

## **Annual Report 2019-20**

Supporting and Scrutinising the Police and Crime Commissioner for Humberside

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## 1 FOREWORD FROM THE CHAIRMAN

I am pleased to present the inaugural annual report of the Humberside Police and Crime Panel (PCP), which covers its activities during the 2019-20 Municipal Year.

The Panel was established in 2012 in compliance with the Police Reform and Social Responsibility Act 2011 and maintains a 'check and balance' on the performance of the Humberside Police and Crime Commissioner (PCC) in regard to his strategic actions and decisions made.

The Panel plays a vital role in holding the PCC to account and supporting him in the effective exercise of his duties. I would like to thank all Panel Members for the dedication and commitment in carrying out the Panel's statutory functions which, in turn, help to contribute towards an effective and efficient policing service for local people.

At the start of the Municipal Year 2019-20, the Panel saw a number of changes to its membership, with six members joining the Panel for the first time. The Panel also had a vacancy for the Independent Member position. However, after an advertisement of the position, the Panel was delighted to appoint Mrs Chase to the position of Independent Member. Alongside Mrs Whittaker, the Independent Members have proved to be invaluable additions to the Panel.

Since its establishment, a constant membership has been a feature of the Panel in Humberside. Fortunately, the Leaders of all four Unitary Authorities in Humberside recognise the value of consistent membership in providing effective scrutiny and informed decision-making. All new members have provided a different dynamic to Panel meetings, offering a fresh perspective to holding the Police and Crime Commissioner to account.

The Panel continues to benefit from an excellent, effective and constructive working relationship with the PCC and I am grateful to the PCC and his Office for their engagement at Panel meetings, and for them providing information in a timely and transparent manner. The Panel is aware that this relationship is not reciprocated across fellow Police and Crime Panels within the country and thank the Office for their continued support.

In February 2020, the Panel accepted the PCC's proposal to set the Band D Police Element of the Council Tax for 2020-21 at an increase of £4.91 (2.20%). The Panel agreed there was a strong case to provide the necessary funding to deliver a balanced budget in 2020-21 and to ensure Humberside remained a safe place in which to live, work, travel and invest.

It would also be remiss of me not to end this introduction without mentioning two things. Firstly, Humberside Police was awarded an overall grading of 'good' by Her Majesty's Inspectorate of Fire and Rescue Services (HMICFRS), as well as achieving a 'good' grading across every pillar of the annual inspection process. This followed an 'inadequate' judgement in the 2015 HMICFRS Police Effectiveness, Efficiency and Legitimacy inspection, a judgement that the Force was the first to receive nationally.

Secondly, the findings from the recent Police Federation's Pay and Morale Survey for Humberside Police showed a dramatic improvement of the morale of the Force. For the 2015 survey, 84.5 said they had low personal morale, with nearly a quarter of staff revealing they were intending to leave the Force in the following five years. However, in 2019, low personal morale had dropped dramatically to 35 per cent, taking Humberside from the worst to best performing force for police office morale in England and Wales.

Humberside Police is now a completely different Force. A completely new leadership team in the force and an extensive recruitment has seen over 400 more officers recruited.

The Panel has followed the phenomenal journey of Humberside Police over the past four years and congratulates everyone who has contributed towards the upturn in performance.

Councillor Jonathan Evison  
Chairman, Humberside Police and Crime Panel

## 2 WHAT IS THE HUMBERSIDE POLICE AND CRIME PANEL?

Humberside Police and Crime Panel came into being in November 2012, at the same time as elections for Police and Crime Commissioners were held across the country. Both were part of the new police governance arrangements whereby Commissioners and Panels replaced the old Police Authority and took over respectively its governance and scrutiny functions under the Police and Social Responsibility Act 2011.

Police and Crime Panels are joint scrutiny bodies of the local authorities in the police force area and are mainly composed of elected members from these authorities. All Panels have the right to co-opt independent members who are not local councillors.

Councillor membership of a Police and Crime Panel must be geographically and politically proportionate.

The PCC has responsibility for setting the direction, objectives and budget of Humberside Police, and for holding the Chief Constable to account. The Police and Crime Panel's role is to scrutinise and support the performance of the PCC over a range of policy areas, including the delivery of the Police and Crime Plan.

The key functions of the Panel are:

- To review the PCC's Police and Crime Plan.
- To hold the PCC to account for the delivery of the Police and Crime Plan – the panel has powers to request any necessary information from the PCC on his decisions.
- To review and report on the appointment of the Chief Constable and other senior appointments – the Panel has powers to veto the appointment of the Chief Constable.
- To review the Commissioner's proposed police precept – the Panel has powers to veto the precept
- To scrutinise the PCC's annual report.
- To consider complaints against the PCC.

The Panel comprises ten elected members of local authorities across Humberside working alongside two independent co-opted members. Together the Panel members reflect the breadth of communities in Humberside. Further information is available on the Panel's website at: <https://www.northlincs.gov.uk/your-council/humberside-police-and-crime-panel/>

### 3 PANEL MEMBERSHIP 2019/20

In Humberside the number of members from each authority and each political party was agreed by council leaders as follows: -

- 3 members each from East Riding of Yorkshire Council and Hull City Council
- 2 members each from North East Lincolnshire Council and North Lincolnshire Council
- 2 Independent members

**In 2019-20, Panel members were:**

**East Riding of Yorkshire Council:**

Councillor Jacob Birch  
Councillor Paul Nickerson  
Councillor Ben Weeks

**Hull City Council:**

Councillor Sean Chaytor (**Vice-Chair**)  
Councillor Haroldo Herrera-Richmond MA  
Councillor Linda Tock

**North East Lincolnshire Council:**

Councillor Gaynor Rogers  
Councillor Paul Silvester

**North Lincolnshire Council**

Councillor Jonathan Evison (**Chairman**)  
Councillor Richard Hannigan

**Independent Members:**

Mrs Susan Whittaker  
Mrs Hazel Chase (appointed on 28 November 2019)

Officer support to the Panel is provided by the host authority, North Lincolnshire Council, on behalf of all the Humberside Local Authorities. The additional costs incurred in supporting the Police and Crime Panel are funded from a specific Home Office grant made available for this purpose.

## **4 PANEL ACTIVITIES AND ACHIEVEMENTS IN 2019-20**

During 2019-20, the Humberside Police and Crime Panel has held five formal Panel meetings, on 4 July 2019, 23 September 2019, 28 November 2019, 6 February 2020 and 16 March 2020. In addition, the Panel held a Confirmation Hearing for the proposed appointment of the Police and Crime Commissioner's Chief Finance Officer and the Appointments Sub-Committee met to interview candidates for the vacant position of Independent Member. Both these meetings were held on 28 November 2019. There was the continuing desire to ensure that these public meetings offered county-wide opportunity for participation, and as such the meetings were held centrally in Humberside at the Ergo building, Hessle.

Details of the formal meetings and the agendas and papers for them are available online: <https://www.northlincs.gov.uk/your-council/humberside-police-and-crime-panel/>

In addition to the formal Panel meetings, the Panel holds a number of informal workshops. The informal workshops focus primarily on scoping the key focus areas for the upcoming Panel meeting, briefing members on the subject matter to assist in their preparation, and highlighting any key points to bring to the attention of the PCC's Office prior to the meeting.

There have also been several other meetings during the year involving one or more Panel members, such as planning and briefing meetings with the Chairman and Vice-Chairman, and regular informal meetings between the Chairman and the PCC.

Panel members and the support officer have also attended national and regional conferences and network meetings. These have provided an opportunity to share best practice with other Panels and to increase knowledge and understanding of key issues and developments.

The Chairman, one Panel member and the support officer attended the Eighth National Conference for Police (Fire) and Crime Panels. The conference included keynote addresses on the strategic review of policing and a variety of interactive workshops focusing on good practice and Panel development.

The Panel's key activities and achievements during 2019-20 are summarised below:

### **4 July 2019**

Humberside Police was awarded an overall grading of 'good' by Her Majesty's Inspectorate of Fire and Rescue Services (HMICFRS) as well as achieving a 'good' grading across every pillar of the annual inspection process.

The inspection report was a comprehensive assessment of how the force was performing across a wide range of areas, including how they:

- Protect vulnerable people
- Investigate crime
- Prevent crime and tackle anti-social behaviour

➤ Tackle serious and organised crime

Following the publication of the HMICFRS report, which contained a thorough explanation of how the judgement was arrived at, the Panel spoke at great length with the Police and Crime Commissioner and Chief Constable of Humberside Police. The Panel analysed the findings in the report, before holding the Commissioner to account for the performance of the Force.

Following the conclusion of the discussion, the Panel was unanimous in its recognition of the journey the Force had made towards receiving its 'good' judgement from HMICFRS.

## **23 September 2019**

### **1) Office of the Police and Crime Commissioner Delivery Plan**

The Panel spoke at great length with the Chief Executive Officer at the Office of the Police and Crime Commissioner (OPCC), to discuss the fourth published OPCC Delivery Plan. The document is the annual summary of how the OPCC team work effectively towards achieving the aims of the Police and Crime Plan. The document was an operational one and it formed the basis of how the team both create and are provided strategic direction.

The Delivery Plan served to inform the public and the Police and Crime Panel of the planned work programme of the OPCC for the coming year and provides an overview of the activities undertaken to ensure an effective office that supports the PCC to exercise his duties effectively.

The Panel commented on all aspects of the report, before endorsing the document and recommending its publication and circulation to key stakeholders.

### **2) 101 Non-Emergency Number**

The Panel discussed with the Police and Crime Commissioner the performance of the 101 Non-Emergency number. The Panel Members expressed concerns to the Police and Crime Commissioner, both through personal experience and those reported by their constituents about the performance of the service, which can be used to report non-urgent issues to Humberside Police.

The Commissioner provided a comprehensive update as to the current developments with the 101 non-emergency service, including the short-term and long-term measures that the Force would be implementing to make the service one of the best in the country.

The Panel noted the comments made by the Commissioner, and agreed to revisit the item on a regular basis.



### 3) Policing County Lines

The Panel and Police and Crime Commissioner engaged in a discussion on the threat posed by county lines drugs gangs on the young and vulnerable. Panel Members articulated their concerns and experiences to the Commissioner before he provided a comprehensive response as to the measures that were being introduced to help combat the issue. The PCC also elaborated on the education and safeguarding initiatives that would be implemented to allow the young and vulnerable to know the signs that someone may be exploited.

The Panel agreed to note the position, and revisit the item at a later date.

### **28 November 2019**

#### 1) Humberside Police and Crime Commissioner Annual Report 2018-19

The Panel reviewed the PCC's Annual Report for the financial year 2018-19 in accordance with its statutory duty and commended the report for its presentation and ease of reading.

#### 2) Police Federation – Pay and Morale Survey 2019

The Panel considered the findings from the recent Police Federation's Pay and Morale Survey for Humberside Police, which showed a dramatic improvement of the morale of the Force. For the 2015 survey, 84.5 said they had low personal morale, with nearly a quarter of staff revealing they were intending to leave the Force in the following five years. However, in 2019, low personal morale had dropped dramatically to 35 per cent, taking Humberside from the worst to best performing force for police officer morale in England and Wales. The Panel congratulated the Senior Leadership Team at the Force for positively changing the culture of the organisation.

### **28 November 2019 (Confirmation Hearing)**

The Panel undertook its statutory duty to hold a public confirmation hearing meeting to review and make a report to the PCC on the proposed appointment of a new Chief Finance Officer. The Panel unanimously recommended to the PCC that the candidate Kevin Wilson be appointed to the role with effect from 1 December 2019. Further details can be found in the Panel's formal report available on the North Lincolnshire Council website.

### **28 November 2019 (Appointment Sub-Committee)**

The Panel's Appointment Sub-Committee met to consider applications for the vacant position of Independent Member on the Panel. Following an extensive interview, the Sub-Committee was delighted to recommend that Mrs Hazel Chase be appointed to the vacant position of Independent Member on the Humberside Police and Crime Panel.

## **6 February 2020**

The Panel considered the PCC's proposed Policing Precept for 2020-21. The Commissioner had proposed a precept increase of 2.20%. The financial implications for residents are that the Band D Council Tax amount would increase to £228.22 for 2020/21, an increase of £4.91. The Panel supported the proposed increase in 2020-21. Further details can be found in the Panel's formal report, available on the North Lincolnshire Council website.

## **16 March 2020**

### **1) Police and Crime Plan Progress to date**

The Police and Crime Commissioner provided an update on the 'Journey so Far' of his Police and Crime Plan to the Panel. The Police and Crime Plan continues to act as a live document with no changes. The report considered progress collectively over the Commissioners term to date. Members would continue – through the work programme and quarterly performance reports – to monitor the delivery of the commitments within the Plan.

To accompany the discussion the OPCC showed a short video detailing the progress made on implementation of the Police and Crime Plan.

Reviewing the Police and Crime Plan was a statutory function of the Panel.

### **2) Early Intervention Youth Fund**

The Panel wished to explore what diversionary activities the OPCC could support to help divert children and young people away from crime in Humberside.

The PCC informed the Panel that the Government published its serious violence strategy setting out an ambitious programme of work to respond to increases in knife crime, gun crime and homicide. The strategy set out the Government's commitment to provide £22 million over 2 years for a new early intervention youth fund. The fund was open to Police and Crime Commissioners (PCCs) in England and Wales as lead bidders. PCCs must work with community safety partnerships to bid for funding to support targeted early interventions and prevention activity.

The PCC informed the meeting that the OPCC had been successful in a bid to the Home Office Early Intervention Youth Fund. A total of £337,500 had been awarded for projects which would operate across the whole of the Humberside Police force area, to help divert children and young people away from crime. The funding ran until March 2020.

### 3) CoPACC Transparency Award

The Chief Executive Officer at the OPCC informed members that every year, since 2013, CoPaCC had assessed how the Offices of Police and Crime Commissioners fulfil their statutory obligations for transparency as required by the statutory transparency factors contained in The Elected Local Policing Bodies (Specified Information) Order 2011.

The OPCC was assessed during November and December 2019, with the assessment being undertaken by a researcher acting as a 'mystery shopper' looking for the required information on the website of each OPCC.

As a result of the assessment, the Office of the Police and Crime Commissioner for Humberside achieved the required standard for the 2020 'Open and Transparent' Quality Mark.

The Panel commented on the receipt of the award, as well as the OPCC website.

### 4) National Association of Police, Fire and Rescue Panels

The Panel debated whether to become a member of the National Association of Police, Fire and Crime Panels. When the Association was established, there was a membership fee of £500 per year.

The cost could not be met through the Home Office Grant agreement to Police and Crime Panel's, which meant that Panel authorities had to bear the costs.

The Panel discussed whether to join the National Association at its meeting on 29 May 2018. However, until the uncertainty over whether the Home Office Grant could be used to cover the membership fee, the Panel agreed not to join the Association.

A report to the National Association's AGM in November 2019, highlighted that there had been a reduction in its membership and the membership fee was a barrier to panels joining the association. The National Association considered and subsequently agreed to remove the membership fee and operate on subscription free basis with effect from 19 November 2019.

On the 27 November 2019, an email was received from the Chair of the National Association to the Secretary to the Humberside Police and Crime Panel, to advise of the changes and asked for an expression of interest from the Humberside Police and Crime Panel to join the National Association.

Following a Panel discussion, the members unanimously agreed to join the National Association of Police, Fire and Rescue Panels.

## 5 PANEL DEVELOPMENT

At the start of the Municipal Year 2019-20, the Panel saw a number of changes to its membership, with six members joining the Panel for the first time. The Panel also had a vacancy for the Independent Member position. This followed the Local Government elections held in May 2019.

Fortunately, following a successful recruitment campaign, the Panel was delighted to appoint Mrs Chase to the position of Independent Member. Alongside Mrs Whittaker, the Independent Members have proved to invaluable additions to the Panel.

Since its establishment, a constant membership has been a feature of the Panel in Humberside. Fortunately, the Leaders of all four Unitary Authorities in Humberside recognise the value of consistent membership in providing effective scrutiny and informed decision-making. All new members have provided a different dynamic to Panel meetings, offering a fresh perspective to holding the Police and Crime Commissioner to account.

**July 2019** – As the municipal year commenced, Frontline Consulting – which is a leading expert in the field of Police and Crime Panels – delivered an informal session for Panel Members. The session focused on role and responsibilities associated with being a Panel Member, strengthening relationships between the Panel and the OPCC, developing proactive scrutiny and the work programme and the potential implications of national and regional changes.

**July 2019** – The Chairman and Secretary to the Panel attended an LGA Police, Fire and Crime Panels Workshop in London. The workshop provided an opportunity to network with other Panels, pick up on the latest proposals from the Home Office and share best practice. The workshop also saw the launch of the new guidance on Police, Fire and Rescue Panels.

**November 2019** - The Panel was represented by the Chairman, Councillor Tock and the Secretary to the Panel at the eighth Annual PCP Conference in Warwick facilitated by Frontline Consulting. The event was very well-attended with Panel representatives from across the UK. Further information on the work to support Police and Crime Panels can be found here - <https://www.pcps-direct.net/>

The Conference covered key national issues relevant to Police and Crime Panels, including those who have already taken on responsibility for Fire and Rescue Services. The afternoon saw thematic, topical and practitioner-led workshops where experience was shared around a range of topics including: Neighbourhood policing, Re-thinking the demand on Police resources, Modern Slavery, Police Complaints reforms, as well as governance and scrutiny.

**March 2020** - Regionally, the Panel's Chairman and Secretary to the Panel are active members of the Yorkshire and Humberside Police, Fire and Rescue Panels Regional Network. The Network is facilitated by Frontline Consulting, which runs the national Police, Fire and Crime Panel Conference, and met in March 2020. The Network is made up of Panel Members and Support Officers from the four Police, Fire and Rescue Panel across Yorkshire and the Humber. Information is shared around how different Panels provide support and scrutiny for the Commissioner, the use of the Grant from the Home Office, innovation, work programming and future plans.

**March 2020** - A National Association of Police, Fire and Crime Panels has been established as a national 'voice' for Police and Crime Panels. It is led by Hertfordshire Police and Crime Panel and the Local Government Association (LGA). The Panel agreed to join the National Association in March 2020.

## **6 GOVERNANCE, SUPPORT AND SCRUTINY**

The Office of the Police and Crime Commissioner invite Panel Members to attend the following meetings –

- Accountability Board
- Joint Independent Audit Committee
- Ethics Panel
- Community Safety Partnership Roundtable
- Use of Force Scrutiny Group
- Humberside Criminal Justice Board
- Assurance Meetings

Panel Members have ‘observer status’ at the aforementioned meetings. The meetings provide Panel Members with increased operational knowledge to enable them to better fulfil their support and scrutiny role.

Individually, Panel Members attended a range of conferences and events around criminal justice management, restorative justice, modern slavery and human trafficking, combatting gangs, violence and weapon crime and problem-solving policing etc.

## **7 PANEL'S FINANCES**

In 2019/20, as in previous years, a Home Office Grant of up to £65,260 provides the finance to North Lincolnshire Council for the maintenance of the Humberside Police and Crime Panel.

For the period 1 April 2019 to 30 September 2019, the total costs submitted to the Home Office for re-imbursement were £25,856.

For the period 1 October 2019 to 31 March 2020, the total costs submitted to the Home Office for reimbursement were £27,253.

These costs include –

- staff support to the Panel;
- specialist professional advice and support;
- recruitment of a new Independent Co-opted Member;
- meeting management;
- financial and administration management;
- updating of information about the Police and Crime Panel on its website;
- Members' expenses;
- Conference attendance fees and subscription to the Yorkshire and Humber Regional Police and Crime Panel Network.

As part of the Home Office agreement, the host authority is asked to submit a report highlighting the progress of the Police and Crime Panel in achieving outcomes and targets against specified “critical success factors” including how value for money is being achieved (e.g. benefits, savings, efficiencies etc.). The summary was as follows:

### Critical Success Factors

The Humberside Police and Crime Panel’s work continues to be focused around:

- Approximately quarterly formal public meetings and the considerable informal preparatory work involved;
- Regular statutory reviews including the PCC’s annual precept and any formal variation to the PCC’s Police and Crime Plan;
- Regular discussion on the PCC’s Police and Crime Plan Objectives;
- The Panel holds all its meetings in a central location to provide the best opportunity for members of the public to attend.
- The Panel is comprised of 10 local authority councillor representatives, representing each of the local authority areas within Humberside. To further enhance the capacity of the Panel to carry out its scrutiny function the Panel also has two co-opted Independent Members, making a total membership of 12. Each Member brings with them skills and expertise and a knowledge of the local policing issues within their area of the County. In a County which comprises both urban and rural areas, lived experience and an understanding of policing priorities from the perspective of local residents are invaluable in holding the PCC to account.
- The Panel receives reports from the PCC at each Panel meeting and makes comments and recommendations on those reports as appropriate.
- The PCC submits regular annual reports in relation to his Annual Report and his Budget Precept. The PCC also submits reports on any senior appointments he wishes to make. Following scrutiny of these reports the Panel publishes a report with any relevant recommendations.
- All reports and papers for Panel meetings are published in advance of the meeting with the exception of any material that is sensitive and confidential as set out in the “Local Government Act 1972 – Exclusion of the Public” regulations.
- The PCC and the Chief Executive Officer at the Office of the Police and Crime Commissioner attend every public meeting of the Panel to respond to questions, accompanied by relevant staff appropriate to the items being discussed. In its consideration of all reports the Panel questions the PCC in relation to his strategic role and provides challenge and support as appropriate.
- Members of the public are invited to attend all meetings in public and are able to access the agenda, reports and minutes on the host authority website. Representatives from the press regularly attend Panel meetings and the Panel’s work has received significant coverage by the local media, raising public awareness and stimulating wider debate in relation to the work of the PCC.

The Humberside Police and Crime Panel continues to offer value for money in the following ways:-

- No Special Responsibility Allowances are paid to Panel Members.
- Panel meetings are held at local authority owned premises to keep costs to a minimum;

- Meeting papers are sent to all Panel Members and substitute members to ensure that any substitute members continue to be fully conversant with the business and able to take an active and informed role.
- Members are encouraged to make use of technology for reading agenda's and reports. Reports routinely include hyperlinks to more detailed information which affords members the opportunity to drill deeper into a topic area and helps keep production costs to a minimum.
- Professional updating is generally undertaken via the internet and through peer group networking rather than attendance at specific training events. Where members and officers attend paid for training, the value and benefits are considered in advance and are related to the overall value to the Panel.

## **8 WORK PROGRAMME**

The Panel have a work programme that is reviewed every 4-6 weeks as part of the pre-agenda planning with the Commissioner. As you would expect the Programme covers the statutory responsibilities of the Panel, alongside other key issues of importance to the public of Humberside.

Humberside Police and Crime Panel will continue its commitment to support, and to scrutinise the decisions of the PCC in order to secure an efficient and effective Police Force for the people of Humberside.

Over the next twelve months the Panel will focus on the following key areas:

- Review the PCC's Annual Report.
- Work with the Office of the Police and Crime Commissioner (OPCC) to ensure the delivery of the Police and Crime Plan 2017-2021.
- Hold the PCC to account for the delivery of his precept commitments.
- Maintain a work programme in consultation with the OPCC.
- Have regard to the Policing and Crime Act and the legislative changes, including emergency services collaboration.
- Ensure that the PCC and Chief Constable recruit, retain and progress a workforce which reflects the communities it serves.
- Support the PCC to maximise opportunities for joint working.
- Liaise with HMICFRS to improve the Panel's understanding of Humberside Police's performance.

## **9 THE POLICE AND CRIME PANEL AND THE PUBLIC**

Humberside Police and Crime Panel has a website <https://www.northlincs.gov.uk/your-council/humberside-police-and-crime-panel/> and this is where you can find copies of the agenda papers and minutes for the Panel meetings.

There is information about Members of the Panel, its spending, how to make complaints and other useful documentation.

Police and Crime Panel meetings are open to members of the Public and the Rules of Procedure for submitting and asking public questions are in the Document Library of the Police and Crime Panel website at <https://www.northlincs.gov.uk/your-council/humberside-police-and-crime-panel/>

## 10 CONTACT DETAILS

The host authority for Humberside Police and Crime Panel is North Lincolnshire Council.

**Contact details:**

North Lincolnshire Council  
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E-mail: [policeandcrimepanel@northlincs.gov.uk](mailto:policeandcrimepanel@northlincs.gov.uk)

Or via the website at <https://www.northlincs.gov.uk/your-council/humberside-police-and-crime-panel/>