



Cambridgeshire  
Police & Crime  
Commissioner

**PERFORMANCE WORKING GROUP**

**APPROVED MINUTES**

Date: Tuesday 14<sup>th</sup> July 2015

Time: 14.00

Location: OPCC Office, Cambourne

**PRESENT:**

Sir Graham Bright	Police and Crime Commissioner
Brian Ashton	Deputy Police and Crime Commissioner
Dorothy Gregson	Chief Executive, Cambridgeshire Office of the Police and Crime Commissioner
Andy Hebb	Head of Crime, Cambridgeshire Constabulary
Mark Hopkins	Assistant Chief Constable, Cambridgeshire Constabulary
Sue Ratcliffe	Principal Performance Analyst, Cambridgeshire Constabulary
Cristina Strood	Head of Policy and Performance, Cambridgeshire Office of the Police and Crime Commissioner
Howard Thackray	Policy and Performance Officer, Cambridgeshire Office of the Police and Crime Commissioner

**1. Apologies**

No apologies were received

**2. Welcome and minutes**

- 2.1 Police and Crime Commissioner (“the Commissioner”) noted that the minutes of the Group would be formally reported through the Business Coordination Board to ensure transparency. In order to support transparency, the Group agreed that the minutes should provide further detail. The Commissioner would approve these before the next meeting.

### 3. Performance Issues

The group discussed performance issues related to the following:

#### **Recorded Crime**

- 3.1 A discussion took place regarding the rising levels of recorded crime. The Assistant Chief Constable (ACC) outlined that there had been a decrease in levels of recorded theft but an increase in recorded cases which were linked to vulnerability and were more complex. This pattern was reflected nationally. Contributing factors included the continuing reporting of historical crime and the fact that the Constabulary were being proactive in encouraging reporting amongst those most vulnerable. The Constabulary had shared a report with the Office of the Police and Crime Commissioner which explored the changes in levels of recorded crime and the difficulty of disaggregating the administrative and actual increase.
- 3.2 The Commissioner queried if and when there would be a levelling off of reported crime. The Commissioner was informed that while there had been a slowdown the Constabulary would need to continue to monitor if levels had stabilised over coming months. The Commissioner was informed that other influences such as increased awareness and reporting of cyber crime would continue to influence levels of recorded crime.
- *It was resolved that the Constabulary would draft a briefing paper outlining their response to increasing recorded crime. This would provide operational evidence that it is doing the right thing. This will be brought back to the next meeting of the Performance Working Group and then on to the Business Coordination Board.*
  - *It was resolved that given the operational nature of the issues the Constabulary would lead on media response to the publication of ONS data on 16 July*

#### **Robbery**

- 3.3 In light of the increase in robbery driven by youth on youth aggression, the Commissioner was informed that the Constabulary is engaging with a full range of partners and the Youth Offending Service to ensure effective plans are in place. It was also noted compliance with the Home Office National Crime Recording Standards was also having an influence.

#### **Domestic abuse**

- 3.4 In light of the challenges in domestic abuse responses and detections identified by the Constabulary in their report to the Business Coordination Board on the 4<sup>th</sup> June, the Commissioner questioned the Constabulary on all domestic abuse issues including incidents and response times. The ACC recognised that the Constabulary's response times to domestic abuse, not flagged as high risk, were not as prompt as they could be.

- 3.5 The ACC reassured the Group that the domestic abuse cases categorised as “Urgent” are responded to within the designated response time. The Constabulary’s Strategic Performance Board had identified issues with responses to those cases not flagged as high risk and were addressing this to ensure appropriate prioritisation by the Force Control Room and area managers.
- 3.6 Prosecution possible rates were also discussed. The Commissioner was informed that the new Home Office framework for crime outcomes identified that prosecution was not necessarily the right outcome in all cases.
- 3.7 The Group also considered issues of organisational stretch and the role of partners.
- ***It was resolved that a briefing paper providing detailed Domestic Abuse response times by the Constabulary will be brought back to the Performance Working Group for their next meeting.***
  - ***It was resolved that a paper should be brought to a future BCB on the long term partnership strategy for dealing with victims and perpetrators.***

#### **Prosecution Possible Outcomes**

- 3.8 The Commissioner questioned the Constabulary about the downward trend in prosecution possible outcome rates. The ACC confirmed that some changes in investigative support may be required and that work is in progress to review this. The next meeting of the Constabulary’s Strategic Performance Board would consider the appropriate outcome framework in light of the Home Office framework.
- ***It was resolved that following the next meeting of the Constabulary’s Strategic Performance Board, a briefing paper from the Constabulary on outcomes to be presented at the next Performance Working Group.***
  - ***It was resolved that new performance indicators on reoffending were required.***

#### **Hate Crime**

- 3.9 The group discussed the rise in recorded Hate crime. The constabulary felt there was some correlation between international incidents such as the Charlie Hebdo attack in Paris and spikes in Hate crime within Cambridgeshire.
- 3.10 There was concern about disability hate crime.
- ***It was resolved that the Constabulary would provide further information on disability hate crime to a future meeting of the Group.***

#### **Sickness**

- 3.10 It was noted that levels of officer sickness were below the national average, though there had been a recent increase in officer sickness in Investigations. The Commissioner asked if the levels of sickness were directly related to high workloads. Occupational Health were looking at the support to staff, including

**NOT PROTECTIVELY MARKED**

psychological support where appropriate given the nature of some of the cases being handled.

3.11 Higher levels of staff sickness were in part driven by some cases of long term sickness. In future reporting staff long term sickness will be extrapolated from short term sickness. This will provide a more accurate picture.

- *It was resolved that more detailed information on sickness would be provided for the next meeting.*
- *It was resolved that the Office of the Police and Crime Commissioner would ensure that the issue of pastoral as well as transactional HR support for staff was appropriately reflected in the collaboration business case.*

**AOB**

- *It was resolved that Victim Satisfaction, rising levels of Killed or Seriously Injured, and the balance of outcomes from investigations and offences taken into consideration will be picked up at the next Performance Working group meeting.*

4. Next meeting scheduled for 18<sup>th</sup> August at 10.30am



-----  
Sir Graham Bright