

Public Document Pack

Sussex Police and Crime Panel

Members are hereby requested to attend the meeting of the Sussex Police and Crime Panel, to be held at **10.30 am** on **Friday, 27 September 2024** at **County Hall, Lewes**.

Tony Kershaw

Clerk to the Police and Crime Panel

19 September 2024

Items 1 to 11 in Part I of the agenda will be available to watch via the internet at the address below.

Item 12 in Part II of the agenda contain exempt information, as indicated, and therefore will not be broadcast.

Webcasting Notice

Please note: This meeting will be filmed for live or subsequent broadcast via East Sussex County Council's website on the internet – at the start of the meeting the Chair will confirm that the meeting is to be filmed. Generally the public gallery is not filmed. However, by entering the meeting room and using the public seating area you are consenting to being filmed and to the possible use of those images and sound recordings for webcasting and/or training purposes. The webcast will be available via the link below: <http://www.eastsussex.public-i.tv/core/>.

Agenda

Part I

10.30 am 1. **Declarations of Interest** (Pages 5 - 6)

Members and officers must declare any pecuniary or personal interest in any business on the agenda. They should also make declarations at any stage such an interest becomes apparent during the meeting. Consideration should be given to leaving the meeting if the nature of the interest warrants it. If in doubt contact Democratic Services, West Sussex County Council, before the meeting.

2. **Minutes of the Previous Meeting** (Pages 7 - 16)

The Panel is asked to approve the minutes of the previous meeting held on 28 June 2024 (cream paper).

10.35 am 3. **Public and Panel Questions to the Commissioner** (Pages 17 - 18)

The Panel is asked to raise any strategic issues or queries concerning crime and policing in Sussex with the Commissioner.

Written questions may be submitted by members of the public up to two weeks in advance of a meeting. The Commissioner or

the Chairman (as appropriate) will be invited to provide a response by noon of the day before the meeting. Questions, together with as many responses as possible, will be published on the Panel's website (www.sussexpcp.gov.uk).

Four questions have been received from two correspondents. The Panel is invited to note the responses and pose any supplementary questions.

- 10.55 am 4. **The Role of the Sussex Police & Crime Commissioner in Holding Sussex Police to Account for Improving the Response Provided to Victims of Rape and Serious Sexual Offences** (Pages 19 - 32)

The report sets out the Commissioner's work in seeking to improve conviction rates for rape and serious sexual offences (RASSO).

The Panel is invited to consider the report and make recommendations.

- 11.40 am 5. **Public Priorities in the Sussex Police and Crime Plan 2024/28** (Pages 33 - 36)

The report sets out the public priorities and supporting objectives proposed to underpin the new Sussex Police and Crime Plan 2024/28.

The Panel is invited to consider the report and make recommendations.

Break for 10 minutes

- 12.35 pm 6. **Confirmation Hearing for the Proposed Chief Constable of Sussex Police** (Pages 37 - 58)

On 10 September, the Panel was formally notified of the proposal of Sussex Police and Crime Commissioner to appoint a Chief Constable of Sussex Police.

The attached report by the Clerk to the Panel provides details of the Panel's role in the confirmation hearing for the proposed appointment of the Chief Constable of Sussex Police.

The appendices and annexes to the report comprise information from the Police and Crime Commissioner regarding the proposed appointment.

The Panel is to ask the candidate questions relating to their professional competence and personal independence.

- 1.35 pm 7. **Quarterly Report of Complaints**

No complaints have been received as of 13 September 2024.

1.36 pm 8. **Working Group Appointments**

The Panel is asked to appoint the membership for the Budget and Precept Working Group. The Group acts as a critical friend in the development of the budget and proposed precept for 2025/26.

The Working Group will meet twice, informally and virtually, in mid-November 2024 and on either 8 or 9 January 2025 – dates to be confirmed, depending on member and officer availability.

The first meeting will provide an introduction to finances and consultation, essential background information in preparation for discussion of potential precept options at the second meeting.

The Group will appoint its Chair at the outset of the first meeting.

1.46 pm 9. **Date of Next Meeting and Future Meeting Dates**

The next meeting of the Panel will take place on 31 January 2025 at 10.30 a.m. at County Hall, Lewes.

Future meeting dates are set out below:

- 17 February 2025 (provisional)
- 14 March 2025.

10. **Part II Matters**

Members are asked to indicate at this stage if they wish the meeting to consider bringing into Part I any items on the Part II agenda.

The Panel is asked to consider in respect of the following items whether the public, including the press, should be excluded from the meeting on the grounds of exemption under Part I of Schedule 12A of the Local Government Act 1972, as indicated below, and because, in all the circumstances of the case, the public interest in maintaining the exemption of that information outweighs the public interest in disclosing the information.

Exempt: Paragraph 1, Information relating to any individual

11. **Exclusion of Press and Public**

The Panel is asked to consider in respect of the following item(s) whether the public, including the press, should be

excluded from the meeting on the grounds of exemption under Part I of Schedule 12A of the Local Government Act 1972, as indicated below, and because, in all the circumstances of the Page 3 case, the public interest in maintaining the exemption of that information outweighs the public interest in disclosing the information.

Exempt: Paragraph 1, Information relating to any individual

Break for 30 minutes

Part II

2.15 pm 12. **Private Determination of Recommendations to the Police and Crime Commissioner**

The Panel to agree its recommendations to the Police and Crime Commissioner regarding the proposed appointment.

Exempt: Paragraph 1, Information relating to any individual

To all members of the Sussex Police and Crime Panel

Table of standing personal interests

27 September 2024

The Panel is asked to agree the table of personal interests below.

Any interests not listed which members of the Panel feel are appropriate for declaration must be declared under agenda Item 1, Declaration of Interests, or at any stage such an interest becomes apparent during the meeting.

Table of standing personal interests

Panel Member	Personal Interest
Cllr Baynham	Cabinet Member for Finance and Resources at Horsham District Council.
Cllr Bangert	Cabinet Member for Communities and Wellbeing at Chichester District Council.
Cllr Birch	Chair of Housing and Wellbeing Committee at Arun District Council.
Mrs Scholefield	A serving magistrate.
Cllr Sluman	Cabinet Member for Communities and Wellbeing at Adur District Council
Cllr Whorlow	Vice Chair for Adur and Worthing Community Safety Partnership. Cabinet Member for Safety, Equalities and Inclusion at Worthing Borough Council.
Cllr Williams	Cabinet Lead for Public Health and Asset Management.

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Sussex Police and Crime Panel

28 June 2024 – At a meeting of the Committee held at 10.30 am at County Hall, Lewes.

Present:

Cllr Bashar	Mid Sussex District Council	Cllr Mitchell	West Sussex County Council
Cllr Bayliss	Rother District Council	Mrs Peacock	Independent Co-Opted Member
Cllr Baynham	Horsham District Council	Mrs Scholefield	Independent Co-Opted Member
Cllr Birch	Arun District Council	Cllr Sluman	Adur District Council
Cllr Crow	West Sussex County Council	Cllr Standley	East Sussex County Council
Cllr Czolak	Brighton and Hove City Council	Cllr Weller	Chichester District Council
Cllr Khan	Crawley Borough Council	Cllr Whorlow	Worthing Borough Council
Cllr Keene	Lewes District Council	Cllr Williams	Wealden District Council

Substitutes:

Cllr Crow, West Sussex County Council (in place of Cllr Ali), Mrs Peacock, Independent Co-Opted Member (in place of Mr Naphine) and Cllr Weller, Chichester District Council (in place of Cllr Bangert).

Apologies were received from Cllr Bannister (Eastbourne Borough Council) and Cllr Ian Hollidge (East Sussex County Council), Cllr Bennett (Mid Sussex District Council), Cllr Haffenden (Hastings Borough Council), Cllr Hollidge (East Sussex County Council) and Mr Naphine (Independent Co-Opted Member).

Also in attendance: Mrs Katy Bourne (Sussex Police and Crime Commissioner), Mark Streater (OSPCC Chief Executive and Monitoring Officer), Iain McCulloch (OSPCC Chief Finance Officer) and Mervin Dadd (OSPCC Chief Communications and Insight Officer).

Part I

1. Appointment of Independent Members

1.1 Resolved – that the Panel:

1. Renewed the appointment of Mrs Susan Scholefield as an Independent Co-opted Member of the Panel, for a one-year term.
2. Renewed the appointment of Mr Keith Naphine as an Independent Co-Opted Member of the Panel, for a one-year term.

2. Appointment of Chair and Vice Chair

- 2.1 Cllr Whorlow proposed Cllr Czolak as Chair of the Panel for the forthcoming year. The proposal was seconded by Cllr Khan.
- 2.2 Resolved – that Cllr Czolak is elected as Chair of Sussex Police and Crime Panel for the ensuing year.
- 2.3 Cllr Williams proposed Cllr Baynham as Vice Chair of the Panel for the forthcoming year. The proposal was seconded by Cllr Bashar.
- 2.4 Resolved – that Cllr Baynham is elected as Vice Chair of Sussex Police and Crime Panel for the ensuing year.

3. Declarations of Interest

- 3.1 In accordance with the Code of Conduct, members of the Panel declared the personal interests in the table below.

Panel members	Personal Interest
Mrs Scholefield	A serving magistrate
Cllr Birch	Chair of Housing and Wellbeing Committee at Arun District Council
Cllr Whorlow	Vice Chair for Adur and Worthing Community Safety Partnership. Cabinet Member for Safety, Equalities and Inclusion at Worthing Borough Council.
Cllr Sluman	Cabinet Member for Communities and Wellbeing at Adur District Council
Cllr Bashar	Member of the Policy and Finance Committee at Haywards Heath Town Council

4. Minutes of Previous Meeting

- 4.1 Resolved - that the minutes of the previous meeting held on 22 March 2024 be approved as a correct record and that they be signed by the Chair.

5. Annual Review of Membership and Proportionality

- 5.1 Resolved – that the Panel:

1. Agreed that Brighton and Hove City Council be invited to appoint a Conservative second representative to the Panel, for a one-year period of office, to take effect immediately.
2. Agreed that both East and West Sussex County Councils should each be invited to appoint an additional local authority member for a one-year period of office.
3. Agreed to invite appointments of a Conservative second councillor from East Sussex County Council and a Conservative second councillor from West Sussex County Council to take effect immediately.

6. Public and Panel Questions to the Commissioner

- 6.1 The Panel noted a published version of written public and Panel questions with answers from the Commissioner (copy appended to the signed minutes).
- 6.2 The Chairman invited questions from the Panel to the Commissioner. A summary of the main questions and responses were as follows:
 1. Question: Is the Commissioner aware of a delay caused to the processing of Disclosure and Barring Service (DBS) checks?
 Answer: The Commissioner referred to her Performance and Accountability Meeting (PAM) on 17 May where she questioned the Chief Constable on this matter and confirmed that the Force has received funding for a further four staff posts to meet the demand. She acknowledged that there is a backlog and that DBS checks remain a challenge for all national forces. She clarified that it's the Force's role to provide local support for specific elements of the process.
 2. Question: As a member of the local Town Boards, what is the Commissioner's overall strategic objective?
 Answer: The Commissioner said that it's her statutory requirement to be a member of the three Sussex Town Boards in Eastbourne, Hastings and Bexhill. She explained that each of the Town Boards will receive £20 million in government funding over the next 10 years and said that the 'safety and security' pillar is her priority and focus in her role as Commissioner.
 Supplementary: What are the Commissioner's views around the priority for bid submissions?
 Answer: The Commissioner said it isn't appropriate for her to comment early on in the process and as only one member of the on the Boards' members.
 3. Question: What is being done to address the understaffing/underfunding of digital policing and backlog of evidence being investigated? Are safeguarding protocols in place to protect privacy and accidental data deletion?
 Answer: The Commissioner commented that investigations have become far more complex given the growing use of digital

devices carrying evidence in criminal cases over the last few decades. She added that the significant storage capacity of modern devices has considerably extended the length of time taken to review vast amounts of evidence. She said that this is an issue for all national forces and it is hoped that Artificial Intelligence will be in a position to help resource in the near future.

4. Question: Has the Commissioner received any assurances from the Chief Constable around the welfare of children strip-searched by Sussex Police and the Force's use of powers, including whether or not the gender of the officer was different to the gender of the child?

Answer: The Commissioner said she is aware of various reports around this and that it's an area which is constantly monitored. She added that she has questioned the Chief Constable around remands of children and their welfare at her PAMs this year. She offered to provide information relating to a specific issue in the after the meeting.

Supplementary: In recognition that 6% of strip searches were carried out by officers of the opposite gender in 2023/24, the Chair welcomed any future assurances, following discussions with the relevant officers, that the Commissioner can provide regarding the welfare of children in the aftermath of being subjected to strip searches.

Answer: The Commissioner mentioned that, Claire Taylor, manager of the Independent Custody Visitor (ICV) scheme has responsibility for ensuring that the volunteer independent visitors carry out regular unannounced, day and night custody checks on detainees, including children. She added that if any concerns were raised, she would follow this up at a PAM with the Chief Constable.

5. Question: Regarding the Sussex Police officer pay and morale survey 2023 which showed that 90% of respondents felt that morale in the Force was either low or very low and 17% of this figure said that this impacted their intentions to leave the Force, have any efforts subsequently been made to explore the root causes of that low morale and how to challenge it to ensure that police officers do feel valued?

Answer: The Commissioner highlighted the positive outcomes from the survey and said that following publication of the report, she asked the Chief Constable how the Force had reflected on the results at her PAM on 17 May. She added that the Force's Senior Leadership Team will prioritise the following two areas of concern for improvement; a large number of respondents felt discriminated against at work and 20% of the workforce didn't feel that they were provided with the necessary uniform and protective equipment to carry out their roles. The Chief Constable has communicated progress made so far by the Force with staff and published the survey results to the wider workforce and senior leaders for full awareness. High workloads and demands on staff was a re-occurring theme of discontent

raised and this matter is currently being reviewed across the Force.

Supplementary: Survey results showing that nearly one in five officers have considered early retirement due to low morale and 60% would not recommend their job to another person, as a result of this do you envisage any further challenges in the coming years?

Answer: The Commissioner emphasised that the negative, national media attention received police forces has an adverse impact on recruitment. She said that the prevalence of physical assaults committed on officers is a contributing factor to low morale. She added that all members of public have a duty to support the work of the police as much as possible.

6. Question: Regarding police time spent responding to mental health-related callouts, do you believe the 'Right Care, Right Person' (RCRP) model will help to relieve policing pressures in this area? And were there any reported serious injuries or deaths in Sussex Police custody in 2023/24.

Answer: The Commissioner confirmed that there were no deaths in the Force's custody within the reporting year. The PCC gave background to the formation of the RCRP model and its national adoption between forces and the NHS. The PCC explained that the model hasn't fully landed in Sussex and that partners are struggling from a resourcing perspective. The PCC added that the Chief Constable was questioned about this at the PAM on 16 February and planned to re-visit this topic in the near future.

Supplementary: How is Sussex and Surrey Police's working partnership performing in terms of delivering efficiencies and enabling greater purchasing power?

Answer: The PCC summarised how the partnership operates, which areas of policing the two Forces collaborate on and listed the shared senior officer roles. The PCC explained that BlueLight Commercial was formed by the Home Office to help drive improved efficiencies for regional forces in relation to procurement, purchasing and contracting services. The PCC commented that BlueLight has saved the Forces hundreds of thousands of pounds.

7. Question: Is the current trajectory of conviction rates for Rape and Serious Sexual Offences (RASSO) rising or falling?

Answer: The Commissioner said that a national blueprint adopted by all UK forces has helped to improve the trajectory of RASSO conviction rates, but not at the rate she had expected. The PCC said that in January she introduced a new unit made up of eight retired detectives and individuals with investigative experience to work with victims who have reported RASSO incidents to the police but who don't want to pursue legal action. The PCC explained that the aim of the new unit is to share the caseload and relieve detectives of those which take the longest to investigate, so that the unit can progress those cases to court. The Commissioner offered to prepare a report for the Panel around the ongoing work of the Force to improve the conviction rates for RASSO.

8. Question: Has sufficient attention been afforded to crime prevention and diversion, how might that be done?
Answer: The Commissioner said that crime prevention will continue to be one of her main priorities and be a focal point of the next four-year Police & Crime Plan. The PCC also gave examples of current initiatives ran by the Force, including Immediate Justice.

9. Question: Could local police forces working collaboratively be served by a South East regional force instead?
Answer: The Commissioner described the national approach to modern policing, the responsibilities of local forces, benefits of mutual aid and at what stage they would collaborate with another force, such as if a crime took place across two neighbouring force areas. The PCC went on to explain that a case would be escalated to the Regional Organised Crime Unit (ROCU) if an organised gang had a presence across multiple force areas, for example. The PCC concluded that a case with a regional and national footprint would be referred to the National Crime Agency (NCA).

7. The Commissioner's Annual Report and Financial Outturn Report 2023/24

7.1 The Panel considered a report by the Sussex Police and Crime Commissioner, introduced by Commissioner Bourne.

7.2 The Commissioner highlighted some of the progress made against the Police and Crime Plan's (2021/24) policing and crime objectives.

7.3 The Chair invited the Panel to ask questions. A summary of questions and responses were as follows:

1. Question: Are you content with the Force's approach and performance in tackling the issue of dangerous driving, specifically in relation to motorcycles?

Answer: The Commissioner said she believed that it is a minority of motorcyclists who demonstrate anti-social behaviour and cause distress to other road users and residents. The PCC praised the majority of driver and motorcyclists' conduct across the county. The PCC offered to add data to evidence the achievement of Operation Downsway and Operation Ride in monitoring anti-social behaviour by motorists. The PCC commented that this section of the report does not include the wider work or achievements of the Force's collaboration with partners such as the Sussex Safer Roads Partnership.

2. Question: In reference to page 34, can the Commissioner share the results of the new South East Partnership Against Rural Crime and offer reassurance that you will support its continued operation on a regular basis?

Answer: The Commissioner offered to add a hyperlink to the Rural Crime Team's website and monthly bulletins for readers to access

their latest updates. The PCC gave her reassurance that there remains a strategic focus on rural crime prevention and said that operational resourcing for effective cross-border working is the responsibility of the Chief Constables for the four partner forces.

3. Question: In reference to page 67, the report shows an underspend in some areas, but it is difficult to understand what it relates to. Has it affected the delivery of the transformational changes required to balance the budget going forwards?

Answer: Iain McCulloch, Chief Finance Officer, gave reassurance that the Commissioner's officers scrutinise the Force's use of the budget. Mr McCulloch confirmed that the Force did underspend in particular relation to staffing, as they held a higher number of vacancies than expected. Mr McCulloch explained that the £0.9million underspend has been carried forwards into reserves and part of it will be used to contribute towards delivering transformational changes.

Supplementary: Is it possible to include some more information about the transformation changes into your report, given their importance?

Answer: The Commissioner informed that there are plans for this to be detailed within the Medium-Term Financial Strategy (MTFS) for 2024/28. The PCC offered to include a hyperlink to the MTFS and Statement of Accounts to reference for further information.

4. Question: How can the Sussex Safer Roads Partnership be additionally supported to improve road safety and further reduce the gradual reduction in the number of collisions and deaths?

Answer: The Commissioner said there's always more that partners can do around road safety and it's an area that she continues to press partners around how the Force can provide further support. The PCC added that the Force has specialist officers trained to offer support to the victim's families of road fatalities. She said that the 6% reduction marked some progress and called for it to continue.

5. Question: What was the decision-making behind Rother and Lewes' omission from the initial DISC rollout?

Answer: The Commissioner updated that there are plans to expand the use of the reporting platform to Lewes and Rother in the coming year. The PCC could not confirm how it will be funded at this stage but said it would make a good case for a capital funding bid to the local Town Board.

6. Question: Which types of crimes have Sussex children been victims of in relation to Child Sexual Exploitation? (CSE)

Answer: The Commissioner did not want to raise alarm by listing the different crime types but explained her links with organisations who provide specialist support to victims of CSE. The PCC offered to add a hyperlink in her report to these organisations' websites to signpost readers to further information.

7. Question: In reference to page 54, can you explain about the work undertaken and progress made in respect of modern slavery since the previous reporting year?

Answer: The Commissioner listed the developments at national level, including the updated standards and guidance released by the Independent Anti-Slavery Commissioner. The PCC added that integrated training has been given to police officers and investigators to bring their knowledge of the area up to date.

8. Question: What is the strategy in relation to PCSO recruitment and retention, could they be deployed as an extra resource to deter and respond to retail crime?

Answer: The Commissioner explained the value of PCSOs within the Force in terms of their visible presence on patrol and the added confidence they provide members of the public. The PCC clarified PCSOs already form a part of Neighbourhood Policing Teams which police retail crime. The PCC said that PCSO recruitment is a national issue due to the lack of career progression and there is generally greater appetite among individuals to apply directly to become a police officer instead.

9. Question: Going forward could we receive further statistics about the performance of the Digital Investigation Support Unit (DISU)?

Answer: The Commissioner offered to bring a report to a future meeting of the Panel regarding a strategic overview of the complexities relating to RASSO and some of the initiatives her officers are leading on to improve solve rates.

7.4 Resolved – that the Panel:

1. Recommended that the Commissioner considers adding hyperlinks to allow readers to access further information throughout the report.
2. Recommended that the Commissioner adds data throughout the report to provide evidence of achievement, strengthening the qualitative messaging.
3. Noted the annual report and budget outturn for 2023/24.

8. Annual Report from the Host Authority

- 8.1 The Panel considered a report by the Clerk to the Sussex Police and Crime Panel.
- 8.2 In reference to paragraph 2.1.1, it was noted that the funding is split between administrative costs and expenses. It was questioned whether it was perceived as a risk if the Home Office decides to ringfence this funding in future in order to make savings.
- 8.3 Ninesh Edwards, Senior Advisor, clarified that the funding used to be ringfenced but doesn't believe it will revert back to that going forwards.
- 8.4 In reference to paragraph 2.10, Mr Edwards drew the Panel's attention to the fact that traffic to the Panel's website had halved in 2023/24 for an unknown reason.

8.5 The Chair responded by calling on Panel member to help promote the Panel website through their channels of communication with residents.

8. Resolved – that the Panel noted its annual report and budget outturn for 2023/24.

9. Correspondence Since the Previous Meeting

9.1 Resolved - that the Panel noted the correspondence.

10. Quarterly Report of Complaints

10.1 The Panel considered a report by the Clerk to the Sussex Police and Crime Panel.

10.2 Resolved – that the Panel noted the report.

11. Date of Next Meeting and Future Meeting Dates

11.1 The next meeting of the Panel would take place on 27 September 2024 at 10.30am, at County Hall, Lewes.

The meeting ended at 12.47 pm

Chairman

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Public and Panel Questions to the Commissioner

27 September 2024

Report by the Clerk to the Police and Crime Panel

Below is a schedule of the questions received prior to this meeting and where possible responses have been included. Responses will be tabled at the meeting that were not available at the time of despatch. Written questions must be received two weeks before a meeting of the Panel and the Commissioner or Panel Chairman is invited to provide a response by noon of the day before the meeting.

Questions relating to operational matters of Sussex Police are passed to a relevant officer at Sussex Police for a response, with a brief summary of such questions provided below. For the current meeting, four questions have been received from two correspondents for response from the Commissioner.

1. Written question from Nigel Jacklin of Normans Bay, East Sussex.

Question:

Regarding my question asked at the Panel meeting on [24 March 2023](#) (page 13), is it possible to receive an update on these statistics, specifically the following:

"During the same reporting period, 10 x gross misconduct hearings were held by Sussex Police with the following outcomes recorded: 2 x dismissals, 5 x resignations [although all officers/staff would have been dismissed had they still been in post], 2 x final written warnings issued, and 1 x allegation not proven."

If these are to be published at a later date as part of a formal report (or have already been published), I'm happy to wait or be directed as appropriate.

Answer:

TBC

2. Written questions from Dominic Watts of Crawley, West Sussex.

Question:

I am perplexed as to how the Chief Constable of Sussex Police can retire (and be rehired next month by the PCC), an Acting Chief Constable be appointed and the people of Sussex (and the UK) were not told.

Could I please ask the PCC :-

Agenda Item 3

1. Why were the public not told?
2. Why did Sussex Police wait 9 days to inform the public via the BBC?
Surely Sussex Police have a duty to let Sussex residents know that their Chief Constable has retired?
3. Is there something to hide? Not very transparent and almost as if the PCC/Police have something to hide.

Answer:

TBC



SUSSEX POLICE & CRIME PANEL

The Role of the Sussex Police & Crime Commissioner in Holding Sussex Police to Account for Improving the Response Provided to Victims of Rape and Serious Sexual Offences

27 September 2024

Report by The Clerk to Sussex Police and Crime Panel

Focus for Scrutiny

The Panel may wish to consider:

- The impediments to improving conviction rates
- Whether a different approach could yield better outcomes
- Whether more focus should be placed on education and prevention

1. Background

- 1.1 The item was requested by the Panel following a request from a member at the June 2024 meeting.

2. Focus for Scrutiny

- 2.1 The Panel may wish to consider:

- The impediments to improving conviction rates
- Whether a different approach could yield better outcomes
- Whether more focus should be placed on education and prevention

Tony Kershaw

Clerk to Sussex Police and Crime Panel

Contact:

Ninesh Edwards

Telephone: 0330 222 2542

Email: ninesh.edwards@westsussex.gov.uk

Appendices:

Appendix 1 - The Role of the Sussex Police & Crime Commissioner in Holding Sussex Police to Account for Improving the Response Provided to Victims of Rape and Serious Sexual Offences.



To:	The Sussex Police & Crime Panel.
From:	The Sussex Police & Crime Commissioner.
Subject:	The role of the Sussex Police & Crime Commissioner in holding Sussex Police to account for improving the response provided to victims of rape and serious sexual offences.
Date:	27 September 2024.
Recommendation:	That the Sussex Police & Crime Panel note the report.

1.0 Introduction

- 1.1 This report sets out the role of the Sussex Police & Crime Commissioner (PCC) in holding Sussex Police to account for improving the response and outcomes provided for victims of rape and serious sexual offences (RASSO).
- 1.2 The report summarises the work undertaken by Sussex Police and partners to increase the number of recorded offences, volume of cases charged and the, subsequent, number of referrals made to the Crown Prosecution Service (CPS), alongside the measures used by the PCC to hold the Chief Constable to account for performance in this area.
- 1.3 Further information is also included in the report about the level of investment that has been made by the PCC and Sussex Police to support improved conviction rates and the funding that has been made available to local support services to help victims.

2.0 Scale, threat and challenges of rape and serious sexual offences

- 2.1 Rape and serious sexual offences are devastating crimes which can have a long-lasting and detrimental personal impact on individuals.
- 2.2 These crimes are committed primarily by men against women and girls but can also be perpetrated against men and boys. They occur in all communities and involve offenders and victims with different protected characteristics, from a range of socio-economic backgrounds.
- 2.3 The victims of RASSO are all too often targeted by offenders because of one or more protected characteristics or other form of vulnerability. These factors may provide ease of access or opportunity for the offender, who may also hope that a vulnerable victim will be less likely to report the crime, and less likely to be believed if they do.
- 2.4 There is no official definition of RASSO. Instead, this includes the individual offences of rape, sexual assault and sexual activity [comprising a range of different offences] as defined by the Home Office and the crime recording rules for frontline police officers and staff to ensure that all crimes are recorded accurately and consistently. A full list of each of these individual offences can be viewed in Appendix A.

2.5 The following RASSO were recorded by Sussex Police in each of the past three years – 2021/22, 2022/23 and 2023/24 – as follows:

Offence	2021/22	2022/23	2023/24
Rape	1,837	1,793	1,953
Other serious sexual offences	2,503	2,678	2,596
All RASSO	4,340	4,471	4,549

2.6 There have been year-on-year increases in the total number of RASSO offences recorded in Sussex. This increased by +131 offences [+3%] between 2021/22 and 2022/23 and +78 offences [+2%] between 2022/23 and 2023/24. There were also increases in the number of rape offences [+116 offences and +6%] and other serious sexual offences [+93 offences and +4%] between 2021/22 and 2023/24. These increases are reflective of the increased reporting which has been demonstrated for all RASSO offences nationally across the same period.

2.7 Last year, all police forces in England and Wales signed up to Operation Soteria – a transformational change programme to tackle rape and serious sexual offences – following an initial pilot with a four pathfinder forces and five expansion forces. Further information about Operation Soteria can be viewed in section 5.0 Sussex Police response to rape and serious sexual offences.

3.0 Role of the Sussex Police & Crime Commissioner

3.1 The PCC has sought to make additional funding and resources available to the Chief Constable to increase the efficiency and effectiveness of the Sussex Police response to RASSO through increases to the police precept.

3.2 Now that this investment has been realised, the PCC will hold the Chief Constable to account for its delivery. This will include an expectation that Sussex Police demonstrate improved conviction rates for victims of rape and serious sexual offences.

3.3 It is a statutory responsibility for the PCC to hold the Chief Constable to account for delivering efficient and effective policing in Sussex that is responsive to the needs of the public. The PCC has continued to use her monthly webcast Performance & Accountability Meetings (PAMs) to provide oversight and to challenge the Chief Constable about the Sussex Police response to victims and improving the conviction rates for RASSO.

3.4 Operation Soteria was raised most recently as a theme at the PAM on 13 September 2024 when the HMICFRS report around the progress made to introduce a national operating model for rape and other serious sexual offences investigations was discussed.

3.5 This area of policing was also raised at the PAMs on 19 January 2024 [Operation Soteria Bluestone] and 21 July 2023 [Domestic abuse – including Operation Soteria] previously. Each of these sessions is archived and can be viewed on the PCC’s website through the following link:

www.sussex-pcc.gov.uk/get-involved/webcasting/

- 3.6 The PCC has continued to chair the Sussex Criminal Justice Board (SCJB) which includes a standing agenda item to consider the progress made against Operation Soteria – the transformational change programme to tackle rape and serious sexual offences in England and Wales – and the joint plan that exists locally between Sussex Police and the Crown Prosecution Service (CPS). The SCJB took place most recently on 31 July 2024 where the police and partner response to RASSO was discussed.
- 3.7 Sussex Police has sought to make several changes to working practices to improve working relationships between the Force and the CPS, both at a tactical and operational level. This has included establishing a South East regional RASSO Joint Operational Improvement Meeting (JOIM); collaboratively redesigning and implementing an early advice with purpose scheme, and proactively sharing police officer shift patterns, schedules and contact details with the CPS to improve communication channels and reduce the creation of unnecessary action plans, alongside the introduction of informal coffee meetings between solicitors and investigators to improve these relationships further still.

4.0 Supporting victims of rape and serious sexual offences

- 4.1 The PCC has a statutory responsibility to commission services for victims of crime in Sussex. This includes determining how best to commission and fund support organisations which help victims of rape and serious sexual offences, and ensure that individuals in Sussex have access to the best and most appropriate support services available, alongside the ongoing management of these contracts.
- 4.2 The PCC recognises the importance of providing an efficient and effective policing response to prevent, tackle and solve these offences because of the detrimental personal impact these offences can have on individuals and the mental and physical scars that are created through this offending behaviour.
- 4.3 The Office of the Sussex Police & Crime Commissioner (OSPCC) has commissioned 11 different organisations to provide 25 separate support services for victims of rape, serious sexual offences and sexual abuse across Sussex during 2024/25. This equates to commissioned services to the value of £1,642,250 across the financial year, with the total grant value of these commissioned services recognised to be £4,855,820 over the duration of the contracts.
- 4.4 The other grants are commissioned to provide a wide range of additional support including Independent Sexual Violence Advisors (ISVAs); counselling services; specialist advice and guidance; support provisions for children and young people; outreach and group support for victims of sexual violence and abuse; peer support and recovery groups, and training for frontline staff and professionals.
- 4.5 The main contract to provide these services in Sussex is delivered by Survivors' Network who were awarded a five-year contract in April 2021 which is set to run until March 2026, with an option to extend this contract by up to a further two years.

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4.6 Survivors' Network are contracted to provide a Pan-Sussex service of specialist advice, support and counselling for victims of rape, serious sexual offences and sexual abuse. The OSPCC is responsible for leading on this contract which is co-commissioned with partners at from Brighton & Hove City Council, East Sussex County Council and West Sussex County Council.

4.7 A full list of each of the organisations that have received funding from the OSPCC to support victims of RASSO in 2024/25 can be viewed in Appendix B.

5.0 Sussex Police response to rape and serious sexual offences

5.1 In July 2023, the [previous] Home Secretary announced that all 43 police forces in England and Wales had signed up to Operation Soteria – a transformational change programme to tackle rape and serious sexual offences.

5.2 Sussex Police has sought to embed the National Operating Model (NOM) developed by the programme which is underpinned by a six-pillar framework to assist all police forces to deliver the transformational change required to improve the response to rape and serious sexual offences.

5.3 The aims of Operation Soteria are to deliver the following activity:

- ✓ Suspect-focused investigations.
- ✓ Disruption of repeat suspects.
- ✓ A procedural justice approach to engaging with victims.
- ✓ Learning, development and wellbeing of officers.
- ✓ Strategic use of police data.
- ✓ Digital forensics.

5.4 It was highlighted that the previous working practices and investigative approaches used in forces across England and Wales did not hold enough offenders accountable for their actions nor were enough criminal justice outcomes delivered for victims. The NOM seeks to provide all forces with the materials required to improve local policing responses and introduce positive changes to investigative practices that are more evidence-based.

5.5 In response to this, the Force has established governance structures that are aligned to the six pillars, with lead officers [selected for their experience and strategic expertise] responsible for the delivery of each of these. This is further supported by Forcewide oversight and scrutiny through existing operational and strategic boards.

5.6 Sussex Police has adapted the policies, practices and procedures used for rape and serious sexual offence (RASSO) investigations to ensure that these are victim-centred, suspect-focused and context-led [i.e. there is no standard approach to investigative actions]. Alongside this, new suspect interview plans and intelligence development plans have been developed for investigators that focus on bad character material and the identification of offending behaviours/negative attitudes towards women by suspects respectively.

- 5.7 Revised guidance has been issued to investigators about the appropriate use of language when providing updates about investigations, which is further supported by new letter templates created for victims which provide a clear explanation regarding why the police may have been unable to reach the evidential threshold required to charge a suspect and the options available to them should an appeal be requested.
- 5.8 In addition, there is an ongoing requirement for Sussex Police to undertake continuous self-assessments regarding the local delivery of the NOM, with regular feedback provided by the Joint Soteria Unit. It was also emphasised that the significant amount of material required to deliver these changes means that the Force will continue to deliver and embed the NOM further still across 2024.
- 5.9 Sussex Police is currently reviewing and restructuring its Public Protection Unit to ensure that dedicated specialist officers are available to investigate RASSOs, in line with the preferred operating model highlighted by Operation Soteria. At present, officers have a blended approach in Sussex and currently investigate all public protection offences that are handled by the unit. It is anticipated that the Force will be able to start the restructuring process in January 2025, once the necessary review has been completed.
- 5.10 It is also worth emphasising that Sussex Police, in partnership with the National Health Service (NHS), co-commissions the two sexual assault referral centres (SARCs) across Sussex [Adult SARC in Crawley and Child SARC in Brighton]. These are specialised facilities designed to provide immediate medical, practical, and emotional support to victims who have recently experienced rape or sexual assault, regardless of whether the victim chooses to report the incident to the police.

6.0 Project Fides

- 6.1 In 2023/24, the PCC successfully secured £813,449 of extra funding from the Home Office through Round 5 of the Safer Streets Fund to provide interventions aimed at reducing neighbourhood crime [domestic burglary, robbery, theft from person and vehicle crime], tackling anti-social behaviour and reducing violence against women and girls (VAWG) in public spaces. This funding was split over two years as follows: £461,945.85 in 2023/24 and £351,503 in 2024/25.
- 6.2 The PCC used some of this funding, alongside match funding from the OSPCC, to establish a ground-breaking unit – called Project Fides – to support victims of rape and sexual assault during police investigations and prosecutions, whilst enabling investigators to focus on ongoing investigations [*N.B. In ancient Roman religion, Fides was recognised to be the goddess of trust and faithfulness*].
- 6.3 Project Fides has included investment in 8 new victim co-ordinator posts to engage with and act as the single point of contact for female victims of rape in a public place. These individuals have sought to build rapport with victims of these crimes, secure best evidence and to gain a better understanding of the barriers that may have stopped them from supporting a prosecution previously, including specific support for almost 130 cases during 2023/24.

- 6.4 The victim co-ordinators also contacted nearly 250 victims across the year who had previously disengaged from the criminal justice system process and proactively sought to ensure that the right support services have been offered to meet the needs of the victims, alongside the provision of regular updates as the investigations progress.

7.0 Improvements to solved rates for rape and serious sexual offences

- 7.1 As a result of the collection of improvement activities listed above, Sussex Police has made significant improvements to the quality of its RASSO investigations which is contributing towards increases in recorded crime, greater volumes of cases charged and successful disposals, and more referrals made [by the police] to the CPS.
- 7.2 It is worth emphasising that the term solved is used by the police service when a suspect is charged with an offence(s), alongside the term conviction which is used when a suspect is given a criminal justice outcome.
- 7.3 Rape – There was a 180% increase in the volume of rape cases charged between 30 September 2022 and 30 June 2024, with charges brought for 123 cases [6.7%] compared to 44 charges [3.5%] previously – this equated to an additional 79 charges. The number of referrals made to the CPS also increased by 25% from 170 referrals across the rolling year period to 30 September 2022 to 213 referrals across the rolling year period to 30 June 2024 [+43 referrals].
- 7.4 Serious Sexual Offences – There was a 55% increase in the volume of serious sexual offence cases charged between 30 September 2022 and 30 June 2024, with charges brought for 177 cases [6.9%] compared to 114 charges [5.7%] previously – this equated to an additional 63 charges. The volume of successful disposals also increased by 46% across the same period – from 140 disposals to 205 disposals [+65 disposals], alongside a 30% increase in the number of referrals made to the CPS which increased from 176 referrals to 229 referrals [+53 referrals] across the rolling year period to 30 June 2024.
- 7.5 RASSO – There was a 90% increase in the volume of RASSO cases charged between 30 September 2022 and 30 June 2024, with charges brought for 300 cases [6.8%] compared to 158 charges [4.8%] previously – this equated to an additional 142 charges. The volume of successful disposals also increased by 78% across the same period – from 184 disposals to 327 disposals [+143 disposals], alongside a 28% increase in the number of referrals made to the CPS which increased from 346 referrals to 442 referrals [+96 referrals] across the same rolling year period.
- 7.6 It is also acknowledged that there has been a 37% increase in the volume of victim withdrawals for all rape and serious sexual offences across the same period which means that not all RASSO victims are currently supporting pre-charge investigations. Sussex Police has also seen a 44% increase in the average number of days taken to charge an offender which is set to continue in the short-term as the Force seeks to finalise its outstanding investigations and reduce the backlogs which have been created because of increased reporting.

- 7.7 Sussex Police have proactively undertaken a small number of telephone interview surveys with victims of rape and serious sexual offences each month since February 2022. The Force is also recognised by the Home Office to be one of only a small number of police force areas in England and Wales who conduct these surveys with victims of these crimes as a matter of routine.
- 7.8 Of the 126 victim surveys completed between February 2022 and June 2023, 61% of victims [77] were satisfied to some extent with the whole experience, 24% of victims were dissatisfied [30] and 15% of victims were neither satisfied nor dissatisfied with the whole experience [19]. A further 59% of victims [74] also agreed that they had confidence in Sussex Police, with 24% of victims [30] disagreeing and a further 18% of victims [22] neither agreeing nor disagreeing.
- 7.9 It is recognised that it is difficult to compare the satisfaction rates between different types of offences because the impact and experience of victims can vary so considerably. It is also worth emphasising that whilst the victim satisfaction rates reported for other surveys is higher, including domestic abuse at circa. 80%, the satisfaction rates recorded for RASSO compare favourably to these and are not recognised to represent an outlier.
- 7.10 Sussex Police will continue to monitor victim satisfaction and confidence levels across a range of different crime types to understand better where improvements in the policing response are required.
- 7.11 Further information about the performance of Sussex Police for all rape and serious sexual offences can be viewed in Appendix C.

Mark Streater
Chief Executive & Monitoring Officer
Office of the Sussex Police & Crime Commissioner

Appendix A – List of all rape and serious sexual offences by Home Office code

All rape and serious sexual offences

Home Office Code	Offence
17A	Sexual assault on a male aged 13 and over
17B	Sexual assault on a male aged 13 and under
19C	Rape of a female aged 16 and over
19D	Rape of a female child under 16
19E	Rape of a female child under 13
19F	Rape of a male aged 16 and over
19G	Rape of a male child under 16
19H	Rape of a male child under 13
19J	Rape of a female – multiple undefined offenders
19K	Rape of a male – multiple undefined offenders
20A	Sexual assault on a female aged 13 or over
20B	Sexual assault on a female child under 13
21	Sexual activity involving a child under 13
22A	Causing sexual activity without consent
70	Sexual activity etc. with a person with a mental disorder
71	Abuse of children through prostitution and pornography

All rape offences

Home Office Code	Offence
19C	Rape of a female aged 16 and over
19D	Rape of a female child under 16
19E	Rape of a female child under 13
19F	Rape of a male aged 16 and over
19G	Rape of a male child under 16
19H	Rape of a male child under 13
19J	Rape of a female – multiple undefined offenders
19K	Rape of a male – multiple undefined offenders

All serious sexual offences

Home Office Code	Offence
17A	Sexual assault on a male aged 13 and over
17B	Sexual assault on a male aged 13 and under
20A	Sexual assault on a female aged 13 or over
20B	Sexual assault on a female child under 13
21	Sexual activity involving a child under 13
22A	Causing sexual activity without consent
70	Sexual activity etc. with a person with a mental disorder
71	Abuse of children through prostitution and pornography

Appendix B – OSPCC grant funding for organisations who support victims of rape and sexual offences in 2024/25

Provider	Overview of service	Local authority area	Grant value	Length of grant	Total value
Barnardo's	Providing support for child victims of sexual exploitation through Project SOLAH (Safer OnLine At Home), working alongside the police online investigation team (POLIT) within Sussex Police.	West Sussex	£65,471	Two years	£130,942
Brighton Women's Centre	Provision of therapeutic support for women referred with experience of domestic violence and sexual violence.	East Sussex	£40,000	Two years	£80,000
Brighton Women's Centre	Provision of therapeutic support for women referred with experience of domestic violence and sexual violence.	Brighton & Hove	£52,079	Three years	£156,239
Counselling Plus Community	Domestic abuse and sexual violence counselling.	East Sussex	£20,032	Three years	£60,096
Friends, Families & Travellers	Group worker for victims of domestic abuse and sexual violence.	Pan Sussex	£10,000	One year	£10,000
Friends, Families & Travellers	Supporting the members of the gypsy and traveller community to cope and recover from domestic abuse and sexual violence through access to specialist services, 1:1 outreach work and group work.	Pan Sussex	£22,857	Three years	£68,571
Lifecentre	Journey to Recovery – a trauma informed recovery programme for victims and survivors of sexual violence.	Pan Sussex	£125,498	Three years	£376,494
Lifecentre	Sexual violence service and staff wellbeing training.	West Sussex	£19,000	One year	£19,000
ManKind	Independent Sexual Violence Advisor (ISVA) for males and counselling support in partnership with Survivors' Network.	Pan Sussex	£45,740	Three years	£241,200
ManKind	Counselling and recovery programme.	Pan Sussex	£106,896	Three years	£320,688
ManKind	Support for male victims of sexual violence.	Pan Sussex	£23,000	Two years	£46,000
ManKind	Support for male victims of sexual violence.	Pan Sussex	£20,000	One year	£20,000
Rise	Regroup – a recovery and empowerment group for those who are no longer in an abusive relationship – and counselling sessions for victims of domestic abuse.	Brighton & Hove	£10,000	One year	£10,000
Streetlight UK	Frontline support and outreach service for those involved in the sex industry.	East Sussex and West Sussex	£26,882	Three years	£80,646
Streetlight UK	Volunteer coordinator and police training.	East Sussex and West Sussex	£20,000	One year	£20,000

Provider	Overview of service	Local authority area	Grant value	Length of grant	Total value
Survivors' Network	ISVA to support children and young people who are victims/survivors of sexual abuse.	Pan Sussex	£69,070	Two years	£138,140
Survivors' Network	Provision of counselling and specialist advice and support for victims of rape and sexual assault.	Pan Sussex	£424,576	Five years	£1,962,981
Survivors' Network	Provision of outreach service and group support for survivors of sexual violence.	Pan Sussex	£107,520	Three years	£322,560
Survivors' Network	ISVAs for adults and children and young people.	Pan Sussex	£148,158	Two years	£296,316
Survivors' Network	ISVA support for individuals who experience racism.	Pan Sussex	£135,000	Two years	£270,000
Survivors' Network	Training and engagement provision for service users.	Pan Sussex	£35,000	One year	£35,000
Yada	The Esther Project – practical, emotional and specialist support for those individuals working in the sex industry.	West Sussex	£10,000	Two years	£20,000
Yada	Provision of an outreach worker.	West Sussex	£20,000	One year	£20,000
YMCA DownsLink Group	Trainer to provide sessions on child sexual exploitation.	Brighton & Hove and East Sussex	£20,000	One year	£20,000
YMCA DownsLink Group	Providing support for child victims of sexual exploitation through Project SOLAH, working alongside POLIT within Sussex Police.	Brighton & Hove and East Sussex	£65,471	Two years	£130,942
2024/25 total			£1,642,250	Grant total	£4,855,820

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Appendix C – RASSO performance information

All rape and serious sexual offences – quarterly data

	2022		2023				2024	
	Qtr 3	Qtr 4	Qtr 1	Qtr 2	Qtr 3	Qtr 4	Qtr 1	Qtr 2
Recorded offences	1,146	1,063	1,156	1,082	1,202	1,167	1,094	1,187
Volume of cases charged	36	79	85	57	47	77	81	94
% of cases charged	6.2%	6.2%	6.3%	5.6%	5.3%	7.3%	6.7%	7.7%
Volume of successful disposals	42	92	93	59	52	89	84	102
% of successful disposals	7.2%	7.2%	6.9%	5.8%	5.9%	8.4%	6.9%	8.3%
Volume of victim withdrawal outcomes	281	696	984	511	427	556	651	650
% of victim withdrawal outcomes	48.0%	54.4%	51.8%	50.4%	48.2%	52.6%	53.7%	52.9%
Referrals to Crown Prosecution Service	66	128	141	83	74	104	131	132
Average days taken for police to charge an offender	380	551	420	477	445	568	612	727

All rape and serious sexual offences – rolling year data

	2022		2023				2024	
	Qtr 3	Qtr 4	Qtr 1	Qtr 2	Qtr 3	Qtr 4	Qtr 1	Qtr 2
Recorded offences	4,456	4,417	4,471	4,449	4,505	4,605	4,549	4,652
Volume of cases charged	158	194	239	256	268	266	266	300
% of cases charged	4.8%	5.4%	6.1%	6.1%	5.9%	6.2%	6.3%	6.8%
Volume of successful disposals	184	228	273	286	296	293	284	327
% of successful disposals	5.6%	6.4%	7.0%	6.8%	6.6%	6.8%	6.8%	7.5%
Volume of victim withdrawal outcomes	1,658	1,847	2,036	2,184	2,332	2,188	2,153	2,279
% of victim withdrawal outcomes	50.6%	51.9%	52.2%	51.8%	51.5%	50.9%	51.2%	52.0%
Referrals to Crown Prosecution Service	346	384	413	417	426	402	401	442
Average days taken for police to charge an offender	423	459	451	467	475	479	540	611

Rape offences – quarterly data

	2022		2023				2024	
	Qtr 3	Qtr 4	Qtr 1	Qtr 2	Qtr 3	Qtr 4	Qtr 1	Qtr 2
Recorded offences	456	453	439	440	519	487	507	510
Volume of cases charged	8	17	21	19	19	26	35	42
% of cases charged	3.8%	3.6%	3.8%	4.5%	5.6%	6.4%	6.4%	7.7%
Volume of successful disposals	8	17	21	19	19	26	35	42
% of successful disposals	3.8%	3.6%	3.8%	4.5%	5.6%	6.4%	6.4%	7.7%
Volume of victim withdrawal outcomes	121	340	357	272	199	263	331	352
% of victim withdrawal outcomes	57.9%	71.7%	64.4%	64.0%	58.4%	65.1%	60.7%	64.1%
Referrals to Crown Prosecution Service	33	49	60	44	35	49	58	70
Average days taken for police to charge an offender	628	539	641	605	520	548	675	1,029

Rape offences – rolling year data

	2022		2023				2024	
	Qtr 3	Qtr 4	Qtr 1	Qtr 2	Qtr 3	Qtr 4	Qtr 1	Qtr 2
Recorded offences	1,826	1,834	1,793	1,787	1,853	1,882	1,953	2,024
Volume of cases charged	44	48	54	64	76	85	101	123
% of cases charged	3.5%	3.5%	3.6%	3.9%	4.2%	4.9%	5.8%	6.7%
Volume of successful disposals	44	48	54	64	76	85	101	123
% of successful disposals	3.5%	3.5%	3.6%	3.9%	4.2%	4.9%	5.8%	6.7%
Volume of victim withdrawal outcomes	808	909	1,009	1,091	1,169	1,091	1,069	1,139
% of victim withdrawal outcomes	64.0%	66.8%	66.8%	65.6%	65.1%	63.3%	61.7%	62.1%
Referrals to Crown Prosecution Service	170	171	172	185	188	188	193	213
Average days taken for police to charge an offender	546	557	627	602	579	577	598	746

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Other serious sexual offences – quarterly data

	2022		2023				2024	
	Qtr 3	Qtr 4	Qtr 1	Qtr 2	Qtr 3	Qtr 4	Qtr 1	Qtr 2
Recorded offences	690	610	717	642	683	680	587	680
Volume of cases charged	28	62	64	38	28	51	46	52
% of cases charged	7.4%	7.7%	8.1%	6.5%	5.1%	7.8%	6.9%	7.7%
Volume of successful disposals	34	75	72	40	33	63	49	60
% of successful disposals	9.0%	9.3%	9.1%	6.8%	6.1%	9.6%	7.3%	8.8%
Volume of victim withdrawal outcomes	160	356	337	239	228	293	320	298
% of victim withdrawal outcomes	42.6%	44.2%	42.8%	40.6%	41.8%	44.9%	48.0%	44.0%
Referrals to Crown Prosecution Service	33	79	81	39	39	55	73	62
Average days taken for police to charge an offender	310	554	347	413	395	578	564	483

Other serious sexual offences – rolling year

	2022		2023				2024	
	Qtr 3	Qtr 4	Qtr 1	Qtr 2	Qtr 3	Qtr 4	Qtr 1	Qtr 2
Recorded offences	2,630	2,583	2,678	2,662	2,652	2,723	2,596	2,631
Volume of cases charged	114	146	185	192	192	181	165	177
% of cases charged	5.7%	6.6%	7.8%	7.5%	7.0%	7.0%	6.7%	6.9%
Volume of successful disposals	140	180	217	221	220	208	185	205
% of successful disposals	7.0%	8.2%	9.0%	8.6%	8.1%	8.2%	7.5%	8.1%
Volume of victim withdrawal outcomes	850	938	1,027	1,093	1,163	1,097	1,084	1,140
% of victim withdrawal outcomes	42.%	42.6%	43.0%	42.8%	42.6%	42.6%	43.9%	44.7%
Referrals to Crown Prosecution Service	176	213	241	232	238	214	208	229
Average days taken for police to charge an offender	375	427	398	422	434	433	504	518



SUSSEX POLICE & CRIME PANEL

Public Priorities in the Sussex Police & Crime Plan 2024/28

27 September 2024

Report by The Clerk to Sussex Police and Crime Panel

Focus for Scrutiny

The Panel may wish to consider:

- The process for developing the public priorities and supporting objectives.
- How these have evolved since the current Plan was published.
- Whether the proposed Public Priorities reflect residents' priorities.
- Whether the proposed Public Priorities reflect national priorities.

1. Background

- 1.1 Following elections in May 2024, police and crime commissioners have until 31 March 2025 to publish a new Police and Crime Plan.
- 1.2 The draft Police and Crime Plan 2024/28 is scheduled to be scrutinised by the Panel at its meeting on 31 January 2025.
- 1.3 This item has been added to the agenda today at the suggestion of the Commissioner, to engage the Panel in the Plan's development.

2. Focus for Scrutiny

2.1 The Panel may wish to consider:

- The process for developing the public priorities and supporting objectives.
- How these have evolved since the current Plan was published.
- Whether they reflect residents' priorities.
- Whether the proposed Public Priorities reflect national priorities.

Tony Kershaw

Clerk to Sussex Police and Crime Panel

Contact:

Ninesh Edwards

Telephone: 0330 222 2542

Email: ninesh.edwards@westsussex.gov.uk

Appendices:

Appendix 1 - Public Priorities in the Sussex Police & Crime Plan 2024/28.

To:	The Sussex Police & Crime Panel.
From:	The Sussex Police & Crime Commissioner.
Subject:	Public Priorities in the Sussex Police & Crime Plan 2024/28.
Date:	27 September 2024.
Recommendation:	That the Sussex Police & Crime Panel note and comment on the report.

1.0 Introduction

1.1 This report seeks to introduce the three public priorities and the supporting police and crime objectives identified by the Sussex Police & Crime Commissioner (PCC) for inclusion in the new Sussex Police & Crime Plan 2024/28.

2.0 Public Priorities

2.1 The PCC has a statutory duty to set the police and crime objectives for their police force area through a Police & Crime Plan.

2.2 Following her re-election in May 2024, the PCC has identified three public priorities to include within the Sussex Police & Crime Plan 2024/28, alongside a series of supporting police and crime objectives, as follows:

Public Priority 1 – Improve public trust and confidence.	Public Priority 2 – Relentless disruption of serious violence and organised crime.	Public Priority 3 – Support victims, witnesses and communities.
Make policing more visible to improve public confidence and tackle anti-social behaviour.	Reduce homicide, serious violence and knife crime in Sussex.	Improve the standard of investigations and the number of positive outcomes delivered for victims of crime.
Answering calls promptly and attending these calls for service in an appropriate timescale relative to threat, risk and harm.	Deliver enforcement activity across Sussex to target serious organised crime groups, and disrupt high impact crimes, including county line drug gang activity.	Maintain high quality and effective support services to safeguard for victims and witnesses.
Make the roads of Sussex safer with a dedicated policing unit created to address the 'fatal five' factors behind collisions.	Encourage greater reporting of traditionally under-reported crimes to Sussex Police to bring more offenders to justice.	Tackle sexual violence against women and girls to make them can feel safer in public spaces and at nighttime.
Provide an effective and accessible police service for our rural areas and communities.	Provide help, support and advice to individuals and businesses who have been scammed, defrauded or experienced cyber-crime.	Make funding available for community safety partners to deliver activities which reduce crime and divert young people from crime.
Tackle business and retail crime to make our shops and high streets safer places to work in and visit.		Develop a partnership response to tackle and prevent perpetrator behaviour through offender programmes and interventions, to reduce repeat victimisation and reoffending.

3.0 Public Consultation

- 3.1 In developing the Sussex Police & Crime Plan, the PCC is required to consider the views of the local community and victims of crime.
- 3.2 The public priorities have been developed following extensive consultation with members of the public in Sussex to ensure that the new plan reflects accurately the policing, crime and community safety issues that are most important to local residents and communities.
- 3.3 In 2023/24, the PCC carried out a comprehensive series of online focus groups – comprising two separate rounds in May and November 2023 – in conjunction with the Sussex Association of Local Councils to understand better the priorities of members of the public in Sussex.
- 3.4 The PCC also took the opportunity to ask the public to rate their policing priorities and to provide their views on precept levels through a combined survey around policing priorities and funding.
- 3.5 Additional feedback about the public priorities identified has also been sought from Sussex Police, Brighton & Hove City Council, East Sussex County Council and West Sussex County Council, alongside each of the 12 Community Safety Partnerships (CSPs) throughout Sussex.
- 3.6 The PCC would welcome any further feedback about the three proposed public priorities and the supporting police and crime objectives from the Sussex Police & Crime Panel members ahead of these being finalised.

4.0 Police & Crime Plan 2024/28

- 4.1 The PCC is currently in the process of preparing the new Police & Crime Plan for Sussex which is set to cover the period 1 April 2024 to 31 March 2028.
- 4.2 A draft copy of the plan will be brought to the Sussex Police & Crime Panel meeting on 31 January 2025 to formally review in accordance with Chapter 4 – Section 28(3) of the Police Reform and Social Responsibility Act 2011.
- 4.3 The new plan will be launched as soon as is practicable after that meeting and, in any case, before 31 March 2025.

Mark Streater

Chief Executive & Monitoring Officer

Office of the Sussex Police & Crime Commissioner



Sussex Police and Crime Panel

27 September 2024

Confirmation Hearing for the Proposed Chief Constable of Sussex Police

Report by The Clerk to Sussex Police and Crime Panel

Recommendations

- a) That the Panel considers the attached reports provided by the Office of Sussex Police & Crime Commissioner and, following questioning, agrees a recommendation to the Commissioner on whether or not to appoint the proposed Chief Constable of Sussex Police.
- b) That the Panel delegates to the Clerk to Sussex Police and Crime Panel, in consultation with the Panel Chair and Vice Chair, the development and submission of the reports to the Commissioner containing the Panel's recommendations.
- c) That the Panel agrees an embargo on the release of the outcome of the confirmation hearing until 12.00 noon, Tuesday 1 October to be observed by members of the Panel and the Office of the Police and Crime Commissioner.

1. Background

- 1.1 The Police Reform & Social Responsibility Act 2011 (the Act) requires that police & crime panels hold confirmation hearings for certain key appointments to be made by a Police & Crime Commissioner. These requirements are detailed within two Schedules of the Act.
- 1.2 The confirmation hearing of 27 September is for the proposed appointment to the role of Chief Constable for Sussex Police, under Schedules 1 and 8 of the Act.
- 1.3 Following receipt of advice from the Home Office, and consideration of precedents on how such appointments are made in other force areas, the appointment is being treated as a new appointment, one falling within the scope set out in 1.1 above. More detail on the context of the appointment can be found within the appendices.

2. Confirmation Hearings for the Proposed Chief Constable

- 2.1 The Police & Crime Commissioner must provide the Panel with the following information (see the supporting attachments):
- i. The name of the person whom the Commissioner is proposing to appoint
 - ii. The criteria used to assess the suitability of the candidate for the appointment;
 - iii. Why the candidate satisfies those criteria
 - iv. The terms and conditions on which the candidate is to be appointed.

3. The Panel's Role

- 3.1 Under the terms of the Act, the Panel is required to:
- i. Review the proposed appointment.
 - ii. Make a report to the Commissioner on the proposed appointment.
 - iii. Include within the report a recommendation to the Police & Crime Commissioner as to whether or not the candidates should be appointed.
 - iv. Publish its report in a manner of its own determination.
 - v. In respect of the confirmation hearing for a Chief Constable the Panel has the additional power of veto. The veto can only be exercised if two thirds or more of the Panel membership vote in favour (14 or more Panel members).
- 3.2 The Panel is invited to question the candidate in order to confirm they have the necessary professional competence and personal independence to carry out the role. The College of Policing has set out a role profile here: [Chief Constable - College of Policing](#)
- 3.3 The Panel will arrive at a conclusion on the proposed candidate during a closed session following the hearing, and then publish a report on the proposed appointment to the Commissioner, with a recommendation as to whether or not the candidate should be appointed.
- 3.4 The Act allows the Police & Crime Commissioner the right to accept or reject the Panel's recommendation. However, she must inform the Panel of her decision. In the event of the Panel exercising the power of veto over the appointment of the Chief Constable the Police and Crime Commissioner must not appoint the candidate.

4. Resource Implications and Value for Money

- 4.1 The cost of this hearing is met from the funds provided by the Home Office for the operation and administration of Sussex Police and Crime Panel.

5. Risk Management Implications

- 5.1 It is essential that residents can have confidence in the soundness and integrity of the recruitment process for senior appointments to public bodies. Scrutiny of the proposed candidate will help inform the PCC's final decision, without influencing the impartial process that preceded that decision.
- 5.2 The hearing must be conducted within the bounds of employment law, and must not stray into unwarranted intrusion, or lines of questioning that might be unfair or unreasonable.

6. Other Considerations – Equality – Crime Reduction – Human Rights

- 6.1 The Panel's positive obligations under the Human Rights Act have been considered in the preparation of these recommendations but none of significance emerges.
- 6.2 Equality and diversity principles apply to an appointment process, in order to ensure compliance with the public sector equality duty.

Tony Kershaw

Clerk to Sussex Police and Crime Panel

Contact:

Ninesh Edwards
(T) 0330 222 2542
(E) ninesh.edwards@westsussex.gov.uk

Appendices:

Appendix 1 – Letter of Notification from the Commissioner

Appendix 2 – Chief Constable Confirmation Hearing Procedure

Appendix 3 - Report by the Office of the Sussex Police and Crime Commissioner - Proposed PCC appointment to the position of Chief Constable of Sussex Police.

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Katy Bourne OBE
Sussex Police & Crime Commissioner

Tel: 01273 481561
Email: pcc@sussex-pcc.gov.uk
www.sussex-pcc.gov.uk

The Office of the
Sussex Police &
Crime Commissioner
Sackville House
Brooks Close, Lewes
East Sussex, BN7 2FZ



**Sussex
Police & Crime
Commissioner**

Councillor Andrei Czolak
Chair of the Sussex Police & Crime Panel
County Hall, West Street
Chichester
West Sussex
PO19 1RQ

10 September 2024

Dear Cllr Czolak

Proposed re-appointment to the position of Chief Constable for Sussex Police

I am writing ahead of the Sussex Police & Crime Panel meeting on 27 September 2024 to formally notify you of my proposed re-appointment to the position of Chief Constable for Sussex Police.

I am recommending the re-appointment of Mrs Jo Shiner to the position of Chief Constable in accordance with the nationally recognised retire and rejoin scheme policy.

I consider it to be in the best interests of Sussex Police to retain the services of a proven leader with such experience, integrity and professionalism who is committed to delivering the highest possible policing services to local communities and keeping Sussex safe.

The criteria used to assess the suitability of the candidate for the appointment and how the candidate satisfies those criteria have not changed from the information that was previously provided to the Panel to support the original appointment in June 2020. This information is available within agenda item 8 of the public document pack [pages 79 – 101] on the Panel website which can be viewed through the following link:

<http://www2.westsussex.gov.uk/ds/cttee/pcp/pcp260620age.pdf>

Subject to the confirmation of the Sussex Police & Crime Panel, Mrs Shiner will be re-appointed on a fixed-term contract for a further period of two years and 10 months to August 2027, in line with the chief officer pay structure for England and Wales.

Please share the invitation and arrangements for the confirmation hearing with me, alongside the principles of professional competence and personal independence that Mrs Shiner will be evaluated against during the Panel meeting, and I will ensure that these are passed to her for information.

A handwritten signature in black ink, appearing to read 'Katy Bourne'.

**Katy Bourne OBE
Sussex Police & Crime Commissioner**

CC. Tony Kershaw, Clerk to the Sussex Police & Crime Panel

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SUSSEX POLICE & CRIME PANEL

Sussex Police and Crime Panel

27 September 2024

Chief Constable Confirmation Hearing Procedure

Report by The Clerk to Sussex Police and Crime Panel

Focus for scrutiny/Summary

The Panel is to note the legal context and the procedure to be followed at Proposed Chief Constable Confirmation Hearings of the Sussex Police and Crime Panel

1. The Panel's Role in Confirming Senior Appointments

- 1.1 Senior appointments are those of Chief Executive, Chief Finance Officer and Deputy Police and Crime Commissioner made by the Police and Crime Commissioner (PCC). It is the duty of the Police and Crime Panel to hold a public confirmation hearing and to review, make reports and recommendations in respect of proposed senior appointments and to publish their reports or recommendations.
- 1.2 The Panel is also required to hold a public confirmation meeting to review and make reports on the proposed appointment of the Chief Constable including, if necessary, the use of the power of veto by a two thirds majority of the current membership of the Panel, and to publish its reports.
- 1.3 The Police Reform and Social Responsibility Act 2011 makes no distinction between the new appointment of a Chief Constable, and a re-appointment, requiring a transparent and open process in either case, of which a confirmation hearing is a key part.

2. The Rules Relating to Confirmation Hearings

- 2.2 The rules concerning confirmation hearings are set out in Schedules 1 and 8 of the Police Reform and Social Responsibility Act.
- 2.3 Schedule 1 concerns the appointment of the PCC's Chief Executive, Chief Finance Officer and any Deputy Police and Crime Commissioners.
 - i) Confirmation hearings are meetings of the Panel held in public;
 - ii) The PCC must notify the Panel of proposed senior appointments;

- iii) The Panel shall review the proposed senior appointment and make a report to the PCC, including recommendations relating to the candidate's appointment;
- iv) This process must take place within a period of three weeks of the receipt of notification from the PCC;
- v) The candidate may be requested to appear for the purpose of answering questions relating to the appointment; and
- vi) The PCC must respond to the report and recommendations of the Panel to confirm whether they accept or reject the recommendation. There is no duty upon the PCC to give reasons for their decision.

2.4 Schedule 8 covers the appointment of a Chief Constable. The procedure and rules shall be as above except for two important differences.

- vii) The Panel has a power of veto over the appointment of the Chief Constable. A two thirds majority of current membership is needed. The Panel can recommend that the PCC does not make the appointment but if the Panel exercises the veto the candidate cannot be appointed; and
- viii) If the Panel fails to conduct a confirmation hearing and report to the PCC within the three-week period then the appointment of the candidate can be made.

3. **The Procedure for the Confirmation Hearing of a Proposed Chief Constable is set out below:**

Notification of Proposed Appointment

3.1 The PCC formally notified the Panel of the proposed Chief Constable appointment in writing to the Chairman of the Panel and to the Clerk on 10 September 2024. The notification of a proposed senior appointment from the PCC should be accompanied by background information such as a CV or a personal statement to assist the Panel in its assessment of professional competence and personal independence of the candidate. The PCC is required to provide the following information:

- Name and contact details of the candidate
- Criteria used to assess the suitability of the candidate for the appointment
- How the candidate satisfies those criteria and
- The terms and conditions on which the candidate is to be appointed.

Arrangement of Confirmation Hearing and Notifying the Candidate

- 3.2 Following the receipt of notification from the PCC a confirmation hearing will be arranged. Including the issuance of the report back to the PCC, the process must take place within three weeks of the date of receipt of notification (10 September 2024). The Chairman of the Panel or the Clerk will write to the candidate to confirm the date of the hearing and notify them of the principles of professional competence and personal independence on which they propose to evaluate the candidate. The letter will set out the legislative provisions underpinning the hearing and inform the candidate that any information they provide during the hearing will be placed in the public domain. Personal independence is defined in the guidance relating to confirmation hearings as a candidate's ability to act in a manner that is operationally independent of the PCC.
- 3.3 If the candidate's references are to be distributed to the Panel, it is the responsibility of the PCC to inform relevant referees of the placing of references in the public domain.

The Hearing

- 3.4 Confirmation hearings will be short and focused. The hearing will be a two-stage process:
- The Panel will question the candidate to determine if they possess the professional competence and personal independence to carry out the role; and
 - The Panel will determine whether to endorse the candidate's appointment, to recommend that the candidate should not be appointed or to use its power of veto. This second stage of the hearing will be held in closed session (see below).
- 3.5 At the start of the hearing the Chairman will outline the order of business and will explain the process and powers of the Panel. The candidate will be permitted to ask any procedural questions and make an opening statement before the questioning starts.
- 3.6 The Panel will question the candidate and will ensure that the candidate is treated fairly and politely at all times. At the end of the session the candidate will have the opportunity to clarify any answers that he or she has given in the course of the hearing, and ask any procedural questions of the Panel, for example about the next steps or the decision-making process.

The Decision-making Process

- 3.7 Immediately following the completion of questioning and points of clarification, the Panel will go into closed session to take its decision and

prepare any recommendations to the PCC.

- If the Panel is content with the proposed appointment, it can agree to report to the PCC its endorsement of the appointment.
- In the event that the Panel determines that the candidate may not meet the requirements for the post, the Panel may provide advice and recommendations to the PCC in its report.
- If the Panel determines that the candidate does not meet the standards required in the role profile it can use the veto. A veto must be a by a two thirds majority of the current membership (14 or more members, based on the current membership of 20). It is envisaged that the veto will only be used in exceptional situations.

- 3.8 Where the candidate meets the standards, but the Panel has concerns about their suitability, such concerns can form part of the Panel's report and recommendations to the PCC. This provides an effective alternative to the use of the veto.

Making recommendations on proposed appointments

- 3.9 The Panel will decide whether to recommend to the PCC that the appointment be made, or that it not be made. A recommendation that an appointment is not made is not the same as a veto; the PCC can exercise the right to make the appointment despite a recommendation that the candidate be not appointed.
- 3.10 The Chairman of the Panel will write to the PCC on Monday 30 September following the confirmation hearing to outline the decision and recommendations of the Panel. The candidate will also be sent a copy of the letter.
- 3.11 The Panel and the Commissioner's office will wait until noon on Tuesday 1 October before publishing any information about the recommendation unless it is agreed with the PCC that this information can be released at an earlier stage. The Panel will ensure that the PCC has received and acknowledged receipt of the Panel's recommendations before making its recommendations public.

Applying the veto

- 3.12 Where the veto is exercised, the PCC may not appoint the candidate. The veto will be reported to the PCC on the next working day following the hearing, at the latest. The PCC will be responsible for notifying the candidate.
- 3.13 The Panel will publish its veto decision at noon on Tuesday 1 October, and the PCC, alongside this information, will publish information setting out the steps that will be taken to make another appointment. If, however the candidate's interests would be better served by a quicker release of information, this can be discussed and agreed with the PCC.

Tony Kershaw

Clerk to Sussex Police and Crime Panel

Contact:

Ninesh Edwards

(T) 0330 222 2542

(E) ninesh.edwards@westsussex.gov.uk

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To:	The Sussex Police & Crime Panel.
From:	The Sussex Police & Crime Commissioner.
Subject:	Proposed re-appointment to the position of Chief Constable for Sussex Police.
Date:	27 September 2024.
Recommendation:	That the Sussex Police & Crime Panel commend the proposed re-appointment of Mrs Jo Shiner to the position of Chief Constable for Sussex Police.

1.0 Introduction

- 1.1 This report sets out the proposed Sussex Police & Crime Commissioner (PCC) re-appointment to the position of Chief Constable for Sussex Police.

2.0 Background to the re-appointment

- 2.1 In June 2024, Chief Constable Jo Shiner formally asked the PCC if she could participate in the Retire and Rejoin Scheme. A copy of this letter and the response provided by the PCC are included in appendices A and B.
- 2.2 In accordance with the provisions set out in the Police Regulations 2003 and updated guidance from the National Police Chiefs' Council (NPCC), Association of Police & Crime Commissioners (APCC) and College of Policing, the scheme is open to all police officers in England and Wales and is designed to retain skills, knowledge and experience within the police service at all ranks of policing.
- 2.3 The scheme allows for any police officer [including a Chief Constable] to formally resign as an officer before being re-appointed into the same rank. This process also suggests a break in service of at least one calendar month to ensure that pension entitlement can be abated without any impact on entitlement to lump sum or monthly payments. It is also worth emphasising that participation in this scheme does not create any additional cost to the taxpayer.
- 2.4 As recognised by the [former] Minister of State for Crime, Policing and Fire, the Retire and Rejoin Scheme should be utilised by police forces to encourage chief officers to stay longer in post. This position is also supported by other national bodies, including the NPCC, APCC, College of Policing and the Chief Police Officers' Staff Association.

3.0 The proposed re-appointment

- 3.1 The Chief Constable formally retired from Sussex Police on 31 August 2024. The PCC is formally recommending the [re]appointment of Mrs Jo Shiner to the position of Chief Constable in accordance with the nationally recognised Retire and Rejoin Scheme policy.
- 3.2 The PCC considers it to be in the best interests of Sussex Police to retain the services of a proven leader with considerable calibre and experience, for the benefit of leading the Force and delivering the highest possible policing services to the communities of Sussex, by enabling the Chief Constable to retire and rejoin the Force [through the scheme] on a fixed-term contract for a further period of two years and 10 months to August 2027.

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Appendix 3

- 3.3 'Home Office Circular 013/2018' outlines the legal requirements and principles for the appointment of chief officers, including reference to Annex B of the Secretary of State's determinations, made under Regulation 11 of the Police Regulations 2003. The PCC has had regard to this Home Office Circular [and the legislation, regulations and determinations referred to within] prior to finalising this report and making this recommendation.
- 3.4 The criteria used to assess the suitability of Mrs Shiner for the re-appointment and how she satisfies those criteria have not changed from the information that was previously provided to the Panel to support the original appointment in June 2020. Mrs Shiner also now has four years and two months experience of fulfilling the Chief Constable role and has consistently demonstrated her proven capabilities of performing the role to the standard required and commitment to keeping Sussex Safe during this time. The information provided in support of the original appointment in June 2020 is available on the Panel website and can be viewed through the following link:
<http://www2.westsussex.gov.uk/ds/cttee/pcp/pcp260620age.pdf>
- 3.5 It is a requirement of the legislation for every police force area in England and Wales to have a Chief Constable and a Deputy Chief Constable. The Deputy Chief Constable has become Acting Chief Constable and Assistant Chief Constable Simon Dobinson has become the Temporary Deputy Chief Constable for the period 1 September to 30 September 2024 inclusive.

4.0 Terms and conditions for the re-appointment

- 4.1 Subject to the confirmation of the proposed candidate by the Sussex Police & Crime Panel, Mrs Shiner will be re-appointed on a fixed-term contract from 1 October 2024 to 11 August 2027, in line with the chief officer pay structure for England and Wales.
- 4.2 Annual increment progression will be made on the anniversary of the appointment, subject to satisfactory performance in post. The salary and employer on-costs for this position will be provided for within existing budgetary provisions.
- 4.3 A copy of the Chief Constable Benefits Policy is included in Appendix C.

5.0 Recommendation

- 5.1 The Sussex Police & Crime Panel is asked to review the proposed appointment and make a report to the PCC on the proposal, including a recommendation as to whether Mrs Shiner should be re-appointed as Chief Constable for Sussex Police on a fixed-term contract until 11 August 2027.

Mark Streater

Chief Executive & Monitoring Officer

Office of the Sussex Police & Crime Commissioner

Appendices:

- Appendix A – Letter from Mrs Shiner to Sussex PCC regarding Retire and Rejoin Scheme
Appendix B – Letter of response from Sussex PCC to Mrs Shiner
Appendix C – Chief Constable Benefits Policy



Jo Shiner
Chief Constable

14 June 2024

Dear Katy,

Upon your re-election as PCC for Sussex you verbally offered me an extension to my contract, which with the new term will take me to seven years in post.

I would be delighted and humbled to accept this offer, subject to my formal request that by doing so you will allow me to enact the 'retire and rejoin' scheme.

I currently have 31 years and 4 months service so am eligible.

I am aware that this would normally be subject to 3 months' notice but that you have the discretion to waive that in the interests of the effective governance of the force.

It is a legal requirement that I take one calendar month off following my last working day before I rejoin.

Therefore I would propose that I retire on 30th August 2024 and rejoin on 1st October 2024. This is manageable from a diary commitment perspective and offers the opportunity for DCC McLaren to cover the statutory responsibilities of Chief Constable during that period of time.

This proposal means I will receive my lump sum upon retirement but when I rejoin will not be receive my monthly pension. I would also not rejoin the pension scheme.

There would be no additional cost to the taxpayer for either pension.

For your consideration.

Kind regards,

Jo Shiner
Chief Constable

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Katy Bourne OBE
Sussex Police & Crime Commissioner

Tel: 01273 481561
Email: pcc@sussex-pcc.gov.uk
www.sussex-pcc.gov.uk

The Office of the
Sussex Police &
Crime Commissioner
Sackville House
Brooks Close, Lewes
East Sussex, BN7 2FZ



**Sussex
Police & Crime
Commissioner**

Chief Constable Shiner
Church Lane
Lewes
BN7 2DZ

25 June 2024

Dear Jo

Chief Constable of Sussex Police – Retire and Re-Join Scheme

Thank you for your letter dated 14 June requesting that you enact the 'retire and rejoin scheme' as Chief Constable of Sussex Police. In accordance with the provisions set out in the Police Regulations 2003 and updated guidance from the National Police Chief's Council and College of Policing guidance, I would be pleased to support your participation in the scheme.

As recently recognised by the Policing and Fire Minister, this scheme should be utilised to encourage chief officers to stay longer and, as Police and Crime Commissioner, I am most keen to ensure that a Chief Constable of your calibre and experience is retained for the benefit of leading the Force and delivering the highest possible policing services to the communities of Sussex.

Consequently, I agree to you retiring on 30 August 2024 and re-joining as Chief Constable of Sussex Police on 1 October 2024 with your pension abated. Subject to the below, I will issue you with a new term of appointment which will commence on 1 October 2024 and will cease on 10 August 2027, to ensure that your overall term in post does not exceed the mandated 7 years.

The above is on condition that the confirmation process, as defined at Schedule 8, paragraph 2(2) Police Reform and Social Responsibility Act 2011, is concluded without any veto from the Sussex Police and Crime Panel.

To maximise the effective governance of the Force, I will waive the 3 month's notice period normally required to ensure this scheme can be implemented in an expedient way.

In pursuance of Schedule 8, paragraph 3, I will be notifying the Sussex Police and Crime Panel of my decision, which will necessitate a public confirmation hearing for your re-appointment as Chief Constable of Sussex Police.

Yours sincerely

A handwritten signature in black ink, appearing to read 'K Bourne'.

Katy Bourne OBE
Sussex Police and Crime Commissioner

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Sussex Police & Crime Commissioner

Chief Constable Benefits Policy

Introduction

The Police Reform and Social Responsibility Act 2011 sets out the Police & Crime Commissioner (PCC) responsibility for the Chief Constable's appointment and terms and conditions. The Chief Constable has responsibility for the appointment of the Deputy Chief Constable, Assistant Chief Constables and Directors and in establishing their terms and conditions, in consultation with the PCC. This policy document sets out the benefits available to the Chief Constable.

Removal and Relocation Expenses

Where the Chief Constable relocates their home (based on the assumption that the Chief Constable was the owner of the former home) the following relocation package is offered, subject to agreement by the PCC, and detailed in accordance with Police Regulations 199:

- a. The reasonably incurred cost of removal including removal fees, against estimates agreed beforehand.
- b. Provision of accommodation or payment up to half maximum rent allowance or half housing allowance for a maximum of 26 weeks.
- c. Disposal costs on sale of premises including legal and agent fees reasonably incurred in disposing of former home, against estimates agreed beforehand.
- d. Solicitor fees, Estate Agent fees and Stamp Duty reasonably incurred in acquiring a new property, against estimates agreed beforehand.
- e. Mortgage payments on the former main home for a maximum of 26 weeks. This reimbursement is subject to a maximum limit of 40% of the relevant officer's annual salary, calculated at the top point of the incremental scale at the time of appointment.

An estimate should be provided and agreed with the PCC before any commitments are entered into. Three quotations must be obtained for removal fees – reimbursement will be made on the basis of the lowest quote.

Value: Removal and relocation expenses will be reimbursed up to a maximum limit of 40% of the relevant officer's annual salary, calculated at the top point of the incremental scale at the time of appointment.

Tax position: Expenses above £8,000 are subject to tax and national insurance under HMRC rules. Tax will be payable under the P11D arrangements. Qualifying removal expenses under £8,000 currently do not attract a tax or NIC liability.

NPCC Subscriptions

The Force will meet cost of annual membership subscriptions to the National Police Chiefs' Council (NPCC) and the cost of the Chief Police Officers' Staff Association Insurance Premiums.

Value: Annual rate as set by NPCC

Tax position: Not taxable

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Medical Screening

Medical screening is undertaken every two years at a local Nuffield hospital. Medical screening is conditional upon the Chief Constable's agreement to provide the medical report to the Force Medical Adviser (FMA), as well as to the PCC and, if they wish, their GP.

The FMA will review the report on the Chief Constable to determine whether there are any issues affecting that officer's medical fitness to have command. Administration of the medical screening arrangements is undertaken by the Chief Constable's Staff Officer who will be responsible for arranging appointments (including reminders), authorising payment and ensuring that the provider issues screening reports to the FMO.

Value: N/A
Tax position: Not taxable

Health Care Subscriptions

The PCC will reimburse the Chief Constable's privately arranged health care insurance subscriptions and other costs subject to an annual ceiling, up-rated annually and subject to periodic reviews. Within the respective ceiling individuals may include the cost of health insurance for spouses/partners and dependent children under the age of 18. Expenditure that is not eligible for reimbursement includes glasses and dental fees.

Value: £2,096 per year
Tax position: Taxable

Vehicle Scheme

The Chief Constable is required to travel extensively around the county and to be readily available for on call or recall to duty in urgent situations.

1. Cash Allowance Option

The Sussex Police Chief Officer Vehicle Scheme provides an annual 'cash allowance option'. The cash allowance is paid monthly with salary and is taxed at source. The value of the allowance is up-rated annually in line with the Chief Officer Pay award made in the previous September.

Value: £10,113 per year
Tax position: Taxable

In exceptional circumstances, the Chief Constable, if in receipt of the cash allowance and with specific command responsibility may occasionally have use of a role equipped operational vehicle provided as part of the Sussex Police fleet. Chief Officers should not use these vehicles for general business purposes (including general on call duties) and private use is not permitted. These vehicles are part of the Sussex Police vehicle fleet and are rotated to meet force requirements.

No travel claims for business vehicle mileage undertaken in private vehicles are permitted under this policy. However, the Chief Constable, if they wish to, may reduce his/her personal tax liability if they undertake business mileage in their own vehicle.

Her Majesty's Revenue and Customs (HMRC) currently allow business travel expenses that are not reimbursed by an employer to be used in the calculation of individuals' tax liability. This means that, in effect, under current rules, the HMRC will reduce individuals' tax assessment for business miles at the rate of 45p per mile for the first 10,000 miles and certain other expenses that are not reimbursed by the employer. Claim forms and further details are available from the HMRC website as follows <http://www.hmrc.gov.uk/forms/p87.pdf>.

The Chief Constable must maintain a record of business mileage in order to support claims to the HMRC.

2. Provided Car Option

In line with the Assisted Vehicle Scheme for Superintendents, the provided car option is a 'provided' car serviced, insured, taxed and maintained as part of the Force fleet. Vehicles that are purchased for the Chief Constable are replaced in line with the core fleet replacement policy. This policy provides an enhanced vehicle specification (to include high performance vehicles) but conforms to all the other terms and conditions of the Assisted Vehicle Scheme. The vehicle is available for the Chief Constable's private use for which a charge is made (see below). The vehicle may also be used by any authorised driver when the officer is off duty.

As the vehicle is provided as part of the Force fleet, it must be suitable for operational purposes. The choice and specification of the vehicle must therefore be commensurate with Force requirements. Requirements will be managed by the Head of Joint Transport Service who will determine the choice of vehicles available and, if necessary, with guidance from the Director of Finance. The vehicle will be covertly fitted with suitable radio and public warning equipment,

In line with the Business Travel and Subsistence Policy, published on the Sussex Police intranet, the Force will recharge the cost of all personal travel, monthly in arrears, at the prevailing rate through Payroll. The Chief Constable is responsible for the cost of all travel commuting between their home and normal place of work; circumstances that represent exceptions to this rule are outlined in section 10 of the Business Travel and Subsistence Policy. The rate for private mileage is set annually in accordance with the HMRC Advisory Fuel Rates + VAT. Rates are detailed in Appendix 1. Records of private mileage must be submitted monthly in order that the appropriate salary deduction can be made.

The provided car option represents a taxable benefit. The tax treatment is determined by the HMRC.

Insurance is arranged as part of the Force fleet. Cover is comprehensive subject to an excess as set out in the Assisted Vehicle Scheme for Superintendents and these arrangements extend to include authorised drivers, including family members. Details need to be provided to the Head of Insurance Services in the Finance Department.

If the provided car option is chosen, the Chief Constable is required to complete and sign the Assisted Vehicle Scheme agreement.

A vehicle log book, recording business and private mileage is required. The log book must be submitted for inspection at no less than monthly and not more than three monthly intervals. The inspection is to ensure completion of the log book and compliance with the need to record private mileage.

Tax position: Taxable

Home Telephone

If the Chief Constable lives in or moves to an area where mobile or internet connections are either not available or poor, the costs of the rental of one home telephone line will be met subject to the approval of the PCC. The cost of business calls made from home will be reimbursed.

Tax position: Taxable benefit for the rental for one home telephone line and business calls made from home

The current Sussex Police mileage rates for the Chief Constable Benefits Policy can be viewed in the table below:

Fuel Type	Engine Size	Amount per mile
Petrol	1400cc or less	13 pence
	1401-2000cc	15 pence
	Over 2000cc	24 pence
Diesel	1600cc or less	12 pence
	1601-2000cc	14 pence
	Over 2000cc	18 pence
Liquid Petroleum Gas (LPG)	1400cc or less	11 pence
	1401-2000cc	13 pence
	Over 2000cc	21 pence
Electricity	Electricity is not a fuel for car fuel benefit purposes.	7 pence

These rates are in line with HMRC Advisory Fuel Rates and are accurate as of 1 September 2024.

HMRC review these rates quarterly on: 1 March; 1 June; 1 September and 1 December.

Further information about mileage rates can be viewed through the following link:
http://www.hmrc.gov.uk/cars/advisory_fuel_current.htm