

Humberside Police and Crime Panel Annual Report 2020-21

Supporting and Scrutinising the Police and Crime Commissioner for Humberside

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1 FOREWORD FROM THE CHAIRMAN

I am delighted to present the second annual report of the Humberside Police and Crime Panel (PCP), which covers its activities during the 2020-21 Municipal Year. It is strange to be writing this introduction. I was, up until recently, the Chairman of the Panel, a position I held with great pride for seven years but, following the election held on 6 May 2021, I was elected the new Police and Crime Commissioner for Humberside, something which I will refer to later on.

As the year started, I never expected to embark on a steep information technology learning curve, but for many of us that is exactly what happened, as we wrestled with Microsoft Teams and live streaming from our hastily created 'office at home'.

As the world tackled the Covid-19 pandemic, the Panel wanted a clear understanding of how the Commissioner was working with the Chief Constable, to understand the approach to be taken by his officers in policing the new legislation, during this difficult time, in particular their approach to fines during strict lock downs. We also wanted to understand the impact of the pandemic on frontline staffing, both staff taken ill with Covid, and details on the impact on the number of frontline police officers and key personnel isolating at any given time. Humberside Police staff continued to respond with their usual high level of professionalism and commitment, despite the unique and complex challenges that they continue to face. I would like to place on record my gratitude to the selfless work and professionalism of Humberside Police officers at this time of crisis and thank them for the vital service they provide.

The Coronavirus pandemic placed a huge strain on all parts of society and the police have played a major role in the response. Despite the pandemic my colleagues and I on the Panel continued to hold the Police and Crime Commissioner for Humberside to account for the performance of his statutory functions and support him to deliver to the public an efficient and effective service. Again, the Panel looked not just at policing in Humberside, but also the wider remit of the Commissioner in relation to commissioned services and his use of the financial resources available to him.

On behalf of the Panel, I must record a debt of gratitude to Keith Hunter who was the former Police and Crime Commissioner. Such has been the transformation of Humberside Police that it was one of the three finalists for UK Police Service of the Year in the Public Sector Transformation Awards. Keith's contribution to the people of Humberside has been exemplary and he leaves me a strong legacy for my term of office. I must also thank the Chief Executive and all her staff at the Office of the Police and Crime Commissioner, who have attended every meeting, produced reports and answered Panel Members questions in an open and honest way.

I have always been and will continue to be a huge advocate of the Police and Crime Panel. Other than at the ballot box, it is the only means of holding the Commissioner to account. I am in no doubt, and indeed look forward to the Panel continuing to be a 'critical friend' and providing that constructive challenge to the work of the Commissioner and my office.

My final comments are to give enormous thanks firstly to my Vice Chair Councillor Sean Chaytor, whom I enjoy an excellent relationship with, for his tremendous

support, and to all the members of the Panel who bring with them a commitment and wealth of knowledge and experience.

I reserved the best to last and that is to thank the Democratic Services staff from the host authority who support our Panel without whom we could not function.

Councillor Jonathan Evison

Chairman, Humberside Police and Crime Panel for the Municipal Year 2020-21

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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 2020-21

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 2020-21, 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

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 2020-21

During 2020-21, the Humberside Police and Crime Panel held six formal Panel meetings, on 27 May 2020, 7 July 2020, 6 October 2020, 24 November 2020, 4 February 2021 and 17 March 2021. As a result of the on-going pandemic, all Panel Meetings were held virtually, using Microsoft Teams. This allowed, for the first time, interested parties to observe the proceedings of the Panel away from the traditional committee room setting.

Details of the formal meetings and the agendas and papers for them are available online: [Democracy | \(moderngov.co.uk\)](https://democracy.humberside.pcc.gov.uk)

In addition to the formal Panel meetings, the Panel held 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 Ninth National Conference for Police (Fire) and Crime Panels. The conference, which was held virtually, 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 2020-21 are summarised below:

27 May 2020

The Police and Crime Commissioner (PCC) for Humberside, Chief Executive Officer at the Office of the Police and Crime Commissioner and the Chief Constable of Humberside Police attended the meeting to discuss with the Panel Humberside Police and the Office of the Police and Crime Commissioner for Humberside response to Covid-19.

The Police and Crime Commissioner updated the Panel on the following –

- Availability of Personal Protective Equipment.
- Costs for policing, including associated support staff as a result of COVID-19.
- Availability of Covid-19 testing.
- Contingency planning in place to help police resilience.
- The additional measures put in place to support the health and wellbeing of frontline officers and support staff.

The Chief Constable of Humberside Police updated the Panel on the following -

- Deployment of Special Constables.
- The checks and balances that were in place to ensure a proportionate Police response to maintaining public safety throughout the period of COVID-19.
- The impact of the pandemic on Custody, Charging and Prosecution.
- Effect on Police services during the pandemic.
- Impact of Covid-19 on prevalence of domestic abuse.
- Humberside Police absence levels.

The Chief Executive Officer at the Office of the Police and Crime Commissioner also updated the Panel on the work of her office during the pandemic.

7 July 2020

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 fifth 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) Community Engagement Team

The PCC informed the Panel that, on taking office in May 2016, it became apparent that a new vision for the OPCC to engage with the public was required.

The large geographical size of the Humberside Police force area, covering four very different unitary authorities, each with individual community safety priorities and demographic make-ups, presented a serious challenge to ensure communities were effectively engaged with and cannot be achieved by the OPCC alone. Consequently, in Summer 2017 a new Communities and Engagement Team was created to work alongside local Community Safety Partnerships (CSPs) and develop improved methods of public consultation.

The Commissioner added that four Engagement Officers now worked in each of the Local Authority areas as the PCC's local representatives, working with partners and the public.

Each Engagement Officer had a background of working with Community Safety Partners, Local Authorities and Criminal Justice. They were now all well-established in their respective areas and were available to attend public meetings and community groups to provide advice on local issues.

The PCC then introduced each Community Engagement Officer in turn, inviting them to deliver a short verbal presentation on their work, achievements and developments for each local authority area in the ensuing year.

The Panel thanked the Community Engagement Officers for their work, contribution and accessibility within their respective local authority area.

3) Year End Financial Outturn 2019-20

The Chief Financial Officer at the OPCC presented the Financial Outturn report for the 2019/20 financial year.

The report contained details of the Revenue and Capital Outturns, the Year-end Reserves position and any revenue carry forwards approved by the PCC.

The report also provided information on the financial outturn performance of Humberside Police, the Police and Crime Commissioner for Humberside and the Capital Charges that had been incurred.

Following the verbal presentation, the Chairman and Panel Members scrutinised the Year End Financial Outturn for 2019-20.

6 October 2020

1) Humberside Police and Crime Commissioner Annual Report 2019-20

The Panel reviewed the PCC's Annual Report for the municipal year 2019-20 in accordance with its statutory duty.

The report provided an update on what the PCC and the Office of the Police and Crime Commissioner (OPCC) for Humberside had achieved against the 2019-20 Delivery Plan.

The Chief Executive at the OPCC guided Panel Members through the document, highlighting its offices many key achievements. Of particular note was that there were no 'red' performance measures, with the few 'amber' performance measures being as a result of the effect of the pandemic.

To conclude, the Chief Executive publicly thanked colleagues from the OPCC for their achievements and progress made during 2019-20.

The Panel commended the report for its content and ease of reading.

2) Assurance of the Office of the Police and Crime Commissioner Section 151 Officer Capacity Through Secondment Arrangements

Following the Confirmation Hearing held on 28 November 2019, the panel unanimously agreed on the appointment of the Chief Finance Officer, with the following recommendation;

“That the Chief Finance Officer secondment arrangement be reviewed in nine months time. This was to allow a review to be undertaken to determine whether a post consisting of 0.4 fte (2 days a week) provided enough capacity to fulfil the requirements of the Chief Finance Officer position”.

As a result of the recommendation, the Chief Finance Officer at Humberside Fire and Rescue Service and the Chief Executive Officer at the Office of the Police and Crime Commissioner had discussed the arrangement, as well as seeking the views of the postholder, whereby they agreed that the arrangement had been extremely successful due to the undoubted synergies from working across the two organisations as well as financial savings.

The Panel unanimously agreed that the appointment of the Chief Finance Officer at the OPCC for Humberside provided a sufficient level of assurance on the adequacy of the working arrangements of the postholder to fulfil the role.

3) Humberside Police – End of Year Assessment 2019-20

The Panel considered the Humberside Police end of year assessment for 2019-20. The document summarised the key achievements of the Force on the following areas –

- Corporate governance and performance
- Financial management
- People management
- Performance and demand summary
- Future plans

The Panel discussed the end of year assessment with the PCC, before congratulating the Chief Constable and Commissioner on the continued improvement to the performance of the Force.

24 November 2020

1) Office of the Police and Crime Commissioner Substance Misuse Commissioning

The Panel had an informative and constructive discussion with the PCC and Commissioning and Contracts Manager at the Office of the Police and Crime Commissioner 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 discussed screening and referral within Police custody, management of substance misusing offenders within the community, liaison with through the gate services for continuity of care post prison release.

Following the conclusion of the discussion, the Panel congratulated the Office of the Police and Crime Commissioner for its work on tackling substance misuse in Humberside.

2) How the Police and Crime Commissioner Holds the Chief Constable of Humberside Police to Account

The Panel discussed the mechanisms that were in place to hold the Chief Constable of Humberside Police to account for the performance of the Force. The Panel heard that the Commissioner holds the Chief Constable to account via the Police and Crime Plan, Delivery Plan, PCC Accountability Board and Assurance Arrangements.

Panel Members were reminded that there were standing invitation to attend any of the Assurance Meetings as observers, should they wish to attend and listen to the discussion/debate.

4 February 2021

The Panel considered the PCC's proposed Policing Precept for 2020-21. The Commissioner had proposed a precept increase of 6.56%. The financial implications for residents are that the Band D Council Tax amount would increase to £243.21 for 2020/21, an increase of £14.99. The Panel supported the proposed increase. Further details can be found in the Panel's formal report, available on the North Lincolnshire Council website.

17 March 2021

1) Attendance by the Chief Constable of Humberside Police

The Chief Constable of Humberside Police attended the meeting and delivered a presentation to Panel Members on the following –

Organisational briefing
People – Health and Wellbeing Staff Survey 2020 results
Implementation of the Police and Crime Plan
Performance update – crime and outcomes
Performance update – calls and responses
Operation Galaxy
Covid-19 update
IT update
Melton 2 update

The Panel formally thanked Humberside Police and the Office of the Police and Crime Commissioner for their significant contribution and commitment to the residents of Humberside during the Covid-19 pandemic.

2) Humberside Police and Crime Commissioner Delivery Plan 2021-22

The Panel discussed the fifth annual Office of the Police and Crime Commissioner Delivery Plan. The document was the annual summary document for how the OPCC team worked effectively towards achieving the aims of the Police and Crime Plan. It was the intention that the document was an operational one and it formed the basis of how the team both create and are provided strategic direction.

The document served to inform the public and the Police and Crime Panel of the planned work programme of the OPCC for the year and provided an overview of the activities undertaken to ensure an effective office that supported the PCC to exercise his duties effectively.

The document was received with thanks.

3) Humberside Police and Crime Commissioner End of Term Report 2016-21

The Panel discussed the Police and Crime Commissioners End of Term report for the five-year period of his office. The report outlined –

- The delivery against the Police and Crime Plan
- The Force's organisational improvement
- The performance of Humberside Police
- The performance of the Office of the Police and Crime Commissioner
- Humberside Police budget
- Partnership successes

The End of Term Report was received with thanks.

5 PANEL DEVELOPMENT

For the Municipal Year 2020-21, the Panel membership was unchanged.

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 members have provided a different dynamic to Panel meetings, offering a fresh perspective to holding the Police and Crime Commissioner to account.

July 2020 – The Chairman and Secretary to the Panel attended a virtual Local Government Association Police, Fire and Crime Panels Workshop. The workshop provided an opportunity to network with other Panels, pick up on the latest proposals from the Home Office and share best practice.

November 2020 - The Panel was represented by the Chairman, Councillor Tock and the Secretary to the Panel at the ninth Annual PCP Conference, which was held virtually over three days.

The virtual 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 2021 - 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.

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 2020-21, 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 2020 to 30 September 2020, the total costs submitted to the Home Office for re-imbursement were £24,374.

For the period 1 October 2020 to 31 March 2021, the total costs submitted to the Home Office for reimbursement were £23,233.

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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DN16 3NL

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