

Report to: Police Authority
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update
Sponsor: Chair, Performance Review
Committee
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1. Purpose of paper

- 1.1 To provide an overview of the main business done at, and the actions arising from, the quarter 2 meeting of the Authority's Performance Review Committee (PRC).

2. Background

- 2.1 The Authority's new business cycle was launched in April 2010. The PRC was 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 2 meeting of the Committee.

3. Standing items

Q2 Performance report

- 3.1 The PRC received the quarter 2 performance report and supporting data (attached at Appendices A to E). BTP was achieving five of its seven National Policing Plan targets and the sub-Divisions were achieving 44 out of 68 Local Policing Plan targets.
- 3.2 At the end of quarter 2, the target to achieve a 6% reduction in police-related lost minutes was being missed by 14%. There had been a 4% increase in the number of police-related lost minutes, compared to the same period last year, and there was projected to be an 11% increase by the end of 2014-15.
- 3.3 Lost minutes caused by trespass were up by 49% since 2012-13. There was also a 29% increase, during this time, in lost minutes

caused by fatalities/injuries. Delays caused by cable theft and vandalism, however, had reduced.

- 3.4 BTP had done some detailed analysis around trespass, and had identified hotspots, and trends and patterns. BTP has a number of initiatives aimed at reducing trespass, including a Suicide Prevention and Mental Health (SPMH) Team, which works with the Samaritans to train frontline staff in suicide prevention techniques; Operation Avert 3, which ran from 10 September to 31 October and combined high visibility at selected locations with collaborative working with Force Control Rooms, the CCTV Suite and external stakeholders; and Operation Intruder, which was launched in July to reduce trespass at identified hotspots. It was, however, suggested that a consistent plan be developed for trespass, which could align with the Network Rail safety strategy and Train Operating Companies (TOCs), and the Rail Delivery Group (RDG) workstream.
- 3.5 BTP had, at the end of quarter 2, recorded 7% fewer notifiable offences than during the same period last year. There was projected to be a 5% reduction at the end of 2014-15.
- 3.6 Theft of passenger property, at the end of quarter 2, was down by 17%. There was continued work aimed at reducing these offences under Operation Magnum.
- 3.7 There were increases in the number of sexual offences and violence against the person offences recorded by BTP. The Committee noted that the increase in sexual offences was likely to continue and was partly because of Project Guardian and Project Empower. Project Guardian, is a joint operation with Transport for London (TfL) and the Metropolitan Police Service that, amongst other things, encourages victims to report sexual offences. Previously a pilot, Project Empower has similar aims and will be officially launched in the West Midlands with a media campaign. The Committee was informed that there had also been increases in recorded offences in other forces and that most BTP offences were in the B Division. The Committee was informed that more people were reporting these offences now and that the Force was better at recording and criming these offences.
- 3.8 There was a discussion about whether this may affect the proposal for the night-tube extension. The Force highlighted that Operation Guardian analysis had highlighted the different offences across different modes of transport, for example there were different types of offences on buses and trains compared

to those involving cabs. Offences across different types of transport are to be picked up at the Quarter 3 PRC meeting

- 3.9 The increase in violence against the person offences was highlighted. These offences include common assault offences, are largely committed at weekends, involve mainline stations and are linked to alcohol and anti-social behaviour (ASB). They include assaults on officers and rail staff.
- 3.10 The passenger confidence target was being achieved. The Spring National Passenger Survey (NPS) showed a rating of 76.6%, which was slightly above the year to date target of 76.4%. Hotspots, where there were lower levels of confidence, had been identified and details rolled out to the Divisions along with details of good practice stations, which had higher levels of confidence. The lower levels of confidence were linked to issues such as ASB rather than offences.
- 3.11 The Committee was informed, with respect to the value for money related Policing Plan targets, that the sickness level target was being achieved, with an average sickness rate of 3.61 days per employee compared to the year to date target of 3.65 days, and that the Force was spending 68% of its budget on frontline resources, ahead of the 67% target.
- 3.12 The Committee noted the good performance with respect to the Commonwealth Games and that it would be useful to be able to identify statistics around trespass involving individuals under 18 years of age; the available data did not lend itself to looking at the age of individuals, this was only possible if there was a detected offence and it was then difficult to drill down into this detail. It was noted that the collection of data may need to be addressed to allow for the identification of these details.

BTP EDHR Update

- 3.13 The Committee was informed that the EDHR and Hate Crime strategies would be completed in the first two weeks of November. It was noted that the Strategy was better in terms of focusing on internal staff related matters and was now improving with respect to the external facing issues such as hate crime, where a strategy was being developed. The Hate Crime Strategy and EDHR Strategy will be distributed out of Committee to PRC Members in November.
- 3.14 There has been a change in the governance structures around some of the EDHR activities. The Independent Advisory Groups (IAGs) are now under the EDHR portfolio. There are six IAGs, which report to Superintendent level officers. The Sub-Divisional IAGs are responsible to the Sub-Divisional Commanders and the

Divisional IAGs to the Divisional Commanders. There will be quarterly reporting from the Sub-Divisional IAGs to the Force's Equality and Diversity Manager. It was noted that the IAGs receive robust training and induction with respect to their activities and responsibilities, including links to the Authority.

- 3.15 The Committee was informed of other activities of note, including that the Equality and Human Rights Commission (EHRC) are intending to carry out an audit in 2015 into BTP's ongoing response to their 'Hidden in Plain Sight' and 'Out in the Open' reports on disability related harassment, published in 2011. The reports related in part to how Forces respond to a range of disability related hate crimes and ASB.
- 3.16 BTP had previously produced a Force Improvement Plan which was submitted to the EHRC. The Force has returned to this plan and was to carry out a gap analysis and identify any outstanding actions. New owners had been identified for each of the activities in the plan and a framework has been put in place. ACC Thomas is the Force strategic lead for this work. Ongoing monitoring of the improvement plan will be through the Force Equality and Diversity Gold Group until at least March 2015. In the meantime, progress is being reported to the Senior Team via the BTP Service Excellence Board (SEB).

Use of firearms and tasers

- 3.17 Taser had been deployed 36 times in the first six months of 2014-15. There was a high level of scrutiny around each deployment and no issues had been found from any deployment. The majority of deployments had involved tasers being drawn or red-dotted; two deployments resulted in the taser being fired. The Committee noted that the tasers had been used proportionately.
- 3.18 The Committee was informed that a number of taser deployments had been in the street and one in a house, but the majority were on rail premises. Members were encouraged with BTP's approach and lower level of use when compared to Home Office Forces. It was noted that BTP seems to be able to bring incidents to a close at an earlier stage than other Forces.
- 3.19 There had been one authorised deployment of firearms. This was in relation to a person claiming to have a bomb in a bag.

4. Thematic reports received

Stop and search

- 4.1 The Committee received a presentation and data on BTP's use of stop and search. Members were informed that the Home Secretary had given a clear steer around the use of stop and search by the Police Service; there had to be public confidence in the use of stop and search and the use of the tactic had to be ethical and compliant.
- 4.2 BTP has set up Operation Jupiter to address a range of related issues. The Operation has four strategic pillars; these are to increase confidence, provide scrutiny, look at governance of stop and search within the Force, and to take a strategic approach to the management of the Force's use of stop and search.
- 4.3 In addition to the Operation Jupiter Gold Group, there is a framework of key meetings with respect to stop and search. BTP has set up a Practitioner Group, which meets regularly and involves Sergeants and PCs with the aim of testing if the management messages are being received on the front-line. The Force Monitoring Group meets bi-monthly and is where the majority of business takes place around monitoring current performance with respect to the Force's use of stop and search. The Public Encounters Board is led by DCC Hanstock, the national lead on stop on search, and allows the sharing of good practice by Forces in England and Wales.
- 4.4 A Community Consultation Group, with external representatives, has been established and tasked to challenge and hold the Force to account. The Committee was informed that the Authority Member Catherine Crawford is on this Group.
- 4.5 The FHQ Operations Team has put in place a robust three tier monitoring process and goes through all stop and search encounters. The Committee was informed that every Sergeant and Inspector in the Force will be carrying out face-to-face training. One of the key messages being pushed out is that stop and search is not a performance measuring tool. There was a discussion around increasing the percentage of stop and searches that lead to an arrest and around the percentage of arrests that resulted from a stop and search.
- 4.6 The PRC was informed that there was a Best use of Stop and Search Scheme in England and Wales which all other Forces had signed-up to, but that there were administrative issues preventing BTP from being a member. The Force was, however, pushing through some of the associated reforms and Home Office officials had been invited to meet with the Force to discuss how BTP could join up with this work.

- 4.7 Force analysis revealed that an apparently high number of drugs searches were being conducted, which did not seem to support the Force's current objectives. The Committee was informed that this was being addressed; drugs dogs, which have a place but could involve the risk of carrying out indiscriminate searches, were previously being used too widely and this had started to impact on the stop and search figures.
- 4.8 Members were also informed that the high level figures were very encouraging but that the proportionality ratio of stop and searches was too high. It was not known why this was the case but the Force was looking at the data at a Sub-Division level and were working to understand the reasons behind the data. It was noted that it would be useful for the PRC to see benchmark figures comparing the TfL Sub-Division with the Metropolitan Police figures; and that it would be useful for Members to see any internal performance targets the Force had set around stop and search.

Use and recording of out of court disposals

- 4.9 The Committee received a presentation on BTP's use of out of court disposals. These could be in the form of a caution, conditional caution, Penalty Notice for Disorder (PND), Fixed Penalty Notice (FPN), drugs warnings or community resolutions. These types of disposals are commonly used for minor offences.
- 4.10 Cautions were the out of court disposal most frequently used by BTP in the previous 12 months, with 5,800 having been issued during this time. This was followed by community resolutions, with 2,950 issued, and then PNDs, with 2,800 issued.
- 4.11 An audit of the Force's use of out of court disposals had revealed the general need to increase understanding around when out of court disposals are used and ensuring that officers were looking at the whole story around an individual before issuing an out of court disposal. File quality issues were identified, with respect to ensuring that files were being correctly completed. It was noted that an improvement plan was being developed to address the findings of the audit.

5. Recommendations

- 5.1 Members are asked to note progress made and issues noted by the PRC at its quarter 2 meeting.
- 5.2 Members are invited to ask any supplementary questions arising from the issues reported in this paper and/or its supporting documentation.