

**Police and Crime Commissioner
for Derbyshire
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DATE 10 May 2013

AGENDA

STRATEGIC GOVERNANCE BOARD

DATE OF MEETING	13 May 2013
TIME OF MEETING	2pm
LOCATION	The Reception Room, Butterley Hall, Ripley, Derbyshire. DE5 3RS
PCC CONTACT OFFICER	Mrs Liz Kelly (01773 733799)
CONSTABULARY CONTACT OFFICER	Supt K Mahay (01773 572675)
DISTRIBUTION	PCC A Charles DPCC H Dhindsa CC M Creedon DCC A Goodwin ACC D Collins ACC S Cotterill Mr D Peet Mrs H Boffy Mr T Neaves Supt. K Mahay Mrs L Kelly OPCC Subject Matter Expert

David Peet

Chief Executive

Office of the Police and Crime Commissioner for Derbyshire

The short notice of the publication of papers in advance of the meeting is a constraint of the timetable of monthly meetings. Please note that all meetings of the Board are published in advance on the Commissioner's website.

The meeting of the Strategic Governance Board on 13 May 2013 at 2pm, in the Reception Room, Butterley Hall, Ripley, Derbyshire. DE5 3RS
AGENDA: Reports attached

ITEM	SUBJECT	DECISION NO.
PUBLIC QUESTION AND ANSWER TIME Maximum 30 minutes allotted time <i>(If the Q & A Session is shorter than the allotted 30 minutes, the meeting will commence early)</i>		
1	APOLOGIES FOR ABSENCE	
2	DECLARATIONS OF INTEREST (IF ANY)	
3	ANNOUNCEMENTS FROM THE CHAIR	
4	MINUTES/DIGEST OF DECISIONS Meeting held on 15 April 2013	
5	REVIEW OF ACTIONS	
6	FORWARD PLAN 4 Month Forward Plan May - September 2013	
COMMISSIONER DECISION REPORTS		
<i>Reports of the Chief Executive</i>		
7A	None	
<i>Reports of the Treasurer</i>		
8A	Commissioners Partnership budget 2013/14 allocation of resources to Chief Constable	50/13
<i>Reports of the Chief Constable</i>		
9A	None	

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<i>Joint Reports of the Treasurer/Chief Constable</i>		
10A	None	
PERFORMANCE REPORTS		
<i>Reports of the Treasurer</i>		
11A	None	
<i>Reports of the Chief Constable</i>		
12A	Chief Constable's Scorecards	
12B	Police Officer Recruitment Starting Salary	
12C	Thematic Report – Hate Crime	
<i>Joint Reports of the Treasurer/Chief Constable</i>		
13A	Provisional Revenue and Capital outturn position for the financial year ended 31 March 2013	
<i>Reports of the Chief Executive</i>		
14A	Independent Custody Visiting - Visit Statistics	
14B	Reporting on the Outcome of ICV Visits	
14C	Police Dog Welfare Visiting – Visit Statistics	
	DECISIONS TAKEN AND NOT YET REPORTED TO STRATEGIC GOVERNANCE BOARD	DECISION NUMBER
15A	Decisions taken and not yet reported to the Strategic Governance Board	45/13 – 49/13

The short notice of the publication of papers in advance of the meeting is a constraint of the timetable of monthly meetings. Please note that all meetings of the Board are published in advance on the Commissioner's website.

**POLICE AND CRIME COMMISSIONER FOR DERBYSHIRE
STRATEGIC GOVERNANCE BOARD**

**Held in Committee Room 1, Chesterfield Borough Council, Chesterfield Town Hall,
Rose Hill, Chesterfield, Derbyshire S40 1LP
15 April 2013**

In attendance:

Office of the Police and Crime Commissioner: Commissioner Charles, Deputy Commissioner Dhindsa, Mr D Peet, Mrs H Boffy, Mrs D Rimell and Mrs L Kelly

Constabulary: CC M Creedon, ACC D Collins and Mr T Neaves

Agenda No.	Item	Decision (including Dec No.)/ Action
	<p>The commissioner welcomed the public to the first of four alternative venue Strategic Governance Board Meetings (future meetings being held at; Buxton 24 June, Swadlincote 16 September and Derby 11 November).</p> <p>Public Question and Answer Time</p> <p>(1) Mr B Pont referred to a message that had been circulated via the Derbyshire Alert System and suggested that the message was a political policy statement regarding a contentious issue. Mr Pont requested assurance that no political statements be circulated via the Alert System for the future.</p> <p>Commissioner Charles assured the meeting that the Alert System was not used for the publishing of political statements and that, as a member of the Labour Party, he had not been complicit in the publishing of the message and had no knowledge of its circulation until after the event.</p> <p>Chief Constable Creedon assured the meeting that the Alert System is used to inform the public on a large range of issues happening within the community ranging from criminal activity to local neighbourhood initiatives, he echoed the point made by Commissioner Charles, that the Alert system was not used for political reasons. CC Creedon noted that the message had not been</p>	

subject to a due diligence test and could not give assurance that future messages would be subject to robust scrutiny test prior to publishing as resourcing this would be difficult.

(2) Cllr S Nibcock, Secretary of the Friends of Inkerman informed the meeting of Anti-Social Behaviour problems on the Inkerman Park in the evening which is affecting local residents.

The Chief Constable assured Cllr Nibcock that he would contact the Divisional Commander in an endeavour to get more targeted patrols for the area.

(3) Mr David Chapman Chair of the Police and Crime Panel referred to Agenda Item 7A and asked that an amendment be made to the report to show that the Panel recommended unanimously **and without reservation** that David Peet be appointed.

1.	<p>APOLOGIES</p> <p>DCC Alan Goodwin and ACC S Cotterill</p>	
2.	<p>DECLARATIONS OF INTEREST</p> <p>Chief Constable Creedon declared an interest in agenda item 7B 'Chief Constable Benefits Scheme' and agreed to leave the meeting whilst this item was being discussed.</p>	
3.	<p>ANNOUNCEMENTS FROM THE COMMISSIONER</p> <p>The Commissioner congratulated the Force on the tenth year of crime reductions and asked that his thanks be extended to all Constabulary staff who helped achieve this success.</p> <p>The Commissioner congratulated the Constabulary and in particular ACC Cotterill on the successful outcome of the Philpott trial. The Commissioner commented on the professionalism in the handling of this case which has been a credit to the Constabulary and the East Midlands Officers involved in the investigation. The Commissioner continued by commending all the first responders; including the fire, ambulance and the police service who had to deal with a very difficult and tragic scene on the night of the incident.</p>	

	<p>The Commissioner is inviting applications for grants which assist in Crime Prevention initiatives in Derbyshire. Applications are invited for either a Small Grant (up to £5,000) or a Large Grant (between £5,000 and £25,000), further information can be obtained from the Commissioner's website : http://www.derbyshire-pcc.gov.uk/Partnership/Crime-Prevention-Grants/Crime-Prevention-Grants.aspx</p>	
4.	<p>MINUTES/ DIGEST OF DECISIONS</p> <p>The minutes of the Strategic Governance Board Meeting held on 18 March 2013 were agreed.</p> <p>The minutes of the Joint, Audit, Risk and Assurance Committee Meeting dated 14 March 2013 were noted.</p>	
5.	<p>ACTIONS OUTSTANDING</p> <p>A report on the benefits of the work of voluntary sector organisations was scheduled to be presented at this SGB meeting. Due to ACC Cotterill's heavy work schedule it was agreed that this report be deferred to a future meeting.</p> <p>An interim report on actions taken to improve performance within the CCMC should be presented to the SGB in June (not September).</p>	<p>Report to be deferred to a future meeting.</p> <p>Interim Report to be presented at the meeting of the SGB in June.</p>
6.	<p>FORWARD PLAN</p> <p>Noted.</p>	

7A.	<p>APPOINTMENT OF CHIEF EXECUTIVE TO THE POLICE AND CRIME COMMISSIONER FOR DERBYSHIRE</p> <p>The Confirmation Hearing of the Police and Crime Panel took place on Friday 5 April 2013 and they recommended unanimously and without reservation that Mr David Peet be appointed as the Commissioner's Chief Executive.</p>	
	<p>RESOLVED: To confirm David Peet as the Chief Executive of the Office of the Police and Crime Commissioner for Derbyshire, subject to references and vetting.</p>	39/13
7B.	<p>CHIEF OFFICER'S BENEFIT SCHEME <i>(The Chief Constable left the meeting whilst this item was discussed).</i></p> <p>The Scheme had been reviewed with minor changes proposed. A copy of the draft scheme was attached at Appendix A for approval.</p> <p>It was agreed that a change be made to paragraph 1.2 (ii) of the Scheme as follows: 'Provision of a car up to the net residual value of £30,000...' (Words in bold added).</p>	Amend Draft Scheme
	<p>RESOLVED: The Chief Constable Benefits Scheme 2014 was approved, subject to the above amendment.</p>	40/13
7C.	<p>IN-KIND DONATION TO DERBYSHIRE MOUNTAIN RESCUE SERVICE</p> <p>It was recommended that a contribution in kind of a police dog van be made to the Mountain Rescue Services in recognition of the value and support to policing that the Mountain Rescue Services give to Derbyshire and the Constabulary.</p> <p>Both the Commissioner and the Chief Constable praised the work of the service and wholeheartedly supported the donation.</p>	

	<p>RESOLVED: To make an in kind donation of a decommissioned dog van with an estimated value of £2,000 to Peak District Mountain Rescue Service.</p>	41/13
7D.	<p>ANNUAL SUBSCRIPTION TO THE POLICE TREASURERS 2013-14</p> <p>Approval was sought for the annual subscription to Police Treasurers for 2013/14 in the sum of £2,480.</p>	
	<p>RESOLVED: The subscription to Police Treasurers for 2013/14 for the Derbyshire Treasurer to be a member, in the sum of £2,480 was approved.</p>	42/13
8A.	<p>PUBLIC INCLUSION AT THE STRATEGIC GOVERNANCE BOARD MEETINGS AND BUXTON VENUE CHANGE</p> <p>Future meetings of the Strategic Governance Board will include a Public Question and Answer time. The Meetings and General Protocol had been amended to reflect this change and an extract of the amendment was attached for approval.</p> <p>At paragraph 2.2 of the report the Commissioner asked that it be made clear in the Protocol that latecomers may ask questions providing the main meeting has not commenced.</p> <p>It was formally noted that the Strategic Governance Board meeting being held in Buxton had been re-arranged to take place at the University of Derby Buxton, 1 Devonshire Road, Buxton. SK17 6RY. Public Meeting Room SB/103</p>	
	<p>RESOLVED: To approve the amendment to the extract from the Meetings and General Protocol (1) attached at Appendix A To note the change of venue for the meeting of the Strategic Governance Board being held in Buxton on 24 June.</p>	43/13

9A	<p>CYCLE TO WORK SCHEME 2013/14</p> <p>Approval was sought to re-implement a Cycle to Work Scheme for 2013/14, detail contained within the report.</p>	
	<p>RESOLVED Re-implementation of the Cycle to Work Scheme was approved.</p>	44/13
10A	<p>FINANCE BRIEFING – PERIOD 11</p> <p>The report confirmed the sound financial position of the Force and showed that spending was well within the budget set for 2012/13.</p>	
	<p>RESOLVED: The current financial position of the Derbyshire Police as set out in the Finance Briefing Document was noted.</p>	
12A	<p>2012/2013 OUTTURN PERFORMANCE INFORMATION</p> <p>The outturn performance for the period ending March 2013 showed that the Force had achieved its 10th consecutive year of crime reductions.</p> <p>Overall reported crime had fallen from 61,483 in 2011/12 to 51,440 in 2012/13 and Derbyshire are on course to see one of the largest reductions in the country.</p> <p>In addition to the hard work of the Force, the Chief Constable thanked partners, communities and those who design out crime for their input in helping to achieve such large reductions in reported crime.</p> <p>The Chief Constable highlighted that the report provided a snapshot of reported crime only and was keen to emphasise that the report did not provide information on the full range of harm in Derbyshire; many crimes go un-reported particularly domestic violence crimes and there is also a</p>	

	<p>range of hidden crime including cyber crime, honour based crime, child protection, child trafficking and high-tech crime (to name a few). The complexities of modern policing were discussed and it was noted that these type of crimes require a different style of policing which may not be visible but are an important front-facing resource for the Force</p> <p>DPCC Dhindsa congratulated the Force on their fantastic performance but was keen to ensure that recognition was given to partners, the community and those who design out crime for their endeavours in helping to bring crime levels down within the County.</p>	
	<p>RESOLVED: To note the Report</p>	
<p>12B</p>	<p>CHIEF CONSTABLE SCORECARDS – STANDING ITEM</p> <p>Performance Report- DCC Goodwin It was noted that both Police Officer and Police Staff sickness levels were rising. It was highlighted that the rising levels could be attributable to the recent austerity measures and Winsor Reforms which have resulted in salary cuts, differential pay-scales, cuts in police officer and police staff numbers and an increase in workload.</p> <p>Performance Report – ACC Cotterill It was noted that there were small decreases in crime investigation rate, but no major concerns were highlighted.</p> <p>Performance Report – ACC Collins An interim report on the Contact Management Centre would be presented to the Board in June.</p> <p>It was noted that a low number of Specials were committing 4 hours or more a week and ACC Collins informed the Commissioner that processes were being put in place to better manage the Specials to try and improve the quality of involvement of the volunteers.</p>	

	RESOLVED: The report was noted.	
12C	THEMATIC REPORT – GUN AND KNIFE CRIME An update on the current position in relation to gun and knife crime offences was detailed within the report.	
	RESOLVED: The report was noted.	
12D	THEMATIC REPORT – ORGANISED CRIME GROUPS The report provided reassurance that the Commissioner and Deputy Commissioner will be provided with regular briefings on the work undertaken to deal with Organised Crime Groups (OCG) within Derbyshire and those outside whose activities cross into Derbyshire.	
	RESOLVED: To note the report.	
12E	THEMATIC REPORT – TERRORISM AND DOMESTIC EXTREMISM The Police and Crime Commissioner and the Deputy Police and Crime Commissioner have both received and will continue to receive full briefings from the Counter Terrorism Officers as to the Counter Terrorism Local Profile for Derbyshire.	
	RESOLVED: To note the report.	
14A	DECISIONS TAKEN AND NOT YET REPORTED TO THE STRATEGIC GOVERNANCE BOARD The report provided a formal record of the decisions taken by the Commissioner but not yet reported to the Strategic Governance Board.	

	<p>RESOLVED: The decisions referenced 35/13 to 28/13 were noted as being published documents contained within the Commissioner's decision log which can be accessed on the Derbyshire Police and Crime Commissioner website.</p>	

REVIEW OF ACTIONS ON DECISIONS MADE BETWEEN BOARD MEETINGS

KEY

Progress Column: C = Complete, I = In-hand, O = Outstanding

Decision No.	Agenda Item	Report Title and Action Required	Responsible Officer	Progress
STRATEGIC GOVERNANCE BOARD – 18 MARCH 2013				
30/13	8A	To present a report on the benefits of the work of voluntary sector organisation to be presented to the next meeting of the SGB in April. UPDATE FROM STRATEGIC GOVERNANCE BORAD MEETING ON 15 APRIL 2013. Report deferred to a future meeting of the Strategic Governance Board.	ACC Cotterill	
	12B	When the initiatives on BME satisfaction have been analysed a report will be presented to a future meeting of the SGB.	Chief Constable	
	12C	An interim report on actions taken to improve performance within the CCMC be presented to the SGB in June.	ACC Collins	
STRATEGIC GOVERNANCE BOARD – 15 APRIL 2013				
40/13	7B	Amend the Chief Officer's Benefit Scheme as follows: 'Provision of a car up to the net residual value of £30,000...' (Words in bold added).	Mrs H Boffy	C

Strategic Governance Board 4 Month Forward Plan		
Date of Meeting	Finance	Performance and Other Issues
13-May-13	<p>Finance (Period 12) & Resources Force - monitor capital programme delivery and expenditure against budget Force - estates update setting out progress on key capital schemes Force - Information Services (IS) Quarterly Update PCC - Report on Funding Decisions (if any)</p>	<p>Chief Constable's Delivery Plan Chief Constable's scorecards Force Thematic Report - Hate Crime PCC - ICV/Police Dog Welfare stats & findings & any current issues</p>
24-Jun-13	<p>Finance (Period 1) & Resources PCC & Force - Revenue Budget Outturn 2012/13 PCC & Force - Capital Outturn 2012/13 PCC & Force - Annual Report on Treasury Management and Prudential Indicators 2012/13 Force - monitor capital programme delivery and expenditure against budget Force - estates update setting out progress on key capital schemes Force - Estates Services and PFI Financing Quarterly Update PCC Report on funding Decisions (if any)</p>	<p>Chief Constable's scorecards Force Thematic Report - Community Policing PCC & Force Thematic Report - Wildlife Crime & Cruelty to Animals (Partnership Report) Force - Updates on Criminal Justice (includes reports on RJ and Victims/Witnesses) Force - Quarterly Project Board Update Force - Health & Safety Report PCC Annual Report</p>
22-Jul-13	<p>Finance (Period 2) & Resources ***Outturn*** Force - Police Property Act Fund - contribution towards Derbyshire Community Foundation 2013/14 PCC & Force - Annual report on debtors Force - monitor capital programme delivery and expenditure against budget</p>	<p>Chief Constable's scorecards Force Thematic Report - Safeguarding Adults (includes Persons Susceptible to Harm and Missing Adults) Force Thematic Report - Domestic Abuse (Partnership Report?) Force Thematic Report - Rape & Serious Sexual Assault (includes Registered Sex Offenders & Dangerous Persons)</p>

	<p>Force - estates update setting out progress on key capital schemes Force - monitor and report revenue spend against profiled budget including a predictive out-turn position and explanations of major variances Force - Procurement and Contracts Quarterly Update PCC - Report funding decisions (if any)</p>	<p>(MAPPA) Force Thematic Report - Update on Emerging Risks (includes Cyber Crime, Economic Crime, Troubled Families, New and Emerging Communities). Can use half-yearly update from Strategic Assessment. Rape Scrutiny Panel Report Force - Employment disputes & grievances Force - Professional Standards Misconduct Cases & Complaints PCC – Stage 2 Transfers</p>
<p>NO MEETINGS HELD DURING AUGUST</p>		
<p>16-Sep-13</p>	<p>Finance (Period 4) & Resources PCC & Force - Revised Capital Programme 2013/14 - 2016/17 Force - monitor capital programme delivery and expenditure against budget Force - estates update setting out progress on key capital schemes Force - monitor and report revenue spend against profiled budget including a predictive out-turn position and explanations of major variances Force - Information Services (IS) Quarterly Update PCC - Report funding decisions (if any)</p>	<p>Chief Constable's scorecards Force Thematic Report - Alcohol related Harm Force Thematic Report - Killed & Seriously Injured Road Collisions (Partnership Report) Force Thematic Report - Confidence and Satisfaction Force Thematic Report - Contact Management Update (includes NCRS & NSIR) Force - Quarterly Project Board Update Force - Health & Safety Report</p>

STRATEGIC GOVERNANCE BOARD

13 MAY 2013

REPORT OF THE TREASURER

8A: COMMISSIONER'S PARTNERSHIP BUDGET 2013/14: ALLOCATION OF RESOURCES TO CHIEF CONSTABLE.

1. PURPOSE OF THE REPORT

- 1.1 This report details the allocation of the Partnership Budget included in the Commissioner's 2013/14 budget which is to be delegated to the Chief Constable to distribute and manage.
- 1.2 The allocation by the Chief Constable will be in accordance with the draft budget drawn up at the time the overall budget requirement was approved and is shown at APPENDIX A.

2. INFORMATION AND ANALYSIS

- 2.1 With the change of responsibilities in November 2012, commissioning and crime have been introduced under the remit of the Commissioner. In approving the budget requirement for expenditure for Policing and Crime for 2013/14, the Commissioner allocated the majority of his resources to the Chief Constable, for him to deliver the policing elements of the Police and Crime Plan.
- 2.2 The Commissioner retained £4.436m, for Community Safety and Crime Prevention Grants, some strategic high level budgets for the operation of his Office. Included here is £0.532m of Partnerships budget which has customarily been the responsibility of the Chief Constable.
- 2.3 Work is being planned within the Commissioner's Office to review the distribution, effectiveness and value for money of the resources allocated to partnerships and partners, and to contribute to the delivery of the Police and Crime Plan. Meanwhile, the Commissioner has offered to reflect historic partnership funding for 2013/14 whilst the review is taking place.

2.4 This report requests the Commissioner consider and approve his Partnership budget to the Chief Constable, with a budget detail allocated in accordance with the schedule attached at APPENDIX A.

3. RECOMMENDATIONS

i. The Commissioner approves the allocation of £0.535m of his 2013/14 partnership resources to the Chief Constable to manage in line with APPENDIX A to the report.

4. IMPLICATIONS

All implications are assessed and scored to the table below.

HIGH – supporting explanation and narrative required and to be contained within the report

MEDIUM – narrative to be contained within the report at the discretion of the author

LOW – no narrative required

	LOW	MEDIUM	HIGH
Crime & Disorder		√	
Environmental	√		
Equality & Diversity	√		
Financial		√	
Health & Safety	√		
Human Rights	√		
Legal	√		
Personnel	√		

Contact details in the event of enquiries	Name: Helen Boffy BSc CPFA External telephone number: 0300 122 6005 Email address: helen.boffy.4808@derbyshire.pnn.police.uk
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ATTACHMENTS

Appendix A. Partnerships Budget 2013/14

Partnerships Budget 2013/14

<i>Project Title</i>	<i>Brief description of project</i>	<i>Force Partnership Budget 2013/14 £</i>
Force - General Partnerships	General Partnership Budget to be used by the Head of Dept for miscellaneous Partnership arrangements	9,900
Force - Safer Derbyshire Research & Info Team	General Equipment Budget etc: for the SDRI Team based at County Offices (note staff employed by Derbyshire Constabulary)	2,500
Force - Contribution to Community Safety Staff	Payment made to Derbyshire County Council for our contribution towards the salary costs of the 8 community Safety Officers employed by DCC.	64,200
Force - Public Protection Panel - Probation Service	Contribution to Multi agency public protection panel	54,100
Force - Youth Offender	Contribution to the Youth Offending Service. This is a government initiative aimed at reducing Youth Crime & Disorder	130,900
Force - Neighbourhood Watch Development	Budget Managed by Community Safety's Engagement Officer for Neighbourhood Watch Development	8,000
Force - Diversity	Budget managed by Forces Diversity Inspector to conduct or contribute to Race Relations issues.	3,000
Force - Crime Prevention Design Advisors	Budget managed by Insp Barry Thacker - General Budget For CPDA	2,000
Force - Victim Support	Contribution To Derbyshire's Victim Support Board. Police Supt is a member of the Board.	5,900
Force - Partnership Analysts Posts	Pooled Fund ran by the Police to employ 3.5 analysts. Analysts are managed by Ian Bates on the Safer Derbyshire Floor. They provide info & Analysis for the whole county (excluding the city which has its own analyst that we contribute to)	35,000




Partnerships Budget 2013/14



<i>Project Title</i>	<i>Brief description of project</i>	<i>Force Partnership Budget 2013/14 £</i>
Force - Safer Derbyshire Partnership	Force Budget for Safer Derbyshire. Contributes to various posts for Safer Derbyshire. Budget set up as part of the recommendations of the Community Safety Best Value Review.	51,900
Force - Youth Development	Partnership Development Force Budget managed by John Coxhead - General Budget for Youth Development	2,800
Force - Community Cohesion Post	Originally a Force Contribution towards a racial Harassment co-ordinator post at Derby City Council - Fund now contributes to Community Co-hesion Post at City.	6,300
B Division - Devolved Partnership Budget	Annual Partnership Budget Devolved to B Div Divisional Commander	4,100
C Division - Devolved Partnership Budget	Annual Partnership Budget Devolved to C Div Divisional Commander	55,900
D Division - Devolved Partnership Budget	Annual Partnership Budget Devolved to D Div Divisional Commander	60,000
Criminal Justice Board	Force contribution to Criminal Justice Board	35,000
		531,500

CHIEF CONSTABLES PERFORMANCE PANEL



PERFORMANCE REPORT - DCC GOODWIN

HUMAN RESOURCES






FORCE PERSONNEL	Unit	Time period covered	Headcount This Year	Headcount Outturn 2011/12	FTE This Year	FTE Outturn 2011/12	Direction of Travel
Total Number of Police Officers	Volume	As at 1st April 2013	1960	1954	1917.1	1914.4	
Number of Police Staff excl PCSOs	Volume	As at 1st April 2013	1429	1422	1218.4	1210.3	
Number of PCSOs	Volume	As at 1st April 2013	186	174	182.7	170.6	

SICKNESS	Unit	Time period covered	Standard	This Year	Outturn 2011/12	Change
Police Officer Sickness	Working days lost	12 months ending Feb '13	8.20	8.94	7.39	
Police Staff Sickness	Working days lost	12 months ending Feb '13	8.20	6.93	6.88	




CONFIDENCE AND SATISFACTION

INDICATOR	Unit	Time period covered	This Year to Date	2011/12 Outturn	2010/11 Outturn	Direction of Travel	Region (5)	E&W (43)
% of people who have confidence in the police in their local area	%	12 months to Sep '12	73.7%	73.9%	70.2%		2nd	24th
% of victims satisfied with the overall service provided by the police	%	Apr '12 to Mar '13	87.0%	87.3%	82.3%		2nd	15th

COMPLAINTS

INDICATOR	Unit	Time period covered	This Year to Date	2011/12	Direction of Travel
Number of complaints recorded	Volume	Apr '12 to Feb '13	477	535	
Number of allegations recorded	Volume	Apr '12 to Feb '13	813	999	
Number of complaints which were suitable for local resolution	Volume	Current N/A	N/A	N/A	N/A
Number of complaint investigations more than 90 days old	Volume	Apr '12 to Feb '13	76	92	
% of complaints recorded in 10 days	%	Apr '12 to Feb '13	90.6%	29.3%	
% of complaints finalised in period which were upheld	%	Apr '12 to Feb '13	9.9%	7.1%	

SOURCE INFORMATION
Human Resources information is from Origin HR. Confidence information is from CSEW User Satisfaction data is from USAT database

KEY	
	Increasing
	Stable
	Decreasing

SPECIFIC DETAILS
Police officer information excludes all officers that are seconded, on regional units or on a career break. Direction of travel is based on FTE and not headcount where applicable.
The ranking data for confidence (line 6) for the Region and England & Wales is based upon the latest available national data for the 12 months ending September 2012.
The ranking data for user satisfaction (line 7) for the Region and England & Wales is based upon the latest available national data for the 12 months ending December 2012.
The previous years information for complaints related to the same period of 2011/12 and not the outturn.

COMMENTS
Both police officer and police staff sickness has seen increases. Increases in sickness have recently been seen in short term sickness with long term sickness falling.
The latest quarters results for the Crime Survey in England and Wales has seen falls in performance for Derbyshire. The majority have forces have seen falls in performance also but national position has fallen slightly. ONS have changed the way in which the CSEW is performed recently and have reduced the sample size for each force. It is therefore too early to identify whether the falls in performance that have been recorded are due to a genuine fall in confidence or just changes in methodology.

STRATEGIC GOVERNANCE BOARD
13 MAY 2013
REPORT OF THE CHIEF CONSTABLE

12B: POLICE OFFICER RECRUITMENT – STARTING SALARY

1. PURPOSE OF THE REPORT

- 1.1 To note the Chief Constable's intention to exercise his discretion to apply the higher starting salary for new police officer recruits.

2. INFORMATION AND ANALYSIS

- 2.1 A recommendation contained within the Independent Review of Police Officer and Staff Remuneration and Conditions (the "Winsor Review") was to introduce a new, shorter pay scale for new entrants from April 2013. This new pay scale has a lower starting salary than the current scale but enables Constables to move to their maximum salary point more quickly than is currently the case.
- 2.2 The relevant Home Office determination has been received confirming the introduction of the new pay scales and this document outlines the level of discretion afforded to Chief Constables in relation to the starting salary for new entrants to the service.
- 2.3 The determination allows for new entrants to be awarded a salary of either £19,000 or £21,999 dependent upon relevant experience, qualifications and local recruitment needs. On completion of initial training (a period of 31 weeks) all new recruits will move to £22,000 (Point 1 on the salary scale). Under the current arrangements, all police officer recruits are paid a salary of £23,250.
- 2.4 The Chief Constable considers that all new entrants should receive the higher starting salary in order to attract the best quality candidates and candidates from under represented groups from within Derbyshire. This is considered to be a valid local recruitment need within the terms of the Home Office determination.
- 2.5 Although the determination clearly outlines the criteria pertaining to relevant experience and qualifications, it is less prescriptive on local recruitment needs.
- 2.6 The Chief Constable does not consider it appropriate to restrict the use of the higher starting salary solely for relevant experience and qualifications as this is unlikely to significantly improve the number of police officers recruited from the under represented communities of Derbyshire.

- 2.7 The higher salary afforded to those with relevant experience and qualifications is likely to attract more applications from existing members of the Constabulary, thereby retaining the same diversity mix albeit in a different role, whereas the lesser starting salary can reasonably be regarded as a potential disincentive for others to apply from outside the organisation. The Constabulary has taken positive action to encourage applications from under-represented communities and it is the Chief Constable's view that the existence of a starting salary differential has the potential to thwart that work.
- 2.8 Applications from potential recruits who do not have the relevant experience and qualifications set out in the determination are essential to ensuring that the Constabulary's workforce is as representative as possible of the communities it serves and to enhancing public confidence in the Police Service.
- 2.9 As stated above, the starting salary differential relates solely to the period of initial training (31 weeks), upon completion of which all new entrants will progress to pay point 1 on the salary scale at £22,000.
- 2.10 On the assumption that the Constabulary's current recruitment plans continue (60 recruits per year), the maximum difference in cost between paying all such recruits at either the lower or the higher salary for the 31 week training period is £141,000. However, it is very likely that a large proportion of recruits will have the relevant qualifications and experience and would therefore attract the higher starting salary anyway.
- 2.11 Under the current arrangements, the salary costs of 60 new recruits for the 31 week training period is £1.096m. Under the new arrangements, the salary costs of 60 new recruits for the 31 week training period, all paid at the higher starting salary, would be £1.036m. Therefore, even paying all future recruits at the higher starting salary, the Constabulary will realise a saving of £60,000 per training period.
- 2.12 It should also be noted that the longer term impact of the new salary arrangements for police officers will accrue considerable future savings for the Constabulary, as a result of the lower starting salary and the revised arrangements for incremental progression. Initial projections, based on current recruitment plans, indicate a full year saving on salary and associated costs of £94k in 2013/14, £476k in 2014/15 and £900k in 2015/16.
- 2.13 The Chief Constable considers that the payment of the higher starting salary of £21,999 to all police officers recruited to the Derbyshire Constabulary after 1 April 2013 is both appropriate and necessary to ensure that the best possible candidates are attracted from all communities, particularly those who are currently under-represented in the organisation. He also shares the aspirations of the Winsor report and the Home Secretary to further improve the standard and professionalism of policing but he does not consider a £4,000 reduction the starting salary for a new recruit is necessarily conducive to achieving this.

3. RECOMMENDATIONS

- i. That the Chief Constable's proposal to pay all police officer recruits appointed after 1 April 2013 at a commencement salary of £21,999 is noted.

4. IMPLICATIONS

All implications are assessed and scored to the table below.

HIGH – supporting explanation and narrative required and to be contained within the report

MEDIUM – narrative to be contained within the report at the discretion of the author

LOW – no narrative required

	LOW	MEDIUM	HIGH
Crime and Disorder	x		
Environmental	x		
Equality and Diversity			x
Financial	x		
Health and Safety	x		
Human Rights	x		
Legal	x		
Personnel		x	

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BACKGROUND PAPERS

- 1. Home Office Determination

STRATEGIC GOVERNANCE BOARD
13 MAY 2013
REPORT OF THE CHIEF CONSTABLE

12C: HATE CRIME

1. PURPOSE OF THE REPORT

- 1.1 To provide the Police and Crime Commissioner with an update on the current position within Derbyshire in relation to Hate Crime.

2. INFORMATION AND ANALYSIS

- 2.1 The following table shows the number of hate crime offences by type (Race, Religion, Lesbian Gay and Bisexual (LGB), Transgender, Disability and Other) for the period April 2012 to March 2013, in comparison to the previous two years:

	2012/13	2011/12	2010/11
Race	400	445	531
Religion	10	1	5
LGB	56	57	56
Transgender	7	0	0
Disability	49	12	8
Other	0	2	3
Total	522	517	603

- 2.2 The information is based on the number of offences that have one or more of the hate crime force markers placed on the crime report. Some crime reports may have more than one marker placed on them and are therefore counted twice in the above information. A force crime marker for transgender was only introduced in June 2011 and offences prior to this may have been included under the overarching gender hate crime marker. These are included within the other category.
- 2.3 Overall, levels of hate crime offences have remained stable when compared with the previous year and have reduced noticeably compared to 2010/11. Race related hate crime offences accounts for the majority of hate offences and these have fallen considerably over the years. The main category of hate crime that has seen an increase is disability hate crime. This increase may be attributable to more accurate recording however, due to the large amount of work that has recently be undertaken to improve awareness of these types of offences.

- 2.4 The following table shows the positive outcome rate for hate crime offences by type for the period April 2012 to March 2013 in comparison to the previous two years:-

	2012/13	2011/12	2010/11
Race	58.5%	60.2%	56.5%
Religion	40.0%	0%	40.0%
LGB	50.0%	50.9%	32.1%
Transgender	42.9%	0%	0%
Disability	28.6%	33.3%	37.5%
Other	0%	0%	33.3%
Total	54.2%	58.2%	53.7%

- 2.5 Positive outcome rates for hate crime offences have remained fairly stable across the last three years – with the numbers of offences within Derbyshire still being relatively small. It should be noted that particularly for individual types of hate crime, the positive outcome rate is subject to considerable fluctuation.

- 2.6 The following table shows the number of hate incidents by type for the period April 2012 to March 2013 in comparison to the previous two years:-

	2012/13	2011/12	2010/11
Race	542	582	666
Religion	13	12	17
LGB	105	104	125
Transgender	1	8	5
Disability	43	24	17
Other	6	8	7
Total	710	738	837

- 2.7 The number of disability hate incidents recorded has increased by 152% over the two year period. This increase can be seen as encouraging for the force, as this is an area where we have historically seen under reporting and under recording.

- 2.8 National information concerning the performance of forces is not readily available. Although numbers of hate crime offences are published by the individual hate crime types, the population data for each of these individual strands of diversity are not easy to collate and therefore it is not possible to give a national picture for all categories of hate crime.

- 2.9 Using the readily accessible information however, it is possible to produce the following table. This table includes all hate crime offences per 10,000 population:

	All persons	Hate offences	Hate offences per 10,000 population
Derbyshire	1,018,438	507	5.0
Leicestershire	980,328	1,162	11.9
Lincolnshire	713,653	264	3.7
Northamptonshire	691,952	564	8.2
Nottinghamshire	1,091,482	680	6.2
Regional data	4,495,853	3,177	7.1

(Number may deliver slightly from the tables above as these figures are from a static return and the previous information is from the live Guardian system)

- 2.10 The table above demonstrates that overall we do not appear to be out of line with the other forces in our region. This is only an indication of the size of the issue within each force area however, as the size of the population for each strand of diversity within each force would be required to provide an accurate representation.
- 2.11 At present, the only strand of hate crime that is part of the mandated Home Office user satisfaction process is racist incidents. For 2012/13 the satisfaction level with the whole experience for racist incidents was 81.6%. This compares to 74.2% for 2011/12 and 83.0% in 2010/11. As the sample size is very small, this is susceptible to considerable random fluctuations.
- 2.12 In addition to the mandated types of hate crime, for the last 9 months Derbyshire Constabulary has also been trying to survey all hate crime victims. The following table shows the results of these additional surveys:-

	Sample size	Number satisfied	Percentage satisfied
Racial	108	91	84%
Disability	19	13	68%
Other hate	16	14	88%
Total	143	118	83%

- 2.13 The table above shows that from these additional surveys the satisfaction levels are fairly consistent across the different areas with the exception of disability. Analysis of the reasons for dissatisfaction has shown that there is no indication of disproportionality and that the reasons themselves are consistent with other dissatisfied responses. As only 19 respondents have been surveyed in this category this difference in satisfaction may be due to random fluctuation.
- 2.14 As the majority of our hate offences relate to race, the hotspot areas tend to be areas with racially diverse communities. Within Derbyshire, 35% of all hate offences are recorded on just two sections, Derby North and Derby West.
- 2.15 There are some groups within the community where the under reporting of hate crime offences still seems to be an issue. Significant work has been undertaken in recent years to improve the level of reporting in a number of

areas, for example with disability related hate crime. Numbers of recorded offences has seen an increase recently but it is still believed there is substantial under reporting as disability related offences only account for 6% of all hate crime, whilst race related offences account for 76%. This is despite 18% of the population suffering from a 'long term limiting illness'. Age related hate crime is another area where numbers of recorded offences is particularly low.

- 2.16 Victims of race related hate crime offences appear more confident to report the offences than any other group. The HMIC inspection 'Living in Another World' states that 'Officers appear more confident in investigating racial or religious aggravated offences'.
- 2.17 The procedures and process to deal with hate crime offences are clearly defined within the force Hate Crime policy (Appendix A). Staff within the Contact Management department are given detailed information on how to identify and record hate crime offences, and will ask the victim if they believe there were any aggravating factors to the offence. All hate incidents must remain open until a crime reference number is provided or a reason for it not being recorded as a crime is given. All hate crimes are included within daily tasking procedures on sections. A detailed hate incident form must also be completed for all hate incidents and these are held within the hate crime database.
- 2.18 There are numerous checks within force to ensure that all hate crime offences have been recorded correctly. These involve audit checks as part of the standard audit programme, but also system checks to ensure that all offences have the correct markers and are included within the hate crime database. As part of this, all systems are searched to find offences that have not been properly recorded. The Local Criminal Justice Board (LCJB) then completes an audit of these offences to identify any trends or issues.
- 2.19 In addition to this there are also numerous checks to ensure that the incident or offence has been dealt with correctly. Hate Crime Scrutiny Panels are held on a regular basis on divisions to scrutinise individual cases. The force also attempts to contact all victims of hate crime within Derbyshire asking them to participate in a survey which allows the force to assess their levels of satisfaction with the service that they have received.
- 2.20 To ensure the force is providing the highest quality of service to the public of Derbyshire, there are regular meetings with an Independent Advisory Group (IAG) and also an external disability reference group. These groups advise on all areas of equality and diversity and assist with the recording and prevention of hate crime.
- 2.21 A considerable amount of outreach work is conducted within Derbyshire. Hate crime recording and prevention is always a priority within these sessions with the Gay Police Association (GPA) and the Black Police Association (BPA) attending and supporting a large number of events.
- 2.22 Proposals are also currently being progressed for a countywide approach to hate crime being adopted by all partners. This proposal will be presented at

the Hate Crime Steering Group meeting on the 19th May 2013, which will be attended by Derbyshire Constabulary and all its partners. This strategic approach has been identified from the best practice outlined in a number of Government reports that have been published recently into hate crime. Derbyshire Constabulary Derby City Council and Derbyshire County Council are working well together to standardise the approach to Hate Crime across the county.

- 2.23 To improve the awareness of hate crime within force, an e-learning package was delivered to all members of staff in September 2012. This package was completed within the month by 89% of staff. Sergeants and Inspectors have also received addition training from groups connected to hate crime.
- 2.24 The force is also in the process of recruiting an Equality and Human Rights Manager who will become the single point of contact for hate crime. They will support Chief Superintendent Smethem who is the force operational champion for hate crime. The force is also considering identifying a single point of contact for disability in the light of recent national reports and to address the current issue relating to underreporting.
- 2.25 The force and its partners are currently working extremely well together to try and tackle hate crime and provide a consistent approach. Small issues such as email filters that may be preventing smooth communication between the partners are currently being looked at to find resolutions. Hate Crime Scrutiny Panels are also being aligned with the timing of the Crown Prosecution Services meetings to allow a clear flow of feedback both to and from the force.

3. **RECOMMENDATIONS**

- i. That the Police and Crime Commissioner notes the report and identifies any action arising.
- ii.
- iii.

4. **IMPLICATIONS**

All implications are assessed and scored to the table below.

HIGH – supporting explanation and narrative required and to be contained within the report

MEDIUM – narrative to be contained within the report at the discretion of the author

LOW – no narrative required

	LOW	MEDIUM	HIGH
Crime & Disorder			
Environmental			
Equality & Diversity			
Financial			
Health & Safety			
Human Rights			
Legal			
Personnel			

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ATTACHMENTS

Appendix A. Hate Crime Policy



Derbyshire Constabulary

HATE CRIME POLICY

POLICY REFERENCE 05/027

This policy is suitable for Public Disclosure

Owner of Doc: Head of Department, Corporate Services

Date Approved: August 2012

Review Date: August 2013

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1. Policy Identification Page

Policy title:	Hate Crime Policy
Registry Reference number:	05/027

Policy implementation date:	April 2006
Policy review date:	August 2013

Department / Division responsible:	Corporate Services		
Policy owner:	Head of Department		
Last reviewed by:	Insp. Ian Davey	Date last reviewed:	August 2012
Impacts on other policies / guidance / documents (<i>list</i>):			

Security Classification: NOT PROTECTIVELY MARKED
Disclosable under FOI Act: YES
Policy to be published on Intranet: YES
Policy to be published on Force Website: YES without Appendix which is Restricted.
Policy disclosable to public via FOI request: YES

2. Legislative Compliance

This document has been drafted to comply with the principles of the Human Rights Act. Proportionality has been identified as the key to Human Rights compliance, this means striking a fair balance between the rights of the individual and those of the rest of the community. There must be a reasonable relationship between the aim to be achieved and the means used.

Equality and Diversity issues have also been considered to ensure compliance with the Equality Act 2010 and meet our legal obligation in relation to the equality duty. In addition, Data Protection, Management of Police Information, Freedom of Information and Health and Safety Issues have been considered. Adherence to this policy or procedure will therefore ensure compliance with all relevant legislation and internal policies.

3. Introduction

Derbyshire Constabulary aspires to provide every member of the community with the highest possible standard of service irrespective of gender (including gender identity), age, ethnic origin, faith, religion, disability or sexual orientation.

Hate crimes and incidents can have a devastating affect on the quality of life of victims and those who fear becoming victims. Victims of hate crimes and incidents feel the added trauma of knowing that the perpetrator's motivation is an impersonal, group hatred, relating to some feature that they share with others. This factor may be greatest where the hatred is directed against a person(s) visible features such as skin colour or physical disability or features relating to personal characteristics which may be non-visible, such as religion or by nature of their sexual orientation, disability, gender description, age, or any combination of these characteristics.

For this reason an incident that might normally have a minor impact becomes, with the hate elements, a very intimate and hurtful attack that can significantly undermine a victim's quality of life. This can also extend to the victim's family, broader circle of friends, acquaintances and the whole community. For every primary victim there are likely to be numerous other people affected by the attack.

Common features of hate crime and incidents include under-reporting and repeat victimisation, investigators should be mindful to link relevant incidents and to deploy all relevant strategies including intelligence, problem solving in partnership, investigation and future prevention.

The investigation itself must be carried out professionally and must be closely supervised.

The Association of Chief Police Officers (ACPO) Good Practice and Tactical Guidance in dealing with hate crime and incidents provides the basis for the police service response to improving the 'victim experience' when they report to the police. Derbyshire Constabulary endorses the guidance sentiment which contains detailed advice and guidance to police officers and staff at all levels. All involved in tackling hate crime are encouraged to make full use of this resource.

Legal Basis

The policy for investigating hate incidents and crimes is supported by tactical guidance which aims to provide officers and staff with specific considerations and investigative options applicable to hate incidents and crimes. The guidance complements the existing ACPO manual and will be updated and supplemented as good practice guidance emerges. However there is a sound and compelling legal basis for compliance with this policy as set out in the legislative background below.

The Human Rights Act places a duty on all public authorities which means that their policies, programmes and services should ensure that individuals are autonomous, safe and can participate in the decisions that affect their lives; further, that they are treated fairly, with dignity and respect and that the rights of the wider community are also safeguarded. In discharging that obligation the policy ensures that all victims of hate incidents and crimes will receive a quality of service which recognises their individual needs.

Similarly, there is a legal responsibility on public authorities subject to the Equality Act 2010, to fulfil their obligations when carrying out their functions as to; the need to eliminate conduct which the Act prohibits; the need to advance equality of opportunity between persons who share a relevant characteristic and those who do not; and the need to foster good relations between people who share a relevant protected characteristic and those who do not.

- Human Rights Act 1998.
- Equality Act 2010
- Crime and Disorder Act 1998
- Public Order Act 1986.
- Criminal Justice Act 2003
- Terrorism Act 2006
- Criminal Justice and Immigration Act 2008
- Football Offences Act 1991
- MacPherson Report 1999 - Recommendation 15.

It is important that high quality customer service is provided as part of the Hate Crime Policy and the standards specified in the Customer Service Policy apply throughout this document.

4. Policy Statement

Derbyshire Constabulary is committed to providing the highest quality of service to all members of our communities regardless of race, colour, national or ethnic origins, religion or belief, gender or gender identity, sexual orientation, disability, age or marital status.

The Force is equally committed to the prevention and detection of crime, the protection of communities at risk of harassment and abuse and preserving the rights of individuals. In fulfilling these commitments the Force will vigorously pursue those responsible for committing or inciting hate crime.

Derbyshire Constabulary will ensure that these commitments are met in respect of hate incidents and crimes.

Our priorities in responding to hate incidents and hate crime are: -

- To enable officers to correctly identify hate crime incidents and offences.
- To ensure that all such incidents and offences are recorded correctly.
- To ensure that all such incidents and offences are investigated thoroughly and professionally, and wherever possible perpetrators are brought to justice.
- To ensure that the level of support offered is appropriate to the needs of victims and witnesses.
- Increase public confidence within the community & encourage reporting of such crimes to the police.

5. Procedures

Overview

The successful investigation of individual reports of hate and incidents will require us to prioritise incidents according to the impact they have on the victim, their families and vulnerable communities, rather than on a narrow interpretation of the illegal act.

It is vitally important to note that all hate crimes are hate incidents. However some hate incidents may not constitute a criminal offence and therefore will not be recorded as a crime. For example, making inappropriate reference to the colour of someone's skin, in a non-confrontational social setting, may well be perceived as a racist incident. However, there may be sufficient evidence for it to constitute a racist crime. **It is important to understand this distinction.**

Whether it is a hate crime or incident will not lessen the impact to the victim nor should it lessen the police response.

It is the **perception** of the **victim** or **any other person** that defines a hate incident. The apparent lack of motivation as to the cause of an incident is not relevant as it is the perception of the victim or any other person that counts.

A victim of a hate incident does not have to be a member of a minority or someone who is generally considered to be vulnerable. For example, a heterosexual man who is verbally abused leaving a gay bar may well perceive that it is motivated by homophobia although he himself is not gay. Anyone can be the victim of a hate incident, including people working inside the police service.

Third Party Reporting, Assisted Reporting and Signposting

Underreporting of hate incidents and crimes is significant. Reliable sources indicate that only 25% of all such Racist and Homophobic occurrences are reported to the police. In the case of Disablist and Transphobic cases this underreporting is markedly higher. There are a number of reasons why people do not report these issues to the police, ranging, for example, from a fear of not being taken seriously or 'wasting police time' to a belief that the service is inherently racist, homophobic, transphobic or disablist. For this reason alternative, victim appropriate, methods of reporting are regularly sought and developed to increase reporting of hate crime and to increase the flow of intelligence from the community.

In Derbyshire there are a number of ways that reports can be made other than directly to the police: -

Stop Hate UK

Stop Hate UK is an independent charity and operates a 24hr free phone service for victims and witnesses. Stop Hate UK is totally independent of the police and will not pass on callers details without explicit consent. If a caller wishes however, Stop Hate UK will report the incident to the police on their behalf. Contact can also be made via text, online, web forum and post.

True Vision

True Vision is a national police campaign aimed at raising awareness of hate crime, specifically in relation to gender and sexuality, race and religion and disability. True Vision literature and self reporting packs still exist within Derbyshire communities and can be used to report although future stocks are minimal. However, victims and witnesses can report online via the True Vision website.

Victim Support

This national organisation also has a branch in Derbyshire. It provides confidential support and information to victims of crime and to witnesses attending local courts. It's services are free, independent of the police and courts and available to everyone, whether or not the crime has been reported and regardless of when it happened. Victim Support volunteers have received specialist training to help victims of hate crime.

Signposting Centres

A number of places around Derbyshire are recognised as Signposting Centres for hate crimes and incidents. Primarily these centres will facilitate reporting to Stop Hate UK by use of their telephone or computer. Currently all Derbyshire Libraries are signposting centres for example.

Third Party Reporting Centres

Within Derbyshire there are a small number of Third Party reporting centres which will receive reports of hate incidents and crimes and provide an ongoing support service for victims and witnesses. Such centres include for example Derby & Derbyshire Race and Equalities Commission and Derbyshire Friend. Some local Authorities and Housing Agencies also have systems in place to receive and deal with third party reports. Each

centre will have its own particular method of onward reporting to police which will always be with the consent of the victim.

Partnership Working

Partnership working and the need for total professionalism are prerequisites to police activity in combating hate crime. Tackling hate crime relies on effective police investigation in partnership with other agencies, be they statutory or voluntary.

The benefits of statutory partnership activity to tackle hate crime are clear: -

- It facilitates the sharing of information and intelligence to quantify hate crime geographically or within a specific section of a local population;
- It prompts agencies with community safety responsibilities to develop and then deliver a coordinated safety package for actual and potential victims of hate crime;
- It prevents duplication of agency effort in terms of service delivery;
- It produces a consolidated approach to accessing additional resources;
- A sustainable relationship between police and minority communities working together to address local hate crime problems, enhances trust and develops confidence in the ability and commitment of police to deal vigorously with hate crime;
- An ongoing dialogue will produce the confidence necessary to generate a flow of community intelligence. This ongoing appraisal of the impact of hate crime on day-to-day quality of life is important in determining adjustments to policing policy, priorities and operational practice;
- The openness and transparency that is integral to partnership working, provides a platform for better understanding by police of the community impact of hate crime. At the same time the community can better understand the police response and legal requirements that can circumscribe police action and inhibit successful prosecutions;
- Collaboration is the parent of joint-ownership of problems. Such ownership of problems and solutions provides an opportunity to share in the success of hate crime initiatives. This in itself is a spur to further collaborative effort.

Within Derbyshire there is a good history of partnership working on hate crime. For example the Hate Crime training that is regularly delivered by Safer Derbyshire to elected members, staff and partner agency staff including police officers.

6. Monitoring and Review

This policy is the responsibility of the Head of Department, Corporate Services.

An Equality Impact Assessment has been completed and the policy will be continually monitored for adverse impact upon any group. The outcome of this monitoring will inform review of the policy which will take place annually.

7. Appeals/Complaints Process

Any complaint by a member of the public made against the conduct of a police officer, special constable, police staff member or volunteer that alleges a hate element or discriminatory behaviour should be forwarded to the Force's Professional Standards Department. An allegation of a criminal offence or behaviour which is liable to lead to a

disciplinary sanction has to be referred to the IPCC if it appears to be aggravated by discriminatory behaviour.

For more information see IPCC guidelines: 'Dealing with allegations of discriminatory behaviour'.

For further information or advice on Derbyshire Constabulary's policy on tackling hate crime and incidents contact the Equality Unit at Force Headquarters by telephoning 101 and ask for Equality Unit.

8. Appendices

Appendix A – Tactical Guidance for Staff Investigating Hate Crimes and Incidents (Restricted)

NOT PROTECTIVELY MARKED

STRATEGIC GOVERNANCE BOARD

13 MAY 2013

JOINT REPORT OF THE CHIEF CONSTABLE AND TREASURER

**13A :PROVISIONAL REVENUE AND CAPITAL OUTTURN POSITION FOR THE
FINANCIAL YEAR ENDED 31 MARCH 2013**

1. PURPOSE OF THE REPORT

This report provides an overview of the current projected outturn positions against the 2012/13 Revenue Budget and Capital Programme.

2. INFORMATION AND ANALYSIS

Following the end of the financial year the Strategic Finance Department is currently undertaking the 'Closure of Accounts' process for 2012/13. This will lead to the drawing up of the Commissioner's and Chief Constable's Statement of Accounts for that year. The process will be completed in June in line with statutory timescales, at which point the final outturn positions against the Revenue Budget and Capital Programme will be reported.

The current projections for these outturns are set out in this report. They are based on income and expenditure actually received and incurred by 31 March, plus estimates for remaining items that need to be credited or charged to the 2012/13 financial year in line with accounting guidelines.

REVENUE

A summary of the projected outturn against the revenue budget is set out at Annex A.

The position indicated is that there will be an overall underspend of some £1,788m. The projected year-end underspend is on top of that which had already been identified by the Revised Budget process in December. This totalled £2.217m which means that the force is expected to underspend against its total Approved Budget for 2012/13 by some £4,005m. This is equivalent to 2.4% of the overall police budget.

The under-spend is in line with previous projections provided on a monthly basis and gives a high degree of reassurance that our processes for monitoring budgets are sound. The under-spend reflects the tight degree of control in place over spending across the force, as well as the fact that budget holders are conscious of current spending restraint and are challenging existing spending.

The reasons for the under-spend are explained in detail later on in this report. During the year the force had to accommodate significant additional costs in investigating the Philpott case involving the tragic manslaughter of six young children. There have not been any other cases of this complexity during the year, which has meant that the force has not had to call on a number of provisions within its budget to handle excessive police demand and complexity. Collaboration has also helped provide resilience and cap these costs.

As in previous years, members of the Strategic Finance department will meet with all formations during May to determine the amounts of underspend that it is appropriate to carry-forward to this financial year. It is difficult to predict the outcome of these discussions at this stage. If a broad estimate of 50% of the devolved underspend is assumed, then the expected position is as summarised in the table below.

Projected Outturn	£m
Projected devolved underspend	0.747
Projected force underspend	1.041
Total Projected Underspend	1.788
Less project carry forwards	(0.350)
Underspend to Force Reserves	1.438
Underspend within revised budget	2.217
Total to Force Reserves on 2012/13	3.655
Add back project carry forwards	0.350
Total Underspend Against 2012/13 Approved Budget	4.005

A full 'variance analysis' will be included within the report on the final outturn position which will be completed in June. The main variances changes within the current projections for the full financial year are as follows: -

Police Officer Pay and Allowances, including Overtime - (£0.388m) underspend. This projection includes an underspend of some £0.491m against the Force's Police Officer Overtime budget. As overtime is very difficult to estimate because it is often incurred reacting to incidents the actual spend reflects the level of demand during the year.

Police Officer Pensions - £0.164m overspend. This projection reflects the increased number of officers receiving injury and ill health retirement benefits than was originally budgeted. This does however mean that the force is maximising the number of operational officers from its reduced officer establishment.

Premises - £0.235m overspend. The projected overspend can mainly be attributed to the cost of sewerage repairs at the Police Headquarters site. These were the result of a collapsed pipe leading from force headquarters.

Supplies and services - £0.450m underspend. The projected underspend has occurred across a range of budget headings. It partly reflects the timing of the delivery of goods and services for which orders have been placed but also, in some areas, the need for expenditure has reduced compared to the previous estimates.

Agency - £0.116m overspend. The budget for agency forensic work was reduced at Revised Budget by £0.297m. Spend of this budget is dependant on demand, which has been greater than was anticipated at the Revised Budget stage.

Regional Units / East Midlands Collaboration - £0.429m underspend. This includes a contribution of £0.214m to be made to regional reserves to support a number of development projects that will be progressed in 2013/14. £0.240m of the projected underspend relates to four police officers securing roles within the regional learning and development team, which allows for the costs for these officers to be recharged.

Partnerships - £0.348m underspend. The projected underspend has occurred across a range of budget headings. It partly reflects the timing of partnership initiatives and the delivery of goods and services for which orders have been placed.

Income - £0.445m additional income. The main areas where more income has been generated than anticipated include: -

POCA	£0.123m
Sale of vehicles	£0.049m
Vehicle recovery	£0.034m
Vocational training	£0.114m
General cost recovery	£0.109m

The key outstanding areas that are still to be finalised that will have an influence on the final outturn position include: -

- Outstanding invoices to be charged to 2012/13 for goods and services that were received by 31 March.
- Amounts to be charged to the police staff redundancy/early retirement provision for the 2012/13 year. These amounts will relate to people who will actually leave the organisation after 1 April but for whom the formal decision had been taken during 2012/13. Cases relate to the restructure of the HR Departmental Management Team as part of the regionalisation of the HR Service Centre.
- The final charges to be made in respect of the various areas of regional collaboration that commenced during the year e.g. expansion of the Legal Services Collaboration to cover four forces.

Annex B summarises the expected outturn for collaboration areas where some cost sharing has taken place during 2012/13. This includes the 'officers in kind' contributed to the already existing EM Special Operations Unit.

At this stage the projections only give an initial guide to the savings that collaboration will deliver. In particular the costs of establishing the new HR Service

Centre are shown, while the significant future savings will not be start to be realised until the new financial year 2013/14.

COLLABORATION	2012/13 Budget	2012/13 Outturn	Variance
Cash Contributions			
EMSOU – SOC	1.919	1.852	(0.067)
Major Crime – SMT	0.326	0.291	(0.035)
TSU	0.473	0.418	(0.055)
Forensics	1.050	0.901	(0.149)
Legal Services	0.325	0.244	(0.081)
Procurement	0.202	0.216	0.014
Occ Health and L&D	1.119	0.743	(0.376)
EM Collaboration Team	0.200	0.225	0.025
IS – Derbys & Notts	0.065	0.082	0.017
Cash Contributions – Total	5.679	4.972	(707)
Other Contributions			
EMSOU SOC – In-Kind	1.931	1.894	(0.037)
Derbyshire Major Crime Unit	2.345	2.446	0.101
Collaboration - Total Cost	9.955	9.312	(0.643)
Contribution to Reserves	-	0.214	0.214
	9.955	9.526	(0.429)

CAPITAL

A summary of the capital budget monitoring position is shown below. It is estimated that £4.823m will be spent against a Revised Budget of £7.896m.

Provisional Capital Programme	2012/13 Budget £'000	2012/13 Outturn £'000	Budget Remaining £'000
Building Works	1.957	1.251	0.706
Vehicles & Equipment	2.400	1.703	0.697
Total IS Schemes	2.402	1.190	1.212
Invest to Save Schemes	0.793	0.343	0.450
East Midlands Counter Terrorism Intelligence Unit (EMCTIU)	0.344	0.295	0.049
Regional Schemes - EMTSU & EM Forensics - funded by region	0	0.041	(0.041)
TOTAL CAPITAL PROGRAMME	7.896	4.823	3.073
Hardware & Software (funded through RCCO at year end therefore budget in Revenue) Estimate		0.310	
TOTAL CAPITAL EXPENDITURE		5.133	

It will be necessary for majority of the remaining budget to be carried forward, this is mainly for schemes that:-

- have been tendered but will not start until the 2013/14 (for example, the Biomass Boiler)
- ordered but not delivered by the 31 March 2013 (for example, vehicles, access control systems, ANPR and Auditing software)
- are in their first pilot phase and are to be reviewed prior to a second phase (for example, Digital Interview Equipment and Live links)
- have been put on hold or delayed (for example, the Canteen Refurbishment and the HR transactional project).

Other schemes are nearing completion and will be reviewed for savings (for example, the Network upgrade and Voicemail project).

It should also be noted that the total Capital Expenditure of £5.133 includes an estimated £0.310m for IS hardware and software budgeted for in revenue which has been capitalised via a Revenue Contribution to Capital Outlay (RCCO) at year end in order to comply with accounting standards.

Total Capital Receipts of £440,000 were in line with the revised budget of £437,000.

3. **RECOMMENDATIONS**

3.1 Note the contents of the report and identify any actions accordingly.

4. **IMPLICATIONS**

	LOW	MEDIUM	HIGH
Crime & Disorder	X		
Environmental	X		
Equality & Diversity	X		
Financial	X		
Health & Safety	X		
Human Rights	X		
Legal	X		
Personnel	X		

Contact details in the event of enquiries	Name: Chief Superintendent Kul Mahay External telephone number: 01773 572020 Email address: sgbenquiries@derbyshire.pnn.police.uk
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ATTACHMENTS

Chief Constable and Police and Crime Commissioner					
Revenue Budget – Projected Outturn as at 31 March 2013 by Major Budget Heading					
Budget Heading	Approved Estimates	Actual as at 31 March 2013	Estimated Remaining	Forecast Total Spend	Forecast Over/(Under) Spend
	£m	£m	£m	£m	£m
OPCC	1.071	0.885	0.000	0.885	(0.186)
Police Officer Pay and On costs	95.304	94.870	0.046	94.916	(0.388)
Police Staff Pay and On costs	35.112	35.089	0.086	35.175	0.063
Other Employee Expenses	0.538	0.692	(0.143)	0.549	0.011
Police Pensions	2.488	2.652	0.000	2.652	0.164
Premises	8.667	8.792	0.110	8.902	0.235
Transport	3.833	4.016	(0.195)	3.821	(0.012)
Supplies and Services	12.251	11.449	0.352	11.801	(0.450)
Agency	1.043	1.159	0.000	1.159	0.116
Debt Charges	1.002	0.406	0.595	1.001	(0.001)
Revenue Contribution to Capital	0.000	0.000	0.000	0.000	0.000
Government Grants	(6.415)	(6.424)	0.000	(6.424)	(0.009)
General Income	(2.886)	(3.331)	0.000	(3.331)	(0.445)
EMCTIU	0.000	0.026	(0.026)	0.000	0.000
Secondments	0.033	(0.018)	0.051	0.033	0.000
Interest Receipts	(0.410)	(0.319)	(0.087)	(0.406)	0.004
Contribution to Reserves	3.393	3.550	(0.157)	3.393	0.000
Sub-Total	155.024	153.494	0.632	154.126	(0.898)
BCU Funding	0.620	0.601	0.000	0.601	(0.019)
Regional and National Policing	9.221	8.574	0.330	8.904	(0.317)
Other Specific Grants	0.081	0.275	(0.288)	(0.013)	(0.094)
Partnerships	0.795	0.447	0.000	0.447	(0.348)
TOTAL	165.741	163.391	0.674	164.065	(1.676)

AGENDA ITEM 13A
ANNEX B
STRATEGIC GOVERNANCE BOARD
13 MAY 2013

Provisional Capital Programme	2012/13 Budget £'000	2012/13 Outturn £'000	Budget Remaining £'000
EXPENDITURE			
Building Works			
Capitalised Maintenance & Small adaptations & Business Continuity	439	356	83
Legislative works(Asbestos, smoke detectors, legionella, DDA, M&Eng)	107	66	41
Upgrade of electrical systems CDHQ	286	308	(22)
Replacement of UPS Kit	96	31	65
Urgent Heating Works/Energy Efficiency	331	(48)	379
Enquiry Office Branding	47	-	47
Multi Purpose Hall Refurbishment	133	141	(8)
Canteen Area Refurbishment	100	-	100
C Block Refurbishment	418	379	39
B Division Heating Fees (Budget in 2013/14)	-	13	(13)
Cotton Lane Refurbishment Fees (Budget in 2013/14)	-	3	(3)
Building schemes completed in previous year remaining costs	-	2	(2)
Total Building Works	1,957	1,251	706
Vehicles & Equipment			
General Vehicle Replacement Programmes	1,461	1,289	172
Chief Officer Vehicles	60	30	30
Equipment	122	29	93
ANPR related schemes	334	86	248
Digital Equipment for recording PACE interviews	423	269	154
Total Vehicles & Equipment	2,400	1,703	697
IS Schemes			
IS Replacement Projects	1,065	936	129
IS Infrastructure Projects	894	105	789
Customer Projects	443	149	294
Total IS Schemes	2,402	1,190	1,212
Invest to Save Schemes	793	343	450
East Midlands Counter Terrorism Intelligence Unit (EMCTIU)	344	295	49
TOTAL PLANNED EXPENDITURE OPCC formerly DPA	7,896	4,782	3,114
Regional Schemes - EMTSU & EM Forensics - funded by region		41	(41)
TOTAL CAPITAL PROGRAMME	7,896	4,823	3,073
Hardware & Software (funded through RCCO at year end therefore budget in Revenue) Estimate		310	
TOTAL CAPITAL EXPENDITURE		5,133	

STRATEGIC GOVERNANCE BOARD
13 MAY 2013
REPORT OF THE CHIEF EXECUTIVE

14A: INDEPENDENT CUSTODY VISITOR SCHEME - VISIT STATISTICS

1. PURPOSE OF THE REPORT

- 1.1 To inform the Strategic Governance Board of the visiting statistics covering the period 1 January – 31 March 2013.

2. INFORMATION AND ANALYSIS

2. The breakdown attached at **Annex A** gives statistics for the three main designated custody suites; Buxton, Chesterfield and Derby, plus Ripley which was open from 11 February to 4 March to facilitate a refit at Chesterfield, which closed during the same period.

- 2.1 The first table gives information on the amount of visits and the number of detainees seen, both for each individual custody suite and for the county as a whole.

- 2.2 The following four tables outline the days and time periods of every visit to each of the designated custody suites.

- 2.3 The final tables give a breakdown of each delayed entry to the Custody Suites, highlighting the length of the delays and the reason for the delays.

3. RECOMMENDATIONS

- i. To note the report

4. IMPLICATIONS

All implications are assessed and scored to the table below.

HIGH – supporting explanation and narrative required and to be contained within the report

MEDIUM – narrative to be contained within the report at the discretion of the author

LOW – no narrative required

	LOW	MEDIUM	HIGH
Crime & Disorder	X		
Environmental	X		
Equality & Diversity	X		
Financial	X		
Health & Safety	X		
Human Rights	X		
Legal	X		
Personnel	X		

Contact details in the event of enquiries	Name: Liz Kelly External telephone number: 01773 733799 Email address: Elizabeth.kelly.4817@derbyshire.pnn.police.uk
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BACKGROUND PAPERS

1. None

ATTACHMENTS

Annex A.

1 January - 31 March 2013

Suite	No. Scheduled visits	No. Actual visits	No. In custody	No. Selected to visit	No offered visit	No. refused visit	No. seen	No. Not Seen (other)	% selected for visit	% offered visit from selected	% seen from offer	Immediate access (up to 5min)
Buxton	15	13	20	12	9	0	9	11	60%	75%	100%	12
Chesterfield	26	19	98	98	55	8	47	43	100%	56%	85%	19
Derby	27	25	344	320	161	7	154	183	93%	50%	96%	24
Other	0	6	39	39	27	2	25	12	100%	69%	93%	5
Total	68	63	501	469	252	17	235	249	94%	54%	94%	60

Buxton		Monday	Tuesday	Weds	Thursday	Friday	Saturday	Sunday	Total
	AM	0	1	1	1	2	1	0	6
	PM	0	2	1	1	1	0	0	5
	Evening	1	0	0	1	0	0	0	2
	Total	1	3	2	3	3	1	0	13

C/Field		Monday	Tuesday	Weds	Thursday	Friday	Saturday	Sunday	Total
	AM	2	0	1	0	2	0	4	9
	PM	0	2	2	0	1	0	2	7
	Evening	1	1	0	1	0	0	0	3
	Total	3	3	3	1	3	0	6	19

Derby		Monday	Tuesday	Weds	Thursday	Friday	Saturday	Sunday	Total
	AM	1	0	0	0	1	1	0	3
	PM	4	0	3	0	2	2	2	13
	Evening	4	0	0	1	3	1	0	9
	Total	9	0	3	1	6	4	2	25

Other		Monday	Tuesday	Weds	Thursday	Friday	Saturday	Sunday	Total
	AM	0	0	0	0	0	0	1	1
	PM	1	0	2	0	0	0	2	5
	Evening	0	0	0	0	0	0	0	0
	Total	1	0	2	0	0	0	3	6

Delayed Visits

Suite	Date	<i>Time at Front Desk</i>	<i>Time in Custody Suite</i>	<i>Length of Delay</i>	<i>Reason for Delay</i>
Derby	11.02.13	19:50	20:10	20 mins	Applying 1st aid to DP
Ripley	24.02.13	11:45	11:53	8 mins	none given or requested
Buxton	02.03.13	09:20	09:50	30 mins	waiting for ICV visit partner

STRATEGIC GOVERNANCE BOARD

13 MAY 2013

REPORT OF THE CHIEF EXECUTIVE

14B: REPORTING ON THE OUTCOME OF ICV VISITS

1. PURPOSE OF THE REPORT

- 1.1 To present a summary of issues raised by ICV from 1 January – 31 March 2013.

2. INFORMATION AND ANALYSIS

- 2.1 All visit statistics are recorded and monitored by the Scheme Administrator who then draws together any issues or identifies any trends emerging from the visits. A summary of those issues raised which did not require follow up for the period 1 January – 31 March 2013 are attached at **Annex A**.
- 2.2 Where an issue requiring follow up has been identified by an ICV, the Scheme Administrator will draw this to the attention of those in a position to respond, ensure that appropriate action is taken and provide appropriate feedback to the ICV.
- 2.3 A summary of those issues raised which required some follow up, the action taken and positive comments received is attached at **Annex B**.

3. RECOMMENDATIONS

- i. To note the report.

4. IMPLICATIONS

All implications are assessed and scored to the table below.

HIGH – supporting explanation and narrative required and to be contained within the report

MEDIUM – narrative to be contained within the report at the discretion of the author

LOW – no narrative required

	LOW	MEDIUM	HIGH
Crime & Disorder	X		
Environmental	X		
Equality & Diversity	X		
Financial	X		
Health & Safety	X		
Human Rights	X		
Legal	X		
Personnel	X		

Contact details in the event of enquiries	<p>Name: Liz Kelly</p> <p>External telephone number: 01773 733799</p> <p>Email address:</p> <p>Elizabeth.kelly.4817@derbyshire.pnn.police.uk</p>
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BACKGROUND PAPERS

1. None.

ATTACHMENTS

Annex A – Issues raised – no follow up.

Annex B – Issues raised with follow up required and positive comments received.

ICV Visit Issues (no follow up) - Jan - March 2013

Issues Raised	Buxton		Chesterfield		Derby	
	No. times raised	% of detainees with issue	No. times raised	% of detainees with issue	No. times raised	% of detainees with issue
Food Requested	0	0%	3	6%	10	6%
Refused/did not like food	0	0%	2	4%	4	3%
Drink Requested	0	0%	4	9%	25	16%
Phone Call*	0	0%	2	4%	9	6%
Notify/not notify - family/friend	0	0%	4	9%	5	3%
Visit from family/friend	0	0%	0	0%	1	1%
Solicitor*	0	0%	2	4%	3	2%
Interpreter*	0	0%	0	0%	1	1%
Appropriate Adult*	0	0%	0	0%	0	0%
Rights/entitlements	0	0%	0	0%	1	1%
Update requested	0	0%	0	0%	4	3%
Blanket requested	0	0%	0	0%	10	6%
Cell too warm	0	0%	0	0%	0	0%
Cell too cold	1	11%	0	0%	0	0%
Call Bell**	0	0%	0	0%	0	0%
Exercise Yard*	0	0%	1	2%	4	3%
Shower - access to	0	0%	0	0%	6	4%
Toilet - access/problem	0	0%	0	0%	3	2%
Reading Material*	0	0%	1	2%	9	6%
Medication*	1	11%	5	11%	13	8%
Dr/Nurse/Healthcare*	0	0%	0	0%	8	5%
General health issues	0	0%	2	4%	6	4%
Detainee with injuries	0	0%	0	0%	2	1%
Clothing/Footwear*	0	0%	0	0%	1	1%
Miscellaneous	0	0%	1	2%	10	6%
Advised not to see	0	0%	1	2%	2	1%
Stores (food/blanket etc) Insufficient stocks/unclean/untidy	0	0%	0	0%	0	0%
Cell/Custody Area Unclean/untidy	0	0%	1	2%	0	0%
Total No. of Visits Made	13		19		25	
No DPs observed (asleep etc)	2		19		85	
Total No. of detainees Interviewed	9		47		154	
Total Number of Issues Raised	2		29		137	

*required / requested / awaiting

**not working/slow to answer

**Issues Raised requiring follow up
January - March 2013**

Date	Custody Suite	Cell No.	DP No.	Issue Raised	Action Taken	Date Resolved
10.01.13	Buxton	M7	70	DP claimed had not been treated fairly. He believed he had been arrested over 24 hr ago - no fresh air, not told rights and 'threatened' by an officer.	ICV Reported concerns, discussed with officers and checked custody record. According to custody officers and custody record, he was very drunk and unco-operative and had refused to answer risk assessment questions. Had been in custody less than 12 hours and was due to be released as soon as alcohol levels were low enough (1 hour?) Evidence of 2 meals & several drinks in cell. Another drink provided	10.01.13
16.01.13	Chesterfield	n/a	n/a	Access quick. Custody staff did not know we were on the premises before we entered the suite	none required	n/a
18.01.13	Buxton	n/a	n/a	Area was clean and tidy	none required	n/a
18.01.13	Chesterfield	n/a	n/a	Being escorted by Inspector Coxhead - being cooperative, staff helpful. Suite and kitchen tidy	none required	n/a
21.01.13	Derby	n/a	n/a	Inspected kitchens, all clean and tidy as usual. Staff always very helpful and go out of their way to help	none required	n/a
27.01.13	Chesterfield	n/a	n/a	All officers very helpful	none required	n/a
29.01.13	Buxton	n/a	n/a	Custody suite tidy and clean. Received professionally	none required	n/a
29.01.13	Chesterfield	n/a	n/a	The custody suite was very clean and tidy	none required	n/a
31.01.13	Derby	n/a	n/a	Discussed custody suite computer system & other issues with Sup. S Gamblin. We were pleased with the interest shown	none required	n/a
07.02.13	Buxton	M6	211	Treated well	n/a	n/a

Date	Custody Suite	Cell No.	DP No.	Issue Raised	Action Taken	Date Resolved
10.02.13	Chesterfield	n/a	n/a	Received professionally, very helpful.	n/a	n/a
17.02.13	Ripley	n/a	n/a	Staff Courteous and suite tidy	n/a	n/a
20.02.13	Ripley	n/a	n/a	All areas clean and tidy	n/a	n/a
20.02.13	Buxton	n/a	n/a	Received well, all clean and tidy	n/a	n/a
02.03.13	Buxton	n/a	n/a	Food stocks plentiful and all in date	n/a	n/a
03.03.13	Ripley	n/a	n/a	No cold drinking water for DPs except for bottles in fridge. Not plumbed in	This had been discussed at the local meeting on 26 February 2013 as was brought up there. Ripley only open temporarily until Chesterfield re-opens. Bottled water being taken in daily by Inspector Coxhead; there is also a cold dispenser on the corridor outside the suite which the staff could use if required.	n/a
		M6	330	DP said had been treated well and understood procedure	n/a	n/a
07.03.13	Buxton	n/a	n/a	No detainees. Suite very clean & tidy. Plentiful supply of blankets, kitchen well supplied. Staff courteous	n/a	n/a
08.03.13	Chesterfield	n/a	n/a	Custody looks clean & bright. Kitchen inspected & immaculate. Had general tour - all wasy very acceptable	n/a	n/a

Date	Custody Suite	Cell No.	DP No.	Issue Raised	Action Taken	Date Resolved
13.03.13	Derby	S6	2374	DP alleged not offered food since yesterday approx midday	Checked records - no reference to food offered or refused on 12 March 2013	
				DP also alleged incident where he accidentally dropped a cup in the toilet and was told by female CO to pick it up. When he asked for a glove she told him to pick it up with his fingers and carry it to the waste bin	<p>Both incidents drawn to attention of custody Sgt. Email sent to Criminal Justice re outcome of issues 19.03.13 I have spoken to Sgt Langton who is the sergeant referred to on the ICV form and also the officer who signed the form off. Taking each point in turn:</p> <p>1. The detention log shows this detainee had a drink at 2048, 12 March 2013. He was then observed to be asleep for the remainder of the night. on 13 March 2013 food/drink was offered as follows: 0859 - meal declined but drink accepted. 0936 - coffee provided. 1207 - meal provided. 1930 - hot drink provided. This is not quite in line with the DP's claims. Given that detainees can be asleep when visited, or in interview, etc I do not see this schedule of drinks/food as being out of the ordinary. I would add that this list is only the occasions when we offered food, there is no record that the DP himself made any requests, which we would have course acted on.</p>	

Date	Custody Suite	Cell No.	DP No.	Issue Raised	Action Taken	Date Resolved
13.03.13	Derby	S6	2374	DP alleged abusive language use by CO when she responded to his calls	2. There is no indication from Sgt Langton that any evidence of abusive language was found. In terms of the cup issue, again there is a discrepancy in that the staff believe the DP put the cup in the toilet deliberately. We have regular (i.e. daily) instances where detainees put things into the toilet either out of boredom or in an attempt to flood the cell. If someone has deliberately put something into the toilet I see no reason why the staff should then be expected to remove it unless there were extenuating circumstances - people who are adults and who are fit and well surely have to be accountable for their actions? Sgt Langton accepts that providing a glove to the DP may have been sensible middle ground, and this has been discussed with the CDO.	
15.03.13	Buxton	n/a	n/a		Full tour of suite undertaken - all in very good condition	n/a
18.03.13	Chesterfield	n/a	n/a		Suite clean and smelling fresh after re-decoration. Staff courteous and helpful	n/a
26.03.13	Buxton	n/a	n/a		Suite clean and tidy. Staff welcoming	n/a
26.03.13	Chesterfield	n/a	n/a		Suite very clean and tidy. We did not visit cells 4 & 5 due to their category. We will check this.	n/a
29.03.13	Chesterfield	n/a	n/a		Everything appeared in good order. Custody officers helpful	n/a

STRATEGIC GOVERNANCE BOARD

13 MAY 2013

REPORT OF THE CHIEF EXECUTIVE

14C: POLICE DOG WELFARE VISITING – VISIT STATISTICS

1. PURPOSE OF THE REPORT

- 1.1 To inform the Strategic Governance Board of the Police Dog Welfare Visiting statistics covering the period 1 January – 31 March 2013.

2. INFORMATION AND ANALYSIS

- 2.1 The breakdown attached at Annex A covers the visit period 1 January – 31 March 2013 and shows the number of visits and the outcome of the visits for that time period.

3. RECOMMENDATIONS

To note the Report

4. IMPLICATIONS

All implications are assessed and scored to the table below.

HIGH – supporting explanation and narrative required and to be contained within the report

MEDIUM – narrative to be contained within the report at the discretion of the author

LOW – no narrative required

	LOW	MEDIUM	HIGH
Crime & Disorder	X		
Environmental	X		
Equality & Diversity	X		
Financial	X		
Health & Safety	X		
Human Rights	X		
Legal	X		
Personnel	X		

Contact details in the event of enquiries	Name: Eliabeth Kelly External telephone number: 01773 733799 Email address: Elizabeth.kelly.4817@derbyshire.pnn.police.uk
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BACKGROUND PAPERS

None

ATTACHMENTS

Annex A.

**POLICE DOG WELFARE SCHEME
 SCHEDULE OF VISITS CARRIED OUT
 1 January to 31 March 2013**

REF	DATE	DOG(S) SEEN					FIVE FREEDOMS	ADDITIONAL COMMENTS
1	25.01.13	Ike	Hugo	Nero	Wilber	Kip	Yes	Kitchen inspected and in immaculate condition. Feeding bowls washed and ready for use.
		Tara	Tex	Max				
2	08.02.13	Muro	Kane	Max	Tilly	Dexter	Yes	I pad would be useful for dog legislation and possibly four wheel drive vehicles.
		Ike	Hugo	Max	Sandi	Garth		
		Axel						
3	12.03.13	Leo	Meg	Kip	Sandi	Ike	Yes	All very clean & tidy as usual to say kennel staff – 1 on leave, 1 on sick leave
		Hugo						

STRATEGIC GOVERNANCE BOARD

13 MAY 2013

REPORT OF THE CHIEF EXECUTIVE

15A DECISIONS TAKEN BUT NOT YET REPORTED TO THE STRATEGIC GOVERNANCE BOARD

1. PURPOSE OF THE REPORT

1.1 This report is a formal record of the Decisions that have been taken by the Commissioner that have not yet been included on a Strategic Governance Board agenda.

2. INFORMATION AND ANALYSIS

2.1 The Meetings and General Protocols policy requires that any decision taken by the Commissioner between Strategic Governance Board meetings are reported to the next Board Meeting.

2.2 A record of all decisions made are published on the Commissioner's website as soon as possible after the decision is made and are therefore available as public information at <http://www.derbyshire-pcc.gov.uk/Public-Information/PCC-Decision-Making.aspx>

2.3 The following Decisions have been made by the Commissioner:

Report Title	Decision No.	Date Signed
Recruitment and Appointment of JARAC Chair	45/13	22 April 2013
Alterations for Special Branch accommodation	46/13	30 April 2013
Headquarters Biomass Boiler Tender Report	47/13	30 April 2013

Report Title	Decision No.	Date Signed
Joint Commissioner and Constabulary Health and Safety Policy approval	48/13	30 April 2013
Joint Commissioner and Constabulary Equality Strategy	49/13	30 April 2013
Allocation of Commissioner's Community Safety Funding	31A/13 (Amended Decision 31/13)	9 May 2013

3. **RECOMMENDATION**

- 3.1 That the Decisions referenced 45/13 to 49/13 are noted as being published documents contained within the Commissioner's decision log which can be accessed on the Derbyshire Police and Crime Commissioner website.

4. **IMPLICATIONS**

All implications are assessed and scored to the table below.

HIGH – supporting explanation and narrative required and to be contained within the report

MEDIUM – narrative to be contained within the report at the discretion of the author

LOW – no narrative required

	LOW	MEDIUM	HIGH
Crime & Disorder	√		
Environmental	√		
Equality & Diversity	√		
Financial	√		
Health & Safety	√		
Human Rights	√		
Legal		√	
Personnel	√		

Contact details in the event of enquiries	Name: David Peet External telephone number: 03001226007 Email: david.peet.16406@derbyshire.pnn.police.uk
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BACKGROUND PAPERS/ATTACHMENTS:NONE