

Minutes of a Meeting of the Lincolnshire Police and Crime Panel held in the Council Chamber, Tedder Hall, Manby Park, Louth on Friday, 4th February, 2022 at 11.00 am.

PRESENT

Chris Cook (Independent Co-optee) (Chairman)
Councillor Ray Wootten (Lincolnshire County Council) (Vice-Chairman)

Councillors Chris Burke (City of Lincoln Council), Graham Marsh (East Lindsey District Council), Nigel Pepper (South Holland District Council), Paul Skinner (Boston Borough Council), Sarah Trotter (South Kesteven District Council), Susan Waring (North Kesteven District Council) and Anne Welburn (West Lindsey District Council).

Independent Co-opted Members: George Krawiec.

GUESTS IN ATTENDANCE:

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 Davison	-	Partnerships and Delivery Manager, Office of the Police and Crime Commissioner for Lincolnshire
Chris Haward	-	Chief Constable for Lincolnshire Police

OFFICERS IN ATTENDANCE:

John Medler	-	Democratic Services Manager and Deputy Monitoring Officer
Elaine Speed	-	Democratic Services Officer

51. WELCOME AND INTRODUCTIONS:

The Chairman welcomed everyone to the meeting including the Lincolnshire Police and Crime Commissioner for Lincolnshire and representatives from his Office. He also welcomed the Chief Constable for Lincolnshire, Chris Haward and those watching via the You Tube streaming service.

52. APOLOGIES FOR ABSENCE:

It was noted that apologies for absence had been received from Councillors Richard Butroid and Philip Dilks.

53. DISCLOSURE OF INTERESTS (IF ANY):

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

54. MINUTES:

The Minutes of the Meeting held on the 26 November 2021 and the Open and Exempt Minutes of the Extraordinary Meeting held on 17 December 2021 were confirmed and signed as a correct record.

55. ACTIONS:

It was noted that some of the actions from previous meetings were still outstanding.

The Commissioner confirmed that whilst he understood the reasons as to why the actions had been received later than usual, he and his team would use their best endeavours to provide the requested information as quickly as possible.

56. COMMUNICATIONS FROM THE CHAIRMAN:

The Chairman informed Members that in January he had attended a Home Office webinar the subject of which was the review of the PCCs and also the development of the effectiveness of the PCPs.

It was noted that a further webinar was to be held in February and there was a possibility that some of the Panel Members would be invited to attend. He confirmed that he would contact Members when that occurred.

57. QUESTIONS FROM THE PUBLIC:

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

58. DELIVERY OF THE POLICE AND CRIME PLAN:

A report was presented by the Democratic Services Manager which provided an introduction to the Police and Crime Commissioner's (the Commissioner) report on the delivery of the Police and Crime Plan 2021-2025. The report was attached as **Appendix A** to the report presented.

The Chairman invited the Commissioner to address the Committee.

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 the update report on Delivery of the Police and Crime Plan be noted.

59. PROPOSED POLICING PRECEPT 2022/23:

A report was presented that detailed the Police and Crime Commissioner for Lincolnshire's (the Commissioner) proposed increase in the Police Precept. Details of the proposed increases were attached to the report presented at **Appendix 1 and Annexes A, B and C**.

Under Schedule 5 of the Police Reform and Social Responsibility Act 2011 the Lincolnshire Police and Crime Panel (the Panel) was required to review the Commissioner's proposed Police Precept and report on it. The guidelines for this process were detailed within **Appendix 2** of the report.

The Commissioner noted that the precept meetings, although held only once a year, seemed to be coming around more and more quickly.

He noted that he did not enjoy discussing whether the people of Lincolnshire should be paying more on their council tax for their policing needs, even if the cost was relatively small when judged against the total cost of the council tax bill. He noted that the Lincolnshire council tax payers were paying significantly less than their neighbours in Nottinghamshire. He revealed that he never underestimated the responsibility of using council tax payer's money and what he and the Chief Constable were proposing to do with it.

The Commissioner considered that he always had the public in mind when he set out to deliver the most robust consultation that he could across the County so that he could ensure that Lincolnshire Police could understand the views of the public. He considered that he pushed his team to engage with groups who previously had not been considered in order to ensure that all views were heard.

One of the ideas introduced to the consultation a couple of years ago, was the free text box in order that the public could comment and really share their views and as usual a professional company was employed to ensure a statistically robust approach to the task.

The Commissioner continued by noting that he often had to question his personal view of what he thought was right versus what he thought the public was telling him, especially when the two did not align.

He noted that he was more naturally inclined to believe in low taxes, and he found it difficult to come before the panel and ultimately before the public and say, *"You've told me you want to protect these services and/or increase these services, and that is what we [the Police] are going to do"*.

He informed Members that as the public expected the Police to be clear about what they will be doing with those taxes, he had been consulting

with the Chief Constable in order to identify and deliver clear Police prioritisations if the Precept was approved, which would then give the public clarity as to how their money would be spent.

The Commissioner then invited Julie Flint, the Chief Finance Officer at the Office of the Police and Crime Commissioner to deliver her presentation. She displayed slides which, she informed Members, would underpin the Commissioner's Precept Proposal.

The slides were divided under five main headings:

- Police Grant Settlement
- Expenditure plans and Funding
- Future Funding Landscape
- Risk Management
- Impact on Precept

With regard to the Police Grant Settlement, Members were informed that this money was provided by Central Government, with a proposed amount set out before Christmas and confirmation of which was received earlier in the week. The Central Government grant was in total £71.3 Million, an increase of £3.7 Million from last year.

Some of the grant covered the cost of 67 new officers (including four for Serious Organised Crime). This would bring the total of officers in Lincolnshire to 1,186.

Lincolnshire was also awarded a one off allocation of £1.1 Million which was to support the initial costs for the officer uplift to cover additional training, uniforms, cars etc.

It was expected that the Precept cap of £10 would remain in place for the next three years.

Provisional Spending Plans

Out of a provisional £151.5 Million budget the breakdown was shown:

- Capital financing: 2.9%
- OPCC: 0.8%
- Officers: 46.8%
- Support functions 17.4%
- Police Staff & PCSOs: 10.6%
- Other Costs 21.5%

It was noted that money for G4S which was largely for salaries had yet to be de-segregated and was currently held under the support functions category. This would change once the funds were de-segregated across the various headings, (ie. Staff, contracts., etc.) The de-segregation was expected to be implemented sometime in the New Year, once the matter had been further clarified.

Attention was drawn to the budgetary gap and the reasons for it. These included:

- Uplift in number of police officers
- Cost increase due to G4S services transferring back to Lincolnshire Police due to the end of the significant savings made under the G4S contract.
- NI Increase

A further slide displayed the expected income. The total provisional income expectation was £146.5M. This included:

- Council Tax - £44.3%
- Government Grants – 55.5%
- Contributions from other income – 0.20%

When discussing Medium Term Funding, the Chief Finance Officer reported that she expected a rise in the medium term funding for 22/23 and thereafter a £2-3M per year uplift. It was noted that there was an expectation that going forward, police grant increases would be flattened as funding for the additional officers had ceased. She confirmed that the above figures included a year on year precept increase of £10.

Caution was advised regarding the inflationary impacts, with the expectation that the effort to maximise funding opportunities and special grant applications would continue to be a major point for the PCC and his team.

With a few further comments regarding the public consultation and Band D increases, the Chief Finance Officer concluded her presentation and questions were invited from the Panel Members.

A copy of the questions and answers is attached at **Appendix B** to these minutes.

On completion of the question and answer session, the Chairman reviewed the basis on which the Panel would vote, that being the Panel approve the increase in the 2022/23 Police Precept by £9.99, a 3.7% increase for a Band D property.

He noted that the Commissioner had reported that the public consultation had provided a clear indication that 75% of respondents were prepared to pay more.

The Commissioner's proposed Precept was proposed and seconded, but before the vote was taken a Member of the Panel requested it be noted that the increase proposed for the upcoming financial year, was also available for the following two years. The Member considered that it should be made clear that the vote would apply only to the next financial

year and would have no influence or aspect on any precept proposal brought before the Panel in the following financial years.

The Chairman confirmed that the vote would be for the Precept for the upcoming (2022/23) financial year only. The Chairman confirmed that the vote had been proposed and seconded upon which when put to the vote, approval was unanimous.

Following which it was

RESOLVED

1. That the Police and Crime Commissioner for Lincolnshire's proposal to increase the Policing Precept by £9.99 (a 3.7% rise on a Band D property) for 2022/23 be approved:
2. That the Panel Chairman and the Democratic Services Manager be requested to arrange for the formal acceptance letter to be sent to the Commissioner.

60. COMPLAINTS POSITION STATEMENT:

The Chairman thanked the PCC's Chief Executive Officer for his Complaints Statement and acknowledged the three complaints therein. Members noted that the details had been reviewed and the Panel was satisfied that the complaints were being dealt with appropriately.

The report was attached as **Appendix A** to the report presented.

Mr Burch, Chief Executive Officer, Office of the Police and Crime Commissioner for Lincolnshire confirmed he had nothing further to add to the report presented.

The Chairman informed the PCC's Chief Executive Officer that the Panel were looking to form a small complaints working group comprising of Councillors Burke and Trotter along with Mr Krawiac. On being put to the Panel it was agreed that the working group should be formed and following which it was

RESOLVED

That the above-mentioned working group be formed and that the PCC's Chief Executive Officer's report be noted.

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

The Panel's liaison to the National Association of Police, Fire and Crime Panels informed Members that she had nothing to report to the Panel.

The Chairman noted that the Chairman of the NAPFC had been present at a webinar held by the Home Office the subject of which was the review of the PCCs and also the development of the effectiveness of the PCPs.

62. PANEL MEETING SCHEDULE AND WORK PROGRAMME 2022/23:

A report was presented that detailed the work programme and proposed meeting dates for the Lincolnshire Police and Crime Panel for 2022/23. The Democratic Services Manager informed Members that they were required to formally approve the proposed meeting dates.

It was noted that it was usual for Members to meet informally in order to set the Members priorities for the coming municipal year and that he would be in touch to arrange this.

One Member queried whether it would be possible to hold a familiarisation session to acquaint new members with Lincolnshire Police and their Headquarters and control room.

Another Member considered that this would be a good idea and suggested that the session be held once the G4S staff had transferred the contract back into Lincolnshire Police.

This was deemed to be a very good idea and the Democratic Services Manager was tasked with arranging the visit.

One Member requested clarification as to the reason for a further meeting set for 14th February. The Democratic Services Manager informed Members that the date was a provisional date. It was within the Power of the Panel to veto the Commissioner's Precept and if that happened a further meeting would need to be held when he returned to the Panel with his amended Precept. As the Commissioner's Precept had been accepted, Members were informed that they could remove the meeting from their diaries, although a formal cancellation would be sent in due course.

The report also included details of the Panel's training and development programme.

Following which, it was

RESOLVED

- I. That the Lincolnshire Police and Crime Panel schedule of meetings for 2022/23 be approved.
- II. That the Lincolnshire Police and Crime Panel work programme and training and development programme be noted.

63. DATE OF NEXT MEETING:

It was noted that the date of the next programmed meeting of the Lincolnshire Police and Crime Panel was confirmed as 11am on 10th June 2022.

The Meeting closed at 12.31 pm.

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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.

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LINCOLNSHIRE POLICE AND CRIME PANEL 4 February 2022

ITEM 10 – The Police Precept

Q1. What inflation calculation have you used in calculating the budget for this year?

Police and Crime Commissioner's (PCC) Response – Thank you. I'd like to defer to Julie Flint.

The Police and Crime Commissioner's Chief Finance Officer's response – We have specific allowances as you have seen, the bulk of our spend is on people.

Inflationary pressures largely are around pay awards and included within the budget is an allowance of 2.5% for pay awards.

For other areas of the budget, where we're clear that we have for example, contractual increases, it will be included at the actual increase rather than an estimate and we also maintain some contingency as well.

Police and Crime Commissioner's (PCC) Response – sorry, I just wanted to add around the pay award. It's a really important point that.

There was a working assumption around a pay award and we are working on around the 2.5% which is why forces have largely adopted that approach.

It was clear, and it was put in writing through the letter we get back from the Home Office confirming the budget settlement, in effect, that if there are greater pay awards they would be open to a conversation. That's not the same as "We'll see you right gov", but it is a clear indication that the conversation we had initially, they are understanding that actually would be an additional pressure for forces, so it isn't just a case of if there is a larger pay award we're on our own, there would be a national conversation.

Q1. (a) Supplementary question – Can I ask if the 1.5% NI is taken into account as well?

The Police and Crime Commissioner's (PCC) response – Yes.

Q2. Under Para 5.4 of the main report the target for officers for 2025/26 is 1,186:

I. Am I correct in thinking that we will reach this target by the end of the next financial year?

II. Does this figure take into account natural wastage and if so, how many officers will actually be recruited during this time?

III. - Is the budget for next year based on a complement of 1,186 for the full year or on an incremental basis and does it take into account the actual salaries paid or the top of the scale?

The Police and Crime Commissioner's (PCC) Response – It sounded like a GCSE maths question that!

I'm trying to decipher in my head the information you've just given. The 1,186 will be achieved with our intake – is that right? Two intakes. So they will conclude in March, so yes, yes. So that is right.

Your second part of the question was?

Q2.II - Does that figure take into account things like natural wastage and how many actual officers are you recruiting because you've got to train those extra officers, which puts on extra pressure on the police in terms of training.

The Chief Constable's Response – It does, so basically what you've got to do is double up your recruitment numbers to make the police officer uplift, so we are running the moment effectively two cohort training groups at the same time.

Which is where actually the investment in Skegness and the training centre have become absolutely invaluable because we've got one cohort at Headquarters at Nettleham, one cohort working at Skegness – so that, spread across the County has made a huge

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difference to us, but as I said before, our training team are completely consumed with this at the moment.

But yes, I do.

Q2.111. – Is the budget as is based on a complement of 1186 for the full year or on an incremental basis, does it take into account the actual salaries paid or the top of the scale?

The Police and Crime Commissioner's Chief Finance Officer's (CFO) response – We budget for what we think the costs are going to be, but so you know, we have an average cost model that's how we budget for police officers. The 1,186 is for the whole year and for the whole period across the whole medium term.

There will be ups and downs because it's not a science, it's an art, because police officers decide themselves when they're going to leave and so we have to estimate when we think police officers are going to leave and therefore, put the recruitment tranche in at the appropriate time. So it will go up and down.

Q2. Supplementary response – I understand that and I think that's a correct way of doing it, but actually that means it gives you head room because if you budgeted for 1,186 and sometimes you will have more money coming in. I support that by the way. It's good accountancy.

The Police and Crime Commissioner's Chief Finance Officer's (CFO) response – Just to clarify on that, we budget for what we think the profile is going to be across the year, not for a flat 1,186, because we don't want to have an underspend. We want to make sure that we've got as much money going into police officers as we can afford.

Q2. Supplementary response – Thank you. I have four questions altogether so apologies for that. Actually, this next one has been answered.

Q3. Both at Table 1 in the main report and Table A in Annex C, there are significant increases both in PCC and Chief Constable expenditure. Could the Commissioner give more details, and I think Julie's done some of this already on the following?

- I. The increased costs of £945K in the strategic partnership line**
- II. The increased costs of £278K in other direct PCC budgets**
- III. £4.4M increase in costs of police officers**
- IV. £1.280 increase in costs of police staffing which I think is the G4S contract, but I would be grateful for a bit more clarification so we know actually where the money is going.**

The Police and Crime Commissioner's Chief Finance Officer's (CFO) response – I didn't jot all of those down, but the £4.4M is for police officers because the numbers are going up.

Can you remind me what the others were?

Q3. Supplementary Response – The £945K in the strategic partnership line.

The Police and Crime Commissioner's Chief Finance Officer's (CFO) response – The Strategic Partnership line is going up because as I said, our expectation is that the costs of those services will increase because we know we were getting a very good deal from G4S and as the services move back in-house, it means that of necessity the costs will increase.

Q3. Supplementary Response – With me not being very bright, but if that's the strategic partnership costs, then what's the £1.28M in costs for police staffing? Is that double accounting?

The Police and Crime Commissioner's Chief Finance Officer's (CFO) response – That will be national insurance, off the top of my head. I think I will have to come to you on that figure.

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Q4. Reserves – My final Question is in relation to reserves, Para 7.1 in Annex C states that there were about £26 Million in reserves as at 1 April 2021. What do you expect the reserves to be at the end of March 2022?

The Police and Crime Commissioner's Chief Finance Officer's (CFO) response – I think, you know it's quite a complex question, because money is coming in and out of the reserves all the time.

I think broadly I'd expect to see it at the same level because we're not really using the reserves this year.

Our plan is those will come into play next year. But I mean certainly I can provide that information.

Q4 (a). Supplementary Response – Thank you. As I read the current budget, the intention – I note it's to be revised – the intention is to have about £1.9 Million in reserves as outlined in para 7.5 in Appendix C, and about £15 Million earmarked as reserves as outlined in 7.6, which we are told includes £5 Million possible unless we get a grant for balancing the budget, £3 Million for the violence at home fund etc. Could we have an outline some time, it may not be possible today, as to what these various funds are, what expenditure is taking place in them.

I'm a great believer in having earmarked funds, but when they are not being utilised for at best three or four years then I am asking the question whether or not the money could be used for other things.

The Police and Crime Commissioner's Chief Finance Officer's (CFO) response – The Commissioner is required to produce a Reserve Strategy each year which sets out in considerable detail what each reserve is, what the value of it is, what the plans are for addition to our taking away from each reserve over the course of the medium term and that is published on the Commissioner's website every year. So that's publicly available but we can certainly send you the link do that you can access that.

Q4 (a). Supplementary Response – Thank you that would be very helpful because there are significant monies there and as I repeat, I'm in favour of having earmarked reserves but you need to ensure that if it's not utilised for any time, and it's not utilised for three or four years, then you query as to whether or not you need the reserve on that basis.

4 (b). If there are about £26M in reserves and we have identified £24.1M of them, what has happened to the other £1.9M?

The Police and Crime Commissioner's Chief Finance Officer's (CFO) response – As I said, reserves are changing on a daily basis as things are moving into and out of reserves. We have a number in here which is the position on reserves as at the 1st April 2021 and during the year there will be drawdowns and adding to the reserves. I can certainly provide you with an indication as to what the forecast for 1st April 22. It's all set out in the strategy that I referred to earlier.

Q4 (b). Supplementary Response – I would be grateful for that, it would be helpful. I still don't understand that if reserves are going up and down, when they go down and then go back up again, where does the money for them to go back up again come from?

The Police and Crime Commissioner's Chief Finance Officer's (CFO) response – Well for example, the Commissioner secured a special grant at the end of the 2021 financial year, which actually wasn't approved by the Home Office until the start of April 2021. So it wasn't in the reserves as at end of March 2021 because it hadn't been approved. It went into reserves in April 2021 when the Home Office allocated it, £4 Million I think, and then there were Plans to use that £4 Million including bringing forward the recruitment of police officers during the current year. So the £4 Million went into reserves in April and started being drawn down during the year so that's just an example of one of the reserves, how it's being used throughout the year to fund expenditure.

It's transparent because when it's used to be spent its subject to a decision drawing down the reserves and amending the revenue budget. So it's all very clear to see how reserves are being used to fund spending.

Q4 (b). Supplementary Response – Very grateful. Thank you for your comprehensive answer in terms of these things. I'm a simple lawyer and don't understand accountancy situations, although I don't understand if the monies come in or out how it's dealt with, but that's me being thick.

However, it would be very helpful if we had it pointed out for public transparency actually when the monies are coming in

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or out on that basis and it's on the PCC's website as I understand it, so that's helpful.

Can I just say that you may have felt they were hostile questions – they were not meant to be. I am a supporter of the budget proposals.

Q4 (b). Supplementary Response – Commissioner, I think you would like to come in?

The Police and Crime Commissioner's (PCC) Response – Yes. Just a quick one, I think they're all very reasonable questions. I have no problem with the questions at all, and as you see, for transparency purposes. It's a great example I think this is where it would be really helpful in us working together. You've got some very technical detailed questions you want to know about a subject, just let us know in advance and we can bring the information and we could have given you a very detailed and specific answer today rather than as members you being frustrated by having to wait for an answer. I'm obviously conscious that members of the press are here, we would have been able to give them a detailed answer, so I would always welcome, if you wanted that level of detail, just ask and we will bring it. It's fine.

Q4 (b). Supplementary Response – I think that's a very reasonable point to make, if I may say Chairman.

As long as we get the reports in sufficient time to look at the reports, ask the questions and send them back to you because otherwise it's concentrated time. But it's a very reasonable point.

Q4 (b). Supplementary Response – Yes. Absolutely. Very reasonable point. Ok then, moving on to our next question, Councillor Marsh please.

Q5. Annex C, Table A details that to balance the revenue base budget in 2022/23 approximately £5M of reserves will be utilised or a special grant.

Which reserves will be used to balance the budget if a special grant is not received and what is the likelihood of Lincolnshire receiving a special grant?

The Police and Crime Commissioner's Chief Finance Officer's (CFO) response – As I said earlier, the numbers in here are of a necessity provisional because we didn't have the Council Tax base etc, so it's there or thereabouts the £5 Million at the moment. Obviously, it will be finalised before the budget is set. We do have funding in what we call the budget flexibility reserve which is largely been provided by previous special grant claims and that's the reserve we will be intending to use to balance the budget next year.

Q6. Thank you. The next question I think has been answered actually but just for clarity, I think you have previously said the Commissioner that when the G4S contract is finalised and you go to inhouse services, the budget responsibility will move to the Chief Constable.

The Police and Crime Commissioner's (PCC) Response – Yes. Well. Certainly the employment risk and responsibility passes to the Chief Constable, I think it is fair to say that we will share the budget responsibilities given that obviously the finance comes under the OPCC and then we agree a budget with the Chief, so I will go as far as to say we will share the budget but I'm clear where the employment responsibilities are.

Q6. Supplementary Response – Thank you very much for that clarification.

Q7. Please can you update the Panel on your attempts to secure a fairer funding formula for Lincolnshire Police and what is the Government's current position in relation to this?

Police and Crime Commissioner's (PCC) Response – Thank you for the question. As has already been stated by my CFO, I sat in the National Working Group leading Crime Commissioner's in this work.

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I am representing everybody, not just myself. We have sat on that working group myself, the APCC Finance Lead which is Roger Hurst who is the Essex PCC and also Alan Billings who is from South Yorkshire and who is the labour group finance lead. So we have two people who are very expert in finance sitting in there as well and that gives the ability to obviously articulate some of these challenges around funding which aren't currently taken into account in the funding formula, and as flawed as the funding formula is, one of the biggest problems with it is that it hasn't been updated, so the data it uses hasn't been updated since 2013, so not only are the various elements of the formula not necessarily the right set for modern policing, but the data it's working from is nine years out of date.

So it is just simply not a formula any more, it's just putting out finance based on history. So that's got to be resolved.

Only in the last few days the Prime Minister was asked in PMQs amongst other things, about the funding formula and he was clear of the Government's commitment to deliver the funding formula in this Parliament. Now I can't control when this Parliament runs to, but that was the clear commitment from the Prime Minister that the Policing Minister is working to deliver a new formula in this Parliament term. We have been here before, and things can get in the way so I can't start budgeting on the assumption that we will have extra funding – that will not make prudent sense. But everything we can do is being done and our MPs are all on-side with it, obviously your support is very welcome and ultimately we are pushing for fairer, more appropriate funding.

We saw the spending per head of population and what is not taken into account, not only do we get the least amount per head of population, but it's the sparsity. I have said this before to my counterpart up in North Yorkshire who likes to point out that their area is bigger than ours, but I would like to point out that they can't live in 1/3 of theirs because it's the Moors. You can live in every part of Lincolnshire.

The urban areas are equally distributed, the villages are equally distributed and actually you can find yourself needing to get 60 minutes for a firearms incident with an appropriate unit in Lincolnshire. You can equally spend the same amount of time trying to get to a custody suite. We do face some fairly unique

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Challenges that aren't currently accounted for in the formal which we are trying to get accounted for. My absolute commitment that this is my priority.

Q7. Supplementary response – Obviously anything that can be set up, done to back up the work you are saying today is very needed because we seem to be left behind and pushed alongside by central government considering what they need to do for the benefit of Lincolnshire Police so I hope sense will prevail some time. Thank you.

Q7. Supplementary response – Chief Constable, would you like to say something?

The Chief Constable's (CC) Response – Thank you Chair, Councillors. Just to give some further re-assurance that there is a parallel piece of work happening with Chief Constables. I sit on a steering group which have Chief Constables looking at the funding formula. There is acceptance amongst my colleagues across the country that this needs to change. Where we would like to be is that there are no losers in this because obviously that's the point where it becomes unpalatable, particularly for some of the other forces who would lose out, but again, echoing what the Commissioner just said, we are pushing for consideration around what the current data is, the geographical impact. Also important for us is the temporal analysis of so what actually does the holiday season look like because our population increases by the size of a small city between May and August. That isn't factored in to the current funding formula and Devon and Cornwall experience the same at times when other places – so as a Leicestershire Police Officer, that's where I started – Leicester basically has an exodus through the summer months and the demand drops off, where it picks up here and we get a bit smarter as to how we use our resources. So this is a parallel work with Chief Constables and I sit within those groups.

Q7. Supplementary response – If we are looking to just slice the cake a different way, it's going to be as you said, people will lose. It's just a case of making sure that the cake is enlarged rather than just cut another way. Thank you.

Q7. Supplementary response –Thank you. I'm sure my colleagues will agree with me and bid you both well in your quest to gain improved funding for Lincolnshire. Thank you.

Q8. Thank you. I have a question for both the Commissioner and the Chief Constable, but firstly, the Commissioner – what impact will the additional Police Precept Funding provide to support delivery of the Police and Crime Plan and secondly to the Chief Constable, what impact will the additional Police precept Funding provide to support operational policing in Lincolnshire?

Police and Crime Commissioner's (PCC) Response – Thank you very much for the question. I think the two are very much linked together. There is a section at page 6 under Service Impact. Basically, there are significant financial challenges even with the council tax precept, and it's one of those challenges. What I would like to be able to do is see what more we can delivery with more but this is a case of what don't we have to cut with more – largely – but equally it's about how we use the money we have to invest in the right things to free up officer time to make sure that when officers are deployed they are deployed with the right equipment, training, to the right locations with the right information to be as effective as possible for the public and some of that ihas got to be by its nature done in a way that is not necessarily public facing, so a lot of the improvements that we are looking to deliver won't necessarily be visible, there are some commitments we have agreed to, obviously the recruitment of an additional 67 officers to start training 2022, the increase in the number of Community Beat Managers by 12 which obviously will be seen and felt by our communities across the County.

But then you start looking at some of the things that are really important to policing, not that I'm seeing that visibility in policing isn't, but some of these things that are less visible – providing additional equipment for the digital forensics team, vital in modern crime fighting. How many of us do not have digital devices on our person, on our desks right now? You know, everybody has got this and we need to be able to manage that huge flow of data and information.

We need to deliver the new drugs strategy. We know how drugs effect and harm all of our communities. I am yet to find a community which doesn't say more should be done to tackle drugs and tackle the supply of drugs and we already do a significant amount, but DCC Jason Harwin who is the National Drugs lead – he's developed a Lincolnshire-wide strategy which is a partnership strategy, but obviously as part of that the police will need to deliver – quite simply we would struggle to deliver it without this funding because it's an additional task – and really importantly, and it goes back to Councillor Waring's point earlier about the work we are doing about vulnerable

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people. Boosting and protecting the Vulnerable Persons Unit is vital to protecting vulnerable children and adults in our community. These are people who are often suffering the worst of harms that we can imagine and we need appropriate levels of support, not just in the number of people who are in there, but also in the training and support for their wellbeing. Working in such a challenging environment, we have got to make sure that these things are provided – and finally making sure that the new integrated offender management strategy is delivered, reducing the number of crimes is absolutely vital and preventing people from committing these crimes will obviously lead to that. So all of those will be delivered as a result of this Council Tax proposal and quite simply they won't be without it.

Q8. Supplementary response –Thank you Commissioner. Chief Constable, would you like to add anything?

The Chief Constable's (CC) Response – For fear of repeating the Commissioner, I'll pick up on a couple of additional pieces there.

If we look at the funding and the flexibility that comes with the maximum precept uplift here.

The first one around Community Beat Managers. The most recent value for money profiles have just been released for policing. Lincolnshire over the period between previous value for money profile and this one, have decreased our local policing by about 6% that bucks the trend nationally where it's been increasing and we are currently the sixth lowest nationally in terms of investment in local policing and I want to correct that so the 12 additional Community Beat Managers is around about £500,000 plus as they will probably be officers at the top end of their pay scale, so it will probably be nearer £600,000.

That's about bringing our capacity back in, reducing crime and demand in those communities and making sure we are working with our most vulnerable communities and making sure in line with my strategy that we are stopping crime, that we are helping those in need and we are protecting people from harm. So that's the first operational piece I think will make a huge difference to us.

In terms of the crime fighting capability around digital forensics and the drug strategy. It is almost impossible now to tackle drug supply without an appropriate, resilient and robust and properly skilled digital forensics team – you just can't do it, everything is about

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phone attribution and movement of people and communications and how county lines are operated through mobile phones and the continual change of phones that these drug dealers are using. If we don't have the appropriate support through our digital forensics, then every thing we do around the drugs strategy basically fails.

So that's a key piece of work, and more and more the evidence that we put in court, digital evidence and particularly when we get to Crown Court cases, it is our digital analysts and digital intelligence officers who are being called, not the investigators, to give that evidence.

From my point of view, that's about preparing us for the future and making sure that we have the right skills moving forward from here.

Protecting vulnerable people, this has been on the agenda for some time. We know that there is a bigger problem there than we currently deal with. We are seeing an increase in referrals from the National Crime Agency, but even with our low investment we are still performing exceptionally well for the lowest funded force in the country.

We sit ninth in Crime, with positive outcomes in criminal justice and out of court. I would like us to be the best and I think we can achieve that. There has been a huge impact in terms of changing processes, the attorney general and director general guidance and file preparation and evidence preparation and because of the nature of this work, the amount of redaction and video footage that we have has gone up exponentially in the last year. To the point, where an average case is now taking three or four hours longer for an officer to put together and when we're talking about vulnerable children and adults in this situation the time taken to prepare that evidence is in excess of 30 hours per case. We need to make sure that we have that. These are all Ministerial Priorities as well, set out in Annex C at page 15, and they are all mapped against those.

Then in terms of integrated offender management, this is three cohorts going through at the moment, but as the Commissioner said, this is very much about how we re-habilitate, how we prevent re-offending and linking that into the Joint Strategic Needs Assessment that has just been completed between police and other partners and the County Council, which is a ground-breaking document, but the IOM is actually one of those methods which have proved in history and in other forces to be extremely effective in reducing offending in other forces. I think these teams are going to make a tangible difference. Thank you.

Q8. Supplementary response – Thank you to you and the Commissioner for your comments.