

Public Document Pack

Sussex Police and Crime Panel

Members are hereby requested to attend the meeting of the Sussex Police and Crime Panel, to be held at **10.30 am** on **Friday, 23 September 2022** at **County Hall, Lewes**.

Tony Kershaw

Clerk to the Police and Crime Panel

14 September 2022

Webcasting Notice

Please note: This meeting will be filmed for live or subsequent broadcast via East Sussex County Council's website on the internet – at the start of the meeting the Chairman will confirm that the meeting is to be filmed. Generally the public gallery is not filmed. However, by entering the meeting room and using the public seating area you are consenting to being filmed and to the possible use of those images and sound recordings for webcasting and/or training purposes. The webcast will be available via the link below: <http://www.eastsussex.public-i.tv/core/>.

Agenda

10.30 am 1. **Declarations of Interest** (Pages 5 - 6)

Members and officers must declare any pecuniary or personal interest in any business on the agenda. They should also make declarations at any stage such an interest becomes apparent during the meeting. Consideration should be given to leaving the meeting if the nature of the interest warrants it. If in doubt contact Democratic Services, West Sussex County Council, before the meeting.

2. **Minutes of Previous Meeting** (Pages 7 - 16)

To confirm the minutes of the previous meeting on 24 June 2022 (cream paper).

10.35 am 3. **Public and Panel Questions to the Commissioner** (Pages 17 - 24)

The Panel is asked to raise any strategic issues or queries concerning crime and policing in Sussex with the Commissioner.

Written questions may be submitted by members of the public up to two weeks in advance of a meeting. The Commissioner or the Chairman (as appropriate) will be invited to provide a response by noon of the day before the meeting. Questions, together with as many responses as possible, will be published on the Panel's website (www.sussexpcp.gov.uk).

Twenty questions have been received, 14 of which are strategic and six operational. The Panel is invited to note the responses

and pose any supplementary questions.

- 11.05 am 4. **The Role of the Commissioner in ensuring Sussex Police demonstrate an Efficient and Effective approach to Recruitment and Retention** (Pages 25 - 34)
- The recruitment update report by the Sussex Police and Crime Police Commissioner was received by the independent Joint Audit Committee on 9 June 2022.
- The Panel is asked to:
1. Consider whether the Commissioner is content that Sussex Police's approach has adapted sufficiently to address post-covid changes in societal attitudes to work.
 2. Consider and welcome progress in work to improve the diversity of Sussex Police.
 3. Question the Commissioner on her thoughts on the current vacancy rate, specifically its sustainability.
- 11.50 am 5. **The Role of the Commissioner in ensuring Sussex Police demonstrate an Efficient and Effective approach to tackling Digital and Cyber-enabled Crime** (Pages 35 - 44)
- Report by the Sussex Police and Crime Commissioner.
- The Panel is asked to:
1. Scrutinise the strategic approach to tackling digital and cyber-enabled crime.
- 12.35 pm 6. **Reflection on Visits to Sussex Police's Kingstanding Training Centre and Force, Command and Control Department** (Verbal Report)
- Members who attended the tours are asked to provide verbal feedback.
- 12.45 pm 7. **Working Group Appointments**
- The Panel is asked to note the proposed membership of the Budget and Precept Working Group to act as a critical friend in development of the Precept.
- The proposed membership is as follows: Mrs Scholefield, Mrs Peacock, Cllr Boram, Cllr Briscoe, Cllr Doodes, Cllr Murphy, Cllr Rogers, Cllr Webster and Cllr Whippy.
- The Working Group will meet informally, virtually, twice on 25

November 2022 and 9 January 2023.

8. **Correspondence Since the Last Meeting** (Pages 45 - 46)

Members are asked to note a letter received by the Panel Chairman (dated 20 July) from the Leader of Mid Sussex District Council, Cllr Jonathan Ash-Edwards, on behalf of Mid Sussex Community Safety Partnership (CSP).

The correspondence was sent in response to the [Chairman's letter to all Chairs of CSPs across Sussex \(dated 1 March\)](#), in relation to the Panel's recommendation regarding CSPs' public perception.

9. **Quarterly Report of Complaints** (Pages 47 - 48)

Report by the Clerk to the Police and Crime Panel.

The report provides details of the correspondence received and the action taken.

The Panel is asked to consider the report and raise any issues or concerns.

12.50 pm 10. **Date of Next Meeting and Future Meeting Dates**

The next meeting of the Panel will take place on 27 January 2023 at 10.30 a.m. at County Hall, Lewes.

Future meeting dates below:

- 20 February 2023 (provisional, to be cancelled if not required)
- 24 March 2023

To all members of the Sussex Police and Crime Panel

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Table of standing personal interests

23 September 2022

The Panel is asked to agree the table of personal interests below.

Any interests not listed which members of the Panel feel are appropriate for declaration must be declared under agenda Item 1, Declaration of Interests, or at any stage such an interest becomes apparent during the meeting.

Panel Member	Personal Interest
Tricia Youtan	Member of Horsham Community Safety Partnership Cabinet Member for Housing and Public Protection
Jacky Pendleton	Chairman of Safer Arun Partnership
Judy Rogers	Member of Safer Hastings Partnership
Roy Briscoe	Member of Joint Arun and Chichester Community Safety Partnership
Johnny Denis	Co-Chair of Lewes and Eastbourne Community Safety Partnership Lead Member for Community Safety at Lewes District Council Member of Lewes District Council – Community Safety Partnership – Joint Action Group
Susan Scholefield	A serving Magistrate Senior Independent Director of Surrey and Borders Partnership NHS Foundation Trust
Norman Webster	Member of Mid Sussex Community Safety Partnership

Rebecca Whippy	<p>Co-Chair of Lewes and Eastbourne Community Safety Partnership</p> <p>Lead for Community Safety at Eastbourne Borough Council</p> <p>Member of Eastbourne Borough Council Joint Action Group</p> <p>Member of Eastbourne Neighbourhood Watch</p> <p>Independent SEND Litigator</p> <p>Director of Rebecca Whippy SEND Consultants</p>
Brian Drayson	Co-Chair Safer Rother Partnership
Dee Simson	Member of Brighton and Hove Community Safety Partnership
Kevin Boram	<p>Chairman of Adur and Worthing Safer Communities Partnership</p> <p>Adur Executive Member for Health and Wellbeing</p>

Sussex Police and Crime Panel

24 June 2022 – At a meeting of the Committee held at 10.30 am at County Hall, Lewes.

Present:

Cllr Mitchell	West Sussex County Council	Cllr Kevin Boram	Adur District Council
Cllr Roy Briscoe	Chichester District Council	Cllr Johnny Denis	Lewes District Council
Cllr Brian Drayson	Rother District Council	Cllr Philip Lunn	Wealden District Council
Cllr Steve Murphy left at 12.15pm	East Sussex County Council	Mr Keith Napthine	Independent member
Mrs Susan Scholefield	Independent member	Cllr James Walsh	West Sussex County Council
Cllr Rebecca Whippy	Eastbourne Borough Council	Cllr Elaine Hills	Brighton & Hove City Council
Cllr Sue Mullins	Crawley Borough Council	Cllr Dee Simson	Brighton & Hove City Council
Cllr Ian Hollidge	East Sussex County Council	Cllr John Belsey arrived at 10.45am, left at 11.27am	Mid Sussex District Council

Substitutes:

Cllr Philip Lunn, Wealden District Council (In place of Cllr Pam Doodes)
 Cllr Ian Hollidge, East Sussex County Council (In place of Cllr Bob Standley)
 Cllr John Belsey, Mid Sussex District Council (In place of Cllr Norman Webster)

Apologies were received from Cllr Pam Doodes (Wealden District Council), Cllr Jacky Pendleton (Arun District Council), Cllr Judy Rogers (Hastings Borough Council) and Cllr Tricia Youtan (Horsham District Council)

Also in attendance:

Part I

1. Appointment of Independent Members

1.1 Resolved – that the Panel:

1. Confirmed the appointment of Mrs Susan Scholefield as an Independent Co-Opted Member of the Panel, to take effect immediately, for a one-year term, renewable for up to five years.
2. Renewed the appointment of Mr Keith Napthine as an Independent Co-Opted Member of the Panel, to take effect immediately.

2. Appointment of Chairman and Vice Chairman

- 2.1 Cllr Briscoe proposed Cllr Mitchell as Chairman of the Panel for the forthcoming year. The proposal was seconded by Cllr Drayson, and the appointment was agreed by the Panel.
- 2.2 Resolved – that Cllr Mitchell is elected as Chairman of Sussex Police and Crime Panel for the ensuing year.
- 2.3 Cllr Mitchell assumed control from Cllr Boram for the remainder of the meeting.
- 2.4 Cllr Lunn proposed Cllr Standley as Vice Chairman of the Panel for the forthcoming year. The proposal was seconded by Cllr Hollidge, and the appointment was agreed by the Panel.
- 2.5 Resolved – that Cllr Standley is elected as Vice Chairman of Sussex Police and Crime Panel for the ensuing year.

3. Annual Review of Membership and Proportionality

- 3.1 Resolved – that the Panel:
 1. Agreed that Brighton and Hove City Council appoint a Conservative second representative to the Panel, Cllr Dee Simson, for a one-year period of office.
 2. Agreed that both East and West Sussex County Councils appoint an additional local authority member, for a one-year period of office; and
 3. Agreed the appointment of a Liberal Democrat councillor from East Sussex County Council, Cllr Steve Murphy, and a Liberal Democrat councillor from West Sussex County Council, Cllr James Walsh, effective immediately.

4. Minutes of Previous Meeting

- 4.1 Resolved – that the minutes of the previous meeting held on 25 March 2022 be approved as a correct record and that they be signed by the Chairman.

5. Declarations of Interest

- 5.1 In accordance with the Code of Conduct, members of the Panel declared the personal interests in the table below.

Panel Member	Personal Interest
Roy Briscoe	Member of Joint Arun and Chichester Community Safety Partnership

Johnny Denis	<p>Co-Chair of Lewes and Eastbourne Community Safety Partnership</p> <p>Lead Member for Community Safety at Lewes District Council</p> <p>Member of Lewes District Council – Community Safety Partnership – Joint Action Group</p>
Susan Scholefield	<p>A serving Magistrate</p> <p>Senior Independent Director of Surrey and Borders Partnership NHS Foundation Trust</p>
Rebecca Whippy	<p>Co-Chair of Lewes and Eastbourne Community Safety Partnership</p> <p>Lead for Community Safety at Eastbourne Borough Council</p> <p>Member of Eastbourne Borough Council Joint Action Group</p> <p>Member of Eastbourne Neighbourhood Watch</p> <p>Independent SEND Litigator</p> <p>Director of Rebecca Whippy SEND Consultants</p>
Brian Drayson	Co-Chair Safer Rother Partnership
Dee Simson	Member of Brighton and Hove Community Safety Partnership
Kevin Boram	<p>Chairman of Adur and Worthing Safer Communities Partnership</p> <p>Adur Executive Member for Health and Wellbeing</p>

6. Public and Panel Questions to the Commissioner

- 6.1 The Panel noted a published version of written public and Panel questions with answers from the Commissioner (copy appended to the signed minutes). The Panel had no supplementary questions in respect of the public questions.
- 6.2 The Chairman invited questions from the Panel to the Commissioner. A summary of the main questions and responses were as follows:
 1. Question: What do you attribute the 8% increase in violent crime to in Sussex over the last year?

Answer: The national trend coincided with the easing of lockdown measures and Sussex Police is working hard to disrupt serious violence and knife crime. Drugs are known to be a driver of serious violence and Project Adder running in Hastings is one of eight Government-backed pilot areas aiming to rehabilitate drug users. The Force's ongoing work contributed to a 13% reduction in offences involving possession of weapons in 2020/21.

2. Question: What is the Commissioner's view on inflation patterns and its impact on officer and staff salaries within the Force?

Answer: Salaries are set nationally by the pay review body and the Force has so far budgeted for a 3% pay increase for police officers and staff, in comparison to 2 to 2.5% set by other UK forces. In the last 18 months Sussex Police previously budgeted staff salary at 3%, but the 2.1% increase meant that savings could be made and utilised elsewhere in the budget. All areas of the Force are under pressure from inflation and as a result, constant reviews are being undertaken with the Finance department. Using reserves is another option available to the Force in exceptional circumstances, if required.

3. Question: Is the Commissioner happy with the roads policing policy in effect in East Sussex?

Answer: There has been investment into the Roads Policing Unit and the enforcement aspect in particular. Operation Downsway launched in April to target antisocial and dangerous motorists and reduce the number of people killed or seriously injured. Countywide enforcement statistics from the weekend of 18 and 19 June included: 27 traffic regulations issued for speeding, mobile phone use and driving without a seatbelt, five arrests for drink and drug driving and more than 240 reports of camera van offences. The Force takes roads policing seriously and its message to road users is that enforcement "cannot be everywhere, but could be anywhere" in terms of the Force's presence to clamp down on irresponsible driver behaviour and improve road users' safety.

4. Question: Are there plans to improve the visibility of speed camera vans in the Rudgwick/Horsham area and could a depot be introduced in the north of the county?

Answer: This should be raised through the Sussex Safer Roads Partnership (SSRP) to address the need for a routine visible deterrent. The SSRP has responsibility over the road network and makes joint decisions with partners. The patrol route and schedule is not solely the Force's decision.

5. Question: Following a recent Government consultation, what is your interest in becoming the Sussex Police, Fire and Crime Commissioner (PFCC) and assuming additional responsibility for Sussex's fire services?

Answer: Commissioner Bourne welcomed a conversation to discuss the role and recognised that Government wishes to bring the

oversight of fire service governance in line with the Police and Crime Commissioner model by appointing a directly elected individual. It was acknowledged that the merger of the role would be suitable for stand-alone fire services only, such as East Sussex Fire and Rescue Service.

6. Question: Is the Force working to address the issue of vehicle noise pollution caused by poor driving/riding, and does your office support any of the four pilot schemes proposed nationally?

Answer: Government has invited Members of Parliament (MPs) to bid for acoustic cameras in particular areas within their constituencies. The Chief Constable has written to Sussex MPs and offered blanket support for any bids submitted. The Commissioner is fully supportive of the pilots and sympathised with the disturbing impact regular noise pollution can have on residents.

7. Question: What is the Commissioner's strategy to restore confidence among businesses and owners following an increase in reports of Business Crime within retail shops?

Answer: The Force has a dedicated Business Crime Unit and its Business Crime Lead, Chris Neilson, works closely with the Commissioner's office. The Force is currently working with 22 of 80 Co-op stores within the county to make it easier for their staff to report theft. So far, reporting times have reduced from half an hour to three or four minutes. A priority of the Force within this area is to improve the efficiency of reporting mechanisms. It was acknowledged that reports of business crime have increased significantly, but a decline in the Force's ability to identify and prosecute prolific offenders. Prevention work carried out with first or second-time offenders to keep them out of the criminal justice system has the support of local businesses. The Commissioner explained that her office's bid to the Government's UK Shared Prosperity Fund would help to fund a full-time Business Crime Coordinator post within each of Sussex's district and boroughs.

8. Question: What is the Commissioner's view on the new Bill of Rights proposing to remove the right to family life for criminals and how this will change the Force's practical approach to policing in Sussex?

Answer: The Association of Police and Crime Commissioners (APCC) was involved in the consultation but it is not expected that any views will be expressed other than responses to questions pertinent to victims and witnesses.

7. The Commissioner's Annual Report and Draft Financial Outturn Report 2021/22

- 7.1 The Panel considered a report by the Sussex Police and Crime Commissioner, introduced by Commissioner Bourne.

- 7.2 The Commissioner reflected on her tenth year in office as the longest-serving female Police and Crime Commissioner and the evolving work of the Panel.
- 7.3 The Commissioner highlighted some of the progress made against the Police and Crime Plan's (2021/24) policing and crime objectives:

Public Priority 1 – Strengthen local policing, tackle crime & prevent harm

- The Government's Operation Uplift funding has enabled the Force to recruit an additional 163 police officers, plus a further nine officers deployed in the regional South East Organised Crime Unit.
- Extra funding received from local taxpayers has also enabled the Force to employ a further 20 police officers.
- The Force is on course to deliver 192 new officers by March 2023.
- 101 call waiting times are now averaging around 5 minutes per phone call – down from 14 minutes three years ago.
- 93% of emergency 999 phone calls were answered within 10 seconds – this made Sussex Police the 4th best performing Force within England and Wales in this area.

Public Priority 2 – Relentless disruption of serious and organised crime

- The Specialist Enforcement Unit disrupted 64 County Lines.
- In addition, the SEU made 375 arrests and seized drugs, cash and weapons worth almost £1 million.
- Knife crime education lessons were delivered across 120 schools, colleges and other educational establishments in Sussex.
- More than 3,000 knives have been surrendered.

Public Priority 3 – Support and safeguard victims and tackle violence against women and girls

- Almost £3.7 million in Government funding spent on organisations to tackle Violence Against Women and Girls (VAWG) – nearly double the PCC's average annual investment in this area.
- A countywide consultation identified that women and girls wanted to talk to men and boys about calling out misogynistic behaviour and encourage their peers to do the same.
- The 'Do the Right Thing' campaign was fronted by four local celebrities and publicised at train stations, supermarkets and pubs.

- 7.4 The Chairman invited the Panel to ask questions. A summary of questions and responses were as follows:

- 1) Question: How successful has the Safe Space Sussex app been since it launched?

Answer: It has received more than 2,000 downloads during its soft launch with 300 contracts in place and further larger retailers set to come on board. The free app directs users who feel unsafe or vulnerable to find their nearest local safe spaces such as businesses and council buildings to seek help and support.

- 2) Question: In reference to page 50 regarding Child Sexual Exploitation (CSE) and Abuse, what is the evidence for an additional 206 offences being attributed to improved accuracy of recording – and is the 27.1% annual increase similar to the previous year?

Answer: Operation Makesafe has helped encourage businesses to spot and report early signs of CSE, and has partly contributed to the increased volume. The progressive work around County Lines has also hidden cases of CSE which otherwise may have gone unreported. The increase is not a cause for alarm, but it is a reflection in the effectiveness of this crime being uncovered and talked about through the range of work carried out by the Force in this area. In addition, the OSPCC works with charities that deliver safeguarding training in schools and this had led to a number of disclosures made by pupils.

- 3) Question: In reference to page 36 regarding Road Safety, does the PCC share concerns regarding the 27% increase in collisions from 2020/21 up to 15,000 in 2021/22 - and is there a strategic approach to reduce the number of collisions?

Answer: It is a significant cause for concern, every year 1,000 people are either killed or seriously injured on Sussex roads. This data is in relation to police attendance and involvement at the scene of a collision, but the Force does also work with insurance companies (as part of the wider-reaching data collection) who report back on the underlying causes of collisions without police presence.

Action: The PCC agreed to provide Cllr Hollidge with a link to the collision rate data sourced by Sussex Safer Roads Partnership.

- 4) Question: When identified through the disruption of County Lines, how are children educated and rehabilitated so that it doesn't happen again?

Answer: A large amount of safeguarding takes place in these situations. Some children are known to authorities, and others not, making it challenging to track their next of kin. A large number of children are trafficked from outside of Sussex.

Action: The PCC offered to provide Cllr Whippy with more information on the Force's approach to rehabilitating and educating vulnerable children and children with learning difficulties removed from disrupted County Lines activity to ensure that they don't re-offend.

- 5) Question: What is the impact of inflation on Sussex Police's revenue and budget?

Answer: The Force has a £17 million funding gap to bridge in four years and currently holds reserves at 3%. A review is currently being held with a business partner to try and find savings and cut costs. The Force's energy and fuel costs have doubled and contract suppliers have negotiated higher prices due to their own inflationary pressures.

- 6) Question: A recent incident of reported handbag theft was not attended by the Force and public confidence is lost in these instances. Does the PCC receive feedback on reported cases that are not attended or require further action?

Answer: The public are correct to contact the OSPCC and submit a complaint if they are unhappy with a police response and phone calls are sampled through a resident contact panel to quality control call handling. A record of all cases is kept on file and can be re-opened if required.

- 7) Question: Given the inflationary pressures previously mentioned, it was suggested that the Budget and Precept Working Group is advised by an economist as there is a feeling that the local population doesn't fully understand how precepts are arrived at – what is the PCC's opinion on this?

Answer: The Group has a role as a critical friend but the final decision is that of the PCC. The Group is sufficiently supported and advised by the Chief Finance Officer for Sussex and Surrey Police who also consult treasury management officials.

- 8) Question: How is the PCC addressing climate change across the Force?

Answer: All forces are working towards the national targets set for 2050 including Sussex Police. The Force has made lots of changes to its estate to improve efficiency such as switching to LED lighting and gradually introducing electric vehicles to its fleet.

- 9) Question: In reference to pages 44 to 45 regarding online focus groups, is there any means for residents of Brighton and Hove to feed back?

Answer: Consultations are planned for urban areas including Brighton and Hove and thematic focus groups are to be arranged in addition.

- 10) In reference to page 39, Cllr Dennis pointed out that Eastbourne had been listed twice on the table in error instead of Worthing – the PCC committed to make the correction.

- 11) Question: What factors are associated with the issue of recruitment and retention, specifically in relation to Police Community Support Officers? (PCSOs)

Answer: One of the main factors, experienced across public and private sectors, is that people have re-evaluated their lives following the pandemic and the lifestyle flexibility afforded by virtual working has contributed to this. This is the third and final year of the Government's Operation Uplift recruitment campaign and it has proven more difficult to recruit than anticipated. The Force is working really hard in this area and credit goes to Adrian Rutherford (Director of People Services) and his team for ensuring the Force is on track to meet its recruitment targets. Trainee recruits' expectations of becoming a police officer don't always match the

reality in terms of the physical, mental and emotional demands. This is a common reason why new recruits realise that the career isn't for them and drop out during basic training. Rising reports of assaults carried out on police officers and rate of pay are other examples that hinder recruitment.

- 7.5 In summary of the discussion, the Chairman thanked the Commissioner, on behalf of the Panel, for addressing matters of interest raised by members and commended her on the report.
- 7.6 The following three formal recommendations were agreed by the Panel:
 - 1) That the data included in the section on diversity should include the equivalent data for the Sussex population as a whole, to give context to the achievements of Sussex Police. That a narrative be included in the section on diversity, to bring to life achievement in this area.
 - 2) That the Annual Report includes a section on progress against Sussex Police's net zero ambitions, and in addressing climate change generally.
 - 3) That the Annual Report sets out the net change in officer numbers for the year, so that the number of officers recruited can be seen in the context of the numbers of officers leaving the organisation.

Resolved – that the Panel:

- i) Scrutinised the Sussex Police and Crime Commissioner's Annual Report and draft Financial Outturn Report 2021/22.

8. Annual Report from the Host Authority

- 8.1 The Panel considered a report by the Clerk to the Sussex Police and Crime Panel.
- 8.2 Resolved – that the Panel notes its annual report and budget outturn for 2021/22.

9. Opportunity to Feedback on the Strategic Review of Policing Briefing

- 9.1 The Chairman highlighted the findings of a report on the Strategic Review of Policing in England and Wales by the Director of the Police Foundation, Dr. Rick Muir, following a virtual briefing given to some members on 17 May.

10. Formation of the UK Prosperity Fund Working Group

- 10.1 The Chairman informed the Panel that the Group met virtually on 21 June and achieved its objectives within that meeting, meaning that the second scheduled meeting in July was not necessary. A further

meeting will be scheduled for mid to late March before that month's Panel meeting for the Group to scrutinise the outcomes.

11. Correspondence Since the Last Meeting

- 11.1 The Chairman acknowledged the error in relation to the item wording within members' papers and clarified that it should read 'the Chairman of the Panel's' letter (not the Commissioner).
- 11.2 Cllr Denis commented that 'communications' has since been added as a standing agenda item at meetings of Lewes and Eastbourne Community Safety Partnership.
- 11.3 The Chairman summarised a letter received from Dr Jeremy Leach, Principal Policy Advisor at Wealden District Council, following his letter to Chairs of all Sussex Community Safety Partnerships dated 1 March 2022.

12. Quarterly Report of Complaints

- 12.1 The Panel considered a report by the Clerk to the Sussex Police and Crime Panel.
- 12.2 Resolved – that the Panel note the update.

13. Work Programme Planning and Future Meeting Dates

- 13.1 Mark Streater, OSPCC Chief Executive and Monitoring Officer, suggested that a recent paper on Recruitment and Retention received by the Joint Audit Committee at its meeting on 9 June is circulated to Panel members prior to the next meeting on 23 September 2022. The Chairman agreed with this approach.
- 13.2 The next meeting of the Panel would take place on 23 September 2022 at 10.30am, at County Hall, Lewes.

The meeting ended at 12.58 pm

Chairman



Public and Panel Questions to the Commissioner - 23 September 2022

Report by the Clerk to the Police and Crime Panel

Below is a schedule of the questions received prior to this meeting and where possible responses have been included. Responses will be tabled at the meeting that were not available at the time of despatch. Written questions must be received two weeks before a meeting of the Panel and the Commissioner or Panel Chairman is invited to provide a response by noon of the day before the meeting.

Six questions relating to operational matters of Sussex Police were passed to a relevant officer at Sussex Police for a response, with a brief summary of such questions provided below. For the current meeting, 14 questions have been received for responses from the Commissioner.

1. Written question from a Crawley resident

Question:

E-scooters, Why are you not policing this? We now in Crawley have e-scooters blatantly driving down the roads. How many e-scooter riders have you fined and how many scooters have been confiscated?

Answer:

2. Written question from Stewart Macfarlane of Worthing

Question:

The number of cyclists using sports bikes, electric bikes, electric scooters, electric and manual boards, roller skates, electric single wheels, etc has increased and will continue unless policed. Those involved wear ample protective ware and obviously feel comfortable ignoring any sensible signage which is scarce. Many have no regard for pedestrians.

The last straw was two evenings ago around 10pm, taking my dog for a walk in the coolness of the evening, I was nearly hit by a large motorized bike carrying two people. It is just a matter of time before a pedestrian is severely injured.

My question is this, when will the policing of Sussex improve and address this public safety issue and implement penalties to deter those who ignore public safety with impunity?

Answer:

3. Written question from Joan Jacobs of Bognor Regis

Question:

I regularly see E scooters on the road which are unlicensed and some still come down our alleyway, one in particular rides down around 7.30 in the morning. I have in the past given the police a photo of a girl, but I am unsure if anything was ever done. My husband a few weeks ago nearly collided with a boy of about 14 in Hewitts Lane near the Co-op. He came flying round the corner and they nearly collided. I have reported some of these incidences in the past but nothing seems to be done so. I have given up reporting these e scooter riders. What are the Police going to do about these anti-social riders.

Why are there no Police on the streets, we never even see any PCSO's. Boris Johnson promised more Police, where are West Sussex's Police? On our council tax the Police have the highest increase where is that money being spent?

There have been several incidences of anti-social behaviour of late in Bognor and in Aldwick. A large gang of boys congregate outside the Co-op in Rose Green in the evening. I wouldn't want to go up there at night. We have seen anti-social behaviour last week from 5 boys outside Morrisons. The security man was trying to get them to leave but all he got was abuse, this from nine-year olds. There was also an incidence of boys on the same day causing problems in The Works. The employers asked them to leave as they were causing trouble but they would not. They phoned the Police who said had they committed a crime if not nothing we can do. Is this the right message to send to these children.

We have had trouble with schoolboys riding through our alleyway - St Richards to Rochester Way of late. I do not have a problem with them using the cut through which saves them using the main road but they are now starting to become a problem. You neither move out of the way or get pushed if using the alleyway as a pedestrian. This happened to a man recently who was walking down the alleyway. The four boys speeded up to get past him but when this did not work they pushed him out of the way. We witnessed this as we live in the cul-de sac of Rochester Way. How are you going to stop these anti-social boys on bikes riding on the pavement?

Answer:

4. Written question from a Rustington resident, name withheld on request

Question:

When will the policing of illegal electric powered scooters be actioned?

Only today (and incidents are usually everyday) TWO children mounted on ONE scooter aged around 9 years old decided to exit from the Community Tip road on a sharp bend turning right onto the main A284 (see Map attached).

I have dashcam video of the event.

Regularly see adults who also have a total ignorance of this law.

Answer:

5. Written question from a Sussex resident

Question:

What are you going to do about cyclists who don't abide by the Highway Code?

It's become a major issue, riding on pavements, through shopping precincts, through red lights, exceeding the speed limit especially on electric bikes, riding the wrong way on one-way streets. Very few wear helmets, more and more accidents taking up NHS time. No sign of any policing for these problems, check out the speed of cyclists on Worthing seafront promenade. Someone will be killed one day, the announced change in the law doing away with the archaic maximum two years sentence for killing someone on a bike means nothing as if it's supposed to be a deterrent it needs to be policed. Action is needed now. What have you got planned?

Answer:

6. Written question from John Parker of Bognor Regis

Question:

During the Crime Panel, recorded in September 2020, it was reported Police would be tackling Speeding and Exhaust noise.

How have you measured the progress of this objective?

(Note: In Chalcraft Lane and West Meads Drive, Bognor Regis, we see no improvement)

Answer:

7. Written question from Graham Sitton of Horsham

Question:

Can the Police Commissioner urge West Sussex County Councillors to change the advisory 20mph signs around schools which cannot be enforced and generally ignored to the standard mandatory 20mph signs which may be enforced, please.

We have deployed on many occasions to a place near a school within the advisory signs and reported vehicles for exceeding the 30mph limit. Only buses take notice of the 20mph advisory when Community Speedwatch is deployed.

The standard 20mph signs would not cost anything in electricity or maintenance.

Answer:

8. Written question from Aiden Zeall of Crawley

Question:

Please can Commissioner Bourne explain what exactly does "strategic policing" involve?

Answer:

9. Written question from Martin Humphreys of Selsey

Question:

Background:

Since the creation of the police commissioner role we have experienced a steady decline in police presence in the town of Selsey. The Police station has been closed and the only police presence I am aware of is now on Facebook posts telling me to stay out of the sun, drink water and buy ice creams.

The Selsey area now has a buoyant drugs and fire arms business (you can check this yourself in telegram groups).

From the Commissioner's strategic position, is the situation we now see in Selsey repeated around Sussex? When faced with such persistent lawlessness due to a lack of a policing presence, what alternatives do residents have to taking the law into their own hands?

Answer:

10. Written question from Suzanne Lewis of Pound Hill, Crawley

Question:

I would like to know why, when I have been the victim of crime, I am made to feel like a criminal myself. I have lost quite a lot of respect for the police recently having been attacked by both my neighbours. I have developed mild agoraphobia because of this.

Answer:

11. Written question from Rosemarie Standen of Shoreham-by-Sea

Question:

- 1) Is the Commissioner satisfied with the actions Sussex Police plan to take about the recent report showing very few burglaries are ever solved?
- 2) You hear so many people saying what's the point in ringing the police no-one ever comes out, or seems interested - how are you going to change this perception?

Answer:

12. Written question from Cllr Deborah Urquhart, West Sussex County Councillor for Angmering and Findon

Question:

Following the amended Criminal Justice and Public Order Act 1994 coming into effect earlier this year, the threshold at which the police can use powers to remove unauthorised encampments was reduced, and "residing or intending to reside on land without consent in or with a vehicle" became a criminal offense. Despite this, yet again there have been many unauthorised encampments along the coast of West Sussex this summer and it appears that this change in law has made little difference to the number of instances and continues to blight the lives of our communities.

Can the Commissioner advise if Sussex Police have determined if/how they intend to apply their new powers, and what difference the Commissioner hopes the public might expect to see as a result?

Answer:

13. Written question from Terry Nowell of Kingston Parish, West Sussex

Question:

What strategy will Sussex Police adopt to enforce the CURRENT law applied to unlawful encampments to remedy the abject failure of policing to protect the public from organised criminal gangs during the events of summer 2022. There are three aspects:

1. What is the strategy to educate the officers in the current provisions of the law applying to unlawful encampments specifically as the provisions now make it criminal offences to abuse and attack while attempting unlawful encampments, and this applies to both private land and public land.
2. What strategy will be employed from now on to enforce the law and protect local residents by robustly applying the law in such a way to create sufficient deterrent to 'organised criminal gangs' so that that they do not return to our region and repeat the crimes committed in summer 2022.
3. What actions will be taken to feedback and provide assurance to local residents that the police will enforce the law and properly protect them, despite their having to invest costs in private security companies in addition to their significant contributions to local taxes raised to provide a police force. Residents are aware that our current force is anecdotally considered 'soft' and has not been as successful as police in other regions to deter these crimes. This action would include replying to the report of abuse and assault properly submitted to the police and correcting the failure to record such assaults as a crime which has not yet happened.

14. Written question Maria Paszkiewicz of Crawley

Question:

I am a semi-retired legal translator, Chartered Linguist and Registered Public Service Interpreter (English law), with over 30 years of experience.

In courts I sometimes encounter Witness Statements taken unprofessionally at police stations - often rejected by court. Is the Commissioner content with the training Sussex Police officers receive on how to work with translators and interpreters, and the process for recruiting professional and registered linguists?

It is very costly for a police force to bring the case to court only to find out that the translated key evidence e.g Witness Statement is inadmissible. The impact on victim is huge, with no chance of justice.

I recall several occasions, while appointed by court to translate for a victim, where only English version of a Witness Statement was available to the victim prior to a trial. No original Polish version - a source document - as given by victim in a police station was available, neither a translator's certificate. On these occasions, I had to perform a sight translation into Polish for a victim who did not recognise the Witness Statement as the evidence she gave at a police station during an interview. Moreover, I heard that it was an interpreter who generated and asked the questions - effectively conducting the interview - not the police officer!

Answer:

Six **operational** questions were also received and answered by Sussex Police:

Question:

It was asked whether the Force has enforcement plans in relation to apparent frequent motorist speeding on a section of the A264

Answer:

Question:

It was asked what enforcement plans are in place to stop the anti-social use of the bus gate and Co-op car park in Broadbridge Heath.

Answer:

Question:

It was asked who resident groups should contact to get involved with helping to monitor speeding and exhaust noise on rural roads.

Answer:

Question:

It was asked why there is an absence of police officers on foot patrol after a noticeable increase in cyclists and e-scooters using the pavement on Broadwater Street East.

Answer:

Question:

It was asked whether the Force is aware of and has plans to curb excessive speeding and exhaust noise on the A259.

Answer:

Question:

It was asked what enforcement powers the Force has in relation to parents and guardians dangerously parking on double yellow lines outside a school in Lancing.

Answer:

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SUSSEX POLICE & CRIME PANEL

The role of the Sussex Police and Crime Commissioner in ensuring Sussex Police demonstrate an efficient and effective approach to recruitment and retention

23 September 2022

Report by The Clerk to Sussex Police and Crime Panel

Recommendations

That the Panel:

1. Considers whether the Commissioner is content that Sussex Police's approach has adapted sufficiently to address post-covid changes in societal attitudes to work.
2. Considers and welcomes progress in work to improve the diversity of Sussex Police.
3. Questions the Commissioner on her thoughts on the current vacancy rate, specifically its sustainability.

1. Background

- 1.1 In January 2022 the Budget and Precept Working Group recommended that the Panel considers the Commissioner's role in shaping Sussex Police's strategy towards recruitment and retention, specifically in the light of the post-pandemic societal change in attitudes towards work and working arrangements.
- 1.2 The Group also raised concerns around the sustainability of a 7.7% vacancy rate (at the time the Group met) amongst police staff.
- 1.3 Subsequently, worsening inflation and the consequent impact on the cost of living have created further challenges for employers generally.
- 1.4 Competition between police forces in the drive to recruit the Government's target of an additional 20,000 officers has created tensions between the Metropolitan Police and the surrounding force areas, as reported in the national media.

2. Discussion

- 2.1 The Commissioner submitted a recruitment update report to the June meeting of the Joint Audit Committee. This is attached, as the basis for the Panel's scrutiny.

Tony Kershaw

Clerk to Sussex Police and Crime Panel

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Appendices:

Appendix 1 – Joint Audit Committee Report – Recruitment Update

Appendix 2 – Sex Representation

Appendix 3 – Ethnicity Representation



Joint Audit Committee – Official Sensitive

Required for:	<i>Meeting.</i>
Security Classification:	
Handling information if required:	
Suitable for publication:	<i>Yes / No</i>
Title:	Recruitment Update
Version:	1.0
Purpose:	To provide members of the JAC with an update on recruitment for Operation Uplift
ACPO / Strategic Lead:	Adrian Rutherford, Director of People Services
National Decision Model compliance:	<i>Yes / No</i>
Date created:	16 May 2022
Date to be reviewed:	

AUTHOR:	
Name:	Adrian Rutherford
Job Title:	Director of People Services
Telephone number:	
Email address:	Adrian.rutherford@sussex.police.uk



1. Background

- 1.1. Operation Uplift, the programme to recruit 20,000 officers nationally began in August 2019. The force created a Strategic Delivery Board in order to effectively manage the enabling functions which support the recruitment and training of the additional officers.
- 1.2. Since the implementation of Op Uplift, Sussex Police have met the targets allocated for Years 1 & 2. The target for 2020/2021 was 129 Officers, with an additional 50 funded by the precept, the target for 2021/2022 was 121 additional Officers with an additional 30 funded by the precept, and the target for Year 3 is an additional 163 Officers, plus 20 as agreed through the precept and 9 Officers for the Regional Organised Crime Unit (ROCU). In order to cover higher attrition levels, the force has had to increase the planned recruitment numbers, in 2020/2021 the force actually recruited 211 Officers, in 2021/2022 the force actually recruited 249 Officers in this period. For Year 3, the force is aiming to recruit 380 additional officers in total.
- 1.3. A particular focus of Op Uplift is to increase the diversity of the new recruits to better represent the community's forces serve. There is scrutiny on the progress of recruitment, management of the pipeline and the diversity of applicants required by monthly reporting to the Home Office.

2. Recruitment Plans

- 2.1. The recruitment plans for 2022/2023 is as below:

Intakes	Numbers of new recruits
June 2022	76 Student Officers
September 2022	88 Student Officers
October 2022	40 Student Officers
January 2023	88 Student Officers
March 2023	88 Student Officers

- 2.2. The force will recruit to the Police Constable Degree Apprenticeship (PCDA), Detective Degree Holder (D DHEP) and Degree Holder (DHEP) entry routes, the split of entry routes will be dependent on the pipeline and numbers of applications received within each campaign, as well as the workforce requirements of the force.
- 2.3. There is a need to have a flexible Workforce Plan, which is regularly reviewed and adjusted accordingly to manage the entry route split as well as to account for attrition. We have had to increase the planned recruitment number as a result of increased attrition in our pipelines, as well as officers leaving the force.
- 2.4. Sussex are in the process of recruiting officers via the new entry route of the Degree in Professional Policing (DiPP) for individuals who have already obtained a Degree in Policing at University. Students will undergo an intensive immersion course with the force supporting them through to Independent Patrol, once they reach division these officers will have no further study. Sussex are finalising the numbers for an intake in January 2023, which will be in addition to the recruitment plan already stated above.
- 2.5. We will continue to work with our local schools, colleges and universities talking to young people about careers in policing. We are also exploring working with Veterans from military backgrounds as we recognise the transferrable skills they have, which can add great value to our organisation.

3. Diversity

- 3.1. There are now more women and people from diverse backgrounds serving as police officers than ever before, with national figures showing women account for 42.4% of new recruits and ethnic minorities account for 11.7% of new recruits.
- 3.2. Sussex Police are reporting as one of the top forces in the country for female representation, with a 41.6% joiner rate over the last 12 months, this is against a three-year average of 33.7%. at the end of 2021 the female representation of new joiners was reported at 52.7%, which was greater than the national proportion of the workforce who are female.
- 3.3. In relation to candidates who identify as Black, Asian, Mixed Heritage and other background Sussex are reporting at 6.0% over the last 12 months rolling rate, against the local population of 6.3%. In 2021 those who joined Sussex from Black, Asian and Ethnic Minorities was reported at 11.3%.
Appendix A shows the breakdown of diversity reporting for Gender and Diversity as of 31 March 2022.
- 3.4. Year 3 will be the last opportunity within Op Uplift to continue this success and increase the diversity of the force, to support this aim Sussex, along with Surrey, have recently undertaken a large recruitment drive called "Operation Recruit" with funding support from the National Police Uplift Programme. This was a six day period of action by our Positive Action and our Recruitment and Attraction teams where a dedicated recruitment van was set up in the heart of the community of Langley Green, Crawley, and were supported by colleagues including local PCSOs, Detectives and Neighbourhood PCs. In addition, Police Officers from Operations Command, including our Dog and Roads Policing Units, attended to demonstrate the wide range of career paths within policing. Our aim was to focus on places of worship, residential homes and businesses, to whom we dropped over 12,000 leaflets around Langley Green, Ifield, Bewbush and Broadfield. These leaflets sign posted and encouraged people to come along to speak to those at the recruitment stand about careers in policing. Whilst the engagement with the community was positive, we are yet to evaluate whether there has been a positive impact on applications from underrepresented candidates identified as above.

4. Attrition

- 4.1. The force attrition is currently sitting at 4.3% for unplanned leavers for Police Officers, 9.9% for unplanned leavers for Police Staff and 16.0% for PCSOs. We are aware that a number of our PCSOs will be joining the PCDA to become Police Officers during this year.
- 4.2. A number of factors are affecting our Attrition rate which we have seen increase over the last 12 months. We are now seeing those who delayed their retirements during the pandemic, leave the force, and we are seeing an increase in early retirements as a result of the changes to the national Pensions Legislation, which we've been unable to predict.
- 4.3. The attrition rate for Student Officers has also increased and now sits at 23.5% for intakes joining from 2020 / 2022, which equates to 51 out of the 217 students who joined in this period, via all the new entry routes, have left. The Police Now entry route saw particularly high attrition, the force is no longer recruiting officers to this entry route.
- 4.4. All those who leave the force are asked to complete an Exit Questionnaire and results are evaluated twice annual to monitor any trends in reasons for leaving. A summary of reasons is presented at the Force Capacity, Capability and Performance Board as well as the Strategic Delivery Board for Operation Uplift. The main reasons reported for leaving up until now have been work life balance and career progression. However, we are expecting financial impact to become a theme in the future and work is ongoing to review and re-fresh communication around what the force can do to support employees.
- 4.5. The force has listened to feedback from Student Officers and Learning & Professional Development has been working hard with the HEI Consortium to made changes to the PEQF programme, of which includes:
 - o Improve the study guidance delivered in Year 1
 - o Improve the timing of knowledge assessments, to evidence full operational competence with these written assessments, as well as try to reduce the volume of these
 - o Re-design the programme structure of Year 2, so that modules are delivered consecutively
 - o Review and amend the implementation of Protected Learning Time (PLT) and update the force guidance so it is clear to supervisors and learners how best to use this time. It is hoped that new plans will make resourcing on divisions easier as well remove the worry for

Agenda Item 4 Student Officer that their protected time could be cancelled.

Appendix 1 ○ Putting in place enhanced support for those with additional learning needs, including dyslexia (currently at over 18% of new joiners) and consider necessary adjustments on an individual basis to help students access learning.

- 4.6. An Inspector within Learning & Professional Development has also been allocated to be a specific point of contact to speak to any Student Officers, who have expressed they may want to leave, to fully understand reasons behind this and put relevant support in place to encourage them to stay. For those that do decide they want to exit the organisation, it is expected that an exit interview is carried out so that the force can collect reasons and monitor any trends. It should be noted that the majority of reasons collected so far by the force are for personal reasons not linked to the learning programme itself.
- 4.7. A targeted campaign is also being planned aimed at Sergeants as first line leaders to make sure they have an understanding of the support student officers require, in order to better support them during their learning.

5. Challenges to Recruitment

- 5.1. Year 3 of Op Uplift is likely to be challenging as coming out of the pandemic we have seen a shift in the labour market with a high demand in vacancies against a low supply in available candidates. This is replicated across forces nationwide, especially in the South East. The Institute of Employee Services (IES) states that there is approximately 1.1 million less workers in the labour market compared to pre Covid levels, with majority of these in the 50 years plus age group, who as a result of the pandemic may be considering part time working. We are aware that The Met and Thames Valley Police Forces struggled to recruit in Year 2 of Uplift failing to meet their targets set; this poses a threat to Sussex Police as each force is recruiting from the same pool of people.
- 5.2. We are seeing a higher than normal dropout rate of our candidates not engaging, choosing other career paths or due to a change in their personal circumstances since applying are now withdrawing. Reducing dropout rates is a priority therefore we are concentrating our efforts on keeping our candidates within the pipeline “warm”, ensuring they are kept up to date throughout their recruitment journey with regular communication.
- 5.3. A Specialist Skills Recruitment Working Group has also been set up to consider more general attraction, especially for those areas that require subject specific skills. The group will focus on roles within IT, Joint Transport, Forensics and Contact, to refine the approach to attraction and trial new strategies and tactics to proactively seek candidates. The onboarding process will also be reviewed to improve timeframes to become more competitive; the views of all new employees will help identify areas of focus. This evidence will also support the force with strategies to ensure that we are able to retain these skills within the current labour market and the with the increased cost of living.
- 5.4. There has also been a number of high-profile national cases in the media which has affected the public's confidence in policing. This may impact the forces' ability to recruit as an employer of choice. With the support of Media & Communications, discussions are taking place to shape the branding of the force and increase visibility of success stories from our Officers to increase interest in policing and encourage greater applications.

6. Conclusion

- 6.1. We know that the third year of Op Uplift will be the most challenging, however we are confident that the force can reach the required numbers and help contribute to the national goal of 20,000 new officers into policing.

7. Appendices

Appendix A – Ethnicity and Sex Representation Report 31 March

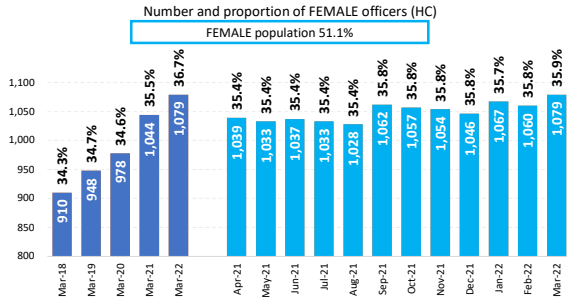
Force:	Sussex
Month:	Mar-22

Key:	1	Force is in the highest group	<<< See guidance page for details
	2	Force is in the second group	
	3	Force is in the third group	
	4	Force is in the fourth group	

Force summary for sex

Indicator 1: Current female representation	1
Indicator 2: Twelve month rolling female joiner rate	2
Indicator 3: Twelve month rolling joiner rate against previous joiner rate	1
Indicator 4: Attrition rate of females	2

Indicator 1: Current female representation

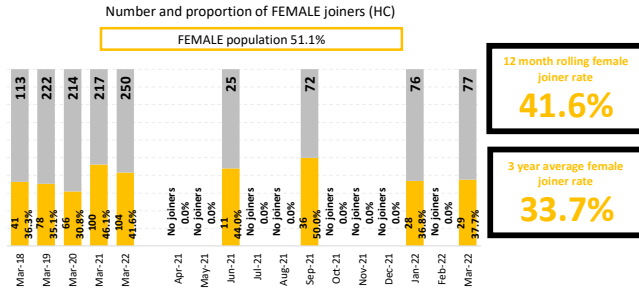


as at Mar-22	Male	Female	Prefer to self describe	PNTS/NOT KNOWN	TOTAL
Headcount	1,927	1,079	-	-	3,006
% FEMALE	35.9%				

Indicator 1: Female representation in this force compared with England and Wales

Female representation across all forces:	34.4%
This force:	35.9%
Status level:	1

Indicator 2 and 3: Twelve month rolling female joiner rate



12 month rolling joiners	Male	Female	Prefer to self describe	PNTS/NOT KNOWN	TOTAL
Joiners Headcount	146	104	-	-	250
% FEMALE	41.6%				

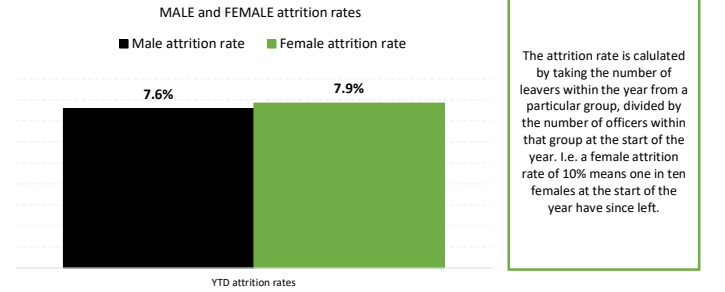
Indicator 2: Twelve month rolling female joiner rate in this force compared with England and Wales

Female representation across all forces:	42.7%
This force:	41.6%
Status level:	2

Indicator 3: Twelve month rolling female joiner rate in this force compared with three year rate for this force (from ADR 2017/18, 2018/19, 2019/20)

Three year (2017/18, 2018/19, 2019/20) female joiner rate for this force:	33.7%
Twelve month rolling (12m rolling) female joiner rate for this force:	41.6%
Status level:	1

Indicator 4: Attrition rate of females



12 month rolling leavers	Male	Female	Prefer to self describe	PNTS/NOT KNOWN	TOTAL
HC at the start of the year	1,044	1,898	N/A	N/A	2,942
Leavers Headcount	144	82	-	-	226
ATTRITION RATE	13.8%	4.3%			

Indicator 4: Difference in female and male attrition rates

Male attrition rate:	7.6%
Female attrition rate:	7.9%
Status level:	2

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Force:	Sussex
Month:	Mar-22

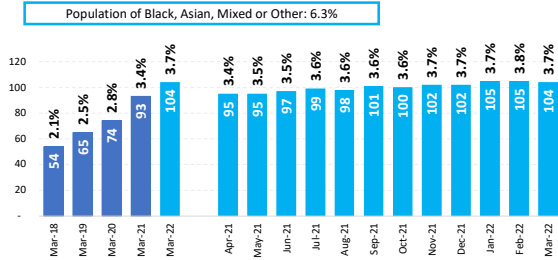
Key:	1	Force is in the highest group	<<< See guidance page for details
	2	Force is in the second group	
	3	Force is in the third group	
	4	Force is in the fourth group	

Force summary for ethnicity

Indicator 1: Current Black, Asian, Mixed or Other representation	3
Indicator 2: Twelve month rolling joiner rate	2
Indicator 3: Twelve month rolling joiner rate against previous joiner rate	1
Indicator 4: Attrition rate of Black, Asian, Mixed or Other officers	2

Indicator 1: Current Black, Asian, Mixed or Other representation

Number and proportion of officers who identify as Black, Asian, Mixed or Other (HC)



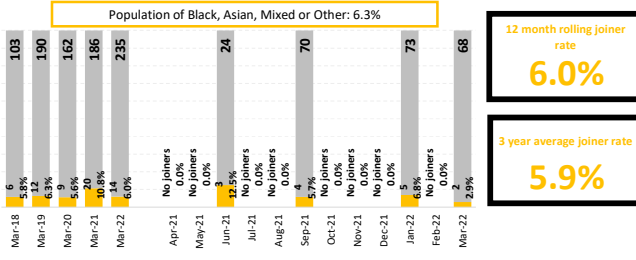
as at Mar-22	WHITE	Black, Asian, Mixed or Other	PNTS/NOT KNOWN	TOTAL
Headcount	2,712	104	190	3,006
% Black, Asian, Mixed and Other		3.7%		

Indicator 1: Black, Asian, Mixed or Other representation in this force compared with force population

Force Area population (Black, Asian, Mixed and Other):	6.3%
This force:	3.7%
Status level:	3

Indicator 2 and 3: Twelve month rolling joiner rate

Number and proportion of Black, Asian, Mixed or Other joiners (HC)



12 month rolling joiners	WHITE	Black, Asian, Mixed or Other	PNTS/NOT KNOWN	TOTAL
Joiners Headcount	221	14	15	250
% Black, Asian, Mixed and Other		6.0%		

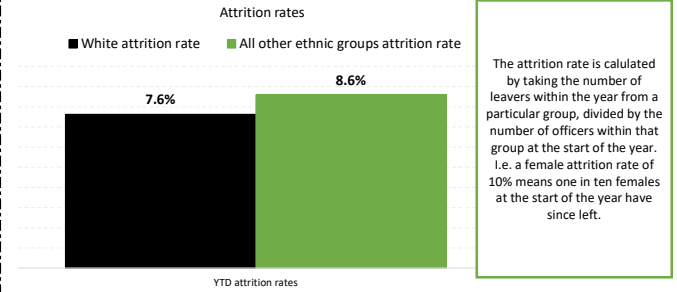
Indicator 2: Twelve month rolling joiner rate in this force compared with force population

Force Area population (Black, Asian, Mixed and Other):	6.3%
Twelve month rolling joiner rate for this force:	6.0%
Status level:	2

Indicator 3: Twelve month rolling joiner rate in this force compared with three year rate for this force (from ADR 2017/18, 2018/19, 2019/20)

Three year (2017/18, 2018/19, 2019/20) joiner rate for this force:	5.9%
Twelve month rolling joiner rate for this force:	6.0%
Status level:	1

Indicator 4: Attrition rate of officers who identify as Black, Asian, Mixed or Other

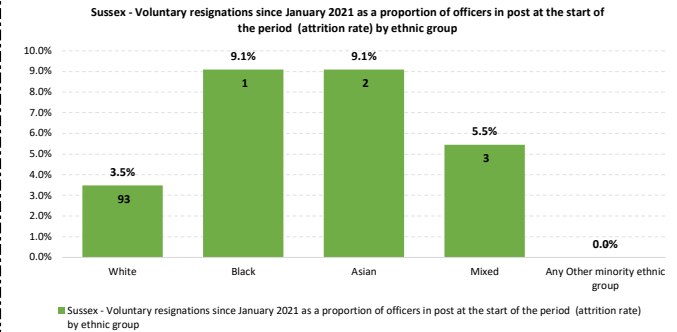


12 month rolling leavers	WHITE	Black, Asian, Mixed or Other	PNTS/NOT KNOWN	TOTAL
HC at the start of the year	2,672	93	206	2,971
Leavers Headcount	204	8	14	226
ATTRITION RATE	7.6%	8.6%		

Indicator 4: Difference in attrition rates

WHITE attrition rate:	7.6%
All other ethnic groups attrition rate:	8.6%
Status level:	2

Indicator 4b: Attrition rate specifically for voluntary resignations



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SUSSEX POLICE & CRIME PANEL

The role of the Sussex Police and Crime Commissioner in ensuring Sussex Police demonstrate an efficient and effective approach to tackling digital and cyber-enabled crime.

23 September 2022

Report by The Clerk to Sussex Police and Crime Panel

Focus for Scrutiny

The Panel is invited to scrutinise the strategic approach to tackling digital and cyber-enabled crime.

1. Background

- 1.1 According to a Police Foundation Report "A New Mode of Protection", fraud and computer misuse offences made up 53% of the crimes detected in the 2021 Crime Survey for England and Wales. 69% of investigated fraud cases in 2016/17 included an element of cybercrime, underlining the facilitating role of the internet. Faced with the rise in such crimes, and a corresponding fall (75% fall since 1995) in "traditional volume crime" (including violent crime, theft, domestic burglary, vehicle related theft) the public continue to prioritise a visible policing presence, despite the evidence that the threats lie elsewhere.
- 1.2 Given the increasing significance of digital and cyber crime, the Panel requested the opportunity to scrutinise the Commissioner's work in this area.

Tony Kershaw

Clerk to Sussex Police and Crime Panel

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Appendices:

Appendix 1 – The role of the Sussex Police and Crime Commissioner in ensuring Sussex Police demonstrate an efficient and effective approach to tackling digital crime.

Background

A New Mode of Protection – Report by the Police Foundation:
<https://bit.ly/3BI6LFA>



To:	The Sussex Police & Crime Panel.
From:	The Sussex Police & Crime Commissioner.
Subject:	The role of the Sussex Police & Crime Commissioner in ensuring Sussex Police demonstrate an efficient and effective approach to tackling digital crime.
Date:	23 September 2022.
Recommendation:	That the Police & Crime Panel note the report.

1.0 Introduction

- 1.1 This report sets out the role of the Sussex Police & Crime Commissioner (PCC) in ensuring that Sussex Police demonstrate an efficient and effective approach to tackling digital and cyber-enabled crime.
- 1.2 The report also summarises the scale, threat and challenges associated with digital crime, the collaborative response to tackling digital crime and the support that is made available to victims of crime, alongside the measures used by the PCC to hold the Chief Constable to account for performance in this area.

2.0 Scale, threat and challenges of digital crime

- 2.1 Exponential advances in technology combined with decreasing costs have made the world more connected than ever before, driving extraordinary opportunity, innovation and progress. The scale and speed of this change has also presented unprecedented complexity, instability and risk.
- 2.2 Digital crime can include almost any crime type and, as society continues to evolve, nearly all crimes now have a digital element and can be considered cyber-enabled, allowing criminals to have a greater reach. These crimes are investigated by all areas of policing, including nationally and internationally through the National Crime Agency, regionally through the Regional Organised Crime Units and locally by each of the police force areas in England and Wales.
- 2.3 There are two types of cyber crime: cyber-dependant crime and cyber-enabled crime.
 - 2.3.1 **Cyber-dependent crimes** – are offences that relate to illicit intrusions into computer networks and the disruption or downgrading of computer functionality, and can only be committed using computers, computer networks or other forms of information and communications technology (ICT). Examples of these crimes include hacking, malicious software, keylogging and distributed denial of service attacks.
 - 2.3.2 **Cyber-enabled crimes** – are traditional offences that can be increased in their scale or reach by using computers, computer networks or other forms of ICT. Unlike cyber-dependent crimes, these offences can be committed without the use of ICT. Examples of these crimes include fraud, theft, stalking and harassment, and sexual grooming.

- 2.4 Sussex and Surrey Police have a collaborated Cyber Crime Unit to investigate cyber-dependent and cyber-enabled crimes. Both forces have sought to improve their identification, understanding and ability to tackle these offences in Sussex and Surrey, alongside other emerging scams and fraud, as the scale and complexity of cyber crime continues to increase. Cyber-dependent crime is now recognised to account for circa. 3% of all recorded crime in England and Wales, with year-on-year increases recorded by all police force areas as the awareness and identification of these offences continues to develop.
- 2.5 These increases in recorded crimes are aligned to the coronavirus (COVID-19) pandemic, which accelerated this trend further still and provided criminals with greater opportunities to adopt and exploit technological advancements for personal gain. It is also acknowledged that all cyber crime continues to be under-reported nationally, a trend which remains a significant barrier towards developing a greater understanding of the actual nature and scale of the threat.
- 2.6 Sussex Police is recognised to be in line with the increased national reporting trends for cyber crime offences. The most common offences recorded in Sussex include hacking related to emails and social media [including domestic abuse, extortion and sextortion], ransomware attacks [predominantly inflicted against businesses] and phishing emails including scams and fraud].

3.0 Response to tackling digital and cyber crime

- 3.1 Providing an efficient and effective policing response to digital and cyber-enabled crime remains a constant and evolving challenge for all police force areas in England and Wales.
- 3.2 Digital and cyber-enabled crime is one of the agreed priorities for Sussex Police in 2022/23 and has been included within the Force Control Strategy, in response to the publication of the National Cyber Strategy 2022. This approach ensures that dedicated police resources are proactively tasked to consider the impact of digital crime, gather information and intelligence around digital offences, maximise partnership working with other agencies, and to raise the awareness of these offences throughout the workforce. Further information can be viewed through the following link:
https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1053023/national-cyber-strategy-amend.pdf
- 3.3 Sussex and Surrey Police have adopted an approach to digital and cyber-dependent crime that mirrors the four strands set out within the Serious and Organised Crime Strategy: Pursue, Prevent, Protect and Prepare. All investigations of this nature remain subject to the Management of Risk in Law Enforcement (MoRiLE) based scoring which sets out the standards and processes for identifying, assessing and prioritising any associated risks. These investigations are then managed by each force, supported by local and regional tasking and coordination groups.
- 3.4 Sussex Police has continued to ensure that police officers and staff have the capacity, capability, systems and equipment required to tackle the increasing volume and complexity of cyber crime. As the volume of digital and cyber-enabled crime continues to increase, there has been a renewed focus to enhance the skills of the wider workforce to meet this demand and maximise opportunities to develop this capability further still.

3.5 Investment has been made to meet these growing challenges and to ensure that the workforce has access to specialist support required for digital and cyber-enabled investigations. Sussex and Surrey Police now have three collaborated teams to respond to and investigate these crimes: Cyber Crime Unit, Digital Investigation Support Unit and Digital Forensics Team.

3.6 Cyber Crime Unit

3.6.1 The Cyber Crime Unit was established in 2014 and is responsible for investigating cyber-dependent crimes and criminality which depends on cryptocurrencies. The unit also provides an 'on-call' capability to assist officers and staff in the recovery of digital evidence identified during their duties.

3.6.2 The unit acts as the intermediary for all referrals received from the National Fraud Intelligence Bureau (NFIB), within the City of London Police – the national policing lead for economic crime. The unit receives partial national funding and works to achieve the key performance indicators set for all forces.

3.6.3 The Cyber Crime Unit is also responsible for raising the awareness of all officers and staff to new and emerging threats and crime types, and to improve the skills of these individuals to respond efficiently and effectively across both force areas. This is achieved through the delivery of digital safeguarding training sessions, the provision of interactive videos and the ongoing maintenance of an intranet site with learning materials and user guides.

3.6.4 The increased prevalence of this crime type – heightened by the pandemic in the past two years – means that the team is required to flex its capacity to manage and respond to the volume and complexity of the investigations received and to prioritise the cases most in need of the specialist skills that the Cyber Crime Unit can provide.

3.6.5 The South East Regional Organised Crime Unit (SEROUC) provides each of the four Cyber Crime Units within the region [Hampshire, Surrey, Sussex and Thames Valley Police] with access to additional specialist capabilities. These regional resources are transferred between the constituent forces, as required, to support complex and cross-border cyber investigations and the prosecution of cyber criminals with international law enforcement partners.

3.7 Digital Investigation Support Unit

3.7.1 A Digital Investigation Support Unit (DISU) was launched across Sussex and Surrey Police in January 2022 to support investigations where online cyber and digital evidence is involved. The DISU was established following investment from the precept in 2021/22 to assist frontline officers and staff and ensure that all opportunities to gather digital material in support of criminal investigations are maximised, leading to improved outcomes for victims.

3.7.2 The unit comprises 14 officers and staff, including a digital trainer who is responsible for providing police officers and digital media investigators with the necessary skills to capture evidence effectively. The DISU also leads on the work to develop further the capacity and capability of both forces to acquire and investigate digital evidence from the Cloud and/or stored in different countries to maximise the opportunities for obtaining evidence and intelligence on the internet. This includes identifying organisational learning and good practice from other police force areas in England and Wales to develop and adapt processes used locally.

- 3.7.3 The DISU is recognised to have had an immediate impact on crime investigation outcomes by supporting frontline officers and staff to obtain evidence that may have been beyond their capabilities previously. The unit has already provided support to 170 cases to date [comprising 83 cases in Sussex and 87 cases in Surrey], with most cases related to either child or adult safeguarding investigations.

3.8 Digital Forensics Team

- 3.8.1 The Digital Forensics Team (DFT) is a dedicated unit within the Forensic Investigations Department of Specialist Crime Command that provides a collaborated service to both Sussex and Surrey Police. The primary role of the DFT is to analyse and examine electronic equipment – including computers, tablets and mobile phones – to access and retrieve information and data held on these devices.

- 3.8.2 A three-tier structure is used to deliver the digital forensic examinations across both police force areas. The level of examination applied to each device is determined by the individual Digital Processing Notice (DPNs) – a framework created for each case to balance the need to follow all reasonable lines of enquiry, with the requirement to respect the privacy of victims and witnesses, as follows:

Tier 1 – is used for standard DPNs and includes generic examinations of mobile telephones, such as 'all telephone calls' or 'all text messages'. This examination is usually undertaken on the same day by the local policing division to minimise the disruption caused to victims.

Tier 2 – is used for urgent DPNs where the examinations are more precise and/or relate to specific applications [WhatsApp, for example]. These examinations are undertaken by the 'in-house' DFT, with a timescale of 48 hours quoted to victims [in case of technical difficulties], although the phone is often received, examined and returned on the same day.

Tier 3 – is used for the more complex DPNs where there is a large amount of data held on a device or hardware, and includes the requirement to send these items away to an external provider for specialist analysis. A service level agreement of 30 days exists for these requests, although the average turnaround time is 19 days from submission to closed case.

- 3.8.3 Following the completion of the examinations and the return of the electronic devices, the DFT produce technical and evidential reports to substantiate their findings that are used to support the ongoing police investigations.

4.0 **Force performance against digital and cyber crime**

- 4.1 In 2021/22, the Cyber Crime Unit received 780 cases of digital and cyber-dependent crime for investigation across Sussex and Surrey Police. This represented a 4.6% reduction from the 818 cases disseminated by the NFIB for investigation in 2020/21 and equated to 38 fewer cases.

- 4.2 Obtaining judicial outcomes for digital and cyber-dependent crimes is recognised to be challenging because of the international nature of the offending behaviour. This has led to a national focus on disruptive activity, against the serious and organised crime threat posed by the suspected offenders and groups.

- 4.3 In 2021/22, the Cyber Crime Unit recorded 73 disruptions against this threat. This represented a 92.1% increase from the 38 disruptions made the year before. The unit also achieved five successful prosecutions against these organised crime groups, including positive results secured for complex investment fraud and a cyber-attack on the members of a high-profile golf establishment.
- 4.4 The Cyber Crime Unit demonstrated the following performance against the delivery of the five key performance indicators set for all forces in England and Wales in 2021/22:

1. All Action Fraud referrals will be investigated.

Sussex and Surrey Police performance was 100%.

2. All identified victims will receive Protect advice, either in person or over the phone.

Sussex and Surrey Police performance was 100%.

3. 75% of organisations and the public who receive Protect advice intend to change their behaviours as a result or have already done so.

Sussex and Surrey Police performance was 96%.

4. 75% of organisations who receive Prepare advice intend to develop or review incident response plans and test them or are already doing so.

Sussex and Surrey Police performance was 96%.

5. All young people identified as vulnerable to cyber crime will receive contact and intervention from a Prevent officer where appropriate.

Sussex and Surrey Police performance was 77%.

5.0 Supporting victims of digital and cyber crime

- 5.1 The joint Cyber Crime Unit has developed a strong 'protect' capability and provides help and support to those individuals and businesses who have experienced digital and cyber crime to reduce the risk of them becoming repeat victims. The unit also seeks to provide individuals and businesses with proactive advice and guidance to try and prevent them from becoming victims of scams and fraud in the first instance. Both forces have continued to work with Action Fraud – the national reporting centre for fraud and cyber crime in England and Wales – to deliver this support locally.
- 5.2 Sussex and Surrey Police have also recruited a dedicated Cyber Protect Officer who is responsible for delivering the collaborative response to cyber crime. This officer works extensively with members of the public and local businesses, through engagement forums and platforms, to deliver and promote messaging around crime prevention and to proactively highlight and raise awareness of any new and emerging threats and crime types.
- 5.3 Introduced in October 2021, the Cyber Protect Officer has already provided support to 51 businesses – 10 businesses in Sussex and 41 businesses in Surrey. These sessions have included the delivery of cyber security advice focused around preventing cyber-attacks and raising awareness about the existence of national initiatives that offer longer-term support, such as the Cyber Resilience Centre (CRC) and Police CyberAlarm.

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- 5.4 The CRC for the South East is a police-led partnership aimed at improving cyber resilience in businesses in the South East of England. The centre is one of 9 regional Cyber Resilience Centres across England and Wales – linked to a National Cyber Resilience Centre Group – and was established to help smaller organisations make their cyber operations safer, securer and more resilient. The CRC provides businesses with free and regular cyber crime prevention advice and offers a range of support services, including vulnerability scanning, policy reviews and business continuity planning. Further information can be viewed through the following link: <https://www.secrc.co.uk/>
- 5.5 Police CyberAlarm is a national initiative used to monitor the logs of traffic made through a connection to the internet to detect any suspected malicious activity, enabling organisations to minimise their vulnerabilities. Sussex Police actively work with Police CyberAlarm to promote the service and encourage local businesses to benefit from the reports than can be generated through this platform to respond to any new and emerging threats, identify trends and support the prosecution of cyber criminals. Further information can be viewed through the following link: <https://www.cyberalarm.police.uk/>
- 5.6 Sussex and Surrey Police have sought to raise awareness of digital and cyber crime with members of the public through the delivery of online campaigns and community engagement days. The Cyber Protect Officer, supported by officers from the local Neighbourhood Policing Teams used this platform to highlight the 'cyber protect' message and to provide information, guidance and advice to reduce the risk of individuals becoming victims of these offences. This new initiative was piloted in Surrey across three separate events and generated direct engagement with >1000 members of the public. Following the success of the pilot, these community engagement days will be replicated across Sussex in winter 2022 and are anticipated to provide enhanced support for local businesses.
- 5.7 Proactive visits to local businesses are undertaken in each force area to highlight the threat and risks associated with digital and cyber crime, provide information and crime prevention advice and demonstrate the preventative resources available to mitigate against these through 'cyber protect' webinars, delivered by the Cyber Protect Officer.
- 5.8 The Cyber Crime Unit has also established a joint Sussex and Surrey Cyber Volunteer Programme to offer specialist safeguarding advice to victims of cyber-dependent crime through the 'protect' element of the policing response. There are currently three volunteers supporting the programme and sharing their specialist knowledge and expertise.
- 5.9 Further support is provided by the two financial abuse safeguarding officers who work across Sussex and Surrey Police to oversee Operation Signature – the Sussex Police campaign to identify and support vulnerable victims of fraud – and the Volunteer Fraud Prevention Programme by supporting victims where an offence of digital crime or fraud is committed.
- 5.10 In 2021/22, Operation Signature received 3,061 reports in Sussex. This represented a 3.3% reduction from the 3,165 reports received in 2020/21 and equated to 104 fewer cases. The Force is constantly seeking to develop and improve these processes, focusing on prevention, response and enforcement in line with new and emerging fraud types and available safeguarding and disruption opportunities.

- 5.11 Operation Signature has also been recognised as best practice nationally and adopted by other police force areas in England and Wales. Further information can be viewed through the following link:
<https://www.sussex.police.uk/advice/advice-and-information/wsi/watch-schemes-initiatives/os/operation-signature/>
- 5.12 The Volunteer Fraud Prevention Programme was established in 2019 and currently has 16 volunteers across Sussex who are responsible for ensuring that all victims of fraud not in receipt of support from Operation Signature, receive personalised communication and tailored fraud prevention advice and signposting to local support services through Safe:Space Sussex. In 2021/22, 6,841 non-vulnerable victims of fraud in Sussex were supported by the Programme. This represented a 16.3% reduction from the 8,170 non-vulnerable victims supported in 2020/21 – equating to 1,329 fewer victims assisted. Further information can be viewed through the following link:
<https://www.safespacesussex.org.uk/>

6.0 Ongoing focus

- 6.1 The Cyber Crime Unit within Sussex and Surrey is recognised to have developed a high level of capability that has contributed to the delivery of successful cyber crime investigations and positive outcomes for victims.
- 6.2 The team has recently embedded two new posts within the unit, generated through money recovered from the Proceeds of Crime Act (POCA) 2002. The Intelligence Analyst and Financial Investigator posts will provide additional support and assistance to investigations in terms of the identification and potential, restraint and seizure of any assets identified. Anticipated changes to the legislation will provide the postholders with opportunities to design and develop processes for account freezing orders and seizure protocols in relation to cryptocurrency.
- 6.3 The Cyber Crime Unit also remains focused on ensuring that opportunities to divert young cyber offenders to cyber prevent programmes are maximised, following eight successful interventions.
- 6.4 Both forces recognise the importance of continuing to invest in and make the best use of technology to improve the policing response provided. Sussex Police is looking to expand and make improvements to the Force's capability for examining and interpreting material from seized devices through a Digital Forensics Programme. A separate Communications Data Project is aligned to this programme of work and seeks to develop solutions for handling digital communications data [traditionally used as intelligence] and ensuring that any technical solutions introduced make data interpretation more efficient and effective to provide better outcomes for victims.
- 6.5 Sussex and Surrey Police are currently seeking 'ISO 17025' accreditation – the international standard which proves that a laboratory has an acceptable quality management system in place, and the ability and competence to provide testing and calibration results. This application will be considered by United Kingdom Accreditation Service (UKAS) – the national body responsible for assessing and accrediting the organisations that provide these services.

- 6.6 The Cyber Crime Unit within the SEROCU are also seeking accreditation for crime scene data acquisition as the pilot force. Sussex and Surrey Police have created a post to lead on the technical delivery of this accreditation and ensure that the evidence collected meets with the recognised standards. This approach will also ensure that the constituent forces within the region benefit from any shared learning that is generated.
- 6.7 Providing an effective policing response for victims of digital and cyber crime continues to remain a key focus across both forces. Sussex and Surrey Police have an established communications plan to ensure that all opportunities to connect with and provide crime prevention advice to members of the public and local businesses are maximised. This will include expanding the delivery of cyber protect engagement days throughout Sussex during 2022/23.
- 6.8 The two forces are also seeking to increase their capability to support non-vulnerable victims of digital crime by using elements of the practice developed by the Action Fraud National Economic Crime Victim Care Unit (AF-NEVCU) – a team of specialist advocates working within the City of London Police to support vulnerable people who have fallen victim to fraud and cyber crime, with the overall aim to make them feel safer and reduce the possibility of them becoming a repeat victim – to strengthen the local provisions in place. This provision is anticipated to be introduced from April 2023, to further support the capability of the Volunteer Fraud Prevention Programme to respond.

7.0 Accountability

- 7.1 The PCC has sought to make additional funding and resources available to the Chief Constable to increase the efficiency and effectiveness of the Sussex Police response to tackling digital and cyber-enabled crime through increases to the police precept. Now that this investment has been realised, the PCC will hold the Chief Constable to account for its delivery. This will include an expectation that Sussex Police demonstrate an improved policing response within this area.
- 7.2 It is a statutory responsibility for the PCC to hold the Chief Constable to account for delivering efficient and effective policing in Sussex that is responsive to the needs of the public. The PCC has continued to use her monthly webcast Performance & Accountability Meetings (PAMs) to provide oversight and to challenge the Chief Constable about the Sussex Police response to tackling digital and cyber-enabled crimes on behalf of members of the public.
- 7.3 Tackling digital crime was raised most recently as a theme at the PAM on 17 September 2021 [digital forensics]. This area of policing was also raised at the PAMs on 18 December 2020 [Scams and Fraud – Operation Signature] and 16 January 2016 [HMICFRS – Digital Crime and Policing]. These sessions are archived and can be viewed on the PCC's website through the following link: www.sussex-pcc.gov.uk/get-involved/webcasting/
- 7.4 Further oversight and scrutiny around the collaborative arrangements and policing response delivered by the SEROCU in this area is also provided through the quarterly South East Region Joint PCC and Chief Constable meetings.

Recommended – That the Police & Crime Panel note the report.

Mark Streater
Chief Executive & Monitoring Officer
Office of the Sussex Police & Crime Commissioner

Contact:

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Your Ref:

Our Ref: JAE/Corr/2022

Date:

20th July 2022

Cllr Christian Marshall
Chairman, Sussex Police and Crime Panel
c/o County Hall
West Street
Chichester
West Sussex PO19 1RQ

Dear Cllr Marshall,

Recommendation from Sussex Police and Crime Panel

Thank you for your letter of 1 March 2022 which was sent to the Chairs of all Community Safety Partnerships across Sussex recommending that CSPs raise their profile within their communities. My apologies for the delay in responding to you on this matter.

I am writing to you in my capacity of the Chair of the Mid Sussex Partnership Board which incorporates our Community Safety Partnership, Health and Wellbeing Partnership and Local Strategic Partnership. This issue was discussed at our most recent Board meeting.

We have agreed to do some regular communications around the role of the Partnership and its projects. We have included an article in our most recent edition of our newsletter, Mid Sussex Matters which was distributed to all our residents earlier this month. The article outlined the role of the partnership and some of our community safety projects. We plan to promote further work that is supported by the Partnership in future editions and through other communications.

Board members have agreed to champion the work of the Partnership and associated projects in their day-to-day business and we will also be looking at making greater use of our logo and strapline. The Board is due to update its priorities for the coming year at the next meeting and will consider appropriate comms around this.

I hope that this has reassured the panel that we are addressing the recommendation made as a result of the consultation's findings, but please come back to me if you have any further questions.

Yours sincerely,



Councillor Jonathan Ash-Edwards
Leader of the Council

Working together for a better Mid Sussex

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SUSSEX POLICE & CRIME PANEL

Quarterly Report of Complaints

23 September 2022

Report by The Clerk to Sussex Police and Crime Panel

Focus for Scrutiny

That the Panel considers any complaints against the Commissioner, and any action that the Panel might take in respect of these.

1. Background

- 1.1 In accordance with the Elected Local Policing Bodies (Complaints and Misconduct) Regulations 2011, Sussex Police & Crime Panel (PCP) is responsible for the initial handling of complaints against the Sussex Police and Crime Commissioner (PCC).
- 1.2 At its meeting of 26 November 2012 the Panel decided to delegate its initial handling duties to the Clerk to Sussex Police and Crime Panel, and to consider a report of the complaints received, quarterly.
- 1.3 Serious complaints (those alleging criminal conduct) are referred automatically to the Independent Office for Police Conduct (IOPC). Regarding non-serious complaints, a sub-committee can meet to consider any of these which in the Panel's view require informal resolution.

1. Correspondence Received from 6 June to 7 September 2022

- 1.1 The Panel takes the view that all correspondence raising issues with policing in Sussex should be recorded, whether or not the issues fall within the Panel's statutory remit.
- 1.2 During the subject period, two people contacted the Panel to raise new matters (either directly, referred via the IOPC, or referred by the Office of the Sussex Police and Crime Commissioner (OSPCC)).

Complaints

- 1.3 During the subject period no one raised issues which constituted a serious complaint, as defined by the Regulations (see 1.3).

Correspondence Recorded, but not Considered by the Clerk to be a Complaint within the Panel's Remit:

- 1.3.1 Two people contacted the Panel directly regarding matters outside the Commissioner's remit.

Both raised operational policing issues, which are the responsibility of the Chief Constable, and not the Commissioner. In one case the complainant was referred to the provision for making complaints against Sussex Police. In the other case the Commissioner's officers were able to facilitate the provision of an update on a specific case to the correspondent.

Correspondence Recorded, and Considered by the Clerk to be a Non-Serious Complaint within the Panel's Remit:

1.3.2 None received

Serious Complaints (allegations of criminal conduct)

1.3.3 None received

Updates from Matters Previously Reported.

1.3.4 None

2. Resource Implications and Value for Money

2.1 The cost of handling complaints is met from the funds provided by the Home Office for the operation and administration of Sussex Police and Crime Panel.

3. Risk Management Implications

3.1 It is important that residents can have confidence in the integrity of the system for handling complaints against the Sussex Police and Crime Commissioner and their Deputy (where one has been appointed).

4. Other Considerations – Equality – Crime Reduction – Human Rights

4.1 Not applicable

Tony Kershaw

Clerk to Sussex Police and Crime Panel

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