

ANNEX A - POLICE AND CRIME PLAN 2016-21 ADDENDUM

10 October 2017

1. BACKGROUND

1.1. The Police and Crime Plan is a statutory requirement for all Police and Crime Commissioners (PCCs) that must be set out the:-

- Commissioner's police and crime objectives
- Policing that the Chief Constable is to provide
- Financial and other resources which the Commissioner is to provide
- Means by which the performance will be measured and reported
- Any crime and disorder reduction grants which the Commissioner is to make.

1.2. The current Police and Crime Plan was published in November 2016 and covers the period until 31 March 2021. Since publication of the Plan, a number of key events have taken place that impact on its delivery and reset the context for the strategic direction set.

1.3. In response to the key changes in the local and national environment, this addendum has been produced to reflect key information that those who read or implement aspects of the Plan should consider alongside it.

1.4. A new Plan will be produced in due course to cover the remainder of the PCC term that reflects these changes. A new Police and Crime Needs Assessment will be developed in 2018 and following this robust assessment, a Plan for 2019-21 will be readied for publication in April 2019. This will be subject to Police and Crime Panel approval in early 2019.

1.5. At this stage, it is not anticipated that the strategic priorities (SPs) themselves will undergo significant change; they are likely to remain as:

- Protect the most vulnerable from harm (SP1)
- Strengthen and improve your local policing teams (SP2)
- Ensure Avon and Somerset Constabulary has the right people, right equipment and right culture (SP3)
- Work together effectively with other police forces and key partners to provide better services to local people (SP4).

2. KEY CHANGES AND THE IMPACT ON THE POLICE AND CRIME PLAN

2.1. The table below sets out key changes that have occurred since the Plan was published and their impact on the priorities within the Police and Crime Plan.

Date of Change	Change	Impact
November 2016	Decision to withdraw from the Tri-Force Enabling Services Programme	Financial Approach set out within SP4
March 2017	Westminster terror incident	Rise in national terror threat to critical – increased pressure on

		ability to deliver against the Strategic Policing requirement
April 2017	Publication of the State of Policing report	Strategic Priorities – alignment and resonance with national policing issues
May 2017	Manchester terror incident	Rise in national terror threat to critical – increased pressure on ability to delivery against the Strategic Policing requirement.
June 2017	London Bridge terror incident AND Finsbury Park terror incident	
	PCC and CC write to local MPs	Financial Ability to respond to rise in national threats and to protect frontline policing.
September 2017	Internal production of Strategic Threat Assessment. AND Production and publication of the Tipping Point document AND Announcement of 1% bonus for Police Officer pay	Articulation of key strategic threats and the relationship between these, the financial resources to-date and projected and the delivery of the Police and Crime Plan.
	London Underground train terror incident	Rise in national terror threat to critical – increased pressure on ability to delivery against the Strategic Policing requirement.

Decision to withdraw from the Tri-Force Enabling Services Programme

The Programme Board wished to revise the scope of the programme. The consequence of this was that the programme no longer represented value for money for Avon and Somerset Constabulary. There were concerns around the level of savings that could be achieved in specified timescales. The Constabulary diverted change management resource to internal programmes established to deliver required savings to close budgetary gaps.

The PCC and Constabulary’s appetite for collaboration continued however, and discussions have resumed in recent months and work is ongoing to develop some potential strategic solutions around specialist capabilities which will be mutually beneficial for and acceptable to all parties.

UK Terror incidents (March, May, June, and September 2017)

When terror incidents have occurred in other parts of the country, and indeed outside of the UK, the Police and the communities within Avon and Somerset have been affected.

Should a terror incident occur in Avon and Somerset, officers and staff are prepared and we are sure they will respond with the same dedication we have seen from emergency services colleagues in recent months.

Following these terror incidents our communities have required reassurance, and visibility is an important part of that. People are comforted by the sight of a police officer, and the local community networks and relationships of our PCSOs are fundamental to helping people feel safe and informed.

There is no sign of an end to the national and international surge in incidents that we have been experiencing and so the national threat of a terrorist incident remains severe. Meeting the public expectation of policing response to such incidents presents a significant budgetary challenge. Increasing resources directed at responding to national threats without increased funding naturally diverts resources from elsewhere and inhibits the progress that could otherwise be made in delivering other aspects of the Police and Crime Plan.

Publication of the State of Policing report

This document outlined key national issues for Policing which have strong resonance within Avon and Somerset. Key themes within it lend support for continuing with current strategic direction as set out within the Plan.

Letter to local MPs

This letter set out our concerns about resourcing and emphasised the need for extra funding to support an uplift in Firearms Officers, and protect frontline policing. At the same time we acknowledged the rapid changes and increased complexity in the profile of crime we're dealing with today and the consequent demand this also places on policing services.

Production and publication of the Tipping Point document

The PCC and Chief Constable wrote a letter and report for Nick Hurd, Police and Fire Minister to articulate the Constabulary was facing a tipping point.

The report summarised the threats, risks and consequences facing the Constabulary at a time of diminishing financial resources and increasingly complex criminality and operational demand.

It reflected the forecasted impact on the policing service of further funding cuts (a 'flat cash' settlement from the government is equivalent to a funding cut in real terms). It explained the increasing demand on police time and increasing complexity of crime and that increasing threats (extremism, globalisation, organised crime and drugs, exploitation and abuse) while relatively invisible to communities, has a substantial community impact if the police are unable to tackle them effectively. The Constabulary's ability to safeguard communities, protect the vulnerable, and manage major incidents of this kind is being severely tested.

The PCC and Chief Constable feel that current police funding is simply not sustainable and wished to make clear the perceived consequences of funding choices to both policy makers and the public.

The PCC called for investment in policing, funding to strengthen our neighbourhood policing teams in order to focus on prevention, tackling terrorism before it happens.

The impact of no funding increase will place delivery of the priorities within the Police and Crime Plan at risk. This could result in local people receiving a reduced policing service as resources will be stretched even further. There are limited remaining opportunities to improve efficiency as all that could be done has been achieved or is already planned and expected benefits built into the budget. The Police will prioritise being able to respond to national threats and to protecting the most vulnerable from harm, and therefore the impact is most likely to be felt in neighbourhoods as proactive and visible policing would reduce by necessity.

One-off 1% pay bonus for Police Officers

The PCC and Chief Constable are both supportive of plans that would increase public sector pay. However, without the Government providing any additional finance, this has placed even more strain on the budget. The 1% bonus will draw on approximately £1.1million from reserves, of which the useable proportion (that not committed to capital projects and liabilities) are already predicted to be exhausted within the next two years.

3. NEXT STEPS

3.1. This addendum to the Plan will be considered at the Police and Crime Board on 1 December 2017 and Police and Crime Panel Meeting on 13 December 2017 and subsequently published alongside the Police and Crime Plan 2016-21 on the OPCC website.

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