



Annual Report 2014-2015

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Printed copies of this Annual Report 2014/15 are available on request.

Please contact the Office of the Police and Crime Commissioner at
pcc@cleveland.pnn.police.uk.

Introduction from Barry Coppinger, Police & Crime Commissioner for Cleveland

I am pleased to present my third Annual Report which highlights progress against my objectives for the period 1 April 2014 to 31 March 2015.

This is a statutory document which is required by law and is presented to the Police and Crime Panel for their scrutiny. Their recommendations and comments will be published on my website. You will see that my main focus remains the delivery of local policing across neighbourhoods and supporting all communities to help improve the quality of life for everyone in Cleveland and ultimately to feel safe. My objectives as set out in my manifesto remain:



- **Retaining and Developing Neighbourhood Policing**
- **Ensuring a Better Deal for Victims & Witnesses**
- **Diverting People from Offending, with a focus on Rehabilitation and the Prevention of Re-offending**
- **Developing Better Co-ordination, Communication and Partnership between Agencies - to make the Best Use of Resources**
- **Working for Better Industrial and Community Relations**

My Police and Crime Plan builds on the progress made in previous years, these can be shown as three core areas where I have played a significant role in developing services; they are 1) Victims and witness services, 2) Focusing on reducing offending and reoffending, and 3) Partnership working and collaboration. My Plan is supported by a robust delivery plan which is monitored through monthly scrutiny meetings.

I am committed to working with the Chief Constable, local authorities, key partners and voluntary agencies to further develop the necessary services that help prevent and reduce crime and disorder. I am pleased to report Cleveland Police has a recruitment programme for police officers and police community support officers (PCSOs) as part of my investment to maximise resources on front-line services. I hope you enjoy reading this document. If you would like to get involved in supporting the work of my office, please contact me.

A handwritten signature in black ink that reads 'Barry Coppinger'. The signature is written in a cursive, flowing style.

Barry Coppinger
Police and Crime Commissioner for Cleveland

Retaining and Developing Neighbourhood Policing

I firmly believe that police officers and front-line staff should be close to their neighbourhoods where possible. Only this will help them to understand the issues, conflicts and opportunities that arise when tackling crime and disorder. Providing access to police services through local contact remains a key objective. Through good financial and business modelling systems Cleveland Police for the first time in five years, started to recruit new police officers and police community supports officers to ensure delivery of front-line services. We are working on plans to reinvigorate the Cleveland Police Volunteer Programme to encourage people to get involved in schemes such as Special Constabulary.

I continue to spend a significant amount of my time listening to the views of people across all wards in the Cleveland area, I continue to attend meetings in every ward and have attended around 300 meetings as part of my **Your Force, Your Voice** programme of engagement. This includes meeting with all groups of people as well as with key community groups, and especially victims and young people. Your top concern remains dealing with antisocial behaviour.



Speaking at a 'Your Force, Your Voice' Meeting

To tackle this, I have worked with Cleveland Police, Local Authorities, Local Criminal Justice Board and others to help develop activities and structures that help to prevent and tackle antisocial behaviour. My antisocial behaviour summits bring partners together to share best practice and explore opportunities for further collaboration and partnership working to drive down crime. As part of the restructured Neighbourhood Watch scheme into a single force-wide scheme, I have actively supported the introduction of **Cleveland Connected**, a new community messaging service to ensure as many people as possible are aware of local crime and antisocial behaviour issues, including how to protect yourself through crime prevention messages. The scheme was launched in October 2014 and has around 12,000 members.



Community Safety Awards 2014

My annual **Community Safety Awards** celebrates the excellent work of agencies, volunteers and individuals who strive to make Cleveland a safer place in which to live.

Over 200 nominations have been received across a variety of categories covering the work of police, housing associations, community safety partnerships, local businesses and volunteers.

The **Cleveland Police Volunteer Cadet Programme** is an exciting scheme for young people aged 13-17 years of age, the cadets support Cleveland Police initiatives by assisting Neighbourhood Police Teams in delivering crime prevention advice and helping with youth engagement. The cadets are regularly getting involved in volunteering opportunities to support local charitable organisations and the vulnerable. The Programme also helps the cadets with personal development by preparing the young people for further education or entry into the work place.

Ensuring a Better Deal for Victims & Witnesses

The care of victims and the services they receive is key to everything we do in Cleveland. In October 2014, I became responsible for commissioning services for victims and witnesses. I have developed a commissioning framework that supports work across the Criminal Justice System and identifies needs and gaps in service provision across all crime categories.

From April 2015, the Police & Crime Commissioners of Cleveland and Durham (Ron Hogg) entered into a collaborative agreement with **Victim Support** to deliver victim referral and support services for victims of crime. Ron and I are working together to improve services for victims and have developed a pilot project whereby Victim Support staff are located in Police premises to improve information sharing and make a better assessment of the victim needs.

Further work continues in developing victims needs assessments to ensure that the right services are provided to the relevant people. This includes the completion of a mapping exercise to identify what services are currently provided across Cleveland, the result of which has been the electronic publication of the **Cleveland Victims Services Directory** (www.cvsd.co.uk).



Work has continued to develop on the **Regional Violence against Women and Girls Strategy**, ensuring victims receive the best possible support through their journey. An example of this includes the roll out of one hundred body worn videos across the force. These enable Officers to collect early evidence at the scene of domestic incidents which can potentially be used in court at a later date. I have also funded two video links direct to both the magistrates and crown courts from the Sexual Assault Referral Centre and My Sisters Place, a local domestic abuse service. These can be used by all victims to give evidence in court without having to directly face the perpetrator.

I have made significant investments into supporting victims of domestic and sexual abuse through my victims budget and working closely with the Police Protecting Vulnerable People Unit. This has led to me making additional provision for specialist support provided by **Independent Sexual Violence Advocates (ISVAs)** and **Independent Domestic Violence Advocates (IDVAs)**. I have continued to joint fund with NHS England the Cleveland **Sexual Assault Referral Centre (SARC)** which provides forensic and clinical services to victims of serious sexual assaults as well as referring victims into counselling and other support services. I have further supported the improvement of access to the centre and the expansion of services.



Ensuring a Better Deal for Victims & Witnesses

Domestic Abuse is everyone's business - therefore as part of the VAWG strategy, I have developed a **Domestic and Sexual Abuse and the Workplace Project** to encourage employers in both the public and private sector to take action, so that all staff are safe and supported and that a strong zero tolerance message is sent to those who commit abuse. Organisations are encouraged to develop a policy based on a template developed alongside specialist domestic and sexual abuse support services. Putting policy into practice, organisations are asked to go that step further and identify domestic and sexual abuse champions whose role it is to promote domestic and sexual abuse within their working environment and signpost, if necessary to the specialist support services.



Domestic Abuse and the Workplace Launch

To date organisations involved in the project include; Stages Academy, Clipper Logistics (Wynyard), BT, HMRC (Stockton), Teesside University and others. So far 25 champions have been trained with further training sessions arranged throughout the year. Following the first training sessions, one organisation discussed the project within their workplace and a disclosure was received from a member of staff.



Operation Encompass Launch in Hartlepool

I supported the launch of **Operation Encompass** which was introduced in Hartlepool in March 2015 and will include the remaining three local authorities by the end of this year. Operation Encompass is a project by which key adults in schools and academies are informed that a child attending school may have been effected by domestic abuse prior to the start of the school day. This allows for the school to offer early intervention support to enable the child to stay in school in a safe and secure department.

I hosted a regional **Human Trafficking and Modern Day Slavery** awareness raising event to highlight the issue from an international, national and local perspective. This was attended by over 120 partners. As a result of number of training events have been delivered to over 200 people to help them to identify issues of potential human trafficking and modern day slavery in their line of work.



Human Trafficking and Modern Day Slavery event

I have encouraged people to report **homophobic and transphobic hate crime**, including the introduction of a multi-agency steering group to focus on improving confidence to report hate crime within the LGB&T community and continue to work with the Criminal Justice System to improve prosecutions for hate crime.

Diverting People from Offending, with a Focus on Rehabilitation and the Prevention of Re-offending

Prevention of crime is a central theme to my work and is underpinned by the role of neighbourhood policing teams and also through the support provided to victims and witnesses to prevent them become repeat victims. I have worked with Criminal Justice agencies over the past year and have chaired the **Cleveland and Durham Local Criminal Justice Board**, to develop and build on good practices necessary for delivering better services.

I have provided funding for a **Restorative Justice Coordinator** role, to review and highlight areas of best practice across the agencies who provide restorative justice services. Support has also been provided to develop a consistent Cleveland wide approach including the extension of the Cleveland Police programme to include adults. The impact of which helps victims to recover and to have a say over reparation. In 2014-15 alone, there were over 1,000 crime occurrences that were dealt with by means of a restorative justice intervention.

Police Officers have received training on dealing with and tackling **disability hate crime** through a training DVD prepared by my office. I actively encourage people to report disability hate crime and continue to develop and support the successful embedded 'Safe Places' scheme throughout Cleveland. Anyone that is feeling vulnerable, typically those with learning disabilities, can use the venues if they are feeling unsafe or have been a victim of hate crime and would like some support.



Disability Hate Crime DVD Launch

I closely monitor probation reforms and have established meetings with the newly formed **community rehabilitation company**, ARCC, to assess their impact on reducing reoffending in Cleveland.

I have further developed the **Give it A Go** app which promotes diversionary activities and events for young people within Cleveland. With over 110 organisations registered, the app is in the process of being uploaded to both Android and Apple stores for people to download.

Working with Cleveland Police, HM Prison officers and Probation I have introduced a central **Integrated Offender Management** (IOM) team that provides services to help offenders not reoffend. This is co-located within a prison setting at Holme House, to encourage greater levels of consistency and effectiveness across Cleveland in management of prolific and priority offenders.

To understand and address how to tackle the causes for people shoplifting (a significant crime issue), I am an active representative of the **North East Retail Crime Partnership** and work closely with Cleveland Police to address issues. This includes promoting the support services provided by food banks.

Developing Better Co-ordination, Communication and Partnership between Agencies - to make the Best Use of Resources

Reductions in crime and antisocial behaviour cannot be delivered by a single organisation. Collaboration across the public sector in Cleveland must be explored, services in the future are likely to be provided through the pooling of resources, collaboration agreements and shared buildings. My **Estates Strategy** is clear that I am committed to providing front-line services whilst recognising that police officers and staff need to operate with systems and equipment that is fit for a modern police service. This includes reducing the reliance on office and desk based processes by making available modern mobile equipment that enables officers to record and process information at the point of contact.

I have held annual **Criminal Justice Volunteers Fairs** which so far over 2,000 individuals have attended and expressed an interest in helping in the work of the agencies involved. I will be holding another volunteer fair this year.



Cleveland Independent Custody Visitors

Every PCC is statutorily required to operate an **Independent Custody Visiting (ICV) Scheme**. As such a scheme operates in within Cleveland. Independent Custody Visitors are volunteer members of the public who live, or work in the Cleveland Police area. Their role is to visit police custody suites unannounced to evaluate the welfare of detainees held in police custody. Currently in Cleveland there are 20 ICVs carrying out this duty across the Force's two custody suites - Middlesbrough and Hartlepool.

The **Community Safety Hub** project has progressed within the last year. Requirements have been discussed to inform the building design, testing this to make sure it can provide the best possible environment to keep officers and staff as productive as possible. This includes how the building will be used to host other agencies to help support critical incidents within the Cleveland area.



Proposed Community Safety Hub at Hemlington

I have forged ahead with 'blue light' collaboration, reaching the ground-breaking agreements in 2014-15 including:

- Launching the Evolve Collaboration Programme with neighbouring PCCs and Forces in North Yorkshire and Durham
- Agreeing to joint Chief Finance Officer provision with the PCC for North Yorkshire
- Signing a Memorandum of Understanding with Cleveland Fire Authority and Cleveland Fire Brigade

All of which will form a key part of my drive for greater efficiency and effectiveness.

Working for Better Industrial and Community Relations

Improving community relations through equality and diversity is an essential part of my Police and Crime Plan. I continue to work with partners and have revitalised the **Strategic Independent Advisory Group (SIAG)** to ensure all communities are represented in the development of police services. I support Middlesbrough Pride, Stockton Eid Fusion Festival, Middlesbrough Mela and other activities across Cleveland to help develop good community relations and regularly visit a range of organisations and institutions to hear issues first hand.

My support for **Show Racism the Red Card** is helping the delivery of anti-racism education workshops in primary and secondary schools across Cleveland. This includes support for four teacher training seminars to ensure teachers are equipped with the skills and expertise to challenge racist attitudes within schools.



Show Racism the Red Card

Cleveland has one of the highest levels of people suffering with alcohol dependency and also people suffering **alcohol related crime**. I have campaigned for the alcohol minimum unit pricing and have been an active member on Health and Well Being Boards.



I continue to be accredited as a **Living Wage Employer**. The Force and its strategic partners support this and I have ensured that all contractors involved in the new projects and the Community Safety Hub will fully comply with the requirements of the Living Wage scheme. I commissioned an assessment of the leadership and culture within Cleveland Police, the results of which are being drawn into the **Leadership Development Programme** of activities. I fully support the Chief Constable who is a national lead for the Police Code of Ethics and my Chief of Staff attends the force Transparency, Integrity, Value and Ethics Board.

During 2014/15 I funded £1,143,000 of various local initiatives and victims and witnesses services. In December 2014, I launched my **Community Safety Initiatives Fund**, this allows anyone who believes they can make a positive impact in reducing crime and antisocial behaviour to apply for funding from my office.

Over 20 local projects have been supported in the first six months of operation, this includes; funding to Redcar Cricket Club to run a sports summer programme and supporting 'Crucial Crew', a multi-agency annual event to raise awareness of and teach personal safety skills to 10-11 year olds through the use of workshops.

Finance and Resources Summary

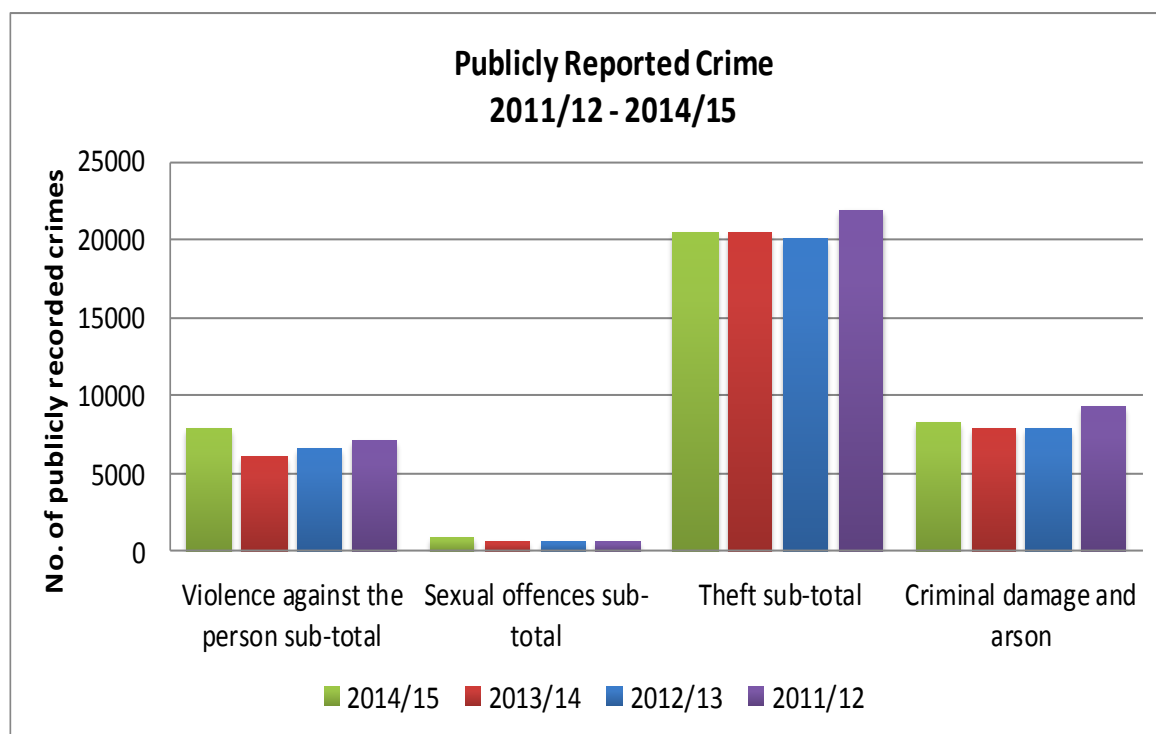
The availability of finance and resources continue to be the main driver for changes across Cleveland Police and the wider police service. Trying to provide more with less is always a challenge and it is commendable that Cleveland Police continue to identify and implement new and innovative ways of working to ensure high standards of policing continue to be delivered. Since coming into office, I have met the financial challenges presented without drawing on reserves. Cleveland Police has robust financial plans to support future services and facilities, although I am not complacent about future challenges brought about by further financial cuts. I remain committed to looking to the future to provide services and accommodation that supports the needs and demands of a modern police service. This is my commitment to people, communities and neighbourhoods in helping to prevent crime and disorder.

Despite considerable additional responsibilities, my office costs have reduced by 30% (£350,000) when compared to the Police Authority. Procurement savings made since I was elected show Home Office returns totalling £1,216,378 (Nov 2012 to Mar 2015). The forecast outturn position for 2014/15 shows an underspend of £2,461,000 which will be re-invested into front-line policing services. The end of year budget results are shown below.

2014/15 Revenue Outturn	Original 2014/15 Budget	Revised 2014/15 Budget	Year End 2014/15 Position	Under / Over Spend
Police Grant	(49,443)	(49,443)	(49,443)	0
RSG/National Non Domestic Rate	(40,313)	(40,313)	(40,313)	0
Government Grant	(89,756)	(89,756)	(89,756)	0
Council Tax Precept	(28,797)	(28,797)	(29,394)	(597)
Collection Surplus Increase Appropriated to Reserves	0	0	597	597
Council Tax Freeze Grant	(800)	(800)	(800)	0
Council Tax Support Grant	(6,868)	(6,868)	(6,868)	0
Precept Related Funding	(36,465)	(36,465)	(36,465)	0
Specific Grants	(5,619)	(5,998)	(5,917)	81
Victims and Witness Funding	(180)	(417)	(420)	(3)
Partnership Income/Fees and Charges	(2,233)	(4,292)	(5,449)	(1,157)
Total Funding	(134,253)	(136,928)	(138,007)	(1,079)
PCC Initiatives/Victims and Witness	£000s	£000s	£000s	£000s
Total Community Safety Initiatives	1,510	877	679	(198)
Victims and Witnesses Initiatives	258	495	464	(31)
Police Force Planned Expenditure	£000s	£000s	£000s	£000s
Police Pay	70,558	69,985	68,223	(1,762)
Police Overtime	1,354	2,320	2,242	(78)
Police Community Support Officer Pay	4,419	4,419	4,053	(366)
Staff Pay	6,484	6,633	6,523	(110)
Non-Pay	38,590	40,778	41,021	243
Total Planned Expenditure	121,405	124,135	122,062	(2,073)
	£000s	£000s	£000s	£000s
(Surplus)/Deficit	(1,035)	(1,733)	(2,944)	(1,211)
Transfers to/(from) General Fund	(680)	602	602	0
Transfers to Capital Reserves	0	1,151	1,151	0
Transfers from Earmarked Reserves	0	(3,210)	(3,210)	0
Transfers to Earmarked Reserves	1,715	3,190	3,190	0
Net (Surplus)/Deficit After Reserves	0	0	(1,211)	(1,211)

Performance Summary

My **Performance Management Framework** incorporates the analysis of and scrutiny of data to support each of my objectives. I have a full scrutiny programme involving regular meetings regarding police performance, use of resources and commissioned services and partnership working. I also attend the Force's Strategic and Tactical Performance Group meetings where I have the opportunity to engage directly with the officers responsible for delivering and leading those services. I meet with the Chief Constable to consider and address current and future issues, as well as monitoring crime figures and emerging trends. Outcomes and reports are available on my website. The chart below shows Cleveland Police publicly recorded crime figures for the last four years.



I am committed to providing the highest standards of service with integrity and transparency. I publish my full diary, details of all my major decisions as well as a full sweep of financial information including the expenses I incur carrying out my role.

The Police and Crime Panel meets regularly to scrutinise my Police and Crime Plan, review my Annual Report and consider my decisions in their role as 'critical friend' to meet the performance of my duties. The Joint Audit Committee supports and advises me as well as the Chief Constable in carrying out the responsibilities of office.



£680,000

saved from private finance initiative contracts

£1,143,000

funded to PCC locally commissioned services



100 body worn video cameras

provided to police officers across the force.

Recruited **24 Police Officers**
and **20 Special Constables**



97 Police Cadets now volunteering

Developed the
Cleveland Victim Service Directory
(www.cvsd.co.uk)

