

## Agenda

**Meeting:** North Yorkshire Police, Fire and Crime Panel

**Venue:** Remote Meeting via Microsoft Teams

**Date:** Thursday, 14 October 2021 at 10.30 am

Under his delegated decision making powers in the Officers' Delegation Scheme in the Council's Constitution, the Chief Executive Officer has power, in cases of emergency, to take any decision which could be taken by the Council, the Executive or a committee. Following on from the expiry of the Local Authorities and Police and Crime Panels (Coronavirus) (Flexibility of Local Authority and Police and Crime Panel Meetings) (England and Wales) Regulations 2020, which allowed for committee meetings to be held remotely, the County Council resolved at its meeting on 5 May 2021 that, for the present time, in light of the continuing Covid-19 pandemic circumstances, remote live-broadcast committee meetings should continue (as informal meetings of the Committee Members), with any formal decisions required being taken by the Chief Executive Officer under his emergency decision making powers and after consultation with other Officers and Members as appropriate and after taking into account any views of the relevant Committee Members. This approach will be reviewed in November 2021.

The meeting will be available to view once the meeting commences, via the following link - [www.northyorks.gov.uk/live-meetings](http://www.northyorks.gov.uk/live-meetings). Recording of previous live broadcast meetings are also available there.

### Business

1. **Welcome and apologies**
2. **Minutes of the Panel Meeting held on 22nd July 2021** **(Pages 5 - 12)**
3. **Declarations of Interest**
4. **Appointment of independent co-opted members to the Panel**  
Report from the Panel Secretariat. **(Pages 13 - 16)**
5. **Public Questions or Statements to the Panel**
  - Any member of the public, who lives, works or studies in North Yorkshire and York can ask a question to the Panel. The question or statement must be put in writing to the Panel no later than midday on Monday, 11<sup>th</sup> October 2021 to Diane Parsons (contact details below).
  - On 14<sup>th</sup> October, the time period set aside for asking and responding to all questions will be limited to 30 minutes. No one question or statement shall exceed 3 minutes.

- Please see the general rules regarding Public Question Time at the end of this agenda page. The full protocol can be found at [www.nypartnerships.org.uk/pcp](http://www.nypartnerships.org.uk/pcp).

6. **Complaints Raised with the Police, Fire and Crime Panel (October 2021)**  
Report from the Panel Secretariat.  

**(Pages 17 - 60)**
7. **Members' Questions**
8. **Risk and Resource Model for NY Fire and Rescue Service**  
Update report from the Police, Fire and Crime Commissioner on the development of the Risk and Resource Model.  

**(Pages 61 - 62)**
9. **Mid-year budget review for policing and fire and rescue**  
Reports from the Police, Fire and Crime Commissioner on the mid-year budget position for North Yorkshire Police and North Yorkshire Fire and Rescue Service.
  - (a) **Policing budget update**  

**(Pages 63 - 70)**
  - (b) **Fire and Rescue budget update**  

**(Pages 71 - 84)**
10. **Work Programme**  
Report by the Panel Secretariat.  

**(Pages 85 - 88)**
11. **Such other business as, in the opinion of the Chairman, should, by reason of special circumstances, be considered as a matter of urgency.**

**Dates of future meetings:**

- Thursday 13<sup>th</sup> January 2022 – 10:30am – City of York Council West Offices (tbc)
- Monday 7<sup>th</sup> February 2022 (PRECEPT) – 10:30am – County Hall, Northallerton (tbc)
- Monday 21<sup>st</sup> February 2022 – 1:30pm (Precept Reserve) – County Hall, Northallerton (tbc)

Barry Khan  
Assistant Chief Executive (Legal and Democratic Services)

County Hall  
Northallerton  
**Wednesday, 6 October 2021**

**NOTES:**

- (a) Members are reminded of the need to consider whether they have any personal or prejudicial interests to declare on any of the items on this agenda and, if so, of the need to explain the reason(s) why they have any personal interest when making a declaration.

The Panel Secretariat officer will be pleased to advise on interest issues. Ideally their views should be sought as soon as possible and preferably prior to the day of the meeting, so that time is available to explore adequately any issues that might arise.

#### Public Question Time

The questioner must provide an address and contact telephone number when submitting a request. The request must set out the question in full. The question/statement:

1. must relate to the Panel's role and responsibilities;
2. must not be substantially the same as a question which has been put at a meeting in the past 6 months;
3. must not be defamatory, frivolous, vexatious or offensive;
4. must not require the disclosure of confidential or exempt information; and
5. must not refer to any matter of a personal nature.

At the meeting: Once the question has been approved, the questioner will be contacted to make arrangements to attend the meeting to put the question.

Any questions will normally be answered at the meeting but in some cases this might not be practicable and a written answer will be provided within 14 days of the meeting.

The full protocol for public questions or statements to the Panel can be found at [www.nypartnerships.org.uk/pcp](http://www.nypartnerships.org.uk/pcp)

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## North Yorkshire County Council

### North Yorkshire Police, Fire and Crime Panel

Minutes of the remote meeting held on Thursday, 22nd July, 2021 commencing at 10.30 am.

Councillors Carl Les (North Yorkshire County Council) in the Chair; Keith Aspden (City of York Council), Peter Wilkinson (Hambleton District Council), Lindsay Burr (Ryedale District Council), Mike Chambers (Harrogate Borough Council), Tim Grogan (Selby District Council), Carl Maw (Scarborough Borough Council), Patrick Mulligan (Craven District Council) and Darryl Smalley (City of York Council).

Community Co-opted Members: Paula Stott.

In attendance: Jonathan Foster (North Yorkshire Fire and Rescue Service).

Officers from the Office of the Police, Fire and Crime Commissioner: Philip Allott (Police, Fire and Crime Commissioner for North Yorkshire), Caroline Blackburn (Asst Chief Executive & Monitoring Officer), Michael Porter (Chief Financial Officer), Tom Thorp (Asst Chief Executive and Monitoring Officer) and Simon Dennis (Chief Executive & Monitoring Officer).

Officers present: Diane Parsons (Principal Scrutiny Officer).

Apologies: Councillors Helen Grant (Richmondshire District Council) and Santokh Sidhu (Independent Co-opted Member).

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#### Copies of all documents considered are in the Minute Book

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#### 518 Election of Panel Chair

The Secretariat officer opened the meeting by reminding all present of the decision-making arrangements for the meeting. Following the expiry of the legislation permitting remote committee meetings in May 2021), the County Council resolved at its meeting on 5<sup>th</sup> May 2021 that in light of the continuing Covid-19 pandemic circumstances, remote live-broadcast committee meetings should continue, with any formal decision required being taken by the Chief Executive Officer under his emergency decision-making powers and after consultation with other officers and Members as appropriate and after taking into account any views of the relevant Committee Members. As the Panel is constituted as a committee of the council, those present were reminded that the meeting was as such being held informally and any formal decisions required would be taken by the Chief Executive Officer under the terms advised.

The Secretariat officer then proceeded to seek nominations and seconds for the election of Panel Chair.

**Resolved – that the following be referred to the Chief Executive Officer for consideration under his emergency delegated powers:-**

That Councillor Carl Les be elected to serve as Chair until July 2022.

#### 519 Welcome and apologies

**Councillor Carl Les in the Chair.**

The Chair welcomed everyone to the meeting; in particular the newly-elected Commissioner, Philip Allott, and the three new Members to the Panel (Councillors Smalley, Mulligan and Burr).

Apologies were noted from Santokh Sidhu and Councillor Helen Grant.

**520 Minutes of the Panel Meeting held on 24th March 2021**

**Resolved – that the following be referred to the Chief Executive Officer for consideration under his emergency delegated powers:-**

That the minutes of the meeting held on 24<sup>th</sup> March 2021, having been printed and circulated, be taken as read and confirmed and signed by the Chairman as a correct record.

**521 Matters Arising from the Minutes of the Meeting held on 24th March 2021**

No matters arising were notified to the meeting.

**522 Election of Vice Chairs to the Panel**

**Resolved – that the following be referred to the Chief Executive Officer for consideration under his emergency delegated powers:-**

That Councillor Peter Wilkinson and Councillor Keith Aspden be elected as Vice Chairs to serve until July 2022.

**523 Declarations of Interest**

*[Councillor Burr joined the meeting following technical issues].*

Councillor Keith Aspden notified that he is a Member of the LGA Fire Services Commission and the NJC for Fire Services.

**524 Consideration of the Exclusion of the Press and Public**

**Resolved –**

That the public and press be excluded from the meeting during consideration of Item 10 on the grounds that this involved the likely disclosure of exempt information as defined in the paragraph specified in column 2 of Part 1 of Schedule 12A to the Local Government Act 1971 as amended by the Local Government (Access to Information)(Variation) Order 2006.

**525 Public Questions or Statements to the Panel**

The Panel were advised that no public questions or statements had been received.

**526 Confirmation Hearing**

**527 Guidance for the Confirmation Hearing**

Considered –

The guidance note from the Panel Secretariat outlining the role and process for the Panel in conducting the confirmation hearing.

**Resolved –**

That the Panel notes the guidance provided.

**528 Supporting information from the Police, Fire and Crime Commissioner**

Considered –

The report of the Police, Fire and Crime Commissioner setting out details of the recruitment process conducted for Interim Chief Fire Officer and notifying the Panel of the preferred appointee, Mr Jonathan Foster.

**Resolved –**

That the Panel notes the report provided.

**529 Personal statement from the preferred appointee**

Considered –

The personal statement provided by the preferred candidate for Interim Chief Fire Officer, Mr Jonathan Foster.

The Chair thanked Mr Foster for providing his personal statement.

The Panel subsequently asked a number of questions of Mr Foster in order to be reassured that the candidate would meet the standards required for the role as outlined by the Commissioner.

**Question 1: Councillor Tim Grogan asked Mr Foster what he saw as being the key priorities for the North Yorkshire Fire and Rescue Service over the next 12 months.**

Mr Foster identified the delivery of the risk and resource model as the key priority for the service. He also cited the on-call element of the fire service as needing some improvements and that this will continue to be a large piece of work. Financial challenges will continue to be a factor but Mr Foster felt there are opportunities to make the service more efficient by re-aligning existing resources into higher priority areas. Improving diversity in the service will also be a high priority over the next 12 months and beyond.

**Question 2: Councillor Mike Chambers asked Mr Foster if he could provide an example of where he has had to give advice to a senior leader which may have been contrary to his own view, and how he dealt with this.**

In response, Mr Foster referred to the differing views at play with senior officials around introduction of the Tactical Response Vehicles (TRVs) and around public

engagement on the issue. Primarily, he referred to the importance of maintaining communication with one another, understanding differences of opinion, being prepared to listen and ultimately arriving at an amicable solution.

**Question 3: Councillor Patrick Mulligan asked Mr Foster how he will tackle the need to make urgent improvements to large sections of the fire estate in view of the challenging budget situation.**

Mr Foster underlined the importance of making the estate fit for a diverse workforce and that this will be a financial priority for the service. He also underlined the need to engage effectively with staff, the public and the Commissioner to help people better understand the challenges the service has.

**Question 4: Paula Stott asked Mr Foster what he has done in the past to ensure service values and core code of ethics has been embedded and what he intends to do in the next 12 months on this.**

The service has run taster days for recruitment exercises, targeted particularly at under-represented groups. An action plan is in place to deliver workshops and training on equality diversity and inclusion, to ensure that the values are fully embedded. Appropriate marketing of the service will then be needed going forward, particularly for on-call recruitment programmes.

**Question 5: Councillor Keith Aspden asked Mr Foster how he would ensure that the views of a wide range of stakeholders are properly considered in relation to the risk and resource model, and that there is appropriate engagement with staff, officers and unions.**

Mr Foster referred to a staff engagement programme underway and sought to reassure the Panel that engagement will be opened out to unions and the public.

**Question 6: Councillor Carl Maw asked Mr Foster how he will ensure an appropriate balance between meeting the needs of both rural and urban areas across such a large geography.**

Mr Foster referred, in response, to prevention being key and that there will be opportunities through the new risk and resource model to re-align resources. Some areas will need a greater focus on prevention in order to bolster the response service available.

**Question 7: Councillor Lindsay Burr asked Mr Foster how he would ensure greater diversity in recruitment, challenge traditional stereotypes about the firefighter role and reach out to under-represented groups.**

Mr Foster highlighted the need for ongoing internal cultural change in the service, getting the workforce to understand the benefits of diversity; not just around gender diversity. A range of approaches will be needed over time. Mr Foster also highlighted that 15 new recruits have just been employed, 5 of which were women, and that these recruits came from a wide range of backgrounds.

The Chair then invited all parties, other than Panel Members and officers supporting the Panel, to leave the meeting and the Panel went into closed session.



**Resolved – that the following be referred to the Chief Executive Officer for consideration under his emergency delegated powers:-**

On the basis of the information provided by the Commissioner, the discussions held in the confirmation hearing and examination of the evidence in both the public meeting and closed session, the Panel is pleased to recommend the appointment of Mr Jonathan Foster as Interim Chief Fire Officer.

**531 Members' Questions**

In response to a question regarding how best to tackle wildlife crime in the county, the Commissioner highlighted his recent engagement with the Rural Task Force on this issue and underlined that it is the Commissioner's role to draw the public's attention to the fact that you can be prosecuted for this type of crime. This will assist in helping to prevent further incidents.

A supplementary point was made by a Member around securing prosecutions for wildlife crime and that it was felt that fly-tipping should be treated more seriously at the magistrates courts. Reference was made in this context to the installation of ANPR cameras in Selby. The Commissioner concurred that he is keen to see more successful prosecutions for wildlife crimes and agreed also that he would raise the concerns regarding fly-tipping with the police. The Panel were advised that a mobile ANPR unit has been purchased with Safer Streets funding, which will assist with cross-border crime, including fly-tipping and hare coursing.

The Commissioner was asked whether he supported an increase in third-party reporting places for hate crime in York. In response, he outlined that he is keen to work collaboratively and bring on more people as third parties to contribute to the process but that education – for example engagement with schools – will also be key.

**532 Draft Annual Report for Policing and Crime 2020/21**

Considered –

The Commissioner's draft Policing and Crime Annual Report 2020/21.

Following an introduction to the report by the Commissioner, Members raised a number of observations and questions generated by the content of the draft. The key discussion points are summarised as follows:

- Members commended the work undertaken in partnership between the Commissioner, Police, local councils and others in response to the Covid-19 pandemic and would like to see this close working continuing for the benefit of communities;
- The Panel continues to have concern regarding the prevalence of drug crime, not only County Lines but also pervasive recreational drugs. This concern is shared by the Commissioner and the Panel was advised that further resources will be allocated centrally in the autumn.
- Members commended the introduction of a hate crime co-ordinator role within the force and the Commissioner agreed to provide a more comprehensive report for Panel on this role and how hate crime is being tackled.
- The Panel would welcome more hard data in future annual reports to enable

a clearer assessment of progress. The Panel also suggested that biannual updates are taken on how the Commissioner feels progress is being made against the key objectives of the Police and Crime Plan.

- Members underlined the importance of visible community policing and the role played by PCSOs.

**Resolved - that the following be referred to the Chief Executive Officer for consideration under his emergency delegated powers:-**

That the Panel recommends that the draft Policing and Crime Annual Report 2020/21 be approved.

**533 Draft Annual Report for Fire and Rescue 2020/21**

Considered –

The Commissioner's draft Fire and Rescue Annual Report 2020/21.

Following an introduction to the report by the Commissioner, Members raised a number of observations and questions generated by the content of the draft. The key discussion points are summarised as follows:

- Members welcomed the Commissioner's plans to modernise the estate to help make the service more welcoming as an employer to a diverse range of people, especially to female firefighters.
- The Panel and Commissioner share concern at the financial position for the service and the unsustainability of continuing to rely on drawing from reserves. The Panel expressed support for any dialogue with central government to help influence greater precept flexibility.
- Similarly to the policing annual report, Members requested that more data (objectives) be introduced into the annual reports in future to enable a clearer assessment of progress.
- Members welcomed the Commissioner's views around prevention and ensuring continued support for the most vulnerable in our communities; including through the expansion of the Public Safety Officer programme.

**Resolved - that the following be referred to the Chief Executive Officer for consideration under his emergency delegated powers:-**

That the Panel recommends that the draft Fire and Rescue Annual Report 2020/21 be approved.

**534 Memorandum of Understanding between the Panel and the Office of the Police, Fire and Crime Commissioner**

Considered –

The verbal update by the Chair regarding progress on the development of a Memorandum of Understanding (MoU) between the Panel and the Commissioner.

The Chair welcomed efforts to develop this document and emphasised that the Panel would like it to be as light-touch and flexible an agreement as possible. It is not intended to be a contract between the parties. A working group of key Members and officers has been formed and will report back to the next Panel.

**Resolved –**

That the Panel note the update provided.

**535 Work Programme**

Considered –

The report by the Panel Secretariat outlining a draft programme of work for the Panel.

Members requested that the following items be scheduled:

- An update from the Commissioner in three to six months to review how he feels progress is moving around the priorities and objectives discussed in the draft Annual Reports (i.e. Police and Crime Plan/Fire and Rescue Plan).
- An update from the Commissioner on community and neighbourhood policing.

It was also agreed that arrangements will be progressed for an in-person Panel meeting at Hambleton District Council on 14<sup>th</sup> October 2021.

**Resolved –**

That the Panel notes the report provided.

**536 Such other business as, in the opinion of the Chairman, should, by reason of special circumstances, be considered as a matter of urgency.**

The Panel were advised that no urgent business had been notified to the Chair.

The meeting concluded at 12.15 pm.

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## North Yorkshire Police and Crime Panel

14 October 2021

### Appointment of co-opted independent members

#### 1. Purpose of the report

1.1 To update the Panel on the recruitment exercise undertaken for its two co-opted independent members.

#### 2. Background

- 2.1. The governing legislation for Police (Fire) and Crime Panels states that each Panel must comprise two co-opted independent members who are not:
- members of the staff of the police, fire and crime commissioner for North Yorkshire;
  - members of the civilian staff of the North Yorkshire police force (or North Yorkshire Fire and Rescue Service);
  - Members of Parliament, the National Assembly for Wales or the Scottish Parliament;
  - members of a local authority which is covered by the police area;
  - serving police officers or firefighters.
- 2.2. As Members will be aware, following an extension to the normal term of office for the Panel's independent co-opted members due to Covid-19, a recruitment exercise has been held over the summer to recruit for the Panel's two co-opted members. Co-opted members serve a four-year term.
- 2.3. Co-options provide a means of enabling the Panel to meet its legal obligation to ensure that it is balanced; namely that it is not only geographically and politically representative of the area served but that it has the "skills, knowledge and experience necessary for the police and crime panel to discharge its functions effectively."<sup>1</sup>

#### 3. Selection process

- 3.1. The Panel agreed earlier this year to form a task group of five Members to oversee arrangements for the recruitment and selection of candidates to fill the two positions, with support from the Secretariat. Particular focus was given to ensuring that the promotion of the role was given as wide a reach as possible across the force area and learning from the experiences of other Panels around how to ensure that the application materials were as comprehensible and as appealing as possible.
- 3.2. While the advertisement developed for the roles encouraged anyone with relevant skills to apply, it was identified that particular areas of interest would include

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<sup>1</sup> Police Reform and Social Responsibility Act 2011; Sch 6, para 31(5)(c).

community safety, criminal justice, victim support, commissioning, health (including mental health) and advocacy. A light-touch skills audit was also undertaken of the councillor members on the Panel, to help identify potential gaps in expertise or knowledge and which may be usefully enhanced through a co-opted appointment. The audit identified that the areas in which Panel members generally feel to have the least direct experience or knowledge are:

- the health sector (including mental health);
- victim support / witness support; and
- the criminal justice system.

- 3.3. The role was advertised extensively in June 2021 via the local press, the voluntary and community sector, NYCC, City of York Council, NHS, parish councils, advocacy groups and safeguarding boards, to name a few. Social media updates were also released through the NYCC Comms team.
- 3.4. A large number of applications were received, particularly in comparison with 2016, with a very strong field of interest from applicants with extensive experience in areas of interest to the Panel. As such, eight were shortlisted for interview and interviews took place on 6<sup>th</sup> and 8<sup>th</sup> September 2021. The interviews involved a set of eight questions asked of each candidate, which related to the key skills and competencies advertised for the role. The interview panel comprised Councillors Les, Grant, Wilkinson and Chambers.
- 3.5. Following the assessment of the candidates' performance at interview, and taking into account the application forms provided, the panel agreed that there were three candidates who had excelled during the process and who each had very different but invaluable backgrounds and skills to offer the Panel. Namely, they would, between them, fill the gaps adequately around criminal justice, mental health and victim support.
- 3.6. It was agreed that as there are two existing vacancies, the fairest process would be to offer the roles (provisional on full Panel agreement) to the two highest scoring candidates and it was intended that the Panel would be asked to endorse that a third co-option be made through the Home Office.
- 3.7. However, following the Commissioner's interview with BBC Radio York on 1<sup>st</sup> October and comments made regarding the Sarah Everard case, the individual who was to be proposed to Panel as the 'third co-option' has regrettably decided that she cannot take up a position on the Panel. Her professional role centres around victim support and she felt it important to maintain the ability to comment in the strongest terms on what she felt to be inappropriate comments by the Commissioner, without concern for potentially feeling conflicted in her role on the Panel.
- 3.8. In relation to the other proposed appointees, the office is currently in the process of making the necessary final administrative checks, prior to a formal recommendation being made to the Panel for their endorsement. It is expected these will be completed shortly and as such a verbal update will be provided to Members at the Panel meeting.

#### **4. Recommendations**

- (a) That the Panel notes the update report provided.

Diane Parsons  
Panel Secretariat  
NYCC

6<sup>th</sup> October 2021

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## North Yorkshire Police, Fire and Crime Panel

14 October 2021

### Complaints raised with the Panel (October 2021)

#### 1. Purpose of the report

1.1 To highlight and consider complaints raised with the Police, Fire and Crime Panel following a recent radio interview given by the Police, Fire and Crime Commissioner;

1.2 To outline the Commissioner's response to the matter and the complaints raised;

1.3 To seek the views of the Panel on the matters raised and to consider the complaints received.

2. The Commissioner gave an interview to BBC Radio York on 1<sup>st</sup> October 2021 following the conviction of a Metropolitan police officer for the kidnapping, rape and murder of Sarah Everard in March 2020. Comments were made in part of that interview that have led to a number of complaints. A transcript of the relevant part of the radio interview is provided at Appendix A.
3. Following this interview, the Commissioner was highly-criticised for his comments. The Commissioner publicly retracted his comments, offering an amplified apology in which he acknowledged that his comments "were both misconceived and insensitive and have caused upset and distress." Mr Allott went on to acknowledge that he has "much to learn" and intends to meet with local partner organisations as soon as possible who provide services to tackle male violence against women and girls "in order to deliver on their concerns and broaden [his] understanding of the issues." The full statement is available at <https://northyorkshire-pfcc.gov.uk/news/statement-from-philip-allott>.
4. Negative opinion on the Commissioner's remarks and his apology gained traction, including an online petition at Change.org (which, at time of writing, has 8.5k signatures), calling for the Commissioner's resignation over his comments. The Police, Fire and Crime Panel has, at the time of writing, received over 90 complaints from members of the public across the UK, expressing their anger at the Commissioner's remarks and asking the commissioner to resign or be dismissed from office. There are a large volume of complaints which have also routed directly to the Commissioner's office and which, after some initial holding correspondence by that office, may also result in additional complaints for the Panel to consider.

#### The Panel's powers in dealing with complaints.

5. The Panel has adopted the procedure at Appendix B for dealing with complaints about the Police, Fire and Crime Commissioner.
6. The Panel can consider informal resolution of non-criminal complaints under the Elected Local Policing Bodies (Complaints and Misconduct) Regulations 2012. The

Panel is limited in considering any complaint about the conduct of the PFCC which is not a criminal offence. In these circumstances it is concerned with considering the informal resolution of a complaint concerning non-criminal behaviour in accordance with Part 4 of the Regulations. As stated in the legislation, the Panel cannot impose sanctions but may choose to use their powers to require the PFCC to attend a meeting to answer questions, request information and documents and publish a report or recommendation.

7. The procedure in Appendix B states that this “informal resolution” is a way of “dealing with a complaint by solving, explaining, clearing-up or settling the matter directly with the complainant, without an investigation or formal proceedings. It is not a disciplinary process, and does not involve the imposition of any sanction.” The Panel is prohibited, in considering an outcome through informal resolution, from tendering an apology on behalf of the person complained against.
8. Where the Panel has recorded a complaint, the Panel must make arrangements for informally resolving these complaints.
9. The Panel is able to appoint a sub-committee of three members to consider carrying out the informal resolution procedure and the Panel is asked to consider whether it:
  - (a) delegates the functions of informally resolving these complaints to the sub-committee; or
  - (b) whether it wishes to retain the informal resolution procedure to the full Panel. Paragraph 6.5 of the procedure states “The Panel as a whole can resume responsibility for the informal resolution at any time if it considers that this will lead to a more satisfactory resolution of the complaint.”

### **Procedure for Informal Resolution**

10. Informal resolution must be undertaken in accordance with procedures approved by the Secretary of State and issued in guidance (Regulation 28). The attached complaints policy complies with this guidance.
11. The Regulations provide that informal resolution cannot involve formal investigation but the Panel can request information and the production of documents and to ask the Commissioner to answer questions.
12. If a complaint has already been satisfactorily dealt with, the Panel may consider it to be resolved and take no further action. Alternatively it may publish its own views. In this case the Panel must publish its record of the outcome of the informal resolution of the complaint.
13. Therefore, it is important to clarify for wider understanding that the Panel has no legal powers to compel a Commissioner to resign as requested by some of the complainants. Instead, it has the ability to determine whether the matter can be resolved through informal resolution and publish its views on the complaint.
14. The early part of the complaints handling process involves advising the Commissioner’s office of the complaints received and providing an opportunity for

the Commissioner to respond. The Commissioner has provided an open letter for publication by way of an initial response to the Panel's request, and which he intends to amplify in an oral submission at the Panel meeting. Please see the Commissioner's letter at Appendix C.

15. While not normally a part of the early process, in view of the significance of the issue raised and the Commissioner's remarks upon it, in addition to the high volume of complaints correspondence received by the Panel, Members are invited to take the opportunity to provide their comments and ask further questions of the Commissioner at the Panel meeting.
16. In considering how best to proceed, it may be helpful for Members to note that in the majority of cases, individuals have objected to the nature of the apology that has already been provided and amplified by the Commissioner on the basis that they feel it does not fully acknowledge that the sentiments expressed in the radio interview were wrong. Furthermore, they feel there is still insufficient demonstration or understanding of inherent issues and difficulties presented to women in that context.

**17. Recommendations**

17.1 That the Panel notes the update provided and is asked to consider the following:

- (i) to consider the comments and explanation provided by the Commissioner and to consider its response, namely:
  - (a) whether it wishes to undertake the informal resolution procedure at the meeting;
  - (b) whether it wishes to delegate the informal resolution procedure to a future Panel meeting or sub-committee.

Where any formal decision is required, then this will be taken by the Chief Executive Officer under his emergency decision making powers and after consultation with Officers and Members as appropriate and after taking into account any views of the relevant Committee Members.

Diane Parsons  
Panel Secretariat  
6<sup>th</sup> October 2021

## Appendix A

The following is a transcript of the relevant segment of the BBC Radio York interview on 1 October 2021 with the Police Fire and Crime Commissioner following the conviction of a Metropolitan police officer for the kidnapping, rape and murder of Sarah Everard in March 2020.

The extract is 1 minute and 10 seconds long and available on the BBC News website via the following link - <https://www.bbc.co.uk/news/uk-england-york-north-yorkshire-58762029>

Police Fire and Crime Commissioner -

“A police officer can't just arrest you. There has to be a reason. So, Covid for example I would classify as a summary offence, it's not an indictable i.e. sent to prison or potentially go to a Crown Court so women first of all just need to be streetwise about when they can be arrested and when they can't be arrested. So, for Covid breach, it's a summary matter if you continue to argue there would be potential opportunities to arrest but normally in something like that you are served effectively you would be served a notice and potentially prosecuted for breach of covid. So, she should never have been arrested and submitted to that.”

Interviewer -

“But how on earth do I know that? She didn't know that because a police officer is telling me this, a man is flashing a police ID at me saying you're in breach of Covid rules because she's walking home. How would I know the ins and outs of how you operate?”

Police Fire and Crime Commissioner -

“Well, you asked me how women can protect themselves. I've got a whole range of things we're doing in North Yorkshire but just on that technicality what I'm saying is perhaps women need to consider, in terms of the legal process, just learn a little bit in terms of that process.”

End of segment.

**NORTH YORKSHIRE POLICE, FIRE AND CRIME PANEL****Procedure for the Handling of Complaints about****the Police, Fire and Crime Commissioner****and Deputy Police and Crime Commissioner****1. Background**

- 1.1. This procedure has been agreed by the North Yorkshire Police, Fire and Crime Panel ('the Panel') in accordance with the requirements set out in the Elected Local Policing Bodies (Complaints and Misconduct) Regulations 2012 ('the Regulations'), for the initial handling of all complaints about the Police, Fire and Crime Commissioner ('the PFCC') and his/her deputy ('the DPCC') and for the informal resolution of non-criminal complaints. Reference is made in the procedure to the relevant provision in the Regulations determining the requirements.
- 1.2. The procedure does not deal with the investigation of serious complaints and conduct matters. It does however make provision for the referral of serious complaints to the Independent Office for Police Conduct ('the IOPC'), and in some cases referral back.
- 1.3. The Regulations permit the Panel to delegate some or all of its functions in the handling of complaints (see paragraph 3 below) and the Panel has decided:
  - a) To delegate the initial handling of complaints and conduct matters to the lead officer for the Panel within the host authority (see paragraph 3.3 below).
  - b) To appoint a sub-committee of any three members of the Panel to carry out the informal resolution (see paragraph 6.3 below).
- 1.4. References in this procedure to duties and responsibilities on the part of the Panel should be interpreted as duties and responsibilities on the part of any person to whom those duties and responsibilities are delegated to.
- 1.5. The panel has adopted a Habitual and Vexatious Complaints Policy which identifies situations where complainants, either individually or as part of a group, or a group of complainants, might be considered to be "habitual or vexatious". The policy outlines ways of responding to these situations.
- 1.6. Definitions:
- 1.7. The following are key terms used in this procedure:
  - a) A 'complaint' is a complaint about the conduct of the PFCC or DPCC.
  - b) A 'serious complaint' is a particular type of complaint – one which alleges that the PFCC/DPCC has committed a criminal offence.
  - c) A 'conduct matter' is an indication that the PFCC/DPCC may have committed a criminal offence, which comes to light otherwise than by way of a complaint (for example through legal proceedings or media reporting).

- 1.8. These procedures aim to secure the proper initial handling of all complaints, and the informal resolution of a complaint concerning non-criminal behaviour in accordance with Part 4 of the Regulations. The Panel cannot impose sanctions but may choose to use their powers to require the PFCC/DPCC to attend a hearing to answer questions, request information and documents from the PFCC/DPCC, and publish a report or recommendation.
- 1.9. Informal resolution is a way of dealing with a complaint by solving, explaining, clearing up or settling the matter directly with the Complainant, without an investigation or formal proceedings. It is not a disciplinary process, and does not involve the imposition of any sanction.

## **2. General**

- 2.1. The Panel has the following general duties:
  - a) To ensure it is kept informed about complaints and conduct matters and their handling (Regulation 6).
  - b) Where the Panel delegates any or all of its functions in accordance with paragraph 3 of this procedure, it must ensure that measures are in place to check that the complaints are being dealt with in an appropriate way.
  - c) This procedure is not concerned with the investigation of serious complaints, but the Panel must ensure that anyone undertaking an investigation either carried out directly by, or on behalf of, the IOPC is given the assistance and co-operation they reasonably require (Regulation 6).

## **3. Delegation of Powers and Duties in Relation to the Handling of Complaints**

- 3.1. Apart from the resolution of complaints, the Panel may delegate its powers and duties in relation to the handling of complaints under the Regulations.
- 3.2. The Panel may delegate all, some, or none of its functions, or delegate them only in particular circumstances.
- 3.3. The Panel has delegated the initial handling of complaints and conduct matters to the lead officer for the Panel within the host authority, who will determine whether the complaint is:
  - a) An issue about operational policing matters rather than about the PFCC/DPCC. Such matters will be referred to the police force to be dealt with through their normal channels rather than under these procedures,
  - b) A complaint (other than a serious complaint) for informal resolution by the Panel;
  - c) A serious complaint which must be referred to the IOPC; or
  - d) One which should be disapplied in accordance with Regulation 15 (paragraph 4.18 of the procedures).
- 3.4. The designated lead officer for the Panel within the host authority is:

Daniel Harry  
Democratic Services and Scrutiny Manager  
Legal and Democratic Services  
North Yorkshire County Council  
County Hall  
Northallerton  
DL7 8AD  
Email: [nypcp@northyorks.gov.uk](mailto:nypcp@northyorks.gov.uk)

#### **4. Initial handling of Complaints**

##### **4.1. Notification and recording of complaints**

- 4.2. Where a complaint is made to the IOPC, Chief Constable, or the PFCC/DPCC, they must notify the Panel of the complaint, unless they are satisfied the complaint is being, or has been, dealt with through criminal proceedings, or where the complaint has been withdrawn (Regulation 9).
- 4.3. Where a complaint is made, the Panel must decide whether it is the relevant Panel i.e. the Panel for the police area for which the PFCC/DPCC has been appointed. If it is not the relevant Panel, it must notify the Panel for the police area involved of the complaint.
- 4.4. Where the Panel is the relevant Panel, it must first consider whether to record the complaint. If the Panel does record the complaint, it
- a) must notify the Complainant and the person complained against that a recording decision has been taken,
  - b) may alter the record to hide the identity of the Complainant or any other person (Regulation 31),
  - c) may decide not to provide a copy of the record if it believes that doing so might prejudice any criminal investigation or pending proceedings or otherwise be contrary to the public interest, but must keep such a decision under regular review (Regulation 31).
- 4.5. The duties to notify or record complaints do not apply where the complaint has been, or is already being, dealt with by criminal proceedings, if the complaint has been withdrawn (Regulation 9) or if the complaint does not pertain to the conduct of the PFCC or DPCC. The Panel (or, by delegation, the lead officer) may also take a decision not to record and to take no further action if the complaint falls within one or more of the categories detailed at section 4.18 (Disapplication of the Regulations).
- 4.6. Where a decision is taken not to notify or record a complaint, the person taking the decision must notify the Complainant of it, and of the grounds on which it the decision was made (Regulation 10).

- 4.7 Notification and recording of conduct matters
- 4.8 If a the Panel is notified that civil proceedings are being brought, or are likely to be brought, by a member of the public against the PFCC or DPCC and it appears the proceedings involve or will involve a conduct matter, the Panel must record the matter.
- 4.9 If a conduct matter comes to the attention of the Panel, otherwise than in the context of civil proceedings, the Panel must record it (Regulation 12).
- 4.10 If the Panel is satisfied that the matter has already been recorded as a complaint, or is the subject of past or present criminal proceedings the obligation to record does not arise (Regulations 11 and 12).
- 4.11 Reference to the IOPC
- 4.12 The Panel must refer a complaint to the IOPC if:
- a) the Panel determines that it is a serious complaint i.e. about a criminal offence, or
  - b) the IOPC requires it to be referred (Regulation 13).
- 4.13 The Panel must also refer any conduct matter (defined in paragraph 1.7c) above) it has recorded, or that has been called in by the IOPC, to the IOPC. A referral must be made as specified in advice notes issued by IOPC. The reference to the IOPC must be made as soon as is practicable and no later than the end of the day after the day when it became clear that the matter had to be referred. (Regulation13).
- 4.14 Where the Panel refers a complaint or conduct matter to the IOPC they must notify:
- a) the Complainant, and,
  - b) the person whose conduct the complaint or matter relates, except where doing so might prejudice the possible future investigation of the complaint or conduct matter.
- 4.15 The IOPC may refer the complaint or conduct matter back to the Panel. The IOPC must notify the Complainant and the person complained against if it refers a complaint or conduct matter back to the Panel (Regulation 14).
- 4.16 A conduct matter referred back shall be dealt with in any manner that the Panel determines which may include taking no action in relation to it.
- 4.17 If a complaint is referred back, it must be dealt with by informal resolution, unless the Regulations are disapplied in accordance with paragraph 4.18 below.



#### 4.18 Disapplication of the Regulations

4.19 Where the Panel decides that a complaint does not need to be referred to the IOPC, or where the IOPC has referred a complaint back, the Panel may decide that the complaint should not be subjected to informal resolution or, indeed, that no action should be taken in relation to it at all where the complaint falls within the following categories (Regulation 15):

- a) A complaint regarding the conduct of the PFCC or DPCC towards a member of their staff,
- b) A complaint that is more than 12 months old, where there is no good reason for the delay or the delay would be likely to cause injustice,
- c) A complaint about conduct that is already the subject of another complaint
- d) An anonymous complaint,
- e) A complaint which is vexatious, oppressive or otherwise an abuse of process for dealing with complaints,
- f) A repetitious complaint as defined in Regulation 15.

4.20 The Panel must notify the Complainant if it decides not to handle a complaint by informal resolution or to take no action in relation to it (Regulation 15(5)). The Complainant must also be informed of their right to refer the matter to the Local Government Ombudsman.

### **5. Special Cases – Withdrawn Complaints and Conduct outside England and Wales**

#### 5.1 Withdrawn and discontinued complaints

5.2 At any stage a Complainant may decide that they wish to withdraw their complaint or that they wish to discontinue it.

5.3 If the Panel receives written notification to this effect, signed by the Complainant or someone authorised to act on his behalf, the Panel must record the fact (Regulation 16).

5.4 If the Complainant notifies (in writing, signed by the Complainant, his solicitor or someone authorised to act on his behalf) the IOPC that they are withdrawing their complaint or wish it to be discontinued, but does not inform the Panel, the IOPC must send a copy of this notification to the Panel and the Panel must record the fact.

5.5 Where the complaint is one which was referred to the IOPC and has not been referred back to the Panel, the Panel must inform the IOPC that it has recorded the fact that the complaint has been withdrawn or discontinued.

5.6 The IOPC will then consider whether the complaint should be treated as a conduct matter, and if the IOPC so determines, they will notify the Panel.

- 5.7 In the case of a complaint which was not referred to the IOPC, or was referred back to the Panel by the IOPC, the Panel must decide whether the complaint should be treated as a conduct matter. A complaint is to be treated as a conduct matter if the Panel determines that it is about conduct which constitutes or involves, or appears to constitute or involve, the commission of a criminal offence.
- 5.8 Where it is determined (whether by the IOPC or the Panel) that a withdrawn or discontinued complaint should be treated as a conduct matter, the Panel must record it as a conduct matter and the Regulations apply to it accordingly.
- 5.9 If the Complainant indicates that they wish to withdraw or discontinue their complaint but does not provide signed notification in writing to that effect, the Panel must write to ask the Complainant to determine whether or not they wish to withdraw or discontinue.
- 5.10 If the Complainant confirms that s/he wishes to withdraw or discontinue the complaint, or does not reply within 21 days, the Panel should treat it as if it had received signed, written notification of the Complainant's wish to withdraw or discontinue the complaint.
- 5.11 If the Complainant indicates that they do not, in fact, wish to withdraw or discontinue the complaint, the Panel must continue to deal with the complaint in accordance with the Regulations.
- 5.12. The Panel must notify the person complained against if:
- a) it records a complaint as being withdrawn or discontinued,
  - b) if the complaint is to be treated as a conduct matter, or
  - c) if the Regulations cease to apply to the complaint on the basis that it has been withdrawn or discontinued.
- 5.13 The duty to notify in 5.12 does not apply if the Panel has previously decided not to notify the person complained against of the complaint on the basis that it might prejudice a criminal investigation or pending proceedings, or be contrary to the public interest (Regulation 16(10)).
- 5.14 Conduct occurring outside England and Wales
- 5.15 Conduct occurring outside England and Wales may be the subject of investigation or proceedings in the jurisdiction where it occurs.
- 5.16. The PFCC has a duty to notify the Panel of any allegation, investigation or proceedings relating to his/her conduct occurring outside England and Wales (Regulation 17).
- 5.17. If the Panel receives such a notification they may take whatever action they see fit (Regulation 17).

## 6. Resolution of Complaints

- 6.1. This procedure applies where the Panel:
  - a) has recorded a complaint;
  - b) has decided not to refer the complaint to the IOPC (because it is not a serious complaint) or the IOPC has referred it back; and
  - c) the lead officer has chosen not to exercise the authority delegated to him/her under paragraph 3 (d) of the procedures to disapply a complaint in accordance with the regulations.
- 6.2. The Panel must make arrangements for informally resolving these complaints.
- 6.3. The Panel has appointed a sub-committee of any three members of the Panel to: determine whether a complaint should be disappplied where the lead officer has chosen not to exercise that authority; to carry out the informal resolution. The lead officer to determine the names of the three members following consultation with the Chairman, Vice-Chairmen and Monitoring Officer.
- 6.4. The Panel cannot appoint the PFCC/DPCC to informally resolve a complaint.
- 6.5. The Panel as a whole can resume responsibility for the informal resolution at any time if it considers that this will lead to a more satisfactory resolution of the complaint.
- 6.6. The informal resolution of any complaint must be discontinued if the IOPC notifies the Panel that they require the complaint to be referred to them, or if the Panel itself decides that the complaint should be referred, where matters come to light during informal resolution which indicate the commission of a criminal offence, and therefore that the matter has become a serious complaint.
- 6.7. Procedures for Informal Resolution
- 6.8. Informal resolution must be undertaken in accordance with procedures approved by the Secretary of State and issued in guidance (Regulation 28).
- 6.9. Informal resolution cannot involve formal investigation, but the Panel requiring the person complained against to provide information and documents to the Panel and attend before the Panel to answer questions does not amount to investigation for these purposes.
- 6.10. Any other step intended to gather information about the complaint, other than inviting the comments of the Complainant and the person complained against, will amount to investigation and is prohibited.
- 6.11. Informal resolution is a way of dealing with a complaint by solving, explaining, clearing up or settling the matter directly with the Complainant, without an investigation or formal proceedings. It is not a disciplinary process, and does not involve the imposition of any sanction.

- 6.12 The Panel cannot impose sanctions but may choose to use their powers to require the PFCC/DPCC to attend a hearing to answer questions, request information and documents from the PFCC, and publish a report or recommendation.
- 6.13 If a complaint has already been satisfactorily dealt with by the time it comes to the Panel's attention, the Panel may consider it to be resolved and take no further action in relation to it.
- 6.14. Complainants and any person complained about must be sent a copy of any resolution. The Panel may publish its record of the outcome of the informal resolution of the complaint, where it considers publication to be in the public interest having considered the views of the Complainant and person complained against.
- 6.15. The only part of a statement made to the Panel for the purpose of informally resolving a complaint, that is admissible in any subsequent criminal or civil proceedings, is an admission in relation to another matter which was not the subject of the informal resolution.

## **7. Provision and Recording of Information**

### **7.1 Address for receipt of complaints**

- 7.2 The Panel must notify the PFCC of the name and address of the person to whom members of the public should address complaints. The PFCC must publish the name and address by such means as the Panel specifies (Regulation 30).

### **7.3 Informing the Complainant and PFCC/DPCC**

- 7.4 Where a complaint is recorded, the Panel should notify the recording decision to the Complainant and the person the complaint has been made against, along with providing a copy of the complaint to the PFCC or DPCC.

- 7.5 The identity of the Complainant and any others can be kept anonymous. If the Panel considers that it may prejudice criminal investigations or proceedings, or is contrary to the public interest to supply a copy of a complaint, they do not have to provide a copy, but must review that decision regularly.

### **7.6 Keeping of records, and the provision of information and access to the IOPC**

- 7.7 A Panel must keep a record (of every complaint and purported complaint it receives, every conduct matter it records and every action taken under the Regulations) (Regulation 34). The record should include the name, details of the complaint/conduct matter and how the matter has been dealt with. The record must be in a format which is auditable.

- 7.8 The Panel, PFCC, DPCC and Chief Constable must provide information, documents, evidence or other material to the IOPC when required to do so (Regulation 35).

- 7.9 The Panel, PFCC or his/her deputy must allow a person nominated by the IOPC to have access to any premises occupied, and to documents and other things on the premises (Regulation 36).
- 7.10 Where the access is required for the purposes of an examination by the IOPC of arrangements for handling complaints or conduct matters under the Regulations, at least 48 hours' notice must be given.
- 7.11 Manner of notifications
- 7.12. Any notification required to be given under these procedures or the Regulations must be given in writing (Regulation 37).

Chair and Members

North Yorkshire Police, Fire and Crime Panel

Open Letter for Publication

October 6 2021

Dear Chair and Panel Members

North Yorkshire Police, Fire and Crime Panel – October 14 2021

Elected Local Policing Body (Complaints & Misconduct) Regulations 2012 (“the 2012 Regulations”)

Public Complaints – My Remarks During BBC Radio York Interview

Thank you for the invitation to write to you in advance of the Panel Members’ initial consideration of the complaints against me, received from the public since the start of October 2021.

I submit this letter as an initial response in recognition of the important opportunity that your meeting on October 14 2021 will provide, for me to address the extensive public interest and concern that has arisen at the earliest formal opportunity.

#### Background and Status of the Complaints

As you know, at this stage whilst I have been made aware of the volume, nature and content of the circa 828 items of correspondence received by the Office of the Police, Fire and Crime



Commissioner ("OPFCC"), at the time of writing I have not yet had the opportunity to read the complaints that the Panel has itself received directly. I understand that there are in excess of 90 complaints, in that category. I am hoping to receive these from your secretariat before the meeting convenes on October 14 2021 so that I can read them and endeavour to ensure that I address their content as far as is practicable, in my oral submission.

The correspondence received by the OPFCC falls broadly into two categories, as follows

- A. members of the public who expressly wish to complain against me
- B. members of the public who wish to set out their feelings and perspective on male violence against women and girls

My colleagues in the OPFCC Complaints & Recognition Team are responding individually to each item in those categories, to ensure that the correspondence is categorised correctly in accordance with the wishes and intentions of the individual correspondent. In the case of correspondence falling into category A, these are being submitted to the Panel. In the case of correspondence in category B, the wishes of correspondents are being carefully and sensitively ascertained. Any complaints arising in category B will be notified to the Panel. In both cases, the team at the OPFCC is drawing correspondents' attention to my amplified public statement published at [Statement from Philip Allott - Police, Fire and Crime Commissioner North Yorkshire \(northyorkshire-pfcc.gov.uk\)](https://www.northyorkshire-pfcc.gov.uk)

It follows that at the time of writing, the steps required under regulation 9(4) and regulation 28(9) of the 2012 Regulations, are not yet complete. I will of course address the complaints thoroughly once those stages are complete.

However, I recognise the importance of the opportunity of giving an initial response on 14 October 2021 and I know that the process you adopt to deliberate the complaints formally in due course, will comply with the Elected Local Policing Bodies (Complaints and Misconduct) Regulations 2012 and with your Complaints Procedure - and I confirm that I will of course extend the process my full cooperation.

I am confident that we share the aim of ensuring that public concerns are heard and addressed, whilst at the same time adhering to the law and due process. For the reasons I will now go on to explain, I recognise that it is vital for the understandable public outcry to be acknowledged and for complainants to feel it has been addressed.

#### [BBC Radio Interview – 1 October 2021](#)

Members will have before them a report setting out the background to this matter and I do not propose to rehearse the same content in this letter.

In short, on 1 October 2021 I made remarks in a BBC Radio York interview that were wrong, entirely misconceived and grossly insensitive.

The subject matter of the interview was the appalling murder of Sarah Everard, the overall issue of trust in the police service and that of male violence against women and girls.

I gave an answer to a question raised with me about how women and girls might better protect themselves from the risk of such violence. The answer I gave was wrong. It did not and does not represent my view, perspective or the actions I have taken or supported since my election in May 2021 to address MVAWGs.

With hindsight I should have queried the fundamental basis of the question – it is not for women or girls to be expressly or impliedly obliged to protect themselves. It is for men not to harass, intimidate, assault and murder women.

Whilst I have fully withdrawn my remarks, I cannot etch these from the record. I can only ask for recognition of how sorry I am to have expressed a view which is so fundamentally wrong and which is rightly considered repugnant to so many – including but not limited to members of the public who have taken the time to write to my Office or to this Panel.

It is right that I repeat my apology again for Members and for the public.



## Impact Upon the Public and Public Services

The volume, tone and content of the public's concern arising from my answer, is plain. It speaks volumes about the dreadful extent of my error and the importance to society of properly addressing of the issue of male violence against women and girls.

I know from research that that a women dies at the hands of a man in the United Kingdom every three days and that more than eighty such deaths have occurred since Sarah Everard's murder. This is simultaneously a national scandal and a succession of ongoing individual human tragedies, the impact of which is immeasurable.

Addressing this issue is a fundamental duty for society and there is a key part to play for all public services, not least the emergency services and those, like me, elected to office to oversee them.

I am proud to lead the North Yorkshire OPFCC and to pay tribute to the work they do as an organisation to meet the needs of victims and the most vulnerable, as well as to address offending behaviours. Officers from the OPFCC went ahead with public consultation on Saturday 2 October 2021 and in the face of understandable public protest, engaged with the public to explain the services they offer as well as provide the opportunity to contribute to future plans for policing, fire and crime overall. An outline of the OPFCC commissioned services work programme is **enclosed** with this letter, not for Members who I know are familiar with it and its importance, but to raise awareness for the benefit of the public who may wish to find out more, or may need those services themselves.

I also hope that my actions in protecting women and girls from violence since being elected to the role of Police, Fire and Crime Commissioner for North Yorkshire, speak louder than any words. This includes approving a £1,381,865 in the Early Action Together Programme which will embed primary prevention and early intervention to identify crime perpetrators who at risk of committing more serious crimes such as violence and murder. Typically, a murder commits

seven crimes before murdering. The programme I have approved will allow repeat offenders to be given treatment and to be put on other crime diversionary routes.

Since May the OPFCC under my leadership has Post code mapped of the most vulnerable areas in Scarborough and York, where women and girls are likely to be attacked, based on past crimes. To address these crime hotspots we have successfully secured from the Home Office £307,000 to install more CCTV cameras, upgrade 400 street lights, cut back foliage, provide City of York taxis' with a wraparound to show they are locally vetted and licenced. Safe places for women in late licenced establishments so that they can seek refuge and the funding of an education programme to prevent perpetrator behaviour.

I also recognise that it is important that North Yorkshire Police which was one of the first forces in the UK to made misogyny a hate crime, has a workforce that reflects the diversity and gender of the local population, which is why I am working with the Chief Constable to achieve parity with the North Yorkshire and York population it serves.

In addition, I am driving the EDI at Fire and Rescue to push through the training, building changes and recruitment programme to better reflect the citizens it represents.

I am also proud to have strategic responsibility for the totality of policing, fire and crime in North Yorkshire and the City of York. The work done by North Yorkshire Police, North Yorkshire Fire & Rescue Service and our partner organisations to keep our communities safe, is inspirational.

As the Panel will know from our first meeting addressing VAWGs is one of my key pledges, which is why it is so embarrassing. VAWGs will feature as a top priority in my forthcoming Police and Crime Plan which will be published in January 2022

I recognise that the remarks I made on the radio on 1 October, not only failed to reflect all of this outstanding work, but will inevitably short term make it harder.

For all of these reasons, I have apologised to the public and to the organisations that I lead, oversee and to those with whom I work in partnership.

## My Learning

As I made clear in my published apology, I know that having fallen so fundamentally into error, it is incumbent upon me to recognise that after only five months into the job I have an immense amount to learn.

I have committed to a programme of learning and development in relation to male violence against women and girls and to the needs and perspectives of all victims of crime.

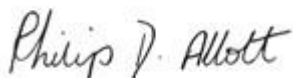
It is right that I do so at my own expense and that I also extend the learning opportunities to others who may wish to participate.

When I appear before Members on October 14 2021, I will outline the programme of development I am undertaking and the progress I have made.

I hope that this will provide at least the beginning of an effective and purposeful resolution of the complaints. However, far more importantly, my deep desire that this learning will equip me to make a greater positive difference to addressing violence and victimisation of women in North Yorkshire.

I look forward to the opportunity to address Members at their forthcoming meeting. If I can be of any assistance in the meantime, you need only ask.

Yours sincerely



Philip Allott

**enc.** Annexe Outlining OPFCC VAWG Work and Commissioned Services

**Date: October 2021**

## Work to address violence against women and girls in North Yorkshire and the City of York

Recent positive examples of work underway in North Yorkshire and the City of York to support violence against women and girls (VAWG)

Addressing violence against women and girls across North Yorkshire and the City of York is one of my key priorities in my forthcoming Police & Crime Plan. The below provides a summary of the steps already being taken and the work underway:

- In partnership with North Yorkshire Police, North Yorkshire County Council, City of York Council, Foundation UK, Changing Lives, North Yorkshire Horizons, IDAS and Respect we have secured additional funding to develop a whole system approach to addressing abusive behaviours including:
  - increasing the number of specialist domestic abuse officers within North Yorkshire Police and establishing a specialist Stalking Team to review incidents, better identify all forms of stalking and develop more effective interventions and appropriate safeguarding action
  - over 1,000 North Yorkshire Police officers have undertaken the 'Domestic Abuse Matters' training programme so far in 2021 to improve their understanding of and

response to all domestic incidents; 20 of these officers are now leading continual 'Domestic Abuse Matters' training with others to ensure long-term sustainable improvements and achieve effective cultural change

- training nearly 100 Domestic Abuse Champions throughout North Yorkshire Police to provide advice and guidance to colleagues to improve and enhance overall safeguarding measures for all victims and survivors
  - developing a bespoke 'Hard to Help' training package to help frontline practitioners better identify perpetrators of domestic abuse and offer specialist support to perpetrators to stop their abusive behaviour, alongside addressing any health & social care needs which may otherwise be a barrier to effective behaviour change; this has been delivered to over 100 frontline practitioners from 22 different agencies across North Yorkshire & the City of York, with a further 250 practitioners booked to complete this training over the next few of months; plus the 'Hard to Help' website has been viewed over 3,800 times nearly a further 1,000 frontline practitioners have accessed this online learning portal to increase their awareness of abusive behaviours.
- Supporting the work of victim focused Multi Agency Risk Assessment Conferences (MARAC), we have established a Multi-Agency Tasking and Co-ordination (MATAC) process in North Yorkshire to jointly manage the most harmful perpetrators of domestic abuse ensuring a whole system approach to tackling abuse behaviours.
  - Together with North Yorkshire Police, we are fully committed to continuing to work collaboratively with our local authority partners to develop a 'whole family approach' to domestic abuse, ensuring there is a holistic package of support for anyone affected by domestic abuse across North Yorkshire & the City of York including:
    - Domestic Abuse Victims Community Based Support services
    - Support Services for children & young people affected by domestic abuse

- Domestic Abuse Accommodation Based Support services
  - Support services for Adult Perpetrators of Domestic Abuse service
  - Support Services for Young People Displaying Abusive Behaviours.
- We have secured additional funding for a range of local organisations who support victims and survivors of domestic and sexual abuse to enable services to be able to continue to respond to increasing demand for support as a result of the COVID-19 pandemic.
  - Most recently, we have worked with our local authority partners in City of York Council and Scarborough District Council to successfully bid for Safer Streets Funding to enhance safety of public spaces aimed specifically at reducing violence against women and girls including:
    - improved lighting, CCTV and maintenance works of overgrown shrubs in areas where the public could be more at risk
    - a program of taxi wrapping enhancements to achieve a more consistent approach across York Hackney cars
    - training and education for key local businesses to raise awareness of VAWG.
  - North Yorkshire Police and its partner agencies are exploring options for locally improving the services offered to victims of domestic abuse, focussing on the effective use of Non-Molestation Orders and a pilot has been developed to improve communications between the courts and the police and ensure victims receive better protection with the aim of reducing the number of repeat domestic abuse incidents.
  - Detective Inspectors within North Yorkshire Police have undertaken specialist accredited training on Illegal Cultural Harms earlier this year with a focus on better identification of so-called Honour-Based Abuse; this training is now being freely offered to key partner front-line staff within educational and social care settings.

- In partnership with North Yorkshire Police, we have created a Rape and Serious Sexual Offences (RASSO) Scrutiny Panel and a Domestic Abuse Scrutiny Panel which review cases that have been 'no further actioned' to determine if this was an appropriate and proportionate outcome.
- We jointly commission Sexual Assault Referral Centre (SARC) services for any victim of rape, sexual assault or abuse with NHS England and with my Commissioner colleagues across Yorkshire and the Humber, whether reported to the police or not.
- We also jointly commission Independent Sexual Violence Adviser (ISVA) services with our local authority partners, available for any victim or survivor of all forms of sexual violence or abuse, including historic child sexual abuse, whether reported to the police or not.

### Overview of Commissioned Services in North Yorkshire and City of York

The below information provides an overview of all of the services that are commissioned and contract managed through my Commissioning and Partnership Team at the Office of the Police, Fire and Crime Commissioner which are services put into place to support victims of crime, including those most vulnerable, address community safety matters, enhance engagement, and reduce offending and the demand on the police across North Yorkshire and the City of York.

#### Victims:

- **Supporting Victims in North Yorkshire**

Supporting Victims is a telephone based service providing support for anyone affected by crime in North Yorkshire, whether reported to the police or not. This includes victims, bereaved relatives, those under 18 with consent, parents or guardians of victims under 18 and members of staff where a business has been a victim of crime. Individuals can self-

refer to Supporting Victims and agencies can make direct referrals. **Supporting Victims is also the Independent Reporting route for victims of hate crime (whether reported to the police or not):**

- Website: [www.supportingvictims.org](http://www.supportingvictims.org)
- Email for victims: [help@supportingvictims.org](mailto:help@supportingvictims.org)
- Secure email for agencies: [supportingvictims@northyorkshire.pnn.police.uk](mailto:supportingvictims@northyorkshire.pnn.police.uk)
- To report a hate crime: <https://www.supportingvictims.org/advice/i-or-someone-i-know-is-experiencing-personal-abuse/>

Victims will be asked a few questions to find out how they have been affected by the crime and to identify the support that can be provided. This includes immediate practical and emotional support over the phone; onward referral into specialist services, including those commissioned by the PFCC; and signposting to other support organisations as appropriate. Supporting Victims staff are trained and experienced in helping victims understand what has happened and supporting them to cope with the immediate impact and recover from the harm experienced:

- Website: [www.supportingvictims.org](http://www.supportingvictims.org)
- To report a hate crime: <https://www.supportingvictims.org/advice/i-or-someone-i-know-is-experiencing-personal-abuse/>
- Email for victims: [help@supportingvictims.org](mailto:help@supportingvictims.org)
- Secure Email for Agencies: [supportingvictims@northyorkshire.pnn.police.uk](mailto:supportingvictims@northyorkshire.pnn.police.uk)

- **Independent Victim Adviser (IVA) service – Victim Support - £228,200**

The IVA service is provided by Victims Support. It provides face to face support in the community for victims of serious crime, vulnerable, persistently targeted and young victims (excluding sexual or domestic) whether or not they have made a report to North Yorkshire



Police. The service provides a range of practical and/or emotional support for victims of in order to help them to cope and recover. Referrals are made via the Supporting Victims team (details above). As a result of the Coronavirus pandemic Victim Support have made their free live chat support service available 24/7: <https://livechat.victimsupport.org.uk/newchat/chat.aspx?domain=www.victimsupport.org.uk&timestamp=1610457062608>. Alternatively, individuals can create a free account on My Support Space - an online resource containing interactive guides to help manage the impact that crime has had: [My Support Space](#) [My Support Space](#)

- **Domestic Abuse Victims Community Based Support services – IDAS - £401,000 PFCC, £749,000 Total**

Delivered by Independent Domestic Abuse Services (IDAS). Support is available for anyone aged 16 and over who is a direct victim or survivor of domestic abuse. Support is available for all genders and regardless of sexual orientation. The services offer:

- Community engagement and Champions training to raise awareness of all forms of domestic abuse
- Early intervention and prevention advice and support
- 1 to 1 emotional and practical support, including support through any police investigation and/or court proceedings
- Target Hardening where necessary to help victims remain safely within their own homes
- Supported group work and peer support networks
- Onward referrals and/or liaison with other agencies and support services as appropriate

The overall objective of the service is to enable all victims and survivors of domestic abuse to cope with the immediate impacts of crime and recover from the harm experienced, and reach out to more people who are victims and survivors of domestic abuse through

targeted community engagement to encourage an increase in self-reporting to access support. The aim is for victims and survivors to be and feel safer in their own home, and to be able to support themselves independently, or through an appropriate peer support network by the end of the provision of support. Referrals can be made by police officers and other professionals working with victims and survivors as well as self-referrals, and support is available whether individuals want to make a formal report to the police or not:

- Online: [www.idas.org.uk/contact/make-a-referral/](http://www.idas.org.uk/contact/make-a-referral/)
- Email: [info@idas.org.uk](mailto:info@idas.org.uk)
- Phone: 03000 110 110
- Live Chat web chat facility via the IDAS website

All referrals will initially be reviewed by specialist domestic abuse staff in a centralised referral hub who will complete an initial assessment looking at risk and need, providing triage, immediate advice, support and safety planning including arranging personal or home security equipment as required. For those that require further support, the hub team will refer on to a Safe Lives Accredited (Independent Domestic Violence Adviser accredited) Domestic Abuse Practitioner to provide specialist 1 to 1 support, peer support group and/or to an external agency.

- **Domestic Abuse 'Whole Family' Approach - Support Services for children & young affected by domestic abuse – IDAS - £45,257 in 2021/22, £152,743 per annum**

Independent Domestic Abuse Services (IDAS) have been commissioned to develop a 'Whole Family Approach' from 1st July 2021 providing support services for children & young people affected by domestic abuse in North Yorkshire and the City of York. In addition to providing tailored support directly to children, young people and their parent/s or guardian/s, IDAS will work in collaboration with University of York St. John and other key stakeholders to significantly improve the overall evidence base of actual needs of children

& young people living in households where domestic abuse occurs, and identify the most effective interventions to meet these needs and inform future service development and strategic planning.

Support will be available for all families with dependent children & young people living in households where domestic abuse occurs. Support is available for all genders and regardless of sexual orientation. The services will offer:

- Intensive 1 to 1 emotional and practical support for C&YP aged 10yrs & over
- Referrals for parents/guardians into and ongoing liaison with IDAS victim services to ensure that support plans are co-ordinated and support the family's common goals
- Supported group work and peer support networks
- Onward referrals and/or liaison with other support services as appropriate

The overall objective of the services is to enable children & young people living in households where domestic abuse occurs to cope with the immediate impacts and recover from the harm experienced. The aim is for children & young people to be and feel safer in their own home.

Referrals can be made by police officers and other professionals working with families as well as self-referrals, and support is available whether they want to make a formal report to the police or not:

- Online: [www.idas.org.uk/contact/make-a-referral/](http://www.idas.org.uk/contact/make-a-referral/)
- Email: [info@idas.org.uk](mailto:info@idas.org.uk)
- Phone: 03000 110 110
- Live Chat web chat facility via the IDAS website

All referrals will initially be reviewed by specialist lead practitioner in a centralised referral hub who will complete an initial assessment looking at risk and need, referring into or liaising with the Domestic Abuse Victims Community Based Support services before allocating to a specialist Young Person Domestic Abuse Practitioner to ensure a holistic

assessment of the whole family, alongside information about any other agency involvement, so that duplication is avoided and support is coordinated for the whole family.

- **Independent Sexual Violence Adviser (ISVA) service – IDAS - £104,000 OPFCC, £119,000 Total**

The PFCC for North Yorkshire, North Yorkshire County Council and City of York Council have jointly commissioned a single, holistic, all age ISVA service for all victims and survivors of all forms of sexual violence or abuse. The service is delivered by Independent Domestic Abuse Services (IDAS). Support is available for any victim or survivor of all forms of sexual violence or abuse, including historic child sexual abuse. Support is available for all ages and genders, regardless of sexual orientation. The service offers:

- Immediate advice, support and safety planning if required
- 1 to 1 emotional and practical support, including support through any police investigation and/or court proceedings
- Support for (non-abusing) parents/guardians of young victims aged 12 years or under
- Supported group work and peer support networks
- Onward referrals and/or liaison with other agencies and support services as appropriate

The overall objective of the ISVA service is to enable all victims and survivors of sexual abuse, assault and rape to cope with the immediate impacts of crime and recover from the harm experienced; and reach out to more people to encourage an increase in self-reporting to get the help they need. The aim is for victims and survivors to be able to support themselves independently or through an appropriate peer support network by the end of the provision of support. Referrals can be made by police officers, SARC or CSAAS and other professionals working with victims and survivors as well as self-referrals, and support is available whether individuals want to make a formal report to the police or not:

- Online: [www.idas.org.uk/contact/make-a-referral/](http://www.idas.org.uk/contact/make-a-referral/)

- Email: [info@idas.org.uk](mailto:info@idas.org.uk)
- Phone: 03000 110 110
- Live Chat web chat facility via the IDAS website

All referrals will initially be reviewed by specialist staff in a centralised referral hub who will complete an initial assessment looking at risk and need, providing triage, immediate advice, support and safety planning as required. For those that require further support, the hub team will refer on to a Lime Culture Accredited ISVA to provide specialist 1 to 1 support to meet their individual needs.

- **Counselling service – Survive and Community Counselling - £160,000**

An all age, counselling and talking therapy service to support victims of crime to cope and recover. The service aims to enable victims to either support themselves independently, or be supported through an appropriate peer support network by the end of provision. Community Counselling deliver adult (aged 18 and over) services in Scarborough and Ryedale as well as a countywide service for young people (aged 17 and under). Survive deliver adult services in Craven, Hambleton, Harrogate, Richmondshire, York and Selby.

- **Restorative Justice service – Restorative Solutions - £115,000**

Restorative Justice (RJ) brings those harmed by crime and those responsible for the harm into communication with each other. This enables everyone affected by the incident to play a part in repairing the damage and finding a positive way forward. Research shows that Restorative Justice reduces reoffending and helps to reduce harm in our communities. The service is focused on the delivery of victim-led, face to face victim offender conferencing and indirect restorative justice where appropriate, giving any victim of crime in North Yorkshire the opportunity to meet with their offender, with the support of a restorative justice professional to enable cope and recovery after crime. For more information contact Supporting Victims (details above) or Restorative Solutions by email: [RJNorthYorkshire@restorativesolutions.org.uk](mailto:RJNorthYorkshire@restorativesolutions.org.uk) (add '.cjsm.net' to make the address

secure); or by phone: 01423 546175. To make a direct referral to the RJ service please go to: [https://firstlive.orcuma.com/referrer\\_pre.php](https://firstlive.orcuma.com/referrer_pre.php). Please enter your email address once you have clicked on the link above. An email will be sent directly to your inbox where you can select the 'Restorative Justice' referral link. This will take you to an online form where you can enter the referral details. Please enter the main person being referred in the 'Client' tab and the other party - if you have their details - in the 'Referral' tab.

- **Child Sexual / Criminal Exploitation and Missing service – Hand in Hand – Children’s Society - £200,000**

The Hand in Hand service is provided by The Children’s Society. The service works with children and young people affected by or at risk of, child sexual and criminal exploitation. The support offered includes one to one and group work in addition to targeted awareness raising in schools. The aim of the service is to reduce the harm and incidence of child exploitation and provide support and safety planning for those affected. The service accepts self-referrals or agency referrals. For further information or to self-refer contact Zoe Stephenson-Jones: [Zoe.Stephenson-Jones@childrenssociety.org.uk](mailto:Zoe.Stephenson-Jones@childrenssociety.org.uk)

- **Parents of Child Sexual / Criminal Exploitation Liaison Officer (PLO) service – PACE - £30,000**

The PLO service is provided by Parent’s Against Child Exploitation (PACE). The service works with parents and carers of children who are, or who are at risk of being, exploited by individuals from outside of the family. The support offered includes one to one and group work in addition to targeted awareness raising in schools. Parents can also access a secure online forum and befriending scheme which connects and support affected parents who can often feel isolated, judged and blamed. The aims of the service are to:

- Safeguard exploited children

- Support the successful prosecution and disruption of perpetrators by providing specialist witness care
- Recognise the impact Child Exploitation has on the whole family
- Build co-productive relationships with services and statutory agencies
- Empower parents to increase their resilience to provide long-term support for their child

The PLO service accepts self-referrals or agency referrals. For further information or to self-refer contact Leah Taylforth: [leah.taylforth@paceuk.info](mailto:leah.taylforth@paceuk.info)

- **Adult Sexual Assault Referral Centre (SARC) – Mountain Healthcare Ltd - £166,666 OPFCC, £1.3m Total**

The SARC provides crisis support and forensic medical services to collect any evidence for all adult victims of rape or sexual assault. The PFCC for North Yorkshire, NHS England, Humberside PCC, South Yorkshire PCC, and West Yorkshire PCC have jointly commissioned a single Regional Adult SARC Service for the Yorkshire and Humberside region. The service is delivered by Mountain Healthcare. Support is available for any victim of rape or sexual assault aged 16 years or over. Support is available for all genders and regardless of sexual orientation. The service offers:

- Immediate triage, advice and support
- Specialist 1 to 1 Crisis Support
- Forensic Medical Examination if appropriate to collect any forensic evidence
- Onward referrals and/or liaison with other agencies and support services as appropriate

Referrals can be made by police officers and other professionals working with victims as well as self-referrals, and support is available whether they want to make a formal report to the police or not:

- Online: [www.bridgehousesarc.org/contact-us](http://www.bridgehousesarc.org/contact-us)
- Phone: 0330 223 0362

All referrals are initially screened by a specialist hub worker who will provide immediate advice over the phone and make any onward referrals into our Independent Sexual Violence Adviser service and/or Sexual Health services where required. If appropriate, a Forensic Medical Examination will be carried out by Forensic Nurse Examiners at North Yorkshire's specialist SARC premises where any physical forensic evidence will be collected; if a victim does not wish to report to the police, any forensic samples collected are securely stored for a period of up to 7 years to allow the individual time to consider if they would like to report at a later date. The services are available 24/7 including Bank Holidays, however examinations are usually booked for daytime weekday hours (9-5) wherever possible and in agreement with the victim. Victims from North Yorkshire are able to be seen at any of the three other regional SARC premises.

- **Child Sexual Assault Assessment Service (CSAAS) – Mountain Healthcare Ltd - £85,200 OPFCC, £170,401 Total**

The CSAAS provides crisis support and forensic medical services to collect any evidence for all child victims of rape or sexual assault. The PFCC for North Yorkshire and NHS England have jointly commissioned a single CSAAS for North Yorkshire. The service is delivered by Mountain Healthcare. Support is available for all children and young people aged 0 to 16 years who have disclosed sexual abuse or assault, or where it is suspected that it has happened. Older young people up to their 19th birthday may also be seen by the CSAAS if they have additional needs or it is deemed to be clinically appropriate. The service offers:

- Immediate professional advice and support
- Specialist 1 to 1 Crisis Support
- Forensic Medical Examination if appropriate to collect any forensic evidence
- Non-forensic Medical Examination if appropriate
- Onward referrals and/or liaison with other agencies for aftercare and support services as necessary



Referrals can only be made by police officers or Social Workers; it is not a self-referral service. Both Forensic and Non-forensic Medical Examinations will be carried out at North Yorkshire's specialist SARC premises which will include a full detailed clinical history and examination. Young People aged 13 years or over can be seen by specialist Forensic Nurse Examiners 24/7 including Bank Holidays, however examinations are usually booked for daytime weekday hours (9-5) wherever possible. Children aged 12 years or under are seen by specialist Forensic Paediatricians at weekly clinics at North Yorkshire's specialist SARC premises, or West Yorkshire CSAAS premises if an urgent examination is required outside these hours.

## Offenders

- **Adult Women's Diversion and Support Scheme – Humankind - £60,953**

The service is provided by Humankind and works with women who are involved, or at risk of becoming involved with the criminal justice system. The service has two elements, a scheme whereby women can engage with support on a voluntary basis and pre-court diversion scheme, whereby women are mandated to engage with support, as an alternative to prosecution. Gender specific support is offered via one to one key work and group work, to address the underlying needs that may cause a woman to offend. The aims of the service are to:

- Reduce women first-time entrants and low-level offending by women by diverting them away from the Criminal Justice System
- Reduce the number of women re-entering the Criminal Justice System

For the voluntary element of the scheme the service accepts self-referrals or agency referrals. For the pre-court diversion element, referrals are made by North Yorkshire Police at point of arrest or voluntary attendance. To self-refer or for further information contact Jessica Tile: [Jessica.Tile@nyhorizons.org.uk](mailto:Jessica.Tile@nyhorizons.org.uk)

- **+Choices: Support Services for Adult Perpetrators of Domestic Abuse service - Foundation UK - £25,000 OPFCC, £224,000 Total**

Delivered by Foundation UK. Support is available for anyone aged 16 years and over who is a low risk perpetrator of domestic abuse, including repeat offenders and parent to adolescent violence, who wish to voluntarily address their abusive behaviour. Support is available for all genders and regardless of sexual orientation. The service offers:

- Triage and emergency, temporary (up to 7 nights) accommodation where required
- 1 to 1 motivational interventions to support perpetrators to recognise and acknowledge their abuse behaviour
- Tailored Perpetrator Programmes, including both 1 to 1 and group delivery options
- Support to address wider needs such as housing, finance, substance misuse and mental health through onward referrals and/or liaison with other agencies and support services as appropriate

The overall objective of the service is to enable individuals, regardless of gender, who are engaged in abusive behaviour towards their current or former intimate partners, or immediate family members, the opportunity to recognise, acknowledge and change that behaviour. The aim is to prevent the abusive behaviour escalating and/or reduce the risk posed to, whilst increasing the safety of, victims and their children. Referrals can be made by police officers and other professionals working with perpetrators, their families or victims (with consent) as well as self-referrals:

- Email: [DAPerpetratorProgramme@foundation.cjsm.net](mailto:DAPerpetratorProgramme@foundation.cjsm.net)  
Or [foundationdapp@foundationuk.org](mailto:foundationdapp@foundationuk.org)
- Phone: 01904 557 491 (York & Selby); 01423 500 905 (Harrogate & Craven); 01723 361 100 (Scarborough, Ryedale, Hambleton & Richmond); Emergency Out of Hours only: 0300 30 30 911

All referrals will be initially assessed by a Specialist Project Officer, who will review all relevant information regarding risk to complete an initial risk assessment including

assessing the perpetrator's suitability for the programme, identification of their most immediate needs and any immediate action needed to safeguard their victim from further harm. Some perpetrators may require emergency accommodation as they have been removed from their home due to the risk they pose to their victim and/or family. Temporary accommodation will be provided for up to 7 nights with support to report to their local housing office the next working day where longer term accommodation is required. Once any immediate needs have been addressed, perpetrators will be allocated to a Specialist Support Worker and a full needs and risk assessment will be undertaken with them to identify the most suitable support to address their needs and guide them through the various stages of behaviour change.

- **Respect: Support Services for Young People Displaying Abusive Behaviour – IDAS - £100,000**

Delivered by Independent Domestic Abuse Services (IDAS). Support is available for young people aged 10 to 16 years who are demonstrating abusive behaviour towards their family members and/or within intimate relationships with other young people. Support will also be offered to their parent/guardians. Support is available for all genders and regardless of sexual orientation. The services offer:

- Short-term telephone support for parent/guardians with supporting Parent Information Packs providing advice on safety planning, boundary setting and behaviour management
- Respect Young People's Programme which uses a 'whole family' approach to address adolescent to parent violence and abuse
- Specialist Young Perpetrators Programme which uses a tailored 1 to 1 approach with older young people using abusive behaviours within intimate relationships with other young people
- Onward referrals and/or liaison with other support services as appropriate.

The overall objective of services is to enable young people who are starting to show signs of or demonstrating abusive behaviour within intimate relationships and/or the family setting to recognise this and help them to change their behaviour and re-build their relationships with their intimate partner, parent/s, guardian/s and/or siblings. The aim is to prevent the abusive behaviour escalating and/or reduce the risk posed by the young people to their intimate partner, parent/s, guardian/s and/or siblings. Referrals can be made by police officers and other professionals working with young people and their families (with consent) as well as self/parent-referrals:

- Online: [www.idas.org.uk/contact/make-a-referral/](http://www.idas.org.uk/contact/make-a-referral/)
- Email: [respect.project@idas.cjsm.net](mailto:respect.project@idas.cjsm.net)
- Phone: 03000 110 110
- Live Chat web chat facility via the IDAS website

All referrals will initially be reviewed by specialist domestic abuse staff in a centralised referral hub who will complete an initial assessment looking at risk and need, providing triage, immediate advice, support and safety planning. For those that require further support, the hub team will refer on to a specially trained Young People's Domestic Abuse Practitioner to provide the most appropriate support package to meet their needs.

- **North Yorkshire Youth Justice Service (YJS) - £284,178**

The PFCC provides an annual financial contribution to support North Yorkshire YJS delivery across service priorities including the Youth Outcomes Panel, victim liaison and restorative practice, as well as contributing to the service's overall infrastructure and performance management. North Yorkshire YJS' ultimate objectives are to prevent offending and reduce re-offending by North Yorkshire young people and the service looks to achieve this by supporting the Youth Justice Board ethos of children first, offenders second, listening and responding to the needs of young people. North Yorkshire YJS strategic objectives include:

- Children and Young People will have affordable access to leisure and sport within their community

- Every school-age young person will be enjoying a suitable full time education
- A comprehensive and consistent service will be available to all victims of crime
- Explore the feasibility of integrated governance around adolescent risk taking behaviours

- **York Youth Justice Service (YJS) - £90,338**

The PFCC provides an annual financial contribution to support York YJS delivery across service priorities including the Youth Outcomes Panel, diversion, restorative practice and reducing re-offending, as well as contributing to the service's overall infrastructure and performance management. York YJS's ultimate objectives are to prevent offending and reduce re-offending by York young people and the service looks to achieve this by supporting the Youth Justice Board ethos of children first, offenders second, listening and responding to the needs of young people. York YJS has prioritised the following areas:

- Reduce the number of children in the Youth Justice System
- Reduce reoffending by the children in the Youth Justice System
- Improve the safety and wellbeing of children in the Youth Justice System
- Improve outcomes for children in the Youth Justice System

### Vulnerable People

- **Women's Wellness Centre, York – Changing Lives - £69,000**

Provided by Changing Lives. Any woman can access services, particularly those who may:

- Be involved with, or at risk of entering the criminal justice system
- Have multiple or complex needs
- Be chronically excluded

The service offers gender-specific, trauma informed support via one to one key work or group work. Women can also drop-in to the centre simply to have a warm drink and to make use of the facilities which include a kitchen, shower and laundry. The aim of the Women's Wellness Centre is to provide a safe, homely, woman-only environment where a

whole system of support can be offered. The centre is also available to partners to see women and to run groups from. The service offers support across a range of needs in order to improve outcomes for women. The service accepts self-referrals and agency referrals. To refer or to find out further information contact Stephanie McCusker: [Stephanie.McCusker@changing-lives.org.uk](mailto:Stephanie.McCusker@changing-lives.org.uk)

- **Mental Health First Response (Force Control Room and Street Triage) service – TEWV - £350,000**

The Mental Health First Response service provides a point of contact for North Yorkshire Police (NYP) to obtain specialist mental health advice and guidance to officers dealing with individuals in mental health crisis. The team covers the whole of North Yorkshire via the Force Control Room First Response service (telephone only) and provides face to face support and mental health assessment to individuals located in Scarborough, Whitby and Ryedale; York and Selby; and Harrogate and Rural areas. The aim of the service is to:

- Work alongside and in partnership with NYP (and partners) to improve the overall experience for the presenting individual
- Provide access to appropriate care pathways for persons with mental ill health who present to NYP
- Help police officers to make appropriate decisions, based on a clear understanding of the background to the situation
- Ensure clients receive appropriate care more quickly, that results in better outcomes for individuals
- To work collaboratively to make use of the least restrictive option for treatment intervention

- **North Yorkshire Substance Misuse service – North Yorkshire Horizons - £159,412**

The PFCC contributes financially to the North Yorkshire County Council, Public Health contract, to deliver integrated substance misuse treatment services to adults across North Yorkshire. The contribution supports the Criminal Justice elements of provision and wider partnership working across the Criminal Justice System. The service is provided by North Yorkshire Horizons. The integrated service is available to adults with problematic drug or alcohol use. The criminal justice element of the service is available to individuals in police custody and upon release from prison for those where substance misuse is a contributing factor to their offending. Those entering treatment through a criminal justice pathway will receive the same level, type and quality of service offer as any other resident would expect when entering the treatment journey through any other pathway. The service offers one to one support, group work, substitute prescribing, health screenings and blood tests and vaccinations. The aim of the criminal justice element of the substance misuse service is to be able to identify where substance misuse is a factor in someone's offending, addressing those issues that lead to offending and to provide diversion options which in turn are anticipated to reduce overall re/offending rates. The overall aim of the substance misuse service is to enable individuals with problematic drug and / or alcohol use to become free of their addiction, promoting recovery, abstinence and harm reduction. Individuals can be referred at various points in the criminal justice process including by police, courts, prison and probation. Individuals can also self-refer by calling the free phone number: 0800 14 14 80; by emailing: [info@nyhorizons.org.uk](mailto:info@nyhorizons.org.uk); or via the self-referral form on the website [www.nyhorizons.org.uk](http://www.nyhorizons.org.uk)

- **York Substance Misuse service – Changing Lives - £76,421**

The PFCC contributes financially to the City of York Council, Public Health contract, to deliver substance misuse treatment services to adults and young people in the city of York. The contribution supports the Criminal Justice elements of provision and wider partnership working across the Criminal Justice System. The service is delivered by Changing Lives. The service is available to local adults and young people in York who are affected by drug

or alcohol misuse. The criminal justice element of the service is available to individuals in police custody and upon release from prison for those where substance misuse is a contributing factor to their offending. Those entering treatment through a criminal justice pathway will receive the same level, type and quality of service offer as any other resident would expect when entering the treatment journey through any other pathway. The service offers one to one and group support, community alcohol detoxification, substitute prescribing and support to friends and family. The aim of the criminal justice element of the substance misuse service is to be able to identify where substance misuse is a factor in someone's offending, addressing those issues that lead to offending and to provide diversion options which in turn are anticipated to reduce overall re/offending rates. The overall aim of the substance misuse service is to support individuals to work towards abstinence and support ongoing recovery. Individuals can be referred at various points in the criminal justice process including by police, courts, prison and probation. Individuals can also self-refer by calling: 01904 621 776

## Community Safety

- **Mediation service – Restorative Solutions - £15,000**

The aim of the Mediation service is to provide Community Safety partners and wider referral agencies, via the Community Safety Hubs, with a service that supports the resolution of disputes to prevent criminality. The service supports disputes in the following categories:

- Anti-Social Behaviour
- Boundary disputes
- Verbal Abuse
- Communication Breakdown
- Cultural Differences



Family Mediation covers: family disputes, managing offending behaviour and preventing criminality. Please liaise with your local Community Safety Hub to assess if a referral can be made.

- **Anger Management service - £10,000**

The aim of the Anger Management service is to provide the Community Safety Hubs with a preventative service that sees an improvement in the referred clients' behaviour which impacts positively on community safety. The service offers counselling sessions with a focus on:

- Helping the client(s) recognise/identify what makes them angry (triggers or catalysts for anger)
- Enabling the client(s) to best respond to these triggers without being aggressive
- Enabling the client(s) to learn skills/techniques to help manage triggers for anger effectively
- Helping the client(s) learn how to be assertive
- Helping the client(s) develop/learn problem solving techniques.

Please liaise with your local Community Safety Hub to assess if a referral can be made.

- **Community Safety District Level Funding**

From April 2021 to March 2022, the Commissioner has committed to providing community safety services funding through Safer York and the North Yorkshire Community Safety Partnerships (CSPs) to enable responsible authorities to react to emerging local community safety needs and demands for target hardening services, respond to emerging local community safety concerns or immediate crime and ASB reduction requirements and conduct planned targeted communications and social marketing interventions that link to local or strategic priorities.

The total funding available to the CSPs will be split by geographic area relative to the need and demand for community safety services, based on NYP data in relation to:

- Reported incidents of crime (volume);
- Reported incidents of anti-social behaviour (ASB volume);
- Reported incidents of public safety and welfare (PSW volume); Victims of crime; and
- Aggrieved / people reporting ASB or PSW.

Budget for Districts 2021/22: £38,199.40

- **Community Safety Strategic Level Funding**

Budget for Strategic Partnerships to deliver planned, targeted, activities and interventions, including communications and social marketing, that align to CSP strategic priorities

Budget for 2021/22: £3,794.60

## Engagement

- **Youth Commission – Leaders Unlocked - £25,000**

North Yorkshire Youth Commission (NYYC) was established in 2015 with PFCC grant funding. It enables young people aged 14-25 to inform decisions about policing and crime prevention in North Yorkshire using a peer-research and engagement approach. NYYC offers young people the opportunity to influence the work and direction of the PFCC, North Yorkshire Police and associated partners based on the key priorities young people have reported affect them, currently:

- Young People's Relationship with the Police
- Hate Crime
- Drugs and Alcohol
- Abusive Relationships
- Missing and Exploitation
- Mental Health

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## Police, Fire & Crime Panel Report

October 2021



## Risk and Resource Model

In North Yorkshire, the statutory Integrated Risk Management Plan (IRMP) is now known as the Risk and Resource Model (RRM). Panel will be aware that the current IRMP, known as the Community Safety plan, which predates the transfer of governance, was due to expire this year. This has now been extended until September 2022 (see Decision Notice 11/2021) for the reasons set out in this paper.

### Background

The Fire and Rescue National Framework for England 2018 sets out the requirement that each fire authority must produce an Integrated Risk Management Plan (IRMP) to cover at least a three-year period and be reviewed and revised as often as it is necessary.

An IRMP must:

- reflect up to date risk analyses including an assessment of all foreseeable fire and rescue related risks;
- demonstrate how prevention, protection and response activities will best be used to prevent fires and other incidents and mitigate the impact of identified risks on its communities;
- outline required service delivery outcomes including the allocation of resources for the mitigation of risks;
- set out a management strategy and risk-based programme for enforcing the provisions of the Regulatory Reform (Fire Safety) Order 2005;
- reflect effective consultation throughout its development and at all review stages with the community, the workforce and representative bodies and partners;
- be easily accessible and publicly available.

In March, Panel were briefed on the development of and methodology for the Community Risk Profile (CRP) that would create the basis of the new Risk and Resource Model. It was planned that the Resource model would be completed in June and consulted upon alongside the Fire and Rescue Plan.

### Status

In June initial resourcing proposals to mitigate the CRP were presented to the Commissioner. However, on the recommendation of the then Chief Fire Officer, the Commissioner was not satisfied that the quality and extent of the available data was sufficiently robust to underpin the resource options for the RRM. Resourcing issues that arose as a result of the pandemic, alongside limited availability of some data, meant that the Commissioner felt there was a risk that decisions

could be made on incomplete and/or sub-optimal data. It was determined that further time should be given to arrive at resource options which the Chief Fire Officer can recommend to the Commissioner and which can, in turn, form the basis of public consultation.

In determining what this extension should be, it was considered that running a consultation on the RRM that overlapped with the Fire and Rescue Plan consultation would confuse the public. Following this, the Commissioner will be consulting the public on his precept proposals over Christmas and we then enter the pre-election period in March in the run up to Local Authority elections.

It is now intended that the Resource Model will be completed ready for a consultation to launch following the May 2022 elections, with the new RRM being in place by the end of September 2022.

## Delivery Plan

The resourcing issues have now been resolved and further capacity added by forming an operational transformation team for a fixed period to lead and deliver the resource model and a wider change programme that has been identified through the RRM process.

The new team consists of an Area Manager, Group Manager and Station Manager from NYFRS, supported by a Programme Manager, Project Manager, Business Analyst, Data Analyst and Data Modeller from within Enable North Yorkshire.

The Community Risk Profile is being refreshed and its output quality assured. It is intended that all resourcing options will have been modelled and validated and draft proposals completed early in the New Year, with final resourcing options for consultation being complete and the consultation ready to launch by the middle of May 2022.

The consultation will then run for 12 weeks, completing in the middle of August, with the final RRM published by the end of September.

## Police, Fire & Crime Panel Report

October 2021



## Finance Update to the end of August 2021 - Police

### Introduction

In February 2021 the former PFCC agreed the revenue Budget for 'Policing' for 2021/22 which was based on the receipt of income totalling £182,541k. In addition to the Revenue Budget the former PFCC also agreed a Capital Programme that was initially set at £6,805k for 2021/22.

This report is to provide the Panel with an update on progress in relation to the finances of the 'Policing' budget based on the position to the end of June 2021. The report includes a forecast of the finances across the remainder of the financial year and considers any significant changes that have impacted during 2021/22 so far.

### Revenue Budget 2021/22

The £182,541k of revenue funding, that was forecast to be received by the PFCC in 2021/22, was allocated to the following areas:

- £1,175k to run the Office of the PFCC
- £5,531k for Commissioned Services and Community Safety Initiatives
- £660k for Asset Management Costs
- £169,789k to the Police Force
- £5,679k to the Capital Programme

This was to be supported with a transfer of £293k from Earmarked Reserves.

### Forecast Revenue Outturn as at the end of August 2021 for 2021/22

The following sections cover off the above areas in more detail however the summary position is as follows:

- The Office of the PCC's budget of £1,175k is forecast to breakeven.
- The Asset Management revised budget of £591k is forecast to underspend by £15k.
- The Partnerships & Commissioning Budget, originally set at £5,531k and revised to £7,001k is forecast to breakeven.
- The Force was originally allocated a budget of £169,789k, which has increased by £1,260k to £171,048k. The Force is forecasting to underspend by £1,240k.

- The original income budget of £182,541 has increased by £2,230k to reflect known changes in the year.
- The revised income budget of £184,771k is forecast to be exceeded by £330k leading to a forecast underspend in this area of the same amount.
- The transfer to the Capital Programme remains unchanged at £5,679k.
- The £293k planned transfer from Earmarked Reserves has increased by £430k to £723k as a result of reserves being used for their planned purpose. A further £525k is being transferred from Earmarked Reserves to fund expenditure covered elsewhere within the budget forecasts,
- **An overall underspend of £2,110k is therefore forecast for 2021/22 at this relatively early stage of the financial year.**

An overall summary is provided at Appendix A.

## Income Budgets

The vast majority of the income that the PFCC will receive during 2021/22 is not expected to be subject to any variances and/or change and these are reflected in the overall forecast position shown in the table below:

<b>Summary of Income to be Received by the PFCC</b>	<b>2021/22 Budget</b>	<b>In Year Changes</b>	<b>2021/22 Revised Budget</b>	<b>2021/22 Forecast Outturn</b>	<b>Variance</b>
<b>Funding</b>	<b>£000s</b>	<b>£000s</b>	<b>£000s</b>	<b>£000s</b>	<b>£000s</b>
<b>Government Grants</b>	<b>(79,050)</b>	<b>0</b>	<b>(79,050)</b>	<b>(79,050)</b>	<b>0</b>
Precept	(81,945)	0	(81,945)	(81,945)	0
Council Tax Freeze Grant	(2,152)	0	(2,152)	(2,152)	0
Council Tax Support Grant	(6,901)	0	(6,901)	(6,901)	0
<b>Precept related funding</b>	<b>(90,998)</b>	<b>0</b>	<b>(90,998)</b>	<b>(90,998)</b>	<b>0</b>
Specific Grants	(5,227)	(1,825)	(7,052)	(7,052)	0
Partnership Income/Fees and Charges/Misc Income	(7,266)	(405)	(7,671)	(8,001)	(330)
<b>Other Funding</b>	<b>(12,493)</b>	<b>(2,230)</b>	<b>(14,723)</b>	<b>(15,053)</b>	<b>(330)</b>
<b>Total</b>	<b>(182,541)</b>	<b>(2,230)</b>	<b>(184,771)</b>	<b>(185,101)</b>	<b>(330)</b>

### Specific Grants

The PFCC is now budgeting to receive £1,825k more Specific Grants than was anticipated at the start of the financial year. These are predominantly in the relation to successful bids/allocations of money into the Partnership and Commissioning area for the following:

- Supporting Victims - £775k
- Domestic Abuse - £245k
- Safer Streets - £430k

With further funding from the Government across a number of areas totalling £355k more than budget.



### Partnership Income/Fees and Charges/Misc Income

The extended Covid19 full lockdown into January and February 2021 has reduced some elements of income to date, through reduced speed awareness courses and the continued restrictions on large scale events after April has also removed the demand for Special Police Services. The effects of this has been completely offset by additional recharges for secondments, however the biggest driver of 'underspend' in this area relates to a forecast over recovery on the provision of mutual aid of £340k, which is predominantly related to the G7 Summit, leading to a **forecast underspend of £330k**.

### OPFCC Budget

There is the potential that an underspend will develop as the year progresses however with the planned recruitment and investment within the building being proposed a **forecast breakeven** is made at this early stage of the financial year.

### Commissioned Services Budget

This budget has increased since the start of the year as a result of the following:

- £775k has been bid for from the Ministry of Justice and secured in relation to grant funding in relation to local commissioning of domestic violence and sexual violence services.
- £430k of Safer Streets funding was bid for and secured to protect individual homes and farms in parts of Selby close to the border with West, South and East Yorkshire, and also includes a focus on using ANPR cameras to deter and detect potential burglars.
- £234k of partner contributions towards Community Safety commissioned services.
- £245k additional funding to Domestic Abuse services

At this stage **the budget is forecast to breakeven** but will be closely monitored as the year progresses.

## Police Force Budget

The vast majority of the funding available to the PFCC has been provided to the Chief Constable, this provides the budgetary constraints in which the PFCC expects the Force to work within, in delivering against the Police and Crime Plan. The initial budget allocation provided to the Force for 2021/22 was £169,789k which has increased by £1,260k to £171,048k. The increases in funds predominantly reflect the provision of additional funding to meet the costs of Newby Wiske, that have been met by the purchaser, the release of funding from Earmarked Reserves to support COVID patrols and the impact of additional funding referred to elsewhere.

**The Force are currently forecasting to underspend by £1,240k** against this revised budget as set out in the summary below:

	<b>Original 2021/22 Budget</b>	<b>Revised 2021/22 Budget</b>	<b>Budget to August 2021</b>	<b>Spend to August 2021</b>	<b>Over / (Under) Spend to August</b>	<b>2021/22 Forecast Outturn</b>
<b>Police Force Financial Summary</b>						
<b><u>Police Force Planned Expenditure</u></b>	<b>£000s</b>	<b>£000s</b>	<b>£000s</b>	<b>£000s</b>	<b>£000s</b>	<b>£000s</b>
<b><u>Pay</u></b>						
Police Pay	84,788	84,914	35,429	34,876	(553)	(675)
Police Overtime	2,312	2,794	1,364	1,480	116	68
PCSO Pay (incl Overtime)	7,672	7,782	3,246	3,338	92	(101)
Staff Pay (incl Overtime)	37,963	38,511	16,007	15,762	(245)	(497)
<b>Pay Total</b>	<b>132,735</b>	<b>134,001</b>	<b>56,046</b>	<b>55,457</b>	<b>(589)</b>	<b>(1,205)</b>
<b><u>Non-Pay Budgets</u></b>						
Other Pay and Training	1,724	1,705	710	557	(154)	(87)
Injury and Medical Police Pensions	3,871	3,871	1,613	1,341	(272)	0
Premises	4,319	4,396	1,799	1,884	85	62
Supplies and Services	23,126	23,040	9,592	9,043	(550)	(897)
Transport	2,646	2,650	1,104	1,172	68	62
<b>Non-Pay Total</b>	<b>35,686</b>	<b>35,660</b>	<b>14,819</b>	<b>13,997</b>	<b>(822)</b>	<b>(860)</b>
<b>Projects</b>	<b>1,368</b>	<b>1,387</b>	<b>578</b>	<b>214</b>	<b>(363)</b>	<b>825</b>
<b>Total Planned Force Expenditure</b>	<b>169,789</b>	<b>171,048</b>	<b>71,442</b>	<b>69,668</b>	<b>(1,774)</b>	<b>(1,240)</b>

The main areas of spend for the Force are considered below:

### Police Pay

As part of the National Uplift programme, which aims to recruit an additional 20,000 Police Officers by March 2023, North Yorkshire Police has a target to reach 1,563 Officers by the end of March 2022.

Given the financial implications of not reaching this target, the budget for 2021/22 reflects the capacity to be able to exceed this number. The budget was set to be able to accommodate an average of 1,567 FTEs throughout 2021/22 (which would naturally be in excess of the Government Target based on Officer Numbers rather than FTEs).

Throughout the first quarter of 2021/22 the total number of FTE Police Officers within the Force has been lower than expected, with an average of around 1,500 FTEs in place.

**By the end of September 2021 this has however increased to 1,550 FTEs.**

Revised recruitment plans have also been developed to recruit a further 112 FTE Police Officers by the end of March 2022. If this recruitment can be delivered and leavers/retirements are in line with forecast then the Force should have around 1,600 FTE Police Officers by the end of the 2021/22 financial year.

If this recruitment can be delivered this will ensure that the government target is met while putting the Force on a very good footing to deliver a further increase in Police Officer numbers in 2022/23.

From a financial perspective the Force is forecasting to have (on average) 1,540 FTEs in place throughout 2021/22, which is leading to a **forecast underspend in this area of £675k.**

### PCSOs Pay

The 2021-22 establishment for PCSO's was 221 FTEs, however this has now been increased to 227 FTEs and additional funding provided to invest in an Initial Enquiry Team. The actual forecast numbers for 2021/22 are expected to be on average 3 greater than the original budget, at 224 FTE, however 3 lower than the revised budget, which if sustained is **forecast to lead to a £100k underspend in this area.**

### Staff Pay

The original budget for Staff pay for 2021/22 was set based on 1,086 FTEs. An allowance was built in for around 30 vacancies meaning the budget has sufficient funding to support a core staff establishment of 1,056 FTEs.

At the end of August 2021 the Force employed 1,032 FTEs and based on current forecasts is expected to have around 25 more vacancies across the financial year than budgeted for. Given this a **forecast underspend of £750k is forecast for this area.**

### Agency Costs

This underspend is being offset however by additional agency costs that are being incurred within support functions, predominantly ICT, to support business critical vacancies. It is anticipated that these costs will continue to rise whilst the new structures are embedded, and due to a premium on agency staff will not be completely offset against staff salary underspends. This area is currently **forecast to overspend by £230k** however there continues to be a risk that some vacancies will continue to be filled by Agency staff and therefore this overspend may grow.

The above 2 elements make up the majority of the **forecast £497k underspend on staff pay** that is included within the summary position.

### Non-Pay Budgets

Most areas of the non-pay are broadly in line with budgets at this stage of the year.

### Premises Costs

The **£62k premises forecast overspend** relates entirely to additional cleaning costs due to Covid19. The Covid19 requirements post-19th July restrictions lifting are not yet known, with the forecast anticipating a return to normal from September. Potential savings in utility costs from new staff agile arrangements are not yet reflected.

## Supplies & Services

Projected **underspends in the area total £897k** and are attributable to several areas. The mains areas are lower than expected National IT charges and IT Licences leading to a forecast £450k underspend and a forecast lower than expected transfer to the Insurance provision of £400k

## Transport

Underspends realised within travel expenses, resulting from work from home arrangements, have been completely offset by additional expenditure on vehicle parts and outside contractors. This has resulted in **a forecast overspend of £62k**.

## **Capital Budget 2021/22**

The Capital Budget for 2021/22 was originally set at £6,805k, however schemes that were not complete at the end of the previous financial year, and approved for carry forward, totalled £4,024k. This has resulted in a starting position for the Capital Budget for 2021/22 of £10,829k.

In terms of progress to date the summary table below sets out the expenditure to the **end of August** against the Capital Budget:

Details	Original 2021/22 Budget	Carry Fwds	Revised 2021/22 Budget	Spend to August 2021	Forecast Spend in 2021/22	Forecast Over / Under spend
	£000	£000	£000	£000	£000	£000
ICT	3,182	290	3,472	394	3,472	0
Fleet Rolling Programme	1,177	1,286	2,463	765	2,463	0
Estates Rolling Programme	1,823	1,636	3,459	262	3,067	-392
General Equipment Rolling Programme	590	352	942	26	942	0
Other Schemes	33	460	493	21	613	120
<b>Total</b>	<b>6,805</b>	<b>4,024</b>	<b>10,829</b>	<b>1,467</b>	<b>10,557</b>	<b>-272</b>

It is also worth reflecting that at this stage the Capital Programme does not reflect the addition of the following areas of expenditure:

- £198k additional expenditure on Body Worn Video
- Investment in Visual Recording Interview (VRI) suites - £175k
- Investment in a new SARC and VRI
- Contribution to the investment in Estates in Ripon - £512k

## **Conclusion**

An underspend of just over £2m within Revenue is currently forecast, this has been ultimately driven by higher levels of staff vacancies than expected, Police Officers leaving earlier than expected in the first half of the year and a continued squeeze to reduce the amount of money spent across supplies and services. These forecasts currently assume a pay freeze in 2021/22 which is not yet an agreed position.

APPENDIX A						
	Original Budget	Current Budget	Budget to August	Spend to August	(Under)/ Over Spend	Forecast (Under)/ Over spend
	2021/22	2021/22	2021	2021	to August	at Year End
	£000s	£000s	£000s	£000s	£000s	£000s
<b>Funding</b>						
<b>Funding for Net Budget Requirement</b>	<b>(170,048)</b>	<b>(170,048)</b>	<b>(70,853)</b>	<b>(70,853)</b>	<b>0</b>	<b>0</b>
<b>Other Funding</b>						
Specific Grants	(5,227)	(7,052)	(2,678)	(3,353)	(674)	0
Partnership Income/Fees and Charges	(7,266)	(7,671)	(2,999)	(3,755)	(756)	(330)
<b>Total Funding</b>	<b>(182,541)</b>	<b>(184,771)</b>	<b>(76,531)</b>	<b>(77,961)</b>	<b>(1,430)</b>	<b>(330)</b>
<b>Office of the PCC Planned Expenditure</b>	<b>£000s</b>	<b>£000s</b>	<b>£000s</b>	<b>£000s</b>	<b>£000s</b>	<b>£000s</b>
<b>Total Planned Expenditure</b>	<b>1,175</b>	<b>1,175</b>	<b>485</b>	<b>481</b>	<b>(4)</b>	<b>0</b>
<b>Commissioned Services</b>	<b>£000s</b>	<b>£000s</b>	<b>£000s</b>	<b>£000s</b>	<b>£000s</b>	<b>£000s</b>
<b>Total Commissioned Services</b>	<b>5,531</b>	<b>7,001</b>	<b>2,734</b>	<b>2,612</b>	<b>(122)</b>	<b>0</b>
<b>Corporate Costs</b>	<b>£000s</b>	<b>£000s</b>	<b>£000s</b>	<b>£000s</b>	<b>£000s</b>	<b>£000s</b>
<b>Asset Management</b>	<b>660</b>	<b>591</b>	<b>265</b>	<b>240</b>	<b>(25)</b>	<b>(15)</b>
<b>Police Force Planned Expenditure</b>	<b>£000s</b>	<b>£000s</b>	<b>£000s</b>	<b>£000s</b>	<b>£000s</b>	<b>£000s</b>
<b>Pay</b>						
Police Pay	84,788	84,914	35,429	34,876	(553)	(675)
Police Overtime	2,312	2,794	1,364	1,480	116	68
PCSO Pay (incl Overtime)	7,672	7,782	3,246	3,338	92	(101)
Staff Pay (incl Overtime)	37,963	38,511	16,007	15,762	(245)	(497)
<b>Pay Total</b>	<b>132,735</b>	<b>134,001</b>	<b>56,046</b>	<b>55,457</b>	<b>(589)</b>	<b>(1,205)</b>
<b>Non-Pay Budgets</b>						
Other Non Salary	1,724	1,705	710	557	(154)	(87)
Injury and Medical Police Pensions	3,871	3,871	1,613	1,341	(272)	0
Premises	4,319	4,396	1,799	1,884	85	62
Supplies and Services	23,126	23,040	9,592	9,043	(550)	(897)
Transport	2,646	2,650	1,104	1,172	68	62
<b>Non-Pay Total</b>	<b>35,686</b>	<b>35,660</b>	<b>14,819</b>	<b>13,997</b>	<b>(822)</b>	<b>(860)</b>
<b>Projects</b>	<b>1,368</b>	<b>1,387</b>	<b>578</b>	<b>214</b>	<b>(363)</b>	<b>825</b>
<b>Total Planned Force Expenditure</b>	<b>169,789</b>	<b>171,048</b>	<b>71,442</b>	<b>69,668</b>	<b>(1,774)</b>	<b>(1,240)</b>
<b>(Surplus)/Deficit before Reserves and Capital</b>	<b>(5,386)</b>	<b>(4,956)</b>	<b>(1,605)</b>	<b>(4,961)</b>	<b>(3,356)</b>	<b>(1,585)</b>
Contribution to Capital Programme	5,679	5,679	2,366	2,366	0	0
Planned Transfers to/(from) Earmarked Reserves	(293)	(723)	(406)	(285)	121	(525)
<b>Final/Forecast Over/(Under) Spend</b>	<b>0</b>	<b>(0)</b>	<b>355</b>	<b>(2,880)</b>	<b>(3,235)</b>	<b>(2,110)</b>

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## Police, Fire & Crime Panel Report

October 2021



### Finance Update for 2021/22 as at end of August 2021 – Fire

(Appended to this report, at Appendix C, is also a copy of the 2020/21 Outturn report for the Panel's information)

#### **Introduction**

In February 2021 the former PFCC agreed the revenue Budget for the Fire Service for 2021/22 which was based on the receipt of income totalling £35,936k. In addition to the Revenue Budget the former PFCC also agreed a Capital Programme that was initially set at £4,776k for 2021/22.

This report is to provide the Panel with an update on the finances to the end of August 2021, an early forecast of the finances for the remainder of 2021/22 and a number of areas of pressure and risk from a financial perspective that will need to be considered for budget and precept planning for 2022/23.

#### **Revenue Budget 2021/22**

Significant progress has been made in stabilising the finances of the Fire Service in the first 2 years since the change in Governance however the impact of the pandemic has created some new financial challenges that will need to be addressed over the coming years.

In terms of the 2021/22 budget, the impact of the financial settlement, the agreed precept increase of 1.99%, an agreed savings plan of £500k, and changes in pay assumptions – to a pay freeze in 2021/22 - resulted in the 2021/22 budget still requiring the use of reserves totalling £342k to balance the budget.

**In terms of the 2021/22 financial year, the current forecast, as at the end of August 2021, is that the Fire Service will breakeven in 2021/22** as a whole and as set out in appendix A. This projection factors in the use of Earmarked Reserves of £638k that were not initially factored into the 2021/22 budget but are being used for the reason that they were established.

## Income

The former PFCC set the budget based on receiving income and funding of £35,936k during 2021/22 from the areas summarised in the table below, the in-year changes, the actual levels of income forecast to be received, and variances are shown below:

	2021/22 Approved Budget £'000	Budget Year To Date £'000	Actual Year To Date £'000	Variance Year To Date £'000	2021/22 Forecast Outturn £'000	2021/22 Forecast Variance £'000
<b>Funding</b>						
Funding for Net Budget Requirement	(29,949)	(12,479)	(12,479)	(0)	(29,949)	(0)
Specific Grants	(3,657)	(1,524)	(1,643)	(119)	(3,706)	(49)
Pensions Mitigation Grant	(1,711)	(713)	(713)	0	(1,711)	0
General Income	(620)	(268)	(293)	(26)	(626)	(6)
<b>Total Funding</b>	<b>(35,936)</b>	<b>(14,983)</b>	<b>(15,127)</b>	<b>(145)</b>	<b>(35,990)</b>	<b>(54)</b>

Only minor variances to income are forecast at this stage of the financial year versus budget and an overall small over recovery of £54k forecast.

## Pay Budgets

Just over 68% of the overall revenue budget is allocated to be spent on Pay and associated costs such as Pensions, National Insurance, etc.

The 2021/22 pay budgets had assumed that in line with Government indications there would be a pay freeze during 2021/22. This has however not materialised and a 1.5% pay increase has been agreed and will be implemented from the 1<sup>st</sup> July 2021.

The impact of this are additional costs of £212k across the Wholetime, On-call and Control Room Pay budgets within 2021/22 and a recurring cost of circa £280k.

Within the separate area of the pay budgets there are a number of areas worthy of mention:

### Wholetime Firefighters:

This is forecast to overspend by £454k by the end of the year resulting primarily from:

- Pay Award - £174k
- Additional Roles funded by the additional Protection Grant - £157k
- Currently being over establishment from the new recruits - £111k

### On-call Firefighters:

This is forecast to underspend by £265k by the end of the year resulting from:

- Pay Award - £30k
- Vacancies (net of cover) – (£147k)
- Turnout/Attendance and other Fees – (£148k)



Forecast variances across Control and other Staff roles are relatively small at this stage. Although a 1.5% pay award has been factored into the forecasts – adding a further £80k pressure.

Is it important to reflect that the full-year impact of this pay award is estimated to be £350k and will be added to the MTFP as part of the budget setting process. This will increase the imbalance on the 2022/23 budget, before any other considerations are taken into account, to £740k. We have previously planned to fund the forecast £390k deficit from reserves to balance the 2022/23 budget. If this additional pressure is not funded through additional funding via the Spending Review then it will need to be balanced by either additional savings and/or increases in precept, if there is any additional capacity.

## **Non-Pay Budgets**

The **forecast overspend of £71k on Indirect Staff Costs** is predominantly as a result of additional training costs of which £63k is being funded by the additional Protection Grant.

The **Premises budget is forecast to underspend by £123k** this has resulted from further rates refunds/reviews that we were made aware of after the 2021/22 budget was set.

The **Transport budget is forecast to underspend by £22k** predominantly as a result of lower costs of insurance from the new tender process and continued lower mileage claims from the continued agile working. These saving are however being offset by higher vehicle parts.

The **Supplies and Services budget is forecast to overspend by £295k** with the most significant areas of note being the higher insurance premiums required in relation to Employer Liability insurance - £153k. In addition to this, £97k of costs are forecast that are being funded from grant funding that has already been received and therefore to be released from reserves, or that will be received in year.

## **Financial Impact of Covid-19 in 2021/22**

Some COVID related expenditure continues to be incurred in 2021/22 which is also being funded by specific grant received in prior years. It is currently forecast to incur net costs in year of £87k directly related to the pandemic. This includes savings in travel and subsistence costs expected as agile working is to continue on a permanent basis following the lifting of government restrictions.

## **Capital Charges**

A delay to four fire appliances and an Aerial Ladder Platform coming into operational use during 2020/21 has resulted in a one-off saving in the provision for debt repayment charge of £147k in 2021/22. As a result of this, and some other underspends we have provided for additional contributions to the earmarked Capital Reserve of £367k to help support additional costs in this area or reduce the need for future borrowing.

## **Capital Programme 2021/22**

The current position of the 2021/22 Capital Programme is set out in Appendix B which reports a revised programme of £4,579k which is a reduction of £197k from the budget approved in February 2021.

Changes made since February include the addition of the £293k of further schemes that were slipped from 2020/21 as referred to in the 2020/21 Outturn Report, and a delegation of £50k to the Tactical Leadership Team for in year small scale capital investments.

This increase has been reduced by £540k of slippage that was budgeted within the Fleet programme but is not expected to be delivered until 2022/23 at the earliest.

Capital expenditure in the first 5 months totals only £609k against a revised programme of £4,579k. This is not however unexpected as many of the purchases are within the Fleet programme with significant levels of expenditure being incurred on a small number of items.

This will however need to be an area that is kept under review during the year.

Current forecasts indicate that there will be circa £446k in the Earmarked Capital Reserve at the end of the current financial year should all of the 2021/22 programme be delivered, however work to develop the site in Ripon has yet to be factored into these plans.

## **Conclusion**

In overall terms the first 5 months of the financial year reflects a positive overall financial picture. The unexpected 1.5% pay award made during 2021/22, while funded from reserves in 2021/22, will create an additional pressure on the 2022/23 plans. If this isn't reflected in the Spending Review, with additional funding, then these pressures will need to be considered within the budget setting and precept discussions later in the year. All areas will continue to be closely monitored and factored into the Medium Term Financial Plans when budget setting for 2022/23 begins later in the year.

## NORTH YORKSHIRE POLICE, FIRE &amp; CRIME COMMISSIONER (FIRE &amp; RESCUE AUTHORITY)

## REVENUE BUDGET 2021/2022 as at 31st August 2021

	2021/22 Approved Budget £'000	Budget Year To Date £'000	Actual Year To Date £'000	Variance Year To Date £'000	2021/22 Forecast Outturn £'000	2021/22 Forecast Variance £'000
<b>Funding</b>						
Funding for Net Budget Requirement	(29,949)	(12,479)	(12,479)	(0)	(29,949)	(0)
Specific Grants	(3,657)	(1,524)	(1,643)	(119)	(3,706)	(49)
Pensions Mitigation Grant	(1,711)	(713)	(713)	0	(1,711)	0
General Income	(620)	(268)	(293)	(26)	(626)	(6)
<b>Total Funding</b>	<b>(35,936)</b>	<b>(14,983)</b>	<b>(15,127)</b>	<b>(145)</b>	<b>(35,990)</b>	<b>(54)</b>
<b>Expenditure</b>						
Wholetime Firefighters	17,139	7,748	7,886	139	17,593	454
On Call Firefighters	3,342	1,114	968	(146)	3,078	(265)
Support Staff	3,423	1,548	1,478	(70)	3,480	57
Control Room Staff	789	357	354	(3)	780	(9)
<b>Total Direct Staff Costs</b>	<b>24,693</b>	<b>10,766</b>	<b>10,686</b>	<b>(80)</b>	<b>24,931</b>	<b>237</b>
Indirect Staff Costs	453	189	124	(64)	523	71
PFCC Staff Expenses	76	32	32	0	76	0
Wholetime Recruitment	0	0	0	0	0	0
Premises	2,090	870	835	(35)	1,966	(123)
Transport	794	336	332	(5)	784	(22)
Supplies and Services	3,362	1,396	1,534	138	3,646	295
Operating Leases	51	22	34	12	47	(4)
External Service Agreements	212	88	93	4	220	7
PFI	1,480	624	579	(65)	1,473	(8)
<b>Total Indirect Staff and Non Staff Costs</b>	<b>8,518</b>	<b>3,556</b>	<b>3,563</b>	<b>(14)</b>	<b>8,735</b>	<b>217</b>
<b>Pensions</b>	<b>819</b>	<b>341</b>	<b>325</b>	<b>(16)</b>	<b>819</b>	<b>0</b>
<b>TOTAL EXPENDITURE BEFORE CAPITAL CHARGE</b>	<b>34,031</b>	<b>14,663</b>	<b>14,574</b>	<b>(110)</b>	<b>34,485</b>	<b>454</b>
Provision For Debt Repayment	1,132	472	411	(61)	986	(147)
External Interest	530	238	239	1	528	(3)
Revenue Contribution to Capital	585	585	952	367	952	367
<b>Total Capital Charges</b>	<b>2,248</b>	<b>1,295</b>	<b>1,601</b>	<b>306</b>	<b>2,466</b>	<b>218</b>
<b>Delegation to the Tactical Leadership Team</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>22</b>	<b>22</b>
<b>TOTAL EXPENDITURE</b>	<b>36,279</b>	<b>15,958</b>	<b>16,175</b>	<b>196</b>	<b>36,972</b>	<b>693</b>
<b>(Surplus)/Deficit before Reserve Transfers</b>	<b>342</b>	<b>975</b>	<b>1,047</b>	<b>51</b>	<b>981</b>	<b>638</b>
Transfer from Revenue Budget Support Reserve	(342)	(77)	0	0	(343)	0
<u>Other Transfers to/(from) Earmarked Reserves:</u>						
ESMCP					(84)	(84)
Protection Grants					(150)	(150)
COVID19					(87)	(87)
Pensions					(20)	(20)
Pay & Price					(262)	(262)
Recruitment					(36)	(36)
<b>Final Forecast Over/(Under) Spend</b>	<b>0</b>	<b>898</b>	<b>1,047</b>	<b>51</b>	<b>0</b>	<b>0</b>

## NORTH YORKSHIRE POLICE, FIRE &amp; CRIME COMMISSIONER (FIRE &amp; RESCUE AUTHORITY)

## CAPITAL PROGRAMME 2021/2022 as at 31st August 2021

	2021/22 Approved Budget £'000	Additional Slippage from 2020/21 £'000	2021/22 New approved items and changes to budgets £'000	2021/22 Slippage/Carry forward to future years £'000	2021/22 Revised Estimate £'000	2021/22 Budget Year To Date £'000	2021/22 Spend Year To Date £'000	2021/22 Variance Year To Date £'000	2021/22 Forecast Outturn £'000	2021/22 Forecast Variance £'000
<b>Vehicles</b>										
Fire Appliances	2,309	0	0	0	2,309	368	391	(23)	2,326	17
Vans & Support Vehicles	400	52	0	(160)	292	17	17	0	292	0
4 x 4 Vehicles	180	75	0	(180)	75	0	0	0	75	0
Incident Command Unit	200	0	0	(200)	0	0	0	0	0	0
Response & Pool Cars	151	85	0	0	236	0	0	0	236	0
<b>Sub Total Vehicles</b>	<b>3,240</b>	<b>212</b>	<b>0</b>	<b>(540)</b>	<b>2,912</b>	<b>385</b>	<b>408</b>	<b>(23)</b>	<b>2,929</b>	<b>17</b>
<b>Property:</b>										
Minor Works	433	81	0	0	514	0	122	122	514	0
Major Schemes	610	0	0	0	610	0	0	0	610	0
<b>Sub Total Property</b>	<b>1,043</b>	<b>81</b>	<b>0</b>	<b>0</b>	<b>1,124</b>	<b>0</b>	<b>122</b>	<b>122</b>	<b>1,124</b>	<b>0</b>
<b>Information Technology:</b>										
Mobilising, Telephony & Bearers	193	0	0	0	193	14	14	(0)	193	0
Major IT Schemes	50	0	0	0	50	0	0	0	50	0
Ancillary Hardware & Software	134	0	0	0	134	49	65	15	134	0
<b>Sub Total Information Technology</b>	<b>377</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>377</b>	<b>63</b>	<b>79</b>	<b>15</b>	<b>377</b>	<b>0</b>
PPE - Rescue Jackets	116	0	0	0	116	0	0	0	116	0
Delegation to the Tactical Leadership Team	0	0	50	0	50	0	0	0	33	(17)
<b>TOTAL CAPITAL EXPENDITURE</b>	<b>4,776</b>	<b>293</b>	<b>50</b>	<b>(540)</b>	<b>4,579</b>	<b>448</b>	<b>609</b>	<b>114</b>	<b>4,579</b>	<b>0</b>



## Executive Board

June 2021

# Draft 2020/21 Finance Outturn - Fire

### **Introduction**

In February 2020 the former PFCC agreed the revenue Budget for the Fire Service for 2020/21 which was based on the receipt of income totalling £35,261k. In addition to the Revenue Budget the former PFCC also agreed a Capital Programme that was initially set at £2,352k for 2020/21.

This report is to provide the Board with an update on the Outturn against the budget and also considers any significant changes that have impacted during 2020/21.

### **Revenue Budget 2020/21**

Significant progress has been made in stabilising the finances of the Fire Service over the last couple of years which resulted in returning the Medium Term Financial Plan (MTFP) to balance when the 2020/21 budget was agreed.

This more robust financial position will continue to be vital over the coming years as the financial impacts that are likely from Covid-19 become more apparent.

In terms of the 2020/21 financial year the final Outturn for the Fire Service is an underspend of £1,298k, this is **after** planned/necessary transfers to reserves of £1,756k.

Further details on where the underspends occurred are included with Appendix A to this report with those of significant note referred to in the sections below:

## Income

The former PCC set the budget based on receiving income and funding of £35,261k during 2020/21 from the areas summarised in the table below, the in-year changes, the actual levels of income received, and variances are shown below:

	2020/21 Approved Budget £'000	2020/21 Provisional Outturn £'000	2020/21 Provisional Variance £'000
<b>Funding</b>			
Funding for Net Budget Requirement	(31,322)	(31,320)	2
Specific Grants	(1,682)	(3,867)	(2,185)
Pensions Mitigation Grant	(1,711)	(1,770)	(59)
General Income	(547)	(731)	(184)
<b>Total Funding</b>	<b>(35,261)</b>	<b>(37,688)</b>	<b>(2,426)</b>

In terms of overall income the PCC received £37,688k during 2020/21 which was £2,426k (or 6.9%) higher than originally budgeted. It was also almost £3m (or 8.6%) more than 2019/20.

It is therefore really important to understand where this funding has come from.

### Specific Grants

The vast majority, £2,244k, of additional income was provided in the form of additional Specific Grants. These Grants are termed Specific as they're awarded for Specific purposes with Specific criteria, and sometimes terms and conditions, attached to the award. The main elements of which were as follows:

- COVID Grant - £804k
- Emergency Service Mobile Communication Programme Grants - £789k
- Protection Grant -£410k
- Collection Fund losses Grant - £160k
- Pensions Remedy Grant - £59k

All of the £2,244k is expected to be one-off funding, most of the funding, £1,488k, has been earmarked for future use, in line with the Grant terms, and most of the money spent in year from this additional income was predominantly to cover in year costs relating to COVID.

It is important therefore to reflect that while this additional income has created a significant underspend in year it is all needed for future specific investment and therefore not available to help the day-to-day financial challenges that the Service has and will have in the coming years.

**The over recovery of General Income of £184k** was predominantly from 2 areas, the Service received £120k more than budget for Officers on secondment, this income offsets with the unbudgeted salary costs included within staff expenditure. The second area of additional income was that the Service received £40,000 to reimburse legal costs incurred in successful Fire Safety prosecution cases in previous years.

## **Pay Budgets**

The overall management of pay budgets and forecasting have improved significantly over the last couple of years with **an overall pay budget of £24,130k overspend by only £46k**. Of this small overspend £120k related to additional secondments for which additional income was received as referred to earlier in this report.

The On Call staff budget underspent primarily due to vacancies and lower than planned expenditure on training salaries due to the impact of the pandemic on training activity.

## **Non-Pay Budgets**

The **Premises budget underspend was £410k** due to an unexpected rates refund totalling £475k due to a national review of the rateable value of Fire Stations. The refund was backdated spanning a number of years with a recurring impact on the future Medium Term Financial Plan of £150k.

The **Transport budget underspend was £111k** predominantly as a result of less expenditure on Fire Hydrant repairs than budget of £93k. There is recognised variability on this budget from year to year due to the timing of works carried out through to the receipt of invoices. For this reason, the volatility of expenditure is managed through an earmarked reserve as required.

The **Supplies and Services budget underspend was £213k** with the most significant areas of note being IT budgets underspent by £100k as the charges in relation to the Control collaboration agreement with Cornwall Fire & Rescue Service were lower than anticipated, alongside lower charges in relation to Airwave and also Microsoft Licences.

In addition to this the cost of new Corporate Workwear contract was £40k lower than budgeted for in 2020/21 primarily due to the supplier not being able to provide the full new issue by 31<sup>st</sup> March, however the actual cost of supplies was slightly lower than anticipated too.

## **Financial Impact of Covid-19 in 2020/21**

The Authority has received grant from the Government to fund COVID related expenditure of £804k since March 2020. Net expenditure of £402k is included within the 2020/21 Outturn. Made up of the following:

- Staff - £275k
- Non Staff - £237k
- Offset by Savings in Travel & Subsistence due to lockdown restrictions - £110k

Of the £402k grant remaining, £132k has been earmarked for future COVID expenditure of which £55k is currently forecast in 2021/22. The remaining £270k has then been transferred to the New Developments reserve.

## Transfers to/from Reserves

In total just over £3m has been added to Reserves during 2020/21, these are set out in the table below:

	Opening 2020/21	Transfers		Closing 2020/21
		In	Out	
<b><u>Earmarked Reserves:</u></b>	£000	£000	£000	£000
Pensions	1,711	149		1,860
Pay & Price	721	36		757
New Developments	345	1,276	-496	1,125
Insurance	80			80
Recruitment	211		-36	175
Hydrants	388		-188	200
Collection Fund	202	161	-202	161
COVID19	0	132		132
<b>General Contingency Reserves</b>	<b>3,659</b>	<b>1,754</b>	<b>-922</b>	<b>4,490</b>
Revenue Budget Support Reserve	244	849	-244	849
<b>Reserves Factored into MTFP</b>	<b>244</b>	<b>849</b>	<b>-244</b>	<b>849</b>
Capital	0	546	-146	400
ESMCP	0	789		789
Protection Uplift Grant	0	348		348
<b>Specific Reserves</b>	<b>0</b>	<b>1,683</b>	<b>-146</b>	<b>1,537</b>
<b>Total Earmarked Reserves</b>	<b>3,903</b>	<b>4,286</b>	<b>-1,312</b>	<b>6,876</b>
<b>General Fund Balance</b>	<b>995</b>	<b>80</b>		<b>1,075</b>
<b>Total Usable Reserves</b>	<b>4,898</b>	<b>4,366</b>	<b>-1,312</b>	<b>7,951</b>

The £3,053k total increase in Reserves has impacted as follows:

- £1,537k has been added to Specific Reserves that will need to be spent on Specific Areas
- A further £605k was set aside as part of the 2021/22 budget setting process and is needed to balance the Medium Term Financial Plan across the next 4 years (based on assumptions in February 2021)
- £831k has been set aside in Contingency Reserves to help manage known risks, such as additional costs re COVID and Injury Pensions, while also setting aside funding to help the Service develop the change required and implement/support the significant change that is currently underway in relation to the Risk and Resource Model, as well as the wider ambitions of the service.
- £80k has also been added to General Reserves to provide some flexibility and also ensure that this Reserve does not dip below 3% of the overall Net Budget Requirement.

This is clearly a significant increase in reserves, but it is important to keep in mind that much of this has been funded via one off additional funding (the £2.2m referred to earlier) with much of it set aside to pay for future specific costs, while additional increases have been possible because of the one-off back dated rebate of Rates (£475k).



## **Capital Programme 2020/21**

The Capital Plan approved in February 2020 was £2,352k, this then increased by £223k, to £2,575k as a result of slippage from the previous financial year of £74k and in-year additions to the plan of £149k, however this was quickly revised in-year as it became apparent that the pandemic would impact on the ability to deliver on many aspects of the plan during 2020/21.

The revised plan took into account the requirement to carry forward £1,658k of approved spend into 2021/22 due to plan slippage as set out below:

<u>Budget Slippage</u>	<u>£000</u>	<u>Comments</u>
Appliances - delays due to COVID	1,065	
Incident Command Unit - delays whilst considering procurement approach	200	
Vans & Support vehicles	52	] Delays in receipt of final specification and ordering
4 x 4 Vehicles	75	
Cars	85	
Planned Maintenance - delays due to COVID third lockdown	81	
IT - Emergency Services Network - National project delayed	50	
IT - Fire/NYP telephony project - in design stage as at 31st March 2021	<u>50</u>	
<b>Total</b>	<b>1,658</b>	

This then left a revised plan to spend £917k during 2020/21. The actual spend against this budget was £844k, as set out in Appendix B, resulting in an underspend of £73k against the revised budget.

## **Conclusion**

The Fire Service continues to have a firm grip on the finances of the organisation and in normal times could start to consider some of the areas of significant investment that are needed in the service. These relate to the Fire Estate, the Kit and Equipment used in the service and the Work Force, in line with the Ambition 2025 vision. However, the likely impact of covid-19 on the finances of the organisation and the recent pay offer for 2021/22 will need to be clearly understood before this can realistically happen.

## NORTH YORKSHIRE POLICE, FIRE &amp; CRIME COMMISSIONER (FIRE &amp; RESCUE AUTHORITY)

## REVENUE BUDGET 2020/2021 - PROVISIONAL OUTTURN

	2020/21	2020/21	2020/21
	Approved	Provisional	Provisional
	Budget	Outturn	Variance
	£'000	£'000	£'000
<b>Funding</b>			
Funding for Net Budget Requirement	(31,322)	(31,320)	2
Specific Grants	(1,682)	(3,867)	(2,185)
Pensions Mitigation Grant	(1,711)	(1,770)	(59)
General Income	(547)	(731)	(184)
<b>Total Funding</b>	<b>(35,261)</b>	<b>(37,688)</b>	<b>(2,426)</b>
<b>Expenditure</b>			
Wholetime Firefighters	16,721	16,979	258
Retained Firefighters	3,325	3,091	(234)
Administrative, Technical & Clerical	3,319	3,337	18
Control Room Staff	765	769	4
<b>Total Direct Staff Costs</b>	<b>24,130</b>	<b>24,176</b>	<b>46</b>
Indirect Staff Costs	429	409	(19)
PFCC Staff Expenses	74	71	(3)
Wholetime Recruitment	11	111	100
Premises	2,109	1,700	(410)
Transport	804	693	(111)
Supplies and Services	3,461	3,247	(213)
Operating Leases	75	83	8
External Service Agreements	196	177	(18)
PFI	1,461	1,418	(44)
<b>Total Indirect Staff and Non Staff Costs</b>	<b>8,620</b>	<b>7,910</b>	<b>(710)</b>
<b>Pensions</b>	<b>912</b>	<b>879</b>	<b>(33)</b>
<b>TOTAL EXPENDITURE BEFORE CAPITAL CHARGES</b>	<b>33,662</b>	<b>32,965</b>	<b>(697)</b>
Provision For Debt Repayment	991	993	1
External Interest	550	531	(19)
Revenue Contribution to Capital	340	146	(194)
<b>Total Capital Charges</b>	<b>1,882</b>	<b>1,670</b>	<b>(212)</b>
<b>Delegation to the Tactical Leadership Team</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>TOTAL EXPENDITURE</b>	<b>35,544</b>	<b>34,635</b>	<b>(909)</b>
<u>Planned Transfers to/(from) Reserves:</u>			
Revenue Budget Support	(244)	(244)	0
New Developments	(38)	171	209
COVID	0	132	132
Collection Fund Losses	0	160	160
Capital Reserve	0	400	400
HO Protection Funding Grants	0	347	347
ESMCP Grants	0	789	789
<b>(Surplus)/Deficit before Year End Reserve Transfers</b>	<b>0</b>	<b>(1,298)</b>	<b>(1,298)</b>
<u>Year End Transfers to/(from) Reserves:</u>			
New Developments	0	1,069	1,069
Pensions	0	149	149
General Fund	0	80	80
<b>Final Forecast Over/(Under)spend</b>	<b>0</b>	<b>0</b>	<b>0</b>

## NORTH YORKSHIRE POLICE, FIRE &amp; CRIME COMMISSIONER (FIRE &amp; RESCUE AUTHORITY)

## CAPITAL PROGRAMME 2020/2021 - PROVISIONAL OUTTURN

	2020/21	Additional	2020/21 New	2020/21	2020/21	2020/21	2020/21
	Approved	Slippage	approved items	Slippage/Carry	Revised	Provisional	Provisional
	Budget	from 2019/20	and changes to	forward to	Estimate	Outturn	Variance
	£'000	£'000	budgets	future years	£'000	£'000	£'000
<b>Vehicles</b>							
Fire Appliances	1,347	13	0	(1,065)	296	262	(33)
Aerial Appliances	0	4	0	0	4	3	(1)
Vans & Support Vehicles	52	0	0	(52)	0	0	0
4 x 4 Vehicles	0	2	75	(75)	2	0	(2)
Tactical Response Vehicles	0	0	0	0	0	14	14
Incident Command Unit	200	0	0	(200)	0	0	0
Response & Pool Cars	193	0	0	(85)	108	131	23
<b>Sub Total Vehicles</b>	<b>1,792</b>	<b>19</b>	<b>75</b>	<b>(1,477)</b>	<b>409</b>	<b>410</b>	<b>1</b>
<b>Property:</b>							
Minor Works	355	55	0	(81)	328	329	0
<b>Sub Total Property</b>	<b>355</b>	<b>55</b>	<b>0</b>	<b>(81)</b>	<b>328</b>	<b>329</b>	<b>0</b>
<b>Information Technology:</b>							
Mobilising, Telephony & Bearers	124	0	0	(100)	24	21	(3)
Major IT Schemes	35	0	0	0	35	12	(23)
Ancillary Hardware & Software	47	0	24	0	71	72	1
<b>Sub Total Information Technology</b>	<b>206</b>	<b>0</b>	<b>24</b>	<b>(100)</b>	<b>130</b>	<b>105</b>	<b>(24)</b>
Delegation to the Tactical Leadership Team	0	0	50	0	50	0	(50)
<b>TOTAL CAPITAL EXPENDITURE</b>	<b>2,352</b>	<b>74</b>	<b>149</b>	<b>(1,658)</b>	<b>917</b>	<b>844</b>	<b>(73)</b>

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## North Yorkshire Police, Fire and Crime Panel

14 October 2021

### Work Programme

#### **1 Purpose of Report**

1.1 To invite the Panel to consider its future work programme.

- 2 The Panel is responsible for setting its own work programme taking into account the tasks that the Panel must undertake and the priorities defined by the Commissioner within the context of the Police and Crime Plan and Fire and Rescue Plan.
- 3 The work programme at Appendix A highlights those issues which have been previously agreed or which have been added since the last meeting in discussion with the Chair or Vice Chairs.
- 4 It is anticipated that the draft Police and Crime Plan and draft Fire and Rescue Plan will be ready for Panel's review by January 2022 and as such the programme has been adjusted to incorporate these substantive items.
- 5 At the last meeting of the Panel and following discussions on the Commissioner's draft Annual Reports, Members felt it would be helpful to receive a biannual update from the Commissioner on progress against some of the areas highlighted in the annual reports, i.e. progress against key objectives of the Police and Crime and Fire and Rescue Plans. Members are invited to give further thought to the level of information they would like to receive and/or whether there are particular areas/objectives they would like to see progress reporting on, to avoid the risk of reporting being too global.
- 6 In addition, some proposed meeting dates for Panel have been included at Appendix A from July 2022 to April 2023. Members are asked to agree these proposed dates.

#### **7 Recommendations**

That the Panel:

- 7.1 agrees its outline work programme, with the inclusion of any additional items suggested at the meeting;
- 7.2 agrees the proposed meeting dates for Panel for 2022/23.

Diane Parsons  
Principal Scrutiny Officer  
North Yorkshire County Council

6<sup>th</sup> October 2021

**Background Documents:**

Appendix A – Police, Fire and Crime Panel Work Programme and Calendar of Meetings for 2022/23

## POLICE, FIRE &amp; CRIME PANEL WORK PROGRAMME AND MEETING DATES FOR 2022/23

<b>January 2022</b>	Thursday, 13 <sup>th</sup> January 2022 at 10:30am Hudson Room, City of York Council West Offices, York (tbc)	Police and Crime Plan 2021/24 – for approval Fire and Rescue Plan 2021/24 – for approval 'Pre-precept' reports for policing and fire and rescue. Tackling drug crime (annual update).
<b>February 2022</b>	Monday 7 <sup>th</sup> February 2022 at 10:30am Brierley Room, County Hall, Northallerton (tbc)	<b>Precept proposals</b> for policing and fire and rescue. Force Control Room - performance update on the 999 and 101 services. Tackling hate crime in North Yorkshire
	Monday, 21 <sup>st</sup> February 2022 at <b>1:30pm</b> Brierley Room, County Hall, Northallerton (tbc)	<b>Precept reserve meeting</b> (if needed).
<b>April 2022</b>	Thursday, 28 <sup>th</sup> April 2022 at 10:30am <i>Venue tbc – possibly Selby District Council</i>	Enable programme update – inc benefits and savings. Diversity in NYP and NYFRS, including developments around recruitment and retention. PFCC's work around criminal justice.
<b>July 2022</b>	Thursday 21 <sup>st</sup> July 2022 at 10:30am <i>Venue tbc</i>	Rural crime (inc wildlife crime) Risk and Resource Model (FRS)
<b>October 2022</b>	Thursday 13 <sup>th</sup> October 2022 at 10:30am <i>Venue tbc</i>	Substantive issues tbc
<b>January 2023</b>	Thursday 12 <sup>th</sup> January 2023 at 10:30am <i>Venue tbc</i>	'Pre-precept' reports for policing and fire and rescue.

<b>February 2023</b>	Monday 6 <sup>th</sup> February 2023 at 10:30am <i>Venue tbc</i>	<b>Precept proposals</b> for policing and fire and rescue.
	Tuesday 21 <sup>st</sup> February 2023 at <b>1:30pm</b> <i>Venue tbc</i>	<b>Precept reserve meeting</b> (if needed).
<b>April 2023</b>	Thursday 27 <sup>th</sup> April 2023 at 10:30am <i>Venue tbc</i>	Substantive issues tbc.