



Office of the Police and
Crime Commissioner
STAFFORDSHIRE

Please note: This form will be published on the OPCC website immediately a decision is made unless the author of the report indicates otherwise at sections 7 or 8 below

REQUEST FOR DECISION BY POLICE & CRIME COMMISSIONER

Date decision required by: Quarterly Performance Meeting 18 July 2013

If an urgent approval is required, please state reasons:

The Annual Report is required to cover the period 15 November 2012 to 31 March 2013. The attached document extends beyond this date, setting the scene on the PCC's vision and achievements to date and leading up to the launch of the Safer, Fairer, United Communities Strategy 2013 – 2018.

For completion by OPCC only:-

Decision Number: OPCC/D/201314/007

Date Received: June 2013

Who is empowered to make decision: PCC

If decision to be made by OPCC, at what level (1-6): 5

Title	Annual Report 2012/13
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Summary:

To present the PCC's Annual Report 2012/13 for consideration by the Police and Crime Panel on 20 May 2013. Annual Reports are a statutory requirement and the PCC is required to issue a plan covering the period since his election to office (15 November 2012) to the end of financial year 2012/13.

Recommendation:

That the Annual Report 2012/13 be agreed, for consideration by the Police & Crime Panel on 5 August 2013.

Chief of Staff:

I hereby approve the recommendation for consideration.

Signature	Date
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PART I – NON-CONFIDENTIAL FACTS AND ADVICE TO THE PCC

1. Introduction and background

The publication of an Annual Report is a statutory requirement and details the PCC's achievements during his first months in office. This reports details notable deliverables during the PCC's period in office and future aspirations that will be fully articulated in the PCC's Safer, Fairer, United Communities Strategy 2013 - 2018 that is shortly due to be published and consulted upon.

2. Issues for consideration

The PCC is required to prepare an Annual Report under Section 12 of the Police Reform and Social Responsibility Act 2011 relating to each financial year. There is nothing in the legislation to preclude the first financial year, even though PCC's were not elected to office until 15 November 2012.

The Police and Crime Panel have an obligation to scrutinise Annual Reports, although scrutiny of the document relating to 2013/14 may be limited due to the timeframe covered.

3. Financial Comments

There are no financial issues to consider relating to the approval of the Annual Report.

4. Legal Comments

See item 2 above for statutory requirements.

5. Equality Comments

There are no equality issues to consider relating to the approval of the Annual Report.

6. Background/supporting papers

A copy of the draft Annual Report 2012/13 is **attached**.

7. Public access to information

This report will be published on the OPCC's website once agreed by the PCC.

8. Is the publication of this form to be deferred?

No

ORIGINATING OFFICER DECLARATION:

Author	Alyson Holmes, Head of Governance
Signed	Alyson Holmes
Date	June 2013

APPROVAL (for completion by OPCC only)

Rationale for approval

PCC/Interim Chief of Staff/Chief Financial Officer (delete as appropriate)

Signature

Date

Annual Report 2012/13

Scope and purpose of Report

1. Matthew Ellis, Police & Crime Commissioner (PCC) for Staffordshire, came into office on 22 November 2012, following local elections on 15 November, for the period up to the next election in May 2016. An Oath of Office was sworn on 21 November 2012 in which the PCC articulated his ambition to help make policing in Staffordshire more effective and the place where most of us live even safer lives.
2. The Annual Report has been prepared in accordance with the requirements of the Police Reform and Social Responsibility Act 2011 (PRSR Act) for the period 15 November 2012 to 31 March 2013.
3. The Police and Crime Panel (the Panel) have a statutory duty to scrutinise the PCC's Annual Report. Once the PCC has agreed the contents of the Report it must be sent to the Panel who, in turn will scrutinise its contents at a public meeting, with the PCC in attendance. There is an obligation on the PCC to publish the Report, together with any response forthcoming from the Panel.
4. The production of an Annual Report by PCCs only a few months after being elected and with delivery teams having only recently been established does mean that many are producing very summarised reports. For Staffordshire, the PCC has charted the major achievements on the exercise of his functions within this short time frame and commented on his ambitious plans for the future. In future years a much fuller report will be produced.
5. The timescale for the approval of this Report is that it will be agreed by the PCC during early May 2013, with a view to it being considered by the Panel at its next calendered meeting on 20 May 2013.

PCC's Mandate

6. The PCC undertook to achieve reduced crime, make our communities safer, improve policing and the wider criminal justice sector, and get better value for every pound spent in his election mandate, stating "Kick me out if crime doesn't fall, policing isn't more visible and we don't do it all for less money".
7. The PCC is able to influence all public services in Staffordshire and plans to use this to fight crime, achieve safer communities in the long-term, curb re-offending and deal with the causes and effects of crime.

How is the PCC going to achieve these promises?

8. The PRSR Act required the PCC to publish a Police & Crime Plan by 31 March 2013, following scrutiny by the Panel, setting out how the PCC will set about achieving his ambitions throughout his term in office. An interim Plan was agreed in February 2013 and issued as a 'holding' document whilst development work with the key players in the policing and wider criminal justice landscape got underway. The interim Plan

detailed ten Policing Priorities for 2013/14, under which the Force was to be measured from 1 March 2013. These remain the most appropriate measures, although it is acknowledged that those that will be included in the ambitious Plan being formulated will seek to include more focused measures and outcomes, involving other Staffordshire stakeholders in addition to the Force.

9. Work on a new, definitive Plan is continuing. This Plan, which will be issued in June 2013 for consultation, will define how the PCC's ambition for Staffordshire Police to be the most effective, transparent and efficient police force in the United Kingdom is to be realised. It will also detail work to date with partners, in both the criminal justice system and outside, to realise the aim of helping make our communities safer by working in a more joined-up way that cuts waste, reduces duplication and make the most of limited resources.
10. The PCC has stated that he does not wish the full Plan to be hurried. It will be published when the developmental work with partners has evolved sufficiently for performance and delivery plans to be defined. It is envisaged that the June deadline for this will be achievable, with integrated public sector working being at the core and the Office of the PCC, through the Chief of Staff, holding all the agencies to account. The benefits of this to Staffordshire will be immense.

Achievements to date

11. The period November 2012 to March 2013 has been exceptionally busy, developing the preparatory work necessary to deliver the PCC's vision. Detailed below are some of the key achievements that have already been realised towards the fulfilment of this ambitious strategy.
 - **Budget 2013/14 and realising the PCC pledge on the grant settlement.** A budget of £185.386m has been set for 2013/14, being funded from various government grants and Council Tax and is expected to be sufficient to meet current spending plans. A key decision was to freeze the Council Tax at £177.61 for a standard band D property. This budget included a reduction in Government grant of 1.6%, resulting to pressures in spending budgets. However, the PCC has pledged that his 'Team Staffordshire' approach will identify opportunities for closer public sector collaboration and achieve value for money by working more efficiently.
 - **Monitoring of Force Performance.** Public scrutiny of the latest Force performance figures has been undertaken, with the PCC welcoming the reduction in crime across the county by almost 7% for the period 1 April to December 2012 as compared to the same period in 2011/12. Figures presented relating to complaints also highlighted a continuing reduction in the number of complaints – 14% over the last two financial years.
 - **Regulation A19 and Recruitment.** The PCC made an early decision to stop the Regulation A19 requirement on police officers with thirty years pensionable service to retire which came into effect on 31 January 2013. This followed the PCC's discussions with the Chief Constable, the Police Federation and Staffordshire residents on his pre-election campaign trail. Linked in with this

decision was the desire to start some recruitment to the Force, with a plan for 28 new recruits in the 2013/14 financial year. These decisions have served to reduce the future operational risk to the Force of the loss of experienced and valued officers and is seeing the introduction of 'new blood' to the organisation for the first time in three years bringing a new dynamism.

- **Appointments.** The PCC appointed a Deputy PCC on 17 December 2012 and a new Chief of Staff on 11 March 2013, following confirmatory hearings with the Panel. Arrangements were also in hand to recruit a new Chief Financial Officer (CFO) following the retirement of the current post-holder. A confirmatory hearing with the Panel is planned for 20 May 2013, with the new CFO being in post in early July. The new appointments will bring drive and commitment to deliver the ambition of the PCC.
- **Extension of the Chief Constable's Contract.** The Chief Constable, Mike Cunningham, agreed to the extension of his contract with the Force up to September 2017. This decision was made following discussions between the PCC and the Chief Constable and recognition by the PCC that Mr. Cunningham was the right person to take Staffordshire Police forward. He will play a key leadership role in the delivery of the PCC's ambitious plans to make policing more accessible, responsive and visible.
- **Straight Talk Sessions.** Listening to the professionals that deliver policing services on the ground is key to making future improvements. Straight Talk Sessions have been introduced to allow the PCC to talk to groups of police officers and police staff, in their own environment, to discuss the things that they feel hinders them in their daily work and areas where, together, improvements could be made. These sessions were frank and constructive. The results of these exchanges have been collated and shared with the Chief Constable; the PCC is awaiting a response on moving forward on the matters raised.
- **Staffordshire Young Police Cadets.** (March 2013) The Scheme was launched on 11 March 2013 and was one of the PCC's election pledges. Being delivered by the Deputy PCC, the Scheme aims to strengthen the links between the police and young people and promote good citizenship. Cadets would take part in lots of activities and learn what it is like to work for Staffordshire Police. The Scheme is being funded by a new Corporate Social Responsibility Fund using monies pledged by local businesses, together with some funds recovered by the Force through the Proceeds of Crime Act. Interest in the Scheme has been extremely encouraging, with some 33 cadets being recruited to the pilot in Stafford Borough and the next tranches being planned.

Continuing Work

12. As previously stated, it is early days for the PCC with the preparatory work to develop his Strategy still under development and the launch of a full Police & Crime Plan planned for June 2013. However, the commitment shown by the Force, the County Council and the City Council, local councils and the wider community safety and

criminal justice sector to be part of something so ambitious will see genuine success over time.

13. The PCC has pledged to deliver on all of his election promises. The publication of his Strategy in June 2013 will set out in detail how they are to be realised. The complexities of the community safety and criminal justice sectors will make this a significant challenge but the PCC is confident that over the next three years Staffordshire will have the most technologically advanced police force in the UK and a cohesive public sector achieving reductions in crime, re-offending and safer communities.
14. Word of the PCC's wide ranging plans has reached the Prime Minister, with Matthew Ellis being invited to attend a private meeting with David Cameron in April 2013 to outline what is planned for Staffordshire. The Prime Minister was welcoming of the PCCs ambition to ensure that all public sector bodies work together to improve community safety and reduce crime with a recognition as to how important this is to broader agendas around place, enterprise, health and wellbeing and the use of public money and other resources.

GLYNN DIXON
Chief of Staff

May 2013