



- Treating people fairly

Members were asked to provide the PCC with the Panel's report (or recommendations) on the Annual Report by 28 July 2023.

J Griffin thanked the PCC for his report and asked if the use of language around references to Women and Girls on page 3 of the report could be changed as follows:

- Phrases that show belonging and ownership by the Women and Girls, for example, 'with' or 'alongside' and not 'to Women and Girls'.
- References to Women and Girls as 'females' should not be used. For example, on the second paragraph, second sentence starting 'The recruitment process' mentions 'a greater percentage of females'. The wording should be changed to 'female candidates' and not simply 'females'.

Referring to the 'Protecting Vulnerable People' section of the report (page 11, bullet point 4), J Griffin asked the PCC to consider changing the use of the word 'only' in 'only reported during 2022', which she felt places the blame on the victim. It was suggested that wording be replaced with 'felt able to report' or 'were enabled to report'.

The Commissioner thanked J Griffin for the comments, which he felt could be accepted without any difficulty.

RESOLVED – That Members of the Police and Crime Panel:-

- i) Received and commented on the PCC's draft Annual Report, attached at Appendix A.
- ii) Noted the fact that there was a minority of data still to be confirmed once final data is published by the Office for National Statistics on 20 July 2023 (currently highlighted in red text in the draft report).
- iii) Noted that the report is a narrative only draft. The format would be changed in the final published version to more engaging public facing style.
- iv) Agreed to provide the PCC with the Panel's response report (or recommendations) on the Annual Report by 28 July 2023.

On behalf of the Panel, I would like to thank you for sharing your report with us and for giving an opportunity to the Panel to make comments.

Yours sincerely

*Neil Wright*

**Councillor Neil Wright**  
**Chair – Police and Crime Panel**