

Action List: Sussex Police and Crime Panel – 27 September 2024

Agenda Item	Action	Responsibility	Status
<p>Item 4.</p> <p>The Role of the Sussex Police & Crime Commissioner in holding Sussex Police to account for improving the response provided to victims of rape and serious sexual offences.</p>	<p>1) Cllr Keene asked how are officers and staff dealing with RASSO cases, through resources, counselling, and funding to protect their wellbeing, both during the case, and in the long-term?</p> <p>Action: For the OSPCC to forward information on wellbeing support services in place for investigators as discussed at the performance meeting on 13 September 2024.</p>	<p>OSPCC</p>	<p>Sussex Police use existing line management arrangements to monitor the ongoing wellbeing of police officers and staff across the workforce, alongside the routine availability of mental health first aiders and a series of wellbeing events that are delivered across the Force throughout the calendar year.</p> <p>All police officers and staff involved in the investigation of rape and serious sexual offences within the Public Protection Team complete an annual health check. This comprises a psychological questionnaire which is designed to elicit any early signs of trauma and/or stress.</p> <p>Should any symptoms, issues or conditions be identified through this health check, officers and staff will be offered support through the Employee Assistance Programme (EAP) made available to the workforce.</p> <p>The EAP provision in Sussex is available to all police officers and staff following a direct referral from a line manager and covers the following support provisions:</p> <ul style="list-style-type: none"> ✓ Mental and emotional wellbeing. ✓ Relationship and family problems. ✓ Bereavement. ✓ Suicide. ✓ Depression. ✓ Domestic violence and abuse. ✓ Post-traumatic stress following critical incidences. ✓ Anxiety and stress.

When trauma, issues and concerns for wellbeing are recognised to be too complex and/or beyond the ability of the EAP to support, an escalation process exists to Occupational Health who will assess the specific needs of each individual on a case-by-case basis.

Sussex Police use 'defuse' meetings to provide a fast-time response to the welfare needs of officers and staff who have experienced and/or been involved in traumatic incidents, with funding for private counselling sessions made available, as required.

A monthly meeting – chaired by a Detective Chief Inspector from the Public Protection Team – has also been established to discuss the welfare of all police officers and staff involved in the investigation of rape and serious sexual offences.

This approach is supported by an 'injury on duty' process which is completed for any police officer or staff who is recorded as having a sickness absence because of a work-related issue, both physical and psychological.

COMPLETED.

<p>Item 4.</p> <p>The Role of the Sussex Police & Crime Commissioner in holding Sussex Police to account for improving the response provided to victims of rape and serious sexual offences.</p>	<p>2) Cllr Ballard asked if there are programmes now aimed at working with perpetrators of violent sexual assault as these could be alternatives to convicting perpetrators in the right circumstances?</p> <p>Action: For the OSPCC to share the evaluation report on how effective the High Harm Perpetrator programme had been with the Panel, if possible.</p>	<p>OSPCC</p>	<p>A copy of the Domestic Abuse Perpetrator Programme Evaluation report for 2022/23 has been shared with the Sussex Police & Crime Panel secretariat for dissemination to the members.</p> <p>No formal evaluation of the Perpetrator Programme was completed in 2023/24, although another evaluation report will be prepared as soon as is practicable following the conclusion of the current two-year programme on 31 March 2025.</p> <p>Once completed, a copy of the latest evaluation report will be shared with the Panel members too. This is anticipated to be at the beginning of 2025/26.</p> <p style="text-align: right;">COMPLETED.</p>
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<p>Item 5</p> <p>Public Priorities in the Sussex Police & Crime Plan 2024/28.</p>	<p>3) The Panel made the following points, to which the Commissioner is asked to have due regard when developing her Public Priorities.</p> <p>Action: The Commissioner is asked to consider and respond to the suggestions raised by the Panel:</p> <ul style="list-style-type: none"> • A greater emphasis on crime prevention through police presence and a move away from simply incarcerating perpetrators. • Placing business-related crimes, such as shoplifting, and their links to organised crime, under Priority 2 as well as Priority 1 to emphasise what an issue it has become in Sussex. • Improving the 101 call handling process as there were concerns it was sometimes 'clunky' when reporting potential incidents. • Improving the police presence in local, and especially rural, communities where they might not be seen regularly. • Improving the police response to environmental and wildlife crime, especially in rural areas and around new developments, potentially through working closer with local authority enforcement agencies. • Placing a greater emphasis on supporting vulnerable victims of fraud. 	<p>OSPCC</p>	<p>Thank you for capturing the helpful suggestions made at the Panel meeting on 27 September 2024 around the series of supporting police and crime objectives contained within the three Public Priorities identified for inclusion in the Sussex Police & Crime Plan 2024/28.</p> <p>Where possible and appropriate, the PCC will consider these during the process of finalising the Sussex Police & Crime Plan ahead of bringing this back to the Panel for formal review on 31 January 2025.</p> <p style="text-align: right;">COMPLETED.</p>
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