



Police and Crime Panel Survey

Table of Contents

1	Context	2
2	Summary Findings	2
3	Report Conclusions	3
4	Survey Results and Summary	4
5	Panel Chairman and Contact Details	4
6	Panel Details	4
7	Panel AGM and Balanced Appointment Objective	5
8	Panel Allowance Payments	6
9	Commissioner Changes following the 2021 Election	8
10	Panel Engagement with the Commissioners Statutory Duties	8
11	Commissioner Undertaking Governance of the Fire and Rescue Service	9
12	IT Systems used within the Policing Area.	10

Report Author John Gili-Ross -
Chair National Police Fire and Crime Panel
24th November 2021



Police and Crime Panel Survey

1 Context

This report presents the findings of a survey of Police, Fire and Crime Panels in England and Wales to help identify significant changes in panel makeup following the May 2021 elections. It also collates other relevant information to foster good practice working.

All panels were invited to complete a survey questionnaire using Google Forms. The NAPFCP had established that accurate panel information was not readily available from a single source, this being further impacted following some panel AGM changes.

The survey was sent to all panel support officers. Out of the forty-one panels that were sent the survey, twenty-four responses were received, including three out of the four Welsh panels. Panels in Wales were sent a survey in Welsh as well as in English. The results show a very diverse range of local practices in respect to panel size, independent co-opted membership, AGM dates, meeting balanced appointment objectives and panel allowances.

2 Summary Findings

- ❖ Panels report significant level of changes in membership following the May 2021 Council elections in England. Circa one-third had more than 50% of new members, indicating the need for panels to hold induction training for new members.
- ❖ Panel member numbers vary between 12 members (7 panels) and 20 members (3 panels),
- ❖ 18 panels have a minimum number of two independent co-opted members. The remainder had more or were planning to appoint more than two.
- ❖ One panel has not yet met the balanced appointment objective and is awaiting Home Office approval of the panels proposed approach.
- ❖ 52% of panels pay allowances to its members.
- ❖ 30% of panel Chairs receive an additional allowance or Special Responsibility Allowance (SRA).
- ❖ 33% (8) of Chairs are Co-opted Independent Members
- ❖ 58% of Commissioners (14) have changed following the May 2021 elections.

- ❖ 29% of Commissioner's (7) have appointed a Deputy.
- ❖ 82.6% of panels indicate their commissioners does not intend to take on the governance of Fire and Rescue Service if they retain this as an option.
- ❖ 57% of Panels have been invited to be involved with producing the Police & Crime Plan
- ❖ 35% of Panels have been invited to be involved with budget / precept production
- ❖ The most common police IT suite used was reported as being Athena (33%).

3 Report Conclusions

As a consequence of significant panel membership changes, following the May 2021 Council elections, there is a continuing need for induction and refresh training with respect to panel roles, responsibilities and challenge and scrutiny good practice.

Many panels are faced with establishing relationships with new commissioners and deputy commissioners. Panel chairs and vice chairs are encouraged to be proactive in this regard and the national association recommends that a chair and commission hold one to one sessions at least bi-monthly.

The diversity of practices employed by panels reflects the variety of local authority host procedures, but points to the benefit of the national association as a source of comparative advice on practices and sector related topics of interest.

A definitive list of panel support officers and panel chairs does not exist which has become apparent from the number of survey responses received and follow up activities. The national association will create a definitive panel contact record and share this with the Home Office and LGA as appropriate.

Almost all panels have achieved political balance, so achieving the intended Home Office goal for panels.

4 Survey Results and Summary

The survey findings are presented in greater detail and where practical match the order and type of questions within the survey.

There were 24 results received from the following panels.

Panels that Responded

Panel Name	Type	Panel Support
Avon and Somerset	PCP	Patricia Jones
Bedfordshire	PCP	Jeremy Welch
Cambridgeshire	PCP	Jane Webb
Cheshire	PCP	Martin Smith
Derbyshire	PCP	Lucie Collard
Dyfed-Powys	PCP	Robert Edgecombe
Essex	PFCP	Sophie Champion
Hampshire	PCP	Caroline Roser
Hertfordshire	PCP	Nathalie Boateng
Humberside	PCP	Matthew Nundy
Lincolnshire	PCP	Kathryn Walton
Norfolk	PCP	Jo Martin
North Yorkshire	PFCP	Diane Parsons
North Wales	PCP	Richard Jarvis / Dawn Hughes
Northamptonshire	PFCP	James Edmunds
Northumbria	PCP	Brian Wilson
Nottinghamshire	PCP	Jo Toomey
South Yorkshire	PCP	Linda Noble
Suffolk	PCP	Andrew Eley (until 30 September 2021)
Surrey	PCP	Amelia Christopher / Benjamin Awkal -
Sussex	PCP	Ninesh Edwards
Warwickshire	PCP	Deborah Moseley
West Midlands	PCP	Sarah Fradgley
West Yorkshire	PCP	Samantha Wilkinson

5 Panel Chairman and Contact Details

The panel Chairs names and contact details were supplied by the panel support officers but are deliberately not included in this report. These details are held by the national association and will be updated as required.

6 Panel Details

Table 1 provides the results of the following three questions within the survey;

- ❖ Total Number of Panel Members including Co-Opted Members

- ❖ Total Number of Co-Opted Independent Panel Members. (A minimum of 2 is required per panel)
- ❖ Number of New Panel Members since the May 2021 Election

Table 1- Panel Details

Panel Name	Total No. of Panel Members	Co-Opted Independent. Panel Members	New Members since May Election
Avon and Somerset PCP	15	2	6
Bedfordshire PCP	13	3	1
Cambridgeshire PCP	13	2	8
Cheshire PCP	13	3	3
Derbyshire PCP	12	2	3
Dyfed-Powys PCP	14	2	0
Essex PFCP	17 *	2	9
Hampshire PCP	20	2	11
Hertfordshire PCP	13	2	2
Humberside PCP	12	2	4
Lincolnshire PCP	12	2	3
Norfolk PCP	12	2	3
North Wales	13	3	1
North Yorkshire PFCP	12	2	3
Northamptonshire PFCP	13	3	5
Northumbria PCP	14	2	9
Nottinghamshire PCP	14	4	2
South Yorkshire PCP	12	2	8
Suffolk PCP	13	2	6
Surrey PCP	14	2	5
Sussex PCP	20	2	11
Warwickshire PCP	12	2	5
West Midlands PCP	14	2	8
West Yorkshire PCP	15	2	4

7 Panel AGM and Balanced Appointment Objective

Table 2 provides answers to two questions;

- ❖ When was the 2021 Panel AGM held or will be held?
- ❖ Does the Panel meet the Balanced Appointment Objective (with regard to political balance)?

The majority of panels held an AGM within two months of the May elections however, two panels did not hold their AGM until the September (c. 4months). Both of these panels had a new commissioner following the elections.

Table 2 - AGM Date and Balance Appointment Objective

Panel Name	2021 Panel AGM Date	Balance Appointment Met
Avon and Somerset PCP	26-Jun-21	Yes
Bedfordshire PCP	08-Jun-21	Yes
Cambridgeshire PCP	21-Jul-21	Yes
Cheshire PCP	Jun-21	Yes
Derbyshire PCP	09-Sep-21	No
Dyfed-Powys PCP	30-Jul-21	Yes
Essex PFCP	17-Jun-21	No **
Hampshire PCP	02-Jul-21	Yes
Hertfordshire PCP	24-Jun-21	Yes
Humberside PCP	12-Jul-21	Yes
Lincolnshire PCP	11-Jun-21	Yes
Norfolk PCP	13-Jul-21	Yes
North Wales	20 Sept 21	Yes
North Yorkshire PFCP	22 Jul 21	Yes
Northamptonshire PFCP	17-Jun-21	Yes
Northumbria PCP	06-Jul-21	Yes
Nottinghamshire PCP	07-Jun-21	Yes
South Yorkshire PCP	07-Jun-21	Yes
Suffolk PCP	16-Jul-21	Yes
Surrey PCP	30-Jun-21	Yes
Sussex PCP	Jun-21	Yes
Warwickshire PCP	24-Jun-21	Yes
West Midlands PCP	12-Jul-21	Yes
West Yorkshire PCP	Jun-21	Yes

** At the time of this report this panel does not meet the balanced appointment objective, however remedial action has been taken and Home Office approval is awaited to confirm the proposed approach to meet this objective.

8 Panel Allowance Payments

The NAPFCP is commonly asked whether it has information on panel members allowance payments, together with the amount members are entitled to claim and also whether the chair and vice chair receive additional allowances.

Table 3 give the responses to three specific questions within the survey;

- ❖ Does the Panel pay an allowance to its members?
- ❖ If yes what is the amount paid to each panel member
- ❖ Does the panel Chair have an additional allowance payment? If “Yes” then how much is the total allowance paid.

It is acknowledged that whilst a panel may pay its members an allowance, not all panel members actually claim their entitlement.

It is also assumed that where a chair or vice chair is shown as receiving an additional allowance these are paid separately from the panel Home Office grant.

Table 3 - Panel Allowances

Panel Name	Allowance Paid	Annual allowance value per member	Chair receives an additional allowance
Avon and Somerset	Yes	£920 pa	No
Bedfordshire	Yes	Co-opted Members receive £750 pa	£5,050pa
Cambridgeshire	No	N/A	No
Cheshire	Yes	£881.52	No
Derbyshire	No	N/A	No
Dyfed-Powys	Yes	Payment per meeting in line with local government rates for co-opted members in Wales	Yes
Essex PFCP	Yes	£920pa per member	No
Hampshire	Yes	Only independent co-opted members receive £723 p.a	No
Hertfordshire	No	N/A	No
Humberside	No	N/A	No
Lincolnshire	No	N/A	No
Norfolk	Yes	2 co-opted independents receive £1,040 pa	No
North Yorkshire PFCP	Yes	Co-opted members receive £1741	£8700 Chair and Vice Chairs
Northamptonshire PFCP	No	No but proposal to pay £500 pa to independent co-opted members.	£4000pa
Northumbria	No	N/A **	No
Nottinghamshire	No	N/A	Yes

South Yorkshire	Yes	£920.00 pa per member	Chair £5350pa & VC £2675pa
Suffolk	Yes	Co-opted Member - £70 + travel @ 45p/mile for each session	£5,137pa
Surrey	No	N/A	No
Sussex	No	N/A	No
Warwickshire	Yes	Independent members only at £1000pa	If the Panel Chair represents the host authority, they are paid £3144 by the host. Constituent Councils do not pay an allowance.
West Midlands	No	N/A	No
West Yorkshire	Yes	Allowances are paid by the LA's - Panel pays independents	Yes £5000

** . In the initial survey report this entry was incorrectly stated. Northumbria PCP does not pay any allowances to its members.

9 Commissioner Changes following the 2021 Election

Of the panels that responded to the survey, 57% experienced a change of commissioner following the elections.

In addition 74% of Commissioners have formally appointed a deputy.

10 Panel Engagement with the Commissioners Statutory Duties

The NAPFCP believe that most panels have a professional and positive relationship with their commissioner with value being added as a result for the commissioner, the OPCC and the panel. Commissioners and panels alike appreciate that by working collaboratively outside of formal Commissioner / Panel sessions can result in more effective challenge and scrutiny capability which in turn encourages robust and professional relationships to exist.

Two primary statutory duties of the commissioner are the production of a police and crime plan and the setting of the budget that drives the precept. When commissioners were first introduced most produced their plan and the budget in complete isolation of panel engagement until these work streams were presented for approval. This approach meant that panels were faced with the often-daunting task of approving (or not) these statutory items with little time to understand the logic or drivers that underpin these workstreams.

The NAPFCP have championed the cause of good practice working between commissioner and panels. The executive committee makeup provides unmatched experience in panel working with good practice development being a primary NAPFCP workstream. Committee members shared their experiences in how engagement with

their commissioner at an early stage of plan or budget development has provided significant benefits and a more effective process for panels to reach agreement on whether to approve or reject the precept or to support the police and crime plan priorities.

Discussions between the NAPFCP and the Association of Police and Crime Commissioners (APCC) seek ways to encourage the development of good practice and both parties agree that where a healthy, trusting and professional relationship exists between the panel and commissioner this not only benefits the parties but most importantly the public they represent. Some panels create a working group to engage in the process of plan or budget development and others assign panel champions to work with the OPCC on the development of these and other statutory workstreams. Whatever means employed, it is the commissioner prerogative to invite the panel to engage in the early stages and the panel to determine how it wishes to get involved.

The survey asked two questions relating to this topic as follows;

Has the Commissioner invited the Panel to be actively involved in producing the 2021/2022 Police and Crime Plan? This is in addition to approving the plan when complete.

The survey response indicates that 57% of commissioners had invited panels to be actively involved.

Has the Commissioner invited the Panel to be actively involved in producing the 2022/2023 Police and Crime Budget? This is in addition to approving the precept when the budget is complete.

The survey response indicates that only 35% of commissioners had invited panels to be actively involved in budget and hence precept determination. Whilst this result is perhaps disappointing when compared to the previous response, the findings may reflect that when the survey was closed work had not commenced on budgets and invitations to panel to engage in the development stages had not been received as the commissioner and OPCC had production of the police and crime plan as a priority.

11 Commissioner Undertaking Governance of the Fire and Rescue Service

Currently there are four Police, Fire and Crime Commissioners (PFCC) in England - Essex, Northamptonshire, North Yorkshire and Staffordshire. There are none in Wales. Undertaking Fire and Rescue governance is a significant responsibility that not only falls to the commissioner but can significantly impact a panels workload.

The relevant survey question on this topic was:

Has the Commissioner indicated their intent to take on the Governance of the Fire and Rescue Service. (if this role is not already undertaken)

The survey result for this question indicates that 87% of commissioners had not indicated an intent to increase their governance responsibility.

Three out of the four PFCP's responded to the survey equating to 12.5% of the total who did respond.

12 IT Systems used within the Policing Area.

The final survey question asked what IT system was employed within the policing area. Earlier in 2021 the crime recording accuracy of the system employed by Manchester police was called into question and resulted in significant public interest and concern.

The question in the survey relating to the IT system employed was:

What IT Suite is used by the County Policing.

Eight panels indicated they were either not aware of the system employed or felt it was not relevant for panels to know. The reason for the NAPFCP to include this question in the survey is that accuracy of crime recording and reporting is part of the Commissioners responsibilities. Crime trends etc. are normally included with the Commissioner's annual report, presented to each panel for scrutiny purposes. If a known issue is reported for one police area this may be prevalent within other police areas. Panels should scrutinize crime trends and recording for their police area. Appropriate challenge and scrutiny would be to ascertain what system is used for crime recording and to question the commissioner on the likelihood of inaccurate recording taking place, similar to that reported in Manchester.