

## 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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