for a thing. Instead of calling it a website we call it single online home which nobody understands what that means. It gives you the ability, obviously, to access information in a uniform way across the country so it is bespoke to your local area but it standardises the way you can receive it, but also it provided the platform for people to report crime online. There's a real difference here because in some places they've gone really heavy on promoting it, and they've been criticised for almost trying to switching people form using 101. I don't think that's the right approach. You absolutely need to build people's knowledge/awareness of the online facility. You also need to accept that and work with the people that want to use the phone system to get through. That is not an easy thing. There are people generationally that might want to use it, and equally some people might go "that's really complex and difficult, I'd rather just tell

somebody than try type it out". It isn't straight forward. The usage is steadily increasing and will continue to do so. At the same time the commitment to improving the service for 101. We will need to look at, and we have looked at increasing the number of people answering 101 because the other side and some of the questions I would ask the force are around, if I were to send you into my action online how long would that take? How many people have you got answering those enquiries? Is it going to take longer than if I rang you up? The force is doing its best to manage the requirements it has to service all of this stuff because what we've also seen is not just a transfer, so we've not just gone 15 people that were ringing in are now filling in an online form, we've seen a similar and greater number using 101 at the same time as we've seen people using online. What we've done is see a greater increase in people actually asking for service from the police and that needs a huge resource then to manage it. Regarding any specifics around how many numbers, I cannot give you that without going and looking at the data but it's a constant conversation with the force about contact management in general from the public to the police. How do they create a platform that works for everybody? To give that assurance, there is a commitment to additional people in answering the control room calls. We're seeing the number of 999 calls going up. We're seeing the single online home going up. What we need to do on top of that, and this is a little bit further away, is work on all those other digital platforms that people will want to use to contact the police. If I use WhatsApp, how do I get hold of the police using that platform? Indeed, should I be able to? But if I've got videos and photographs on my phone, for example, that I want the police to have then how do we make it as easy and simple as possible that? Whether its information about other crimes, or information about them. All of that is being dealt with nationally and locally but it's a really complex thing and almost single online home is almost an oversimplification of this massive technological change that policing is undergoing. If you ask me in 5 years I will probably give you a very similar answer because these things take a long time to reap the rewards of. All that we are currently seeing is the number of people contacting the police going up across the board.

Supplementary question – thank you. The other part was about the dissemination of the information but before you go there I mean, for me, I love online because it is simple, its easy, its gone. I think the most frustrating thing is to see so many crimes reported on Facebook where its going nowhere and what is the point? Nobody knows about it. You expect an answer. If you could get something going by the side of it to pick them up that's where we need to be.

The Police and Crime Commissioner (PCCs) response – Apologies, yes, I forgot to address that bit. I don't believe that there is any restriction as to who can internally see that information and I would need to double check but I would be shocked beyond belief if we were giving it to the town enquiry officers and not to the policing teams. That would make no sense to me. Equally, the Safer Together team who are working alongside the neighbourhood teams I'm sure they are linking into the community and so I'm sure that they would want that information. I've got a high level of confidence that it is already happening but I will give you the assurance that I will ask the question.

Supplementary response – thank you, and if we could have something back to say yes or no with that I would be very grateful.

Q.16. Perceived crime rate in Boston – Would the PCC support further joint working reaching out with established communities and the harder to reach ones?

The Police and Crime Commissioner (PCCs) response – Thank you for the question, of course, always happy to come down to any part of Lincolnshire and work closely with councillors, communities, anybody that has a positive interest in working with the community. That's always the aim and objective and equally I am just as comfortable hearing what doesn't work as well as what does. Happy to try and work on improvements as we can. One of the things that we have done recently is bring in £400,000 through the Safer Streets Fund to invest in the latest AI CCTV which has gone out across Spalding, Skegness and Boston. That's to make sure that we're really making efforts to coordinate the sort of information we get and to verify some of those challenges because, as you say, some of it is about how people feel but we've got to be able to back that up with saying actually the reality is that this is good, this is bad, this is what we're doing to improve things. We will always continue to invest in local areas. Happy to come and speak to you at any point about Boston, and the offer goes to everybody across the county, I'm always happy to go and see what we can do better.

Q.17. (6.1.1) – The Home Secretary recently reversed the decision for all those joining the police to be graduates. What are your thoughts on this development, and in particular the impact this is will have to recruiting additional officers in order to meet the uplift target in the future?

The Police and Crime Commissioner (PCCs) response – It's fair to say that opinions are split on this nationally. Some of my colleagues

are not as comfortable with that decision as I am. I've campaigned long and hard for this and I always felt it was the wrong thing to do. I'm glad to say that we have got a Home Secretary and Policing Minister who have heard that, listened to the arguments and have agreed that without stopping all of the degree entry routes it seems a reasonable thing to do to keep an additional route that's not a degree route. It needs to be enhanced on where we are. The current level of training for what they would call a Level 3 training where a degree is a Level 6. Lincolnshire was already working up new processes for a non-degree entry route which would be a Level 4. For example, something that is good that is in the degree entry routes is that you learn about prevention of crime. That isn't in the current training in the traditional route which seems an anomaly because prevention should surely be key. It is going to be in the Lincolnshire Level 4 model. That's an example of where we need to improve to bring things on. Areas around digital information and forensics and those kinds of things need to be in the basic training. The training does need to move on but it doesn't need to go full way onto a degree. In Lincolnshire we were the only force that had not already implemented the degree-entry routes and we were going to have to by April of next year. It would have cost us more, it would have meant greater extractions from the front line, potentially up to 10% reduction of the front line, so any benefit from the police officer uplift would have been wiped out by that introduction. At the moment the Chief Constable is working up what it is all going to mean, will we still pursue some routes which are around graduate entry? Those are discussions that are ongoing with the Chief but I think that what it will mean nationally for the police officer uplift is that they will achieve it. Thames Valley, for example, were saying quite clearly that although they were one of the flag wavers for bringing in PQF they realised the challenges and, to be a fair a different Commissioner and Chief Constable now, but they agree that a non-degree entry route is very desirable. I think we will see I think a better representation of communities coming through policing which is important. I'm not anti-degree, I'm not anti-education, I think those things are key and that people who want to progress, whether its at a degree, a masters, a senior officers, absolutely we want to do that. The college of policing are transforming a significant amount of services in policing at the moment and there's a hugely important piece of work around leadership in policing at every single level. If you join the armed forces and show any inclination not to just remain a private your leadership career commences and it continues for the rest of your service, regardless of rank. Policing hasn't had that and so we are very much now looking at a career scale of leadership training through the college which is brilliant. Equally, they are reforming the processes around the senior officer training. So, what they call

'PNAC' which was the gateway you had to get through to enable you to get onto the strategic command course which enabled you to apply to be an Assistant Chief Constable has been effectively scrapped now, which is great. It has been reformed and will be replaced by a portfolio base system so you will be able to evidence your skill set to go to the Chief and say that you have the skills and are ready to do your strategic command course. You'll get a letter of recommendation and you can then sit what will become a modular process over time rather than a block three-month programme which again if you've got caring needs, if you're in a smaller force that struggles to give you three months off it's a real challenge and so I think the degree but is vital, really good, happy that we've got there but it's part of this much bigger journey which I think will put policing and Lincolnshire police as a consequence in a much better place. A very long answer to your very short question.

Supplementary – you gave me a long answer but with a very comprehensive and encouraging answer, thank you very much.

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