

Minutes of a Meeting of the Lincolnshire Police and Crime Panel held in the The Hub, Mareham Road, Horncastle, Lincolnshire LN9 6PH on Friday, 22nd September, 2023 at 11.00 am.

PRESENT

Chris Cook (Independent Co-optee) (Chairman)

Councillors Chris Burke (City of Lincoln Council), Philip Dilks (Lincolnshire County Council), Jonathan Pessol (North Kesteven District Council), Sarah Trotter (South Kesteven District Council) and Stephen Woodliffe (Boston Borough Council).

GUESTS IN ATTENDANCE:

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| Marc Jones | - Police and Crime Commissioner for Lincolnshire |
| Malcolm Burch | - Chief Executive, Office of the Police and Crime Commissioner for Lincolnshire |
| Julie Flint | - Chief Finance Officer, Office of the Police and Crime Commissioner for Lincolnshire |
| Joanne Davidson | - Director of Strategy and Operations, Office of the Police and Crime Commissioner for Lincolnshire |
| Martyn Parker | - Assistant Director for Public Protection, LCC |

OFFICERS IN ATTENDANCE:

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| John Medler | - Assistant Director, Governance & Monitoring Officer |
| Alison Sparks | - Legal Manager |
| Elaine Speed | - Senior Democratic Services Officer and Civic Officer |
| Lynda Eastwood | - Democratic Services Officer |

19. WELCOME AND INTRODUCTIONS:

The Chairman welcomed everyone to the meeting including the Lincolnshire Police and Crime Commissioner for Lincolnshire and representatives from his Office, members of the public and the media.

The Chairman also welcomed Martyn Parker, Detective Chief Superintendent at Lincolnshire Police who had been seconded to Lincolnshire County Council as its new Assistant Director for Public Protection.

The welcome was further extended to Councillor Paul Skinner, representing Lincolnshire County Council as a returning Member to the Panel.

At this point in the Meeting, the Chairman asked that Members joined him in a minute's silence in respect of Councillor Ray Wootten who had

recently passed away. The Chairman added that he had worked with Councillor Wootten since 2012 on the Panel and stated that he was very dedicated to his role and passionate about making a difference in his local community and would be sorely missed.

20. APOLOGIES FOR ABSENCE:

Apologies for absence were received from Councillor Jim Astill, South Holland District Council, Councillor Emma Bailey, West Lindsey District Council, Councillor Patricia Bradwell, Lincolnshire County Council and Councillor Graham Marsh, East Lindsey District Council.

21. DISCLOSURE OF INTERESTS (IF ANY):

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

22. MINUTES:

The Open Minutes of the Panel Meeting held on 9th June 2023 and the Open and Exempt Minutes of the Extraordinary Panel Meeting held on 18th August 2023 were confirmed and signed as a correct record.

23. ACTIONS:

Members noted that the two following actions were now completed:

- Action no. 43 from the PCP Meeting held on 3 February 2023
- Action No. 9 from the PCP Meeting held on 9 June 2023.

A copy of the responses was tabled and is attached at Appendix A to the Minutes.

24. COMMUNICATIONS FROM THE CHAIRMAN:

The Chairman informed Members that there were no communications.

25. QUESTIONS FROM THE PUBLIC:

There were no questions from the public.

26. 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 (SLP) (previously known as the Lincolnshire Community Safety Partnership). Martyn Parker, Lincolnshire County Council Assistant Director Public Protection presented the report, Appendix A, pages 25 to 34 of the Agenda refer.

During discussion, reference was made to the good working relationship between the Police and Crime Commissioner (PCC) and the SLP. The Office of the PCC provided a high level of representation at SLP meetings at a strategic and operational level. Members of the OPCC team engaged in regular communication with the team, supporting the SLP to progress workstreams. Furthermore, the activities described in the report demonstrated some good examples of joint working for the benefit of communities in Lincolnshire.

The Assistant Director Public Protection invited Questions from Panel Members. A copy of the questions and responses are attached at Appendix B to these minutes.

RESOLVED

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

N.B. Martyn Parker, Lincolnshire County Council - Assistant Director Public Protection left the Meeting at 11.17am.

27. POLICE AND CRIME COMMISSIONER ANNUAL REPORT 2022-2023:

The Police and Crime Commissioner for Lincolnshire (the Commissioner) provided his Annual Report in accordance with section 12 of the Police Reform and Social Responsibility Act 2011 (the Act). The Commissioner's Annual Report 2022/23 was attached to this report presented. 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 Commissioner invited Questions from Panel Members. A copy of the questions and responses are attached at Appendix C to these minutes.

RESOLVED

That the Democratic Services Manager be delegated, in consultation with the Chairman of the Panel, to formally report to the Commissioner the Panel's response and recommendations to the Commissioner's Annual Report.

28. DELIVERY OF THE POLICE AND CRIME PLAN AND A REFRESH OF THE POLICE AND CRIME PLAN 2021-2025:

The Police and Crime Commissioner (the Commissioner) introduced his latest report on the delivery of the Police and Crime Plan 2021-2025. The report covered the period up to September 2023 and was attached as Appendix A for the Panel to review, pages 91 to 102 of the Agenda refer.

The report asked the Panel to review a refreshed Police and Crime Plan 2021–2025 and to arrange for a report and any recommendations on the draft variation to be made to the Commissioner.

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

RESOLVED

That the Democratic Services Manager be delegated, in consultation with the Chairman of the Panel, to formally report to the Commissioner the Panel's response and any recommendations on the draft variation.

N.B. Marc Jones, Police and Crime Commissioner, Joanne Davidson, Director of Strategy and Operations and Julie Flint, Chief Finance Officer left the Meeting at 12.41pm.

29. COMPLAINTS POSITION STATEMENT:

A report was presented that provided details of 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 20 May 2023 to 1 September 2023. The Complaints Position Statement was attached as Appendix A, page 107 of the Agenda refers.

It was noted that none (zero) complaints were made against the Police and Crime Commissioner during the period 20 May 2023 to 1 September 2023.

No informal resolution of complaints had been required by the Monitoring Officer.

RESOLVED

That the Complaints Position Statement be noted.

N.B. Malcolm Burch, Chief Executive, OPCC left the Meeting at 12.43pm.

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

Councillor Chris Burke advised Panel Members that he had attended his first meeting of the National Association of Police, Fire and Crime Panels (NAPFCP) on 18 July 2023.

The first item conveyed a thank you to the LPCP in relation to the procedure it followed when dealing with persistent critics of police and crime commissioners and how it suggested police and crime panels could deal with this. In consultation with the Chairman, an email was put together to the NAPFCP describing the way in which this matter was

approached, and Councillor Burke stated that he was happy to share this with Panel Members.

A further item from Bedfordshire put forward the idea of weaving different issues together under a number of headings, for example performance and sustainability, the policing plan and other areas that were normally operational.

A primary area of discussion was the police conference to be held in November 2023 and the planning around this.

Members were advised that the next meeting of the NAPFCP was to be held on 26 September 2023.

Councillor Burke further advised Members that he attended the Regional PFCP Network Meeting which was very illuminating, represented by most regions who provided quite a varied description of how they were dealing with their own issues, and the majority of which were highly critical of their PCCs.

31. CO-OPTED INDEPENDENT PANEL MEMBER:

Members received a report that provided details regarding the appointment of Co-Opted Members to the Lincolnshire Police and Crime Panel, pages 109 to 114 of the Agenda refers.

It was recommended that the Panel established a three Member Task Group to undertake the recruitment of a new independent co-opted independent Members(s) and Members were referred to the recruitment process detailed at Appendix A.

The Task Group would report to the 17 November 2023 Panel Meeting with its recommended co-opted independent member for the Panel to consider for approval.

At this point in the Meeting, a vote of thanks was proposed to the outgoing independent co-opted member, Mr George Krawiec who it was agreed had been an extremely positive asset to the Panel. The Chairman asked that a letter be sent to Mr Krawiec conveying the Panel's sentiments and thanking him for his contribution.

The Monitoring Officer referred to the recommendation with regards to the Panel establishing a three member Task Group and highlighted that there had been support from the Panel for this to become a four-member Task Group which was permitted.

The Chairman advised Members that he had spoken with the Vice-Chairman, Councillor Graham Marsh who had indicated that he was happy to lead the Task Group, following which it was Proposed and Seconded that Councillor Marsh would lead the Task Group.

It was further Proposed and Seconded that Councillors Chris Burke, Paul Skinner and Sarah Trotter be appointed to the Task Group.

RESOLVED

1. That a four-member Task Group be established to undertake the recruitment of a new co-opted independent Panel member and for the Task Group to report back to the Panel Meeting on 17 November 2023 with its recommendations.
2. That Councillors Graham Marsh, Chris Burke, Paul Skinner and Sarah Trotter be appointed to the Task Group.

32. PANEL MEETING DATES AND WORK PROGRAMME 2023/24:

A report was presented that detailed the Work Programme, meeting dates and Training and Development Programme for the Lincolnshire Police and Crime Panel for 2023/24, pages 113 to 116 of the Agenda refer.

The Assistant Director, Governance and Monitoring Officer outlined the key agenda items coming forward to the Panel and highlighted that the scrutiny of a strategic topic from the Police and Crime Plan at its next meeting in November was yet to be decided, (Appendix A, page 115 of the report refers).

Following a brief discussion, the Chairman suggested a future topic around the subject of substance misuse (including drugs and alcohol) and considered it would be an interesting topic for the Panel in understanding the whole range of issues this covered across the country, and how this created criminality.

Members concurred with this view and considered it an excellent proposal, given that the issues around substance misuse across the county were live and developing. This topic was also very serious and affected all of our local communities.

The Chairman proposed that the Panel select this as its topic for their November Panel meeting.

Members of the Panel supported this proposal.

The Chairman asked the Assistant Director, Governance and Monitoring Officer to contact the Police and Crime Commissioner and/or the Chief Constable for Lincolnshire for a report and presentation on substance misuse across the county for the next Meeting.

Following which, it was

RESOLVED

1. That the Lincolnshire Police and Crime Panel schedule of meetings for 2023/24 and Training and Development Programme for 2023/24 be noted.
2. That the topic around substance misuse be added to the Panel's Work Programme for the November meeting.

33. DATE OF NEXT MEETING:

The programmed date for the next Meeting of the Panel was noted as 11am on Friday 17 November 2023.

The Meeting closed at 12.52 pm.

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Police and Crime Panel – PCC Actions

1. PEEL Inspection of Lincolnshire Police

‘Following a response from the Chief Constable and the Public Assurance Meeting, the PCC to report back to the Panel.’

Response:

A copy of the Police and Crime Commissioner’s formal response to the HMICFRS PEEL inspection report is published on his website here: <https://lincolnshire-pcc.gov.uk/transparency/what-our-priorities-are-and-how-we-are-doing/hmicfrs-inspections/peel-assessments/integrated-peel-assessment-2122/>

The Police and Crime Commissioner’s Public Assurance meeting held on 12 June 2023, included the Chief Constable’s response to the PEEL inspection findings. A copy of his report and a video recording of the meeting is published on the Commissioner’s website here: <https://lincolnshire-pcc.gov.uk/transparency/public-assurance-meetings/public-assurance-meeting-archive/>

Lincolnshire Police produce a quarterly report for consideration at the PCC and CC’s Joint Independent Audit Committee (JIAC). The report ‘HMICFRS Areas for Improvement’ provides a progress update against all outstanding HMICFRS inspection recommendations, including those from the PEEL Inspection. A copy of the latest report presented at the 2 August 2023 JIAC meeting is published on the Commissioner’s website here: <https://lincolnshire-pcc.gov.uk/your-pcc/joint-independent-audit-committee/jiac-meetings/2023-joint-independent-audit-committee-meetings/>

Governance meetings allow for HMICFRS inspection progress / issues to be actively monitored and discussed directly with the Force Chief Officer team both at a strategic level at the Commissioner’s Police and Crime Strategic Board meetings (held monthly) and at Public Assurance meetings (held quarterly). At a practical impact level, discussions are also held at Performance Review meetings (held quarterly), which are attended by the Commissioner and Chief Officers. These meetings also allow for ‘exception reporting’ on any issues of concern from the Force relating to significant risks – whether inspection related or otherwise.

2. Reduction in PCSOs

‘The Panel noted with extreme concern the proposal to cut the number of PCSO’s and would ask the PCC to further consider this with the Chief Constable to ensure that community confidence in police presence in Lincolnshire is not seriously damaged.’

Response:

Following the announcement in January this year that the Force’s PCSO establishment was to be reduced from 91 to 50, the Chief Constable shared his plans for a revised model of Neighbourhood Policing towards the end of March. Details of the new model can be accessed from the Lincolnshire Police website here: <https://www.lincs.police.uk/news/lincolnshire/news/2023/mar-2023/the-bedrock-of-good-policing-begins-in-our-communities--chief-constable-chris-haward-on-force-staffing-plans-and-restructure/#:~:text=A%20revised%20model%20of%20Neighbourhood,can%20now%20share%20updated%20plans>

It is always the case that policing is changing and must respond to the evermore complex challenges placed upon them as well as attending to the perennial issues of meeting a growing demand for service. It is right that as the operationally independent head of

Lincolnshire Police the Chief Constable must decide how those challenges will be met and this includes the operational choice to realign £2m from the PCSOs budget to other important policing roles that will help keep our communities safe.

His spending plans include:

- Prioritising warranted police officer numbers to ensure crime can be prevented and tackled.
- 9 police staff in the Safeguarding Hub to ensure effective safeguarding, management of the Domestic Violence disclosure scheme, information sharing with relevant partners and swift referrals into the Protecting Vulnerable People (PVP) Unit.
- 12 additional detectives in the PVP unit to protect the most vulnerable children and adults in our communities.
- 15 call takers into the Force Control Room (FCR) to improve the 101 call handling service.
- Investing in the Serious Collisions Investigation Unit to improve the safety of Lincolnshire's roads and delivery of justice to victims.
- 3 additional officers and 2 police staff in the Professional Standards Department to increase community confidence.
- 13 additional Community Beat Managers who are warranted officers going into neighbourhood policing teams.
- Investing in Learning & Development to ensure our officers and staff are equipped with the skills needed to deliver high quality services to our communities.
- Following a review of the Officer Deployment Model, investment in a revised model to place more officers on duty in peak demand periods thereby improving incident response times.

The Chief Constable needs to make strategic choices based on his expert knowledge and experience to ensure he has the right resources in the right place to keep communities safe and it is right to allow him the flexibility to adapt his workforce to meet the challenges of tackling crime in the modern world.

The only way these investments and improvements in service for our community can be achieved is by delivering a balanced budget. It is rightly a matter for the Chief Constable who needs to use his operational judgement to keep our communities as safe as possible and to decide the balance between unwarranted staff roles and warranted officers.

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Appendix B**LINCOLNSHIRE POLICE AND CRIME PANEL
22 September 2023****ITEM 8 – Annual Safer Lincolnshire Partnership Report****Q1. Regarding 1.6: Do you have an update from the meeting on 11th September and are there financial implications?**

The Police and Crime Commissioner's (PCC) Response – For uplifting investments, we have been able to advertise two additional posts. We currently have two full time analysts, and two posts are being advertised for an apprenticeship scheme and a senior finance analyst. A full-time manager role has been created to oversee this separate from the Safer Lincolnshire Partnership (SLP) Business Manager with a view to focus on community safety.

There is a roadmap to deliver on over the next 12 months to support the county as a whole, and to drill down more into locality-based activity. Full capacity is not expected for that period of time because there is training and upskilling needed. We are focusing on our operational view of analytical products to support those on the ground to identify meaningful intervention opportunities, which we can then submit business cases back into relevant authorities. This will enable us to identify funding gaps and move staff around.

Q1. (a) Supplementary Question – Clearly there are financial implications to increasing your resources. Have you had the partners providing you with the funding?

The Police and Crime Commissioner's (PCC) Response – Yes, all the districts have had their funding increased, as well as the PCC. The Integrated Care Board (ICB) are not currently continuing to do any financial uplift as they are prioritising into other statutory boards. Collectively, the strategic board will be looking at all our financing to find more equity.

Q2. Regarding 1.5 on issues of serious violence: Taking into account the future budget pressures, what is the sustainability of the current funding?

The Police and Crime Commissioner's (PCC) Response – In this term, £3 million pounds has been committed by the Police and Crime Commissioner and £3 million pounds in funding from the Home Office for serious violence.

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Home Office Funding for Serious Violence has allocated approximately £750,000 up until 2025. Sustainability is dependent on identifying gaps and putting evidence-based initiatives in place based to establish baseline funding.

Q3. Regarding 1.6: what is the greatest risk to community safety in Lincolnshire?

The Police and Crime Commissioner's (PCC) Response – Funding is the greatest risk to community safety in Lincolnshire. There are short term pockets of money, but not sustainable money. Engaging in partnerships built across numerous agencies is key. Short term and government funding does not provide baseline for budgets. Elements of community safety needs to be put in baseline budgets so that we can start to drive preventative measures.

Appendix C**LINCOLNSHIRE POLICE AND CRIME PANEL
22 September 2023****ITEM 9 – Police and Crime Commissioner Annual Report
2022-2023**

Q1. Regarding the Introduction to the Annual Report: You describe one of the greatest successes has been a significant breakthrough in reviewing government funding. Page 26 seems to contradict this. Can you clarify please?

The Police and Crime Commissioner's (PCC) Response – I agree that it was disappointing that funding was to be phased over a number of years, but it would not be realistic to impose cliff-edge reductions elsewhere in order to equalise our new funding formula without time being given to adjust. It is not unusual for Government changes to be brought in on a damping mechanism in this way.

Another way that it can work is if they guarantee a no-loser situation by putting in significant amounts of additional funding. Prior to the 20,000 Officer Uplift, we were urging them to complete the funding formula first so that all those in the system could benefit. Unfortunately, because of the pace they wanted to deliver the 20,000 at was based on the old funding formula, this widened the gap between those who do and do not benefit.

It is without question that we have all benefited from the additionality of that funding coming in. The funding formula work has been signed off and is now waiting to be released from Number 10 so that it can go out to consultation.

Whist there are concerns about running out of time, and considering all the work that has been done, it is a very good piece of work which has been robust in every way.

Issues are evident on how funding is distributed and the disproportionality of the bidding process. In the example of the Safer Streets funding, we successfully argued that rather than having open bidding processes we should have an amount that is allocated per area that you can bid against. This meant that Lincolnshire now has the same amount of financial expectation for its bids as anywhere else. It is a huge step forward for smaller forces such as ours for a fairer and more equal bidding process,

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especially to ensure no-one is disadvantaged. A million pounds of Safer Streets funding can make a huge difference in our area.

It is pleasing that we have made some good strides with government generally, and with funding formulas, however having the fewest number of officers and staff per head of population anywhere in the country we do still need that funding formula.

Q2. In relation to the Sexual violence coordinator on page 16: A Grant of £78,000 was successfully secured from NHS England to secure a dedicated co-ordinator. Is the post sustainable?

The Police and Crime Commissioner's (PCC) response - This type of funding must be time limited and then we must resubmit the bids subject to the money being available. History would tell us that they do keep providing funding for these bids.

When all of policing is on short-term funding, the short answer is that it is only sustainable for the long term with a continuation of funding from the Government. On our part, we need to keep the pressure on the Government to make sure funding is available and that there is clear evidence that these roles make a huge difference.

Q3. In relation to HMI on page 29: At best 4 areas are adequate, six areas require improvement. What are your plans for overseeing improvement? Also, Serious and Organised Crime for Lincolnshire requires improvement.

The Police and Crime Commissioner's (PCC) response - There are a couple of areas to comment on in relation to overseeing improvement. We have included a link to the public accountability meeting where this was discussed with the Chief Constable, and there is a narrative available so that people can hear directly from operational leadership.

It is part and parcel of my role to do the holding to account and we must respond to HMICFRS to directly respond to any appeal reports. We are working with the Force to see that improvement and the more substantive operational answer is available for people to hear.

After looking at the headline areas from the hot debriefs meeting with HMICFRS who delivered the inspection, they were exceedingly clear that they have come a year early. The changes that affect the areas to be examined in the report noted that the force had already identified new leadership.

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The new leadership had reacted and understood the complexity of an 18-month transition from the G4S contract to bringing everything back in-house, and how certain other areas had to be paused while the transition took place.

HMICFRS saw positive signs and said they were coming a year early because we are doing the right things and going in the right direction. I will be making sure that direction continues.

In the current leadership of Lincolnshire Police, I believe they are doing everything correctly to deliver a good force, which has already been evidenced. With huge amounts of work going on, it is gratifying that there has been recognition from HMICFRS in the context of the funding that we are provided.

Everyone is judged by the same standard regardless of funding situation, and there is no differentiation of standards or ambitions between different forces. This also must be reflected in our ambitions, for example if the Chief Constable has to make operational choices between gathering data or putting officers into investigating crimes against vulnerable children, I am fully supportive of those tough operational choices being made on behalf of residents.

There is a clear plan which we publicise on the website, including the meetings and conversations for both public and private meetings, and I have every confidence in current leadership and its direction of travel.

Q3. (a) Supplementary Question - Can we anticipate gradings will improve in 2024?

The Police and Crime Commissioner's (PCC) response - It will depend on whether they are testing the same things or if they move the goal posts. Inspectorates report directly to the Home Secretary and a different Home Secretary may have different priorities.

Priorities might include looking at where the rules are changing, such as crime recording data where the rules have gone too far by over recording. The differences in police recorded crime is significantly higher than the national reporting that is the Crime Survey for England and Wales, and the gap has grown because of these differences. Now that this has been recognised nationally, some of it has changed and we will see a reduction in the areas that were over recording.

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There are still some pieces of work which will come into effect in April next year. Improvements will need to be evidenced for the people of Lincolnshire even if the goal posts move and they start looking at different priorities.

Q4. Supplementary Question - Would you be willing to comment on how we stand with Lincolnshire Police getting qualified detectives?

The Police and Crime Commissioner's (PCC) response - This is centred around how we work at a regional level as a small force, particularly around serious and organised crime. There is a Regional Organised Crime Unit that is working across the five and everyone across the country works slightly differently with no standard model. Smaller forces such as ours have a heavy reliance on organised crime being managed through the Regional Organised Crime Unit which has a larger footprint within their county area. It is a different footprint in Lincolnshire to what you would have in Nottingham City Centre.

We have an internal process for the recruitment of detectives where people can transfer across or recruit from other forces, and with an attractive quality of life in Lincolnshire we do attract people from other forces with specialisms. In addition, we have our direct entry detective programmes. We are using various approaches to ensure we've got the strength and depth needed for recruitment.

Q5. What direct work are you doing/funding to educate and reassure parents regarding the misuse of illegal drugs? In West Lindsey there are serious problems and whilst we understand there is always a bigger picture, local people need reassurances that things are happening locally.

The Police and Crime Commissioner's (PCC) response - Various strategies are being discussed and a date in the diary is to be agreed to engage with West Lindsey District Council. It is a partnership space which means Lincolnshire County Council are involved and commission a lot of those services. The education elements are also done in partnership, so we fund the activities and work together to make sure that the education and prevention measures work in harmony.

For instance, with the new rules coming in around nitrous oxide usage, we are keen to work with partners on how to highlight the

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dangers and get those messages out to young people. All that we do is in partnership and not something that the PCC does alone.

Q6. At the last meeting of the Police and Crime Panel, you talked about what you described as the 'substantial increase in officer numbers in Lincolnshire': In your introduction in your Annual Report, you say '...additional funding from Government has enabled recruitment of 199 officers...' and in an online article in the Lincolnite last month you are quoted saying "The government's drive to put more police officers on the streets has made a significant difference to the policing service of residents in Lincolnshire. However, the same article reports that the Home Office data shows that last year rather than increasing, the number of police officers in Lincolnshire Police actually fell. Could you please clarify the position?

The Police and Crime Commissioner's (PCC) response – Before the uplift happened, the projections of the budgetary position were that we would be moving to 1020 Police Officers in Lincolnshire. We now have an establishment of holding 1186 Officers. Currently the number changes on a daily basis. The last number was 1206, but we are not trying to maintain that level because we are recruiting 30 and it will go above establishment level. As people retire or leave it comes back down and then the next recruitment cycle occurs.

Intakes in September and March mean that numbers fluctuate. The Home Office data sometimes refers to full-time equivalents or headcount which can lead to significant variation. If specific clarity on numbers is needed, we can report back on that. It is without question that there are more Police Officers now than there were as a result of the uplift.

Q6. (a) Supplementary Question - When was the starting point for more officers than there were previously? If you look back at 2010, Lincolnshire had 1223 police officers, so we have now got fewer than that at present, which relates to the remark about having the lowest per head in the country. Presumably, it is lower now that it was in 2010 because of the growth in population?

The Police and Crime Commissioner's (PCC) response – I do not dispute that, I have never said that we had more than we had in 2010 and that has not been my measure. There has been an arbitrary date which these aspects are measured by. For example, at the end of April you could have twenty fewer officers than you

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had at the end of March. As the numbers can suddenly change, it is quite difficult to compare years with years. What matters is whether the operating model that the Chief Constable puts in place is actually able to deliver the safety levels required. Over time, it must become more efficient to fill the rotas and to deliver the specialisms, in order to deliver the community policing we need. This has a positive effect on crime and is what should be focused on more than numbers.

Q6. (b) Supplementary Question - What is the Commissioner's ideal number of Police Officers and if it is higher than we have currently, what measures has he put in place to try and achieve those higher numbers?

The Police and Crime Commissioner's (PCC) response – If you look at emerging crime types that did not exist decades ago, policing needed to respond in a very different way. Fraud and scams account for over forty percent of all crimes, and the vast majority are online crimes which have had a huge increase. Considering approximately three quarters of a million men are looking at indecent images of children online across our country, you can see the problem that law enforcement is trying to tackle. These certain crime types were not always explicitly covered in law before, or new laws are being introduced.

If you consider the estimated 17,000 reported incidents of domestic abuse in Lincolnshire alone on an annual basis, I suggest that policing is doing a much better job to better serve those victims of crime than it has ever done before, but when changes occur this is added on to the complexity of going through the court system. The negative impacts of this are not always in the interests of the public or the victims of a crime, and it takes up officer time when they are wanting to be out in our communities. There are a huge number of challenges that policing faces and debating numbers is a tiny part of the wider questions of is policing being asked to do the right things, are the expectations reasonable, and how does that compare to all the other complexities?

A huge amount of work is being done through the College of Policing and with the National Police Chiefs' Council and others to change the training regimes and provide accredited training. This means we can have confidence in professionalising, but it changes the question around what the right number is.

As a non-operational person and when considering the level of complexity and change, it is not possible to say what the future

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holds and to give a specific number. Irrespective of the numbers, we are fighting for resources in a lot of different places to try to keep residents safe and build overall safety.

Q7. Supplementary Question - Given the reports of assaults and verbal abuse towards members of the public with disabilities increasing nationally, are any statistics available, are they being collected and is there any plan in the works to develop a key strategy similar to that for violence against women and girls?

The Police and Crime Commissioner's (PCC) response – The two are not in competition, it is not just a policing issue as there needs to be a societal change around acceptable behaviours mainly by men and boys towards women and girls. We need to work in partnership and support the national effort.

Separately, there is a problem with under reporting of crime and hate crime against people with disability. I am keen to get the Safer Together Team across Lincolnshire engaging with community groups and to really try and understand what the profile of the issues are. We are aware that crime happens and is not reported, and it is a question of how to accurately increase awareness and put financing in the right place to make a real difference.

Understanding is also very important, and we have taken forward local and national training of police officers on how to engage with communities, and how best to help and support individual needs. Whilst there might not yet be any effective data on where we are at and where we should be, I believe at a local level Lincolnshire is improving and we can always do more.

We have a small group of four people out in the community engaging with people to build up trust and confidence, and I want to make sure we continue to have that positive effect. We can also achieve more by educating young people to change their attitudes to people in their community.

Q8. Supplementary Question - In relation to outreach and communications to the wider public, are you making allowances for people with different sensory and communication needs in the formats that you are using such as the web-based text?

The Police and Crime Commissioner's (PCC) response – Yes, that should be taken into account on every level. For example, the

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colours that are used, the fonts and the descriptors around photographs. The website reacts and will change language to be intuitive and reactive to support the users. If there are any issues, we are pleased to learn about them so that we can rectify them.

Appendix D**LINCOLNSHIRE POLICE AND CRIME PANEL
22 September 2023****Item 10 - Delivery of the Police and Crime Plan and a refresh
of the Police and Crime Plan 2021- 2025 Report**

Q1. You may recall at the Panel's February meeting, in expressing concerns at the planned cuts in PCSO numbers from 91 to 50 due to this year's Government grant to Lincolnshire Police being smaller than anticipated, I asked whether this would result in fewer police uniforms on the streets of Lincolnshire. I was told then it was too early to know. May I ask you now, half-way through the financial year, could you please give your view on what impacts the reductions in PCSO numbers are having on Neighbourhood Policing particularly in rural areas across Lincolnshire?

The Police and Crime Commissioner's (PCC) response – I value PCSO's and they do incredible work, so I'm not here defending the reduction as that is not my role. At the public accountability meeting which we held a couple of days ago, a public question was raised in relation to the influx of funding from the government to tackle Scampton, and whether the Chief Constable would be looking to reverse the changes to the PCSO numbers. The substantive answer can be listened to verbatim, but I would like to challenge the answer to ensure there are no misconceptions.

A cut in the budget led to the change because £2 million pounds of the PCSO budget has been realigned to new roles that the Chief Constable has created. That is an operational choice and I believe he is sufficiently trained and aware of the community's needs to make those kinds of choices.

Choosing to put additional resources into protecting vulnerable children by ensuring the 101 number is answered more promptly is something every community will say is a priority. The Chief Constable has built a new policing model which we discussed at that meeting, and a copy of the strategy is available publicly on the website.

They are still very much supporting the neighbourhood policing model across the entire Country and the PCSO's are being used as effectively as possible. The approach will be kept in discussion and under review in our meetings on behalf of residents, but the effects

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of the changes cannot yet be measured until the model is fully in place following October. I will be engaging with communities to understand that their perception of the model is working, and I will also be looking at the hard data.

It is not entirely down to PCSOs to solve all anti-social behaviour problems; PCSOs were part of the solution and policing is part of the solution. We need to make sure that these problems are talked about in our communities and a change to the PCSO model is no excuse for accepting longer term problems in our communities.

Q2. - In the debate earlier in the year following the announcement of planned cuts to numbers of PCSOs, a number of Panel members were surprised to be informed that there was no substantial difference in the costs of a PCSO compared to that of a warranted police officer. May I ask you - as soon as practical - to provide a breakdown in costs of training, equipping, and supporting both PCSOs and warranted police officers including salary and other costs say over their first five years of service?

The Police and Crime Commissioner's (PCC) response - I would question whether this would be a matter for the Police and Crime Commissioner, but if that substantially helps your work, we can task someone to obtain the information.

My understanding is that the headline cost when you take on a PC versus a new PC would be an estimated thousand pounds difference. There is a new training model starting in April for police officers, so it will change again under the new non-degree entry route which has been developed by the College of Policing. We will then need to reassess it. Again, that level of detail can certainly be obtained and brought back if it would be of assistance.

Q3. You will recall that a couple of years ago, you invited the seven district councils across Lincolnshire to consider offering a council tax concession-to Special Constables in recognition of their much valued but totally unpaid service which helps keep Lincolnshire a safe low crime place to live and work. South Kesteven's then Cabinet rejected the idea, but lobbying from members of this Panel - ie the late Cllr Ray Wootten, Cllr Sarah Trotter and myself, - persuaded the then Cabinet to change their minds and offer the concession. Would you provide an update on the take-up so far across Lincolnshire including costs of the concession and say

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whether you would consider re-inviting those councils who originally declined to re-consider.

Finally, given the current cuts to PCSO numbers, would you:

- **welcome such a concession being extended to Voluntary PCSOs,**
- **provide an update on current numbers of VPCSOs**
- **give your assessment of the value of VPCSOs**
- **consider inviting councils to assist with training costs of VPCSOs resident in their area and/or encourage VPCSO recruitment by offering a council tax concession to VPCSOs.**

The Police and Crime Commissioner's (PCC) response - It is incredible that people give up their time to volunteer, whether that is as a warranted Special Constable or as a volunteer in any number of other roles. There are several hundred volunteers in Lincolnshire who give up their time to support their community and they absolutely have my appreciation.

There is something unique about the role of Special Constable as it is the type of role appointed by the Crown and you have warranted powers of arrest. Our training department has been running at absolute maximum for a number of years and with the opening of the new training centre in Skegness, we have been all hands to the pump to train regulars and to bring in new recruits.

A couple of weeks ago we had a cohort of 20 of specials. We have seen the numbers drop because of the success of recruiting them, as you cannot train specials at the same time as regulars. This is where voluntary PCSO's come in again and do a great job.

The challenge is to train the regular police officers, the regular PCSO's and the Special Constables. Officers who have retired as PCSO's sometimes come back as volunteer PCSO's, so they also make a very valuable contribution.

I also value the support of the District Councils who took up the offer of the Council Tax Reduction Scheme for Special Constables. I will come back to you on the exact cost, but it will be very minimal. It was disappointing that we did not get all the District Councils on board, but I would welcome them to reconsider given the benefits.

It has potential to really support people giving up their time to patrol the streets, and those in full police uniform keeping the community safe with a very small amount of financial support. I will

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write to them again, but it is a difficult scenario where you want people who volunteer to be paid. While it is great that we have 20 new officers coming in, I would like to see more and any help we can get from council colleagues to do that would be greatly appreciated.

Q4. With town centre businesses under increasing pressure, regarding the recent Co-op shoplifting report, with losses in the millions, how are our priorities going to address this situation?

The Police and Crime Commissioner's (PCC) response – Considering that half of recorded thefts are actually shoplifting, I think that shoplifting is massively under reported. Some businesses make decisions around the level of tolerance that they will suffer before making a report. It is a simple economic equation between the time spent reporting versus the cost of loss. I would rather that the police forces were put under more pressure by there being more reporting because it would give a more accurate picture of what was going on and enable analysis around problem offenders. This would allow the police to deploy a strategic response to target them.

Through experience sitting on the Business Crime Forum through the National Association and locally, we are setting up our own Business Client Forum for Lincolnshire, with the first meeting expected in November. It is not just focused on retail, but a wider range of aspects that we are bringing together to understand some of the challenges around business crime in Lincolnshire.

In the last few days, I was contacted by advisors in Number 10 and the Home Office, as well as speaking to the CEO of the College of Policing who congratulated us on some of the best practices in Lincolnshire with the use of Criminal Behaviour Orders in Grantham to tackle shop theft.

We are trying to work with prolific offenders and working proactively to keep them out of the area. This has enabled interventions to be put in place to tackle the underlying causes, at the same time as protecting local businesses.

Partnership working with National leads such as the PCC Katy Bourne in Sussex brings in innovative ideas which enables us to work together to target prolific offenders. We have observed a significant decrease in the amount of shoplifting from targeted intervention. In order to do that ourselves, we need accurate recording and reporting. I will be working to improve our systems

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and adopt some of the practices similar to those in Sussex so that we can encourage retailers to report and make a real impact.

Q4. (a) Supplementary Question - Is there any connection with organised crime making it a lot more complicated?

The Police and Crime Commissioner's (PCC) response – I am not aware of it, but obviously from an operational point of view there is some information sitting in the operational sphere which would not necessarily be shared with myself. It is not a hot topic that has been spoken about nationally which is one of the issues. More examples have been evident nationally rather than at a local level, and a lot of work is going on to put preventative measures in place to reduce it spreading across the rest of the country.

Q5. Supplementary Question - I have read through all the documentation and can find no reference to the actions of the travelling community. Perhaps the nearest your documentation comes to that position surfaces in you plan for Lincolnshire under 'Policing that Works' (Targeted and prioritised visibility) where it states under the section 'Establish a new multi-disciplinary Rural Crime Action Team', 'the capacity to investigate wider criminality of travelling criminals'. Now, I doubt whether this is referencing the travelling community as such, as I suspect this is really referencing those known criminals who live in one county but carry out their crimes in other counties. Given the recent visit by members of the travelling community to Boston, and the great distress that that visit caused, what amendments to your plan, referencing 'Policing that Works' do you intend to make to improve the protection for residents offered by Lincolnshire Police and what assurance can you give the Panel for dealing with any future events in Lincolnshire that matters will be dealt with positively?

The Police and Crime Commissioner's (PCC) response – The first thing I need to make clear is that not all traveller groups are criminals and some groups do not commit crime. Any members of any society in the community can cause criminal acts to take place. Sadly, when a traveller community enters a location people are fearful because of past experiences, but some just want to pass through the area peacefully.

There were a few incidents, however effective partnership working between Boston Borough Council and Lincolnshire Police proved outstanding and demonstrated that effective action can be taken in

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accordance with the law. Boston Borough Council has been a great partner.

There was a lot of questions put to Lincolnshire Police by both the community directly and I, and in various other forums about doing right by the community. One of the challenges the police have to work through is to prove criminality, and there is ongoing work to put cases together and bring the appropriate people to book.

We are working to ensure the right things are done to support the community, and the new legislation applied in Lincolnshire was one of the first times used in the Country. We need to continue to come together with a county-wide policy so that we are all clear on who to go to for information.

Something we have done previously, and very effectively in Lincolnshire is utilise specialists to check and advise on identifying ownership of equipment and trailers. Policing is doing what it can, and I would hope that it would assure the travelling community that you can establish the vehicles and equipment they are using are authentic.

There is more to be done and it is predominately an operating policy to hold them to account, but working in the partnership space, such as with Boston enables us to determine what worked well. I would like to thank our District colleagues for their efforts with this good example.

Q.5 (a) Supplementary Question - Are you satisfied that all District Council Offices understand the procedures for when travellers suddenly appear and stay in places they should not?

The Police and Crime Commissioner's (PCC) response – We need to assure ourselves as a county that we all have an equal understanding of what the processes are because people often move from one part of the country to another. We need to have processes in place to make sure that all districts are aware of what is going on. It is one of those difficult areas that you want to get right. These are often families with children and if criminality is involved then there are criminals that need holding to account. If that happens to be the travelling community then we treat them appropriately and fairly, otherwise we are alienating future generations rather than working with people. We can do more by tightening up our processes to make sure we are all working effectively together.

Q6. Supplementary Question – Regarding the new Draft on Community Safety, Policing and Criminal Justice Plan 2025 with some amendments. Do you want to comment on those amendments?

The Police and Crime Commissioner's (PCC) response – The draft briefly said there is a duty upon me to keep the Police and Crime Plan under review, and it needs to be relevant and pertinent to what is going on in the world. It is fair to say that the world is in some flux and has been for some time, so it did seem appropriate to make sure our plan was up to date. It is light touch, and some areas are significant in the sense of the national changes and awaiting the strategic policing requirement changes. From an overall plan point of view, the new plan is very much making sure we are on course to deliver the right things.

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