

Report to: Police Authority
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update
Sponsor: Chair, Performance Review
Committee
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For: Information and discussion

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1. Purpose of paper

- 1.1 To provide an overview of the main business done at the quarter 4 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 4 meeting of the Committee on 15 May 2015.

3. Standing items

Q4 Performance report

- 3.1 The PRC received the quarter 4 performance presentation and report, and supporting data; a copy of the presentation is appended.
- 3.2 An overview of performance against the National and Local Policing Plans was provided. Four out of eight 2014-15 National Policing Plan targets were achieved. The two national targets related to police-related lost minutes and employee sickness were not achieved. The figures were still outstanding for the targets related to passenger and staff confidence. It was noted that 57 out of the 68 Local Policing Plan targets for 2014-15 were achieved.

- 3.3 There were 5% fewer offences (excluding police-generated offences) in 2014-15 than the previous year; this was the eleventh successive annual reduction in notifiable crime. It was highlighted that the 2014-15 Policing Plan notifiable crime reduction target was achieved and that the Force was on target for the strategic objective to achieve a 20% notifiable crime reduction from the 2012-13 out-turn figure by 2019.
- 3.4 The Committee noted the crime reduction as a good news story. There was a discussion about cyber-crime and the potential for a shift in offending, with these types of offences unlikely to be reported at this time but becoming more of an issue.
- 3.5 There was a discussion about the D Division crime figures. It was emphasised that there should be a record that demonstrates the positive performance of BTP in Scotland in the context of future options for railways policing in Scotland.
- 3.6 The 16% reduction in theft of passenger property was highlighted as a contributory factor in the 2014-15 crime reduction. Violence against the person offences, however, had increased by 9% compared to the previous year; this will be the focus of a National Policing Plan target for BTP in 2015-16.
- 3.7 Also highlighted was the 2% increase in criminal damage, which was mostly accounted for by increased reporting of graffiti in B Division South and C Division Pennine. It was unclear whether the increase in the South Sub-Division was being driven by a direction from train operating companies (TOCs), but there had been an increase in lower level reports, such as graffiti from etching and marker pens.
- 3.8 There was, in 2014-15, a 0.1% reduction in police-related lost minutes compared to the previous year. This reduction had followed an improvement in the trend in lost minutes since August 2014. Primary lost minutes had decreased by 5% but reactionary lost minutes were up by 3%.
- 3.9 The policing plan target to reduce lost minutes by 6% was missed by 6%; and the Force was not on target for the strategic objective to achieve a 20% reduction in police-related lost minutes by 2019, based on the 2012-13 outturn figure. It was noted that reducing lost minutes continued to be a challenging issue, but that there was ongoing work with BTP and Network Rail to develop a joint approach.
- 3.10 There had been a 10% reduction in lost minutes from fatalities/injuries caused by being hit by a train. There had been a 3% increase in lost minutes caused by level crossing incidents. Trespass incidents had increased by 1% but associated lost

minutes were up by 17%. It was highlighted that many trespass incidents were not reported to BTP and that this made it more difficult to develop an intelligence-led response. The Committee was informed that the Force had identified high frequency/high impact locations but was still looking into the reasons for the increase. It was also highlighted that BTP was working with Network Rail with respect to data accuracy.

- 3.11 The 2014-15 sickness rate of 7.36 days per person was above the target of 7.3 days. The Committee queried whether the higher rate of police officer sickness in D Division was related to any issues with morale or stress, linked to messages about the proposed devolution of BTP Scotland's functions to Police Scotland. It was noted that although there was a degree of uncertainty, there had been a sickness issue in Scotland for four years; the higher sickness rate was because of long-term sickness, which had a greater impact on the Division's overall rate because of the lower number of officers in the D Division.
- 3.12 The Committee noted that, based on the data reported to the PRC, it was not possible to identify 50% of the reasons given for sickness, because of it being categorised as either miscellaneous/other or NULL, and that this must be addressed.
- 3.13 The Autumn 2014 National Rail Passenger Survey found that 77.3% of passengers were satisfied with their security. The 2014-15 end of year figures were not yet available for the passenger confidence target, but the trend in the figures was on track to achieve the strategic objective to achieve a 10% increase in passenger confidence by 2019, based on the 2012-13 outturn figure; the Spring 2015 results will be published in June.
- 3.14 The Force praised the work of the Sub-Divisional Commanders, and outlined that it was the Superintendents around the Force that had delivered the operational results in 2014-15. The PRC noted the Force's good performance in 2014-15.

BTP EDHR Update

- 3.15 The Committee was informed that the 2014-15 end of year Equality and Diversity (E&D) report was being collated and will be presented to the July PRC meeting. The report will include Hate Crime data, along with additional analysis, and information about regional issues, such as Sectarianism in Scotland.
- 3.16 It was reported that BTP has five markers that can be used in the recording of hate crimes, but that these did not match the markers used by Home Office Forces. A review of BTP's markers

was planned, with a view to amending them so that they are consistent with those used by Home Office forces.

- 3.17 The Committee was informed that the majority of hate crimes in 2014-15 were racially aggravated offences. Disability hate crime did not appear to be a large issue; however, it was not known whether this was a recording matter or if it was because this was not a significant issue on the railway.
- 3.18 BTP was to launch its "Travel with Pride" national campaign on 17 May, in the lead up to Birmingham Pride. This is part of a wider hate crime campaign which will aim to encourage reporting, educate the public about hate crime, reassure the public that BTP takes hate crime seriously, and raise awareness and encourage interaction with BTP's new diversity twitter account. It aims to capitalise on the national campaign involving Home Office Forces, called "We Stand Together", to raise awareness and increase reporting of hate crime.
- 3.19 The Committee was informed that BTP had committed to the Police sector recommendations in the 2012 Equality and Human Rights Commission (EHRC) report into disability related harassment. BTP's response to the recommendations in the Disability Related Hate Crime action plan, along with those of other Home Office Forces, is due to be measured in 2015 and again in 2017 to ensure that any activities have been embedded into business as usual. BTP is likely to be asked to provide a written update to the action plan to the National Policing Lead for Disability, by October 2015.
- 3.20 There was a discussion about ensuring that BTP provides fair and equally accessible services for victims, such as around decisions on how to progress crimes depending upon victim type or whether any particular groups may be particularly affected by certain offences, and for dealing with offenders in a fair and proportionate way, including around the use of custody and offender management, such as with respect to out of court disposals and referrals to the Crown Prosecution Service (CPS). It was noted that this was a theme to be developed during the 2015-16 year; the PRC recommended that BTP considers a suite of indicators to measure the fair treatment of victims and offenders.

4. Reports received

Stop and search

- 4.1 The Committee was informed that the number of stop and searches conducted by BTP had decreased, whilst the arrest rate had increased to 14%. There was a discussion about arrest rates; it was highlighted that GMP had a 19% arrest rate, but that BTP's arrest rate was in line other Forces. It was noted that there were a low number of complaints, but when they were reported they tended to be because of incivility.
- 4.2 The Committee emphasised that it did not want to send the message that officers should not use stop and search, but that it should be used in support of reducing and preventing crime, and not seen as a productivity measure.
- 4.3 The Force reported that there continued to be an issue with relatively high numbers of drug searches. When drugs were found these were usually small amounts and would result in a low-level sanction. There appeared to be a cultural issue in the Pennine Sub-Division; this was also the area with the highest number of officers with the longest service. It was recognised that this cultural issue should be addressed and that there was work to do around the justification for stop and searches; and that the use of this tactic should fit with the wider strategies of reducing crime and disruption.
- 4.4 Guidance and training around stop and search was still being delivered to BTP officers. This was particularly targeted at supervisors, senior officers and longer-serving officers, who may not have recently undertaken refresher training. The workshops and training had resulted in improvements with respect to the justifications used for conducting stop and searches.
- 4.5 The Committee was informed that there was a Stop and Search Community Consultation Group, which meets on a quarterly basis and includes a representative from the BTPA Executive. This Group scrutinises the numbers and locations of stop and searches; it has conducted a dip sample of stop and search forms for scrutiny, and this will become a regular theme for the Group.

Police use of firearms and tasers

- 4.6 The PRC was informed that tasers had been deployed on 32 occasions, between September 2014 and April 2015, this was a slight reduction compared to the 36 uses in the preceding six

months. Tasers had been fired three times during the latest six month period.

- 4.7 The Committee discussed the one negligent taser firing during this period. The Committee was informed that the officer involved had been suspended from taser use, but not from duty, until the end of investigation into the incident; the officer had received additional training before being permitted to deploy taser again. The Force highlighted that this incident had demonstrated that the processes BTP has in place around the use of tasers were working effectively.
- 4.8 There had been 12 authorities granted for the deployment of armed BTP officers. It was noted that BTP firearms officers were generally deployed under a standing authority from the ACC C Division and Operations, but that these 12 deployments had related to specific incidents. All incidents had been resolved appropriately, with the exception of one, in which no person was located. There had been no discharging of firearms.

Scoping discussion for PRC 2015-16 work-plan

- 4.9 The draft Terms of Reference and Work-plan for the PRC in 2015-16 were introduced, and comments were invited in advance of the next PRC meeting in July.
- 4.10 There were discussions around the proposed reporting of Key Performance Indicators (KPIs) and the proposed coverage around the operational aspects of the Force's transformation work. It was highlighted that the proposed coverage also included new areas of work including areas where data may not currently be available but will be in future, such as incidents per PSA holder, as a result of the Integrated Systems Programme (ISP).

5. Other business

HMIC Inspections: Update on improvement plans - Crime Data Integrity

- 5.1 There was a discussion about risks arising from the historic use of out of court disposals. The PRC was informed that a review and inspection process had been put in place for all uses of out of court disposals and that the Force was going in the right direction. There had been a reduction from 220 to one decision maker in BTP and there had been a reducing trend in non-conformity; the level of non-compliance in B Division was

highlighted as an example, it had reduced from 30% to 2%. BTP had also recruited an individual from HMIC as the new Force Crime Registrar.

- 5.2 The Committee queried whether the level of risk around BTP's historic use of out of court disposals had been assessed, for example around the possibility that an individual who had been issued a caution may later be picked up for a serious offence, or where an individual may make a claim if they had been denied a job because of a previous out of court disposal. The Committee was notified that BTP had been informed by HMIC that its previous non-compliance around out of court disposals was at the minor end of the scale when compared to some other police forces. The risks were around the possibility of an individual possibly not getting a job because of a previous out of court disposal; the individual would have committed an offence but the issue was around the process of administering the disposal. Every out of court disposal had been looked at from 2013-14 onwards, but there was still a question around the historic use of cautions and why a line had been drawn at 2013-14. There had not been any challenges since 2013-14, when the new processes were put in place.

6. Recommendations

- 6.1 Members are asked to note progress made and issues noted by the PRC 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.