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**Gwent Police
and Crime Panel**

**Panel Heddlu
& Throseddu Gwent**

For all enquiries relating to this agenda please contact Charlotte Evans
(Tel: 01443 864210 Email: evansca1@caerphilly.gov.uk)

Date: 12th June 2015

Dear Sir/Madam,

A meeting of the **Gwent Police and Crime Panel** will be held at the **Committee Room 1, Civic Centre, Newport** on **Friday, 19th June, 2015 at 10.00 am** (Panel Pre-Meeting at 9.30am) to consider the matters contained in the following agenda.

A G E N D A

	Pages
1 Election of Chair and Vice Chair.	
2 Declarations of Interest.	
3 Apologies for Absence.	
To approve and sign the following minutes: -	
4 Gwent Police and Crime Panel Meeting held on 23rd January 2015 (Minute no. 1 - 7).	1 - 4
5 Verbal update by the Police and Crime Commissioner for Gwent.	5 - 6
6 Gwent Police and Crime Panel Improvement Plan and Draft Forward Work Programme 2015/16	7 - 14
7 Strategic Equality Plan and Objectives - Annual Progress Update - 2014-2015.	15 - 34
8 Gwent Police and Crime Commissioner's Annual Report 2014/15	35 - 58
9 Medium Term Financial Projections 2016/17 to 2020/21	59 - 66
10 Revenue Outturn 2014/15	67 - 74
11 Capital Programme Outturn 2014/15	75 - 76

MEMBERSHIP:

Councillor John Morgan, Blaenau Gwent
Councillor Mostyn Lewis, Blaenau Gwent
Councillor Mrs Christine Forehead, Caerphilly County Borough Council
Councillor Colin Peter Mann, Caerphilly County Borough Council
Councillor Mrs Gaynor Denise Oliver, Caerphilly County Borough Council
Councillor Lewis Jones, Torfaen County Borough Council
Councillor Phil Seabourne, Torfaen County Borough Council
Councillor Peter Clarke, Monmouthshire County Borough Council
Councillor Mrs Frances Taylor, Monmouthshire County Borough Council
Councillor Omar Ali, Newport City Council
Councillor John Guy, Newport City Council
Councillor David Williams, Newport City Council

Co-opted Members- Mr P. Nuttall and Ms J. Smith

By Invitation

Mr D. Garwood-Pask, Office of the Gwent Police and Crime Commissioner
Mr I. Johnston, Gwent Police and Crime Commissioner
Mr P. Harris, Deputy Gwent Police and Crime Commissioner
Mrs S. Bosson, Office of the Police and Crime Commissioner for Gwent

And Appropriate Officers.

Gwent Police
and Crime Panel

Panel Heddlu
Gwent a Throseddu

GWENT POLICE AND CRIME PANEL

MINUTES OF THE MEETING HELD AT CIVIC CENTRE, NEWPORT ON FRIDAY 23RD JANUARY 2015 AT 10AM

Present:

Councillor J. Guy - Newport City Council - Chair
Councillor Mrs F. Taylor - Monmouthshire County Council - Vice Chair

Councillors Mrs C. Forehead and Mrs G.D. Oliver - Caerphilly County Borough Council
Councillor P. Clarke - Monmouthshire County Council
Councillors O. Ali and D. Williams - Newport City Council
Councillor L. Jones and P. Seabourne - Torfaen County Borough Council
Councillors M. Lewis and J. Morgan- Blaenau Gwent County Borough Council
Ms J. Smith - Co-opted Members

By invitation:

Mr I. Johnston - Police and Crime Commissioner for Gwent
Ms S. Bosson - Chief Executive, Office of the Police and Crime Commissioner for Gwent
Mr D. Garwood-Pask - Chief Finance Officer/Deputy Chief Executive, Office of the Police and Crime Commissioner for Gwent
Ms S. Curley – Head of Corporate Governance, Office of the Police and Crime Commissioner for Gwent

Together with:

J. Jones (Democratic Services Manager), C. Evans (Committee Services Officer).

1. DECLARATIONS OF INTEREST

Councillor J. Guy wished it be noted that he is the Treasurer of both Newport and Gwent Neighbourhood Watch Associations and the Chair of Gwent NARPO Association.

Councillor P. Seabourne wished it be noted that he is the Chair of the South Torfaen Action Group.

Councillor L. Jones wished it noted that he is the Chair of Torfaen Crime and Disorder and his son serves as a Police Officer for Gwent Police.

Ms J. Smith wished it be noted that she is an Independent Member of the Aneurin Bevan University Health Board.

2. APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillor C. Mann (Caerphilly County Borough Council) and Mr P. Nuttall (Co-optee).

3. MINUTES – 12TH DECEMBER 2014

Resolved that, Subject to it being noted that Councillor P. Seabourne (Torfaen County Borough Council) tendered his apologies and Councillor L. Jones declared an interest as the Chair of Torfaen Crime and Disorder and his son serves as a Police Officer for Gwent Police, the minutes were approved as a correct record.

4. VERBAL UPDATE- GWENT POLICE AND CRIME COMMISSIONER

The Police and Crime Commissioner for Gwent, I. Johnston provided the Panel with an update on the Partnership Fund, which is funded through proceeds of crime, would open for bids on Monday 2nd February 2015. The Panel were urged to encourage community groups, projects and organisations to apply for funding between £250 and £10,000 from the £150,000 available. Applicants would be required to demonstrate the positive impact their project would have on their community and contributing to delivering the Commissioner's priorities for Gwent. A Panel Member highlighted that "The Good Drug Dealer" and "Devils Vice" were both projects funded through the Partnership fund, and that schools have requested copies for use as teaching material.

The Commissioner, in support of transparency and openness, invited a member of the Panel to observe the selection process in this round of bids.

The Panel noted that the Victims Hub is progressing well for opening in April 2015, with building works underway and a Coordinator has been appointed, who would be in post from 16th February 2015.

The Panel discussed Force Performance and victim satisfaction and the Commissioner highlighted that the Victim Hub would have a positive impact on performance.

The Commissioner updated the Panel on the Reopening of Police Stations, and it was noted that a consultation process has been conducted and positive feedback received for the Stations that have been reopened. The Panel discussed the costs of reopening stations and queried the additional staffing required. The Commissioner provided that the staff that were initially redeployed to the centre, are being moved back to the Stations, resulting in no additional costs for recruitment.

The Panel queried the Commissioners Plan for Traffic Wardens across Gwent. The Commissioner provided that there have been reports of parking issues throughout Gwent and the Panel were advised to contact their neighbourhood teams to raise any issues.

The Commissioner discussed the Restorative Justice programme and noted the positive work that has been undertaken in Monmouthshire Comprehensive, where students had adopted a 'restorative approach' to harmful behaviour, which encouraged school pupils to discuss and explore the impacts of their actions instead of excluding them, with the aim to reducing crime and the number of young people not in education, work or training.

The Commissioner highlighted the Restorative Approach is being rolled out across Gwent and beyond and a training session has been arranged around Restorative Justice. Representatives from the Panel were invited to attend, provided there were spaces available.

Finally, the Commissioner updated the Panel on the Positive Futures Project, which offers young people fresh and engaging opportunities to become involved in sporting activities, which helps them develop life skills and achieve their potential. The Panel noted that the programme is targeted at 10-19 year olds in Newport who are at risk of being excluded from school, not gaining qualifications and in some cases at risk of drug and alcohol misuse and aims to provide a positive alternative to anti-social behaviour, creating safer and more inclusive communities as a result. The Panel discussed the success stories as a result of the

Project and noted that the project is aimed to be rolled out across Gwent.

The Panel thanked the Commissioner for the update and noted the progress made.

5. POLICE AND CRIME BUDGET AND PRECEPT PROPOSAL 2015/16

The Commissioner provided an introduction to the Police and Crime Budget and Precept Proposal and invited Darren Garwood-Pask, Chief Finance Officer and Deputy Chief Executive of the Office of the Police and Crime Commissioner for Gwent, to present the report.

D. Garwood-Pask explained the robust budget development process and asked the Panel to consider the background information in the Annexe and Appendices to the report. The Panel noted that the proposals and precept level would lead to a balanced budget for 2015/16 and that the Joint Audit Committee had received the precept proposal and commented positively on the robustness of the budget setting process and the sufficient level of reserves.

The Panel were advised that in determining the budget requirement for 2015/16, the Commissioner had regard for the Police and Crime Plan; the Strategic Policing Requirement; the Chief Constable's view of the financial resources required to deliver the operational requirements of the plan; the level of resources to be allocated for commissioning other than from the Chief Constable; and the cost of running the Office of the Police and Crime Commissioner. In addition, factors taken into consideration when setting the precept, included budget reduction opportunities, economy, external influences, risks and constraints. These were examined in more detail in the appendices to the report, with a summary of each outlined by Mr Garwood-Pask.

The Gwent Police and Crime Commissioner recommended a 3.99% increase in the 2015/16 precept. A Panel Member, having consideration for the Commissioner's recommendation and the reports, proposed an amended precept increase of 3.65%.

The Commissioner and Officers left the meeting and the Panel deliberated the both proposals. Upon their return, the panel debated the proposed increase and, in particular, considered the impact of the reduced Home Office funding for police and crime in Gwent. The Panel concluded that a combination of efficiency savings, reserve utilisation and an increase in the policing precept was needed to address the reduced Home Office funding.

Following a detailed discussion with the Gwent Police and Crime Commissioner and the Chief Financial Officer, the panel voted to endorse the Commissioner's proposed precept of 3.99% for 2015/16.

It was moved and seconded that the Commissioner's proposal to increase the precept to 3.99% be supported, upon vote and by show of hands; this was supported by the majority present.

In addition, the Panel proposed that the Office of the Gwent Police and Crime Commissioner consider discussions with Local Authorities to recuperate any surplus Council Tax payments, above the percentage quoted.

The Panel wished to place on record, their thanks to Mr Darren Garwood Pask, Chief Financial Officer, for engaging the Panel in early discussions about the Commissioner's Medium Term Financial Plan and the detailed budget and precept report.

The Commissioner thanked the Panel for the decision and it was agreed that the appropriate steps would be taken to communicate and publicise the decision.

6. 2015/16 REVIEW OF THE GWENT POLICE AND CRIME COMMISSIONER'S POLICE AND CRIME PRIORITIES

S. Bosson, Chief Executive to the Police and Crime Commissioner for Gwent presented the Panel with a report, which identified changes in focus that have been processed via the internal Force and Office of the Police and Crime Commissioner (OPCC) processes, in support of the Police and Crime Panel priorities for 2015/16.

The Panel noted that consideration was given to the force's Strategic Assessment, local authority Single Integrated Plans (SIPs), public responses to recent consultation and SPR requirements which provided that no changes were required to the overall priorities in the original plan 2013/17; however, the recent review had identified a need for some changes in focus. As a result, the Panel noted the amendments in Annex A of the report, which included an emphasis on children and young people, substance misuse (drugs and alcohol) and Cybercrime, to run as 'golden threads' throughout the revision.

The revised plan also took into consideration the recommendations made by Her Majesty's Inspectorate of Constabulary (HMIC) in their local inspections, and additional focus for the specific crimes associated with acquisitive crime; violence and criminal damage and arson were included.

The Chair thanked the Officer for the detailed report and revised plan and a Panel Member sought further information around the plans to tackle Cybercrime, with particular concerns raised around the safety of young people on the Internet. The Commissioner provided that Cybercrime is huge issue of national concern and the Plan aims to improve the infrastructure in place to tackle the issue.

The Panel were invited to provide their comments and feedback on the amended document to Jonathan Jones by 30th January 2015.

Following consideration and discussion, it was moved and seconded that the recommendation to support the identified changes in focus, within the plan be approved. By a show of hands this was unanimously approved.

7. FORWARD WORK PROGRAMME

The Democratic Services Manager presented the draft Forward Work Programme, which outlined future reports and meeting dates of the Gwent Police and Crime Panel. The Panel noted that the programme is subject to further revision and will be regularly reported to the Panel for endorsement.

The Panel discussed the dates outlined within the Programme and it was agreed that electronic invitations would be sent to the Panel.

Finally, the Panel discussed the Gwent Police and Crime Panel Training event, which was conducted on 16th January 2015 at Penallta House, Caerphilly. The Panel expressed their positive feedback for the session and trainer and attendance of a Home Office representative at the training. The Democratic Services Manager provided that a report would be presented at the next Panel meeting, which would outline the draft action plan.

The Panel thanked the Officers for the reports and the meeting closed at 12.15 pm.

Police and Crime Commissioner Verbal Update

Key areas to be covered include:

- Rehabilitation Hub
- National Audit Office report – ‘Financial sustainability of police forces in England and Wales’
- Connect Gwent (Victims Hub) Launch
- Partnership Fund
- Key plans for coming year:
 - Positive Futures role out
 - Development of Safer Gwent
 - Develop and Implement the Initial Complaints Handling Service

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Gwent Police and Crime Panel

Panel Heddlu a Throseddu Gwent

SUBJECT: GWENT POLICE AND CRIME PANEL IMPROVEMENT PLAN AND DRAFT FORWARD WORK PROGRAMME 2015/16

DATE: 19TH JUNE 2015

1. PURPOSE OF REPORT

- 1.1 This report outlines the outcomes of the PCP Development Day held on 16th January 2015 and invites Members to finalise their forward work programme for 2015/16.

2. LINKS TO STRATEGY

- 2.1 The Police Reform and Social Responsibility Act 2011 requires the establishment of a Police and Crime Panel (PCP) within each police force area to support and challenge the local Police and Crime Commissioner.

3. BACKGROUND

- 3.1 The Gwent PCP was established in November 2012 following the first elections for Police and Crime Commissioners. Since that time the Panel has fully discharged its statutory duties, established routines for managing its core business, participated in the WLGA national PCP development day and had detailed discussions with Home Office officials about how the current grant funding arrangements could be amended to support increased activity by Welsh PCPs.
- 3.2 The Panel has successfully balanced the competing 'challenge' and 'support' roles in its overview of the Gwent Police and Crime Commissioner's activity. As the Panel approached the halfway point of the Commissioner's term of office, the Members agreed it would be prudent to undertake a self assessment of their activities to ensure the PCP maximises its contribution to the PCC's statutory governance arrangements. To ensure key stakeholders were able to contribute to discussions, the Gwent Police and Crime Commissioner, the Commissioner's Chief Executive and David Livesey, a Senior Home Office official were invited to attend.
- 3.3 David McGrath, an experienced trainer, was commissioned to develop a workshop programme to measure the effectiveness of the PCP. The self assessment discussions were themed around the following 'PREPARE' criteria as well as considering the actions taken by the Panel in exercising their statutory responsibilities:
- PCP Effectiveness
 - Relationships
 - Engagement
 - PCP Efficiency
 - Ambition
 - Resources
 - Entrepreneurial

4. OUTCOMES

- 4.1 The following issues and possible improvement actions were identified during the self assessment process:

ISSUE	POSSIBLE IMPROVEMENT ACTIONS
CROSSING CUTTING THEMES	
1. Further improve challenge role.	Introduce comprehensive defined issue based inquiries into work programme. These reviews would involve 'taking evidence' from a wide variety of stakeholders. Discussions and/or evidence sessions could be held over a series of PCP meetings or involve setting up task and finish groups made up of a handful of PCP members. Findings would be reported back to PCP and recommendations identified and passed to relevant bodies. Consideration should be given to the additional time requirement for Panel Members and PCP Lead Officer and ensure Panel agendas are not overloaded.
2. Introduce joint PCC and PCP policy development working groups	This collaborative working method would ensure that the views of the Panel were included in solutions to emerging or long standing difficult ('wicked') issues. It would maximise the use of scarce resources and unlike the 'comprehensive inquiry' suggestion above, this would be a forward looking exercise in which new ways of working could be identified. That said, this methodology could compromise the Panel's scrutiny challenge role should the same issue need to be reviewed at a later date. Likewise, members should have regard to the additional time commitment of such an approach.
3. Supporting new Panel members in understanding the budget and budget setting process.	Gwent Police are expected to face further budget cuts and these are reflected in the MTFP. The Panel receives regular finance reports from the Chief Finance Officer (CFO) to ensure the Panel understands the future challenges and current financial position of the force. It is important that new Panel members understand the force's current financial position and future challenges, therefore, one to one induction briefings could be arranged with the CFO for new Panel members.

ISSUE	POSSIBLE IMPROVEMENT ACTIONS
<p>4. The Panel does not engage effectively with stakeholders or the public.</p>	<p>The Panel does not routinely invite other stakeholders to give their views about issues under discussion. Likewise the Panel does not have a strategy for actively engaging with the public. Whenever possible, the Panel should consider indentifying and inviting stakeholders to give their views on proposals brought forward by the Commissioner. This approach is not intended for every issue discussed by the Panel and stakeholder views could be expressed in person at a Panel meeting or in writing.</p> <p>Social media is widely used by public sector organisations. The two key social media channels that organisations tend to embrace are Twitter and Facebook. Each has their own distinct advantages (and disadvantages) so careful consideration needs to be given about which, if any, approach to take.</p> <p>Facebook - Business use is slightly different to personal use. Instead of building a network of 'friends', an organisation can create a 'Page' and then needs to attract followers who must 'like' the page in order to interact. An organisation can post content, in the case of the Panel – a public request to give views on a certain issue.. Facebook needs close moderation and requires a resource to act as an 'admin' in order to respond to comments or questions, delete inappropriate comments and manage content.</p> <p>Twitter - This is essentially a 'micro-blogging' channel allowing you to post short 'Tweets' to your network of followers. The tweets can include links to webpages, images or documents etc. Followers can respond (reply to a public request for views), retweet messages to a wider network of people or send a direct message which is hidden from public view.</p> <p>In light of available staff resources, plus the increased levels of risk associated with managing a Facebook page, the Panel could initially adopt the use of Twitter and then consider the use of Facebook in the future once experience has been gained of social media use.</p> <p>Publish agendas and reports via social media.</p>

	Consider webcasting meetings of the Gwent Police and Crime Panel.
STATUTORY DUTIES	
5. Scrutiny of Police and Crime Plan	<p>The following suggestions were made:</p> <ul style="list-style-type: none"> • Introduce comprehensive thematic reviews (as outlined in 1above) of one or two Police and Crime Plan priorities per annum. • Seek more historical, trend and comparative data from PCC's office when scrutinising Police and Crime Plan priorities. • PCC Office to engage with PCP earlier when developing the Policy and Crime Plan priorities.
6. Scrutiny of Draft Precept and Budget	<ul style="list-style-type: none"> • The Panel could do more to seek views of the public on proposed precept (please see 4 above). • Review website to give prominence to consultations and enable feedback to be sent electronically. • Ensure new Panel members receive induction training on budget setting process and current and future financial challenges (please see 3 above).
7. Annual Reporting	<ul style="list-style-type: none"> • Introduce comprehensive review (as outlined in 1above) of one or two issues. • Track progress and outcomes from past years objectives.
8. Conformation of Appointments	<ul style="list-style-type: none"> • Consider making more media statements outlining the Panel's deliberations.
9. PCC Decisions	<ul style="list-style-type: none"> • The PCC's office has put in place transparent processes for documenting and publishing electronically PCC decisions. This is welcomed and considered best practice, however, the Panel members do not routinely question/challenge these decisions. Members should consider his decisions in more detail and give feedback to the PCC.
10. Overview and Scrutiny	<ul style="list-style-type: none"> • Need to manage forward work programme carefully to ensure strategic issues are given the time and consideration necessary. • The forward work programme should be considered at each PCP meeting and care should be taken not to overload agendas. Good scrutiny relies on doing fewer things better rather than many things poorly.

	<ul style="list-style-type: none"> • The Panel could consider a skills audit to identify who could 'lead' discussions on specific issues.
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5. FINANCIAL IMPLICATIONS

- 5.1 This report summarises the discussions at the Panel's PCP Development Day. Any financial implications will depend on which changes, if any, the Panel wish to implement.

6. CONSULTATION

- 6.1 There are no consultation responses that have not been reflected in the recommendations of this report.

7. RECOMMENDATION

- 7.1 The Panel:
- Consider the issues and possible improvement actions outlined in this report and agree which, if any, improvements they wish to implement.
 - In light of decisions about further improvement actions, the Panel finalise the draft forward work programme (attached at appendix 1).

8. REASONS FOR THE RECOMMENDATIONS

- 8.1 To comply further improve the operation of the Gwent Police and Crime Panel.

9. STATUTORY POWERS

- 10.1 Police Reform and Social Responsibility Act 2011.

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Consultees: Members of the Gwent Police and Crime Panel
Shelley Bosson, Chief Executive, Office of the Gwent Police and Crime Commissioner
Angharad Price, Interim Deputy Monitoring Officer and Head of Democratic Services,
Caerphilly County Borough Council
Gail Williams, Interim Head of Legal Services and Monitoring Officer, Caerphilly
County Borough Council
Charlotte Evans, Committee Services Officer, Caerphilly County Borough Council

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GWENT POLICE AND CRIME PANEL IMPROVEMENT PLAN AND DRAFT FORWARD WORK PROGRAMME 2015/16

CONFIRMED DATES

19th June 2015 – 10.00am

- PCC Verbal Report
- 2014/15 Year End Financial Report
- MTFP
- PCC Annual Report (for PCP to provide feedback)
- PCC Strategic Equality Objectives Action Plan
- PCP Improvement Plan and Draft Forward Work Programme 2015/16

11th September 2015 – 10.00am

- PCC Verbal Report
- Either - Performance against the Police and Crime Plan – 6 month update; or, a comprehensive review of Victims Hub Performance which relates to the PCC's priorities 1, 3 and 4)
- MTFP
- Treasury Management Year End Report (This item could be circulated via email or be just for information)

11th December 2015 – 10.00am

- PCC Verbal report
- MTFP - Forecast Outturn, Precept Options and Treasury Management Report
- Treasury Management Strategy 2016/17 and 6th month update report 2015/16
- Complaints Triage
- HMIC PEEL Inspection Report

SUGGESTED DATES

29th January 2016 – 10.00am

- PCC Verbal Report
- Precept Report

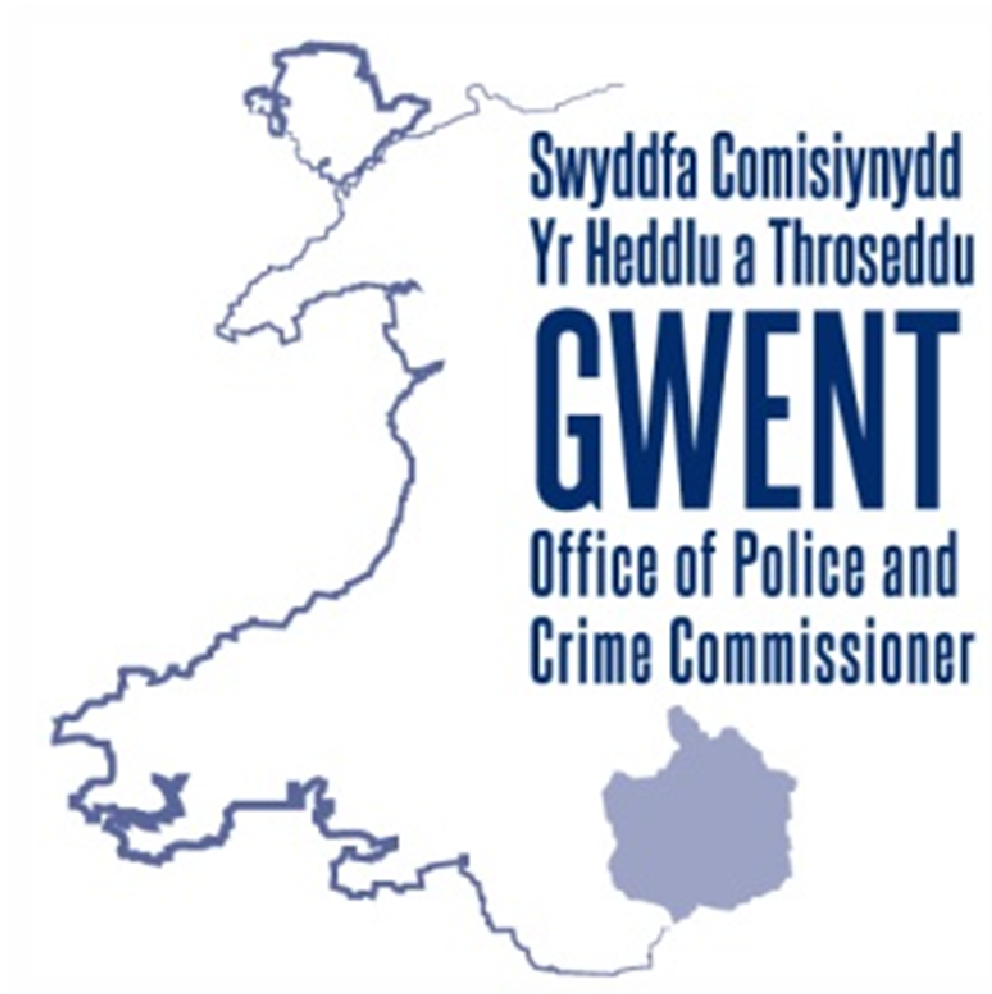
18th March 2016 – 10.00am

- Final Police and Crime Plan
- Criminal Justice (Comprehensive Review)

17th June 2016 – 10.00am

- PCC Verbal Report
- 2015/16 Year End Financial Report
- MTFP

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**Strategic Equality Plan
and Objectives
Annual Progress Update
2014-2015**



Contents

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This document is also available in Welsh.

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1.0 Introduction

This document is the third Annual Progress Update against the Office of the Police and Crime Commissioner's Strategic Equality Plan (SEP) and Objectives, 2012 – 2016.



The SEP supports our equality objectives and outlines key information about our equality, diversity and human rights activity. As well as fulfilling our duty under the Equality Act 2010, it considers a wide range of other legislation associated with equality and diversity.

The Equality Act 2010 general duty requires public bodies to have 'due regard' to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act
- advance equality of opportunity between people who share a relevant protected characteristic and those who do not
- foster good relations between people who share a protected characteristic and those who do not.



More information on protected characteristics can be found in the SEP document, or on our website:

www.gwent.pcc.police.uk/about-us/equality-and-diversity/.

The Police and Crime Commissioner is not subject to the specific duties of the Equality Act. However the Commissioner has voluntarily published equality objectives within his SEP and is required to hold the Chief Constable to account on equality and diversity issues.

2.0 Monitoring

The OPCC monitors and reviews the effectiveness of the success measures and performance indicators in the Equality Objectives in a number of ways. The Commissioner authorises decisions and information updates by way of Decision Logs, which are published on our website www.gwent.pcc.police.uk/transparency/decisions-made/.

The OPCC Strategy and Performance Board also considers and acts upon reports and updates provided to the Commissioner by the OPCC staff and the Gwent Police Chief Officer Team www.gwent.pcc.police.uk/transparency/strategy-performance-board/.

The Commissioner provides information on his progress against the Police and Crime Plan to the Gwent Police and Crime Panel www.gwent.pcc.police.uk/transparency/police-and-crime-panel/.

The Commissioner also monitors the equality information published by Gwent Police to ensure the force complies with the general and specific duties. You can access Gwent Police Equality Information through their website

www.corporate.gwent.police.uk/informationpoint/equality-and-diversity/.



3.0 Progress and activities

There are four equality objectives embedded within the SEP which relate to all the Protected Characteristics:

Objective 1 – To ensure that everyone working for, involved with, affected by or receiving services from the organisation is treated fairly, respectfully and without discrimination (Fair Treatment)

Objective 2 – To ensure effective scrutiny of force performance on equality, diversity and human rights and that the organisation appropriately challenges the force where any areas of concern arise (Performance Monitoring)



Objective 3 – To work to ensure that the information, services and events of the organisation are accessible by aiming to reduce any barriers to involvement with the organisation (Accessibility)

Objective 4 – To ensure that equality and human rights are promoted when working in partnership with other agencies and that all agencies understand the need to abide by equality legislation (Partnership Working)

The activities undertaken between April 2014 and March 2015 in support of the objectives are outlined in the following table.

OPCC activity 2014/15

	Activity	Progress	Related Objectives	Protected Characteristics Supported
1	OPCC attendance at Gwent Police Equality and Diversity Board to support the Commissioner in holding the Chief Constable to account for equality-related duties	<ul style="list-style-type: none"> Engagement with Force 'Age' Diversity Champion to assist with the development of a related action plan to embed age equality into operational delivery, people and culture and organisational processes OPCC update on related activity provided to each meeting to ensure opportunities for joint-working are explored and supported OPCC support to Chief Constable's 'Employer of Choice' strand through oversight of force Strategic Equality Plan 	1, 2, 3, 4	Age Disability Gender Reassignment Pregnancy and Maternity Race Religion or Belief Sex (Gender) Sexual Orientation
2	OPCC attendance at Gwent Police Stop and Search Board to support the Commissioner's scrutiny of use of stop and search powers in Gwent	<ul style="list-style-type: none"> OPCC update on related activity provided to each meeting to ensure opportunities for joint-working are explored and supported Monitoring of the Board's progress of any recommendations arising from the OPCC stop and search dip-sampling reports 	1, 2, 4	Age Disability Gender Reassignment Pregnancy and Maternity

				<p>Race</p> <p>Religion or Belief</p> <p>Sex (Gender)</p> <p>Sexual Orientation</p>
3	OPCC attendance at Hate Crime Criminal Justice Board Cymru meetings to ensure engagement with issues across the region	<ul style="list-style-type: none"> The Board's Action Plan requires the OPCC to publish annual satisfaction rates for victims of hate crime accessing the new <i>Connect Gwent</i> multi-agency hub for victims of crime and anti-social behaviour – this will be supported by the Victim Support Hate Crime Co-ordinator and the Connect Gwent Co-ordinator 	1, 2, 4	<p>Age</p> <p>Disability</p> <p>Gender Reassignment</p> <p>Race</p> <p>Religion or Belief</p> <p>Sex (Gender)</p> <p>Sexual Orientation</p>
4	OPCC attendance at Gwent Hate Crime Forum, and local Hate Crime Forum meetings to maintain oversight of associated activity	<ul style="list-style-type: none"> PCC funding from the Welsh Government was provided to the force to support a pan-Gwent disability hate crime event attended by over 100 people including service users with learning disabilities, police officers, OPCC staff and other professionals. The outcomes are being progressed through related partnership work Funding support was also provided to the force for second phase hate crime 	1, 2, 3, 4	<p>Age</p> <p>Disability</p> <p>Gender Reassignment</p> <p>Race</p> <p>Religion or Belief</p> <p>Sex (Gender)</p>

		<p>training to police officers and Crown Prosecution staff with a focus on disability hate crime, including use of special measures, best evidence, identification of hate and mate crimes, and other related issues – to be carried out in 2015</p> <ul style="list-style-type: none"> • Involvement with the re-establishment of the People First 'Talk About It' Centres that support hate crime victims with learning disabilities across Gwent 		Sexual Orientation
5	Continued OPCC involvement with the Newport Community Representatives meeting to understand local issues and support engagement with the communities represented	<ul style="list-style-type: none"> • Provision of OPCC stop and search dip-sample reports to help further inform communities of the use of the powers and to provide further opportunities to discuss any issues identified within the reports • Meeting with members of the local Muslim community to discuss ways of improving hate crime reporting and support to victims 	1, 2, 3, 4	<p>Age</p> <p>Race</p> <p>Religion or Belief</p> <p>Sex (Gender)</p>
6	Ensure communities have access to police officers and police station buildings thorough appropriate review of use and public engagement	<ul style="list-style-type: none"> • PCC public surgeries provided opportunities for communities to feedback concerns and comments regarding access to local police services which have been used to inform discussions/planning with the Chief Constable 	1, 2, 3	<p>Age</p> <p>Disability</p> <p>Gender Reassignment</p> <p>Pregnancy and Maternity</p>

		<ul style="list-style-type: none"> Commissioner's decision to keep seven pilot station facilities open to provide continued access for communities www.gwent.pcc.police.uk/news/story/article/police-stations-to-stay-open/ Opening of a police desk at Caerphilly library and a new police office at the social enterprise development in Trevethin www.gwent.pcc.police.uk/news/story/article/pcc-opens-new-police-desk-at-library/ 		<p>Race</p> <p>Religion or Belief</p> <p>Sex (Gender)</p> <p>Sexual Orientation</p>
7	<ul style="list-style-type: none"> Community engagement by the Commissioner, Deputy Commissioner and OPCC staff to ensure the views of communities are considered in decision-making processes and policy development 	<ul style="list-style-type: none"> Just under 400 public engagement activities between April 2014 and March 2015, across a range of diverse groups www.gwent.pcc.police.uk/engagement/events-and-meetings/ Continued use of social media with increased followings on both Twitter and Facebook and App downloads Commissioner's regular column in South Wales Argus to keep public informed on policing-related current affairs affecting Gwent (also published on OPCC website) www.gwent.pcc.police.uk/news/story/article/working-with-and-understanding-our-population/ Re-launch of the former PACT process 	1, 2, 3	<p>Age</p> <p>Disability</p> <p>Gender Reassignment</p> <p>Pregnancy and Maternity</p> <p>Race</p> <p>Religion or Belief</p> <p>Sex (Gender)</p> <p>Sexual Orientation</p>

		<p>as <i>Your Voice</i> to support regular and effective force engagement with communities</p> <ul style="list-style-type: none"> Public consultations for the policing precept and Police and Crime Priorities for 2015/16; police station access; Community Remedy options for out of court solutions for low level crime and anti-social behaviour www.gwent.pcc.police.uk/news/story/article/victims-to-have-a-say-in-how-offenders-should-be-punished/ All feedback received was used to inform the decision-making on these issues 		
8	Engagement and activities with young people to ensure their views are considered when planning priority work areas	<ul style="list-style-type: none"> Quarterly regional meetings with the Gwent Youth Forum Funding support to ensure continued engagement with the above during 2015/16 Provision of a residential workshop in February 2015 for Youth Forum members to further explore issues raised at Forum meetings, including policing matters. 25 young people attended and the overall feedback was positive. Workshop outcomes are being used to help develop the relevant areas Involvement on young people on the Partnership Fund assessment panel for 	1, 2, 3	Age Disability Race Religion or Belief Sex (Gender) Sexual Orientation

		<p>2014/15</p> <p>www.gwent.pcc.police.uk/news/story/article/young-people-help-decide-how-cash-seized-from-criminals-is-spent/</p> <ul style="list-style-type: none"> Commissioner's participation in the Caerphilly Youth Forum 'Question Time' answering their questions on domestic abuse provisions for young people, improved awareness of mental health issues, work experience and relationships with the police 		
9	Consideration of equality duties within the OPCC Strategic Commissioning Intentions and other funding decisions	<ul style="list-style-type: none"> Seven impact assessments carried out between April 2014 and March 2015 for the Strategic Commissioning Intentions and related projects www.gwent.pcc.police.uk/about-us/equality-and-diversity/equality-analysis/ Partnership Fund 2014/15 awards made to organisations supporting equality-related activities/organisations: Show Racism the Red Card International Friendship Group (migrants and asylum seekers) Torfaen and Blaenau Gwent MIND 	1, 3, 4	<p>Age</p> <p>Disability</p> <p>Gender Reassignment</p> <p>Pregnancy and Maternity</p> <p>Race</p> <p>Religion or Belief</p> <p>Sex (Gender)</p> <p>Sexual Orientation</p>

		<p>(mental health)</p> <p>MARS (migrants and asylum seekers)</p> <p>Umbrella Gwent (LGB&T support)</p> <p>www.gwent.pcc.police.uk/news/story/article/communities-share-cash-seized-from-criminals/</p> <ul style="list-style-type: none"> • Funding support provided to Cruse Bereavement Service for their teenage bereavement support programme to help young people overcome issues associated with grief and bereavement and help manage the risk of harmful behaviour • Initial partners involved with the <i>Connect Gwent</i> hub include Victim Support Gwent Hate Crime Co-ordinator; Umbrella Gwent (LGB&T); Age Cymru; Embrace (child victims of crime); Youth Offending Services; Aneurin Bevan University Health Board (mental health); New Pathways (rape and sexual violence). Service provision aims to be inclusive and fair regardless of background and experiences of victims 		
10	Regular meetings between the Commissioner and Gwent Police Staff Support Networks to provide opportunity to	<ul style="list-style-type: none"> • Provision of funding support to Gwent Ethnic Minority Association (GEMA) for 	1, 2	Gender Reassignment

	discuss Network activities and any matters or opportunities arising	<p>their development day in 2014</p> <ul style="list-style-type: none"> • Attendance at the regional Black Police Association meeting in January 2015 • OPCC provision of secretarial support to the Gwent Police Disability Support Network 		<p>Pregnancy and Maternity</p> <p>Race</p> <p>Religion or Belief</p> <p>Sex (Gender)</p> <p>Sexual Orientation</p>
11	Commissioner, Deputy Commissioner and OPCC meetings with strategic partners to provide continued engagement and opportunities to explore collaborative working and other support	<ul style="list-style-type: none"> • Meeting with BAWSO and follow-up visit to their Newport domestic abuse refuge supporting ethnic minority victims • Funding support to Race Council Cymru for joint engagement and mapping work with BME communities across Gwent, particularly in the valley areas (to commence in 2015/16) • Discussions with Torfaen People First and SEWREC to provide advocacy support to service users feeding back their experiences of stop and search to the OPCC • Commissioner's keynote address to Race Council Cymru's All-Wales Annual Race Equality Conference 2015 on 'Promoting Community Cohesion and Progressing Racial Inclusion and Equality within Gwent' • Commissioner appointed Chair of Association of Police and Crime Commissioner's (APCC) national Workforce and Equality, Diversity and 	1, 2, 4	<p>Age</p> <p>Disability</p> <p>Gender Reassignment</p> <p>Race</p> <p>Religion or Belief</p> <p>Sex (Gender)</p> <p>Sexual Orientation</p>

		<p>Human Rights Group</p> <ul style="list-style-type: none"> • Lead organisation for funding co-ordination and launch of pan-Wales Integrated Offender Management (IOM) Women's Pathfinder Project to divert women from custody www.gwent.pcc.police.uk/news/story/article/new-scheme-to-reduce-female-offending/ • <i>Connect Gwent</i> Partnership Event held in March to further engage with strategic partners in support of services available to victims via the hub • Commissioner's Co-Chairing of the joint APCC/Independent Advisory Group national Hate Crime Conference. Policy Officer (Victims) was also a guest speaker regarding the establishment of Connect Gwent and supporting victims of hate crime • Membership of the Mental Health and Learning Disability Partnership Board to better understand related issues and support joint initiatives within this area • Creation of <i>Safer Gwent</i>, under the Commissioner's Community Safety Strategic Commissioning Intention. This multi-agency body brings together statutory, third sector and other organisations linked to community safety to provide a joined-up approach to 		
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		related problem solving across all communities in Gwent		
12	Monitoring public complaints against police officers and quality of service issues to ensure adherence to complaints processes and fair treatment of both public and officers	<ul style="list-style-type: none"> • Five complaints against the Chief Constable were received between April 2014 and March 2015 • 209 quality of service issues were received by the OPCC for 2014/15 • OPCC Complaints File inspections ensure force handling of complaints processes has been conducted fairly and appropriately 	1, 2	Age Disability Gender Reassignment Pregnancy and Maternity Race Religion or Belief Sex (Gender) Sexual Orientation
13	Staff development and training relating to equality and diversity	<ul style="list-style-type: none"> • All OPCC staff completed the NCALT e-learning training on the Equality Act 2010 • Safeguarding children briefing given to all OPCC staff to ensure awareness of duties placed on the Commissioner • Attendance at a number of local and national conferences and training events: <ul style="list-style-type: none"> - College of Policing Confidence and Equality Practitioners' Network Conference 	1, 2, 3	Age Disability Gender Reassignment Pregnancy and Maternity Race Religion or Belief

		<ul style="list-style-type: none"> - Older People's Commissioner for Wales event 'Crimes Against and Abuse of Older People in Wales' - Older People's Commissioner for Wales training event 'Ageism and Discrimination in Older People' - Student Sex Work Project conference to understand the issues behind student sex work and better support local partnership work to tackle wider concerns - Public Health Wales conference 'Management of Vulnerability: Protection from harm to self or others', with a workshop on supporting young people in the criminal justice system 		Sex (Gender) Sexual Orientation
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3.0 Other activities undertaken in 2014 – 2015

In addition to the areas of work highlighted in the previous table, over the past 12 months the OPCC has undertaken a number of other activities in support of the Equality Duty or that relate to wider equality and diversity activities:

- Continued support to the Positive Futures initiative to expand across the remaining areas of Gwent following its success within Newport. The programme engages with young people and provides involvement and diversion from the criminal justice system through sport, whilst helping eliminate discrimination and advance equality of opportunity between and within different communities



www.gwent.pcc.police.uk/news/story/article/futures-bright-for-jermaine/

- OPCC stop and search dip-sampling provides members of the community with an opportunity to look closely at how Gwent Police are using their powers, supporting the Commissioner's scrutiny of the force www.gwent.pcc.police.uk/decision-log/?ref=PCCG-2014-059



- Maintenance of volunteer schemes provides the public with an opportunity to be involved with the work of the OPCC. The current age range of individuals participating in the Independent Custody Scheme is mainly over 50 years

www.gwent.pcc.police.uk/engagement/getting-involved/

- Undertaking an extensive self-assessment of its use of and capabilities regarding the Welsh language in response to the Welsh Language Commissioner's Welsh Language Investigation. This will provide the foundation for the Welsh Language Commissioner's decision on the level of Welsh language standards to apply to the OPCC

www.comisiynyddygyymraeg.org/english/news/Pages/Welsh-language-standards-in-regulations.aspx

- Membership of the Women in the Criminal Justice Service multi-agency forum provides an understanding of the issues facing women within or transitioning out of the criminal justice system and allows opportunities for joint-working in this area. For example, the Commissioner provided funding support to the 'Prisoners' Housing and Social Care: The Challenges and Opportunities of Change' conference, to explore the impacts of changes in housing and social care-related legislation on the resettlement and rehabilitation of all offenders
- Continued membership of the Newport Multi-Agency Migration Forum to ensure oversight of issues and support for migrants, asylum seekers and refugees in Newport (an asylum dispersal area)
- Planning of focused activities for Hate Crime Week 2015 in partnership with Gwent Police
- Signing-up to support the Ageing Well in Wales Programme 2014-2019; the OPCC will consider its aims when carrying out strategic planning or policy implementation
- Supporting Blaenau Gwent Local Service Board's pilot to create a Dementia Friendly Community
- Taking a partner role within the Gwent Anti-Slavery Consultation Group which ensures oversight of local issues, developments and other implications relating to vulnerable people that may be at risk of trafficking and slavery



- Funding support to the Monmouthshire Restorative 'Making the Connections' Project to provide wider training opportunities to police officers and other partners to help address anti-social behaviour and youth crime figures and develop

community cohesion

- Continued support of the Gwent Drug Interventions Programme (DIP) which provides interventions for drug-misusing offenders throughout their criminal justice journey. Gwent DIP is funded by the

Commissioner and DIP workers are based in police stations, Courts and prisons to provide equal opportunity for people to access support from the point of arrest, through sentencing and imprisonment to resettlement in the community www.gwentdip.org.uk/

- Support to the Stonewall UK #nobystanders campaign to tackle sexual orientation and gender identity bullying, abuse and hate crime

4.0 Future activities

Future activities planned by the OPCC include:

- Provision of Dementia awareness training for OPCC staff
- Positive action aimed at recruiting younger volunteers to the Independent Custody Visiting Scheme during the next round of recruitment in 2015/16
- Revision of the OPCC's Strategic Equality Plan and Objectives for 2016-2020 to ensure they remain relevant
- Hosting a workshop with young BME people to explore perceptions and experiences of stop and search and help inform further work in this area
- Launching an OPCC Stop and Search Quality of Encounter survey to gain anonymous feedback from individuals on their stop and search experiences in Gwent. Additional organisations will be approached to provide advocacy to support individuals that may wish to report their experiences but need assistance to do so
- Revision and production of supporting Stop and Search 'Know Your Rights' printed and web-based materials to ensure that the information is as accessible as possible for all groups and communities
- Attendance at the national 'Next Steps to Tackle Hate Crime in Every Community' conference in May 2015



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OFFICE OF POLICE AND CRIME COMMISSIONER

LEAD OFFICER: Chief Executive

TITLE: Gwent Police and Crime Commissioner's Annual Report 2014/15

DATE: 19th June 2015

TIMING: Routine

PURPOSE: Submission for Police and Crime Panel

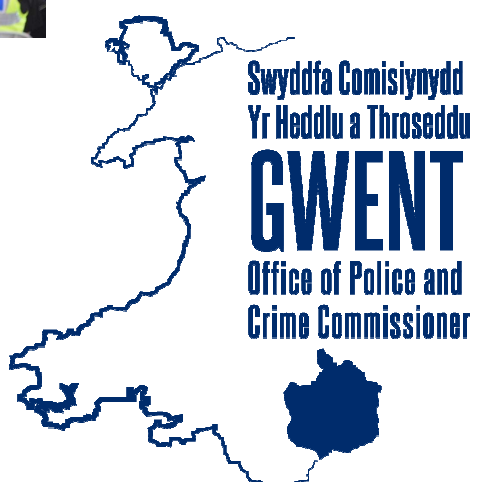
1.	<p><u>RECOMMENDATION</u></p> <p>The Police and Crime Panel (the Panel) are asked to consider the Annual Report 2014/15 and provide a report to the Police and Crime Commissioner (the Commissioner) on any recommendations the Panel would wish the Commissioner to consider in future reviews of the Police and Crime Plan.</p>
2.	<p><u>INTRODUCTION & BACKGROUND</u></p> <p>The Police Reform and Social Responsibility Act 2011 (the Act) requires the Commissioner to produce an Annual Report (s12 (1) of the Act) which provides a review on progress in delivering the Police and Crime Plan. This report should be produced following the end of any particular financial year.</p> <p>The Commissioner may vary his Police and Crime Plan at any time (s 5(4) of the Act) and has a duty to keep the Plan under review, particularly in light of any recommendations made by the Panel on the Annual Report and any changes made to the Strategic Policing Requirement.</p>
3.	<p><u>ISSUES FOR CONSIDERATION</u></p> <p>The attached Annual Report covers the period April 2014 to March 2015.</p>
4.	<p><u>NEXT STEPS</u></p> <ul style="list-style-type: none"> Members of the panel are invited to comment on the Annual Report which outlines progress on delivering the Police and Crime Plan and provide the Commissioner with any recommendations for consideration when reviewing the Plan next year. The Annual Report will be produced in electronic format and other formats if requested.
5.	<p><u>FINANCIAL CONSIDERATIONS</u></p> <p>There will be a cost associated with the Welsh translation of the Annual Report this cost will be met from within existing budgets.</p>
6.	<p><u>PERSONNEL CONSIDERATIONS</u></p> <p>There are no specific personnel considerations relating to the content of this report.</p>
7.	<p><u>LEGAL IMPLICATIONS</u></p> <p>S12 of the Act requires the Commissioner to issue an Annual Report.</p>
8.	<p><u>EQUALITIES AND HUMAN RIGHTS CONSIDERATIONS</u></p> <p>This report has been considered against the general duty to promote equality, as stipulated under the Strategic Equality Plan and has been assessed not to discriminate against any particular group.</p>

	Consideration has been given to requirements of the Articles contained in the European Convention on Human Rights and the Human Rights Act 1998 in preparing this report.
9.	<u>RISK</u> Risk is assessed as low as the Commissioner is discharging his statutory duties in producing this documentation.
10.	<u>PUBLIC INTEREST</u> The Annual Report is a public facing document which informs the community of the Commissioners progress and future intentions for policing in Gwent. It is therefore a primary source document by which the Commissioner will be held to account by the Panel.
11.	<u>CONTACT OFFICER</u> Shelley Bosson, Chief Executive.
12.	<u>ANNEXES</u> Annual Report 2014/15.

**Police and Crime Commissioner
for Gwent**

Annual Report

2014 – 2015



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I am pleased to present my Annual Report summarising and highlighting progress of key initiatives of my office for the period 1st April 2014 to 31st March 2015. This is a statutory document which is required by the Police Reform and Social Responsibility Act 2011.

My Police and Crime Plan sets out the following priorities:

- To deliver the best quality of service available
- To prevent and reduce crime
- To take more effective action to tackle anti-social behaviour
- To protect people from serious harm
- To make the best use of resources and provide value for money.

I have worked closely with my team, Chief Constable, partners and the public in developing these objectives. In preparing this report I have considered, formal and informal feedback from the public, force performance, regulators' reports, the challenges of on-going financial cuts and a changing criminal justice system. Whilst we have seen an increase in recorded crime there has been an overall reduction in actual crime and anti-social behaviour which demonstrates the professionalism, commitment and dedication of officers and staff.

I have regular meetings with the Chief Constable and his officers to hold the force to account for its performance and I engage with other agencies and partnerships to ensure that we work together effectively.

In addition, this year saw Gwent Police leading on the safe and secure policing for the NATO Summit. I would like to take this opportunity to thank every single police officer, staff member and volunteer from Gwent who worked tirelessly during the summit and in the build up to it. They can be proud of themselves; their hard work and efforts ultimately ensured this historic and momentous occasion for Gwent and Wales ran smoothly.

During the last year I have conducted a wide ranging engagement programme and feedback from the public on the way they wish to be policed was used by the Chief Constable in his operational delivery review resulting in more visible police officers in our communities.

I have also developed my commitment to put victims at the heart of everything we do and used my voice in the community to raise awareness on areas of concern.

One of the most pleasing aspects of my role is having the ability to commission services and award grants to organisations or bodies that support my policing priorities. You can read more about this on the following pages.

I hope you enjoy reading my Annual Report. As always I welcome your feedback on the information as well as your thoughts on the Policing service you receive.

Ian Johnston QPM
Police and Crime Commissioner for Gwent

DELIVERING THE BEST QUALITY OF SERVICE AVAILABLE

We have continued to work hard to listen and engage with the community to ensure that the people of Gwent are satisfied that the police provide a service which meets their requirements. We have also seen an increase in public confidence in the last year, but need to work with the Force and partners to continue to improve the service we deliver.

Engaging with our Communities



My staff and I have continued to meet with you and provide opportunities for you discuss the things that matter to you locally.

357 public engagement activities have been carried out across my office this financial year. This includes meeting with local residents at my public surgeries and during my community walkabouts and meeting with third sector organisations to find out how we can support each other.

We have also met with special interest groups including older people's forums, youth groups and various other community groups to see how we can best work together.

'Your Voice'

Engagement between the public and Gwent Police is paramount. Following feedback from numerous areas of Gwent that the Partners and Communities Together (PACT) meetings weren't as effective as they could be, I worked with the Force to review the way it interacts with the public. In March 2015 we saw the launch of 'Your Voice' and view this as a welcome improvement in the way Gwent Police Neighbourhood Teams interact with the communities they serve. The Force consulted widely with local partners and the public to ensure this new process effectively meets the requirements of the community. The new process aims to give the public greater opportunities to have their voices heard. Residents can meet with their local Inspectors every four months and Community Support Officers will continue to run a range of regular police surgeries in local communities. My team and I will now be working with Police colleagues to embed this new approach and I will be monitoring its progress closely over the next 12 months as part of my remit to hold the Chief Constable to account for the delivery of local policing.

Have Your Say

My 'Have Your Say' survey asked you for feedback on three areas which were:



1. Where we should set the level of the policing element of your council tax;
2. The relevance of my police and crime priorities; and
3. Your thoughts around access to police stations.

We also spoke directly to some of our communities including Ashiana Asian Women's Group and Newport People First, whose valuable contributions helped inform the final evaluation of the consultation.

The survey helped inform the review of my police and crime priorities and the overall support for my decision to set the council tax that Gwent residents pay for their policing in 2015/16 at 3.99%.

Our Online Community

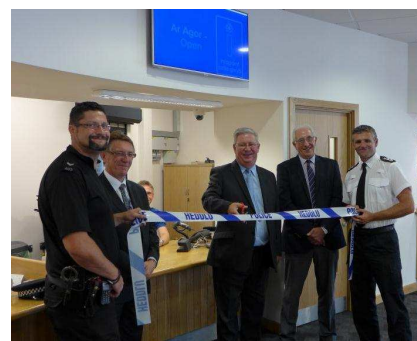
We have also seen a general increase in online activity:

	March 2014	March 2015	Increase / Decrease
Twitter 	1,333	2,196	62.41% increase
Facebook 	1,040	1,107	6.4% increase

- **Website:** The highest number of visits in one month to the Office of the Police and Crime Commissioner (OPCC) website was 2,765, coinciding with the announcement of my Partnership Fund.
- **Gwent Police and Crime Commissioner (PCC) App:** We now have Just over 300 App downloads, and we continue to promote this facility to encourage to public to engage with us in a variety of ways.
- **OWL:** The Online Watch Link system which I fund and support now has 50,000 registered members in Gwent. The system has been used to great effect to disseminate PCC related messages and updates on initiatives to as wide an audience as possible.

They're Staying Open

The results from the 'Have your Say' survey and feedback from the public and partners throughout the year also informed my decision to keep open front counter services at several police stations which had been closed or had limited opening hours. Front counters at stations in Caerphilly, Chepstow, Maindee, Monmouth, Pontypool, Risca and Ystrad Mynach now remain open between 9am and 5pm Monday to Friday.



We also worked with local authority partners to open a police desk at Caerphilly Library and a new police office at the social enterprise development in Trevethin.

I have been keen to see the use of police stations maximised to ensure they are a hub for local people and improved community engagement and that Gwent Police has a strong presence in the heart of the communities it serves. This is why I approved plans to allow Bargoed Town Council to relocate their office to the old court house next to Bargoed Police Station. I'm delighted that we were able to accommodate the Town Council and provide them with a centralised base in the town.

Engaging with Children and Young People



I have continued to engage with our young people. The quarterly regional meetings with the Gwent Youth Forum allow for discussions on the things that matter to them, including perceptions of and relationships with local police. In February I provided a residential workshop for 25 Youth Forum members from across Gwent to discuss these issues.

From working with the young people I found that they valued the Schools Liaison Programme delivered by Police Officers and they also expressed specific views on their experiences and the quality of interaction with Gwent Police.

Many of the young people wanted more mutual respect between them and the Police and they felt that Officers needed more training around meeting young people's needs, particularly on Equality and Children's Rights (United Nations Convention on Rights for Children). Most Young People commented that they would like more opportunities for social interactions with Gwent Police and Police Cadets. A report of the workshop outcomes is being shared with the Force to help develop further work in the areas discussed.

I also took part in a 'Youth Question Time' hosted by the Caerphilly Youth Forum, where my fellow panellists and I answered questions on domestic abuse, mental health, work experience and relationships with the Police. Once again, the discussions will allow us to develop initiatives with the force to help address perceived and actual inequalities the young people highlighted and help me hold the Chief Constable to account for the policing services delivered locally.

Stop and Search

I continue to monitor how police officers use stop and search powers in Gwent, to ensure that they are used proportionately and fairly. In 2014, the Chief Constable signed up to the Best Use of Stop and Search Scheme which allows members of the public to observe interactions between officers and the individuals being stopped and searched.



Two 'ride along' exercises took place during the year with the observers providing feedback to the Force on what they saw to help improve the quality of service provided to the public during these encounters. They viewed it as a valuable tool for the public to better understand the process and the Force will continue with the scheme and explore its use and value in the resolution of related complaints. Every complaint Gwent Police received about stop and search activates the Stop and Search Community Trigger process (Best Use of Stop and Search Scheme), and is reported both to the Office of the Chief Constable (OCC) and OPCC. In the last two years there have been 8 recorded complaints made as a direct result of stop and search and this continues to be monitored.

Public Confidence

For the 12 month period to December 2014, public confidence in Gwent Police continued to show an upward trend. This is monitored through the Crime Survey for England and Wales and our own internal satisfaction survey.

Theme	CSEW National Average 12 months to Dec 14	Gwent 12 months to Dec 14
Police deal with community priorities	61.9%	59.8% (up 3.9% on Dec 13)
Police do a good job	62.1%	52.9% (down 0.9% on Dec 13)
Treat you with respect	86.5%	83.9% (up 0.1% on Dec 13)
Treat everyone fairly	65.7%	62.1% (up 4.1% on Dec 2013)

Victim Satisfaction

I have continued to monitor Gwent Police's performance relating to victim satisfaction. Satisfaction for victims of crime in Gwent has remained the same; however we have seen a decrease in satisfaction for victims of during the last year with people reporting that 'Being Kept Informed' remains the biggest issue.



This is why in November 2014 I supported and endorsed the launch of Gwent Police's CARES service standard and victims' booklet. By providing the right resources CARES aims to assist officers in identifying the level of support required by victims of crime to ensure we do what we should be doing in compliance with the Victims' Code of Practice.

C – Contract with victim to agree method and timeliness of updates
A – Assessment of Needs of both the victim and witnesses (enhanced services, special measures or other support)
R – Reports of investigation status clear, understandable updates on the progress and status of the investigation
E – End of investigation processes and updates to be finalised
S – Supervisor tab on NICHE, which places responsibility on Sergeants and Inspectors to monitor and ensure compliance.

A steady improvement in CARES recording was seen from November and this will be closely monitored through our Victim Satisfaction Survey and my representation on the Gwent Police Service That Works Board. The Chief Officer Team continued to contact 5 victims of crime each per month to ensure that the service they had received was appropriate, with Sergeants contacting every victim of crime. This ensured that one of the biggest criticisms faced by the force of not keeping people informed continues to improve.

Improving the way that victim services are delivered in Gwent is a key priority and is at the heart of what the public want and deserve. If we get the interaction with victims right, it will further improve the public confidence in Gwent Police.

Putting Victims at the Heart of Everything We Do

The Victims' Charter has been developed and publicised to demonstrate my commitment to drive forward and improve victim services and satisfaction in Gwent, which is fully supported by the Chief Officer Team at Gwent Police.

October 2014 saw one the biggest changes to how we provide support to victims. Funding previously provided directly from the Ministry of Justice to Victim Support is now distributed to Police and Crime Commissioners to commission improved and enhanced services for victims. Preparations for this change began in August 2014 with the decision to create *Connect Gwent* - a new multi-agency hub for all victims of crime and ASB in Gwent.



Since then, we have been working very hard to engage with partners to establish the new model which went live in April 2015 and officially launched at the end of May 2015. Victim Support have been awarded a contract to provide triage services for three years. At the 31st March 2015 we had received commitments from New Pathways, Embrace (Child Victims of Crime), Umbrella Gwent and Aneurin Bevan University Health Board (ABUHB), who will work out of the hub building. A dedicated Victim Satisfaction Survey team is provided by Gwent Police and is also located in the service hub.

My Victims' Charter will sit above the performance framework for *Connect Gwent* with the aim of further embedding it within the wider multi-agency working arrangements.

A New Police Service Model for Gwent

The Chief Constable and I discussed at the beginning of the year the need to relook at the way the people of Gwent were being policed. The concerns I had raised about the disconnect between the various teams and the communities they were supposed to serve and the impact on public confidence was accepted and a new policing model was developed which I supported and was implemented on 1st April 2015.

A move to the new Force operating model introduces a new era in the way that Gwent Police delivers services to the public and how they conduct their day-to-day business.

The changes are not simply about saving money; they are about offering the best service to the public within the financial and staffing resource they have available and to ensure they are fit for purpose to deliver on my priorities.

Accountability

I continue to hold the Chief Constable to account for Force performance to ensure an efficient and effective police service for Gwent in line with his commitment to delivering a 'service that works'. In addition to receiving regular reports from the Force on performance, I hold weekly one-to-one meetings with the Chief Constable to address any matters arising in Gwent.

Though my Strategy and Performance Board (SPB), which met 11 times in 2014/15, I monitor the performance of Gwent Police and how it effectively delivers its service against

my Police and Crime Plan. To support the effectiveness of these meetings and provide better transparency and public accountability, I have reviewed the monitoring requirements and decided to reduce the frequency of Strategy and Performance Board meetings for 2015/16.

I have a responsibility to monitor public complaints made against Gwent Police officers that have been dealt with by the Professional Standards Department. During the year, my office provided responses to and co-ordination of 209 quality of service requests raised by members of the public, a slight increase on the previous year (200 received 2013/14). We engage with the Force to be able to provide appropriate responses to these issues. In addition, I am required to deal with complaints made against the Chief Constable.

The [Gwent Police and Crime Panel](#) examines my actions and decisions as Commissioner. The Panel makes sure that information is available for the public to assess whether they are holding me to account and providing support and challenge when they carry out their functions. During 2014/15, I met with the Panel five times to discuss matters such as finance, the work that the OPCC is carrying out in support of my duties, and how I am holding the Chief Constable to account.

I am also subject to auditing procedures carried out by the Wales Audit Office and internal auditors that examine how I am carrying out my financial, governance and other processes.

Gwent Police is regularly inspected by Her Majesty's Inspectorate of Constabulary (HMIC). HMIC is independent of the Commissioner, the Force and the UK and Welsh Governments, and assesses the work of police forces in different areas of business, including neighbourhood policing, serious and organised crime, anti-social behaviour and tackling major threats such as terrorism. The Inspectorate, in conjunction with the WAO, also actively monitors the performance of the Force in relation to their plans for ensuring the sustainability of an efficient and effective police service in light of the significant grant reductions announced in the Comprehensive Spending Reviews.



Supporting Volunteers

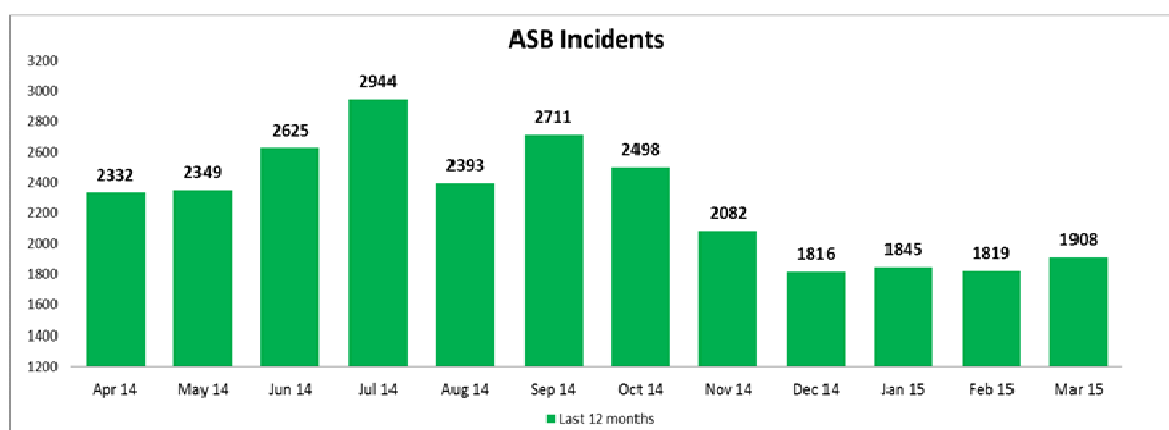
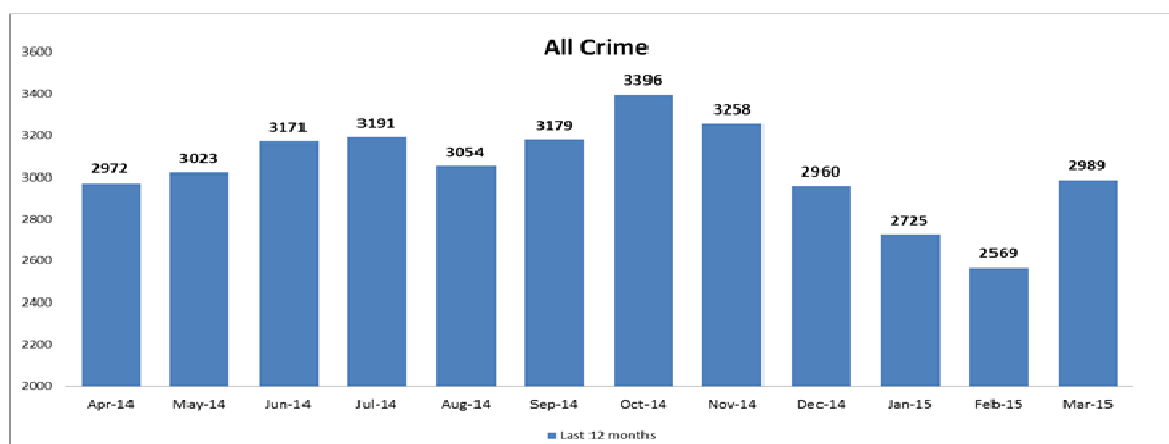
Volunteers play a vital role in supporting the Independent Custody Visiting and Animal Welfare Schemes in Gwent. The schemes are maintained by the OPCC and my staff work with our volunteers to ensure that they are able to effectively carry out their responsibilities. Their feedback is important in helping me hold the Chief Constable to account for custody facilities and the welfare of detainees as well as the wellbeing of police dogs in Gwent.

PREVENTING AND REDUCING CRIME AND TACKLING ANTI-SOCIAL BEHAVIOUR

I will continue to work productively with partners in delivering crime prevention and reduction and tackling ASB and wider community safety issues whilst supporting individuals and their communities when they become victims. I am represented on all five Local Service Boards within the Force area and my officers link in to the various networks to ensure that all partner priorities are considered within planning and delivery processes.

A continued focus on accurate (ethical) crime recording over the last 12 months has seen an increase in the numbers of recorded crimes whilst experiencing a downward trend in overall crimes within Gwent. National Crime Recording Rates compliance has improved in the last year from 75% to 88% which is very positive. Gwent had experienced a 3.6% increase in crime during 2014/15 which was less than predicted and remained in 30th position out of the 43 Forces in England and Wales for crimes per 1000 people. However, in order to drive down crime in our communities and support this priority, this needs to remain a focus during the next year.

I continue to monitor crime and ASB data to hold the Chief Constable to account for effective recording process.



Closer scrutiny of Force performance areas is carried out as required through dip-sampling undertaken by staff of the OPCC and, where appropriate, with our community volunteers.

More Bobbies on the Beat

Continued work towards preventing and reducing crime and tackling ASB has seen a greater focus on resolving the issues identified through community engagement. This includes an improved police presence in communities and redeployment of 15 Police Officers and 5 Police Sergeants from Custody Units back into the community in the last year. I believe that this decision has had a positive impact on public confidence across our communities.



Preventing Substance Misuse

I continue to fund the Gwent Drugs Interventions Programme (DIP) to support people involved in the criminal justice system (CJS) due to substance misuse. Gwent DIP works to reduce further harm arising from reoffending and continued substance misuse, including the use of psychoactive substances. 592 referrals were received into the service in the period April 2014 to March 2015 with a total of 83 people successfully concluding their treatment. Prison provided the primary source of referrals (50%) followed by Gwent Police (21%).

Quality – Is Anyone Better Off?			
Completions	83	Percentage of completions of all closures	27%
· Drug/Crime Free	46	· Drug/Crime Free	15%
· Crime Free only	2	· Crime Free only	0.7%
· Drug Free only	35	· Drug Free only	12%

In March, we supported DIP in launching a range of new [online resources](#) to support substance misusers who come into contact with the CJS.

A considerable amount of work has also been undertaken with partners on the Gwent Area Planning Board to deliver the first ever Gwent-wide integrated drug, alcohol and family intervention service for individuals, including offenders and communities affected by substance misuse. This is the first time in Wales that a single contract has been tendered joining up criminal justice providers with community led drug and alcohol services. The new provider will work closely with the Gwent DIP to deliver bespoke drug and alcohol services for adults across Gwent.

Improving the Criminal Justice Process



In February 2015 I took up the position of Chair of the local Criminal Justice Board (LCJB) to further my commitment to improving criminal justice processes across Gwent including partnership support for victims. Work continues between agencies to improve file quality for court and this is evidenced by the performance seen over the last year.

During the last year, we have seen developing involvement with Integrated Offender Management (IOM) processes and I am represented on both the Gwent and the Wales IOM boards. Since 2013 there has been an increase of 330% in persons managed under the IOM umbrella with an all-Wales figure of 1,940 with a 34% reduction in the rate of re-offending amongst the Cohort across Wales. This trend is similarly reflected in Gwent.

On behalf of PCC colleagues in Wales I was successful in securing Home Office funding for a pan-Wales Women's Triage Scheme, to help divert women that have been arrested away from criminality and provide them with a 'restorative' approach to their rehabilitation. So far, 170 women have been diverted from the CJS with a reduced offending rate of just 5%. The Women's Pathfinder 'Diversion Scheme' was officially launched in March 2015 and Newport has been selected as one of the extended pilot sites. I will continue to monitor progress of the scheme through the Board and look forward to seeing further successes in the future.

Safer Gwent

I have progressed my commitment to strategic community safety through the establishment of a new multi-agency board entitled *Safer Gwent*. Safer Gwent will co-ordinate joint initiatives and activities throughout the region but will not replace the statutory Community Safety Partnerships that exist and operate through each of the five local authority's Local Service Boards.

Safer Gwent is made up of representatives from the local authorities, the Local Health Board, Registered Social Landlords, Voluntary Sector, Youth Offending Services and the probation and rehabilitation services. The group aims to develop a collective community engagement approach to enhance partnership working with a view to achieving better outcomes in tackling ASB, preventing re-offending and supporting victims. Whilst currently in its infancy, the Board has already developed a comprehensive programme of work to support this and I look forward to working with these partners to develop initiatives that support safer communities whilst tackling issues relating to crime and ASB.

Community Remedy

To prepare for the launch of the Community Remedy, in July 2014 the public were invited to help choose the options available for victims of low-level crime and anti-social behaviour to have more of a say in how offenders are dealt with outside of court. 835 people accessed the survey and their responses were used to inform the approach which has now been adopted by Gwent Police and our other partners. The measures have been in use since October 2014.



The four options agreed by the Chief Constable and I were:

1. Reparation to damage caused, e.g. repairing damage to property, cleaning graffiti, returning stolen property;
2. Paying for the damage caused to be repaired or for the property stolen to be replaced;
3. A verbal or written apology; or
4. A restorative approach which allows victims and offenders to put their views to each other without meeting face-to-face.

The new measures mean that the police now have a faster and more flexible toolkit to deal with low level crime and disorder. The victims get justice quickly and the offender has to face the consequences of their actions, which should provide a positive impact on victim satisfaction in the future. Between October 2014 and March 2015, 68 community resolutions were used across Gwent for a variety of offences.

The Community Trigger gives the same victims the chance to request a review of agency actions when they are dissatisfied with the way their issues have been dealt with. I have a role in providing a route for dissatisfied victims to query how their Community Trigger review has been carried out. I did not receive any review requests during this reporting period.

Tackling Rural Crime

Last year, I was one of 28 PCCs across England and Wales that signed up to participate in and support the National Rural Crime Network. This initiative aims to act as a collaborative think tank, to research and implement ways to reduce rural crime. The Home Office provided

a start-up investment of £39,200 and each Commissioner pledged **£1,000** per year for the first two years as part of localised funding commitments to the project.

The multi-award winning Gwent Police Farm Watch Scheme, which I support, continues to make a big impact.



Highlighted as a model of best practice by the National Rural Crime Network, thanks to the hard work of the Farm Watch team farm related crime in Gwent has reduced by 27%. This has resulted in increased confidence and satisfaction in Gwent Police within our rural communities. Membership of the Farm Watch scheme on OWL (Online Watch Link) has increased from 300 to over 1,000 and intelligence gained has led to the arrest of a series of criminals. The Farm Watch Coordinator was used

as a tactical advisor during the NATO Summit in September 2014 and his intelligence helped in the case against a farmer who was sentenced to 4 years for farm slavery in 2014. The Farm Watch scheme has been recognised nationally, winning awards such as NFU Mutual Rural Crime Fighters award 2014.

Investing in our Communities

I am delighted to see the positive impacts that the Partnership 2013/14 funding has had on local communities and individuals accessing the projects, including better engagement with young people, and an increase in people using these facilities which has led to a perceived reduction in ASB in these areas.

Building on the success of previous years, my [Partnership Fund 2014/15](#) saw over 40 projects across Gwent receive a share of over £150,000. Following a sustained period of publicity, over 500 applications were submitted compared to a total of 50 projects which applied for funding in 2013. The competition was extremely tough and it was humbling to see how many projects genuinely need this money in Gwent. We recognise the vital role these projects can play in complementing the work of Gwent Police and other local partners in the community.

The Restorative Approach



During the last year I was pleased to provide continued funding support to the Restorative Approaches Project. Originating in Monmouth Comprehensive School, the project had already proved to be a successful model with significant improvements in pupil behaviour and a reduction in the number of school exclusions (suspensions) seen from 148 pupils in 2013 to 100 in 2014.

The funding I have provided over two years has allowed for a number of facilitation training opportunities including Police and Community Support Officers across Monmouthshire. Use of restorative approaches has led to a total drop of 81% in referrals to Crime and Disorder Reduction Officers (CADROs) for 2013 to 2015 in Monmouthshire. In February 2015, a Restorative Approaches Leadership training programme was attended by members of the OPCC, including myself, Gwent Police colleagues and several partner organisations across Gwent. Work is now on-going to look at how this can be applied within the Force Restorative Action Plan and my staff are involved with these processes.

In continuing to work with partners to encourage their take-up of the programme, I was also pleased to support HMP Prescoed in establishing a Restorative Justice and Restorative Approaches project. The project aims to provide victims with the chance to meet offenders to explain the real impacts of crimes and also helps offenders to account for their actions while enabling them to take responsibility and make amends for their crimes. I look forward to this project becoming more established over the coming months.

Positive Futures

I continue to promote initiatives that provide inclusion and diversion for young people at risk of becoming criminalised and entering into the CJS. In 2014/15 I supported the uptake of the Positive Futures programme by other organisations across Gwent to extend the positive impacts of the initiative in diverting behaviour linked to ASB to other communities.

Positive Futures has been running since 2002 over the last two years I have supported the project with £280,000 core funding from my Community Safety Fund. Additional financial support is received from Sports Wales, Education (High Schools) and alternative education and units, local authorities (including Youth Offending Services) and Barnardo's Young Carers. There are also a number of non-funding partners that work in close partnership with the initiative.

The project uses sport and physical activity to help inspire young people, some of whom might be at risk of committing ASB. It provides one to one mentoring for young people and diversionary engagement programmes, training and personal development opportunities which can lead to qualifications or employment.

In 2014-15 the project saw Gwent-wide engagement with just under 2,500 young people, an increase of around 50 per cent on the previous year. This activity has seen a variety of positive outcomes for the individuals involved, including gaining a number of qualifications.

Within 2014-15 each of the local authorities established Positive Futures projects. Some are developed further than others and have already begun to generate income. It is my sincere hope that related projects will be guided and led by Community Safety aims and objectives within 2015-16.

Engagement Usage Figures for Newport Positive Futures						
	2013/14			2014/15		
	Males	Females	Volunteers	Males	Females	Volunteers
Newport	1186	439	11	1209	364	35
Total	1636			2460		

Wings to Fly



I have also supported targeted crime prevention work. As part of this I provided a further year's funding to the 'Wings to Fly' initiative that highlights and addresses the dangers and tragic consequences of substance abuse. Around 2000 pupils across 50 schools across Caerphilly and Blaenau Gwent participated during 2014/15 and plans for the next year include pupils in Torfaen. Now in its 20th year, I provide the sole support to the programme.

The programme is regularly evaluated and participants are encouraged to provide feedback on their experience.

Pupils who have seen it said:

"I took Wings to Fly Seriously because it was real and dramatic."

"I learned more about drugs than I already knew and about how dangerous they are."

"It's better in the theatre because it's real acting and you get to ask questions afterwards."

Staff who have seen it said:

"The pupils can relate to the characters in the play as they are only a few years older than them. The children will soon be entering secondary school and may be subject to increased peer pressure."

"I always enjoy the play and find it very beneficial towards teaching pupils about drugs awareness."

Gwent Partnership Bureau

As a member of the Local Criminal Justice Board, I monitor progress of the Gwent Partnership Bureau model established between Gwent Police and the local Youth Offending Services. The Bureau aims to encourage joint decision-making, effective outcomes and restorative justice interventions for young people. Between April 2013 to September 2014, re-offending rates across Gwent remain low. During this period, a total of 956 young people were referred to the Youth Offending Services across Gwent; 207 individuals were recorded as reoffending during an 18-month period following the intervention or disposal provided.

Victims that have participated in restorative justice interventions in Gwent consistently report high satisfaction rates; between September and March, over 98% of individuals engaged stated their satisfaction with the process. We are currently working with the Force, the Welsh Government and other partners to integrate the Bureau method into a streamlined restorative justice process across Gwent and I will continue to monitor progress of the programme.

Cybercrime



Cybercrime, which is a recognised national issue of importance, presents a growing challenge to society and work with partners to tackle this issue continues in Gwent. I continue to monitor developments in this area and the Force response to it through attendance at their Strategic Policing Requirement Governance Board which has included oversight of and involvement of the development of the Gwent Police Cybercrime Strategy in 2013/14. To further inform and support scrutiny and

oversight of this area, I am represented at Home Office meetings to ensure an understanding of national policy requirements. To ensure progress in tackling this issue I have included a specific focus on Cybercrime within the Police and Crime Plan Priorities refresh for 2015/16 and will monitor the outcomes during that year.

I will continue to work with the Force to meet the needs of our communities and victims of crime and ASB, and to raise public satisfaction in Gwent Police, and I will monitor progress throughout the coming year.

PROTECTING PEOPLE FROM SERIOUS HARM

In support of this priority to protect people from serious harm, I carry out regular monitoring of all Public Protection services carried out by Gwent Police. This forms an integral part of my Performance Monitoring Framework and I have made arrangements to receive quarterly public reports on:

- Safeguarding Children and the associated Multi-Agency Public Protection Arrangements (MAPPA);
- Rape and Serious Sexual Incidents;
- Protection of Vulnerable Adults;
- Human Trafficking and Domestic Abuse; and
- Honour Based Violence (HBV).

Over the past year we have made significant advances with related offences in these categories including successes such as significant reductions in 'Most Serious Violence Against the Person' in the period November 2014 to March 2015. 'Domestic Violence' reports remained below average. However, from January 2015 we saw an increase in reports of rape and sexual assault, although it should be noted that 40% of these remain historic in nature.

I also receive updates and reports from the Head of the Public Protection Unit for Gwent Police on activity and work undertaken by associated strategic and operational partnership groups that provide services in each of these areas.

Working with the Crown Prosecution Service and the Courts there has been an overall improving trend for the year in domestic abuse and guilty plea at first hearing in the magistrates' court, also guilty plea rates in both the Crown and magistrates' court which are key areas for the LCJB.

I am linked into the work of the South East Wales Safeguarding Children Board (SEWSCB) via the force lead officer and last year provided them with an overview of how the OPCC discharges my safeguarding duties. My staff have been briefed on the responsibilities placed on me as Commissioner, and regular meetings are held with the Head of Gwent Police's Public Protection Unit to ensure effective oversight of related matters.

I will continue to monitor force performance and work with these partners to reduce the level of offences committed in Gwent.

Collaboration

I continue to work with my fellow Welsh Police and Crime Commissioners and their Chief Constables on regional issues, including supporting vulnerable individuals and communities at risk of serious harm. Consideration is always given to national policing requirements when planning local priorities and supporting activities.

I am represented on the South Wales Health Collaborative Sexual Assault Service Board that provides governance and scrutiny of the services for victims of rape and sexual assault across the Gwent, South Wales and Dyfed Powys policing areas. I was also represented on the 'Finance' task and finish sub-group which looked to address current risks and sustainability issues identified by the Board. A number of options regarding the future of services have been shortlisted and the preferred option will be explored in upcoming Project Board meetings during 2015/16.

I work closely with New Pathways, the organisation commissioned to support victims of sexual assault through our local Sexual Assault Referral Centre (SARC). As part of this, I provided funding to assess the needs of individuals waiting for counselling services. The work undertaken helped re-prioritise and reduce the backlog of clients and the process has now been incorporated into SARC standard procedures. In addition, we welcomed New Pathways as one of our key partners in the *Connect Gwent* victims' hub to ensure that the needs of any individuals affected by sexual assault can be fully assessed and met as early as possible.

I continue to work with the Force and partners to support work on related areas. This includes working with the South East Wales Domestic Abuse and Serious Violence Board; Gwent Human Trafficking Co-ordination Group; Older People's Commissioner for Wales; Age Cymru; Wales Against Scams; Prevent and the Child Sexual Exploitation Partnership.

Improving Mental Health Provision in Gwent

A particular focus during the past year has been on the standard of mental health provision within the police and CJS. As part of this, I have been working with police and ABUHB colleagues on the draft Mental Health Concordat for Wales. This will be launched during 2015.

I am a member of the pan-Gwent Mental Health and Learning Disability Partnership Board which is exploring opportunities for joint working in this area. Among other activities, the Board is in the process of developing a regional commissioning implementation plan to commence during 2015.

During the past year, Gwent Police with my support have reviewed the use of police custody units as places of safety for individuals with mental health-related issues (under section 136 of the Mental Health Act 1983 (MHA)) and our discussions with ABUHB around reducing this practice are on-going. Over the last year there has been a 9% increase in the number of section 136 detentions compared to the previous year (231 to 251). However the numbers of individuals transferred to health-based places of safety and those that received some kind of health follow-up has increased (12%) with those remaining in Police Custody down by 13%, suggesting the detention in the first instance was appropriate.

Street Triage Pilot

A Mental Health Street Triage Pilot was trialled in Gwent during January 2015 as part of an all-Wales project. 15 incidents were attended over the two weekends which has been identified through historic incident logs as being amongst the quietest weekends in the calendar year. Two potential section 136 patients were diverted from custody and one was admitted to St Cadoc's Hospital after recommendation and referral. Options for the most efficient and cost effective provisions of support to individuals with mental health needs are being actively explored with the Force Mental Health lead officer.

Training for Police

To support the Force response to mental health issues, four mental health training sessions for Police Sergeants took place last year, attended by a total of 50 Officers. The training covered section 136 and 135, dealing with missing persons with mental health problems, and the Mental Capacity Act 2005. Further training will be planned for the next year.

Working with Local Partners

I am also committed to supporting Dementia Friendly Communities within Gwent, and the OPCC is working with Blaenau Gwent Local Service Board (LSB) and Gwent Police in establishing a partnership approach to this issue. In particular, we will be working with Blaenau Gwent LSB as they initiate a pilot Dementia Friendly Community project within the County Borough. As part of my commitment, members of the OPCC will also undertake training to become Dementia Friends during 2015.

As previously mentioned, through my Partnership Fund I have supported a number of projects in the last year that support the delivery of this priority area. Some of those projects involve working with sex offenders and their families, supporting services to children exposed to domestic violence and supporting rehabilitation of adults affected by addiction, crime and imprisonment.

Over the last few years I have been supporting the provision of Independent Domestic Violence Advocates (IDVAs) through the allocation of Community Safety Funding to local authorities in Gwent. I have been working with Newport City Council on the implementation of the Gwent Domestic Abuse Pathfinder Project. This pilot is supported by the Welsh Government and my staff have been working with project leads regarding the parallel development of the *Connect Gwent* hub and the Pathfinder Project. To ensure this area of victim services remains a priority the OPCC will continue to link into the project as it develops. This will also form part of the work being progressed with the help of Safer Gwent and partners.

Road Safety

We have also seen a 38% reduction in the number of road fatalities due to a focus on safety campaigns around:

- Use of mobile phones whilst driving
- Drink/drug driving
- Use of seatbelts
- Speeding
- Careless driving



This includes a 100% reduction in child (under 16 years of age) fatalities during this time. Specific work to target related offenders through enforcement and education is being undertaken to further reduce the casualty rate and improve public confidence and satisfaction. I will continue to monitor the progress of road safety campaigns in support of preventing and reducing crime.

TO MAKE THE BEST USE OF RESOURCES AND PROVIDE VALUE FOR MONEY

I receive regular reports as part of budget monitoring to help me ensure that the people of Gwent are provided with a police service that is value for money.

During this period I have:

- Agreed a budget requirement for Gwent Police for 2015/16 of £ 177,774,000 (2014/15 budget was £119,656,328)
- Set the council tax increase at 3.99% (2014/15 increase was 2.66%)

- Agreed a capital budget of £6,195,000
- Continued to monitor how the Chief Constable is managing budget and austerity pressures (through Staying Ahead 8, the force transformational change programme). From 2008/9 to date, £32m of efficiency savings have been delivered.

During the last year we received the HMIC Valuing the Police 4 report which raised some concerns on the ability of the Force to deliver the saving required by the end of this comprehensive spending review. However, a follow up report confirmed that the force has well developed plans to meet these challenges.

What does Gwent Police cost?

For 2014/15, the following was spent on revenue policing services in Gwent:

- Police Officers - £67.3m
- PCSO - £6.3m
- Police Staff - £23.1m
- Major Incidents and Proactive Incentives – £0.3m
- Commissioned Services and Grant Awards - £2.7m
- Supplies and Services/Contracts and Capital Charges - £15.5m
- Transport - £2.8m
- Estates - £5.1m
- Other Employee-Related Costs, e.g. training, injury pensions, etc. - £2.5m

In addition, for 2014/15 the following was spent on capital in Gwent:

- Estate - £0.3m
- Vehicles - £1.3m
- Information and Communication Systems - £0.4m
- Other Capital Projects and Schemes - £1.1m

There are a several mechanisms in place to ensure that value for money is being delivered, including:

- Annually Benchmark costs with other Forces via HMIC's Value For Money profiles
- Annual assurance from the internal auditors (Deloitte) that the overall system of internal control was 'Limited'
- My multi-agency Strategic Commissioning Board

In November 2014 the HMIC published its first annual PEEL assessment. This was only a partial assessment as the Home Secretary commissioned the work midway through 2014. The Force was rated one of three as 'requiring improvement' in response to the spending review which was very disappointing. However, I am pleased to confirm that on re-inspection

in October 2014, HMIC found that the Force had made good progress and was taking steps to remedy the issues which had been identified.

The Wales Audit Office (WAO) undertakes an annual audit of our Statement of Accounts in July of each year, reporting their findings in the following September. Over many years, the WAO has consistently provided an 'unqualified' audit opinion of my (formerly the Police Authority's) Statement of Accounts. This means that the financial statements give a 'true and fair' view and have been prepared properly in accordance with relevant legislation, direction or regulations, and applicable accounting standards.

LOOKING FORWARD

I continue to be committed to working with the Chief Constable and other partners to ensure that the communities of Gwent receive a high quality, effective and value for money police service. I believe we have made some great progress over the past year and intend to build on these in the next period to realise the Police and Crime Priorities. A part of this I will continue to embed and develop the role of Safer Gwent and initiatives such as Positive Futures.

Providing accessible policing amid on-going cuts to the Police budget is one of the biggest challenges we face and we are in a position where we have to achieve more with the resources we currently have. As part of this, we will be working to make another £26m savings in order to meet our targets.

From April 2015 the Force will have implemented the new police operating model. The changes include more Officers with local knowledge based in the community, working in the areas in which they are needed the most. Neighbourhood Support Inspectors will be based in each Local Policing Area managing incidents as they occur, and there will be more specialist resources available locally meaning a faster response with a greater understanding of local issues. I will be monitoring the impact of these changes closely. However, the expectation is that this will improve satisfaction levels and provide a more effective and efficient service.

With the growing threat of cybercrime and challenges with safeguarding children online, I am aware that we need to be more collaborative and innovative in our approach to tackling crime and in ensuring our officers have access to the latest technology in support of their demanding roles. That is why I am pleased to support collaborative work across Gwent, South Wales and Dyfed Powys Police to assess and reduce the demands currently placed on our Forces. This project is being funded by money from the Home Office Police Innovation Fund and will take place during 2015. The results of the project will help us to function more efficiently with a better understanding of what the public needs from the service we provide.

We are already planning targeted pieces of work around the impacts of Stop and Search on our communities and have begun working with Gwent Domestic Abuse Service (GDAS) around improving support services for domestic abuse perpetrators to provide earlier interventions.

Having successfully launched *Connect Gwent* in May I truly believe that through better partnership working we can significantly improve the experience of victims. We will continue to evolve the service provided during the coming months and expand the support available

as it progresses. As always, your feedback will be essential in helping me ensure *Connect Gwent* meets your needs.

I have also provided funding to support joined up working on victim-related areas during 2015/16, in particular to provide training between Gwent Police and the Crown Prosecution Service to increase the number of successful disability Hate Crime prosecutions in Gwent. I will be monitoring the outcome of this training via the LCJB.

There is currently no requirement on police forces to keep data on use of section 135 of the Mental Health Act (police entry of a private place, for example, someone's home, and taking an individual to a place of safety) but as of next year there will be statutory reporting responsibility which will be monitored through the Force Mental Health Steering Group, at which I am represented. The group has developed an Action Plan that collates all current activity to drive measured improvements both internally and externally with key partners. We will also continue to work with ABUHB on the local implementation of the Mental Health Concordat.

To improve the way complaints are initially dealt with, the OPCC, in agreement with the Chief Constable, is leading on work to establish an Initial Complaints Handling Service which will sit within my office. This will support a more effective way of working and ensure that complaints are dealt with appropriately.

I will continue to engage with the communities of Gwent to ensure that public opinions and perceptions on the policing services received are taken into consideration as part of service evaluation and future planning processes.

It's been a challenging yet fulfilling year but I'm now looking forward to the next 12 months and will continue to work hard on improving policing and driving forward essential partnerships to keep our communities safe. My focus, as always, will remain on putting victims first and in ensuring the people of Gwent have the best service possible.

A handwritten signature in black ink, appearing to read 'Ian Johnston', with a long horizontal stroke extending from the bottom right.

Ian Johnston QPM

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Police and Crime Commissioner for Gwent / Heddlu Gwent Police
Medium Term Financial Projections 2016/17 to 2020/21
At 8th June 2015

	(a)	(b)	(c)	(d)	(e)	(f)
	2015/16 Actual £'000s	2016/17 Forecast £'000s	2017/18 Forecast £'000s	2018/19 Forecast £'000s	2019/20 Forecast £'000s	2020/21 Forecast £'000s
1 Effect of Pay Awards and Increments	2,326	2,246	2,500	2,536	2,572	2,611
2 Non-Staff Inflation	594	611	645	683	722	762
3 Loss of Home Office Grant Funding	-	-	-	-	-	-
4 In Service Pressures / Developments	1,466	3,591	1,050	1,050	1,170	1,170
5 Identified Savings	(6,130)	(104)	(104)	(97)	(60)	(60)
6 Unavoidable Cost Increases	(1,744)	6,344	4,091	4,172	4,404	4,483
7 Gross Budget Movement	(1,744)	6,344	4,091	4,172	4,404	4,483
8 Recurring Base Budget Brought Forward	119,518	117,774	124,118	128,210	132,382	136,786
9 Projected Budgetary Requirement	117,774	124,118	128,210	132,382	136,786	141,268
10 % Increase on Previous Years Base Budget	-1.46%	5.39%	3.30%	3.25%	3.33%	3.28%
Funded from :						
11 Funding						
12 Central Government Funding						
13 Police Grant	(43,220)	(41,059)	(39,006)	(37,056)	(35,203)	(33,443)
14 Revenue Support Grant	(16,609)	(15,778)	(14,989)	(14,240)	(13,528)	(12,851)
15 National Non-Domestic Rates	(13,088)	(12,433)	(11,812)	(11,221)	(10,660)	(10,127)
16 Total Central Government Funding	(72,917)	(69,271)	(65,807)	(62,517)	(59,391)	(56,422)
17 Council Tax	(44,857)	(47,154)	(49,569)	(52,109)	(54,778)	(57,584)
18 Total Funding	(117,774)	(116,425)	(115,376)	(114,626)	(114,170)	(114,006)
19 Projected Recurring Deficit / (Surplus) Before Efficiencies	-	7,694	12,834	17,755	22,616	27,263
20 Efficiencies						
21 Accelerated Delivery / Additionality of Staying Ahead Scheme Savings	-	(5,929)	(5,929)	(5,929)	(5,929)	(5,929)
22 Future Year Staying Ahead Scheme Savings	-	(2,012)	(5,693)	(8,890)	(11,090)	(11,763)
23 Reserve Utilisation	-	-	-	-	-	-
24 Projected Recurring Deficit/ (Surplus) After Efficiencies & Reserve Utilisation	-	(247)	1,212	2,937	5,597	9,571

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Police and Crime Commissioner for Gwent / Heddlu Gwent Police
Medium Term Financial Projections 2016/17 to 2020/21
Assumptions

Description	2015/16 Budgeted	2016/17 Proposed	2017/18 Estimate	2018/19 Estimate	2019/20 Estimate	2020/21 Estimate	Source
<u>Police Officers</u>							
Pay Awards	1.00%	1.50%	1.50%	1.50%	1.50%	1.50%	CFO estimate endorsed by Welsh Force comparisons
<u>Police Staff</u>							
Pay Awards	2.20%	0.00%	1.50%	1.50%	1.50%	1.50%	CFO estimate endorsed by Welsh Force comparisons
<u>Indirect Staff Costs</u>	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	CFO estimate endorsed by Welsh Force comparisons
<u>Non Staff Inflation</u>							
General (Including Rates)	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	CFO estimate endorsed by Welsh Force comparisons
Utilities - Gas/Electric	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	CFO estimate endorsed by Welsh Force comparisons
Utilities - Water	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	CFO estimate endorsed by Welsh Force comparisons
Petrol	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	CFO estimate endorsed by Welsh Force comparisons
Diesel	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	CFO estimate endorsed by Welsh Force comparisons
<u>Funding</u>							
Police Funding	-5.11%	-5.00%	-5.00%	-5.00%	-5.00%	-5.00%	Final Police Settlement 2015/16
Council Tax Base Increase	1.08%	1.08%	1.08%	1.08%	1.08%	1.08%	Actual Growth for 2015/16. Estimated for 2016/17 onwards
Council Tax Precept Increase (Appendix 1b)	3.99%	4.00%	4.00%	4.00%	4.00%	4.00%	Police and Crime Commissioner for Gwent - January 2015

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Police and Crime Commissioner for Gwent / Heddlu Gwent Police
Medium Term Financial Projections 2016/17 to 2020/21
In-service Pressures and Developments 2016/17 to 2020/21

Description	2016/17 £	2017/18 £	2018/19 £	2019/20 £	2020/21 £	Narrative
A Recurring Items						
1 National Insurance implications of single State Pension	2,541	0	0	0	0	Proposed move to a single state pension - likely impact on Employer national insurance contributions
2 Recurring costs arising from BTCG decision process	100	100	100	100	100	Recurrent funding for developments that arise during the financial year
3 Home Office IT Services	70	70	70	70	70	Estimated increase of 10%. For comparison, 2014/15 charge increased by 17%
4 Removal Of NI Rebate	170					Potential change to employer and employee NI Contributions rebates
5 Contingent pressures fund	1,000	1,000	1,000	1,000	1,000	Indicative value of pressures likely to arise in each year.
B Non-Recurring Items						
1 Additional Bank Holidays	(120)	(120)	(120)			Cost of additional bank holidays over the recurring base
2 Potential dual running of communications	(150)					Introduction of VOIP into Gwent Police communications network may necessitate dual running with existing provision.
3 Regional operational requirements	(20)					Requirement to provide additional funding to support regional operational activities
	3,591	1,050	1,050	1,170	1,170	

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Police and Crime Commissioner for Gwent / Heddlu Gwent Police
Medium Term Revenue Projections 2016/17 to 2020/21
Staying Ahead Phase 8 Schemes 2015/16 to 2018/19 and Other Savings Initiatives

	2015/16 £'000s	2016/17 £'000s	2017/18 £'000s	2018/19 £'000s	2019/20 £'000s	2020/21 £'000s
A Accelerated Savings						
1 Schemes to be delivered in 2015/16	(5,929)	(5,929)	(5,929)	(5,929)	(5,929)	(5,929)
B Future Schemes						
1 Potential Savings	-	(4,023)	(3,339)	(3,055)	(1,346)	-
2 Savings in Planned Year	-	(2,012)	(1,670)	(1,528)	(673)	-
3 Savings in Subsequent Year	-	-	(2,012)	(1,670)	(1,528)	(673)
4 Projected Savings	-	(2,012)	(3,681)	(3,197)	(2,201)	(673)
5 Cumulative Projected Savings	-	(2,012)	(5,693)	(8,890)	(11,090)	(11,763)
C Total Savings by Year	(5,929)	(7,941)	(11,622)	(14,819)	(17,019)	(17,692)

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Police and Crime Commissioner for Gwent
2014/15 Revenue Budget - Gwent Police Group
Performance to 31st March 2015

	Initial Annual Budget	Revised Annual Budget	Budget to Date	Expenditure to Date	Variance to Date
	£'000s	£'000s	£'000s	£'000s	£'000s
Expenditure					
1 Police Officer Salaries and Allowances	70,108	69,771	69,771	66,041	3,730
2 Police Staff Salaries and Allowances	22,284	22,672	22,672	22,752	(80)
3 PCSO Salaries and Allowances	7,182	6,248	6,248	5,744	504
4 Police Officer Overtime and Enhancements	1,656	2,495	2,495	2,766	(271)
5 Police Staff Overtime and Enhancements	1,010	1,176	1,176	1,081	95
6 PCSO Overtime and Enhancements	742	758	758	752	5
7 Other Employee Related Costs	2,169	2,199	2,199	2,600	(401)
8 Premises Costs	5,755	9,590	9,590	8,940	651
9 Transport Costs	3,294	8,413	8,413	7,896	516
10 Supplies and Services	16,748	30,448	30,448	29,421	1,027
11 Major Incident Schemes	691	691	691	241	450
12 Proactive Operational Initiatives	(31)	(31)	(31)	43	(74)
13 Contribution to Police Computer Co.	727	727	727	698	29
14 Capital Charges	500	500	500	542	(42)
	132,833	155,658	155,658	149,518	6,140
Other Approved Revenue Requirements					
15 Development Reserve	150	150	150	0	150
16 Identified Recurring Savings	(4,348)	(1,887)	(1,887)	0	(1,887)
	(4,198)	(1,737)	(1,737)	0	(1,737)
Income					
17 Investment Income	(162)	(162)	(162)	(203)	41
18 Other Income	(9,327)	(34,410)	(34,410)	(34,644)	235
	(9,489)	(34,572)	(34,572)	(34,847)	275
19 Net Expenditure Before Transfers	119,146	119,349	119,349	114,671	4,678
Transfers					
20 To Earmarked Reserves (Pre-Approved)	2,190	2,190	2,190	2,199	(9)
21 To Capital Account	0	0	0	0	0
	2,190	2,190	2,190	2,199	(9)
22 Net Expenditure Including Transfers	121,336	121,539	121,539	116,870	4,669
23 Funded By:					
24 Revenue Support Grant	(17,156)	(17,156)	(17,156)	(17,156)	0
25 National Non-Domestic Rates	(13,519)	(13,519)	(13,519)	(13,519)	0
26 Police Grant	(46,169)	(46,169)	(46,169)	(46,169)	0
27 Council Tax	(42,675)	(42,675)	(42,675)	(42,675)	(0)
28 Specific Grant Income	(103)	(113)	(113)	(110)	(3)
29 Use of General Reserves	(152)	(152)	(152)	0	(152)
30 Use of Earmarked Reserves	(1,563)	(1,757)	(1,757)	(1,622)	(135)
31 Total Funding	(121,336)	(121,539)	(121,539)	(121,249)	(290)
32 (Over)/Underspend	0	0	0	(4,379)	4,379

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Police and Crime Commissioner for Gwent
2014/15 Revenue Budget - Gwent Police Force
Performance to 31st March 2015

	Initial Annual Budget	Revised Annual Budget	Budget to Date	Expenditure to Date	Variance to Date
	£'000s	£'000s	£'000s	£'000s	£'000s
Expenditure					
1 Police Officer Salaries and Allowances	70,108	69,453	69,453	65,186	4,267
2 Police Staff Salaries and Allowances	21,485	21,301	21,301	21,279	22
3 PCSO Salaries and Allowances	7,182	6,211	6,211	5,704	506
4 Police Officer Overtime and Enhancements	1,656	1,852	1,852	2,123	(271)
5 Police Staff Overtime and Enhancements	1,010	1,020	1,020	925	95
6 PCSO Overtime and Enhancements	742	640	640	634	5
7 Other Employee Related Costs	2,153	2,174	2,174	2,582	(407)
8 Premises Costs	5,750	5,802	5,802	5,154	648
9 Transport Costs	3,269	3,304	3,304	2,788	516
10 Supplies and Services	13,927	15,247	15,247	14,298	950
11 Major Incident Schemes	691	691	691	241	450
12 Proactive Operational Initiatives	(31)	(31)	(31)	43	(74)
13 Contribution to Police Computer Co.	727	727	727	698	29
14 Capital Charges	500	500	500	542	(42)
	129,168	128,891	128,891	122,197	6,694
Other Approved Revenue Requirements					
15 Development Reserve	150	150	150	0	150
16 Identified Recurring Savings	(4,348)	(1,887)	(1,887)	0	(1,887)
	(4,198)	(1,737)	(1,737)	0	(1,737)
Income					
17 Investment Income	(162)	(162)	(162)	(203)	41
18 Other Income	(8,188)	(33,161)	(10,248)	(10,457)	209
	(8,350)	(33,323)	(10,410)	(10,659)	249
19 Net Expenditure Before Transfers	116,620	93,831	116,744	111,538	5,206
Transfers					
20 To Earmarked Reserves (Pre-Approved)	2,190	2,190	2,190	2,199	(9)
21 To Capital Account	0	0	0	0	0
	2,190	2,190	2,190	2,199	(9)
22 Net Expenditure Including Transfers	118,809	96,020	118,934	113,736	5,197
23 Funded By:					
24 Revenue Support Grant	(17,156)	(17,156)	(17,156)	(17,156)	0
25 National Non-Domestic Rates	(13,519)	(13,519)	(13,519)	(13,519)	0
26 Police Grant	(46,169)	(46,169)	(46,169)	(46,169)	0
27 Council Tax	(40,150)	(40,150)	(40,150)	(40,150)	(0)
28 Specific Grant Income	(103)	(113)	(113)	(110)	(3)
29 Use of General Reserves	(152)	(152)	(152)	0	(152)
30 Use of Earmarked Reserves	(1,563)	(1,677)	(1,677)	(1,542)	(135)
31 Total Funding	(118,810)	(118,934)	(118,934)	(118,644)	(290)
32 (Over)/Underspend	(1)	(22,913)	0	(4,908)	4,908

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Police and Crime Commissioner for Gwent
2014/15 Revenue Budget - Office of Police and Crime Commissioner for Gwent
Performance to 31st March 2015

	Initial Annual Budget	Revised Annual Budget	Budget to Date	Expenditure to Date	Variance to Date
	£'000s	£'000s	£'000s	£'000s	£'000s
Expenditure					
1 Police Officer Salaries and Allowances	0	0	0	0	0
2 Police Staff Salaries and Allowances	799	829	829	852	(22)
3 PCSO Salaries and Allowances	0	0	0	0	0
4 Police Officer Overtime and Enhancements	0	6	6	6	(0)
5 Police Staff Overtime and Enhancements	0	1	1	1	(0)
6 PCSO Overtime and Enhancements	0	0	0	0	0
7 Other Employee Related Costs	16	16	16	10	6
8 Premises Costs	5	6	6	3	3
9 Transport Costs	24	26	26	25	1
10 Supplies and Services	2,821	2,970	2,970	2,676	294
11 Major Incident Schemes	0	0	0	0	0
12 Proactive Operational Initiatives	0	0	0	0	0
13 Contribution to Police Computer Co.	0	0	0	0	0
14 Capital Charges	0	0	0	0	0
	3,666	3,854	3,854	3,573	281
Other Approved Revenue Requirements					
15 Development Reserve	0	0	0	0	0
16 Identified Recurring Savings	0	0	0	0	0
	0	0	0	0	0
Income					
17 Investment Income	0	0	0	0	0
18 Other Income	(1,139)	(1,249)	(1,249)	(1,274)	26
	(1,139)	(1,249)	(1,249)	(1,274)	26
19 Net Expenditure Before Transfers	2,526	2,605	2,605	2,299	307
Transfers					
20 To Earmarked Reserves (Pre-Approved)	0	0	0	0	0
21 To Capital Account	0	0	0	0	0
	0	0	0	0	0
22 Net Expenditure Including Transfers	2,526	2,605	2,605	2,299	307
23 Funded By:					
24 Revenue Support Grant	0	0	0	0	0
25 National Non-Domestic Rates	0	0	0	0	0
26 Police Grant	0	0	0	0	0
27 Council Tax	(2,525)	(2,525)	(2,525)	(2,525)	0
28 Specific Grant Income	0	0	0	0	0
29 Use of General Reserves	0	0	0	0	0
30 Use of Earmarked Reserves	0	(80)	(80)	(80)	0
31 Total Funding	(2,525)	(2,605)	(2,605)	(2,605)	0
32 (Over)/Underspend	1	(0)	(0)	(306)	307

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Police and Crime Commissioner for Gwent
2014/15 Revenue Budget - Office of Police and Crime Commissioner for Gwent
Performance to 31st March 2015

	Initial Annual Budget	Revised Annual Budget	Budget to Date	Expenditure to Date	Variance to Date
	£'000s	£'000s	£'000s	£'000s	£'000s
Expenditure					
1 Police Officer Salaries and Allowances	0	0	0	0	0
2 Police Staff Salaries and Allowances	799	829	829	852	(22)
3 PCSO Salaries and Allowances	0	0	0	0	0
4 Police Officer Overtime and Enhancements	0	6	6	6	(0)
5 Police Staff Overtime and Enhancements	0	1	1	1	(0)
6 PCSO Overtime and Enhancements	0	0	0	0	0
7 Other Employee Related Costs	16	16	16	10	6
8 Premises Costs	5	6	6	3	3
9 Transport Costs	24	26	26	25	1
10 Supplies and Services	2,821	2,970	2,970	2,676	294
11 Major Incident Schemes	0	0	0	0	0
12 Proactive Operational Initiatives	0	0	0	0	0
13 Contribution to Police Computer Co.	0	0	0	0	0
14 Capital Charges	0	0	0	0	0
	3,666	3,854	3,854	3,573	281
Other Approved Revenue Requirements					
15 Development Reserve	0	0	0	0	0
16 Identified Recurring Savings	0	0	0	0	0
	0	0	0	0	0
Income					
17 Investment Income	0	0	0	0	0
18 Other Income	(1,139)	(1,249)	(1,249)	(1,274)	26
	(1,139)	(1,249)	(1,249)	(1,274)	26
19 Net Expenditure Before Transfers	2,526	2,605	2,605	2,299	307
Transfers					
20 To Earmarked Reserves (Pre-Approved)	0	0	0	0	0
21 To Capital Account	0	0	0	0	0
	0	0	0	0	0
22 Net Expenditure Including Transfers	2,526	2,605	2,605	2,299	307
23 Funded By:					
24 Revenue Support Grant	0	0	0	0	0
25 National Non-Domestic Rates	0	0	0	0	0
26 Police Grant	0	0	0	0	0
27 Council Tax	(2,525)	(2,525)	(2,525)	(2,525)	0
28 Specific Grant Income	0	0	0	0	0
29 Use of General Reserves	0	0	0	0	0
30 Use of Earmarked Reserves	0	(80)	(80)	(80)	0
31 Total Funding	(2,525)	(2,605)	(2,605)	(2,605)	0
32 (Over)/Underspend	1	(0)	(0)	(306)	307

Agenda Item 11

2014/15 Programme				
EXPENDITURE	Initial Annual Budget £'000s	Revised Annual Budget £'000s	Expenditure To Date £'000s	Year-End Variance £'000s
Estates Schemes :				
1 Estates Schemes including Minor Works	570	561	93	468
2 Replacement FCR	0	0	1	(1)
3 CID Hub	0	9	9	(0)
4 Gwent Connect (Victims Hub)	0	161	161	0
5 Total Estates Schemes	570	731	263	468
6 Vehicle Purchases	1,921	1,921	1,319	602
7 Vehicle Purchases	1,921	1,921	1,319	602
8 Information Systems :				
9 Inter-Relational Mgt System	71	71	0	71
10 VOIP	500	500	0	500
11 Replacement ICCS System	500	500	0	500
12 Enterprise Resource Planning System	500	500	325	175
13 Other IS schemes	180	229	50	179
14 Information Systems	1,751	1,800	375	1,424
15 Force Projects :				
16 Body Worn Video	0	259	0	259
17 Fusion/Mobile Data	0	1,395	939	456
18 Speed Reduction	0	120	120	0
19 Video Conferencing	0	27	28	(1)
20 Other BTCTG Projects / Schemes	200	124	13	112
21 Total Force Projects	200	1,925	1,100	826
22 Overall Totals	4,442	6,377	3,058	3,319

FUNDING OF PROGRAMME			
	Initial Annual Budget £'000s	Revised Annual Budget £'000s	
23 Capital Grants	1,037	1,845	1,069,704
24 Supported Borrowing			
25 Use of Capital Reserves	3,405	1,092	
26 Revenue Contributions to Capital			
27 Partnership Organisations - Capital		120	
28 Receipt from sale of premises			
29 Loans / Use of Revenue Funding			
30 Total Funds Available	4,442	3,058	
31 Shortfall/(Surplus) in Funding			0

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