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Report to: Police Authority

Agenda item: 7

Date: 26th May 2011

Subject: Performance Review Group Q4 update

Sponsor: Chair, Performance Review Group

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For: Information and approval

1. Purpose of paper

1.1 To provide an overview of the main business done at, and the actions arising from, the quarter 4 meeting of the Authority's Performance Review Group (PRG).

2. Background

2.1 The Authority's new business cycle was launched in April 2010 and a Performance Review Group established to carry out detailed performance oversight activities in support of the work of the full Authority. This report summarises the key issues emerging from the quarter 4 meeting of the Group.

3. Standing items

3.1 Operational Performance

The Members received and reviewed the Quarter 4 Performance Review paper and the Performance Dashboard, shown at Appendices A to C.

A number of issues of interest were highlighted. There has been a credible performance by the force, notifiable crime was reduced for the 6th year in a row and there was reduction in the number of serious violence offences. These reductions took place in a more challenging environment, at a time where passengers were increasing.

3.1.1 There has been a slight increase in robbery offences, although they remain less than five years ago. The force is aware of the issue, which has occurred due to resources being moved away from it. Some resources are being moved back to tackle this problem. The detection rate is good, but remains lower than recently; this is due to resources having been moved.

3.1.2 The adverse trend in cable theft and its increasingly disruptive impact on the railways was raised. This trend has, however, changed in the last few weeks with offences no longer increasing, except for the North Eastern area, at a time when the number of offences would normally be higher. The force reports that this is due to increased focus and resources. The Association of Chief Police Officers (ACPO) has appointed a lead for this crime for each region and there has been a good response from Network Rail. Extra staff, funded by Network Rail, will be focussed on the North East area from. Industry was encouraged to take a joined up approach to preventing thefts.

3.2 Project Management

3.2.1 There are a number of complex IT related issues with the Case and Custody project. The short term consequences from these issues are manageable, however, there are greater risks in the medium/long term. The force is focusing on this issue and the IT department are meeting regularly regarding the project. The issues should be resolved soon. There is a Police Authority member aligned to protective services who will be asked to monitor this project.

3.2.2 The CCTV Programme – Ebury Bridge Project was discussed. The force is slightly more comfortable that things are moving, but it is not where it needs to be. ACC Pacey informed the group that the force had transferred two members of the Strategy Development Department to the CCTV Project. He further stated that the force has been let down by BT and that although the DCC has had some success, it is not as much as wanted.

3.2.3 The Group was informed that the WAN Replacement project was discussed in the Finance Group and that there have been delays getting the access required. There will be opportunities to reduce the £50k extra cost, however, there will still be some overspend.

3.3 Stop & Search

The Group received the Stop & Search 6 month update statistics. The number of stop and searches has reduced for all categories. There were no issues at force level regarding proportionality. The majority of activity is in the London and South Eastern areas and complaints remain very low. The force will continue to record full stop and search activity. The Group were satisfied with the stop and search statistics. ACC Pacey informed the Group that, with regard to the new S47 stop and search powers, this will be available if needed, however unless there is a critical situation, this should not often be the case.

3.4 BTP EDHR Strategy – streamlining action plans and refining governance

The Group received the report Equality, Diversity and Human Rights Action Plan Update: Streamlining Action Plans and Refining Governance. The content of proposed diversity legislation has yet to be confirmed, however, the force is doing more than would be required. The Chair stated that it would be useful for the Police Authority to ensure that EDHR work is embedded in Members' local plans when visiting their force areas.

4 Thematic reports received

4.1 HMIC Inspection Report and BTP response plan

Her Majesty's Inspectorate of Constabulary (HMIC) was aware that BTP operates in different circumstances to other forces and there has been a very positive report. Action plans have been drafted in response, which have been taken on by portfolio leads. These are being monitored by a programme board and will be reviewed again by the Performance Review Group at its next meeting.

4.1.1 The Group was concerned about the number of actions which were assessed as Amber and the deadline date of 30 June. The ACC stated that, despite the number of Amber ratings and the deadline date, he was confident that the force will achieve what is required and on time.

4.1.2 There was discussion regarding the target to increase the representation of female police officers in the force. The force does targeted recruitment, however, BTP is less attractive to

female police recruits than other forces. This is due to the type of industry the force is involved in and the type of work available, rather than the its geography. It was suggested that this may be an unrealistic target for BTP. This type of issue is also mirrored across the rail industry. Railway industry members agreed to provide recruitment details for female employees to the force for comparison purposes.

4.2 Resource Deployment

ACC Pacey gave a presentation on resource deployments in BTP. The rostering project has resolved most of the problems regarding duty management. There are now standard rosters weighted towards late shifts. The neighbourhood policing teams are now covering seven days per week and later times during weekends. There was discussion regarding the maximum 135 days off permitted, which does not include annual leave or bank holidays. This, however, this is the maximum number and not the standard allocation. There is a balance which needs to be maintained as officers may need to work longer hours and do overtime, potentially then having more rest days, due to work commitments.

4.2.1 Visibility on the front line is one of the priorities for stakeholders. The Chief Constable is keen for improvements to be concentrated on neighbourhood policing teams and response times. There is a target for the year to improve visibility from 8pm to 1am as a proportion of all resources deployed; this figure was 14 per cent for 2010/11.

4.2.2 Ms Crabtree, the Principal Analyst for BTP, gave a presentation on MapInfo and the use of geographic profiling in the force. Members were informed that Analysts are now analysing a range of data across the force to help focus resources. Maps were presented showing a range of information, including police posts with 30 minutes of travel time, which can be mapped against any crime or incident type to look at clusters or hotspots. MapInfo can also be used to map crimes on rail network routes between stations, so that vulnerable parts of the network may be identified. There is currently a project underway to map passenger perceptions.

4.2.3 The Group recommended that BTP produce a good news story regarding this work. The project will potentially save money and improve productivity while reducing crime, and this is an example of where the force is achieving more with less.

4.3 Updated Terms of Reference and work plan for 2011/12

The Terms of reference and workplan have been reviewed and refreshed to ensure that Members were satisfied with the membership of the group, its format and direction.

5 Issues for Q4 meeting

5.1 In addition to the standing items the Performance Review Group will be considering the following at its next meeting in May:

- Update on Protective Services, Counter Terrorism;
- Update on progress with Strategic Plan delivery.

6 Recommendations

6.1 Members are asked to note progress made and issues noted by the Group at its quarter 4 meeting.

6.2 Members are invited to ask any supplementary questions arising from the issues reported in this paper and/or its supporting documentation.

6.3 That Authority Members review and monitor local EDHR plans when visiting force areas.