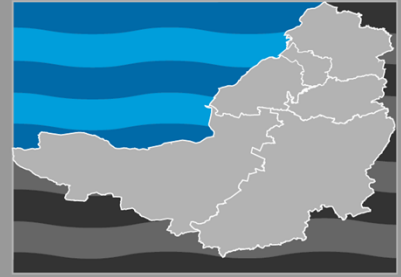


Avon and Somerset Police and Crime Panel



Hosted by Bristol City Council Democratic Services



Report of Councillor Asher Craig Panel Link Member

Development of the Police and Crime Plan

The Commissioner presented her first draft of the Police and Crime Plan at the PCP AGM on 16th June 2016. I agreed to be the Panel's Link Member to assist in its development. The consultation on the priorities ends 30th August 2016.

Pre-Planning Meeting

On 14th July 2016, I met with Pat Jones and Karin Takel, the officer in the OPCC tasked with pulling the plan together, and set out my aspirations for the OPCC to engage more widely with communities, particularly those that the Constabulary has found hard to reach in the past. As my local authority's political lead on equalities and culture, I was happy to lend my experience to the process. I was also clear that the plan needs to be realistic as well as ambitious.

Strategic Plan Working Group

On 26th July 2016, we attended a meeting of a Strategic Working Group set up to fine tune the plan over the summer. The Chief Constable also attended and there was an opportunity to contribute and support the development of the plan. The key principles proposed from general discussion were that:-

- the plan should be kept at a strategic level
- its purpose is to set the direction for the Constabulary
- the plan provides a communication opportunity to build and cement relationships with partners to agree common approaches
- the plan needs to be realistic. An example might be to set aspiration around improving on the previous vulnerability inspection, arriving at an 'outstanding' rating by the end of the term.
- don't over-promise – be explicit about savings required and what can be achieved. Be explicit about investment opportunities and need – IT (BWVC and mobile) and leadership must be invested in.
- it is important to agree how the plan will be communicated to people responsible for delivery.
- the Plan needs to be written in Plain English

The plan is likely to be refreshed annually, but more frequent reviews are being considered. Comments on the plan were invited by the Chair (John Smith, OPCC) and I fed in the following key points and suggestions:

- the Plan needs to be living document and responsive to change;



- The impact and planned response to Brexit should be referenced - given the sudden spike in race hate crime across Avon & Somerset
- I recommended that the plan needs to set clear expectations
- Community Cohesion and more effective partnership working should be included within the objectives
- I suggested the inclusion of 'courteously' as part of the service promise – potentially through building into training as to what it means to treat people professionally with fairness and respect – would align with Bristol Mayor's work around courteousness as part of planned cultural change.
- More could be made on talent management in relation to diversity.
- Around serving the community interests, I proposed that the plan notes the multi-cultural nature of the area – referencing there are 92 languages spoken in Bristol.
- Information on Local Partnership Working requires more coverage of Safeguarding work.
- There should be specific discussion and caution around approach to measures and use of targets

I also agreed to facilitate opportunities for the Commissioner to promote the plan through local forums and Neighbourhood Partnerships (the result of the consultation responses will be reported to the Panel).

Role of Link Members

The role of link members needs to be clarified for each area of responsibility. PCP members would welcome a steer and development of terms of reference for each link member, accepting that these may vary subject to the nature of each of the link roles. For the purposes of this work, it was agreed that:

- As a member of SPWG - to oversee and facilitate the development of the plan, and to critique it in relation to quality as per the developed checklist
- As a Councillor - to use networks to promote the engagement with the consultation around priorities and to help shape it in future iterations. Also – to support wider engagement at the point of developing local plans
- As an individual – to use own personal strengths and interests where they would support the development of the plan and improve its strategy or resonance with readers

Councillor Asher Craig

29th August 2016