

Minutes

Performance Review Committee

Tuesday 20 October 2015, at 1pm
at The Forum, 74-80 Camden Street

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Present:

Liz France (Chair)
Mark Phillips
Dyan Crowther
Bill Matthews

Apologies:

Andrew Pollins

In attendance:

Adrian Hanstock, Deputy Chief Constable BTP
Mark Newton, Assistant Chief Constable BTP (present from
Agenda Item 4)
Richard Mann, Detective Superintendent BTP (present from
Agenda Item 4)
Barry Boffy, Diversity and Inclusion Manager BTP
Vanita Patel, Performance & Analysis Manager BTP
Ashley Auger, Performance & Analysis Manager BTP

Andrew Figgures, Chief Executive BTPA
Samantha Elvy, Strategy and Performance Manager BTPA
Joanna Wieczorek, Financial Modeller and Analyst BTPA
Jon Newton, Performance Analyst BTPA (minutes)

29/2015 Welcome and apologies

Non-Agenda

1. The Chair welcomed attendees to the Q2 Performance Review Committee (PRC) meeting. Apologies were received from Mr Pollins.

30/2015 Minutes of meeting 24.07.2015

Agenda Item 1

2. The minutes were approved as an accurate record.

31/2015 Matters arising

Agenda Item 2

3. The Committee received an update, further to Action 1, on the number of years a Caution is kept on file. The Deputy Chief Constable (DCC) stated that nominal records will not change until they are 100 years old; once the conviction becomes spent, however, it will not have to be declared unless the declaration is exempt from Rehabilitation of Offenders legislation. The Group was informed that explaining the implication of Cautions was part of the training of probationary police officers, but it was accepted that there was a challenge in ensuring that, for example, foreign nationals or juveniles understood the explanation.
4. It was noted that all other actions were included elsewhere on the meeting Agenda.

32/2015 Q2 Performance Report (including BTP Dashboard)

Agenda Item 3

5. Members provided positive feedback on the overall presentation of the quarterly performance report, including the revised dashboard. The Chair noted that the report was still quite substantial, and that reporting could be more focused on the context of whether performance is going in the right direction, what is going on and what can be done, and that the supporting data contained in the Appendices did not need to come to the Committee meeting, but instead would be useful for the Executive to go through out of the Committee meetings, to then raise any questions if required. The DCC thanked the Analysis Team for the revised reporting and acknowledged the level of work behind the changes.
6. The DCC informed the PRC that the Force was starting to see a challenging context in terms of performance against the Policing Plan targets, but that there were still actions which could be taken to bring performance back in line with the target. BTP's Service Excellence Board (SEB) meeting on 22 October 2015 would be looking at the Force's performance over the six month period. Members queried whether the PRC timings could be better aligned with the SEB meetings.
7. The Committee received an overview of the quarterly performance report in more detail. The following points were discussed:

- 7.1. At the end of quarter 2, 1 out of 7 National and 15 out of 56 Local **Policing Plan** targets were being achieved.
- 7.2. There had been a 20% increase in **criminal damage** offences, largely driven by increased reporting of low level graffiti in the South and TfL Sub-Divisions. There had been a change since October 2014, when BTP's Graffiti teams asked Network Rail to report these offences in order to ensure that the graffiti was cleaned more quickly and to get a more accurate indication of the issue. There had been a reduction in the outcome rate for these offences. This was because, unless the offender is caught in the act, these are difficult offences to detect. B Division has increased patrols, especially late night patrols, in response and analysis has been conducted around late night offending.
- 7.3. There had been a 30% increase in the number of **sexual offences** recorded. The majority of offences had been in the TfL Sub-Division; the highest number was in June this year, the number had since plateaued. The DCC informed the Committee that the latest recorded crime statistics for England and Wales had shown a 41% increase, and were up for a number of reasons. These statistics also showed a 25% increase in violence against the person offences recorded by Forces in England and Wales.
- 7.4. There had been a reduction in the more serious sexual offences. The offences were predominantly sexual assaults on females aged 13 or over, usually on a crowded train, meaning that the opportunities to investigate were more difficult. BTP was looking at doing research around offender profiles. Overcrowding had meant that there had been a drop in the outcome rate, there had also been an increase in text reporting, and some text messages had contained limited information, resulting in difficulties when investigating. The DCC highlighted the low risk of offences compared to the numbers travelling on the rail network.
- 7.5. There had been a 10% reduction in the number of **cycle offences**, most notably in the South, East and Midlands Sub-Divisions. The BTP Operations Lock and Wiggins involved crime prevention messages and had led to a reduction in cycle thefts. There had also been a 4% reduction in **thefts of passenger property**.

- 7.6. **Violence against the person**, the second most frequently reported offence, was up by 14%. Offences were up in all Sub-Divisions, driven mostly by common assault, followed by causing alarm/distress. Common assault offences were mostly at the gateline or passenger on passenger at commuting times.
- 7.7. The violence against the person crime category encompassed the increase in Section 4a Public Order offences. These offences, which typically involve shouting and being verbally abusive, are not included within the Home Office violence offences category. When removed from the BTP category, the 14% increase in violence became a 5% increase. The Chair stated that, if we are going to be compared with Home Office statistics, it would be useful to have these crime figures separated out. BTP will be changing the way it categorises these offences as of April 2015, to bring it in line with Home Office Forces.
- 7.8. The Committee was informed that there were training packages for the rail industry to reduce the risk of violence to staff; and that BTP was doing a randomised control trial with Cambridge University, on the use of body worn video (BWV). The Committee noted that there were pilots ongoing with Western, which had already seen positive results; and that a trial by Govia Thameslink Railway (GTR) was also having a positive impact. The Chair highlighted the need to ensure that the implications of filming people, when using BWV, were understood.
- 7.9. The Committee was informed that at the end of quarter 2 police-related **lost minutes** were 1% above target; this was an improvement from the 12% difference at the end of quarter 1. Primary minutes were down by 4.5%.
- 7.10. The Committee received a presentation which showed an example of the spread of reactionary delay from a fatality incident. Members highlighted that the presentation was an effective demonstration of the difficulties faced by BTP, with respect to reducing lost minutes, and suggested that a non-fatality example could be used to communicate this message.
- 7.11. The Committee was informed of a range of work aimed at reducing lost minutes caused by **trespass**, including problem solving plans (PSPs) at high frequency/high impact locations and challenging the attribution of incorrectly allocated lost

minutes, which had resulted in 6.5 thousand lost minutes being reallocated. It was highlighted that Op Decade, as in 2014/15, will again be rolled out in Period 10 with the aim of reducing police related disruption at hotspots.

- 7.12. Efforts to increase **confidence** were ongoing, with the Force focusing on targeted PSPs, *'You Said We Did'* communications, and the use of volunteers, cadets and Special Constables to speak to the public. Crime Reduction Officers and Crime Prevention Advisors were also speaking to those at the lowest confidence stations.
- 7.13. The Chair queried the accuracy of data on recorded crimes per train operating company (TOC). The Committee was informed that the Force had been cleansing the data, but this had not yet transferred to the live system. The DCC had met with the BTPA Finance Director, and the Executive had been asked to come and do a presentation to the Force about this data transfer.
- 7.14. The Chair noted that the use of out of court disposals had not been discussed and requested that it be looked at in future PRC meetings. The Force's new scrutiny group was highlighted as having done good work in this area.

8. **Agreed**

- 8.1 Mrs Elvy to look at the timing of future PRC meetings and consider how they align with the BTP SEB meetings.
- 8.2 Chief Superintendent Brogden to be invited to the next PRC meeting to inform Members of his work with Network Rail to reduce lost minutes.
- 8.3 BTP to report on criminal justice, including details of work around out of court disposals by the Force's scrutiny group.

9. The report was noted.

33/2015 Diversity and inclusion update

Agenda Item 4

BTP Diversity and Inclusion 2014/15 Annual Report

Agenda Item 4.1

10. Mr Boffy provided an overview of BTP's 2014/15 Diversity and Inclusion Annual Report. Apologies were noted for the delay in production.
11. The Chair praised the large amount of progress that had been made in producing the report and noted that this was the first time that it recognised the external focus around this work. The '*Operational Policing*' points at the top of page 5 of the Part 1 report were highlighted as being key questions and they were useful for the PRC to consider when asking about progress in this area. The Committee was informed that these questions were aspirational, and the Force was considering how they could be answered, for example whether data was available and how it could be collected.
12. The Committee was informed that the Independent Advisory Groups to BTP continued to give advice and guidance which had led to positive anecdotal feedback and reports from communities.
13. The Force was changing the way it looked at hate crime. It was emphasised that there was a lot of work in this area, including the development of a Hate Crime Strategy and the '*Travel with Pride*' campaign, to raise awareness of how to report hate crime.
14. There was also ongoing work around accessibility for disabled people, an area in which BTP was behind some Home Office Forces. It was noted that there had been a lot of interaction with the industry around making infrastructure more accessible.
15. The report was noted.

EDHR - Operational Performance Indicators

Agenda Item 4.2

16. Covered in Agenda Item 4.1

34/2015 Stop and search six-monthly update

Agenda Item 5

17. The Committee was informed that BTP had been focused on reducing its use of stop and search and increasing the arrest rate by reducing the number of minor drug searches that have in the past been unproductive. Over the previous year, the number of stops and

searches was down and a greater proportion was now related to stolen property and weapons. When including other outcomes (as well as arrests), the success rate of stops and searches had increased to 35%.

18. It was noted that Her Majesty's Inspectorate of Constabulary in Scotland (HMICS) had reported very complementary findings around BTP's use of stop and search in Scotland, and the Force had as a result been approached by Police Scotland to report on what it had been doing.
19. The DCC, as the National Police Chiefs Council (NPCC) lead for stop and search, was looking to standardise the approach to stop and search by Forces in England and Wales. BTP had been leading on this work nationally, and was using products that were now being used by other Forces. This campaign included developing a narrative, explaining three elements for conducting stops and searches; these were that they should be legal, professional, and find something more often than not. It was noted that the DCC had received positive feedback when talking to officers and that this campaign had contributed to the improved success around stop and search.
20. It was noted that there had previously been relatively high numbers of stops and searches in the Pennine Sub-Division, where it was being used as a disruptive tactic around football, but that there was now a very different picture in the Sub-Division with respect to the numbers being conducted.
21. Members were informed that the slightly higher number of stops and searches attributed to B Division Other tended to be conducted by specialist focus squads, where the officers were more experienced and had a higher level of proficiency in this tactic. These officers usually conducted stop and searches more frequently than other officers and had slightly better arrest rates.

Agreed

- 21.1. DCC to circulate, out of Committee, the findings of a case study in Barking around the exercising of stop and search powers, which shows an analysis of officers' actions and drivers around their use of stop and search.
22. The report was noted.

35/2015 Transformation Strand - Op Trafalgar

Agenda Item 6

23. ACC Newton gave a presentation on Operation Trafalgar, including early results and links to the wider Transformation Programme.
24. Members were informed that the Operation is at different stages in different parts of the country; feedback suggested that officers had been disengaged in the first four to five months, but although there remained pockets of cynicism amongst BTP staff, those involved had started to take ownership of their space and were starting making a difference.
25. It was highlighted that results from Waterloo had indicated a problem with shoplifting offences. There was a question around whether TOCs would feel the benefit from the focus on these offences. It was noted that BTP would be dealing with these offences anyway, resulting in an officer responding to an offence and spending time taking an offender into custody; if these offences could be reduced then this would result in less demand. Members noted that this would be useful information for TOCs when liaising with Network Rail.
26. The Committee was informed that early results had shown year on year reductions for hub stations in London apart from Kings Cross, although it could not be entirely claimed that this was because of Op Trafalgar. The increase at Kings Cross was driven by shoplifting offences.
27. It was highlighted that the patrol patterns used for Op Trafalgar could also be adopted by TOCs. The Force had spoken to TOCs and some had shown an interest in deploying in accordance with this model and were looking to talk about how to engage some of these complementary resources. If there was a crime, however, an officer would still respond.
28. There had been some challenging feedback about Operation Trafalgar at the October meeting of the Rail Delivery Group Policing and Security Implementation Group. The Committee was informed that there were concerns resulting from some misconceptions about the Operation and that there was a need for the Force to keep communicating with the TOCs but ask for a degree of evidence behind any requests for deployments.

29. The Chair highlighted the need to maintain engagement internally and externally, including around shoplifting, to ensure that we do not lose support. ACC Newton noted that there were efforts to engage, including with the industry on a weekly basis, but that there was a need to keep emphasising that there will not be an instant impact.
30. The presentation was noted.

36/2015 Protective Services: Safeguarding

Agenda Item 7

31. Detective Superintendent Mann gave a presentation on BTP's Safeguarding Strategy and the ongoing work in this area.
32. The Committee was informed that there had, between January and August 2015, been 2,155 incidents involving children and young people; with an average of 12 per day. It was difficult to know whether this was an increase, but there was likely to be an increase in incidents as knowledge of the issue increases.
33. It was noted that 150 cases involved a significant risk of harm. Each child and young person referral form that is submitted is scrutinised by a central Safeguarding Hub based on a traffic light system. BTP follows-up on all high risk and repeat cases that are referred to Child Safeguarding Boards. Once the risk can be downgraded from Red to Amber the Force will downgrade its response.
34. It was reported that there was no set target timeframe for referrals but that a breakdown of referral times had indicated a need for significant improvement. Where there were delays in referrals the reasons for some may be that the Force does not encounter the child for several days following an incident, but also some may be the result of internal reasons; the Force was working to speed up these referral times.
35. The Force has been working with The Railway Children and other partners and has developed a Safeguarding on Transport (SCT) briefing programme around the risks to children and safeguarding. Members were informed that the Force has probably exceeded the expectations of The Railway Children and that the briefing has been commended by DfT, and that the Department for Education (DfE) had been advocates.

36. It was stated that, as with children at risk, the central Safeguarding Hub identifies all potential domestic abuse incidents and ensures all necessary reports, information sharing and risk management is undertaken. It was noted that 76% were referred to Multi Agency Risk Assessment Conferences (MARACs) within 48 hours and 84% within 7 days.
37. Members were informed that there were around 40 to 50 hate crimes per week, with one third involving rail staff members. The Force had introduced new guidance and procedures around the identification and management of hate crimes, including around repeat victims and trends.
38. There had been 4 additional suicides between April and September 2015, compared to the same period last year, with 15 additional fatalities in total. It was noted that these figures could have been significantly higher; there had been an additional 307 interventions and Mental Health Act powers had been used 164 more times compared to last year. There had also been an increase in the number of suicide prevention plans put in place. Members were informed that the return rate for those with suicide prevention plans was less than 0.54%.
39. The presentation was noted.

37/2015 Scoping discussion for thematic reports for meeting 3: Transformation Strand 2 - TBC; and Public order - football and events policing

Agenda Item 8

40. It was noted that the thematic for the Quarter 3 PRC meeting would be on football policing. Op Trafalgar was referred to the Strategy and Planning Committee.

38/2015 Any other business

Agenda Item 9

41. The next meeting, on 14 January, was scheduled to take place in Birmingham. It was proposed that there would be a tour and briefing with respect to BTP's contact management.

42. Mr Phillips informed the Committee that because of prior commitments he would be unable to travel to Birmingham on this date.

Agreed

- 42.1. Mrs Elvy to liaise with BTP with respect to organising the location of the Q4 PRC meeting.