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NORTH LINCOLNSHIRE COUNCIL

HUMBERSIDE POLICE AND CRIME PANEL
--

4 February 2021

Chairman: Councillor Jonathan Evison **Venue:** Virtual Meeting
Microsoft Teams

Time: 10.00 am **E-Mail Address:**
matthew.nundy@northlincs.gov.uk

AGENDA

1. Welcome and Introductions
2. Apologies for Absence
3. Substitutions
4. Declarations of Disclosable Pecuniary Interests and Personal or Personal and Prejudicial interests (such declarations are to be made in accordance with the members respective council's Code of Conduct)
5. To take the minutes of the meeting of the panel held on 24 November 2020 as a correct record and authorise the chairman to sign. (Pages 1 - 6)
6. Humberside Police and Crime Commissioner - Update
7. Progress report for Office of the Police and Crime Commissioner (Pages 7 - 10)
8. Police Precept for 2021-22 and Medium Term Resource Strategy 2021-22 to 2025-26 (Pages 11 - 40)
9. Complaints Report (Pages 41 - 42)
10. Date and time of the next meeting
11. Any other items that the Chairman decides are urgent by reason of special circumstances that must be specified

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HUMBERSIDE POLICE AND CRIME PANEL
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Commissioner.

- Operational capability of Humberside Police during the pandemic.
- Lockdown compliance.
- Anti-social behaviour.
- Additional funding secured to assist victims of sexual and domestic abuse.
- Re-structure of the Office of the Police and Crime Commissioner.
- Changing probation landscape.
- National policing during the pandemic.

Following the Police and Crime Commissioners comprehensive verbal update, the Chairman facilitated a discuss between the Panel and the PCC.

Resolved – That the verbal update be received with thanks.

352 **HOW THE POLICE AND CRIME COMMISSIONER HOLDS THE CHIEF CONSTABLE TO ACCOUNT** - The Chairman invited the Police and Crime Commissioner and Chief Executive Officer at the Office of the Police and Crime Commissioner to guide the Panel through the mechanisms that were in place to hold the Chief Constable of Humberside Police to account for the performance of the Force.

The Panel was reminded that the role of Police and Crime Commissioner (PCC) was created in the Police Reform and Social Responsibility Act 2011.

The PCC was elected by and accountable to the public. Their role was to be the voice of the people in policing and to hold the Chief Constable to account.

The Chief Constable was responsible for operational policing matters, direction and control of police personnel, and for putting in place proper arrangements for governance of the Force. The PCC was required to hold the Chief Constable to account for exercise of those functions and those of persons under their direction and control. It followed that the PCC must be assured the Chief Constable had appropriate mechanisms in place for maintenance of good governance, and that these operated in practice. The relationship between the PCC, Chief Constable, Police and Crime Panel and Home Secretary was guided by the Policing Protocol Order 2011, which stated the PCC had a legal power and duty to scrutinise, support and challenge overall performance of the Force including against priorities agreed within the Police and Crime Plan.

The Panel was informed that the PCC held the Chief Constable to account in a number of formal and informal ways through systems and processes comprising the PCC's current governance and assurance arrangements:

- Police and Crime Plan 2017-2021.
- Delivery Plan 2020-2021.
- PCC Accountability Board.
- Assurance Arrangements.

Assurance arrangements included daily informal interaction, joint PCC/Chief

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Executive/Chief Officer briefings, assurance conversations, Joint Independent Audit Committee (JIAC), proposed Independent Ethics and Scrutiny Board (discussed later), and complementary work through the OPCC independent scrutiny (and proposed changes to strengthen this further).

Members were reminded that the aforementioned, (with the exception of recent scrutiny proposals) had been previously outlined to the Panel in the Annual Delivery Plans for 2018-19 and 2019-20. The Panel was also a key part of these arrangements, scrutinising the work of the PCC and acting as critical friend through independent challenge.

The Guidance on Holding Humberside Police to Account was originally published in February 2019. This was included at Appendix A of the report. It had subsequently been updated to reflect recent independent scrutiny changes in particular.

Following the verbal presentation, the Panel discussed with the PCC and Chief Executive Officer at the OPCC holding the Chief Constable and Humberside Police to account.

Resolved - That Mr Hunter and Miss Cook be thanked for their attendance, verbal presentation and for answering members' questions, and (b) that the verbal presentation be noted.

353 **OFFICE OF THE POLICE AND CRIME COMMISSIONER SUBSTANCE MISUSE COMMISSIONING** - The Chairman welcomed the Police and Crime Commissioner (PCC) and Commissioning and Contracts Manager at the Office of the Police and Crime Commissioner (OPCC) to the meeting. Mr Hunter and Mr Atkinson had been invited to the meeting to update the Panel on the work which the OPCC was progressing to lead, develop and support intervention for substance misuse across Humberside, specifically in relation to criminal justice.

The Panel was informed that the OPCC currently contracted with separate Unitary Authorities for the delivery of substance misuse interventions across Humberside. The contractual terms varied but were held between the Public Health Director (local authority Client) and the contracted service providers. The OPCC topped up these budgets, the summary of contract terms were:

- An initial 3 year period commenced April 2018 for the South bank
- Hull had a 6 year contract which commenced in 2018
- The contractual terms facilitated two 12 month options to extend. These were now being used on the south bank
- The combined contractual value was circa £1m per annum

The investment was aligned to the police and crime plan aims, putting community safety, and reduction of harm at the heart of the approach.

Evidence showed that being in treatment itself reduced levels of offending. The Modern Crime Prevention Strategy focused on the need for treatment,

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prevention and enforcement to mitigate the impact of drug-related crime. Evidence-based drug and alcohol treatment could help reduce harm to the individual and the local community and delivered real savings, particularly in terms of crime costs.

The OPCC investment specifically included:

- Screening and referral within Police custody
- Management of substance misusing offenders within the community, including multi agency work with local partners such as Probation, Police, Courts. To support license conditions and manage those with coexisting substance misuse and offending into treatment.
- Liaison with through the gate services for continuity of care post prison release, Prison Healthcare, Offender Managers and prison visits to ensure continued engagement of treatment both through prison and post release, enabling safety of service users and their families and the wider community. Often this included;
 - Assess for and deliver community disposals (Alcohol Treatment Requirements / Drug Rehabilitation Requirements).
 - Work across a range of Criminal Justice partners to ensure pathways were in place, effective engagement and referrals into structured treatment.
 - Engaging clients in structured treatment to prevent further harm.
- Priority services for those who were vulnerable to serious harm from others. Priority groups included:
- High risk and priority offenders/prison leavers and those involved with Criminal Justice System
- Offenders where substance misuse was associated with offending behaviour, including: Domestic abuse perpetrators and those subject to Multi Agency Public Protection Arrangements (MAPPA), Multi Agency Tasking and Coordination (MATAC) and Multi Agency Risk Assessment Conference (MARAC)
 - Individuals on discharge from prison
 - Those subject to a court ordered treatment requirements or with a Licence Condition requiring treatment
 - Those residing within Approved Premises

Following the verbal presentation from the Commissioning and Contracts Manager at the OPCC, the Chairman facilitated a discussion between panel members and Mr Hunter and Mr Atkinson.

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Resolved – (a) That Mr Atkinson be thanked for his attendance, verbal presentation and for answering members’ questions; (b) that the verbal presentation be noted, and (c) that the Office of the Police and Crime Commissioner be congratulated for its work on tackling substance misuse in Humberside.

- 354 **HUMBERSIDE POLICE - FINANCE UPDATE** - The Chairman invited the Police and Crime Commissioner and Chief Finance Officer at the Office of the Police and Crime Commissioner to update the Panel on the Force budget. Mr Hunter and Mr Wilson gave a comprehensive verbal presentation on the Force budget.

The Chairman then facilitated a discussion between the Panel Members and Mr Hunter and Mr Wilson.

Resolved – That the Humberside Police – Budget Update be received with thanks.

- 355 **COMPLAINTS REPORT** - The Secretary to the Police and Crime Panel circulated a report which provided the Panel with an update on complaints made against the Humberside Police and Crime Commissioner during the period 1 June 2020 to 31 October 2020.

As part of the complaints procedure it was agreed that the Police and Crime Panel would receive quarterly monitoring reports, at their formal meetings, on the number of complaints received.

There had been no new complaints received since the last update report was considered.

Resolved – That the report be noted.

- 356 **DATE AND TIME OF NEXT MEETING** - The next meeting of the Humberside Police and Crime Panel would be held on 4 February 2021 commencing at 10:00 am.

- 357 **ANY OTHER ITEMS THAT THE CHAIRMAN DECIDES ARE URGENT BY REASON OF SPECIAL CIRCUMSTANCES THAT MUST BE SPECIFIED** - There were no urgent items for consideration at the meeting.

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HUMBERSIDE POLICE AND CRIME PANEL

DATE	04 February 2021
REPORT OF	Chief Executive
SUBJECT	Progress report for Office of the Police and Crime Commissioner
STATUS	Open

1. EXECUTIVE SUMMARY

The purpose of this report is to provide the Police and Crime Panel with an update on the work of the OPCC.

2. RECOMMENDATIONS

It is recommended that Members of the Police and Crime Panel use this report as background information to support oversight of the work of the PCC.

3. GENERAL

We have a retirement from our Head of Community Safety role held by Robbie Walker-Brown, due in March 2021. In light of the change we have looked again at the structure and made some small changes to line management reporting to allow for us to go out to the market with a new role to replace Robbie. The role will have a very similar portfolio but focus on policy and partnerships. Robbie has been a very valued and respected member of the team that we wish to record our thanks to his public service. We have made an offer of employment for the replacement role and this is pending vetting and references.

4. COVID UPDATE

The team remain working from home where possible and have maintained business as usual in this way which has been a real test of our business continuity planning, our culture (Employer of Choice) and teamwork, supporting each other and ensuring we add value and connect with communities and the vulnerable.

One of the key aims of the Police and Crime Plan is to ensure we always provide services to victims and the vulnerable that meet their needs. The pandemic and government response continues to change the nature of vulnerability, requiring a flexible and responsive capability, as demonstrated below;

- Carrying out social media campaigns for Domestic Abuse: campaigns entitled “You Are Not Alone” reached thousands of households across our area through leaflets, outdoor advertising and social media activity, highlighting the support services available and encouraging people to reach out for help. It was developed in consultation with service professionals, emphasising that anyone can be affected regardless of gender or background. Other messages are aimed at perpetrators of Domestic Abuse. Reach has been in excess of 400,000 people in Humber area.

- Maintaining our assurance function around the Force: including how the Force were implementing the new powers granted to them during the pandemic. We continued to run our Independent Custody Visitor scheme, albeit via telephone and through expanding our role in the examination of custody records on a regular basis. This has opened up a debate about how we can use technology to improve this service further in future.
- Providing additional funding: secured over £400k of additional funding for agencies supporting victims of domestic and sexual abuse at a time when demand on services is higher than ever. Among the specific measures being supported are additional domestic abuse practitioners, counselling and trauma support, emergency accommodation and food parcels, and an additional sexual violence practitioner.
- Home Office Safer Streets Fund: during lockdown we received a total of £650k (£550k in July 2020 and a further £100k boost in December 2020) to fund to improve the lives of residents living on the Westcliff Estate in Scunthorpe, one of our most deprived communities. This has been done in partnership with social housing provider Ongo Homes, to implement safety measures to homes and outbuildings and provide secure cycle pods and bike locks, bike register kits, secure garage doors and other security requirements. It also provides a Community Chest fund, empowering local residents to bid for community safety projects. We have already seen tangible results, built momentum and increase local community engagement.
- During the pandemic, the PCC also developed a regular blog to highlight to the public some of the things that we were doing to ensure vital services were maintained and vulnerable people supported. The blog outlined key features of the role of the PCC and that of the office, and the issues both locally and nationally. This was in line with the commissioners objective to see Humberside Police reconnect with, and re-build the confidence of, the public, while delivering safer and more resilient communities and protecting the vulnerable.

5. SCRUTINY VOLUNTEERS

The PCC role is to be the public representative, ensuring Humberside Police deliver an effective, efficient and legitimate service to its residents. One way in which we hold the Force to account is by scrutiny of certain aspects of police work to check that the Force is working well and ethically. To assist us with this work we have an aspiration to involve more people in our local communities to make a real difference. We felt it would be good practice for our scrutiny to include more diversity of thinking and be reflective of local communities and interests. By improving this representation we will be better able to influence local needs and we will all benefit from differences in thinking, points of view and approaches that diversity brings.

We have recently advertised for volunteers to join two new groups, looking at the use of police powers and how the police deal with hate crime. We are interested in hearing from those affected by the use of police powers and those with lived experience of hate crime.

Their findings will help inform a new Independent Ethics and Scrutiny Board, which will inform our discussions with the Chief Constable. We feel that Scrutiny Volunteers are vital because they: (i) provide real life experiences, (ii) generate new ideas and ways of doing things, and (iii) challenge assumptions about existing ways of working. We are currently recruiting for a chair for this new board too. This has been shared on our website, social media and through linkedin already gaining interest.

6. FUNDING FOR VETERAN SUPPORT

The PCC recently provided an additional £48,000 for Project Nova to support Armed Forces veterans. This funding will help to provide dedicated emotional and practical support services for veterans to help them gain social stability and health and wellbeing to support with the transition from military to civilian life.

Project Nova, delivered in partnership between RFEA – The Forces Employment Charity and Walking With The Wounded, offers help to veterans who have been arrested or deemed vulnerable. It also supports veterans who are referred by specialist police teams (including NHS Liaison and Diversion Teams), or other statutory organisations, because they are at risk of arrest. It focuses on improving social stability, health and wellbeing and employment. This continues through to securing sustainable employment.

Among the specific measures to be supported as part of this funding are: (i) responding early to existing and emerging threat of risk and harm, (ii) reducing reoffending for those who engage in their services, (iii) reducing victims and repeated cycle of offending, and (iv) reduce violence amongst veterans before they reach crisis point.

Some veterans find it difficult to re-adjust to civilian life and occasionally come into contact with the police and other agencies. They may also have been victims of crime themselves and are often found to be within the most vulnerable groups and requiring specialist support. With this funding we are assisting in bridging the gap between the individual and the services they need via a trusted partner such as Project Nova.

7. PUBLIC HEALTH APPROACH

Another major development we are instigating in the team is work to build a public health approach to crime (and violence in particular) without the additional funding (Violence Reduction Units) some areas have received to assist with this.

The work to really understand how we can do that is now underway and will add to the safety of our communities. To develop this approach further, we now have a part time Public Health Business Manager in place, along with analytical support. Although this tends not to be headline grabbing stuff, it is vitally important if we are ever to address the underlying issues that have caused our area to be one of relatively high crime rates for generations.

8. NOT IN OUR COMMUNITY (NIOC)

Not In Our Community (NIOC) is about education and helping young people protect themselves and friends against grooming that can lead to sexual and criminal exploitation, but also awareness and communication; helping communities understand the issues so they recognise and report exploitation if they see or suspect it.

In April 2020, the OPCC brought NIOC under increased oversight through direct commissioning and management from our office. Our first campaign aimed to raise awareness of child exploitation, through strong engagement via social media and online. As the pandemic has closed schools for the vast majority of young people, so the dangers of sexual and criminal exploitation have increased as young people have been not only out of school but spending more time unsupervised online.

To combat this, NIOC have produced a pack of home schooling resources aimed at parents, teachers and carers, and an online series “Becky’s Story”, showing how young people may become victims of online grooming. The campaign targets Years 6, Years 7-9, Years 10-11, parents, partners and professionals along with resources for teachers and those who work in youth engagement settings.

Added to this was the release of a new film “Missed Me?” telling the stories of young people who go missing for various reasons including criminal and sexual exploitation and mental health reasons. This film followed the earlier success of the film “Alfie’s Story”, about a boy groomed into selling drugs for a criminal gang, which won a major international award for Best Public Sector Marketing Strategy in November. Both films were commissioned by Community Safety Partnerships in Hull and North East Lincolnshire with funding from the OPCC.

Looking ahead to this year, NIOC will expand further with exciting new updates including an interactive e-learning platform that will be available for young people which will support a new level of engagement for educators and young people’s practitioners.

**Rachel Cook, Chief Executive & Monitoring Officer
Office of the Police and Crime Commissioner for Humberside**

POLICE AND CRIME PANEL

DATE	4 th February 2021
REPORT OF	Chief Finance Officer, Office of the Police and Crime Commissioner (OPCC)
SUBJECT	Precept Proposal
STATUS	Open

1. **EXECUTIVE SUMMARY**

- 1.1 This report provides the Police and Crime Panel with a summary of the precept consultation and the Commissioner's proposed precept rise of £14.99 on a Band D property.

2. **RECOMMENDATION**

- 2.1 It is recommended that Members of the Police and Crime Panel note the details of the Medium Term Resource Strategy attached as Appendix 1 and approve the Commissioner's precept proposal of £14.99 on a Band D property.

3. **BACKGROUND**

- 3.1 The Police and Crime Commissioner has a duty to consult the public in regard to the intention to increase the policing precept. The proposed rate should then be considered by the Police and Crime Panel.

4. **PROPOSED PRECEPT**

- 4.1 The Commissioner issued a Funding Survey and Council Tax Police Precept consultation which asked for views on increasing the Council Tax Precept by £15 on a Band property in line with the Government's recommended amount. The Survey ran from 23 December to 22 January.

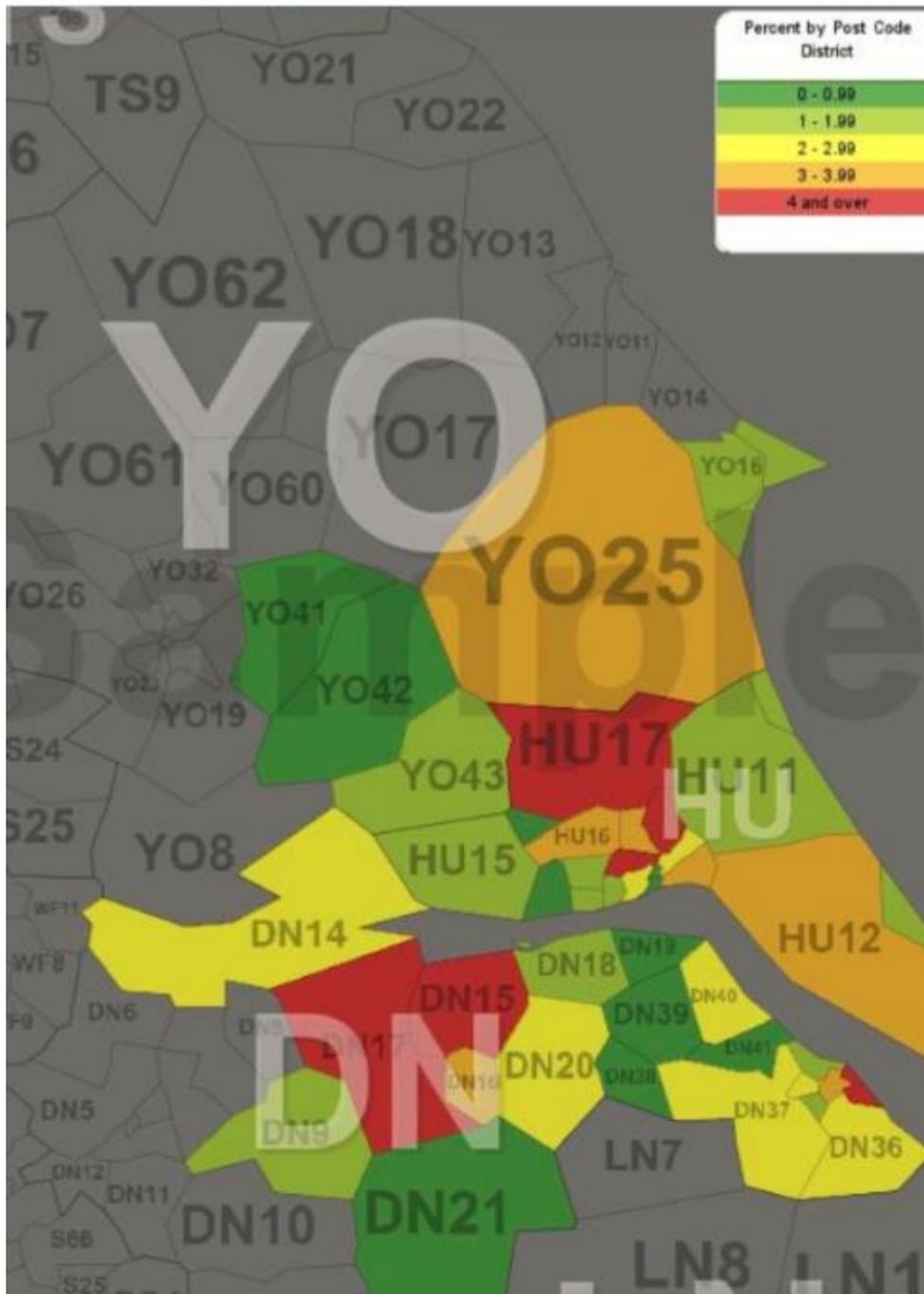
Due to the reach of social media and other platforms we attracted a total of 1,691 responses, our highest engagement to date.

Agree with the Commissioner's proposal - 1,173 (69.4%)

Disagree with the Commissioner's proposal - 518 (30.6%)

In line with recommendations from the panel last year we included more data collection to enable us to see we were engaging with a representative sample of the community. A copy of the full analysis is included as appendix 1 to this paper. This will also be made available on our website for full public access.

In addition we have conducted some further analysis to heat map where we had respondents by first four digits of their postcode. This demonstrated the following reach across the Humber area;



Headlines from the report demonstrated that;

- People responded from every Humberside postcode area
- Neighbourhood Policy, 999 response patrol and Crime Investigation were the top areas of policing teams the public felt were most important to them
- Roads Policing, Neighbourhood Policing and Rural Policing were the top three areas the public felt of least importance
- 77% of respondents were aged over 45, of these 36% were over 65 years.
- The 18-24 years bracket had the least engagement 1.2% of the sample
- 11% of the sample were non White British or preferred not to say
- 18% of the sample considered themselves to have a disability

4.2 The Medium Term Resource Strategy (MTRS) for 2021/22 to 2025/26 attached includes the Commissioner's income and expenditure plans for the next five years.

The MTRS has been updated to take account of budget pressures, savings proposals and the recent provisional Police Finance Settlement that was issued on 18 December 2020. The capital programme and the projections for the Commissioner's reserves are also included.

The MTRS sets out a sustainable financial position over the medium-term and includes the following key elements:-

- An underspend for the current financial year (2020/21) of £0.155M;
- Financing included in the MTRS for a capital programme of circa £50.1M over the period 2021/22 to 2025/26;
- Impact of the 2021/22 Police Finance Settlement including funding for 95 additional officers as part of year 2 of the national Operation Uplift;
- Savings requirement over the period 2021/22 to 2025/26 of circa £8.8M;
- Total Reserves of £8.1M by 1/4/26;
- The MTRS includes a council tax precept increase of £14.99 a year on a Band D property for 2021/22.

**KEVIN WILSON
CHIEF FINANCE OFFICER
OFFICE OF THE
POLICE AND CRIME COMMISSIONER FOR HUMBERSIDE**

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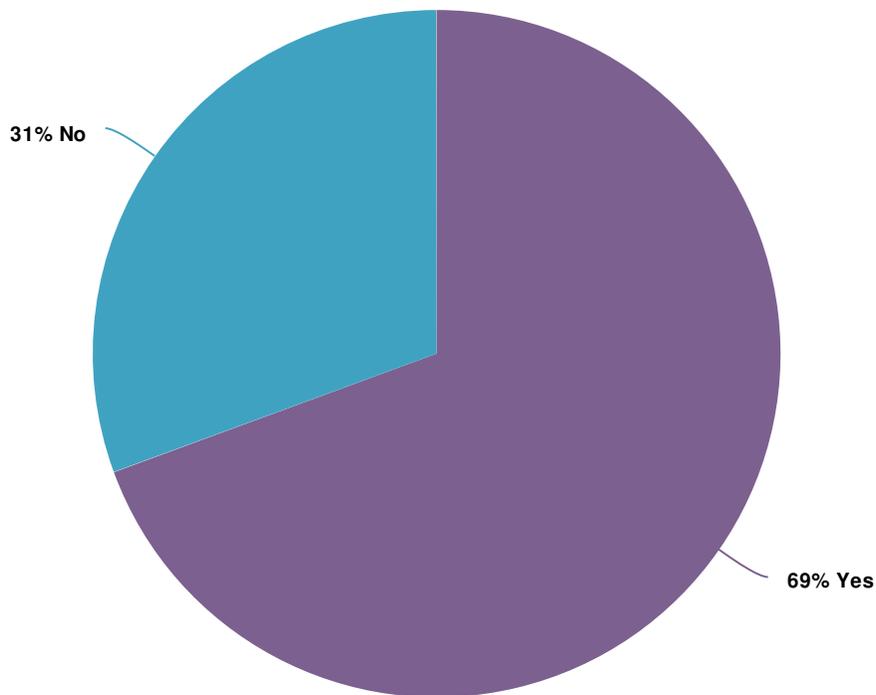
Report for Police Funding 2021/22

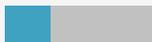
Response Counts



Totals: 1,691

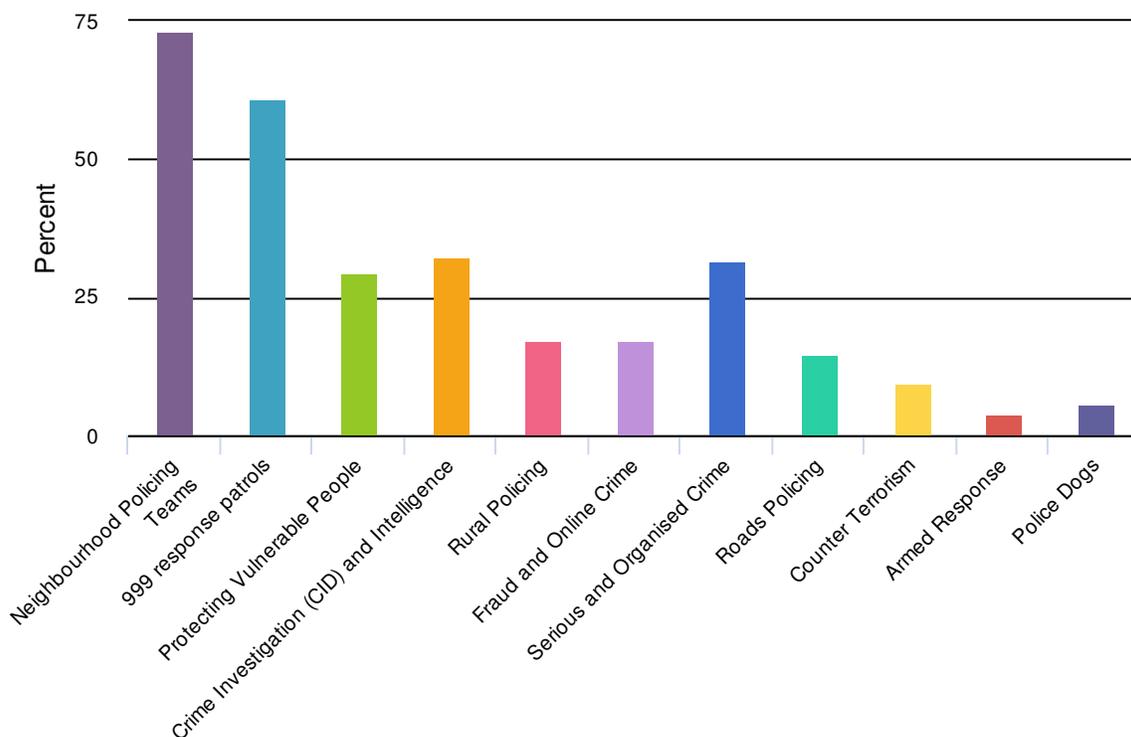
1. The Police and Crime Commissioner is proposing an increase in the policing precept for 2021-22, equivalent to £1.25 per month for a Band D property. This will enable current financial plans, including police officer recruitment, to remain on track. Do you agree with this proposal?



Value		Percent	Responses
Yes		69.4%	1,173
No		30.6%	518

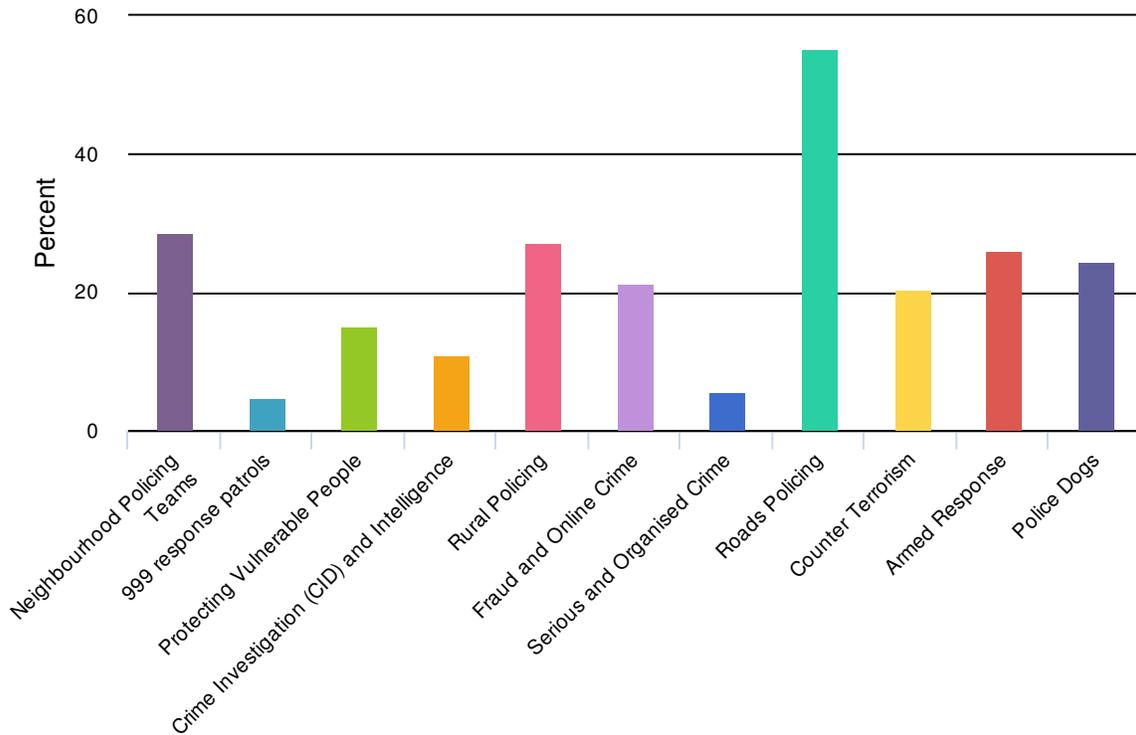
Totals: 1,691

2. Which of the following areas of policing are most important to you (select 3)



Value		Percent	Responses
Neighbourhood Policing Teams		73.2%	858
999 response patrols		61.1%	716
Protecting Vulnerable People		29.4%	345
Crime Investigation (CID) and Intelligence		32.3%	379
Rural Policing		17.3%	203
Fraud and Online Crime		17.3%	203
Serious and Organised Crime		31.7%	372
Roads Policing		14.8%	174
Counter Terrorism		9.4%	110
Armed Response		3.8%	45
Police Dogs		5.5%	65

3. As reduced funding would mean fewer police officers, please select which of the following areas of policing are of least importance to you, and should be reduced as a consequence of less funding. (select 3)

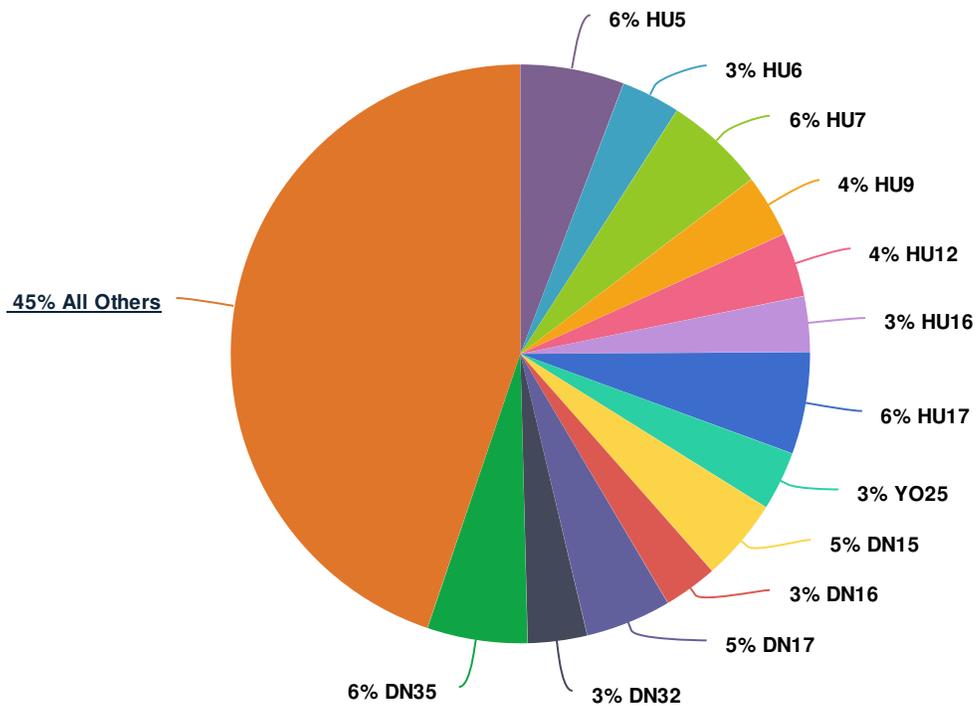


Value	Percent	Responses
Neighbourhood Policing Teams	28.7%	146
999 response patrols	4.7%	24
Protecting Vulnerable People	15.1%	77
Crime Investigation (CID) and Intelligence	11.0%	56
Rural Policing	27.1%	138
Fraud and Online Crime	21.2%	108
Serious and Organised Crime	5.5%	28
Roads Policing	55.2%	281
Counter Terrorism	20.6%	105
Armed Response	26.1%	133
Police Dogs	24.4%	124

4. After reading the statement from the Commissioner, if you have any other views on police funding or the council tax precept please give them here. All submitted views will be read by the Commissioner, we regret it is not possible to respond individually.

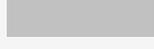
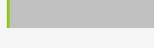
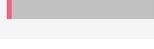
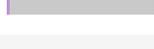
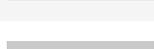
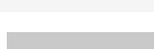
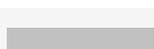
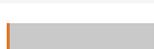
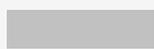
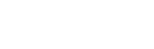


5. What is the first part of your postcode? (Please select from DropDown list)

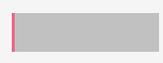
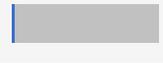
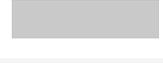
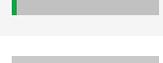
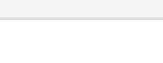


Value	Percent	Responses
HU5	5.8%	98
HU6	3.3%	55
HU7	5.6%	95
HU9	3.5%	59
HU12	3.6%	60
HU16	3.1%	53
HU17	5.7%	97
YO25	3.3%	55
DN15	4.6%	78
DN16	3.0%	51
DN17	4.8%	81

Totals: 1,690

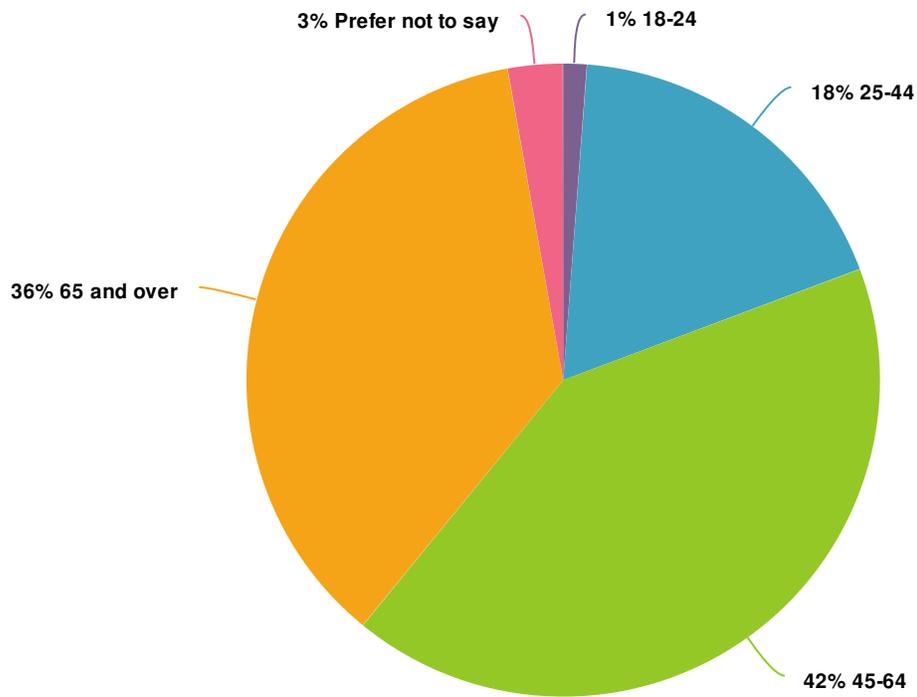
Value		Percent	Responses
DN32		3.3%	56
DN35		5.6%	94
HU1		0.8%	14
HU2		0.1%	1
HU3		2.1%	36
HU4		1.8%	30
HU8		2.8%	47
HU10		1.8%	30
HU11		1.5%	26
HU13		1.1%	19
HU14		0.4%	6
HU15		1.2%	20
HU18		1.0%	17
HU19		1.1%	18
HU20		0.1%	2
YO15		1.9%	32
YO16		1.8%	30
YO41		0.2%	3
YO42		0.9%	16
YO43		1.4%	24
DN9		1.6%	27
DN14		2.4%	40

Totals: 1,690

Value		Percent	Responses
DN18		1.8%	31
DN19		0.7%	11
DN20		2.1%	36
DN21		0.4%	6
DN31		1.0%	17
DN33		1.7%	29
DN34		2.0%	34
DN36		2.4%	40
DN37		2.5%	43
DN38		0.2%	4
DN39		0.5%	9
DN40		2.6%	44
DN41		0.9%	16

Totals: 1,690

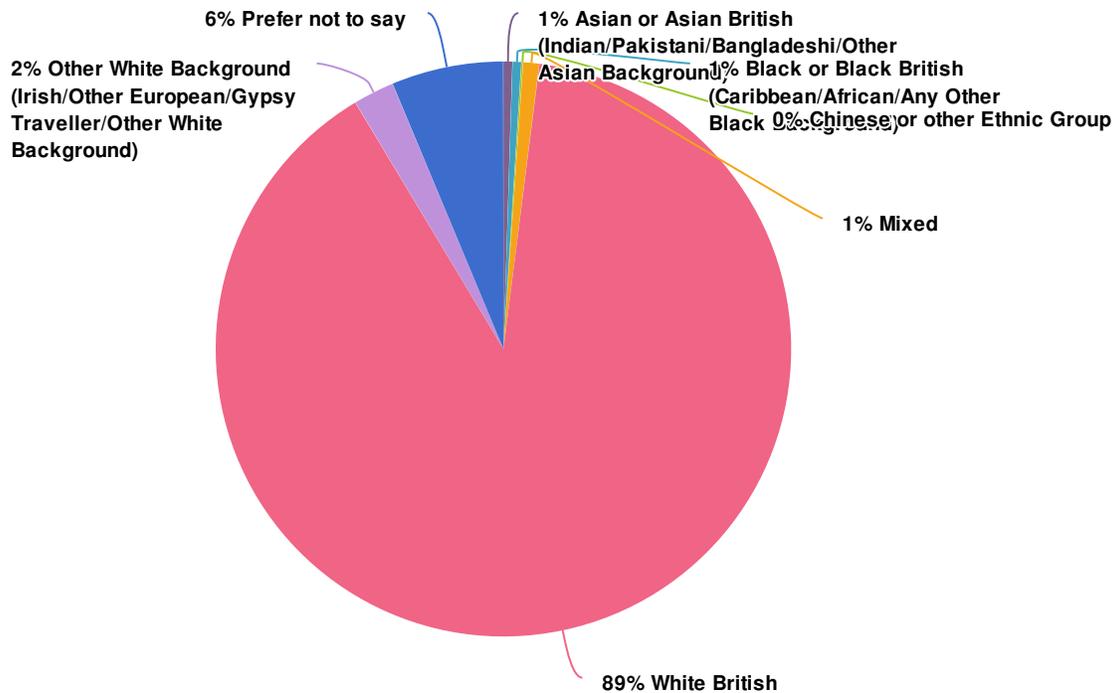
6. What is your age group?



Value	Percent	Responses
18-24	1.2%	21
25-44	18.1%	306
45-64	41.6%	703
65 and over	36.3%	613
Prefer not to say	2.8%	47

Totals: 1,690

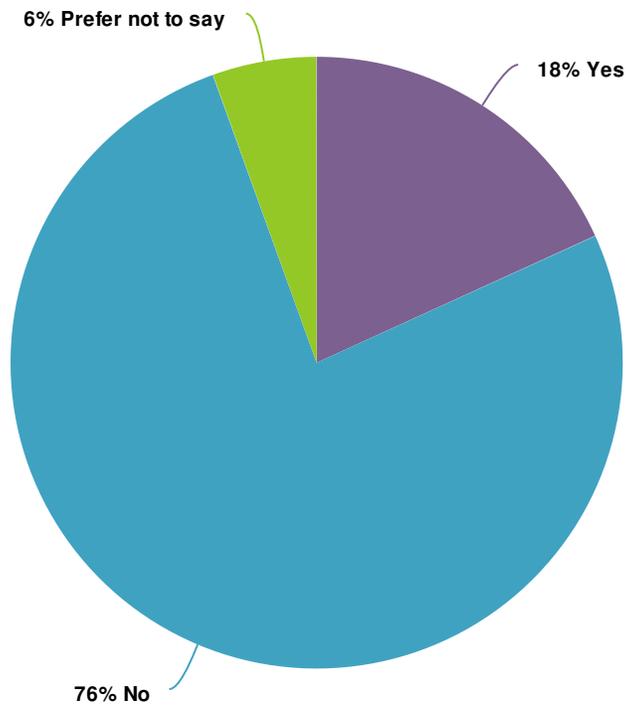
7. Ethnic Group



Value	Percent	Responses
Asian or Asian British (Indian/Pakistani/Bangladeshi/Other Asian Background)	0.5%	9
Black or Black British (Caribbean/African/Any Other Black Background)	0.5%	8
Chinese or other Ethnic Group	0.1%	1
Mixed	0.9%	16
White British	89.4%	1,511
Other White Background (Irish/Other European/Gypsy Traveller/Other White Background)	2.3%	39
Prefer not to say	6.3%	106

Totals: 1,690

8. Do you consider yourself to have a disability?



Value	Percent	Responses
Yes	18.2%	308
No	76.3%	1,288
Prefer not to say	5.5%	93

Totals: 1,689



HUMBERSIDE
POLICE & CRIME
COMMISSIONER



MEDIUM-TERM RESOURCE STRATEGY

2021/22 – 2025/26

Police and Crime Commissioner for Humberside

Medium-Term Resource Strategy 2021/22 – 2025/26

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I. Purpose of the Medium-Term Resource Strategy

- 1.1 This is the Medium-Term Resource Strategy (MTRS) of the Police and Crime Commissioner for Humberside (the Commissioner). It covers a period of five years but will be reviewed annually to reflect the dynamic nature of both policing and changes in funding. It describes the financial direction of the organisation and outlines financial pressures.
- 1.2 The MTRS provides options for delivering a sustainable budget and capital programme over the medium term. It also sets out how the Commissioner can provide the Chief Constable with the resources to deliver the priorities in the Police and Crime Plan within the challenging financial climate.
- 1.3 The MTRS sets the financial context for the Commissioner's revenue budget, capital programme and precepting decisions.
- 1.4 The overall financial strategy seeks to deliver the Commissioner's Police and Crime Plan, 2017 - 2021 and meet the requirements of the National Strategic Policing Requirement.

2. Aims of the Strategy

- 2.1 The MTRS assists in:
 - Supporting delivery of the Police and Crime Plan 2017 – 2021;
 - Improving financial planning and the financial management of the Commissioner's resources, both revenue and capital;
 - Maximising the use of resources available to the Commissioner and Chief Constable, both internal and external;
 - Ensuring that the Commissioner and Chief Constable provide value for money and continue to deliver efficiency gains;
 - Reviewing the Commissioner's policy on the use of reserves, ensuring the position continues to be sustainable and that there are sufficient resources over the medium term;
 - Responding to external pressures, including changes to funding resulting from the Government's annual funding announcements.
 - Identifying resources to enable support to be provided to partners to facilitate reductions in crime and support victims of crime.
 - Ensuring that the Commissioners and Chief Constables long term plans are sustainable and efficient.

3. Principles of the Strategy

- 3.1 The key principles underlying the Commissioner's MTRS 2021/22 – 2025/26 are:
 - (i) Overall expenditure of the Commissioner will be contained within original estimates each year.
 - (ii) The Commissioner will maintain a General Reserve of a minimum of 3% of the net revenue budget to cover any major unforeseen expenditure or loss of funding. A flexible approach will be taken to the use of reserve balances above this level where

appropriate, balancing the opportunity costs of maintaining reserves against the benefits of alternative approaches.

- (iii) The Commissioner will maintain earmarked reserves for specific purposes only when appropriate, and which are consistent with achieving objectives.
- (iv) The Commissioner will continue to prioritise the achievement of Value for Money, securing economy, efficiency and effectiveness in the use of resources; in establishing the framework for policing within Humberside and; in commissioning and procurement decisions.
- (v) The Commissioner's Chief Finance Officer and the Chief Constable's Chief Finance Officer will prepare a rolling programme of five-year budget forecasts to inform the Commissioner's budget and precepting decisions.
- (vi) The Commissioner, supported by the Commissioner's Chief Finance Officer and Chief Constable, will continue to contribute to national reviews of police funding and take every opportunity to engage in order to pursue the fair and equitable funding of Humberside Police.

4. Reviewing the Strategy

4.1 The Commissioner's MTRS review for 2021/22 to 2025/26 has been carried out under the following key themes:

- The financial context in which the Commissioner operates;
- The Commissioner's current financial position;
- The impact of Operation Uplift (the recruitment of 20,000 Police Officers nationally);
- The impact of COVID-19 on current expenditure and projected future income;
- The future budget pressures that the Commissioner will face over the period of the strategy;
- Budget savings;
- The Commissioner's capital programme;
- Reserves policy;
- Risk assessment.

5. Police and Crime Plan including Partnerships

5.1 The successful delivery of the Strategy requires the Chief Constable to manage a complex set of resources, demands and priorities whilst reviewing and revising plans to meet changing demand for policing services within the available financial resources.

5.2 HMICFRS (Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services) considers that a Force is efficient if it is making the best use of its resources to provide policing services that meet expectation and follow public priorities, and if it is planning and investing wisely for the future.

- 5.3 The Commissioner's MTRS is underpinned by workforce planning and capital programmes which are aligned with the delivery of the Police and Crime Plan priorities and the continued delivery of an efficient and effective police service to the communities of Humberside.
- 5.4 The Commissioner is instrumental in shaping the community safety and partnership landscape in each of the local authority areas. Engagement Officers based in each area ensure that community views are factored into service delivery through local partnerships. Funding is prioritised to the local Community Safety Partnerships, services for victims, co-commissioning of substance misuse services with Public Health and youth early intervention activities.

6. Financial Context

- 6.1 **Funding Formula** - The Funding formula used to distribute Grant between Forces (Police Allocation Formula (PAF)) was introduced in 2006/07 and much of the data used has not been updated. There has been recognition for many years that the formula no longer reflects needs, but previous attempts at reform of the PAF have not come to fruition due to various technical/political considerations. No change is anticipated to the PAF formula until at least 2022/23 at the earliest and therefore, the MTRS has made no assumptions in this regard.

- 6.2 **Operation Uplift** - The Government has made a commitment to increase police officer numbers nationally by 20,000 by March 2023. The profile for Humberside Police is as follows:

2020/21 - 97 Officers;

2021/22 - 95 Officers (includes an additional 4 Officers for Regional Organised Crime Units (ROCU's));

2022/23 - (assumed) 120 Officers.

Funding has been allocated towards the costs of police officer salaries, additional police staff to facilitate the recruitment and training of officers and the necessary kit and equipment they need.

- 6.3 **Police Finance Settlement and Council Tax Precept** - The Provisional Police Finance Settlement for 2021/22 was announced on 18 December 2020.

The headlines from the Police Finance Settlement for Humberside are as follows:

- Police core grants of £130.9m
- Legacy grants of £10.0m
- Ringfenced grant of £1.6m relating to achievement of Operation Uplift targets
- Capital grant allocation of £0.2m

- 6.4 The Secretary of State determines the maximum increase PCCs can make to council tax precept without requiring a referendum and in 2021/22 the sum is £15 per year on a Band D property. The Band D council tax precept set by the Commissioner for the current year 2020/21 is £228.22.

The Commissioner has also run a public consultation on the level of the council tax precept for 2021/22. There have been 1691 responses to the consultation. 69.4% of these responses agree with a £15 increase in a Band D council tax.

- 6.5 This MTRS as presented includes an increase in the precept of £14.99 (6.6%) for a Band D property for 2021/22. A prudent planning assumption has been made regarding the future years

2022/23 to 2025/26 of a 2% increase. Final decisions on the actual precept will be made each year by the Police and Crime Commissioner based on the financial circumstances at the time.

- 6.6 **Ministry of Justice Grant** - The Ministry of Justice (MOJ) allocates a grant to the Commissioner each year for local commissioning of victim services. The grant is allocated between Police and Crime Commissioners on the basis of population. A total of £1.090m was allocated to the Police and Crime Commissioner for Humberside for 2020/21. The amount for 2021/22 is yet to be confirmed.
- 6.7 The MOJ grant is held outside of the Police General Fund and the Commissioner makes decisions on the commissioning of services on an annual basis, within the grant funding available. The commissioning of victim services therefore has no impact on Force budgets.

7. Current 2020/21 Financial Position

- 7.1 The Commissioner's group budget for 2020/21 is £197.516m. The Period 9 revenue monitoring report shows a projected budget underspend of £0.155m as at 31 December 2020.

2020/21 Revenue Monitoring – Period 9 Position			
	Approved Budget 2020/21	Projected Outturn 2020/21	Variance 2020/21
<u>Group Position</u>	£m	£m	£m
Chief Constable	188.482	188.447	(0.035)
Police and Crime Commissioner	4.863	4.752	(0.111)
Capital Financing	4.171	4.162	(0.009)
Net Expenditure	197.516	197.361	(0.155)
Central Government Grant	133.196	133.196	-
Council Tax Precept	63.845	63.845	-
Central Grant and Precept Total	197.041	197.041	-
Appropriations (to) / from reserves	0.475	0.320	(0.155)

- 7.2 The group budget is held by the Police and Crime Commissioner who provides financial resources to the Chief Constable to deliver operational policing. The PCC has a small specific budget for funding of partnerships and the OPCC running costs. The Capital Financing budget comprises the revenue provision for repayment of borrowing, interest costs and investment income.
- 7.3 The overall Group forecast represents an underspend of £0.155m.
- 7.4 The underspend against the Chief Constable's revenue budget of £0.035m is primarily due to a re-allocation of ICT budgets following a review. The underspend on the Police and Crime Commissioner's budget is primarily staff vacancies for which the recruitment process has commenced.

7.5 The forecast closing position on reserves for 2020/21 is £16.9m, as set out in the table below.

2020/21 Reserves – Period 9 Position			
	Approved 2020/21	Projected 2020/21	Variance 2020/21
<u>Group Position</u>	£m	£m	£m
Opening Balance – General Reserve (01/04/20)	5.8	5.8	-
Planned transfer to/(from) General Reserve	0.3	0.3	-
Forecast Closing Balance (31/03/21)	6.1	6.1	-
Opening Balance – Earmarked Reserves (01/04/20)	11.4	11.4	-
Planned transfer to/(from) Earmarked Reserves	(0.4)	(0.4)	-
Forecast Closing Balance (31/03/21)	10.4	10.8	-
Forecast Closing Balance (31/03/21)	16.9	16.9	-

8. Medium Term Budget Pressures in Humberside

- 8.1 When calculating the medium-term budget projections for Humberside consideration has been given to a number of budget pressures including:
- i. Pay and price increases;
 - ii. Budget pressures;
 - iii. Revenue implications of the capital programme;
 - iv. Other – including the implications of Covid-19.
- 8.2 **Pay and price increases** - Indicative budget forecasts for 2021/22 to 2025/26 reflect the impact of inflation on budgets wherever possible such as energy, business rates and rent increases along with known contract increases. In addition, estimates for future pay awards at 2% have been included.
- 8.3 **Budget pressures** - The MTRS also includes estimates of the impact of the annual cost of officer pay progression under police regulations and the triennial review of the Local Government Pension Scheme (LGPS). Humberside Police will also face financial pressures due to the additional costs incurred following the recruitment of additional Police Officers and Police Staff as a result of Operation Uplift.
- 8.4 **Revenue implications of the capital programme** - A revised five year capital programme has been produced, which is summarised in Section 10 below. The implications of this programme are fully reflected in the MTRS.

9. Medium Term Savings Proposals

- 9.1 Throughout the MTRS period savings and efficiencies will continue to be delivered wherever possible, to sustain the investment in policing, to continue to support local policing services in the face of a challenging financial situation and balance the budget (See 11.2), for example:

- Corporate Programme of efficiency and continuous improvement reviews;
- Non pay savings;
- Savings through procurement through the continued use of national frameworks;
- Maximising income generation wherever possible.

10. Capital Estimates and Financing

10.1 The following table provides a summary of the 5-year capital programme:

Capital Estimates	2021/22 £m	2022/23 £m	2023/24 £m	2024/25 £m	2025/26 £m	Total £m
Major and Minor Building Schemes	19.815	1.943	0.520	0.520	0.270	23.068
Information Technology	4.745	3.059	1.509	6.528	0.548	16.389
Vehicles and Equipment	4.013	2.177	1.492	1.342	1.595	10.619
Total	28.573	7.179	3.521	8.390	2.413	50.076

10.2 Key areas to note in the proposed programme are:

- **Building Schemes** - Estates refurbishment programme based on operational requirements including the new development of the Melton 2 site;
- **Information Technology** - the Force have a number of Improvement Schemes to deliver change and efficiency through transformation and costs relating to the implementation of the Emergency Services Network (ESN);
- **Vehicles and Equipment** - a rolling programme of vehicle replacement and programmes for upgrading equipment.

Capital Financing

Capital Estimates	2021/22 £m	2022/23 £m	2023/24 £m	2024/25 £m	2025/26 £m	Total £m
Forecast Expenditure	28.573	7.179	3.521	8.390	2.413	50.076
Financed by:						
Grants and Contributions	0.187					0.187
Prudential Borrowing	28.386	7.179	3.521	8.390	2.413	49.889
Total Financing	28.573	7.179	3.521	8.390	2.413	50.076

10.3 The capital financing approach is to use Prudential borrowing to fund the Capital Programme and as mentioned in paragraph 8.4 the revenue implications of this borrowing is fully reflected in the MTRS Group Budget Forecast.

11. Indicative Budget Forecasts 2021/22 to 2025/26

11.1 All the budget pressures, budget savings and funding assumptions outlined earlier in this Strategy are summarised below, to show an overall position for the Group representing the combined budget forecasts for the Commissioner and Chief Constable. Having considered the savings proposals and the availability of reserves to support the MTRS an important consideration is the precept proposal for 2021/22. The MTRS includes a precept increase of £14.99 (6.6%) built into the funding for 2021/22, and future increases as set out earlier in this report.

11.2 The group budget forecast position is set out in the following table:

MTRS Group Budget Forecast	2021/22	2022/23	2023/24	2024/25	2025/26
	£m	£m	£m	£m	£m
Base budget	198.760	210.611	218.735	223.985	229.037
Budget pressures					
Pay related increases	6.047	3.832	4.166	4.955	5.263
Operation Uplift	2.664	4.922	2.005	0.571	0.615
Increase/(Reduction) in expenditure funded by Earmarked reserves	(0.660)	(2.630)	(0.015)	-	-
Budget pressures/(additional income)	2.868	1.887	(0.209)	1.207	0.261
Revenue impact of capital financing	1.683	1.612	1.053	0.568	(0.508)
Total budget pressures	12.602	9.623	7.000	7.302	5.631
Savings Requirement	(0.750)	(1.500)	(1.750)	(2.250)	(2.500)
Net Budget Requirement	210.611	218.735	223.985	229.037	232.168
Central Government Grant Income	130.918	140.015	140.714	141.418	142.124
Council Tax Precept Support Grant	10.041	10.041	10.041	10.041	10.041
Council Tax Precept Income	66.477	69.161	71.602	74.130	76.747
Council Tax Precept - Collection Fund surplus / (deficit)	(0.222)	0.600	0.600	0.600	0.600
Total Income	207.214	219.817	222.957	226.189	229.512
Funding gap / (surplus) before reserves	3.397	(1.082)	1.028	2.848	2.656
Planned use of reserves:					
Transfer (from)/to Earmarked reserves	(3.397)	1.082	(1.028)	(2.848)	(2.656)
Funding gap / (surplus) after use of reserves	-	-	-	-	-

11.3 The Group forecast budget set out above shows how after the planned use of reserves, savings and the precept there is no funding gap for the period of the MTRS, which meets the key principle of the Commissioner's Strategy that overall expenditure will be delivered within a sustainable budget over the medium term.

11.4 The Group forecast budget is allocated as follows between Chief Constable, Police and Crime Commissioner and Capital Financing.

Humberside PCC Group	2021/22 £M	2022/23 £M	2023/24 £M	2024/25 £M	2025/26 £M
Chief Constable	198.816	205.316	209.493	213.957	217.586
Police and Crime Commissioner	5.822	5.834	5.854	5.874	5.894
Capital Financing	5.973	7.585	8.638	9.206	8.688
Total	210.611	218.735	223.985	229.037	232.168

- 11.5 **Budget Monitoring arrangements** – the S.151 Officer confirms that the Commissioner has timely and robust monitoring arrangements. Management Accounts are reported to the Chief Constable and the Police and Crime Commissioner on a monthly basis.

12. Reserves

Background information on Reserves

- 12.1 Sections 32 and 43 of the Local Government Finance Act 1992 require billing and precepting authorities in England and Wales to have regard to the level of reserves needed for meeting estimated future expenditure when preparing budgets.
- 12.2 In establishing reserves, the Commissioner must comply with the Code of Practice on Local Authority Accounting in the United Kingdom (the Code). The Chief Finance Officer is required as part of the budget setting process to provide a statement on the adequacy of reserves.
- 12.3 Chartered Institute of Public Finance and Accountancy (CIPFA) guidance on Reserves and Balances (LAAP Bulletin No 77 November 2008) and the requirements of the Code suggests twice yearly reviews of reserves. By doing this, the visibility of reserves are increased and consideration of their use is placed at the forefront of the decision-making process. Reserves are cash backed balances, held on the balance sheet until they are spent or released for other purposes. As such, they can only be spent once, and are not part of the base budget.
- 12.4 In addition, CIPFA along with the Home Office recommended as good practice that Police and Crime Commissioners publish an Annual Reserve Strategy Statement. Humberside has published an Annual Reserves Strategy Statement since 2019/20. The statement provides an explanation for each reserve along with its value. It also includes a narrative explaining whether the current and projected level of reserves is appropriate, and if governance arrangements for reserves are adequate and appropriate.
- 12.5 The Commissioner’s balance sheet reserves are summarised as follows:
- **General Reserves** - a contingency for unexpected events or emergencies;
 - **Earmarked Reserves** - to meet known or predicted liabilities.
- 12.6 CIPFA guidance issued in June 2003 confirms that relevant bodies should make their own judgements on such matters, taking into account relevant local circumstances and an assessment of risk and the advice of the Chief Finance Officer.

Reserves Strategy

12.7 The Commissioner must retain adequate reserves so that unexpected budget pressures can be met without adverse impact on the achievement of key objectives and council taxpayers. The Commissioner's policy for reserves and balances is based on a thorough understanding of the organisation's needs and risks. Part of this process is to give a clear explanation of the existing and proposed use of reserves and this is addressed in the paragraphs below.

General Reserve

12.8 The expected General Reserve at 1 April 2021 will be increased to £6.1m equating to 3.0% of the revenue budget. This meets one of the key MTRS principles to seek to maintain the General Reserve at 3% of the net revenue budget. The closing General Reserves at 31 March 2026 are estimated to be £7.3m equating to 3% of the net revenue budget.

Earmarked Reserves

12.9 Earmarked Reserves represent funds which have been set aside by the Commissioner for specific purposes. The table below shows the overall strategy for use of reserves over the MTRS period.

MTRS Reserves Forecast	At 1 April 2021 £m	At 1 April 2022 £m	At 1 April 2023 £m	At 1 April 2024 £m	At 1 April 2025 £m	At 1 April 2026 £m
Earmarked Reserves						
Performance Improvement Reserve	7.7	5.9	7.2	6.4	3.4	0.5
Risk Management Reserve	1.9	1.0	0.4	0.3	0.3	0.3
Partnership Reserve	1.2	0.3	0.3	-	-	-
Total Earmarked Reserves	10.8	7.1	7.9	6.7	3.6	0.8
General Reserves	6.1	6.4	6.7	6.9	7.1	7.3
Total Reserves	16.9	13.5	14.6	13.6	10.7	8.1

12.10 The Commissioner retains three Earmarked reserves for the following purposes:

- Performance Improvement Reserve – used to support the revenue budget, to help to facilitate business change and pump-prime initiatives, including those that are spend to save;
- Risk Management Reserve – used to provide cover for potential liabilities that have been identified but have not yet crystalized and any shortfall in self-insurance provisions;
- Partnership Reserve – used to support community safety partners and to supplement monies from the Ministry of Justice for victims' services provision.

12.11 **Adequacy of Reserves** – the S.151 Officer confirms that the current reserves held by the Commissioner are adequate. The position on reserves will be kept under continuous review and will be reviewed again, during 2021/22 as part of the Government's Comprehensive Spending Review announcements during the late part of 2021 and early into 2022. Any material changes will be reported to the Commissioner.

13. Risk Assessment

13.1 The MTRS contains the most up to date information at the time of drafting, but the Commissioner's financial position is dynamic. A comprehensive financial risk assessment is undertaken for the revenue and capital budget setting process to ensure all risks and uncertainties affecting the Commissioner's financial position are identified. The Commissioner faces a number of significant financial pressures that could affect the position over the medium term. An assessment of the likelihood and impact of each risk and the management controls in place are shown in the following table:

Risk	Likelihood	Impact	Risk Management
Pay awards and price inflation being higher than anticipated.	Possible	Medium	Budget based on best information available and set at a prudent level.
Failure to deliver planned savings.	Possible	Medium	Revenue monitoring updates to the Commissioner and Chief Constable.
Impact of COVID-19, increased expenditure and reduced income	Likely	Medium	Monitor and reclaim expenditure if possible, budget based on latest information around precept and use any measures available to reduce impact.
Impact of the introduction of the Emergency Services Network	Likely	Medium	Monitor information as it is released and try to secure sustainable funding to mitigate any increased costs.
Further reductions in funding included in the next Comprehensive Spending Review and an unfavourable review of funding formula.	Possible	High	Balance on General Reserve maintained at minimum of 3%; forward planning; regular monitoring.
Future council tax precept rises limited by excessiveness principles determined by the Government.	Likely	Medium	Balance on General Reserve maintained at minimum of 3%; forward planning.
Costs associated with the outcome of the national legal challenge to the Police Pension Scheme (2015) transition arrangements are not met centrally by the Home Office.	Possible	Medium	Balance on General Reserve maintained at minimum of 3%; close budget monitoring; annual review of budget and MTRS; existing Police Pension Fund arrangements require the Home Office to balance the deficit on the Fund each year through a top-up grant.

13.2 **Robustness of Estimates** - the S.151 Officer confirms that the budget estimates have been compiled on a robust and prudent basis.

14. Conclusion

- 14.1 The overall financial position for Humberside Police is sustainable over the medium term.
- 14.2 The approach set out in this MTRS delivers a balanced budget. It sets out how all five years will be financed and general reserves can be maintained at or above 3.0% of the revenue budget, estimated at £7.3m at March 2026.

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HUMBERSIDE POLICE AND CRIME PANEL

COMPLAINTS REPORT

1. OBJECT AND KEY POINTS IN THIS REPORT

- 1.1 The purpose of this report is to provide the Panel with an update on complaints made against the Humberside Police and Crime Commissioner during the period 1 November 2020 to 31 January 2021.

2. BACKGROUND INFORMATION

- 2.1 The Panel has statutory responsibilities under the Elected Local Policing (Complaints and Misconduct) Regulations 2012 for handling and recording complaints about the conduct of the Humberside Police and Crime Commissioner.
- 2.2 At the Police and Crime Panel meeting on 6 February 2013, members discussed the issue of complaints. The Panel felt that there needed to be a separation of powers, so that the receipt and handling of complaints is not dealt with by the Office of the Police and Crime Commissioner, but by the Police and Crime Panel.
- 2.3 Information about the Panel's complaint handling role and how to make a complaint is set out on the Panel's web site www.northlincs.gov.uk.
- 2.4 In the absence of any provision or guidance regarding who should handle a complaint made against the Panel itself, it should be noted that each elected Panel Member is subject to their respective appointing Authority's Codes of Conduct. The two independent co-opted members of the Panel have adopted the Code of Conduct of the host authority (North Lincolnshire Council).

3. SUMMARY OF CASES RECEIVED

- 3.1 During the period 1 November 2020 to 31 January 2021., no new complaints had been received against the Police and Crime Commissioner.

4. SUMMARY OF CASES RESOLVED

4.1 There were no outstanding complaints against the Police and Crime Commissioner.

5. FREEDOM OF INFORMATION AND PRESS ENQUIRIES

5.1 There have been no Freedom of Information requests received. There have been seven press enquiries and 1 other question from a member of the public and neighbouring local authorities

6. RECOMMENDATIONS

6.1 That the report be noted.

SECRETARY OF THE HUMBERSIDE POLICE AND CRIME PANEL

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30-40 High Street
SCUNTHORPE
North Lincolnshire
DN15 6NL

Author: Matthew Nundy
Date: 28 January 2021

Background Papers used in the preparation of this report

Police Reform and Social Responsibility Act 2011
The Elected Local Policing Bodies (Complaints and Misconduct) Regulations 2012
Local Government Association Guidance Document on Handling Complaints about the Police and Crime Commissioner and their Deputy (December 2012)