

**LINCOLNSHIRE POLICE AND CRIME PANEL
4 February 2022**

ITEM 9 – Delivery of the Police and Crime Plan

THEME: Community Safety and Prevention in Partnership

Q1. (2.14 and Annex A of PCC's Report) The report mentions there have been numerous convictions. How many successful prosecutions have there been? I also know about operation Asgard and about offender's vehicles being forfeited or destroyed, but I wondered whether this is operation Clean Sweep, and if the vehicles from there have also been crushed. Mainly I think that the crushing would be more effective than the fines if, as you state in your report, they are too low?

Police and Crime Commissioner's (PCC) Response – Thank you for your question. I mean, the Waste Partnership is the Partnership which included all of our local government partners, so that data may well be available through local government groups, but it isn't something I've got to hand as it's obviously a level of detail that a particular partnership would have, but it's not run by me, it's a partnership approach.

I'm sure it's something that is available but it's not something I have to hand.

Q1. Supplementary response – Sorry, not even about the seized vehicles – you wouldn't know about those either.

The Police and Crime Commissioner's (PCC) response – Not to hand no. I mean it's quite an operational question rather than a strategic one, that you would normally deal with and I would agree with you, in broad terms that anything we can do to hit offenders in the pocket is always welcome. We do that in a number of different ways with all sorts of different crime types – asset removal is always good and certainly crushing vehicles is one of the methods that I would always be supportive of, whether it's for hare coursing or any other kind of crime, but I can't give you specific details off the top of my head about what the Partnership is delivering in that space.

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Q1. Supplementary response – Thank you. I don't know whether those details could be provided outside of the meeting?

The Police and Crime Commissioner's (PCC) response – What I can commit to Mr Chairman is asking if it's information that is held by the partnership. I will obviously have to ask permission for it, if it's readily available I will of course be happy to share it – it's just that I don't want to commit to sharing something that I don't necessarily own.

Q1. Supplementary response – I understand. Thank you very much.

Q2. (2.1.2) The Twinning Project. How much funding is the PCC allocating to this project? Is it not the role of the prison service to develop the ambitions of this project and how will it really enable prisoners to gain a qualification which will help improve their life chances and help them gain employment upon release as stated in your report?

The Police and Crime Commissioner's (PCC) Response – Thank you for the question. I will in a minute bring in my Partnerships Delivery Manager who has been pulling this together for me.

It is not just Lincolnshire's approach this is a national approach where professional football clubs are involved to work to try and ensure that there is training and education to actually engage with people to try and reduce re-offending.

In the longer term, so I think it does have that benefit, but if I can pass it over to Jo, I'm sure she can give you a bit more of the specifics around your question.

The Partnerships Delivery Manager's Response – Thank you. To answer your question, the sum the PCC has contributed is £5K which has been matched by the Twinning Project themselves because the cost of the project is £10K.

There has actually been an external evaluation undertaken on the Twinning Project by HMPPS and we can happily share that evaluation with you which does demonstrate positive outcomes and corresponding actions with offenders getting jobs on existing prison and having a means of income. Because of the football training they can take on role and positions such as referees which gives them a

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small income on perhaps a weekend basis whilst they can find other employment, but I'm happy to share the formal external evaluation with the Panel.

Q2. Supplementary Response – Thank you Chairman. Yes that will be very useful – it is a small figure and it if keeps one person from re-offending then it might be worth it.

Q3. (2.15) The question is in relation to the areas of responsibility for your deputy, but can I first as, in relation to the last meeting where you talked about him [Deputy PCC] taking the lead on violence and crime types that disproportionately affect women and girls, could we ask how he will be progressing with this area of work and through which forums his expected work plan will be shared and how?

The Police and Crime Commissioner's (PCC) Response – Thank you for your question. I mean there is elements to the role which will develop in time and that will come as a result of the particular interests my Deputy will have, so he will have certain – as my former Deputy developed – skills, expertise and interests in tackling frauds and scams.

What I'm working with my current Deputy is he is particularly interested in how he can support and work around areas such as mental health, such as tackling vulnerability in the wider sense in particular, larger work programmes we've got going on about crimes which disproportionately affect women and girls which we know is a national agenda issue as well as a local one.

There are a number of meetings and boards that we attend at the local level so things like the local health and wellbeing board which he will attend on my behalf, but equally our own internal forums, victim's meetings, and also at a regional level he will attend the regional criminal justice board on my behalf and he has also already attended and will continue to attend some national meetings through the APCC which are specifically things such as the victim's portfolio group and also the tackling violence against women and girls group. He attended the violence against women and girls national event only last week.

So there is a whole range of work streams that are ongoing, so we obviously have internal processes where we will meet on a very regular basis to obviously ensure that I am fully briefed on what's

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going on to ensure that any decisions that are then being made are my decisions that are being carried through those forums.

So I don't know if that gives you a flavour but it's obviously quite early days in setting up, not just the working relationship with a new deputy, but actually for some of these developing work streams.

The fact is that I have committed to put £3M over the next three years into a partnership approach to tackle violence and harm reduction – we're currently working with Public Health in Lincolnshire to actually set up what that will look like – as it mentions in the report, needs assessments are being done etc., etc., so an amount of work will flow from that, but it's as yet unclear how that will manifest and where I will plug in and where my deputy will plug in.

So, it's something I think we can come back to in the future to keep you updated.

Q3. Supplementary Response – That would be greatly appreciated because you know we would like to see the progress in areas of responsibility of your deputy and the way in which he's progressing.

The areas that you've talked about are very important for the future of Lincolnshire and certainly I and all my colleagues would want to see that this is dealt with in a constructive way. Thank you very much.

THEME: Listening, responding and being accountable

Q4. (3.2) May we have a copy of the valuation of the Lincolnshire Alert system when it is available?

The Police and Crime Commissioner's (PCC) Response – Absolutely. No problem.

THEME: Policing that works

Q5. (5.1.2) Has there been much interest in the sale of West Parade building and do you have a timeline for completion?

The Police and Crime Commissioner's (PCC) Response – At the moment, discussions about the levels of interest would be quite commercially sensitive, so I wouldn't want to go into anything in an open forum meeting.

What we're finding generally with larger public assets is that it's quite an unpredictable market, so we've seen that with Lincolnshire County Council with some of the sales that it's been progressing that have been quite hard to predict, so I'm not counting my chickens as it were at this stage. I think it's a case that we will have to get to the deadline because the other things that happens when you have a tender process, quite often people might express interest – it doesn't mean it will materialize into a tender even if it does, it doesn't mean it will be an acceptable level.

So at this stage, I think it's just one we will have to keep an eye on, I mean it's a very unpredictable market at the minute.

Q5. Supplementary response –Thank you.

THEME: Precept Commitments (2021/22)

Q6. (6.1.3 & 6.1.5) May we have an update on the evaluation of the new Rural Crime Action Team and Single Online Home at the appropriate time? I know this will be some time in the future, but I think it's important that we see how they're going. Thank you.

Police and Crime Commissioner's (PCC) Response – I can confirm as well that all of the elements that we allude to in here with them being commitments that have been formally made previously in conjunction with the Chief Constable will be things I will be focusing on through our public accountability meetings as well, which obviously we publish all of the information for that and it goes out by broadcast. So you would be able to hear those. Certainly as we get that information I am obviously happy to share with the Panel.

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Q7. Chairman – The next question is from Councillor Marsh. It's referred to in your report Commissioner, however, it is verging on the operational side, so I think it will be pointed at you Chief Constable, if you are happy to take it. Thank you.

Q7. (6.1.1) I note that the appointment of 60 new officers will, after their initial 21 week training period be deployed to Boston, Skegness and Spalding. Whilst this increase in numbers for the sub regional areas is welcome, can I have reassurance that experienced officers will not be moved away from these towns to other areas? As the PCC points out in his report, these new officers take a further 18 months of trained to be considered as fully training and competent.

Basically, in a nutshell, can we have re-assurance that the experienced officers won't be moved aside to let the new ones come in to balance the numbers, but these will still be additional officers to this sub-region. Thank you.

Police and Crime Commissioner's (PCC) Response – I can give you an assurance – what I can't do is make a promise that we're not going to move people according to where our skills and needs are and where the resources are, but this is growth on top of what we have and we're prioritising the East of the County at the moment because that's where we have found the most significant gaps. We are not moving experienced officers out because we need them there to be tutoring and mentoring the new recruits coming through and it is about bolstering the numbers there, not about putting new people in so we can move the more experienced out.

There is always going to be an ebb and flow of officers depending on their skills and where we need them and moving them into specialist roles, but our intention is to make sure there is a balance across the board.

Q7. Supplementary response – Thank you Chairman, thank you Chief Constable. That's refreshing to see and I know that the people, certainly of East Lindsey welcome these new officers because we always feel that we do get left behind a little bit. Thank you very much for that assurance.

Q8. This question has not just come from me, it's come from various community boards around Lincoln. What I will say, discussing this earlier here, Panel members say the same issue applies across Lincolnshire.

At city-wide community board meetings there is concern regarding the perceived reduction of the number of PCSOs in our City of Lincoln which has been communicated to local councillors.

The Boards have noted with dismay the reduction of PCSOs in Lincoln in recent years. Each of our Neighbourhood Boards has had regular contact with them and their input and responsiveness to local conditions has always been greatly welcomed. They have attended Board meetings when possible and this has been a vital link between the police and our communities. They have kept us up to date with activities where local co-operation was desired and results were subsequently appreciated.

As you will know, the population of Lincoln has been steadily expanding. It has two universities and remains the principal retail and entertainment venue for much of the surrounding area. While we have seen some changes since the coming of Covid-19 within that, the city will eventually be fully open again.

Other people, when we discussed this earlier and people in this room, actually said the same applies in their communities as well.

The question then is would the Commissioner please indicate if there are any plans to balance the 60 officers recruitment process referred to in his report with an uplift of PCSOs?

Police and Crime Commissioner's (PCC) Response – This might be one that we both chip in on if that's acceptable to you Councillor?

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I mean, we have always had a clear approach that there would be a blend of full time officers, special constables, PCSOs and indeed, volunteer PCSOs, and there has been no agreement to run down, if you like, the number of PCSOs – in fact we are consistently running above the number which has been agreed in budget. So we generally agree that at it's very peak, you remember when we would get external funding as well towards PCSOs, there was 120, 125 and then that has reduced to 85 as the standing amount, but I think it's been around 95 for some considerable time – but some of those are involved in other things such as reducing offending work and that kind of thing.

One of the challenges has been, "what do you spend your money on," and we have been clear and consistent in the last few years that priority would be given to recruiting full time warranted officers. That has been and remains the fundamental key commitment to the community and I think it's the right one, and we have delivered on that.

Equally, it's a fairly obvious equation if we are doing that, we will get some PCSOs who choose to join the police, which is what has happened. You cannot predict necessarily where they will come from in the force so sometimes you might get two from one particular area that choose to join up and are successful in joining, where in another part of the County they may not choose to join.

And so you can suddenly get a little imbalance which takes some time to resolve. Equally, it's not possible to run a training programme for one or two, so you need a critical mass of people to be able to deliver training effectively to then replace – and obviously that means you will get to a certain level before you can then run an appropriate training course and recruit to fill those gaps.

But we have certainly not had any discussions about reducing it from the numbers discussed in previous years' budget papers – but I'll pass over to the Chief Constable to comment on that.

The Chief Constable's Response – Thank you. I'm just going to echo what the Commissioner just said, that the numbers have remained at 85, I have made a commitment with the Commissioner about maintaining the 85 on our budget and as part of our establishment. It's reflected in the papers that you have got in front of you today.

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We have been running about that but there has been some noise certainly in the force that our deployable numbers have dropped – it's actually perception rather than reality. We currently have 81 deployable PCSOs, we have six on secondment in crime reduction and victim care at the moment – we need to think about how we can re-align those, replace with police staff, but there are some realities in terms of the recruitment process as the Commissioner said, you need a critical number to make it worthwhile running the course.

Running the course for four PCSOs is not financially viable and so we have a course scheduled for October this year when we are predicting with the attrition rate we will have sufficient numbers to have a viable course. We also need to bear in mind with the changes in the Police Education Qualification Framework ("PEQF"). PCSOs will be required to go through that process as well as police officers and have consistent training alongside their colleagues.

We are currently building the PEQF training programme. That isn't going to be ready until October which is another factor in our recruitment process, so there are some pressures there but at the moment there are 80 – actually 80.6 full time equivalent – call it 81.

The other pressure we have had is the officer uplift, so most of our training teams are committed to police officer uplift and getting these numbers through and there is no spare capacity in our training teams at the moment because of that and getting police officer numbers on the ground. So it's all about sequencing and about balance, but we remain committed to the 85.

Q8. (a) Supplementary question – Thank you. I am very grateful for the detail of those responses, just in the spirit of the question, and because I know people ask the question, is there a recognition that PCSOs actually sometimes bring to the job things that warranted officers don't bring? I mean for example in my own ward, PCSOs have now decided to hold their own surgeries in Lincoln and that idea came from them, obviously they are supported by warranted officers in doing that. Is there an aspiration to increase their numbers in the future?

The Police and Crime Commissioner's (PCC) response – I mean, the short answer is as an aspiration to get more funding from central

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Government to deliver a greater level of service across the County which would include PCSOs. It wouldn't exclusively be for PCSOs – I would love – you know, my aspirations are to get sufficient funding for an uplift in PCSOs. The number of call handlers we have taking in 101 and 999 – the amount of people we have doing investigation and crime, roads police – you can name it, we want more of it! It's what the people of Lincolnshire deserve.

So that what we're fighting for, so yes, is the short answer – I suppose the other thing that I would say is what we haven't ever explored and due to financial constraints I don't think we'll necessarily get anywhere in Lincolnshire, in some counties such as Northamptonshire, they have arrangements with districts who actually pay for, on top of the establishment, PCSOs, so if for example Lincoln wanted two specific PCSOs that they wanted to do specific work etc., then we could engage with them how that could work, but it would be subject to the operational independence of the Chief Constable of course, but it is known that some areas in the country do and that also has been extended in Northamptonshire to parish councils, so where you've got towns such as Horncastle and Louth, there are arrangements in a similar way when those councils that have tax raising powers in some councils. We haven't explored that in Lincolnshire, but certainly if there was an appetite, if suddenly I was overwhelmed with people wanting to have PCSOs and did find the funding to provide it, I'm sure we could add them to our recruitment list for October.

Q8. (a) Supplementary response – Thank you very much for that. Thank you, Chairman.

Q8. (a) Supplementary response – Thank you Councillor Burke, maybe Lincoln Council might want to consider what the Commissioner has said.

Q8. (a) Supplementary response – I was afraid you were going to say that.

Q9. Concerning the transition with the G4S contract and the challenges this presents for G4S employees and the important function this delivers, can you provide assurance that this will be a seamless transition from the public's perspective and how will this be best communicated?

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Police and Crime Commissioner's (PCC) Response – That is certainly our aim – the objective is that the public would not really notice any difference at all and there is something almost demoralising about working exceptionally hard across the entire organisation and for a number of months and indeed years, to hopefully achieve an outcome which means nobody notices.

But that is broadly what we're trying to do. I mean there is engagement going on at a number of levels. I mean what is quite unique about this is the contract is owned by the Commissioner rather than the Chief Constable, therefore although the staff work for G4S, the contract sits with me.

Broadly, what's going to happen with the vast majority of services is they will come back in-house, but they would come under the employment of the Chief Constable rather than the PCC. So it's sort of an interesting thing so as an example, there are members of staff in other departments, but I'll use this as it's in my head – the force control room, who used to be Lincolnshire Police staff, who were then outsourced to the G4S contract and now we will be welcoming them back to Lincolnshire Police.

Equally, there are others who have never been part of the Lincolnshire police arrangement previously and they will be coming back or coming in for the first time. So, it's a really big and complex thing.

What I can tell you is that people are working tirelessly to ensure that this works and ensure that the effectiveness of the transition delivers both for the public but also for the people who are obviously directly effected in their employment on a daily basis. They are very much at the centre of our thinking. They are individuals who are the Lincolnshire police family, regardless of whether they wear a G4S lanyard or a Lincolnshire police one, they are the Lincolnshire police family and they deliver on a daily basis for the community so that has always been at the forefront of our mind.

Q9. Supplementary response – A very difficult situation for anyone to be facing and I just do hope that you are able to continue on in that way to a successful conclusion. Thank you.

Q10. (6.1.3) You talk about the Rural Crime Action Team proactively policing rural crime including the illegal hunting of foxes with dogs. Legislation talks about packs of dogs. Can you give me some assurance that you won't be targeting the lawful boxing day type hunts which are traditional across Lincolnshire? Thank you.

The Chief Constable's (CC) Response – I can give you the assurance that our role is to be impartial in all of this. The Rural Crime Team will be looking at how we protect lawful hunts from hunt saboteurs and protesters and also making sure that anyone who does wish to protest against it, does so in a lawful and orderly manner as well as then trying to make sure that unlawful hunting is not taking place as well.

So it is a wide remit for the Team but it will be a balanced one, it will be impartial and it will be done fairly and I think the real advantage of the Team is that we have a dedicated team there with whom organisers can speak and work through what their options are so that is a very clear understanding of what the boundaries are between lawful and unlawful and where we're going to intervene and what those tipping points are.