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Dyddiad / Date: **11/09/14**

**Panel Heddlu a Throsedd Gogledd
Cymru – Dydd Llun, 15 Medi 2014**

**North Wales Police and Crime Panel –
Monday, 15 September 2014**

Cyfeirir at y rhaglen yma ac amgaeaf yr adroddiad(au) canlynol:

I refer to this agenda and enclose the following report(s):

5i) Adroddiad diweddarau ar gyfer Panel yr Heddlu a Throsedd
(Tud. 1 - 18)

5i) Periodic update by the North Wales Police and Crime Commissioner
(Pages 1 - 18)

Yn ddiffuant/Yours sincerely,



Delyth E Jones
Pennaeth y Gyfraith a Llywodraethu/
Head of Law and Governance

For

Update for the Police and Crime Panel 15th of September 2014

Winston Roddick CB QC, Police and Crime Commissioner, North Wales

This is my report to the panel for the period 2nd June 2014 to the end of August 2014. It is not concerned with the specific statutory reporting requirements with regard to the precept, appointments to my office, the revisions to my police and crime plan, or my annual report. It is concerned primarily with the panel's broader function under section 28 (6) of the Police Reform and Social Responsibility Act 2011 (the Act) to review or scrutinise decisions made or other actions taken by me as the Police and Crime Commissioner (the Commissioner) for north Wales and to make reports and recommendations to me as Commissioner in that regard. Also, pursuant to section 13 (1) of the Act, it provides the panel with the information which the panel reasonably requires of the Commissioner for carrying out its functions (the specific requests).

Section One: My scrutiny of North Wales Police

The purpose of this section of my report is to demonstrate how I have been fulfilling my principal function of scrutinising North Wales Police. I do that by measuring the force's performance of the four objectives of my plan against the measures set out in the plan and the principal medium through which I carry out that function is the strategic executive board (SEB) which I chair and on which the chief constable and his senior officers sit.

Prior to each meeting of that board, the chief constable provides me with crime statistics and other information including graphs, tables and charts (of the kind shown below) and it is by reference to these statistics and the trends they might reveal and the measures I mentioned earlier that I scrutinise the performance. For obvious reasons, I would be more concerned if the trend were bad rather than good but I do also scrutinise good trends because it is from these that we can learn what accounts for the improvements and how we might improve those in need of improvement.

This report concentrates on the Force's performance against the measures up to August 2014 and also the first quarterly report on ['Work Streams to support the Police and Crime Plan'](#) prepared by the chief constable.



Police and Crime Objective 1: Prevent crime

There are four measures by which the performance of this objective is measured. They are the level of total crime, the level of victim based crime, the level of resolved crime by type and the level of anti-social behaviour (ASB). The measures are not intended to be seen as performance targets. Their purpose is to assist me in my questioning of the performance figures and to make plain the principal matters I will take into account in making that assessment.

The charts below, which were produced by the chief constable shows the number of all crime recorded, and victim based crime recorded every 3 months since April 2010:

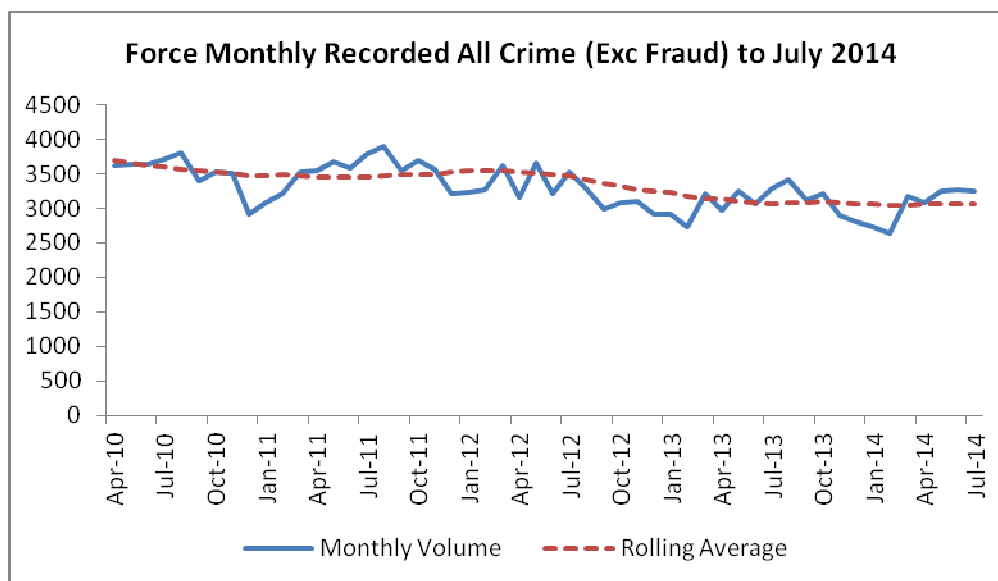


Figure 1: Monthly Recorded Crime (source: North Wales Police)

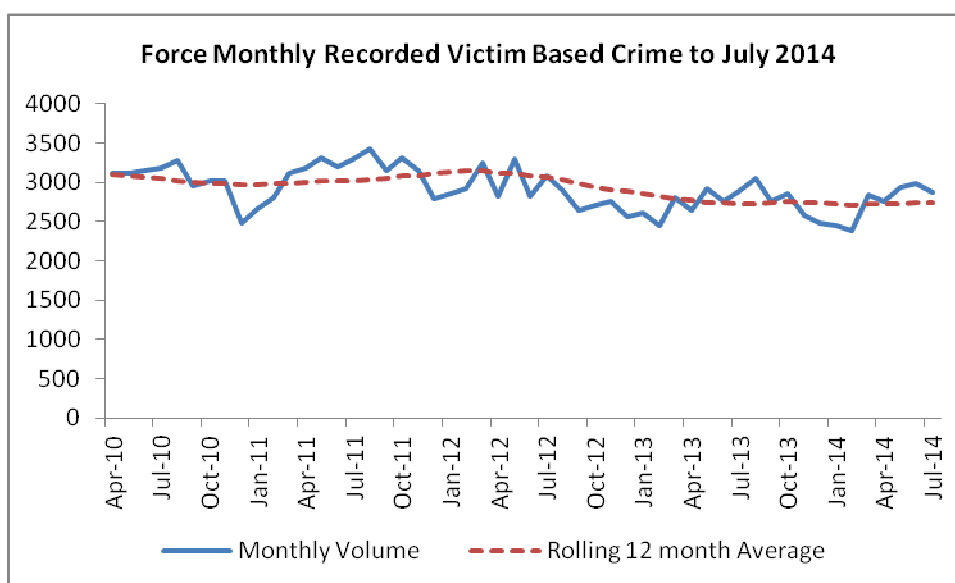


Figure 2: Monthly recorded victim based crime (source: North Wales Police)

The most recent figures provided to me by the police force (as at the end of August) showed that all Crime is showing an increase of 0.5% (year to date) and Victim based crime is showing an increase of 1%.

The chart below shows that anti-social behaviour incidents have increased in recent months, but from looking at the chart it is evident that this is part of a seasonal trend. Anti-social behaviour is showing a reduction of 11% year on year. To put the reduction in context, in April 2014 2,126 incidents of anti-social behaviour were recorded, compared to 2,614 incidents recorded in April 2013. This equates to 488 fewer incidents - a reduction of 18.7%.

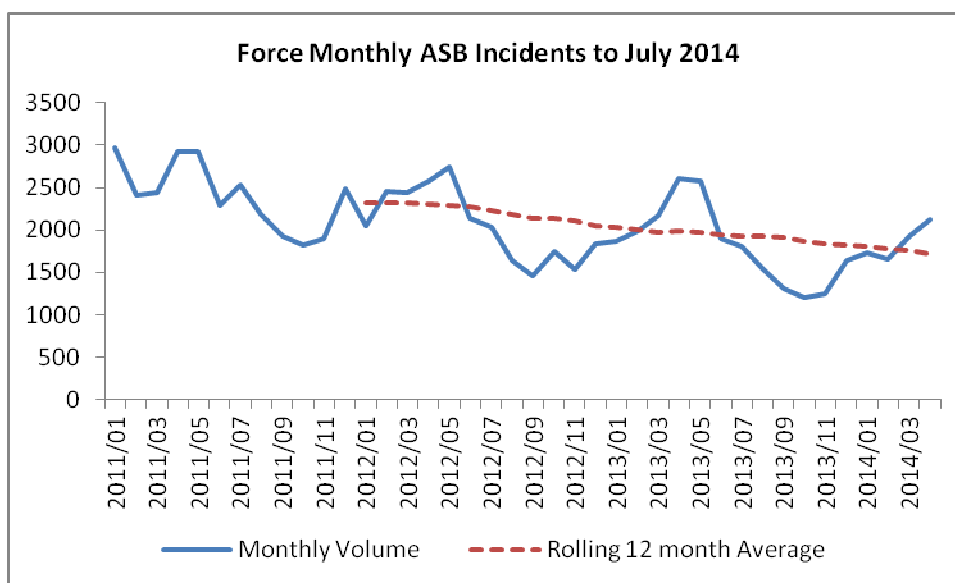


Figure 3: Monthly recorded anti-social behaviour incidents (source: North Wales Police)

I explained in my June report, that a new set of crime outcomes were introduced in April 2014 and it is now necessary for North Wales Police to present outcome data in a different format to detection rates. Whilst the force is settling down to the recording of the data in this new form there is bound to be some delay before a reliable statistical picture will emerge.

Outcome	Description	Victim Based	Violence with	Violence without	Sexual Offences	Robbery	Burglary Dwelling	BOTD	Vehicle Crime	Shoplifting	Other Stealing	Criminal Damage
		%	%	%	%	%	%	%	%	%	%	%
1	Charged/Summoned	12.1%	17.8%	13.0%	6.2%	18.9%	6.8%	3.3%	7.8%	33.7%	2.5%	8.0%
2	Caution - Youth	0.6%	1.0%	0.5%	0.4%	0.0%	0.0%	0.0%	0.0%	0.8%	0.6%	0.8%
3	Caution - Adult	1.6%	2.4%	1.7%	0.8%	0.0%	0.0%	0.3%	0.4%	3.2%	1.0%	1.7%
4	TIC	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%
5	Offender Died	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
6	PND	0.7%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	5.2%	0.0%	0.1%
7	Cannabis Warning	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
8	Community Resolution	3.4%	4.3%	3.8%	0.0%	0.0%	0.3%	0.2%	0.2%	11.0%	1.9%	2.2%
9	CPS Not in Public Interest	0.3%	1.5%	0.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%
10	Police Not in Public Interest	1.0%	1.3%	3.9%	1.9%	0.0%	0.0%	0.2%	0.0%	0.7%	0.4%	0.2%
11	Suspect below age of Criminal Responsibility	0.2%	0.4%	0.6%	0.4%	0.0%	0.0%	0.2%	0.0%	0.1%	0.0%	0.2%
12	Named Suspect too ill	0.2%	0.5%	0.2%	0.4%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.2%
13	Named Suspect - Victim/Witness too ill	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%
14	Evidential Difficulties - Victim declines or unable to support	1.0%	1.7%	1.6%	1.2%	0.0%	0.5%	0.6%	0.9%	0.2%	1.3%	0.8%
15	Evidential Difficulties - Victim supports	3.1%	7.1%	5.5%	3.5%	8.1%	1.8%	1.5%	0.4%	2.1%	1.7%	2.1%
16	Evidential Difficulties - Victim withdrawn support	7.0%	15.9%	21.7%	8.8%	2.7%	0.0%	0.3%	0.4%	0.7%	2.8%	4.3%
17	Time Limit Expired	0.0%	0.1%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
18	Investigation Complete - No Suspect Identified	30.1%	5.4%	4.3%	2.7%	5.4%	32.8%	52.6%	55.3%	12.0%	49.5%	48.4%
New	New	38.6%	40.5%	42.4%	73.8%	64.9%	58.0%	40.9%	34.8%	30.1%	38.1%	30.9%
Total		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

The [Office for National Statistics](#) recently published the Crime in England and Wales Survey (CSEW) data for the year ending March 2014. The crime figures show that in north Wales, overall, all crime including fraud had decreased by 3% and also all crime excluding fraud. This is higher than the national average. In fact, the reduction of 3% achieved by North Wales Police for all crimes excluding fraud was the largest decrease in Wales.

Nationally, crime against households and resident adults showed a 14% decrease against the results of the 2012/13 survey. The survey also found that in England and Wales victim based crime fell by 1% compared with the previous year with a decrease in the majority of the crime categories. The exceptions were violence against the person (6% increase); shoplifting (7% increase); and sexual offences (20% increase). North Wales Police statistics for the year ending March 2014 showed increases in shoplifting of 9%, domestic burglary 5%, violence without injury 5%, drug offences 7%, and sexual offences 8%.

As for public order offences, whilst the average for England and Wales was a 2% increase, north Wales witnessed an 18% decrease, which was the highest decrease in Wales and the third highest decrease nationally.

There was an increase in shoplifting in 36 of the 43 forces in comparison to 2012/13 figures and this offence now accounts for 9% of all police recorded crime across Wales and England.

Shoplifting in north Wales showed an increase of 9% over the previous year which was the highest increase in Wales but, to put it into perspective, it was the 5th lowest in North Wales Police's most similar group of forces (Devon and Cornwall, Norfolk, North Yorkshire, Suffolk, Warwickshire, West Mercia and Wiltshire.)

Whereas domestic burglary decreased nationally by 7%, there was an increase in 10 of the forces, including north Wales. North Wales saw an increase of 5% in domestic burglary.

In light of the above, I was pleased to note that according to the figures presented at the last meeting of the strategic executive board, between June 2013 and June 2014 domestic burglaries have reduced by 3.9% and burglary other than dwellings by 11.3%.

Members of the panel will have seen the chief constable's first quarterly report on the five work-streams with which he will be supporting my police and crime objective of preventing crime. I have found this detailed form of reporting of progress very helpful in measuring the force's performance. I was particularly pleased to see the use made of our special constabulary in this work. I am a strong advocate of increasing the participation of our special constables in the work of policing north Wales.

Police and Crime Objective 2: Deliver an effective response

The three measures of this objective as set out in my plan are: the average response times of attendance at police emergencies; the amount of non-emergency calls classified as 'abandoned' calls; and feedback received through victims' surveys.

The records show that the average emergency response time as of week 18 2014/15 (1st August 2014) was 14.64 minutes. The chart below provides an overview of the average response times. As reported at the last panel meeting a number of system changes have been undertaken to improve the accuracy of this information, and the system now provides an automated log of the response time. Overall, the response times are currently stable.

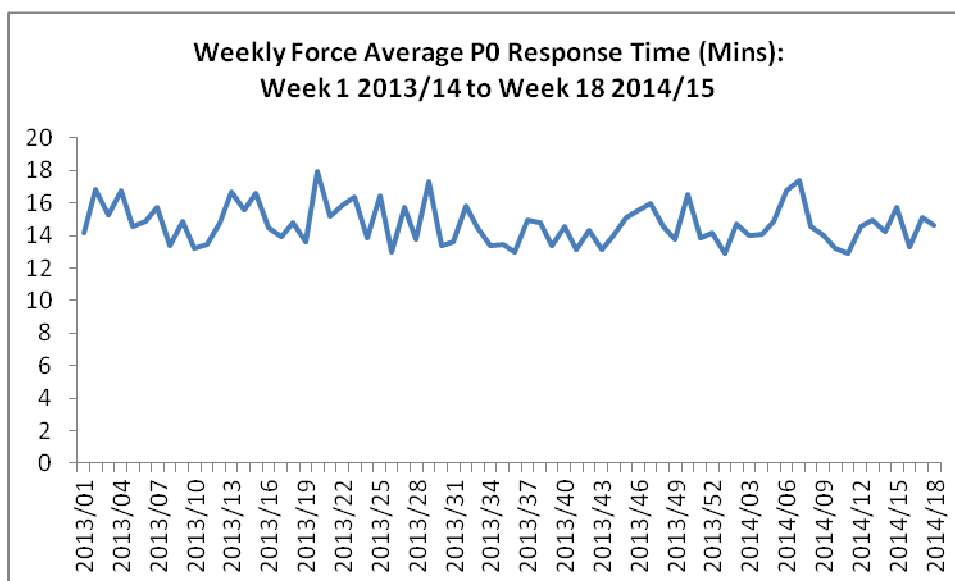


Figure 4: Weekly average emergency response times (source: North Wales Police)

The abandonment rate for non-emergency calls, which also falls to be measured under this crime objective, is routinely subject to scrutiny.

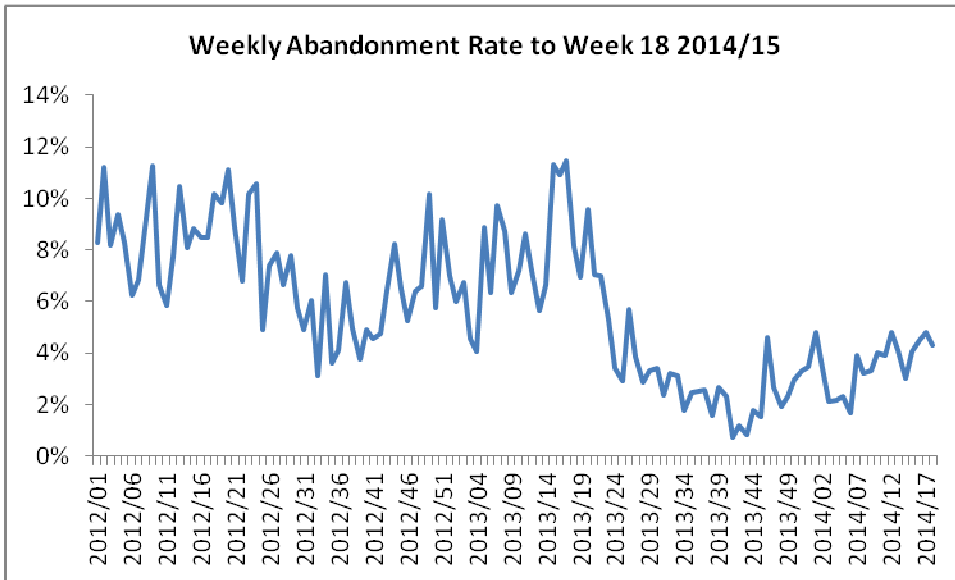


Figure 5: Weekly non-emergency calls abandonment rate (source: North Wales Police)

This is an important area with regards to public confidence and I am eager to ensure that North Wales Police delivers a quality service to all people calling the non-emergency line. As reported at the last meeting, the abandonment rate for non-emergency calls had been decreasing through the last fiscal year but has been rising steadily since May 2014. The rate currently stands at around 4%. I have been assured by the chief constable that seasonality is part of the cause. There has also been a positive change in part of the call handling process; staff are now encouraged to stay on the phone for longer, take ownership of the calls and try and solve the problem at source. I welcome the leadership that has led to the prioritisation of resolving issues and I will continue to monitor the situation in relation to the abandonment of calls closely.

I am provided with victim satisfaction surveys on a quarterly basis. The most recent results for the period up to March 2014, show that victims' satisfaction with 'ease of contact' is very high and increasing (currently 97% satisfied or very satisfied), but that satisfaction with 'action taken' has deteriorated slightly but remained stable into quarter 4 of 2013/14 (currently 77% satisfied or very satisfied). The same applies in relation to victim satisfaction with the whole experience as shown below.

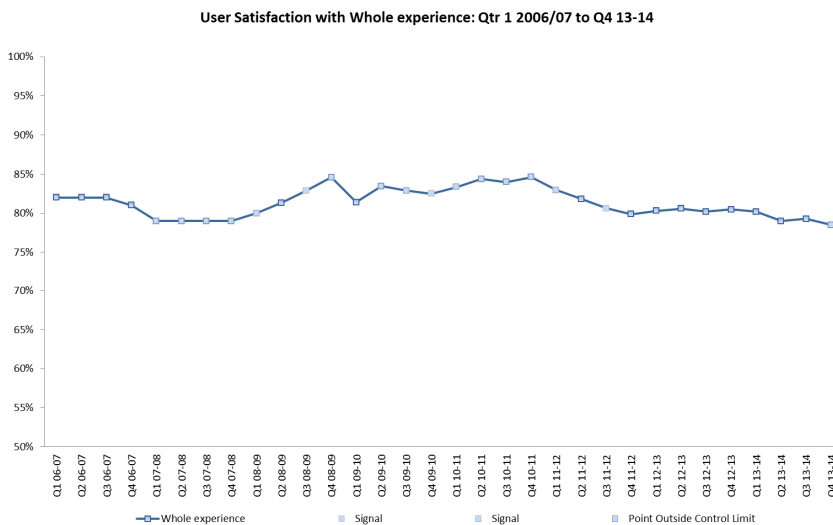


Figure 6: Quarterly user overall satisfaction (source: North Wales Police)

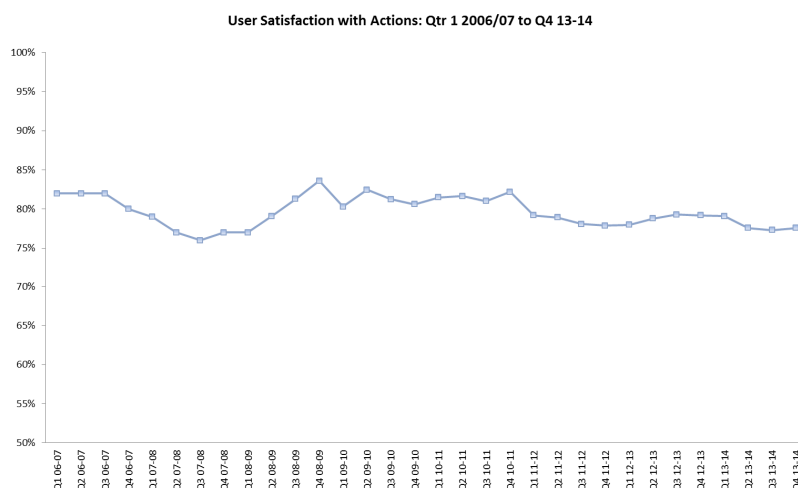


Figure 7: Quarterly user satisfaction with actions (source: North Wales Police)

For the second police and crime objective, five work streams have been identified. I am pleased with the reported progress made within this objective. At the last meeting of the panel I expressed the hope that the introduction and implementation of the new victims code of practice would improve victim satisfaction rates. From the report provided to me by the chief constable the monitoring and management of compliance with the code has been incorporated into the force’s core business.

As a member of the integrity working group of the Association of Police and Crime Commissioners, I have been working on developing a new code of ethics for the police service. Locally the chief constable has taken the lead in introducing the code to the force and has formed a new board to oversee its implementation with independent scrutiny from our office. I welcome this initiative.

Police and Crime Objective 3: Reduce harm and the risk of harm

My plan has two measures for determining the effectiveness of the force’s performance of this objective. They are: the number of people killed or seriously injured (KSI) in road traffic collisions, and the level of repeat offending.

The year to date figures for those killed or seriously injured on our roads are currently lower than those of the previous year (76 compared to 91), which is a positive matter to report to the panel on.

The other measure monitored within this objective is the level of repeat offending. For the purposes of this measure a repeat offender is defined as an individual who commits a crime twice or more in a 12 month period. The chart below shows the number of crimes generated by repeat offenders across a rolling 12 months, rather than the number of individual offenders. As can be seen from the chart there has been a relative stability in the level of ‘repeat offenders’ figures since January 2013.

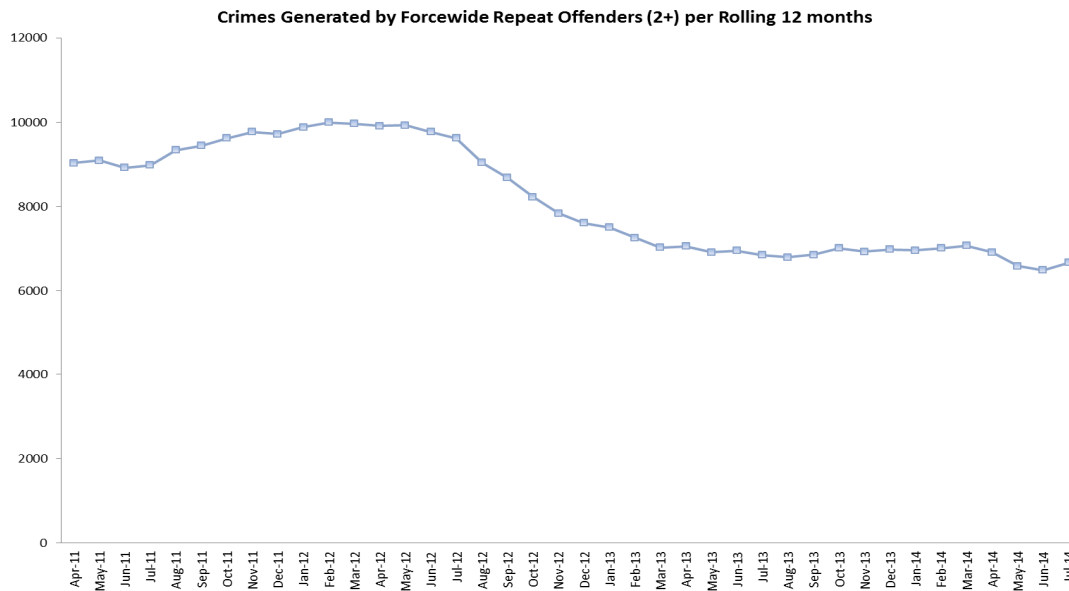


Figure 8: Monthly repeat offending figures (source: North Wales Police)

The results of the crime survey showed that in England and Wales there has been a 20% increase in the number of recorded sexual offences and North Wales Police saw an 8% increase. Within the most similar group North Wales Police witnessed the fourth lowest increase in reports of sexual offences behind Suffolk (3%), West Mercia (4%) and Wiltshire (6%). The average for the most similar group was an increase of 13% (North Wales Police 8%).

Within the third police and crime objective, five work streams have been identified. Both the chief constable and I have previously updated the panel about the threat posed by cybercrime, and the need for us and our national partners to enhance capability in this specialist field of investigation. As reported by the chief constable, work is now underway to undertake a detailed assessment of the current and future potential capacity and capabilities. Within this objective the chief constable has also reported progress on the establishment of a Multi-Agency Safeguarding Hub (MASH), which I also address in more detail under the partnership objective of this report.

Police and Crime Objective 4: Build effective partnerships

This is as important an objective as any of the other three but the performance of it is not susceptible to measurement (certainly not statistical measurement), I have not stipulated any measures in the plan for measuring the performance of it. Nevertheless, I intend to include in future periodic reports to the panel information which will enable it to scrutinise my performance of this objective. The formal partnerships of which I am a member or on which my office is represented are the Regional Leadership Board, Safer Communities Board, Area Planning Board and Local Criminal Justice Board.

I recently visited the Multi-Agency Safeguarding Hub (MASH) in Wrexham and saw for myself how effective partnership working can benefit vulnerable people. It brings a range of partners together into a single multi-agency safeguarding hub to share information quickly and efficiently. Its purpose is to improve the way local safeguarding partnerships deal with referrals. The MASH is operating well and demand for their services is increasing. Although it currently concentrates on police referrals, the aim is that it will eventually deal with all referrals. To date, performance data is

positive and indications demonstrate decisions are made significantly quicker than on previous occasions. I would commend this way of working to other areas of north Wales and will be working with the force and partners to oversee the development of more joined up working to protect our most vulnerable people.

I have previously reported to the panel my intention of enhancing my working relations with the voluntary sector, and to this end I and the six county based voluntary councils have agreed a compact agreement to cement the principles of that working relationship. In recent months I have focused on working with partners in the voluntary sector who support victims of crime and also those who provide rehabilitation support to those who have a history of offending.

In the fourth police and crime objective, five work streams have been identified. In the chief constable's update I have been provided with a comprehensive overview of some of the core partnership activities with which North Wales Police engages. Of particular note for the panel is my decision and that of John Dwyer the Police and Crime Commissioner for Cheshire and our respective chief constables to enter into a collaboration agreement for the provision of an armed police service for the two neighbouring forces, Cheshire and north Wales. The aim of this alliance is to provide effective armed response cover for the two police areas at a cost which represents value for money.

Crime and Policing in your area

The home office web site <http://www.police.uk> provides statistical information on crime and anti-social behaviour incidents which is post-code specific.

Section 2: General Updates

In this section I provide the panel with a brief summary of the main things I have been doing since the last meeting of the panel.

Engagement and Communication

Part of my role is to provide information and a means for the community to engage with policing. Since the last meeting of the panel I have refreshed my [engagement plan](#) and undertaken several activities to raise awareness of my role and to provide the communities of north Wales with the opportunity to have their say about crime and policing. The following are a few highlights from recent months:

I have visited some of the successful applicants for funding from last year's participatory budgeting pilot. Two projects from each county were awarded grants following a public vote. I have recently announced my intention to launch a second application process for 'your community your choice' grants programme. Application forms will be available and accepted throughout September 2014 and further details can be found on my website.

This summer, with members of the rural crime team, I attended the Royal Welsh Agricultural Show at Builth and many of north Wales's agricultural shows including Denbigh and Flint county show, Sioe Mon and the Meirionnydd show. I enjoy attending the north Wales shows. Not only do they provide me with an opportunity to meet with a wide range of partners and

stakeholders but they give me a first-hand insight into the views of the rural community and listen to their views on crime and policing. I continue to be delighted at the positive feedback I am receiving about the work of the rural crime team at these events. I also attended the National Eisteddfod in Llanelli.

Since the last meeting of the panel, in addition to meeting with community representatives, partners and members of the public, I have undertaken several key media activities. These have included:

[Four-legged crime fighters are our "unsung heroes"](#)

[Inspirational Osian cops a prize from police boss](#)

[Amethyst Team- a year on](#)

Daily Post articles: "[Eight North Wales arrests in UK crackdown on paedophiles](#)", "[North Wales shoplifters will be sent to food banks after poverty drives them to steal](#)" and "[North Wales Police armed response unit to merge with Cheshire](#)"

News North Wales article: "[Success of new rural crime task force celebrated](#)"

Welsh Icons News article: "[National Neighbourhood Watch Week 2014](#)"

The Deputy Police and Crime Commissioner

The Panel asked to be informed about the work of the deputy commissioner. He is fully and very effectively committed to my very demanding work programme.

Since the last panel meeting on the 2nd June 2014, the deputy commissioner has continued to assist me in the performance of my many statutory and administrative functions including chairing meetings within the OPCC and attending a number of other meetings.

By way of example, in June he attended meetings of the Anglesey and Gwynedd Local Service Board, Flintshire CCTV Group, North Wales Safer Communities Board and attended a Police and Community Trust (PACT) event at Alyn Waters in Wrexham which is a recipient of grant funding from the participatory budget.

Since the 2nd June 2014, he has met regularly with office holders within the force including its chief finance officer and estates office.

On the 22nd July he attended in a scrutiny capacity the first meeting of the force's Ethics, Leadership and Culture Committee. This forum is chaired by the chief constable and its terms of reference include promoting the national code of ethics, ensuring that processes are in place which supports those who validly challenge unethical or unprofessional behaviour, and establishing links to the national ethics board and the college of policing.

On the 30th July 2014, he attended in a scrutiny capacity the first meeting of the force's Confidence and Service Excellence Group. This forum is chaired by the assistant chief constable and its terms of reference include developing an organisational culture that embeds confidence and service excellence at all levels, developing the underpinning communications strategy and

establishing a learning and development programme which provides staff with the requisite skills.

Together we met Jan Williams of the Independent Police Complaint Commission, and HMIC Dru Sharpling, as well as meeting with several voluntary and community groups including [BAWSO](#) in Wrexham, and the Islamic Centre in Wrexham. In addition to the above, he also attended a 'Jigsaw' promotional film premier organised by [CAIS](#) in Colwyn Bay. He has attended a seminar in the Avon and Somerset on the subject of victims' commissioning and is currently setting up the local project aimed at providing an integrated service to victims. In mid-August, he attended the Niche Forces Development Group. On any view, this is a busy person who is working to good effect.

HMIC Inspection Reports

Since the last meeting of the panel I have received three inspection reports from HMIC. I will be publishing my formal response to the Home Secretary on two of the reports in the coming weeks. I have, following the receipt of the HMIC Thematic Inspection Report on Core Police Business and HMIC Crime data integrity inspection published interim responses which can be accessed [here](#). In response to the concerns expressed publicly by Elfyn Llwyd MP, on the findings of the crime data integrity inspection I wrote to him to address the matters raised, a summary of that will be published on my website shortly.

I have included a link to my response to Home Secretary on responding to the funding challenge:

[North Wales: Response to the funding challenge](#)

The efficiency and effectiveness of the police depend on forces having the resources they need to prevent crime, catch criminals and keep communities safe. When the 20 percent reduction to the central government funding grant was announced in October 2010, HMIC began inspecting the forces' responses, and the effect this is having on the service they provide to the public, as part of their remit of inspecting the efficiency and effectiveness of police forces in England and Wales. This report was the fourth report. Overall I was pleased with the inspection findings as they confirmed my belief in our current financial planning programmes.

[Commissioner's Response - Responding to Austerity](#)

HMIC inspection programme

HMIC have recently inspected North Wales Police as part of the integrity inspection programme. Full details of HMIC's forward programme can be accessed [here](#).

Joint Audit Committee

The chief constable and I set up this committee in accordance with the Financial Management Code of Practice for the Police Service. Its meetings are held in public and the papers are [available online](#). At the meeting on the 28th May 2014 the committee considered the following:

- The joint audit committee's annual report 2013-14

- Draft annual governance statements 2013-14
- Wales Audit Office's annual audit outline
- Internal audit progress report
- Internal audit plan

At the meeting on the 30th July 2014 the committee considered the following:

- Statement of accounts 2013-14
- Internal audit annual report 2013-14
- Risk management report

Independent Custody Visiting Scheme

Under statute, I am required to have in place a scheme which provides for the independent monitoring of custody facilities and the treatment of those detained in police custody. I have published an [annual review](#) of the scheme on my website.

Correspondence

Correspondence figures 1 April 2014 – 30 June 2014

Category of Correspondence	Number
Specific Feedback regarding the policing service	34
General Feedback regarding the policing service	13
Complaints referred to Professional Standards Department	7
Staffing issues (this may include arrangements for misconduct panels, police appeals tribunals, correspondence from staff associations and other relevant matters)	8
General correspondence	150

Victims

I commissioned a detailed assessment to aid in my preparations for the change in funding arrangements for victim's services in north Wales. The '[Needs Assessment for the Development of Victim Services in north Wales](#)' was produced by Keith Humphreys and Dr Iolo Madoc-Jones. My intention was to have an independent assessment of the current operating circumstances of victim support services with a specific intention of providing sufficient information to develop the most appropriate services for north Wales.

Having regard to the findings set out in the report, I have decided to develop an integrated victim strategy incorporating the key themes of domestic abuse, sexual violence, hate crime and anti-social behaviour with the emphasis on providing a comprehensive service to victims. The Deputy Police and Crime Commissioner will be leading on the development of this strategy. I shall continue to update the panel as this work progresses over the coming months.

Anti-Social Behaviour

In March 2014 the Anti-Social Behaviour, Crime and Policing Act 2014 (the Act) was given royal assent and introduced two new measures to try and resolve anti-social behaviour. These measures are the Community Remedy and the Community Trigger.

The Community Remedy gives victims a say in the out-of-court action available for offenders who have committed low level crime and anti-social behaviour.

The Community Trigger gives victims the ability to demand a review of their case if they feel that the action taken by the local agencies was not satisfactory. A review will be actioned if the local threshold has been met.

The Act places a duty on me to consult with the local community to decide on the most appropriate restorative actions to be included on the north Wales community remedy list. A [public consultation survey](#) has been placed on the OPCC website and will run until mid-October, in preparation for the launch of the community remedy on the 20th October. The website also includes a guide sheet explaining the benefits of the community remedy and when it could be used.

The Community Trigger that also comes into effect on the 20th October allows victims to demand a review of their case from local agencies including the police, health service, council or housing association if they feel that no action or unsatisfactory action has been taken. The trigger level will be decided by the chief constable and I and will be published in due course. When the trigger is met all agencies will meet to review the case by sharing all relevant information and a decision will be made on the appropriate action.

Police Misconduct Hearings

I have previously updated the panel on my work on the National Police and Crime Commissioners integrity working group. The group has been working on significant matters of public interest by aiming to address ethical issues within the police service including public perception/confidence issues. In addition to that work locally I have been considering how I, on behalf of the public, can introduce more transparency and independence into the police conduct proceedings.

The police conduct regulations set out the process and procedure that must be followed where misconduct or gross misconduct against an officer is alleged. To explore the allegations a police investigation may be undertaken and following the conclusion of that investigation the 'appropriate authority' must determine whether or not the case should be considered gross misconduct and subsequently proceed to be considered by a misconduct hearing. In the case of north Wales the person appointed to act as the appropriate authority to undertake those decisions in the majority of cases is the deputy chief constable.

Matters assessed as meeting the threshold for gross misconduct are taken to a misconduct hearing. These matters are heard in private by a panel of three, most typically chaired by an officer of ACPO rank who is assisted by an officer of superintending rank and an independent person who are appointed by my office. The conduct of misconduct hearings is fully set out in the police (conduct) regulations 2012. If the officer is found to have committed gross misconduct the available sanctions are:

- Dismissal with notice

- Dismissal without notice
- Final Written Warning
- Written warning
- Management advice

The current regulations provide for independence to be included within the panel that considers the allegations and the sanctions. However, reflecting on my own experience within the criminal justice system I came to the conclusion that additional transparency and independence is required at the decision-making stage. This is not to suggest that I have a lack of confidence in the local decision making, but the procedure that has been implemented nationally could be strengthened significantly by the addition of an independent advisor to ensure that the decision has been properly and fully considered.

I shall shortly be advertising for new independent members of the misconduct panel and I will be implementing the new process of including additional transparency and independence in the decision making process. I have consulted with the relevant staff associations and the Home Office on my proposals. The chief constable and deputy chief constable are fully supportive of the proposed change to the process.

Hywel Hughes Inquest

On the 17th June 2014 an inquest was held into the death of Hywel Llewelyn Hughes in May 2003. I would like to offer my sincere sympathy to the family of Mr. Hughes for their considerable loss. Although this happened over a decade ago I am sure that their sense of loss remains as great as ever.

On the 2nd May 2003, Hywel Hughes was forcibly removed from a nightclub in Bangor, by employed members of the door staff. After a struggle with two members of the door staff he was restrained by them in a face down position on the road. During the period of this restraint, he was unable to breathe and suffered injuries which ultimately caused his death. Two North Wales Police officers arrived on the scene and transported Mr Hughes to Caernarfon police station from where he was conveyed to Ysbyty Gwynedd. Mr Hughes was declared deceased some 19 hours after arriving at Ysbyty Gwynedd.

The coroner's jury found that on the balance of probabilities the actions of the police officers more than minimally contributed to Mr Hughes' death.

In her report, the coroner listed 11 concerns and recommendations. Eight of these apply to the Security Industry Authority and three to North Wales Police The three which apply to North Wales Police are:

1. The training on positional asphyxia presently provided to police officers by the North Wales Police Force does not include guidance on the significance of 'snoring' and in particular that it is not inconsistent with deep unconsciousness and obstruction to breathing;
2. The design of the 'bubble cars' in existence at the time of Mr Hughes' death and apparently still in use pending their phasing out, is such that the condition of the

detainee held in the rear of the vehicle may not be easily monitored (because of the presence of a Perspex screen that may affect the ability to see and hear a detainee);

3. The design of the new 'bubble cars' may impede an officer's ability to hear a detainee (and thus identify irregularities or difficulties in breathing) because of the presence of a (albeit smaller) Perspex screen.

I have liaised with the chief officers in relation to the Coroner's report and recommendations and will ensure that lessons are learnt by North Wales Police in this regard. I have been assured that the personal safety training and the first aid training afforded to all police officers periodically will be amended to take into account the coroner's comments and that the force has contacted the National College of Policing with a view to amending the wording of the national personal safety manual. I have also emphasised to the force that the need to assess the condition of detainees at the point of arrest is of paramount importance and must be highlighted as so in initial and refresher training. I will be examining the force's revised training programme to satisfy myself that the recognised revisions have been adopted and I will be making unannounced visits to force training sessions.

North Wales Police is currently reviewing the use of 'bubble cars' and I am consulted throughout this process. In order to assist officers to better hear and see detainees in the back of such vehicles a new screen is currently being tested which is made out of a lighter and more scratch resistant material. I will satisfy myself that any redesigning carried out by the force removes the impediment identified by the coroner.

Section Three – Update on actions agreed with the Panel

Within this section I intend to address actions which have previously been agreed with the Panel.

Update on Home Office Innovation Fund

An overview of the Home Office Innovation Fund and the bids submitted to the police innovation fund in April 2014 was provided to the panel at its last meeting on 2nd June 2014.

As the panel is aware the Home Office top-sliced police budgets in 2013/14 and 2014/15 (£18m and £50m respectively across England and Wales) to create an innovation fund. Police and Crime Commissioners were invited to submit applications for funding for projects designed to deliver savings, service improvements and increased collaboration and partnership working.

In 2013/14 a precursor fund was established, which included funding for 2013/14 and 2014/15. North Wales Police submitted two solo bids and one collaborative bid. One solo bid and the collaborative bid were successful. Details of these are shown below:

Precursor Fund	2013/14 Funding	2014/15 Funding
Raising awareness of child exploitation	£148,469	£151,438

and improving outcomes for young people at risk		
Project Bystander (unsuccessful)		
Joint firearms training and Operation (with Cheshire)	£211,580	

New bids were invited to the 2014/15 fund. North Wales submitted four solo bids, and five collaborative bids (led by other forces), of which one solo bid and four collaborative bids were successful. Details of the successful bids are shown below:

2014/15 Innovation Fund	2014/15 Funding
Body worn video (although this was submitted as a solo bid, the funding is conditional on collaboration with other forces. Procurement and implementation is being progressed in collaboration with other areas which had successful bids.)	£44,538
Collaboration of all forces in Wales to create a pan-Wales women's triage scheme (led by Gwent)	£234,517
Creation of a national rural crime network to provide information and support for rural communities by encouraging direct interaction between businesses, organisations and the police (led by North Yorkshire)	£39,200
Firearms digital licensing project (led by Hampshire).	£657,800
Project to enable the 15 Minerva member forces to obtain additional expertise and support to deliver operational and financial benefits and increase collaboration (led by Sussex)	£498,800

In addition, the Association of Police and Crime Commissioners will receive £159,000 towards developing the evidence base regarding the potential benefits and savings that can be delivered through greater and improved collaborative procurement, including commoditisation, of IT systems and services.

Mental Health

Questions were raised at the last panel meeting about what scrutiny I had undertaken in relation to mental health issues. I have prepared a short summary of some of my recent activities in the field. I view mental health as core business for the police service. Organisations such as Mind estimated that one in four will be affected by mental health problems each year. As a service provider and in particular an emergency service provider to the community the police will have significant contact with people undergoing mental health problems.

Since the last panel meeting I have met with representatives from Betsi Cadwaladr University Health Board and discussed the relationship between mental health and criminal justice. I am also closely scrutinising how the force identifies repeat and vulnerable victims, and that includes victims with mental health problems.

I recently met with the Criminal Justice lead at Hafal. Hafal is an organisation in Wales working with individuals recovering from serious mental illness and their families. During our meeting I

was informed about Hafal's Criminal Justice Link Service which is aimed at anyone with a serious mental illness who has become involved (or is at risk of becoming involved) in the criminal justice system. Four link officers work across all probation areas of Wales providing a link between the criminal justice agencies and mental health services. The aim of the service is to assist clients to engage with and maintain contact with services. Two link officers also provide a specialist support and resettlement service to women prisoners who are returning to Wales upon release from HMP Styal and HMP Eastwood Park. This specific element of the service is also available to women with less serious mental health problems. Such service goes some way towards reducing reoffending, one of the measures included in my Police and Crime Plan.

I have previously reported to the panel the findings of the HMIC review "[A criminal use of police cells?](#) The use of police custody as a place of safety for people with mental health needs". The review examined the extent to which police custody is used as a place of safety under section 136; and identifies the factors which either enable or inhibit the acceptance of those detained under section 136 into a preferred place of safety, such as a hospital or other medical facility. The joint inspection was carried out by HMIC, Her Majesty's Inspectorate of Prisons, the Care Quality Commission and Healthcare Inspectorate Wales. To read my response click here '[Commissioners Response - Place of Safety](#)'.

CCTV

In accordance with the action from the last panel meeting the subject was raised at the North Wales Safer Communities Board which took place on the 6th June at Caernarfon. The Board decided to explore again whether there is an appetite for collaboration on CCTV amongst the local authorities. A meeting of the relevant professionals is being co-ordinated.

Neighbourhood Policing

At the last meeting of the panel, members requested further information about neighbourhood policing arrangements. As highlighted in the meeting it is important to re-iterate in this report that the chief constable and his team are responsible for the deployment of officers including the decision on the numbers that are appropriate to resource each area. My role is to scrutinise the overall implementation of my vision.

In response to the questions raised by the panel I commissioned a specific piece of work for the chief constable to enable me to provide you with further information on this topic. The chief constable reported on the neighbourhood policing arrangements, including a report on the developmental stages of the neighbourhood policing model which I have summarised for the panel below.

In early 2000 Community Beat Managers (CBM) were introduced. These were police constables dedicated to a number of wards whose responsibility was to be the key policing figure within the community and seek to identify more long term solutions to local issues.

Following the Force review and subsequent restructure in 2011 the role of the CBM was further defined and 147 were deployed across north Wales. They were managed by dedicated sergeants

and supported by community support officers (CSOs). The chief constable, as part of the post implementation review on the force restructure established that the CBMs were not being used as designed and were picking up excessive demand placed on dedicated response and investigating officers, making their role ineffective. The increase in CSO numbers (following the grant from the Welsh Government) and the findings of the review led to a decision to redeploy a proportion of CBMs into the patrol function to provide a better service to the public.

In 2011 the 593 police officers and 159 CSO were dedicated to uniform Local Policing Services with that number today being 586 police constables and 257 CSO resulting in a net gain of 91 members of staff working in uniform at the front line.