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## Chief Constable's Update to the Sussex Police Authority – 29 July 2010

### 1. Serving Sussex 2015 - Facing the Future

The Force and Authority are jointly developing the right model for policing Sussex in the future. Work has started to redesign the way the Force operates and although the precise impact of public sector spending cuts will not be clear for some months, we expect to have to make savings of at least £50 million over the next four years.

Sussex Police is not alone in facing significant cuts to its budget. The task will require some radical and difficult decisions, but the starting point is making sure the Force and Authority gets the service provided to the public right.

Spending Wisely work, which delivered more than £5 million in savings from this year's Sussex Police budget, is continuing. In addition, the Serving Sussex 2015 programme has been set up to shape the future of the Force. Sussex Police Authority is central in shaping these far-reaching changes, and members and officers are involved at all levels of the programme, including the work streams set up to generate detailed proposals.

Tasked with preparing plans for the Authority's meeting on 28 October, the programme is examining:

- the right models and structures for local delivery of policing
- increasing the range of ways for the public to access policing services, in particular using the benefits that come from new technology
- the potential for delivering services jointly with neighbouring forces and other partners
- more efficient ways to provide the functions – such as finance, human resources and IS – that support the delivery of frontline policing in Sussex
- how to develop a workforce that is freed up from unnecessary red tape and trusted to use their discretion.

One of the programme's first tasks has been to develop guiding principles for the future of policing in Sussex. They include the importance of maintaining and improving public confidence and satisfaction in policing; the vital nature of the police emergency service; and the strength that comes from working more closely with the public and other organisations.

- Many proposals will provide better public service and at the same time save money, for example by reducing time-consuming bureaucracy and duplication.
- Cuts will be targeted away from the frontline, for example by reviewing management costs amongst police officers and police staff.

- The proven value of close working with local councils means serious consideration will again be given to combining the two policing divisions that serve West Sussex.

It is important that staff are involved in the process and a group drawn from throughout the organisation was brought together with the target of identifying £5 million worth of savings. Over 50 ideas were presented at the end of the week. Some things which will be acted on immediately include:

- setting computers to switch off automatically at night, which will save around £125,000 each year
- rationalising the number of computers and printers which will, over time, save money and make Sussex Police greener
- looking at a corporate loyalty card to purchase fuel, which will save the Force money on its annual fuel bill of £2 million.

Chief Officers will be taking forward all of the suggestions from the workshops as well as others received from staff.

In July we updated all staff on developments with the 2015 project and confirmed the following:

- we stand by Serving Sussex and the satisfaction and confidence of our communities remain priorities for us. We will maintain a district model of policing
- we will make savings decisions on the basis of the impact they will have on our service to the public and on our staff, alongside what we can save
- we will keep staff regularly updated on what is going on, and let them know quickly when decisions have been made.

Detailed plans will be developed during the summer, during which time consultation on the future of policing in Sussex will continue with the public and local organisations. The Serving Sussex 2015 team can be contacted at [future@sussex.pnn.police.uk](mailto:future@sussex.pnn.police.uk).

## **2. Our Performance - April to June 2010**

### **Keeping People Safe**

At the end of the 1st quarter, Sussex is achieving its three crime reduction targets (overall crime -5.1%, criminal damage -13.5% and all injury violence -9.9%). This amounts to 1,430 fewer victims crimes compared against the 1st quarter of 2009/10.

All four divisions are also achieving the total crime and criminal damage reduction targets although West Downs has seen an increase of 18 all injury violence offences (+3.1%).

On latest iQuanta data (31 May), Sussex is the second best performing force in our most similar group (MSG) for all injury violence and the sixth safest in the country with only 5.06 crimes per 1,000 population. Sussex is third in its MSG for both total crime and criminal damage.

Sussex is achieving two of its four detection targets, all injury violence (50%) and domestic abuse. The Police Authority required a number of detection targets for

Serious Sexual Offence and Domestic Abuse for the 2010/11 LPP. For Serious Sexual Offences (SSO) the force is five short of the required 80 pro rata target for SSO but is 17 above the 798 pro rata target for Domestic Abuse. The force is not yet achieving the detection target for Burglary Dwelling which currently sits at 16.8% against a target of 18%.

When comparing divisions, there is a more varied picture. Brighton & Hove (21.7%), East Sussex and West Downs (both 18%) are achieving the Burglary target. West Downs and North Downs are both exceeding the pro rata number for SSO and Domestic Abuse.

On latest available iQuanta data (31 May), Sussex is highest in its MSG for all injury violence detection, and eighth highest in the country. For Burglary Dwelling the force is third in its MSG. We do not compare SSO and Domestic Abuse as we now use different performance criteria to encourage reporting of these crimes.

Killed and Seriously Injured - Having achieved the target to reduce Children Killed and Seriously Injured (KSI) last year, the Sussex Safer Roads Partnership (SSRP) is currently on course to achieve the 2010 Department of Transport (DoT) target for Sussex of 64. There have been 39 injuries, including one fatality (Op Northfield), in the first half of 2010 (DoT uses the calendar planning year). This does include 12 children seriously injured in May 2010 which was a significant rise for one month. The adverse weather conditions that occurred during December 2009 and January 2010 have had a positive effect in reducing the total number of KSIs that have occurred over the past twelve months. The rolling year figure, to the end of June, stands at 903. This is 42 below the target for 2010 - 2011. The summer weather has seen a resurgence in the number of motorbikes on the road. To date, over 50% of 2010 fatal collisions (15 out of 29) have involved motorcycles. The reinvigoration of Operation Ride uses enforcement, prevention and media strategies, focussing on motorcycle riders, their families and other road users.

## **Neighbourhood Policing**

The Home Secretary announced in her speech to the ACPO / APA Conference on 29 June that the single public confidence target had been abolished with immediate effect. As a result, the iQuanta website advises that targets and trajectory lines have been removed from the confidence measure on iQuanta. The latest data, therefore, remains December 2009. Without this data it makes the Sussex LPP target meaningless and work has therefore begun to consider what, if any, changes should be made to the LPP target for the current policing plan year.

The most up to date information regarding user satisfaction comes from our own Consultation Team and is to the end of May 2010, although this relates to incidents that occurred up to six weeks prior to that. In relation to satisfaction with police action taken the force has seen a slight decline in performance over the last quarter from 78.1% to 77.9%. In 2010/11 the target for 'satisfaction with being kept informed' was increased from 70% to 80%. Over the first quarter, force performance has increased from 68.9% to 70.3%. The 2010/11 Plan also introduced a new target of satisfaction with the service provided by the police for vehicle crime, this has seen a slight improvement over the first quarter from 74.2% to 74.5%.

The Force continues to exceed the national performance target in relation to 999 calls answered within 10 seconds and at the end of the first quarter was achieving 95.9% against a target of 90%. The 75% target for non emergency calls answered within 60

seconds was a new target for the 2010/11 Policing Plan. At the end of May we had moved from 66.4% to 74%. However a poor June has seen this reduce back to 59.1% (June 2009 was 52.2%). Work is in hand to improve this performance which has already improved to 66.6% at the date of this report.

### Best Use of Resources

The force has an overall target to reduce levels of sickness below an average of 8.5 days per employee a year. At the end of 2009/10 the force was achieving a total of 8.48 days. At the end of the first quarter for 2010/2011 this has seen a slight increase to 8.57 days. The police officer rate is seeing a downward trend and has reduced from 8.23 days to 7.44 days over the first quarter. The police staff rate has also seen a reduction from 10.47 days to 9.93 days, however, PCSO sickness has seen an increase from 11.19 days to 12.60 days.

With lower levels of recruitment this year there will be limited opportunities for the force to impact positively towards increasing proportions of black and minority ethnic and female employees in the workforce. The 2010/11 Policing Plan did introduce a new target of increasing the proportion of female employees in management positions to 30%. At the end of April 2010 the force was achieving 27.9% this has reduced to 27.3% at the end of June 2010. This may be due to holding vacancies open as part of the Spending Wisely programme or delays in police promotion procedures.

### 3. Operations and Events

## Keeping People Safe



### Operation Kingsgate

### Crawley

Leonard John Jones, 26, Crawley, has been sentenced after pleading guilty at Lewes Crown Court to a charge of manslaughter and two counts of dangerous driving following a hit and run incident in Copthorne in October 2009, in which pedestrian Joanna Hakesley, 70, was injured and later died.

He was sentenced to eleven years' imprisonment - ten years for manslaughter and one for dangerous driving to run concurrently and one year for dangerous driving to run consecutively. He was also banned from driving for eight years. At the sentencing Judge Richard Brown praised the actions of PC Ian Foxton for his efforts in trying to save the life of Joanna Hakesley through CPR and mouth-to-mouth resuscitation.

Drug Crime Proceeds	Adur & Worthing
<p>A Southwick father and his son have been ordered to pay back £180,000 of proceeds they gained from drug dealing. Following an investigation by the financial investigation team a Proceeds of Crime Act hearing was concluded against David Lane, 60, and his son Charles, 26, at Chichester Crown Court in June.</p> <p>The financial investigation had formed a significant part of the previous prosecution of both men for possession of cocaine with intent to supply. In September 2008 search warrants were executed at their home as well as a garage controlled by them. Significant quantities of cocaine were recovered together with over £26,000 cash. Charles Lane pleaded guilty and David Lane was found guilty following a trial in September 2009. Last year David Lane was sentenced to six years imprisonment and Charles Lane was sentenced to four years.</p>	

Operation Anagram / Operation Ardley	Brighton & Hove
<p>Operation Anagram is the national scoping exercise to identify issues of concern in relation to Peter Tobin that will require further action. This process has been running since September 2007 and is being co-ordinated by ACC Robin Merrett.</p> <p>All 43 police forces in England and Wales were asked to conduct background enquiries to identify any potential victims by examining outstanding missing persons, abductions and rapes, and cross-referencing them with Tobin's chronology. As a result of this work, there was enough intelligence to warrant searches of two addresses in Brighton &amp; Hove.</p> <p>Operation Ardley is the Sussex response to this work and on 12 July, officers began searches at the gardens of two addresses in Portslade and Brighton. The grounds were searched initially by the Home Office Scientific Support Branch and the Metropolitan Police using ground-penetrating-radar, with support from specialist experts from Sussex Police and Archaeology South East, University College London. Further in-depth searches will only be conducted if necessary once this process is complete.</p> <p>We are making every effort to minimise disruption and have appointed resident and community liaison officers for each address, offering regular updates and street briefings to keep those affected informed and to ensure that they can go about their day-to-day business as unhindered as possible.</p> <p>Similarly, we have provided liaison officers to the families of individuals in Sussex who have been speculatively linked to Peter Tobin in the media. We have also offered reassurance to the owners and occupants of other premises in Brighton &amp; Hove where Peter Tobin resided that their properties will not be searched.</p> <p>Brighton &amp; Hove's Neighbourhood Policing Teams will be working closely with the local communities who may be affected by this police activity. Our approach to this operation has been praised by local and national journalists who commented that "Sussex Police made the job a lot more pleasant in the face of what could turn out to be a very unpleasant story."</p>	

Operation Addition	West Downs
<p>David Keen and John Churchley were sentenced at Hove Crown Court on 13 July after one of the most complex investigations into child sex offences in Sussex.</p> <p>David Keen, 29, from Bognor, was sentenced to 14 years imprisonment for sexual activity with children and possessing, making and distributing indecent images of children. He has been given an indeterminate sentence and will be on licence for life which means there is not automatic release at the end of his initial tariff. John Churchley, 50, from Littlehampton has been sentenced to 8 years imprisonment for possession of more than 42,000 indecent images of children. Both will be on the sex offenders' register for life.</p> <p>Detectives have actively sought to identify children who were in contact with them to offer support from social services, education and other agencies.</p>	

CCTV	Forcewide
<p>Since the conclusion of the CCTV upgrade programme in December, the main focus for CCTV has been promoting better performance within the CCTV team itself, strengthening the partnership working with our 17 partner councils, addressing outstanding technical issues that were carried over from the programme itself, implementing a robust framework of maintenance-contractor accountability and improving public confidence in the use of CCTV. The first quarter of 2010/11 has seen an improvement in relation to the quality of work undertaken by the team despite reductions in staff levels.</p> <p>The new independent monitoring scheme - instigated by SPA - has now been implemented. This initiative - unique in a UK context - has attracted much interest from both CCTV partners elsewhere, and the local media.</p> <p>May 2010 saw the conclusion of a year long project sponsored by the EU, called "<i>Citizens, Cities and Video Surveillance</i>". Involving CCTV partners from France, Germany, Holland, Spain, Belgium, Hungary and the Czech Republic, this scheme looked at the ethical use of CCTV. Chief Supt Ambler and Inspector Fox represented Sussex. The resulting European Charter for the democratic use of CCTV, was formally presented to interested parties in Rotterdam.</p>	

## Neighbourhood Policing

Eastbourne 999 Weekend	East Sussex
<p>The annual 999 weekend was held in Eastbourne in July. The event provides an opportunity for visitors to meet members of the emergency services teams and get an up-close look at 999 response vehicles. This year's event was sponsored by the Eastbourne Crime Reduction Partnership.</p> <p>Sussex Police along with the East Sussex Fire and Rescue Service, South East Coast Ambulance Service, Eastbourne Council and other partner agencies all took part with arena displays throughout the day. The day is an opportunity, for young people in particular, to learn very valuable safety messages and provides members of the public a chance to engage with members of the emergency services and find out more about their work. This is an excellent example of the partnership working that exists amongst the emergency services and the local council in Eastbourne. The aim is to combine entertaining demonstrations and displays with more serious safety messages.</p>	

Rogue Traders Day of Action	Forcewide
<p>A multi-agency campaign to warn people about the dangers of rogue trading and doorstep crime saw nearly 1,500 police officers, trading standards officers and members of government agencies join forces nationwide. The day of action forms part of a week of activities that highlight the dangers of allowing strangers into homes and consenting to have work carried out by cold callers.</p> <p>330 vehicles, mainly light vans, were stopped and checked across Sussex - 75 at the Brighton checkpoint and 50 at the Handcross checkpoint.</p> <p>As well as checks to see if people were authentic traders, 31 £60 Fixed Penalty Notices were issued for Seat Belt and non-MoT Test Certificate offences, six for having no insurance, and five for mobile phone use whilst driving. Two further drivers were reported for possible prosecution for having no insurance. The day was successful in promoting road safety messages.</p>	

10th Anniversary of the Death of Sarah Payne	Forcewide
<p>The abduction and death of Sarah Payne was a tragic event, the consequences of which are still having an effect on policing today.</p> <p>Later this year, the Child Sex Offender Disclosure Scheme is due to be launched in Sussex. This has been trialled successfully in other Forces, including Hampshire. This scheme is often referred to as 'Sarah's Law' in the media, which is a clear demonstration of the effects that Sarah's death had.</p>	

Community Resolutions	Forcewide
<p>Consultation and scoping visits have been conducted with a number of forces and agencies to assess their Community Resolution business processes. The initial conclusions are extremely positive. Officers are allowed to use their discretion and do the right thing, working to a simple framework. The victim led outcome has led to greater satisfaction levels and confidence together with the victim being placed at the heart of the decision making process.</p> <p>There have been two Restorative Practice pilots running in Sussex, the Crawley Crime Diversion Scheme and the Brighton &amp; Hove 'Youth Triage' system. Both of these pilots have been coordinated in partnership with other agencies and have been very successful. In order to capture effective practice from these pilots and align them to the national model, a review of these sites took place in January 2010. This review made several recommendations and as a result a 'Community Resolutions' project board, led by ACC Nick Wilkinson has been established with representatives from all divisions and relevant departments. The national three tier system has been accepted and now work is underway to develop guidance, policy and procedures for the workforce.</p>	

## Best Use of Resources



<b>Expansion of Crawley Custody</b>	<b>North Downs</b>
<p>In June 2010 the capacity of the Crawley police station custody block was increased by eight cells - a major building project. The expansion was necessary to meet the growing demand for facilities both from North Downs Division but also for projected detainee growth at Gatwick through the e-Borders initiative. Previously, many arrested persons had to be diverted to alternative blocks, which took staff away from their front-line duties and communities. In addition to the new cells, the programme included improvements to the custody desk, interview and process rooms. Uniquely a DDA compliant wet room was also installed; a first for the UK in a cell block.</p> <p>The project was challenging and used modular units, installed on a small site, over an underground car park and with a short 16 week timescale. The police station remained operational throughout the construction. A formal opening ceremony was held on 17 June, which was followed by an open evening for local residents affected by the project.</p>	
<b>New Policy on Flexible Working</b>	<b>Forcewide</b>
<p>A new policy on flexible working went live at the beginning of June. This policy extends the right to request flexible working arrangements to the entire Force rather than limiting this right only to those with entitlement under employment legislation. In taking this stance, we are recognising and harnessing the benefits to the organisation of enabling people to achieve an effective work/life balance which in turn promotes us as an employer of choice. A comprehensive communication package has been agreed to ensure that all officers, staff, line managers and local HR teams are aware of the new policy, how to access it and how to effectively implement it.</p>	
<b>Disability Accreditation Awarded</b>	<b>Forcewide</b>
<p>Our Disability Symbol accreditation for 2010 has been renewed by the Jobcentre Plus. This accreditation is awarded to employers who show their commitment to employing and retaining disabled people. The annual review required us to evidence our procedures and what progress we have made to ensure that we meet the five commitments for the Disability Symbol.</p>	

An Employee Opinion Survey was run in June 2010. The survey presented an exciting and timely opportunity to gain a deeper understanding of what our employees are thinking and feeling about working for Sussex Police. The top findings were shared with all employees on Monday 12 July. These included:

- 86% of officers and staff willingly do more than is normally required of them to help the Force be successful
- 88% of officers and staff understand how their role contributes to the success of Sussex Police
- 88% of officers and staff understand and support the overall aims and objectives of the Force

Areas to address were also identified, with the most regular feedback being that the Force should:

- help officers and staff prepare for the financial challenge and upcoming changes to the way the Force works
- provide more opportunities for face-to-face contact with senior managers
- review opportunities for career development and promotion.

The survey results will enable us to form action plans to address issues and to increase engagement at corporate and local levels. The survey project team will address Forcewide actions, this will be underpinned by a comprehensive communications strategy.