

Public Document Pack

Sussex Police and Crime Panel

Members are hereby requested to attend the meeting of the Sussex Police and Crime Panel, to be held at **10.30 am** on **Friday, 30 June 2023** at **County Hall, Lewes**.

Tony Kershaw

Clerk to the Police and Crime Panel

22 June 2023

Webcasting Notice

Please note: This meeting will be filmed for live or subsequent broadcast via East Sussex County Council's website on the internet – at the start of the meeting the Chairman will confirm that the meeting is to be filmed. Generally the public gallery is not filmed. However, by entering the meeting room and using the public seating area you are consenting to being filmed and to the possible use of those images and sound recordings for webcasting and/or training purposes. The webcast will be available via the link below: <http://www.eastsussex.public-i.tv/core/>.

Agenda

10.30 am 1. **Appointment of Independent Members**

The Police Reform and Social Responsibility Act 2011 requires the Panel to have a minimum of two Independent Co-opted Members. Independent Co-opted Members have one-year terms and can be re-appointed annually for up to five years.

Mrs Susan Scholefield's appointment commenced in June 2022.
Mr Keith Napthine's appointment commenced in June 2021.

In line with the recommendations of the interview panel, the Panel is asked to:

1. Renew the appointment of Mrs Susan Scholefield, Independent Co-opted Member, for a one-year term.
2. Renew the appointment of Mr Keith Napthine, Independent Co-opted Member, for a one-year term.

2. **Appointment of Chairman and Vice Chairman**

The Panel will be invited to appoint a Chairman and Vice Chairman for the 2023/24 municipal year.

3. **Declarations of Interest** (Pages 5 - 6)

Members and officers must declare any pecuniary or personal interest in any business on the agenda. They should also make declarations at any stage such an interest becomes apparent during the meeting. Consideration should be given to leaving the meeting if the nature of the interest warrants it. If in doubt

contact Democratic Services, West Sussex County Council, before the meeting.

4. **Minutes of Previous Meeting** (Pages 7 - 14)

The Panel is asked to approve the draft minutes of the previous meeting on 24 March 2023 as an accurate record (cream paper).

10.45 am 5. **Annual Review of Membership and Proportionality** (Pages 15 - 22)

Report by the Clerk to the Police and Crime Panel.

The Panel is required to undertake an annual review of proportionality to take account of any changes to the political composition of constituent authorities during the course of the previous year. The attached report provides the latest political composition of local authorities in Sussex and a calculation of proportionality of the Panel.

The Panel will be verbally updated in the event more information becomes available in advance of the meeting.

10.55 am 6. **Public and Panel Questions to the Commissioner** (Pages 23 - 24)

The Panel is asked to raise any strategic issues or queries concerning crime and policing in Sussex with the Commissioner.

Written questions may be submitted by members of the public up to two weeks in advance of a meeting. The Commissioner or the Chairman (as appropriate) will be invited to provide a response by noon of the day before the meeting. Questions, together with as many responses as possible, will be published on the Panel's website (www.sussexpcp.gov.uk).

Four questions have been received from two correspondents. The Panel is invited to note the responses and pose any supplementary questions.

11.25 am 7. **The Commissioner's Annual Report and Financial Outturn Report 2022/23** (Pages 25 - 74)

The Police and Crime Panel is required to scrutinise the Police and Crime Commissioner's Annual Report.

The report provides an update on performance against the Public Priorities set out in the Police and Crime Plan 2021/24 – and the policing and crime objectives contained within – for the period 1 April 2022 to 31 March 2023.

The report also presents the draft revenue and capital outturn position for the overall police budget under the direction of the

Police and Crime Commissioner for 2022/23, ahead of the audited accounts being published.

- 12.40 pm 8. **Commissioner's Response to HMICFRS' Police, Effectiveness, Efficiency and Legitimacy (PEEL) Assessment of Sussex Police** (Pages 75 - 132)
- Report by the Sussex Police and Crime Commissioner.
- The Panel is asked to review the report and put questions to the Commissioner on any areas of concern, and makes recommendations.
- 1.25 pm 9. **Annual Report from the Host Authority** (Pages 133 - 136)
- Report by the Clerk to the Police and Crime Panel.
- The Host Authority is required to submit to the Panel an annual budget report detailing income and expenditure of the Panel during the previous year. The report also includes a summary of the main work of the Panel over the last year.
- The Panel is asked to note the report.
- 1.45 pm 10. **Quarterly Report of Complaints** (Pages 137 - 138)
- Report by the Clerk to the Police and Crime Panel.
- The report provides details of the correspondence received and the action taken.
- The Panel is asked to consider the report and raise any issues or concerns.
11. **Correspondence Since the Previous Meeting** (Pages 139 - 140)
- Members are asked to note a letter sent by the Panel Chairman (dated 19 May) to the Chairs of Sussex's Health Overview Scrutiny Committees.
- The correspondence was sent in response to [Dr Jane Padmore's letter \(dated 23 March\), CEO of Sussex Partnership NHS Foundation Trust](#), in relation to the Panel's concerns regarding Sussex Police's capacity for mental health support.
- 1.30 pm 12. **Date of Next Meeting and Future Meeting Dates**
- The next meeting of the Panel will take place on 22 September 2023 at 10.30 a.m. at County Hall, Lewes.
- Future meeting dates are set out below:
- 26 January 2024

- 19 February 2024 (provisional, to be cancelled if not required)
- 22 March 2024.

To all members of the Sussex Police and Crime Panel

Table of standing personal interests

30 June 2023

The Panel is asked to agree the table of personal interests below.

Any interests not listed which members of the Panel feel are appropriate for declaration must be declared under agenda Item 3, Declaration of Interests, or at any stage such an interest becomes apparent during the meeting.

Table of standing personal interests

Panel Member	Personal Interest
Cllr Kevin Boram	Chairman of Adur and Worthing Safer Communities Partnership. Adur Executive Member for Health and Wellbeing.
Cllr Brian Drayson	Co-Chair of Safer Rother Partnership.
Cllr Judy Rogers	Lead Member for Community Safety at Hastings Borough Council. Co-Chair of the Safer Hastings Partnership.
Mrs Susan Scholefield	A serving Magistrate. Senior Independent Director of Surrey and Borders Partnership NHS Foundation Trust.

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Sussex Police and Crime Panel

24 March 2023 – At a meeting of the Committee held at 10.30 am at County Hall, Lewes.

Present:

Cllr Mitchell	West Sussex County Council	Cllr Bob Standley	East Sussex County Council
Cllr Kevin Boram	Adur District Council	Cllr Roy Briscoe	Chichester District Council
Cllr Johnny Denis	Lewes District Council	Cllr Pam Doodes	Wealden District Council
Cllr Brian Drayson	Rother District Council	Cllr Sue Mullins	Crawley Borough Council
Cllr Steve Murphy	East Sussex County Council	Mr Keith Napthine	Independent member
Mrs Susan Scholefield	Independent member	Cllr Sally Smith	Worthing Borough Council
Cllr James Walsh	West Sussex County Council	Cllr Norman Webster	Mid Sussex District Council

Substitutes:

Apologies were received from Cllr Pendleton (Arun District Council), Cllr Judy Rogers (Hastings Borough Council) and Cllr Dee Simson (Brighton & Hove City Council)

Also in attendance:

Part I

32. Declarations of Interest

- 32.1 In accordance with the Code of Conduct, members of the Panel declared the personal interests contained in the table below.

Panel Member	Personal Interest
Cllr Norman Webster	An employee of a primary contractor to the NHS

33. Minutes of the Previous Meeting

- 33.1 The Panel noted the tabled response to the Chairman's letter to Sussex Partnership NHS Foundation Trust (dated 23 March 2023) regarding Sussex Police's capacity to respond to and deal with mental health incidents.

- 33.2 Members also noted a correction to data referred to by the Commissioner at the previous meeting on 27 January 2023. In reference to page 7, question six of the meeting papers, the answer of 17% stated by Mrs Bourne for the LGBT+ population in Brighton and Hove was inaccurate. The latest Census data confirmed that almost 11% of all residents in the city identified themselves as lesbian, gay, bisexual, transgender or another sexual orientation.
- 33.3 Resolved - that the minutes of the previous meeting held on 27 January 2023 be approved as a correct record and that they be signed by the Chairman.

34. Public and Panel Questions to the Commissioner

- 34.1 The Panel noted a published version of written public and Panel questions with answers from the Commissioner (copy appended to the signed minutes). The Panel had no supplementary questions in respect of the public questions.
- 34.2 The Chairman invited questions from the Panel to the Commissioner. A summary of the main questions and responses were as follows:
1. Question: In reference to the Commissioner's recent statement in response to the publication of Baroness Louise Casey's review into the standards of behaviour and internal culture of the Metropolitan Police Service, clarity was sought as to whether the Commissioner believes that there is a wider issue which extends beyond the Met Police and is prevalent in other forces.
Answer: The Commissioner reiterated her statement and emphasised that the negative media coverage received by the Met has a knock-on effect on other UK forces. She added that public confidence is low and public trust needs to be built back up in order to police by consent. Commissioner Bourne pledged to use the Casey review and its recommendations at future Performance and Accountability Meetings (PAM) held with the Chief Constable to test and challenge the processes within Sussex Police. Mrs Bourne expressed that the Casey review has reassured her that Sussex Police is in a better place, but she could not categorically guarantee that all officers within the Force will meet the required standards. She concluded that success will be measured by an increase in cases brought to misconduct hearings and an improved speed of dismissal from the Force.
 2. Question: In reference to the last paragraph of the Commissioner's statement, she was asked if she believes Sussex Police officers should be re-vetted?
Answer: The Commissioner confirmed that the re-vetting of the Force's police officers, staff and OSPCC officers is ongoing, as is the case across all UK police forces currently. The initial phase will be carried out by the end of March 2023.
 3. Question: Are there plans to address the culture within Sussex Police, if so, how?
Answer: The Commissioner said that discipline falls under the remit

of the Force's Deputy Chief Constable, who has shared ideas and future plans with Commissioner Bourne to tackle misogynistic, homophobic and racist culture in an attempt to deliver organisational change. She referred to the recommendations contained within the recent HMICFRS report and added that the current vetting arrangements were a focus of her Performance and Accountability Meeting (PAM) on 17 February and will be tested and challenged at PAMs going forward. She added that the Force has been proactive and re-visited its vetting processes before publication of the Casey Review. The Commissioner concluded that she believes Sussex Police have been cooperative and reflective in listening to local groups and finding solutions to improve their processes.

4. Question: What are your views on whistleblowing within the Force?
 Answer: The Commissioner said that in an ideal world all officers and staff should feel sufficiently supported to call out and challenge instances of poor behaviour in-person as and when it occurs. She revealed that the Force manages an internal whistleblowing channel, 'Break the Silence', which enables officers and staff to report poor behaviour anonymously. The channel is advertised regularly on the Force's intranet to officers and staff and there is evidence that there is a good level of awareness by the amount it's used. Commissioner Bourne took encouragement from a noticeable reduction in anonymous reports and an increase in reports submitted by a person in their own name over the last two years.

5. Question: Which specific resources will you re-direct to deliver cultural change in Sussex and what measures of success will you set the Chief Constable?

Answer: The Commissioner said that one measure of success will be the number of officers and staff from now on who are accelerated through hearings and dismissed from the Force. She stressed her belief that the majority of the Force's five and a half thousand employees are hardworking and do not want to work alongside colleagues who fall short of the Force's behavioural expectations. The Commissioner added that the National Police Chiefs' Council (NPCC) appointed Deputy Chief Constable Maggie Blythe as the National Police Lead for Violence Against Women and Girls (VAWG) to develop a VAWG action plan for all forces. Surrey and Sussex forces have a joint plan in place to reflect their collaborative work and this is tested by the Commissioner at her PAMs to ensure it's delivering as expected. The NPCC's overarching Police Race Action Plan is adopted by all England and Wales police forces and the Commissioner utilises the Surrey and Sussex plan as another performance measure at her PAMs.

- 34.3 Members took encouragement following publication of the Force's recent misconduct proceedings which reported that nine out of 10 gross misconduct hearings were upheld and that this should serve to encourage whistleblowing going forward.

6. Question: Does the Commissioner feel that the Casey Review's description of the Met Police having a toxic working culture and as a

demoralised frontline police force overwhelmed by the number of complex cases is also reflected in Sussex?

Answer: The Commissioner said that she could not promise there would not be any further misconduct or accelerated hearings going forward. However, she viewed these instances in a positive light in terms of it reflecting senior officers' proactive approach to rooting out poorly behaved officers. Commissioner Bourne added that she felt some of the report's reflections on the Met Police's culture across the board are not apparent within Sussex Police. Also in contrast to the report's findings, the Commissioner claimed that her strategic priorities and the Chief Constable's operational priorities are clearly defined and well-recognised by officers and staff. The Commissioner believed that Sussex Police's officers and staff are demoralised to an extent by the negative media reports surrounding the Met Police and the adverse knock-on public perception of all UK forces in general.

7. Question: Can the Commissioner give an indication of the types of training required by police officers to complete during their careers in respect of diversity, equality and neurodiversity?

Answer: Mandatory and optional training is an ongoing process throughout all stages of an officer's career and something that is regularly reviewed and updated by the Force. The Commissioner said that the Force has developed a toolkit to support supervisors' discussions with their teams around gender equality, sexual orientation and disabilities in a safe environment.

8. Question: What is the gender balance of Sussex Police's leadership team?

Answer: The Commissioner said that there is a fairly even split but promised to provide an accurate answer following the meeting.

Response post-meeting: The Chief Officer team within Sussex Police comprises seven individuals – three females (43%) and four males (57%).

9. Question: Will there be any changes made to the eight or nine stages of police officer recruitment to aid the re-vetting process?

Answer: The College of Policing is responsible for setting the standards of policing practice. The Commissioner added that Sussex Police is one of a few forces which offers a final interview to prospective recruits.

10. Question: Will the Commissioner ensure that the Force's training budget is not cut?

Answer: The Commissioner agreed that this is particularly important at management and sergeant level.

11. Question: Have there been any cases of the Force's female employees reporting having been personally harassed by male employees, and if so, in what numbers?

Answer: The Commissioner confirmed that they are aware of complaints being lodged and that she has regular integrity meetings with the Force's professional standards team so that she and Mark

Streater can review different areas. Commissioner Bourne did not have figures to hand, but said she felt encouraged that female employees feel supported enough to come forward and report incidents of this nature. She hoped that more employees will feel comfortable to report in their own name rather than anonymously in future.

12. Question: The Casey Review documents shocking ineptitudes such as evidence from a rape case being binned after a storage fridge broke - can the Commissioner reassure the public that practical strategic measures are in place to prevent this type of occurrence in Sussex?

Answer: The Commissioner gave assurance that she will be using the findings and recommendations which came out of the Review at her future PAMs to check and challenge the Chief Constable and senior officers that those processes are where they should be.

- 34.4 After it was raised by members, the Commissioner expressed disappointment in the response from Sussex Partnership NHS Foundation Trust to a letter sent by the Panel Chairman on behalf of the Panel regarding the Force's capacity to deal with those suffering mental health issues. Commissioner Bourne offered to arrange a meeting with Sussex Police's mental health lead in follow-up to this.

- 34.4 Following a suggestion by members, the Chairman agreed to write, on behalf of the Panel, to the Chairs of the Health and Adult Social Care Scrutiny Committee (West Sussex County Council), Health Overview and Scrutiny Committee (East Sussex County Council) and Health and Wellbeing Overview and Scrutiny Committee (Brighton and Hove City Council) to suggest the three improvement areas addressed by Dr Padmore (CEO of Sussex Partnership NHS Foundation Trust) are monitored.

- 34.5 The Commissioner suggested that the Chairman also shares the paper presented to the Panel on 27 January for context - 'The role of the Sussex Police and Crime Commissioner in Ensuring Sussex Police Provides an Effective Response to Mental Health'.

35. The Role of the Commissioner in Ensuring Sussex Police Demonstrate an Efficient and Effective Approach to Police Custody

- 35.1 The Panel considered a report by the Sussex Police and Crime Commissioner, which was introduced by Mr Streater, OSPCC Chief Executive and Monitoring Officer.
- 35.2 The Chairman invited the Panel to ask questions. A summary of the main questions and responses were as follows:
1. Question: In respect of Independent Custody Visitors (ICVs), what type of training do they receive in order to understand the situation and needs of a person being held in custody so that they can

understand whether the appropriate measures are being taken regarding their safeguarding?

Answer: Comprehensive training is ongoing and overseen by The Independent Custody Visitors Association (ICVA). ICVs are required to ask set questions of custody detainees under the Human Rights Act. The Commissioner referred the questioner to the ICVA website for full details of ICV's training.

2. Question: Why is the Force's Independent Custody Visiting Scheme a voluntary service and is there a danger that it is reliant on volunteers?

Answer: The Commissioner confirmed that the reason ICVs are voluntary is so that they can provide impartial feedback by being independent from the police service and the criminal justice system.

3. Question: In reference to para 2.2, why were the 56 suicides following police custody in 2020/21 described as "apparent"?

Answer: Mark Streater commented that this was quoted from The Independent Office for Police Conduct's (IOPC) website and speculated that reflects the coroner's determination of the cases.

4. Question: In reference to para 2.6, how is the welfare of detainees released from custody measured and what are the metrics for success?

Answer: Mark Streater said there is no follow-up to assess detainees wellbeing, but ICVs do record their observations and interactions with detainees which is used to improve the custody journey.

5. Question: How is the safety of staff working within the Force's custody centres monitored and measured?

Answer: The operational practice, training and equipment provided to custody centre staff is overseen by the Chief Constable and Head of Police Custody. The ICV's focus is on the welfare and wellbeing of detainees. He said there is some crossover and Claire Taylor who leads the ICVS scheme has oversight of the policies and processes which make the environment a safe place for the staff working at custody centres and the detainees.

6. Question: Is there provision for providing all detainees with appropriate clothing, given that individuals can be taken into and released from custody during anti-social hours?

Answer: The Commissioner confirmed this is the case and that custody sergeants also take into account the temperature control of cells.

7. Question: How do you make sure you attract a diverse range of people to become ICVs?

Answer: The Commissioner said that the role is regularly advertised but it can be difficult to retain younger people. She added there is currently a pool of 50 volunteers.

36. Quarterly Report of Complaints

- 36.1 Resolved – The Panel noted the correspondence received both within and outside of the Panel’s remit.

37. Date of Next Meeting and Future Meeting Dates

- 37.1 The next meeting of the Panel would take place on 30 June 2023 at 10.30am, at County Hall, Lewes.

The meeting ended at 12.20 pm

Chairman

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SUSSEX POLICE & CRIME PANEL

Sussex Police and Crime Panel

30 June 2023

Annual Review of Membership and Proportionality

Report by The Clerk to Sussex Police and Crime Panel

Recommendations

That the Panel:

1. Agrees that a decision to invite any/both/neither of East Sussex and West Sussex County Councils to appoint a second representative be deferred to the 22 September meeting of the Panel (2.5).
2. Agrees that Brighton and Hove City Council be invited to appoint a Conservative second representative to the Panel (2.9), for a one-year period of office.

1. Background

- 1.1 The Constitution of Sussex Police and Crime Panel requires it to review its political make-up and size once a year, at its annual meeting.

To inform this consideration, following May's local authority (LA) elections, officers in each of the 15 local authorities in Sussex provided the host authority with details of the political make-up of their authority, summarised in Appendix 1. For comparison, Appendix 2 gives the equivalent data from June 2022, when proportionality was last considered by the Panel.

2. Discussion

- 2.1 The Panel at its annual meeting must consider the political composition of borough, county, district and unitary authorities across Sussex to ensure that the political proportionality of the Panel mirrors (as closely as is practical) the political make-up of Sussex as a whole. During the review of the membership the Panel should agree: if it approves the reappointment of the independent co-opted members (see item 1 of this agenda); the political affiliation of the second Brighton and Hove City Council representative, if the county councils in Sussex should provide a second representative; and the political affiliation of any second county council members.

Additional Local Authority Members

- 2.2 Schedule 6, paragraph 31 of the Police Reform and Social Responsibility Act 2011 requires the Panel to consider (“from time to time”) whether available seats could be assigned to additional local authority (LA) members to enable the balanced appointment objective to be met, or more effectively met. If so, the Act requires the Panel to exercise this option. The balanced appointment objective is that the LA Members of the Panel (when taken together) represent the political make-up of the 15 Sussex local authorities (when taken together).
- 2.3 The Panel can have no more than 20 members. Given that two must be Independent Co-Opted Members, the Panel can have a maximum of 18 LA Panel Members.
- 2.4 The Constitution grants Brighton and Hove City Council (BHCC) an additional seat, to address geographical imbalance. The additional seat needs to be re-appointed by BHCC annually, but must be used, as far as possible, to redress any political imbalance within the Panel.
- 2.5 Appointments to the Panel have so far been made by **14** of the 15 Sussex LAs. The appointment by Mid Sussex District Council (MSDC) will be made in July. Because the calculation of the Panel’s theoretical ideal political make-up is based on the make-up of the fundamental 15-member Panel, it is recommended that the decision on whether additional members from East and West Sussex County Councils should be appointed, and the political party of any such appointees, be deferred until MSDC has made an appointment (expected on 26 July).

Recommendation

That the Panel:

1. Agrees that a decision to invite any/both/neither of East Sussex and West Sussex County Councils to appoint a second representative be deferred to the 22 September meeting of the Panel.

- 2.6 The Panel could make this decision at the latest at its meeting on 22 September 2023, or at a meeting specially convened for this purpose.

Additional Member from Brighton and Hove City Council

- 2.7 Referring to appendix 1, the political make-up of the current 14-member Panel as currently appointed is as follows:

Number of Seats	Conservative	Liberal Democrat	Labour	Green	Association of Independents	Independent
14	3	4	4	1	1	1

- 2.8 Referring to appendix 1, based upon the political make-up of all 15 Sussex LAs, a theoretical 16, 17 and 18 LA member Panel would have the following make-up:

Number of Seats	Conservative	Liberal Democrat	Labour	Green	Other Parties
16	5.28	4.07	3.67	1.76	1.22
17	5.61	4.32	3.90	1.87	1.29
18	5.94	4.58	4.13	1.98	1.37

- 2.9 Accepting that the **MSDC appointment is pending**, it appears that nonetheless a minimum of one additional Conservative councillor will be required if the Panel is to ultimately be politically balanced.

Recommendation

That the Panel:

2. Agrees that Brighton and Hove City Council be invited to appoint a Conservative second representative to the Panel, for a one-year period of office.

3. Resource Implications and Value for Money

- 3.1 For 2023/24, the Home Office grant allows for up to £920 per Panel Member for travelling expenses.

4. Risk Management Implications

- 4.1 The Panel must strive to be politically and geographically proportionate. Failure to adequately do so risks breaching the relevant terms of the Act.

5. Other Considerations – Equality – Crime Reduction – Human Rights

- 5.1 Not applicable.

Tony Kershaw

Clerk to Sussex Police and Crime Panel

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Appendices

Appendix 1 - Political Make-up of Sussex Local Authorities (23/24)

Appendix 2 - Political Make-up of Sussex Local Authorities (22/23)

UPDATED

UPDATED

Political Make-Up of Sussex Local Authorities (May 2023)

Authority	Principal Member's Party	Con	LD	Lab	Green	AOI ₂	Arun Ind Group	Ind Dem	CDC Local Alliance	Mid Sussex Independents	Ind ₁	Shoreham Beach Residents' Assoc	Vacancy	Total
Adur	Conservative	16		9	2							2		29
Arun	Independent	20	14	8	6		4				2			54
Brighton & Hove	Labour	6		38	7						3			54
Chichester	Lib Dem	5	25		2				4					36
Crawley	Labour	16		20										36
East Sussex	Conservative	26	11	5	4			2			1		1	50
Eastbourne	Lib Dem	8	19											27
Hastings	Labour	11		15	5						1			32
Horsham	Lib Dem	11	28		8						1			48
Lewes	Green		15	9	17									41
Mid Sussex	Expected 26 July	18	20	1	4					1	4			48
Rother	Association of Independents	10	7	8	3	8					2			38
Wealden	Lib Dem	9	13	2	11			4			6			45
West Sussex	Conservative	46	11	9	1						3			70
Worthing	Labour	11	1	24	1									37
Total		213	164	148	71	8	4	6	4	1	23	2	1	645
Proportionality		33.02%	25.43%	22.95%	11.01%	1.24%	0.62%	0.93%	0.62%	0.16%	3.57%	0.31%	0.16%	
Seats	16	5.28	4.07	3.67	1.76	0.20	0.10	0.15	0.10	0.02	0.57	0.05	0.02	
Seats	17	5.61	4.32	3.90	1.87	0.21	0.11	0.16	0.11	0.03	0.61	0.05	0.03	
Seats	18	5.94	4.58	4.13	1.98	0.22	0.11	0.17	0.11	0.03	0.64	0.06	0.03	

Summary of 15 (14) Principal Members:

Conservative	3
Labour	4
Liberal Democrat	4
Green	1
Assoc of Independents	1
Independent	1

Notes:

Ind₁: Proportionality calculated for a group. However, since this category comprises several separate independent members, the actual proportionality is lower

AOI₂: Association of Independents

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Political Make-Up of Sussex Local Authorities (May 2022)

Authority	Principal Member's Party	Con	LD	Lab	Green	AOI ₂	Arun Ind Group	Ind Dem	CDC Local Alliance	LDC Ind Group	Ind ₁	Shoreham Beach Residents' Assoc	Vacancy	Total
Adur	Conservative	16		9	2							2		29
Arun	Conservative	24	16	1	2		4				7			54
Brighton & Hove	Green	12		16	20						6			54
Chichester	Conservative	17	11	1	2				2		3			36
Crawley	Labour	17		19										36
East Sussex	Conservative	27	11	5	4			2			1			50
Eastbourne	Lib Dem	9	18											27
Hastings	Labour	12		15	5									32
Horsham	Conservative	30	14		3						1			48
Lewes	Green	18	9	4	8					2				41
Mid Sussex	Conservative	33	13		4						4			54
Rother	Association of Independents	14	7	2	1	12					1		1	38
Wealden	Conservative	29	6		3			4			3			45
West Sussex	Conservative	47	11	9	1						2			70
Worthing	Labour	13	1	23										37
Total		318	117	104	55	12	4	6	2		28			651
Proportionality		48.85%	17.97%	15.98%	8.45%	1.84%	0.61%	0.92%	0.31%	0.00%	4.30%	0.00%	0.00%	
Seats	16	7.82	2.88	2.56	1.35	0.29	0.10	0.15	0.05	0.00	0.69	0.00	0.00	
Seats	17	8.30	3.06	2.72	1.44	0.31	0.10	0.16	0.05	0.00	0.73	0.00	0.00	
Seats	18	8.79	3.24	2.88	1.52	0.33	0.11	0.17	0.06	0.00	0.77	0.00	0.00	

Summary of 15 Principal Members:
 Conservative 8
 Labour 3
 Liberal Democrat 1
 Green 2
 Assoc of Independent 1

Notes:

Ind₁ Proportionality calculated for a group. However, since this category comprises several separate independent members, the actual proportionality is lower

AOI₂ Association of Independents

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Public and Panel Questions to the Commissioner

30 June 2023

Report by the Clerk to the Police and Crime Panel

Below is a schedule of the questions received prior to this meeting and where possible responses have been included. Responses will be tabled at the meeting that were not available at the time of despatch. Written questions must be received two weeks before a meeting of the Panel and the Commissioner or Panel Chairman is invited to provide a response by noon of the day before the meeting.

Questions relating to operational matters of Sussex Police are passed to a relevant officer at Sussex Police for a response, with a brief summary of such questions provided below. For the current meeting, four questions have been received for responses from the Commissioner.

1. Written question from Martin Woodfine of St Leonards-on-Sea, East Sussex.

Question:

Following the recently released report showing poor prosecution results for shoplifting across Sussex, does the Commissioner feel that the Force now recognises that this is not a victimless crime, and has strong links to other criminality?

If so, is the Commissioner satisfied with the actions the Force will be taking in future to address this rapidly growing menace?

Answer:

2. Written questions from Nigel Jacklin of Normans Bay, East Sussex.

The PCC will be aware that, at the end of March, the Home Office announced proposals to house 1200 male asylum seekers in the Northeye ex-military training camp in Bexhill. At the time of writing the Home Office had amended proposals to say 800 men would arrive in September (this date was removed on 15 June). No detailed plans had been published and no final decision had been taken. The Home Office will not be consulting residents.

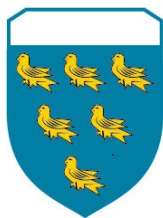
Questions:

1. Is the Commissioner satisfied that Sussex Police have been provided with sufficient information to allow them to plan for these arrivals?

Agenda Item 6

2. Residents have concerns for their safety, especially the safety of women and children. Is the Commissioner satisfied that residents can be provided with convincing reassurances?
3. There are particular concerns about low level harassment, which may not merit police action. Is the Commissioner satisfied that Sussex Police will be able to work with other authorities such that records of these problems are kept and complainants are adequately supported?

Answer:



SUSSEX POLICE & CRIME PANEL

Sussex Police and Crime Panel

30 June 2023

Sussex Police and Crime Commissioner's Annual Report and Financial Outturn Report 2022/23

Report by The Clerk to Sussex Police and Crime Panel

Recommendations

That the Panel:

1. Reviews, puts questions to the Commissioner, and makes recommendations on the Annual Report and draft Financial Outturn Report for 2022/23

1. Background

- 1.1 In accordance with the Police Reform and Social Responsibility Act 2011, the Commissioner must provide the Panel with their Annual Report, and the Panel must question the Commissioner and review it.
- 1.2 Following the meeting, the Panel must make and publish a report to the Commissioner. The Commissioner must respond to the report and publish the response.

2. Discussion

- 2.1 The applicable Police and Crime Plan in place for the reporting period is that for 2021/24, which can be found here: <https://bit.ly/3GWKfE1>
- 2.2 The three objectives (termed Public Priorities) set out in the Plan are:
 - Strengthen local policing, tackle crime and prevent harm
 - Relentless disruption of serious and organised crime
 - Support victims cope and safeguard the vulnerable
- 2.3 The content and structure of the Annual Report should be determined on the basis of local preferences and need, but might include:
 - How the PCC has exercised and fulfilled their statutory duties and functions in each financial year

- The progress that has been made in the year in meeting the objectives in the PCC's Police and Crime Plan (see 2.2)
- End-of-year performance against any targets set, including exception reporting on any areas in which performance has substantially fallen short of, or exceeded, expectations
- Performance outcomes in relation to specific crime, community safety or criminal justice grants or feedback on delivery at a geographical area or departmental level
- End-of-year financial positions, including how resources have been allocated, details of any significant under or overspend and the decisions made with regard to council tax precept
- Aims and aspirations for the following year, based on any re-evaluation of local need.

2.4 Following the meeting, a report by the Panel will be prepared in consultation with the Chairman, and dispatched and published within two working days.

Tony Kershaw

Clerk to Sussex Police and Crime Panel

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Appendices:

Appendix 1 – Covering Report for the Commissioner's Annual Report and Financial Outturn Report 2022/23

Appendix 2 - Annual Report 2022/23



To:	The Sussex Police & Crime Panel
From:	The Sussex Police & Crime Commissioner
Subject:	The Sussex Police & Crime Commissioner's Annual Report and Financial Outturn Report 2022/23
Date:	30 June 2023
Recommendation:	That the Police & Crime Panel note the report

1.0 Introduction

- 1.1 This report provides an update on performance against the three Public Priorities set out in the Police & Crime Plan 2021/24 and the policing and crime objectives contained within for the period 1 April 2022 to 31 March 2023.
- 1.2 The report also sets out the draft financial outturn position for 2022/23, ahead of the audited accounts being published.

2.0 Annual Report 2022/23

- 2.1 The Police & Crime Commissioner (PCC) has a statutory duty to produce an Annual Report as set out in Chapter 3 – Section 12(1) of the Police Reform and Social Responsibility Act 2011.
- 2.2 The Act prescribes that the content of the Annual Report should include:
 - (a) the exercise of the elected local policing body's functions in each financial year; and
 - (b) the progress which has been made in the financial year in meeting the policing and crime objectives in the body's Police & Crime Plan.

3.0 Achievements, areas of work and progress made in 2022/23

- 3.1 The achievements, areas of work and progress made by the PCC and her office in 2022/23 are summarised in the Annual Report under each of the Public Priorities contained within the Plan, as follows:

Priority 1 – Strengthen policing, tackle crime, prevent harm and anti-social behaviour.

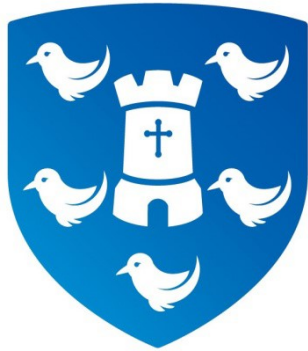
Priority 2 – Relentless disruption of serious and organised crime.

Priority 3 – Support and safeguard victims and tackle violence against women and girls.

- 3.2 The draft financial outturn position for the year ended 31 March 2023 is also included within the report, ahead of the audited accounts being published.

Mark Streater
Chief Executive & Monitoring Officer
Office of the Sussex Police & Crime Commissioner

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**Sussex
Police & Crime
Commissioner**

**Annual Report and
Financial Outturn Report
2022/23**

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1. Introduction

Welcome to my 2022/23 Annual Report.

This is my 10th annual report looking back at how our policing priorities, determined by the public, have been addressed and how residents feel about their police force. Sussex is still a very safe place in which to live, work or visit and much of the police work that keeps it that way goes unseen and unnoticed.

Looking back over the past year, however, we should acknowledge the impact on public confidence of national headlines about police officers abusing their power and police forces failing.

The reputation of policing in the UK has been severely eroded by a handful of very high-profile incidents that have completely overshadowed the 24/7 battle against cybercrime, organised criminals and sexual predators.

At a time when we should be celebrating record numbers of police officers in England and Wales, the police service nationally is under unprecedented scrutiny with forces having to put more resources and effort into vetting and checking the integrity of colleagues. The findings from the Casey Report into the Metropolitan Police Service have implications for all police forces.

It will cost time and money to address toxic workplace cultures and root out people who should not hold a warrant card but we cannot afford not to – you cannot catch criminals with crooked cops.

Police officers and capacity

I promised to restore neighbourhood policing and put more police officers on our streets and, through the tremendous efforts of the Sussex Police recruitment team, we have done just that.

There are 679 more police officers than in 2018 [3,094 FTE] with 429 coming from the Government's Uplift programme and 250 paid for by local people in their council tax. Over the past two years, these extra officers have helped the Force tackle street crime, burglary, rural and business crime.

Tackling crime

Theft from the person is down 32%; residential burglary down over 40% and neighbourhood crime down by 33%, compared to a 21% reduction nationally.

Hotspot policing has proven effective and driven crime down and criminals out of targeted areas in Brighton. It has been highlighted as good practice by the Home Office.

Our Violence Reduction Partnership and early intervention programmes are taking knives off the streets and steering young people away from the cliff edge of crime and violence. The dedicated County Lines Team, established in September 2020, dismantled 120 county drugs lines last year alone.

Securing funding to make Sussex Safer

I have continued to secure and allocate funding to make Sussex Safer. For the tenth year running, I have ensured that funding for each of our Community Safety Partnerships was protected with a share of £1.2m. My office has also made four successful bids into the Safer Streets Fund bringing in more than £4m for unique projects across our county.

Agenda Item 7

Appendix 2

We are reclaiming the night-economy as a safer place for women and girls with over £1m for improved street lighting and CCTV, extra police patrols in town centres and more taxi marshals and street pastors. Some of the funding developed our Safe Space app and some was allocated to lessons for Year 8 boys to help them recognise and challenge sexist and inappropriate language and behaviour towards girls.

I funded a dedicated Superintendent post within Sussex Police to comprehensively review every aspect of how the force deals with violence against women and girls from the moment of reporting [to either police or a third party] through to investigations and how victims were treated during prosecutions.

Over the past year, more than 50,000 crime victims were referred to support services commissioned by my office and nearly £4.5m was allocated to providers across my Safe Space Sussex Funding Network.

Having established a Complex Domestic Abuse and Stalking unit in March 2021, I secured over £600k from the Home Office to continue the unique perpetrator programme into this year. An application to the Ministry of Justice delivered £1.m for specialist domestic abuse support services for diverse communities including for Black and Asian women affected by domestic abuse as well as older victims of abuse.

I am also pleased that we funded a dedicated Independent Domestic Violence Advocate (IDVA) for Eastern European victims and we set up a new partnership with the LGBT Switchboard to provide an IDVA for the LGBTQ+ community.

Our Independent Custody Visitors played a key role last year monitoring the changes to Sussex Police custody. They also increased their visits by 15% and led on national guidance for cell lighting, provisions of personal hygiene products and raising awareness of how the menopause can affect some women detainees.

Technology and innovation

To help deal with the exponential rise in digital evidence, I allocated precept funding to establish the Digital Investigation Support Unit (DISU). The unit was launched in January last year with 14 police officers and staff and provides increased capacity and capabilities for investigations and locating vulnerable people.

All frontline officers and Police Community Support Officers (PCSOs) now have mobile data terminals (smartphones) which have been enhanced with the Pronto platform for data access and access to international data through the International Law Enforcement Alerts Platform. Over the past year, 50 Digital Evidence Management System kiosks were also established across Sussex and Surrey alongside an online facility for drivers to submit dashcam footage.

As the Chair of the Sussex Criminal Justice Board, I was pleased that my office successfully developed and piloted a Criminal Justice Visualisation Tool enabling all partner agencies to view the user journey across the criminal justice system. My hope is that this tool is rolled out across other police force areas to improve conviction rates for rape and serious sexual offences.

Police estate and green policing

Nearly £2m was invested in the Sussex Police estate over the past year and I have maintained my red line that no public facing police reception will be removed until an alternative is identified.

We have attracted an extra £251k from the Community Infrastructure Levy and Section 106 agreements with district and borough councils and key police stations and facilities have been upgraded and improved. A new Estates Strategy is currently under development and will be published in 2023/24.

With Surrey Police, we have a joint Electric Vehicle Infrastructure Energy Strategy that will inform how both forces can transition towards an electric and hydrogen powered fleet.

I am delighted that Project Polar Bear will see the Force review and reduce energy usage across the entire police estate. LEDs have replaced old bulbs in many police sites, boilers have been adjusted and re-timed and all officers and staff have been reminded to play their part in reducing energy and waste as we work towards a longer-term, net zero by 2050. A greener working hub and green champions will reinforce behaviour changes to reach that target.

There is still so much more to address in policing, not just to keep up with criminal trends but to retain and improve public consent and confidence. We are working with local authorities to make public spaces safer and less threatening at night.

We are making local police more accessible and engaging; we are showing businesses that shoplifting will not be tolerated; we are demonstrating to communities that anti-social behaviour will not go unpunished; we are telling farmers and rural businesses that we have the will and capacity to protect you and we are sending a clear message that organised crime gangs will be hit hard and consistently.

The officers and staff in Sussex Police get on with their job every day despite headlines and I am reassured when the public tell me they feel safe in Sussex and they have faith in our police officers.

I know that in Chief Constable Jo Shiner, Sussex has a leader who will ensure every officer upholds the highest standards and who is committed to delivering an outstanding service in addressing the three Public Priorities set out in my Police & Crime Plan.

Thank you for helping me and Sussex Police to keep us all Safer in Sussex.

Katy Bourne OBE
Sussex Police & Crime Commissioner

2. Progress Made Against Public Priorities

2a. Public Priority 1 – Strengthen policing, tackle crime, prevent harm and anti-social behaviour

Local, Visible and Accessible Policing

Recruitment of more police officers – Following a public consultation, the PCC was given public support to increase the policing part of the council tax for 2022/23. This added an extra £10 per year for an average Band D property and was supported and endorsed by the Police & Crime Panel at their meeting in January 2022.

Sussex Police has made tremendous strides to increase their capacity in crime prevention, response and investigations and to re-establish vital communication and engagement with local people. This extra investment has enabled the Force to meet the increased costs of the pandemic, pay and inflation and preserve the improvements in capacity, visibility and accessibility that has been built up with the help of local taxpayers since 2018.

The Government also announced that Operation Uplift – the campaign to recruit 20,000 new police officers in England and Wales by the end of March 2023 – would continue as planned during 2022/23. This included the recruitment of 192 police officers in Sussex throughout the year, whilst maintaining workforce numbers across the Force. The total was made up of 163 officers [through Operation Uplift], 20 officers through the precept and a further 9 officers to support the South East Regional Organised Crime Unit [also funded by Operation Uplift] to increase police visibility in Sussex. This recruitment also saw (delete 'the') completion of the growth of 250 officers generated by increases to the council tax precept over the past five years.

The PCC has continued to work with the Chief Constable throughout the year to improve workforce diversity and ensure that this better reflects the demographics of Sussex, demonstrating a commitment to equality, diversity and inclusivity and promoting a culture that fully embraces this position.

LOOKING AHEAD: In 2023/24, the PCC increased the precept by £15 per year for an average Band D property. This extra investment will ensure that Sussex Police is able to continue to protect communities, catch criminals and deliver an outstanding service despite the significant financial challenges, building on investments made in previous years to protect and modernise the police service.

Call Handling Times and Contact

Responding to a shift in demand for public contact – Call handling times and digital contact remains extremely important to members of the public who need to contact Sussex Police.

There has been a continued and sustained shift in demand for public contact, with the public contacting Sussex Police in different ways, moving away from telephone contact to non-voice demand and online digital. The PCC has supported the Force to respond to this shift in demand by improving its capacity to manage contact, reduce repeat calls and engage with the public through the further recruitment of more omni-competent call handlers, improved triage processes and the expansion of Single Online Home (SOH) capabilities – a common platform that allows the public to report, transact and contact the police online.

In November 2022, Sussex Police introduced Smart Storm – a command-and-control system used to record incidents and crimes when they are reported, allocate and deploy resources and provide ongoing management and oversight of real time events. This platform has now been successfully embedded within existing Force processes and procedures.

There was a 13% increase in the number of emergency [999] calls offered in 2022/23 which equated to almost 34,000 additional calls received compared to 2021/22. This shift in demand for emergency policing services was recognised to be reflective of a nationally increasing trend for all blue light emergency services, with this increase in demand for calls to the 999-emergency number set to be maintained moving forward.

Of the 293,155 emergency calls received by the Force during the rolling year, approximately 85% were answered within 10 seconds. This reduction in 999 performance relates to a latency time lag caused by infrastructure and network delays by BT. The Joint Force Contact and Telephony Programme – introduced by Sussex Police towards the end of 2022/23 – will remove this latency delay and is anticipated to reduce emergency call answering times by between 5 to 13 seconds for each call.

Non-emergency calls [101] reduced by 23% across 2022/23 with nearly 67,000 fewer calls received across the year. These reductions were attributed to the greater availability of alternative channels through which members of the public could contact the police.

An average wait time of 8 minutes and 37 seconds was recorded for the 221,832 non-emergency calls received during 2022/23, with the number of abandoned calls also increasing to 18% across the year. This represented an increase of 3 minutes and 31 seconds from 2021/22 and was attributed to embedding the new technology and systems. This continues to represent significant progress compared to the average wait time of 14 minutes and 16 seconds per call recorded in 2018/19, prior to the commencement of the Contact Transformation Programme.

The introduction of QueueBuster – a call back service that provides members of the public calling 101 with a more convenient option to avoid having to wait on hold by creating a 'virtual position' for them in the queue – has already had a positive impact on the call answering times and abandonment rate for the 101 number.

The Force also recorded a 40% increase in the number of webforms submitted to Sussex Police through the SOH across 2022/23. This equated to an additional >19,500 webforms received and is directly attributed to a channel shift after Sussex Police removed the ability for members of the public to email the Force Contact Command and Control Department in August 2022.

SOH provides a nationally approved and structured capability to facilitate the more efficient and effective reporting of incidents and crimes through a dedicated webpage. Each of these webforms is triaged and graded to determine the most appropriate policing response and ensure that any potential risks or vulnerabilities are identified and prioritised.

LOOKING AHEAD: In 2023/24, Sussex Police will use the 'Click, Call, Connect' campaign to reduce the demand on the non-emergency number by educating members of the public around when to contact the Force and encouraging the greater use of online webform reporting. This will include raising awareness of the campaign and greater promotion of the key messages contained within it to redirect the public online.

Road Safety

Making the roads in Sussex safer: The PCC has continued to encourage communities, road users and partners to play a full and active part in making the roads of Sussex safer, working in partnership with the Sussex Safer Roads Partnership, Operation Crackdown and Community Speed Watch groups to achieve this.

In 2022/23, there were 115 more collisions recorded in Sussex [15,198] which represented a 1% increase on the 15,083 collisions recorded in 2021/22. Despite the increased number of collisions, there was a 2% reduction in number of individuals killed and/or seriously injured on the roads in Sussex [403], compared to the 412 recorded across the same period last year.

Sussex Police has established two Force-wide operations – Operation Downsway and Operation Ride – to target those using the roads irresponsibly in Sussex, including speeding and anti-social driving/motorbike riding. These initiatives focus on the provision of education and enforcement activity at locations identified by communities as having concerns for road safety with two main aims: to target offenders and to keep everyone safe on the roads of Sussex.

The Force has continued to tackle the most serious, organised and persistent criminals by targeting the road networks in Sussex. The Specialist Enforcement Unit (SEU) – launched in January 2021 – has carried out proactive countywide disruption and enforcement operations on the roads across the county. The SEU targets individuals using the road network for criminality, focusing on combatting organised acquisitive crime and providing dedicated resources to reduce those killed or seriously injured on the roads in Sussex.

Rural Crime

Enhancing the Rural Crime Team – The PCC has continued to support the Chief Constable to maintain the dedicated Rural Crime Team (RCT) in Sussex. The RCT was launched in 2020/21 to tackle crime and unlawful behaviour affecting rural and isolated communities, providing greater protection from, and swifter outcomes to, rural crimes and incidents.

The RCT consists of 22 individuals: two sergeants; 12 police constables; six PCSOs and two special constables operating out of bases at Heathfield (East Sussex) and Midhurst (West Sussex). The team provide specialist knowledge, engagement, intelligence gathering and enforcement activity across the county. The support and reassurance provided to individuals, rural communities and businesses is demonstrated through an increased visible policing presence, including a combination of officers and PCSOs targeting the crimes and offences that are either prevalent or a concern in these areas and generating community intelligence through proactive policing patrols.

Since its establishment, the team has created links and developed relationships with rural communities, businesses and other stakeholders to generate a collaborative approach towards information sharing, improving communication networks and working together to reduce rural crime. The RCT response also consists of a pursue element which includes proactive, targeted and intelligence-led policing. The use of technology and equipment has further assisted the Force to modernise its approach to rural policing through the provision of heightened response, search and prevention capabilities.

During 2022/23, the RCT has demonstrated significant operational activity and continued to provide a visible policing presence, tangible deterrence and reassurance to rural areas affected most by theft, poaching, hare coursing and livestock worrying. The team has also undertaken several joint operations with the RCTs in Kent and Hampshire and collaboration with the Environment Agency and local authorities to target the illegal dumping of waste. All operational activity around rural crimes, incidents and offences is recorded and collated by Sussex Police through a marker called Operation Tracker.

In 2022/23, a Sussex Rural Partnership Network was created to provide a forum for those involved in the managing, farming and preservation of land in Sussex to understand issues, share solutions and develop best practice. The Network piloted targeted crime prevention measures in Rye and Peasmarsh using Selectamark – a DNA marking system for valuable items using adhesive solution that is virtually impossible to remove and links criminals to the crimes committed. The trial has contributed towards a reduction in rural crime and Sussex Police plan to expand the use of this permanent visual marking in 2023/24.

A Partnership Against Rural Crime South East was also created during the year. This is a collaboration between PCCs, Chief Constables, Environment Agency, National Farmers' Union, Country Land and Business Association and other partner agencies to build a strategic coalition to enable and support better the prevention and detection of rural crime in the region.

Business and Retail Crime

Dedicated Business Crime Team established – In November 2021, Sussex Police launched a Business Crime Team (BCT) to tackle business and retail crime, identify prolific offenders and provide support to business communities in Sussex.

The team supports the business community by working closely with partners, businesses and customers to generate better intelligence and ensure that a more focused police response is provided to reports of business crime. The BCT comprises one police sergeant and 9 specialist investigators (SPOCS) dedicated to responding to crime across three specific areas [Brighton & Hove and Crawley, East Sussex and West Sussex]. This approach means that the SPOCS can quickly identify any repeat and/or prolific offenders and patterns of criminality. The SPOCS have also developed effective working relationships with local businesses and Business Crime Reduction Partnerships (BCRPs).

Sussex Police has created new platforms and expanded existing channels of reporting through the introduction of 'One Touch Reporting' and the increased use of DISC – the cloud-based crime management system empowering communities to self-manage low level crime and anti-social behaviour. This platform enables better engagement between policing teams, businesses and local authorities to support messaging, identification of suspects and awareness raising of the civil orders available to influence changes in offender behaviour, whilst improving the confidence of local communities in the policing response.

During 2022/23, the Force has continued to deliver a pilot which makes the reporting of business crime easier, in conjunction with National Business Crime Solution (NBCS) and Co-op, a supermarket which is campaigning and working for greater safety and protection for frontline shopworkers and communities. This pilot – working with 22 Co-op stores – has increased the volume of shoplifting offences reported to the police, the identification of prolific offenders and 'hot spot' locations and the greater collation of evidence which has contributed to improved arrest, charge and conviction rates. The solved rate for these offences handled by the BCT increased from 11% in 2021/22, to 14% in 2022/23. These detection rates are anticipated to increase further still in 2023/24.

The BCT will continue to work more smartly to investigate business crimes, improve partnership working and tackle this criminality through a more innovative use of technology. This will include piloting more efficient reporting processes and technology which allows digital evidence such as CCTV footage to be shared with the Force directly for immediate access to evidence. The process will enable staff to continue serving customers, rather than waiting to talk to the police.

This approach will also include bringing together intelligence from across the county to provide crime prevention advice and catch the criminals who are targeting and affecting businesses large and small, leading to more positive outcomes and increased business confidence in police.

LOOKING AHEAD: In 2023/24, Sussex Police will continue to seek an increase the reporting of business crimes through One Touch Reporting and the expansion of access to DISC. Alongside this, the Force will seek to improve the solved rates demonstrated for business crime, with a specific focus on theft from shops.

Burglary

Risk of being burgled continues to remain low – The PCC and Sussex Police have continued to raise awareness of the significant impact that burglaries can have on victims, encourage members of the public to protect their homes from the threat of intruders and to detect these crimes by proactively targeting the offenders responsible.

There was a 16% increase in the number of recorded residential burglaries in Sussex in 2022/23. This equated to 406 more burglary crimes recorded compared to the 2,492 offences recorded the year before, with these increases apparent across each of the three policing divisions.

There was also a 33% increase in the recorded number of non-residential burglaries [including business premises] across the same period. These recorded offences increased from 1,688 to 2,253 offences – an increase of 565 non-residential burglaries compared to 2021/22. Again, these increases were apparent across each of three policing divisions.

Despite these increases, the risk of being burgled in Sussex continues to remain low, with the Force positioned 8th lowest out of 43 police force areas in England and Wales and 8th in their Most Similar Group (MSG) of 8 forces, in terms of the risk of burglary per 1,000 population. This has been supported by Operation Magpie – the dedicated Force response to burglary crimes – which delivers crime prevention initiatives throughout the year.

Sussex recorded a 5% solved rate for burglary in Sussex during 2022/23. This was recognised to be representative of the reducing trends recorded for all police forces in England and Wales, with the absence of available witnesses, CCTV footage and/or forensic evidence attributed to the difficulties and challenges in solving these crimes. Sussex Police was positioned 38th out of 43 police forces, and 6th within their MSG, in terms of the solved rate for burglary crimes. This remains an important area of policing for Sussex Police to improve on during 2023/24 and beyond.

LOOKING AHEAD: The classifications for burglary offences changed on 1 April 2023, with sub-divisions created to designate between residential homes, unconnected residential buildings and business and community burglaries for the purposes of recording crime.

Anti-Social Behaviour

Tackling ASB through mediation: The PCC has continued to fund the Sussex Mediation Alliance (SMA) to provide consistent mediation services in Sussex across four service providers: Brighton & Hove Independent Mediation Service; Hastings and Rother Mediation Services; Mediation Plus and West Sussex Mediation Service.

The OSPCC has introduced effective monitoring arrangements around the service provided in Sussex which have contributed towards positive improvements for service users and reduced demand for Sussex Police. Consequently, the provision of this service was moved to a three-year contract and, following a successful tender process, SMA will continue to deliver this service in Sussex until 31 March 2026.

Anti-social behaviour (ASB) is understood to be a 'crime of confidence', whereby the more confident members of the public are about the ability of the police to respond, the more likely they are to report incidents to the police. Sussex Police has continued to encourage members of the public to report any incidents and offences to develop information and intelligence regarding repeat offenders, times and locations which can then be used to plan, target and deploy police resources. The early identification of ASB is recognised to be fundamental to prevent the conflict from escalating further and to decrease community tensions.

In 2022/23, the SMA received 133 referrals directly from Sussex Police for resolution through mediation to prevent the conflict from escalating any further, distributed across Sussex as follows: 32 in Brighton & Hove, 54 in East Sussex and 47 in West Sussex. Anti-social behaviour was the most common type of dispute and accounted for 60 cases [and 45%], followed by noise and neighbour disputes [45 cases and 34%] and property disputes [15 cases and 11%]. The services also saw referrals around boundary disputes, vehicle ownership and parking, property issues and relationship breakdowns.

The service has managed to secure engagement from both parties to attempt to find a resolution in around two-thirds of all cases, with every positive outcome – including successful mediation, conflict resolution coaching and/or improved communication skills [for either party] – reducing the demand placed on Sussex Police.

The PCC has continued to encourage Sussex Police to work with schools and other educational establishments to engage with children and young people to build confidence in policing, promote positive behaviours and educate them about the impact their actions and behaviours can have on others within the local community, without unnecessarily criminalising them. This work is routinely undertaken by the Neighbourhood Policing Teams and Neighbourhood Youth Officers, supported by youth services within local authorities.

INFOGRAPHIC: 131 referrals for mediation services.

Increase in Community Trigger activations – There was an 8% increase in the number of Community Trigger activations received in Sussex in 2022/23, in comparison to the year before – this equated to four more activations received [53].

A Community Trigger empowers repeat victims of anti-social behaviour to request a review of the actions partner agencies have taken to resolve their concerns with the aim of finding a solution to the core problems causing the ASB.

Year	Community Triggers	Adur & Worthing	Arun	Brighton & Hove	Chichester	Crawley	Eastbourne	Hastings	Horsham	Lewes	Mid Sussex	Rother	Wealden	Sussex
2021/22	Received	3	2	22	2	2	2	2	7	1	4	1	1	49
	Met threshold	2	0	14	0	1	0	1	7	0	1	1	0	27
2022/23	Received	1	1	14	3	4	1	4	14	3	4	3	1	53
	Met threshold	0	0	4	2	2	0	4	10	2	2	3	0	25

Of the case reviews received, 47% of these [25] met the threshold for activation in 2022/23 – with three separate incidents of ASB experienced and reported in the last six months. This represented a small reduction from the 55% recorded in 2021/22, with two fewer activations having met the threshold.

Technology

Increased capabilities for frontline officers – The PCC has ensured that Mobile Data Terminals (MDTs), otherwise known as smartphones, have continued to be provided to all frontline police officers, staff and PCSOs to increase mobility, responsiveness and provide greater operational capabilities to fight crime. The Pronto platform maximises productivity and efficiency gains for policing by providing users with the ability to receive, retrieve, update and process greater information and intelligence straight from the MDT without the constraint of having to be at a single physical location.

During 2022/23, the capability and functionality of the MDTs was further enhanced. This included full deployment of the International Law Enforcement Alerts Platform (iLEAP) which provides officers with access to international nominal data during a search against Pronto or the Police National Computer as a replacement for Schengen data lost following Brexit. Other functionality added to the MDTs across the year included the complete mobilisation of community resolution as an alternative out of court disposal.

LOOKING AHEAD: In 2023/24, dispersal orders will be fully enabled on MDTs to allow inspectors to create orders at specified locations which can alert police officers using geolocations, allowing them to deal with individuals engaging in anti-social behaviour or crime and disorder through a dispersal order.

Continued investment in Body Worn Video – The PCC has continued to invest in the use of Body Worn Video (BWV) technology to ensure that all frontline officers and staff are equipped with personal-issue cameras. The BWV cameras are an established way of capturing and securing real-time evidence in an easy to use and accessible digital format. Further enhancements to the system are being planned to reduce the time it takes police officers to categorise and upload the footage.

This technology is particularly useful for increasing the number of convictions for domestic abuse crimes [including victimless prosecutions where the victim does not want to support a prosecution] by using the evidence captured through BWV. This platform also ensures that interactions with members of the public remain professional and accountable and helps to safeguard officers and staff by reducing the number of assaults against them.

Successful implementation of the Digital Evidence Management System – Sussex Police and Surrey Police implemented a Digital Evidence Management System (DEMS) during 2020/21 that enables both forces to ingest and share video captured through BWV more efficiently, effectively and securely – removing the need for portable digital media. The new solution was successfully integrated throughout the police estate in 2021/22.

During 2022/23, 50 DEMS kiosks were deployed across the two police force areas to enable officers and staff to securely view digital material and upload directly onto the system. This was supported by the implementation and integration of a new Digital Interview Recording System (DIRS) to support deployment across both forces.

Alongside this enhancement, a further online service was deployed to enable members of the public to submit dashcam footage to support the investigation of potential driving offences.

LOOKING AHEAD: During 2023/24, DEMS will be developed further through the integration of additional platforms to ingest voice recordings made by 999 and 101 telephone calls.

Sussex Police Estate

Continued investment in the police estate – A total of £1.9m was invested in the Sussex Police estate in 2022/23. The PCC has continued to ensure that the property used for policing is in the right place, is fit for purpose and is efficient. This approach means that no police facility with a public reception will be removed until a suitable local alternative is identified, examining options for sharing with partners and disposal for redevelopment wherever the police estate is under-used.

The PCC is responsible for the Sussex Police estate and, as the landlord, has developed an Estates Strategy 2023/27 to enable the effective governance of all land and property. This strategy will be published in the summer of 2023. The land and sites were valued at £173.1m on 31 March 2023.

During 2022/23, further improvements were made to Brighton Police Station through the completion of the works to introduce greater insulation and make the building weatherproof, alongside structural repair works to the car parks. Other delivery highlights from this investment throughout the year included the installation of enhanced CCTV, intercom, gates/barriers and other security improvements across different sites, the commencement of plans to redevelop Centenary House [Brighton] and a collaborative project with partners at Beachy Head, alongside the sale and disposal of the [former] police stations at Crowborough and Newhaven.

Plans have also been approved for further investment in structural repairs to the car parks at Sussex Police Headquarters [Lewes], with the sale and disposal of facilities at Astley House [Lewes], Polegate and East Court [East Grinstead], police houses in Midhurst and Storrington and fields in Chichester remain ongoing and are anticipated to be completed during 2023/34.

The PCC also worked closely with the Joint Commercial Planning Manager for Sussex Police to secure an additional £251,302 from district and borough councils across Sussex through Section 106 Agreements and the Community Infrastructure Levy (CIL). This funding was used to support further investment and improvements in the Sussex Police estate and existing policing infrastructure. In total, £2.404m has been secured for Sussex Police through Section 106 Agreements and CILs since 2017/18.

The Force has also continued to work with the National Police Estates Group to ensure that the police and other emergency services are a primary consideration within the existing planning system for any new developments throughout the country.

LOOKING AHEAD: A new Estates Strategy for 2023/27 is currently under development and will be published in the summer of 2023.

INFOGRAPHIC 1: £251,302 secured from new developments.

Climate Change

Establishment of Project Polar Bear – Sussex Police established Project Polar Bear to undertake a renewed look at energy usage and practice across the entire police estate.

Project Polar Bear is an urgent response to the rapidly increasing energy bills experienced throughout the UK and Europe and includes a group of simple measures and guidance to help the Force save energy and money during the winter months.

These measures have included the better management of buildings in the police estate and replacing lights with more efficient Light Emitting Diode (LEDs) at Sussex Police Headquarters [Lewes], the police stations at Battle, Bexhill, Bognor Regis, Crawley, Hailsham, Haywards Heath and Littlehampton and each of the four remote witness suites in Sussex.

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Alongside this, more effective boiler management has been demonstrated during the year, with adjustments made to turn on the boilers later in the autumn and off again earlier in the spring – both amendments are anticipated to have created additional energy savings from 2021/22.

Project Polar Bear has also been used by the Force to raise awareness of and communicate different ways to save energy [and money] through the initiation of a physical switch off campaign to help with behavioural change. This approach has been supported by consistent communications encouraging individuals to turn off computers and lights, together with regular updates and publishing league tables which rank different sites within the police estate according to the reductions in energy demonstrated.

Working towards the Government net zero target by 2050 – Sussex Police has appointed Ricardo to look at the greenhouse gas emissions created by the police estate to develop a plan to deliver the Government net zero emissions target by 2050.

Sussex Police share a Joint Transport Service (JTS) with Surrey Police and has established a project to develop a joint electric vehicle (EV) infrastructure strategy for the two forces. The JTS currently consists of a fleet of 1,935 vehicles comprising several different vehicle types, although only 4% of these vehicles are either electric vehicles [65], hybrid vehicles [15] or hydrogen vehicles [6], with the rest of the fleet comprising 1,717 diesel vehicles [89%] and 132 petrol vehicles [7%].

Pick Everard – a national multi-disciplinary consultancy working within the property, infrastructure and construction industry – has been appointed to examine the electrical capacity across the police estate and to develop an EV solution. The consultants are also considering the introduction of solar panels across several sites in Sussex, with a specific focus on the sites that emit the most carbon and/or require large scale mechanical and electrical replacements to work towards the decarbonisation of these locations.

Sussex Police has also introduced a Greener Working Hub on the intranet to provide updates about environmentally friendly and sustainable initiatives [i.e. recycling], created a network of 40 green champions to develop the Force response and started to provide the workforce with regular updates about the behavioural changes required to work towards the net zero target by 2050.

LOOKING AHEAD: Sussex Police needs to understand better the costs and practicalities of transitioning to a fleet of electric and/or hydrogen vehicles before any investment is made to work towards delivering the net zero emission target from 2030.

Partnership Activity to Reduce Crime

Funding protected for Community Safety Partnerships – In 2022/23, the PCC protected community safety funding in Sussex for the 10th year running and allocated £1.215m to Brighton & Hove City Council, East Sussex County Council and West Sussex County Council and each of the 12 District and Borough Community Safety Partnerships (CSPs).

The PCC continues to support fully the CSPs to address crime and anti-social behaviour at a district level, respond dynamically to emerging threats and issues, and implement local activity in line with their strategic objectives as required. Many of the CSPs continued to explore opportunities to work more collaboratively during the year and it is evident that strong relationships exist with wider partnership members and the local communities.

INFOGRAPHIC: £1.215m in community safety funding allocated throughout Sussex.

LOOKING AHEAD: The PCC has made a further commitment to protect community safety funding again in 2023/24.

Ongoing support for the Sussex Restorative Justice Partnership – The Sussex Restorative Justice Partnership (SRJP) continued to provide ongoing support to victims of crime seeking restitution, rather than a criminal justice outcome, by confronting perpetrators and describing the impact of the crime upon them and their families.

Restorative justice brings those harmed by crime and those responsible for the harm into communication with each other, enabling all parties affected by an incident to find a positive way forward and repair the harm caused. The SRJP comprises more than 20 statutory and voluntary sector organisations across Sussex and continues to be recognised as good practice nationally.

The PCC established the SRJP in 2014 and remains committed to embedding restorative justice and delivering restorative practice within Sussex Police and the wider partnership. The service has also appointed a Restorative Services Delivery Manager to ensure that the restorative practice in Sussex supports the Code of Practice for Victims of Crime, processes are streamlined to make it easier for partners and volunteers to access and that best practice is achieved.

During 2022/23, the PCC continued to champion restorative justice on a national stage by advising the Government on further opportunities to ensure that all victims of crime have access to a restorative service. This extended to working with His Majesty's Prison and Probation Service (HMPPS) and business crime partnerships to develop opportunities to work with offenders and seek approaches to positively impact patterns of reoffending.

The PCC has continued to work with Sussex Police to develop the range of out-of-court-disposal options available in Sussex to divert individuals away from the criminal justice system by considering alternative approaches to prosecution. This included referrals to a range of services that tackle substance misuse, anger management and hate crime, together with activities focused on acquisitive crime, fraud, fire safety and wildlife crime. Many perpetrators were also offered the opportunity to attend victim awareness programmes supported by the CSPs.

The SRJP continues to support the disposals delivered through the Community Remedy process, with 695 cases resolved through this option during the year – representing a 44% increase compared to 2021/22. In addition, 123 referrals were made to the SRJP and taken forward by the three Restorative Justice Hubs in Sussex in 2022/23, with a further 367 referrals received through the Youth Offending Service (YOS).

The Hubs delivered 169 restorative outcomes throughout the financial year, with the YOS contributing a further 88 outcomes. Across the SRJP, there were 60 direct and 109 indirect outcomes delivered through shuttle mediation and the exchange of letters between victims and offenders – with satisfaction levels remaining at 100% throughout.

In November 2022, the PCC hosted a Restorative Justice Conference which played host to more than 100 delegates and attracted several national speakers, including both the Restorative Justice Council and Criminal Justice Alliance. At the event, the PCC celebrated the enormous contribution made to the service by the dedicated volunteers who deliver restorative justice throughout Sussex.

The relationships between the SRJP and mediation services in Sussex have been strengthened through the development of a strategy which sets out the benefits of collaborative working to ensure that those involved in restorative outcomes within their communities can work to repair the harm and ensure successful long-term reintegration.

INFOGRAPHIC: 123 referrals made to the Sussex Restorative Justice Partnership.

Improved information sharing via ECINS – The PCC continued to jointly fund the Empowering Communities Inclusion & Neighbourhood management System (ECINS) with Sussex Police through 2022/23.

ECINS is a multi-agency case management system which facilitates real-time information sharing between police and local authority partners in a secure and General Data Protection Regulation compliant way. ECINS provides a central hub where practitioners can task and inform one another, dramatically speeding up processes and enabling support to be quickly and effectively offered to victims. Last year, the PCC made the decision to extend the funding for ECINS until March 2024.

LOOKING AHEAD: During 2023/24, Sussex Police will be looking at and assessing alternative options to ensure that ECINS remains the most efficient and effective system available to the police and partners.

Continued funding for the Sussex Hate Incident Support Service – The PCC has continued to encourage and enable victims and witnesses to report hate crime and ensure that offenders are brought to justice.

During 2022/23, the Sussex Hate Incident Support Service [delivered by Victim Support] supported 669 complex, high-risk and vulnerable victims of hate crime in Sussex through the provision of immediate emotional support, advice and coordination with partner agencies. These victims were targeted because of a prejudice towards their disability, gender identity, race or ethnicity, religion or belief and/or sexual orientation.

INFOGRAPHIC: 669 victims supported by the Sussex Hate Incident Support Service

Further funding awarded through the Safer in Sussex Community Fund – The PCC allocated £160,112 from the Safer in Sussex Community Fund (SiSCF) in 2022/23 to support 40 local projects across Sussex to tackle crime and improve community safety.

The SiSCF provides financial support (grant awards up to £5,000) to a diverse range of local organisations and community projects that aim to reduce crime and improve community safety.

In total, £2.125m has been allocated to support 486 community projects since the SiSCF was created. This has included support for young and older people, homelessness, scams and fraud awareness and businesses affected by crime. A list of each of the successful applications to the SiSCF can be viewed through the following link:
<https://www.sussex-pcc.gov.uk/get-involved/apply-for-funding/>

INFOGRAPHIC: £2.125m for 486 community projects.

Coordinated the activity of the Sussex Criminal Justice Board – The PCC continued to chair the Sussex Criminal Justice Board (SCJB) to coordinate the activity of local agencies in providing an efficient and effective criminal justice system for Sussex. The SCJB has two overarching priorities: (i) improving justice outcomes for victims, witnesses, suspects and offenders, and (ii) reducing re-offending and transforming rehabilitation.

In 2022/23, Sussex Police became one of 14 police force areas in England and Wales to join Operation Soteria – a transformational approach between the police and Crown Prosecution Service to improve outcomes for rape and sexual offence cases. A modest increase in the conviction rates for these offences was demonstrated in Sussex across the year with further improvements anticipated in 2023/24.

The SCJB remains focused on improving conviction rates across the criminal justice system, with a specific focus on improving how the police investigate rape, interview suspects and better support victims of domestic abuse, rape and sexual assault.

Public Engagement

Understanding priorities and concerns through #TalkSussex – For 2022/23, the PCC's extensive public engagement programme – #TalkSussex – took on a physical form via attendance at various events in Sussex throughout the year.

The events took place countywide including Eastbourne 999, University of Chichester Freshers Fair [at the Bognor and Chichester campuses], Brighton Pride and Boundary Festival. This ensured that the PCC talked to a wide range of residents to achieve a pan-Sussex perspective.

Engagement with more than 900 individuals took place at these events throughout the year and this information was used by the PCC to make decisions around policing priorities and budgets.

The #TalkSussex campaign was also used to highlight community safety initiatives funded by the PCC, including the anti-spiking StopTopps to keep people safe when they go out.

Measuring public confidence through the Sentiment Meter – The PCC continued to use a sentiment meter on her website during 2022/23 to provide a 'live' temperature test of public confidence.

This platform asked residents to rank their feelings of safety on a scale of 0 [very unsafe] to 100 [very safe]. The sentiment meter received 2,186 responses from individuals across Sussex during the year, with an average countywide sentiment of 'quite safe' recorded. In the upcoming year, the PCC will be further strengthening her consultation and engagement with Sussex residents.

LOOKING AHEAD: The PCC will continue to measure sentiments about safety for Sussex residents in 2023/24 by disseminating a short survey both online and via all face-to-face engagement activities.

Better understanding of local issues through focus groups – In 2022/23, the Office of the Sussex Police & Crime Commissioner (OSPCC) carried out two separate rounds of focus groups across the county in conjunction with the Sussex Association of Local Councils. The discussions were held in May and November 2022 and continued to provide a direct channel for feedback from town and parish councils about contact with Sussex Police and community satisfaction with the policing response provided.

104 town and parish councils in Sussex were invited to attend these focus groups, with elected members from 90 councils participating in the discussions which represented approximately 650,000 Sussex residents from the following areas:

East Sussex

- Lewes – including Barcombe, Ditchling, Lewes, Newhaven, Newick, Peacehaven, Rodmell, Seaford, South Highton, Telscombe, Westmeston and Wivelsfield.
- Rother – including Battle, Brede, Burwash, Etchingam, Icklesham, Ninfield, Peasmarsch, Robertsbridge, Rye, Salehurst & Robertsbridge, Sedlescombe and Westfield.
- Wealden – including Alfriston, Crowborough, Fletching, Hailsham, Heathfield & Waldron, Maresfield, Mayfield, Polegate, Uckfield, Wadhurst, Westham and Withyham.

West Sussex

- Adur – including Lancing, Shoreham, Sompting.
- Arun – including Aldingbourne, Angmering, Arundel, Bognor Regis, Clapham, East Preston, Littlehampton, Pagham and Rustington.
- Chichester – including Chichester City, Cocking, Donnington, East Wittering, Elsted & Treyford, Harting, Lodsworth, Lurgashall, Lynchmere, Midhurst, Northchapel, Petworth, Selsey, Singleton & Charlton, Southbourne, Westbourne and West Wittering.
- Horsham – including Billingshurst, Bramber, Broadbridge Heath, Colgate, Henfield, Horsham, North Horsham, Pulborough, Rusper, Southwater, Storrington & Sullington, Upper Beeding, Warnham and West Chiltington.
- Mid Sussex – including Ashurst Wood, Burgess Hill, Cuckfield, East Grinstead, Fulking, Hassocks, Haywards Heath, Hurstpierpoint, Turners Hill, West Hoathly and Worth.

The sessions focused on police engagement with local communities [highlighting the important role of PCSOs], contact with Neighbourhood Policing Teams and the quality of information fed back to communities by the police. Additional points discussed included roads policing, violence against women and girls and the difficulties [and perceptions of difficulties] sometimes experienced by individuals when reporting crimes. The recommendations emanating from all the focus groups have since been shared with Sussex Police for progression.

Discussions were also held with residents in Bexhill, Brighton & Hove, Crawley, Eastbourne, Hastings and Worthing to discuss the same issues. To extend the reach of the consultation, additional sessions were held involving people with disabilities, LGBTQ+ community and the Brighton & Hove Racial Harassment Forum. Discussions with children and young people aged between 11-16 years old were also organised with students in schools in Bexhill, Bognor Regis and Brighton & Hove.

LOOKING AHEAD: The focus groups will be repeated in May and November 2023, with the remit of the discussions and the number of communities involved in the engagement exercise widened and expanded further still.

INFOGRAPHIC: 90 councils participated in focus groups held countywide – representing 650,000 Sussex residents.

Holding the Chief Constable to Account

Regular scrutiny at the Performance & Accountability Meetings – The PCC continued to use publicly webcast monthly Performance & Accountability Meetings (PAMs) to hold the Chief Constable to account for the performance of Sussex Police.

The PAMs continue to provide scrutiny and transparency over a broad range of policing functions, decisions and operational activity, alongside any inspection reports published by His Majesty's Inspectorate of Constabulary and Fire & Rescue Service (HMICFRS).

In 2022/23, the PAMs included challenges around the police response to: violence against women and girls; stalking and harassment; anti-social behaviour; neighbourhood policing; call handling times and digital contact; burglary; road safety [including the use of electric scooters]; policing and mental health; unauthorised encampments, and police officer recruitment. The HMICFRS inspection reports into vetting, misconduct, and misogyny in the police service, and the use of digital forensics by the police and other partner agencies were also raised at the PAMs across the year.

The PAMs continue to be recognised as good practice nationally by both the Home Secretary and the Minister of State for Crime, Policing and Fire. Each of the PAM sessions are archived and, together with the summary minutes from the meetings, can be viewed through the following link: <https://www.sussex-pcc.gov.uk/get-involved/watch-live/>

Review of police complaints – Between 1 April 2022 and 31 March 2023, the OSPCC received 205 reviews following complaints made about Sussex Police, with 187 of these reviews assessed as valid [91%].

The Policing and Crime Act 2017 introduced a significant change to the police complaints system, building on the previous reforms to both the complaint and conduct systems, and expanding the role of PCCs in this process. The complaint reviews are undertaken by the OSPCC – on behalf of the PCC – in accordance with the Independent Office for Police Conduct Statutory Guidance and consider whether the outcome of the handling of the initial complaint by Sussex Police was reasonable and proportionate.

Each of the reviews received by the OSPCC during 2022/23 was acknowledged and progressed with 175 of these reviews completed throughout the year and the remaining 30 reviews already underway. Of the reviews completed, 153 reviews were not upheld by the OSPCC [87%] and 22 reviews were upheld [13%].

The most common themes of the complaints made against the Force related to delivery of duties and service [including police action following contact and general level of service], police powers, policies and procedures [including power of arrest and detain, use of force and detention in police custody] and individual behaviours [including impolite language and tone]. The OSPCC routinely identifies recommendations and organisational learning through the review process for Sussex Police to address.

2b. Public Priority 2 – Relentless disruption of serious and organised crime

Homicide, Serious Violence and Knife Crime

Consistently low homicides recorded – The PCC has continued to support all available measures introduced by police and partners to reduce the number of people killed by homicide in Sussex.

The number of recorded homicides in Sussex remained consistently low in 2022/23, with 11 homicides recorded across the year. This was four more homicides recorded compared to 2021/22.

More than £2.1m funding secured to tackle serious violence – The PCC was successful in securing funding worth more than £2.123m during 2022/23 to tackle serious violence in Sussex, as follows:

[SUBHEADING] GRIP funding of £708,828 secured – The PCC successfully secured 'GRIP funding' of £708,828 from the Serious Violence Fund to tackle serious violence and knife crime in Sussex. This represented the fourth consecutive year that repeat funding was received from the Home Office to support, maintain and enhance the operational capacity and capability of Sussex Police in this important area.

This funding was used to enhance the operational policing response to incidents of violence across the county, after Sussex was one of 18 police force areas in England and Wales identified as having an increased risk of serious violence. These funds supported proactive police deployments, insight work [to understand better the root causes of the problems relating to serious violence in Sussex] and increased support for investigations activity to ensure crime reports were progressed to positive outcomes. All activity in this area was recorded as part of Operation Safety to monitor better the progress made and achievements realised.

During 2022/23, this activity equated to >1,000 days of policing in Sussex [>8,000 extra hours] and the successful delivery of >820 different police operations. The following outcomes were demonstrated through this proactive activity:

- Operation Safety engagement vehicle deployed 210 times within local communities.
- Knife crime education lessons delivered to nearly 50 schools, colleges and other educational establishments in Sussex, representing engagement with >7,400 students.
- >4,700 knives [and >120 other weapons] surrendered through the sustained provision of amnesty bins.
- 115 uniformed and plain clothed proactive police patrols to 'hotspot' locations which contributed to: >245 stop and searches undertaken, nearly 360 intelligence logs submitted, >100 arrests made, and almost 400 weapons seized.
- Nearly 120 separate premises were visited to undertake test purchases, with advice and enforcement activity delivered as required.
- Almost 90 knife sweeps of public places completed, with knife arches used on 15 occasions including partnership operations with British Transport Police.
- the introduction of Night Marshals delivered >27,370 hours of safeguarding activity within high-harm areas, including attendance at >780 incidents [with >270 of these relating to support for vulnerable women and girls].

INFOGRAPHIC 1: £708,828 to support enforcement activity in Sussex.

INFOGRAPHIC 2: >245 stop and searches, >100 arrests and >4,700 knives surrendered.

[SUBHEADING] Maintained support for the Violence Reduction Unit – The PCC secured a further £1,414,226 from the Home Office to continue to maintain and support a Violence Reduction Partnership (VRP) in Sussex, supported by Violence Reduction Units (VRUs) on each of the three policing divisions [Brighton & Hove, East Sussex and West Sussex].

The Sussex VRP was established in July 2019 to bring together specialists from police, local government, health, probation services and community organisations to tackle serious violence and the underlying causes of violent crime. The VRUs are responsible for coordinating the work, activities and interventions delivered in this area to reduce the risks to individuals and communities throughout Sussex.

The Sussex VRP defines serious violence as crime types that cause or are intended to cause serious injury, covering homicide, knife crime [including knife possession], personal robbery and gun crime, where these occur in a public place. The Partnership focus is on activity that seeks to prevent serious violence and building connectivity between aligned workstreams such as domestic abuse, exploitation and violence against women and girls. This includes understanding and addressing the needs of both victims and perpetrators of serious violence.

During 2022/23, there was a 1% increase in serious violence [public place and non-domestic] recorded in Sussex, equating to 20 more serious violent crimes recorded compared to the 1,600 offences recorded throughout 2021/22. This comprised increases recorded for robbery [+15% and 114 more offences] and knife crime offences [+6% and 31 more offences], with reductions recorded for grievous bodily harm and wounding [-7% and 49 fewer offences].

There were also two more public place and non-domestic-related homicides recorded in 2022/23 compared to the previous year. However, there was a 17% reduction in serious violence recorded in Sussex [and 154 fewer offences] when compared to the baseline figures before VRP funding was received [March 2019].

There was a 2% reduction in the number of possession of weapons offences recorded in Sussex across the financial year, which equated to 25 fewer offences in comparison to the 1,121 recorded in 2021/22. This comprised reductions recorded for possession of bladed and/or sharp instruments [-1% and 4 fewer offences] and possession of other weapons [-8% and 32 fewer offences], with these reductions apparent across each of the three policing divisions. There was a small increase recorded for possession of firearms [+9% and 11 more offences] across the same period.

The reductions recorded in serious violence and possession of weapons offences in Sussex are attributed to the success of the VRP and the three VRUs. The risk of 'violence with injury' in Sussex continues to remain low, with the Force positioned 31st out of 43 police force areas in England and Wales, and 5th in their MSG, in terms of the risk of violence per 1,000 population.

Early intervention and preventative work are recognised to be fundamental to violence reduction. Throughout the year, Sussex Police has continued to work with partners to deter young people away from serious violence and knife crime. During 2022/23, over 4,100 children and young people engaged in intervention activity across Sussex, with training provided to more than 100 professionals across the same period.

The Serious Violence Executive Board continues to meet regularly to oversee the work of Sussex Police and partners in this important area, which now includes implementation of the Serious Violence Duty.

LOOKING AHEAD: The funding for the VRP has been extended until March 2025. This will enable Sussex Police to continue the work to tackle serious violence and to reduce further the risks to individuals and communities throughout Sussex. The Sussex VRP will also take the lead in coordinating the implementation of the Serious Violence Duty and encouraging wider participation of responsible authorities in Sussex.

INFOGRAPHIC: £1,414,226 to maintain a Violence Reduction Partnership.

Maintained the Specialist Enforcement Unit and Tactical Enforcement Units –

The PCC has continued to provide the Chief Constable with resources to reinforce the local capacity and national capability of Sussex Police to carry out high-profile disruptions and enforcement activities targeting serious and organised criminals.

The Force has sought to tackle the most serious, organised and persistent criminals who target the road networks in Sussex. The Specialist Enforcement Unit (SEU) – launched in January 2021 – has carried out proactive countywide disruption and enforcement operations on roads across the county. The SEU comprises specially trained officers who target individuals using the road network for criminality, focusing on combatting organised acquisitive crime and providing dedicated resources to reduce those killed or seriously injured on the roads in Sussex.

The SEU consists of two uniformed operational teams made up of 30 police constables and three sergeants, led by one Inspector. The unit also consists of an Investigative Team of six police officers to support the policing divisions with investigations, including one detective sergeant and five detective constables.

The unit is tasked by the Tactical Tasking and Coordinating Group based on information and intelligence received. This extends to the 'real-time' deployment of resources through the Force Contact Command and Control Department to provide a fast-time response to any crimes in action on the road network in Sussex.

The individuals within the SEU have advanced driving skills and safe stop tactics [such as tactical pursuit and containment] to support existing teams across the Force, with dedicated support from the Dog Unit utilised as required. The unit also has the ability and capability to move to locations based on threat, risk, and harm and to provide enhanced visibility on the roads, targeting those offenders using them for criminality.

During 2022/23, the SEU carried out >300 stop and searches, made nearly 290 arrests, generated >640 intelligence reports and submitted >140 referrals to safeguard vulnerable individuals through proactive policing patrols. The unit also demonstrated the following policing activity and interventions across that period:

- >18,400 hours spent delivering proactive policing throughout Sussex to reduce the risk to the public and increasing investigative opportunities
- significant amounts of commodities seized [including drugs, cash and weapons]
- Nearly 140 traffic offences identified [including drink-and-drug driving and disqualified/uninsured drivers] and >130 vehicles seized

The SEU also supported national campaigns and operations, working with partner forces and agencies to disrupt criminal activity. This included support for Operation Pandilla – a cross border operation into the disruption of serious organised acquisitive crime on the road network led by Thames Valley Police.

The unit is supported by the three Tactical Enforcement Units (TEUs) which provide each of the policing divisions with additional capacity and capability to target criminality and capture some of the most serious, wanted and prolific offenders in Sussex.

Launched in 2019/20, the TEUs carry out high profile disruption and enforcement activity across Sussex. The TEUs are tasked locally by the divisions and provide public reassurance through an enhanced and visible policing deterrent by tackling the offences that communities want them to respond to through the execution of planned warrants and enforcement activity.

Each of the TEUs comprises one sergeant and 8 police constables with specialist skills in proactive policing, equipped to carry out targeted disruption, enforcement and patrol activities to tackle the offences that communities want them to prioritise.

INFOGRAPHIC: SEU made >300 stop and searches and nearly 290 arrests.

Drugs and County Lines

Investment in a dedicated County Lines Team – The PCC has continued to ensure that the Chief Constable has resources to tackle and disrupt organised crime groups responsible for county lines drug gang activity in Sussex.

A dedicated County Lines Team – known as Centurion – was established in September 2020 to target, arrest and charge individuals running drug lines and safeguarding those individuals drawn into and exploited by criminality. During 2022/23, the team was recognised to have disrupted and/or dismantled approximately 10 county drug lines operating across Sussex and Surrey each month.

The Neighbourhood Policing Teams within each policing district in Sussex undertake regular visits to identified properties to safeguard and support vulnerable adults and tackle 'cuckooing' – a term used to describe the action of organised crime groups, gangs or other drug dealers taking over the property of a vulnerable adult with the sole purpose of using it as a local base to supply drugs.

Sussex Police has also continued to work closely with and provide support to the Metropolitan Police Service to target offenders and offending behaviour impacting communities in Sussex through Operation Centurion – an operation to share intelligence and investigate county lines and the dealing of controlled substances.

This collaborative approach enables the swift sharing of intelligence, early identification of telephone lines presenting the greatest risk, and the prompt intervention of those dealing in controlled substances. This response aims to bring offenders to justice, whilst safeguarding vulnerable persons and those being exploited by this crime type.

The exploitation of children and young people in relation to drugs and county lines and the inherent challenges associated with identifying and safeguarding those most at risk as part of the policing response are recognised by the Force. This is because the crime, by its very nature, is often hidden with victims unable to recognise and/or report the harm to which they are subject.

Sussex Police has taken a multi-layered approach to overcome these challenges at a strategic, tactical and operational level. The Force has embedded a series of multi-agency meetings – led by senior detectives – to review all exploitation-related intelligence received with partners to maximise the effectiveness of the response provided and ensure that no opportunities are missed to safeguard victims and/or target perpetrators.

The Force has also sought to improve police officer and staff recognition of exploitation, improve the effectiveness of the policing response provided, and to adopt any learning, tactics and best practice identified locally, regionally and nationally to tackle county lines drug supply and activity. Technology is now being used to support operational policing in this area, with guidance developed around a range of exploitation-related scenarios that is now accessible to police officers via their handheld Mobile Data Terminals.

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Sussex Police has also worked with partner agencies to raise awareness of this type of criminality and share information more effectively to strengthen the response provided to victims and survivors. The Force is also in the process of creating a dashboard to identify those individuals most at risk of exploitation and those suspected of exploiting others, with a view to sharing this information with partners to develop further the collective response in this area and protect better the communities of Sussex.

Review of drug intervention funding – In 2022/23, the PCC undertook a review of drug intervention funding in Sussex to ensure that this remains appropriate because of the strong links between drug use and crime.

The review found that the drug intervention and treatment services delivered throughout Sussex are performing well and maintained the funding for local authorities at £312,948 during 2022/23. This represented the 10th consecutive year that this funding has been maintained locally, despite continued reductions in community safety grant funding from central Government. The PCC has made £3.1m available for drug interventions in Sussex across this period.

The comprehensive 'Review of drugs' – undertaken by Dame Carol Black in 2021/22 – called for a whole-system approach to recovery. The Government responded by launching 'From Harm to Hope' – a 10-year plan to cut crime and save lives by reducing the supply and demand for drugs and delivering a high-quality treatment and recovery system.

During 2022/23, each local authority area within Sussex formed a Combatting Drugs Partnership and has worked locally with key partners on the development of strategic plans to help reduce the supply and demand for drugs and to deliver a high-quality treatment and recovery system. The PCC is working closely with those partnerships to support delivery of those plans.

LOOKING AHEAD: The PCC will maintain drug intervention funding for Sussex at the same level in 2023/24.

Further criminal assets recovered – Sussex Police secured a further £428,138 from the Proceeds of Crime Act (POCA) 2002 during 2022/23.

POCA is an asset recovery scheme to deny criminals the use of their assets, recover the proceeds of crime and disrupt and deter further criminality. A total of £3.042m has been secured by Sussex Police through this mechanism since 2013/14.

In 2022/23, the PCC and Sussex Police agreed to continue the joint funding of posts in the Economic Crime Unit, including a further two Financial Intelligence Officer posts [in addition to the 8.5 FTE Financial Investigators also funded through POCA] and invested a further £18,532 into community-based initiatives. These included:

- Educational materials for the Commercial Vehicles Unit to educate drivers on safe driving and where to report intelligence about modern slavery and organised crime.
- Tool marking kits for the Rural Crime Team to improve security through the proactive marking of farming equipment.
- An online [DISC] crime reporting system for businesses across Mid Sussex through which to share information and intelligence.

Child Sexual Exploitation and Abuse

Increased awareness of criminal exploitation – The PCC has continued to work with Sussex Police and other partner agencies to protect children from criminal exploitation by raising awareness and increasing the reporting of these offences against children.

In 2021/22, Operation Makesafe was launched to raise awareness of child sexual exploitation. This provided businesses with information, advice and guidance to assist them in identifying the signs of exploitation of children and young people, and the relevant contact details to report any suspicious circumstances and/or concerns identified. This included the provision of multi-agency briefings and training events to business leads, managers and employees within these organisations.

There was a 9% increase in the number of offences involving child sexual exploitation in Sussex during 2022/23. This equated to more than 2,700 additional offences recorded compared to more than >2,470 recorded across 2021/22 and is attributed to an improvement in the recognition and accurate recording of offences, rather than an actual increase in offending.

Throughout the year, the PCC has continued to ensure that child victims receive the support they need and that more offenders are brought to justice. This has included commissioning Barnardo's and YMCA DownsLink Group to provide a service to children who have been sexually exploited in Sussex, and Survivors' Network to provide a Children's Independent Sexual Violence Advocacy Service to support children and young people [and their families] who have been raped or sexually abused. This provision includes dedicated one-to-one support to assist individuals with any journey through the criminal justice system and beyond as part of their ongoing recovery.

Fraud and Cyber-Crime

Launched the Digital Investigation Support Unit – In January 2022, the Digital Investigation Support Unit (DISU) was launched across Sussex Police and Surrey Police to support investigations where physical and/or online digital evidence is involved.

The unit – established following investment from the precept in 2021/22 – comprises 14 police officers and staff to support frontline officers and investigative staff to obtain evidence that may have been beyond their capabilities previously.

Although the DISU has only been running for around 14 months, the unit has already had an immediate and positive impact on crime investigation outcomes, including supporting serious criminal investigations to identify offenders and locating missing high-risk and vulnerable children and young people.

During 2022/23, the team received an internationally recognised award for 'Advancing the Field of Digital Investigations' after designing, creating and implementing a device that identifies spyware and tracking equipment installed on electronic devices. Sussex Police are now working with Surrey Police and women's aid support groups to assist them with improving the safeguarding arrangements of their clients.

The PCC has continued to seek to identify, understand and tackle fraud, cyber-crime and other emerging scams in Sussex. The Force, in partnership with Action Fraud [the national reporting centre for fraud and cyber-crime in England and Wales], has sought to provide help, support and advice to individuals and businesses who have been scammed, defrauded and/or experienced cyber-crime.

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Sussex Police has also continued to ensure that police officers and staff have the capacity, capability, systems and equipment required to tackle the increasing volume and complexity of cyber-crime. This has included sustained investment in a collaborated Cyber Crime Unit – between Sussex and Surrey Police – to investigate cyber-dependant crime within the regional and national network. As the volume of cyber-crime continues to increase, there has been a renewed focus to enhance the skills of the wider workforce to meet this demand and maximise opportunities to develop this capability further still.

The joint Cyber Crime Unit has sought to raise awareness of cyber-crime with members of the public and local businesses in Sussex through the delivery of a series of online campaigns and engagement at community events to highlight the 'cyber protect' message. The unit has also moved quickly to respond to new and emerging threats and crime types, including cryptocurrencies, to design and develop guidelines and seizure protocols that have been shared and adopted locally and regionally.

The unit has a strong protect capability and provides all victims of cyber-crime with access to advice and guidance to reduce the risk of becoming repeat victims. The unit has developed and delivered a training package for partner agencies working with survivors of domestic abuse to ensure that these individuals have the skills and knowledge required to include digital safeguarding as a core element of the collective response provided to increase protection of vulnerable victims.

Despite the relatively small size of the Cyber Crime Unit, it has already developed a high level of capability that has contributed to the delivery of many successful outcomes in cyber-dependant crime investigations. The unit is leading on cases to tackle organised cyber criminality, with international partners, resulting in the seizure of assets and convictions. The team also remains focused on ensuring that opportunities are maximised to divert young cyber offenders to cyber prevent programs following several successful interventions.

The unit makes a significant contribution to both forces by supporting and improving the skills of all officers and staff in this emerging area through interactive videos and training sessions. The increased prevalence of this crime type – heightened by the pandemic in the past three years – means that the team continues to flex its capacity to manage and respond to the volume and complexity of the investigations received and to prioritise the cases most in need of the specialist skills that the Cyber Crime Unit can provide.

LOOKING AHEAD: In 2023/24, Sussex Police will deliver further community engagement events to provide members of the public with access to advice and guidance to protect themselves most effectively.

Modern Slavery

Protecting vulnerable people – The PCC has continued to work with law enforcement agencies, local authorities, non-governmental organisations and charities to coordinate the local, regional and national response to modern slavery through the National Anti-Trafficking and Modern Slavery Network (NATMSN).

NATMSN brings together PCCs from across England and Wales, the Independent Anti-Slavery Commissioner, National Police Chiefs' Council (NPCC) and the Modern Slavery Unit within the Home Office to understand, improve and deliver a more cohesive response to all forms of modern slavery.

During 2022/23, Sussex Police has continued to enhance its operational policing response to this complex area of criminality in line with the updated policing standards set by the National Police Chiefs' Council, strategic priorities of the Independent Anti-Slavery Commissioner and the national Strategic Policing Requirement. This has included the provision of integrated training for police officers and investigators to improve their knowledge and understanding.

The PCC continued to support the Sussex Anti-Slavery Network, comprising key stakeholders, to ensure that victims are identified, offences are reported, and that enforcement activity is provided as part of any response, wherever appropriate. In 2022/23, the Network has continued to invest in training for its members to improve the capacity, capability, and inter-operability of all partner agencies to respond.

Throughout the year, Sussex Police undertook the following policing activity in respect of modern slavery:

- ✓ charges brought against suspects of modern slavery.
- ✓ convictions of modern slavery for cases relating to domestic servitude and drug supply.
- ✓ several Slavery and Trafficking Risk Orders and Slavery and Trafficking Prevention Orders were obtained for modern slavery.
- ✓ regular operations with the SEU and TEUs on the road network in Sussex to prevent, target and disrupt organised immigration crime.
- ✓ further enhancements made to the policing response plans for organised immigration crime, including both inland and maritime offences.
- ✓ continued work on a Sussex Modern Slavery Profile to understand better the scale and complexity of offending behaviour that will be used to inform future prevention, engagement and partnership activity.
- ✓ undertaken a Victim Service Assessment Audit into child exploitation in Sussex and an external peer review of the Force response to organised immigration crime.
- ✓ investment in specialist training and continuous professional development around modern slavery and organised immigration crime – for critical incident managers, response and investigations teams and police officers and staff working within the Force Contact Command & Control Department.
- ✓ continued support provided to the national Modern Slavery and Organised Immigration Crime Operational Policing Team.
- ✓ participation in national campaigns and intensification periods for domestic servitude, labour exploitation, sexual exploitation, child exploitation and criminal finances, including a range of operational, engagement and prevention activity with partners.
- ✓ obtained funding to support the recruitment of a Victim Navigator and a Serious Organised Crime Community Coordinator.
- ✓ created a specific operation to respond to reports of missing unaccompanied asylum-seeking children, working with the Tackling Organised Exploitation team within the South East Regional Organised Crime Unit.
- ✓ recruited an Exploitation Manager and three Exploitation Coordinators to support the Sussex Police response to modern slavery.

2c. Public Priority 3 – Support and safeguard victims and tackle violence against women and girls

Domestic Abuse

Introduction of Victim Hubs – On 1 April 2021, changes were made to the provision of victim services in Sussex. The introduction of four multi-agency Victim Hubs – comprising police and partners from commissioned support providers – has enabled the Force to tailor support to victims who are entitled to an enhanced service in a more efficient and effective manner.

The hubs [in Eastbourne, Hastings, Horsham and Brighton] reduce duplication and provide an enhanced experience through the provision of a more coordinated and co-located approach to victim support.

Last year, the Victim Hubs triaged and assigned over 8,000 cases to ensure that the most appropriate offer of service was made to victims. These improvements in safeguarding interventions enabled more victims of domestic abuse to have the confidence to support prosecutions through the criminal justice system.

In 2022/23, the partner membership within the victim hubs increased and the teams worked together to manage the Domestic Violence Disclosure Scheme (DVDS), ensuring that those at risk from domestic abuse were safeguarded at the earliest possible opportunity. Sussex Police received approximately 1,000 applications for the DVDS throughout the year, with the teams working alongside partners to ensure that timely disclosures were delivered.

Stalking and Harassment

Increased reporting of stalking and harassment – The PCC has continued to ensure that Sussex Police remains funded, equipped and trained to recognise and respond to stalking and harassment. This improved position has only been made possible through previous increases to the precept.

As a result of this additional investment, the Force has seen a 451% increase in reports of stalking and harassment since 2015/16 – with 15,659 reports received in 2022/23. There was also a 13% increase in detections made across the year, with 782 of these crimes solved by Sussex Police.

The PCC has continued to fund a local, specialist advocacy service – Veritas Justice – to assist victims of stalking in Sussex through the criminal justice process. This service also provides safeguarding advice for victims of cyber-enabled stalking and supports individuals through the criminal justice system and as part of their recovery.

In 2022/23, Veritas Justice provided intervention and support to 2,300 high-risk victims of stalking. This included advice and guidance about keeping safe online, safety planning and ongoing support through the police investigation and court appearances.

INFOGRAPHIC: 2,300 high-risk victims supported by Veritas Justice.

Prevention and Perpetrator Programmes

Maintained Complex Domestic Abuse and Stalking Unit – Last year, the PCC successfully secured funding from the Home Office Domestic Abuse and Stalking Perpetrator Fund in 2021/22 to establish a Complex Domestic Abuse and Stalking Unit (CDASU) in Sussex. A further £607,000 of funding was secured by the PCC during 2022/23 to continue the perpetrator programme for another year.

The CDASU was launched in March 2021 to provide a tailored intervention for persistent domestic abuse and stalking perpetrators with multiple and complex needs by supporting them to recognise and address their abusive behaviours through either a Domestic Abuse Perpetrator Intervention Programme or a Compulsive and Obsessive Behaviour Intervention (COBI).

The CDASU consists of a dedicated and specialist multi-agency team who work with a cohort of the most active and high-harm domestic abuse perpetrators in Sussex to deliver behavioural change interventions. The team includes Police Offender Managers, an Independent Domestic Violence Advisor, a Substance Misuse Worker, a Mental Health Coordinator and behaviour change interventions delivered by Interventions Alliance. The programme is voluntary and, should any of the identified individuals not engage, Sussex Police will continue to use the robust disruption opportunities available to them.

This funding has also extended the multi-agency approach available for domestic abuse to stalking offences, and includes other agencies such as Veritas Justice Stalking Advocacy, Crown Prosecution Service, housing, and specialist information technology teams for cyber stalking. The clinic was launched in January 2022 and meets monthly to assess high-risk cases of stalking that are not considered to be domestic abuse. During 2022/23, the clinic discussed 48 high-risk cases in Sussex.

To complement this high-harm domestic abuse provision, a rolling 12-week programme of perpetrator intervention – onto which medium-risk individuals [and other agencies] can 'self-refer' themselves for help and support with challenging behaviour – was also delivered by Cranstoun. This programme focuses on challenging attitudes and behaviours that are harmful and supporting any associated victims. In 2022/23, the programme received 148 referrals, with 58 individuals having fully completed the intervention programme across the year.

Rape and Serious Sexual Offences

Continued investment in rape, sexual violence and exploitation – During 2022/23, the PCC continued to invest in several organisations throughout Sussex to assist victims and survivors with their recoveries from rape, sexual violence and exploitation:

[SUBHEADING] Lifecentre – This service provides counselling support for victims of any age or gender who have experienced rape, sexual violence or abuse – whether non-recent or current. In 2022/23, 676 victims and survivors were provided with counselling support by Lifecentre, of whom 63% reported an improved quality of life and wellbeing following the conclusion of their intervention.

[SUBHEADING] ManKind Initiative – This service provides men who have suffered from rape or sexual abuse with the opportunity to receive advice, guidance and counselling. It is still recognised that far fewer men report these offences or seek help and support, in comparison to women. In 2022/23, ManKind Initiative supported 138 men in Sussex, with the majority requiring support for abuse suffered as children. This represented a 12% increase in the number of men supported compared to 2021/22.

[SUBHEADING] Survivors' Network – This provider supports survivors of sexual violence and abuse in Sussex through several different projects. During 2022/23, Survivors' Network received 2,055 referrals and supported 1,445 individuals. The Children's Independent Sexual Violence Advisor (CISVA) ensured that 72 children, young people and their families received enhanced support throughout police investigations, court appearances and beyond to assist them in their recoveries.

[SUBHEADING] Streetlight – This charity supports women who are sexually exploited through prostitution. With the use of an outreach worker, the charity's activity has contributed to an increase in the number of women engaging positively with police interventions and operations into suspected exploitation, thereby increasing the likelihood of a successful prosecution. During 2022/23, Streetlight supported 321 women in Sussex, including many women trafficked into the county from overseas. This represented an 11% increase in the number of women supported compared to 2021/22.

INFOGRAPHIC 1: Counselling support for 676 victims.

INFOGRAPHIC 2: 138 male sexual abuse survivors supported.

INFOGRAPHIC 3: 1,445 adult victims and 72 children and young people supported.

INFOGRAPHIC 4: Support for 321 women subjected to sexual exploitation.

Tackling Violence Against Women and Girls

Further funding secured through Safer Streets 4 – The PCC successfully secured £1.5m of extra funding from the Home Office to provide interventions aimed at reducing neighbourhood crime [domestic burglary, robbery, theft from person and vehicle crime], tackling anti-social behaviour and reducing Violence Against Women and Girls (VAWG) in public spaces.

Funding worth £75m was made available through Round 4 of the Safer Streets Fund across 2022/23 [and 2023/24] to fund initiatives that combine and expand on the previous focuses of the Safer Streets Fund and the Safety of Women at Night Fund in areas across England and Wales disproportionately and persistently impacted by these crime types and issues.

The Safer Streets 4 programme in Sussex covers 26 different projects and workstreams following two successful funding applications. This includes 10 projects focused on addressing behaviours and activities [including educational packages, awareness programmes and targeted policing patrols] and 16 workstreams targeting specific areas and locations, combined with dedicated and enhanced operational activities and engagement with at groups considered to be 'at risk'.

The PCC has created a Task Force of two additional [and temporary] posts within the OSPCC to lead on the programme and deliver the outcomes required in Sussex. This includes regular engagement, collaboration and partnership working with local authorities, schools and other educational establishments, CSPs and Business Improvement Districts.

Commissioned specialist support for diverse communities – The PCC was previously successful in a multi-year application for funding from the Ministry of Justice (MoJ) to provide specialist domestic abuse support for diverse communities in Sussex. A further £1.4m was awarded by the MoJ in 2022/2023.

Hourglass [formally Action on Elder Abuse] was commissioned to provide a tailored service in Sussex to support older victims and survivors of domestic abuse [aged 65+]. This provision was commissioned after it was identified that older residents in Sussex were not accessing existing support services because they did not identify with them and/or recognise their own situation. The service received 22 referrals throughout 2022/23.

The same funding was also used to secure investment in specialist support services for victims of domestic abuse from specific communities in Sussex who are recognised to be under-represented within the support services. This includes a dedicated service for Black and Asian women affected by domestic abuse, operated by Hersana – a ‘by and for’ service representative of the community they aim to support. Hersana had an active caseload of 104 women at the conclusion of 2022/23.

A dedicated Independent Domestic Violence Advocate (IDVA) has also been established in West Sussex – working alongside My Sisters’ House – to provide support to the Eastern European communities along the coast where domestic abuse is known to be prominent but is not reported to the police or support services. The IDVA is Polish speaking and worked with >125 members of the community to encourage them to come forward and receive support and guidance across the year.

Sussex is a diverse county and has a significantly higher than average LGBTQ+ community, particularly in Brighton & Hove. In January 2022, a new partnership was established with the LGBT Switchboard to provide a dedicated IDVA service for the LGBTQ+ community after it was recognised that few individuals from this group were reporting domestic abuse to the police. Since its launch, the service has supported over 100 individuals to report offences of domestic abuse to Sussex Police.

LOOKING AHEAD: In 2023/24, the PCC will launch an awareness campaign about the specialist support available to victims of domestic abuse from within these communities. This is anticipated to contribute towards increased levels of reporting further still.

Elder Abuse

Continued investment in dedicated fraud caseworkers – The PCC has continued to provide funding to support dedicated fraud caseworkers to tackle the financial, physical, psychological and sexual abuse of older people. These individuals provide one-to-one tailored support to those identified as being most vulnerable to repeat fraud – a demographic that includes older people.

This approach supports and raises awareness of Operation Signature – the nationally adopted Sussex Police campaign to identify and support vulnerable victims of fraud – to recognise victims of all types of fraud as victims of crime and to provide preventative measures to support and protect them from further targeting.

The Sussex Fraud Case Workers received 820 referrals during the year and supported 581 victims [71%], many of whom had experienced substantial financial loss and have additional needs – such as physical frailties and adult social care issues – which make them more vulnerable to becoming repeat victims.

INFOGRAPHIC: Sussex Fraud Case Workers supported 581 victims.

Quality Victim Support Services

Range of services commissioned to support victims – The PCC has a statutory responsibility to provide victim support services in Sussex and continued to commission a range of services to support victims throughout the county.

In 2022/23, more than 50,000 victims were referred to these commissioned support services in Sussex, with >13,000 individuals [26%] representing new cases [not known to the service already] and requiring one-to-one support.

As one of the commissioned support services, Victim Support holds the contract for providing multi-crime support in Sussex. During 2022/23, Victim Support received >28,300 referrals and contacted >26,300 of the aforementioned victims of crime to offer them support following referrals [93%].

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Of those victims contacted, nearly 1,000 individuals received single incidences of support and >2,330 individuals are currently receiving ongoing emotional support. Each of the other victims were referred to local specialist service providers to receive enhanced support, including victims of domestic abuse, stalking and sexual violence.

INFOGRAPHIC 1: >28,300 referrals received, and >26,300 victims contacted [93%].

Maintained standards through the Safe Space Sussex Funding Network – The PCC continued to invest in funding projects to support some of the most vulnerable victims as part of an ongoing commitment to develop a diverse landscape of support services in Sussex.

During 2022/23, >£4.480m was invested into support services in Sussex. This included £431,457 provided to specialist support services through Safe Space Sussex Funding Network – a competitive funding tranche.

The Safe Space Sussex Funding Network was launched in 2017/18 and continues to grow and develop. There are currently 35 'approved' providers of specialist support services within the Funding Network which have each been able to demonstrate the high levels of quality standards and assurance required. Further information about the Funding Network can be viewed through the following link:

<https://www.sussex-pcc.gov.uk/get-involved/apply-for-funding/>

INFOGRAPHIC 1: £431,457 invested in the Safe Space Sussex Funding Network.

Safeguard the Vulnerable

Enhancements to the Safe Space Sussex online directory – The PCC has continued to develop and enhance Safe Space Sussex – the online directory of victim support services available throughout Sussex – to enable victims to find the most relevant support service through a safe and confidential route.

Safe Space Sussex provides a mechanism for Sussex residents to seek help and guidance and supports the Code of Practice for Victims of Crime which entitles all victims to receive appropriate support, regardless of whether they choose to report to the police.

In 2022/23, the site received >5,900 new visitors. The most visited pages on the site included the search function to find a service, information about different types of crime and specific pages for support service providers.

INFOGRAPHIC: More than 5,900 new visitors to Safe Space Sussex.

Launched the Safe Space Sussex App – Last year, the PCC successfully secured Science, Technology and Research (STAR) Home Office funding to design and launch an app that allows users to locate designated safe spaces near to their current location.

The Safe Space Sussex app was created in partnership with representatives from local victim support services along with young people from schools and colleges and was launched in March 2022. The app is free to download on both Apple and Google stores and enables users to identify available safe spaces near to their location and provides directions to these. The safe spaces include Tesco, Costa Coffee and leisure centres across the county with over 270 locations trained and offering support.

In 2022/23, the Safe Space Sussex app was used >113,000 times by >4,100 different users. The app allows users to send an automatic text to a named contact to alert them that the sender does not feel safe, together with their current GPS and What3words location. The app also provides individuals with the facility to report non-emergency incidents to Sussex Police online and the ability to automatically turn on the camera and microphone to record, should this be required in an emergency, to capture evidence which is then stored securely within the device.

INFOGRAPHIC: Safe Space Sussex App used more than 113,000 times.

Improve Access to Justice

Remote witness suites for vulnerable victims and witnesses – The PCC continued to seek to reduce the risk of vulnerable victims and witnesses travelling long distances to give evidence at court and improve the overall experience of vulnerable victims and witnesses in the criminal justice system.

There are four remote witness suites in Sussex to enable more vulnerable victims and witnesses to give evidence through secure 'Live-Link' video facilities without the need to physically attend court. Appropriate support is provided to vulnerable victims and witnesses who may otherwise find the experience of attending court intimidating.

The PCC supported 68 young people attending court this year, either as victims of crime or witnesses to it, through the Young Witness Service. This represented a 36% increase in the number of young people supported by the Young Witness Service compared to 2021/22 [50].

INFOGRAPHIC: Young Witness Service supported 68 victims and witnesses.

Established Independent Custody Visiting Scheme – The PCC continued to oversee an established and effective Independent Custody Visiting (ICV) Scheme. The Scheme has 35 dedicated volunteers – ranging in age from 26 to 76 years old – who make unannounced visits to see the detainees held in each of the five police custody centres in Sussex: Brighton, Crawley, Eastbourne, Hastings and Worthing.

In 2022/23, the scheme prioritised the return to physical custody visits following the COVID-19 pandemic by replacing the hybrid model of physical and online audits introduced to provide scrutiny of the custody environment and safeguard those individuals detained in police custody in response to the coronavirus. Whilst this remote process is not currently in use, the infrastructure will be maintained to provide another tactical option and greater resilience for any future incidences of bad weather, pandemics or major incident(s) affecting access to police custody.

There was a 15% increase in the number of visits made by the ICVs in 2022/23, in comparison to the year before. This equated to 21 more visits compared to the 136 visits made in 2021/22, with these visits completed at a range of times during a 24-hour period, before inspection reports were submitted to the ICV Scheme Manager for review and action as appropriate. Of those unannounced visits made, more than 465 detained persons accepted a visit with the ICVs to discuss their welfare, rights, entitlements and dignity in police custody. This represented a 273% increase from the 125 accepted visits in 2021/22.

The ICVs have been empowered to go above and beyond police custody legislation and guidelines to introduce new standards for detainee dignity and wellbeing. These have included adjustments made to night-time lighting levels in custody cells to promote better rest and sleep, enhanced access to self-care items and personal hygiene products, provision of distraction items to assist the detainees with their mental wellbeing and to manage the time whilst investigation processes are completed, and the introduction of decaffeinated drinks to assist with calming anxiety and stress during the custody process.

Throughout the year, the scheme introduced additional oversight and scrutiny around other custody processes, including the monthly audit into adult and juvenile detainee strip searches. The reviews scrutinise the strip search processes to ensure that the grounds are justified, appropriate adults and authority has been granted [for young people] and that the outcomes of the individual searches are accurately recorded. This approach also seeks to ensure that Sussex Police are compliant with the law and regulations, whilst maintaining and upholding the dignity and human rights of the detainees.

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The scheme has also recommenced the quarterly panel meetings at each of the five custody centres to address any issues and challenges and share good practice identified by the ICVs. Alongside this, a new recruitment and training strategy has been introduced to optimise diversity and performance of the scheme, and more information has been made accessible through a range of public meetings and events.

During 2022/23, Sussex Police formally introduced several changes to the operating model for police custody to improve the effectiveness of the detention provision in Sussex. This included an uplift in police officer and staff numbers in custody, the introduction of detention officers [to replace custody assistants and detention supervisors] and the formation of a Central Support Team to expedite the journey through the custody process in the interests of efficiency and timeliness of police investigations.

The ICVs played an essential role in monitoring the implementation of this change programme through the independent review and inspection process to ensure that these changes were embedded expeditiously, whilst maintaining and upholding the high levels of safeguarding and welfare standards demonstrated previously for detainees.

LOOKING AHEAD: In 2023/24, the PCC will seek to secure the highest level of accreditation for the ICV Scheme in Sussex again through the Quality Assurance Framework awarded by the Independent Custody Visiting Association.

INFOGRAPHIC: 15% increase in the accepted visits from ICVs in 2022/23.

Successful delivery of a Criminal Justice Visualisation Tool pilot – In 2022/23, the PCC successfully piloted the development and evaluation of a visualisation tool on behalf of the Sussex Criminal Justice Board (SCJB).

The Criminal Justice Visualisation Tool (CJVT) is an iterative visualisation tool that links data from partner agencies – Sussex Police, Crown Prosecution Service, His Majesty's Courts & Tribunals Service (HMCTS) and Probation Service – across all crime types to provide insights about the 'user journey' throughout the criminal justice system.

The tool allows users to look at the end-to-end process of crime recording to the delivery of outcomes through a single criminal justice lens, making it far easier to identify both the efficiencies and problem areas impacting on performance.

Following the success of the pilot, it is anticipated that the CJVT will be delivered as a proof of concept across several police force areas, helping to provide PCCs – as the chairs of local criminal justice boards – with a mechanism to develop further information sharing arrangements to drive better justice outcomes. This will include a particular focus on improving the investigations and convictions for rape and serious sexual offences.

3. Strategic Policing Requirement

The Strategic Policing Requirement (SPR) sets out those threats which the Home Secretary has determined are the biggest threat to public safety and must be given due regard by PCCs when issuing and varying Police & Crime Plans.

The SPR supports PCCs, as well as Chief Constables, to plan, prepare and respond to these threats by clearly linking the local response to the national, highlighting the capabilities and partnerships that policing needs to ensure it can fulfil its national responsibilities.

A revised version of the SPR was published in February 2023 providing strengthened detail around the action required from policing at local and regional level to the critical national threats. The SPR now contains seven national threats, as follows:

- Violence against women and girls
- Terrorism
- Serious and organised crime
- National cyber incidents
- Child sexual abuse
- Public disorder
- Civil emergencies

These threats are the same as those contained within the 2015 version of the SPR, with the addition of Violence Against Women and Girls (VAWG), reflecting the threat it presents to public safety and confidence.

As this Annual Report covers the period 1 April 2022 to 31 March 2023, it will not respond in detail to the revised SPR due to the timing of its publication.

The PCC is confident that she has given due regard to the six threat areas identified in the previous SPR within her Sussex Police & Crime Plan and as part of her statutory role of holding the Chief Constable to account. Whilst not previously contained in the SPR, VAWG remains a key and pressing issue on which further updates will be prioritised in future iterations of the Annual Report.

4. Managing Resources

4a. Summary of financial context 2022/23

The Police Reform and Social Responsibility Act 2011 created two separate corporations' sole: the PCC and the Chief Constable.

The PCC is responsible for: receiving all income and funding; making all payments from the overall Police Fund and control of all assets, liabilities and reserves.

The functions of the Chief Constable are fulfilled under this Act. The annual budget is set by the PCC in consultation with the Chief Constable. A scheme of delegation is in operation between the two bodies determining their respective responsibilities, as well as local arrangements in respect of the use of the PCC's assets and staff.

Financial planning sits at the heart of good public financial management. Alongside budget preparation, performance management and reporting, the ability to look strategically beyond the current budget period is a crucial process to support the PCC's resilience and long-term financial sustainability.

The four-year strategic financial planning tool – the Medium-Term Financial Strategy (MTFS) – is one of the key planning tools helping to identify available resources and options for delivering the three Public Priorities within the PCC's Police & Crime Plan and the national Strategic Policing Requirements.

2022/23 Budget

The PCC worked closely with the Chief Constable and her senior team to understand the operational needs of Sussex Police for the year ahead and the financial pressures on the Force. The decision to increase the police precept to fund operational policing was based on these discussions, along with the results of substantial public consultation including focus groups with parish, town and district councillors from nearly 100 different Sussex communities.

The £10 a year increase per Band D property was supported and endorsed by the Police & Crime Panel at their meeting in January 2022.

These additional funds enabled the continuation of the Sussex programme to recruit an additional 250 officers through the multi-year precept investment and a further 30 officers were recruited during 2022/23. That investment programme is completed as of 31 March 2023.

The Government also continued to fund additional police officers through Operation Uplift – the campaign to recruit 20,000 new police officers in England and Wales by the end of March 2023. This included the recruitment of an additional 163 police officers in Sussex and 9 to the Regional Serious and Organised Crime Unit (SEROUCU).

Police Officers Increase Table	2018/19	2019/20	2020/21	2021/22	2022/23	Total
Op Uplift - Local			129	122	163	414
Op Uplift - Region				6	9	15
Precept	120	30	50	30	20	250
Total	120	30	179	158	192	679

Sussex Police achieved a head count of 3,194 officers by 31 March 2023 which is a 457 increase and 28 over the target of 3,166.

The 2022/23 revenue budget was approved by the PCC in February 2022 at £347m. This consisted of the following:

- Government grant for Sussex in 2021/22 of £203.4m – increased from previous year's figure of £192.5m.
- The precept was increased by £10, generating £9.2m of additional income.
- Provision for increases in pay and prices, including growth, inflation and cost pressures of £16.7m.
- The requirement to make a further £4.4m of savings.
- The PCC delegated a budget of £341.2m to the Chief Constable for 2022/23 to enable the discharge of operational activities under police direction and control.

Revenue Budget	2022/23
	£m
Operational Delivery Budget	341.186
Office of the PCC	1.491
PCC	0.123
Community Safety	1.702
Victim Support, Restorative Justice	0.591
Other OPCC Financing Budgets including reserves transfers	1.800
Total Net Budget Requirement	346.893

The capital and investment budget, which funds the purchase, enhancement and replacement of long-term asset, was approved by the PCC in February 2022 at £14.8m and subsequently uplifted for slippage from 2021/22 to £18.4m.

For full details of the 2022/23 revenue and capital budget, including funding details and assumptions, please see the MTFS 2022/26 which can be viewed through the following link: <https://www.sussex-pcc.gov.uk/media/6563/med-term-f-strategy.pdf>

Throughout the year, the PCC has closely scrutinised the spending of the precept, delivery of the policing investment and performance. Scrutiny has been provided through a variety of publicly webcast Performance & Accountability Meetings, monthly Local Policing Accountability Board meetings, internal financial monitoring meetings and other monitoring within the scheme of governance.

4b. Summary of financial performance 2022/23

Sussex Police & Crime Commissioner Direct Operating Costs		Cost £	Total Cost £
Sussex Police & Crime Commissioner Direct Operating and Commissioning Costs	Democratic representation - <i>PCC salary and oncosts</i>	0.1m	
	Community Safety	1.7m	
	Victim Support & Restorative Justice	4.7m	
	Violence Reduction Programme	1.5m	
	Safer Streets	0.8m	
	Video Enabled Policing Programme	0.4m	
	Office of the Police & Crime Commissioner	1.6m	
	<i>Less Grant funding & External Income</i>		
	Victims & Restorative Justice Grant	<i>(4.7m)</i>	
	Violence Reduction Programme Grant	<i>(1.5m)</i>	
	Safer Streets Grant	<i>(0.8m)</i>	
Video Enabled Policing Programme Income	<i>(0.4m)</i>		
			3.4m
Policing services provided by Sussex Police	Police Officers	185.9m	
	Police Staff (including PCSOs)	104.2m	
	Other Employee Costs*	8.5m	
	Buildings	13.2m	
	Transport	6.2m	
	Supplies & Services	44.0m	
	Third Party Payments**	3.8m	
	<i>less Sussex Police income</i>	<i>(39.8m)</i>	
			326.0m
Capital Financing	Capital financing costs	6.3m	
	<i>Less interest income on balances</i>	<i>(1.4m)</i>	
			4.9m
Additional Grant Income Planned transfers to/(from) reserves			<i>(1.0m)</i>
			12.2m
Total Cost of Services			345.5m
Funded by	Funding from Government	<i>(205.1m)</i>	
	Council Tax	<i>(143.6m)</i>	
	Total funding		<i>(348.7m)</i>
Net revenue (surplus)/deficit			<i>(3.2m)</i>

* Includes ill health pension payments, employee expenses, training and restructure costs

** Includes third party payments to other government bodies, partnerships and external initiatives

The figures shown in the above table are as per the draft Statement of Accounts 2022/23. They include all office costs and services commissioned by the PCC and the cost of all activities carried out by Sussex Police.

4c. Summary of financial headlines 2022/23

The key financial headlines from the revenue and capital outturn for 2022/23 can be summarised as follows:

The 2022/23 revenue budget was approved by the PCC in February 2022 at £346.9m, consisting of the following:

- Government grant for Sussex in 2022/23 of £203.4m – increased from previous year's figure of £192.5m.
- The precept was increased by £10, generating £9.2m of additional income.
- Provision for increases in pay and prices, including growth, inflation and cost pressures of £16.7m.
- The requirement to make a further £4.4m of savings.
- The PCC delegated £341.2m (98%) of the net revenue resources to the Chief Constable for 2022/23 to enable the discharge of operational policing under police direction and control.

The revenue outturn, subject to audit, is as follows:

- £3.2m (1.5%) underspend on the revenue budget of £346.9m.
- £13.6 (4.0%) underspend on the operational delivery budget delegated to the Chief Constable.
- A favourable variance of £1.5m on the OSPCC budget, as follows:
 - Transfer to reserves of £12.2m from revenue.
 - General reserves were maintained at 4% in line with the Reserves Strategy.

The capital and investment budget for 2022/23 was approved by the PCC in February 2022 at £14.8m. During the year budget virements were agreed, resulting in a revised capital budget of £18.4m.

The final outturn for the capital & investment programme for the year is an under-spend of £7.5 million. A case to carry slippage forward will be scrutinised and approved in July 2023.

The PCC's policy on reserves is based on a thorough understanding of the organisation's needs and risks. Part of this process is to give a clear explanation of the existing and proposed use of reserves. The detailed reserves policy can be found in the MTFs, and the balances held can be found in the Statement of Accounts.

Total usable reserves as of 31 March 2022 amounted to £50.1m. This includes general reserves of £13.7m, equating to 4% of the 2022/23 net budget, plus £36.4m of other reserves earmarked for specific purposes and future commitments.

The summary of the reserves on 31 March 2023 can be found in the Statement of Accounts which also include further details of the financial performance of 2022/23. The draft accounts subject to audit can be viewed here.

[\[LINK TO BE ADDED WHEN PUBLISHED\]](#)

4d. Financial outlook for 2023/24 and beyond

The MTF5 2023/24 – 2026/27 continues the investment into the strengthening of Sussex Police that the PCC started in 2018/19 and has maintained to date. It also addresses the Public Priorities set out in the PCC's Police & Crime Plan 2021/24.

The Government expectation that local taxpayers contribute more to local policing continued into 2023/24 with a below inflation increase in the grant sum.

The PCC considered the financial and other implications of precept funding levels, use of reserves, inflation and other cost pressures against several budget scenarios as part of the financial planning process. The level of cost increase from inflation of £20m when set against a £15.3m grant and precept increase requires cost reductions to balance the budget.

The PCC with Sussex Police has reviewed all budgets in detail during 2022/23 in collaboration with the Service Transformation Programme to highlight options for identifying and delivering efficiency savings and/or generating income, with the aim of setting a balanced budget. The multi-year change programme continued to deliver complex transformation across Sussex Police during 2022/23 and savings will continue to be required.

The PCC and the public (as we know from our survey and consultation results) want to maintain the investment that has been made to date - the police officers, police staff, PCSOs and smart systems and capabilities. There is no appetite to go backwards. However, even with a £15 increase in the precept and use of other resources, including COVID reserves and underspend from 2022/23, it will not be enough to balance the budget and offset the large cost increases that are anticipated. There remains a requirement to make £0.9m of savings to balance the budget for 2023/24 and £18m in the following three years.

The draft four-year MTF5 sets out the financial context for the draft revenue budget, capital spending plans and proposed precept decision for the next financial year 2023/24 and estimates for a further three financial years. It brings together all resources including grant, precept, fees and charges, income for special policing and use of reserves and capital.

This approach is expected to deliver a balanced budget for 2023/24 but the future is uncertain with a budget shortfall of £18m over the remaining period of the Strategy. It sets out how the general reserve will be resourced up to £15.0m in line with the reserve strategy by the end of 2027. The management of the 2023/24 budget is planned to be achieved through well-constructed and managed workforce plans; the use of one-off reserves in a managed way; rationalisation of estates; new operating model efficiencies; non-pay savings; and increases to the precept. This will require careful monitoring, scrutiny and commitment to develop realistic and credible savings that will achieve a sustainable budget going forward.

The PCC and Chief Constable are fully committed to taking the necessary decisions to achieve this outcome and the budget plans and actions will be closely monitored and scrutinised by both Chief Finance Officers.

The PCC approved an increase to the Band D precept by £15 for 2023/24 from £224.91 to £239.91. With 75% of council taxpayers in Sussex occupying a Band D property or below, this increase was the equivalent of an additional 29p per week or 1.25p per month.

The council tax precept for Sussex was still within the lowest quartile for precepts in England [31 out of 37] in 2022/23 and compared favourably to the median precept of £247.68 set across these police force areas.

May 2023 update from the Chief Finance Officer: The geopolitical situation around the world and in Europe continues to create financial pressures. Whilst some commentators wish for lower inflation many of the cost increases are already baked into the operating costs for the Group. Whilst some reductions are being seen in liquid fuel, utility costs are not reducing, interest rates are increasing and suppliers continue to try to transfer the risk they are exposed to onto the Group.

The largest risk at the time of writing this narrative is that the police officer and staff pay negotiations have not yet concluded. The estimates for 2023/24 assume a 2% increase for police officers [with a 0.5% contingency set aside], and 2% for police staff. These assumptions seem too low compared with other public pay settlements which have been agreed to date and therefore poses a significant risk to the Group finances. Plans are being drawn up to try to mitigate any cost pressures but with the Group income fixed in terms of government grant and council tax it will be reserves which become the safety net until other income resources can be secured, if at all.

The PCC will work with the Chief Constable to reduce levels of carbon and emissions from vehicles and the estate. Some 60% of carbon emissions are created by the vehicles that are used for policing. The government commitment remains to stop the sale of fossil fuelled vehicles from 2030 and hybrid vehicles by 2035 and plans need to be costed and implemented.

The PCC and police-owned Blue Light Commercial are leading the way on this topic; Sussex Police and other forces will be consulting with them to draw up plans and actions to change fleet vehicles. Work will also continue to reduce the amount of carbon generated by the estate to complement the actions already taken including the installation of solar photovoltaic panels, LED lights, and better management of boilers and water use.

5. National Contribution

In addition to her work in Sussex, the PCC made the following contributions nationally in 2022/23:

- Board member for the Blue Light Commercial Board.
- Board member for the Police Digital Service [*formally the Police ICT Company*] [until July 2022].
- Board member for the Association of Police & Crime Commissioners (APCC).
- PCC representative on the Home Secretary's National Oversight Board for Domestic Abuse, Stalking and Harassment.
- APCC Lead for Road Safety.
- APCC Lead for Business Crime.
- Attends the APCC Criminal Justice System and Victims Standing Group.
- Attends the National Police Chiefs' Council (NPCC) National Stalking and Harassment Offences Working Group.
- Member of the NPCC Audit and Assurance Board.
- Member of the Roads Policing Review Governance Board.
- Chair of the Police Digital Service Audit and Risk Committee [until July 2022].
- Attends His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) strategic briefings following inspections of Sussex Police.
- Group Leader of the Conservative Police & Crime Commissioners.

The PCC also attended the following national events throughout 2022/23:

April 2022: PCC participated in the Ministerial Roundtable 'Tackling Anti-Social Behaviour' chaired by the Minister for Safeguarding and attended the briefing on 'Post-Separation, Coercive Control and Stalking' held by the Suzy Lamplugh Trust.

May 2022: PCC attended the Ministerial Roundtable on 'Women in the Criminal Justice System Board' and spoke about Business Crime at the ORIS Forum's Risk Summit and Retail Risk Conference. The PCC also attended the National Drugs Summit 2022 hosted by the Minister for Crime, Policing and Fire.

June 2022: PCC attended the Roundtable Review with Industry: Digital Interoperability across the Criminal Justice System and took part in the APCC Virtual Workshop on 'Equality, Diversity and Inclusion'.

July 2022: PCC participated in the APCC Annual General Meeting and delivered an input on business crime reduction.

August 2022: PCC attended the Speed Camera Income brainstorm meeting hosted by the Home Office and Department for Transport.

October 2022: PCC attended the National Rural Crime Network Annual General Meeting.

November 2022: PCC attended the All-Party Parliamentary Group (APPG) on 'Anti-Social Behaviour' and the National Crime Agency Virtual Briefing on Fraud.

December 2022: PCC spoke at the Project EDWARD [Every Day Without A Road Death] Parliamentary Reception.

January 2023: PCC attended the 'Remain and Report – Holding Hit-and-Run Drivers to Account' at the House of Commons [on behalf of Action Vision Zero and RoadPeace West Midlands] and participated in an Anti-Social Behaviour Roundtable at 10 Downing Street. The PCC also spoke at the APPG on Menopause – a Roundtable focused on 'Menopause Affecting Women in the Criminal Justice System.'

February 2023: PCC hosted a Ministerial walkabout to discuss 'hotspot policing'.

March 2023: PCC attended an International Women's Day Reception at 10 Downing Street and spoke at the 'Violence Against Women and Girls Conference' hosted by North Lincolnshire Community Safety Partnership.

6. Sussex Police: Workforce Diversity

On 31 March 2023, Sussex Police comprised 3,208 police officers and 2,587 police staff [including 252 PCSOs] – a total workforce of 5,795 individuals [headcount].

Ethnicity

- 116 police officers identified as either Black, Asian or from a Minority Ethnic (BAME) background (4%), 2,904 identified as white (90%), 117 preferred not to say (4%) and 71 individuals did not disclose their ethnicity (2%).
- 59 police staff identified as BAME (2%), 2,364 identified as white (91%), 59 preferred not to say (3%) and 105 individuals did not disclose their ethnicity (4%).

CENSUS 2021: In Sussex, 9% of the population identified their ethnicity as BAME and 91% identified as white.

Sex and Gender

- 1,181 police officers identified as female (37%) and 2,027 identified as male (63%).
- 1,617 police staff identified as female (62%) and 970 identified as male (38%).
- 9 police officers and staff identified their gender identity as trans, five identified as non-binary and 21 identified as other. A further 260 officers and staff preferred not to say, and 1,896 individuals did not disclose their gender identity [1,170 not applicable and 726 not disclosed].

CENSUS 2021: In Sussex, 49% of the population identified their gender as female and 45% identified as male. A further 0.17% of the population identified their gender identity as trans, 0.15% identified as non-binary and 0.15% identified as other. A further 5% of the population did not disclose their gender identity.

Religion

- 19 police officers identified as Buddhist (0.6%), 894 as Christian (28%), 6 as Hindu (0.2%), 6 as Jewish (0.2%), 14 as Muslim (0.4%), 1 as Sikh (0.03%), 59 as other (2%) and 1,488 as none (46%). A further 289 officers (9%) preferred not to say, and 432 individuals did not disclose their religion (13%).
- 12 police staff identified as Buddhist (0.5%), 865 as Christian (33%), 5 as Hindu (0.2%), 6 as Jewish (0.2%), 13 as Muslim (0.5%), 2 as Sikh (0.1%), 63 as other (3%) and 1,202 as not having a religion (46%). A further 187 staff preferred not to say (7%), and 232 individuals did not disclose their religion (9%).

CENSUS 2021: In Sussex, 0.5% of the population identified their religion as Buddhist, 45% as Christian, 0.8% as Hindu, 0.3% as Jewish, 2% as Muslim, 0.1% as Sikh, 0.7% as other and 45% as no religion. A further 6% of individuals did not disclose their religion.

Age

- 343 police officers identified as being 16-24 years old (11%), 833 as 25-34 years old (26%), 1,104 as 35-44 years old (34%), 835 as 45-54 years old (26%) and 93 as 55-64 years old (3%). No officers were aged 65 years and over.
- 127 police staff identified as 16-24 years old (5%), 594 as 25-34 years old (23%), 568 as 35-44 years old (22%), 626 as 45-54 years old (24%), 596 as 55-64 years old (23%) and 76 as 65 years and over (3%).

CENSUS 2021: In Sussex, 12% of the population stated their age as 16-24 years old, 14% as 25-34 years old, 15% as 35-44 years old, 17% as 45-54 years old, 16% as 55-64 years old, 14% as 65-74 years old and 13% as 75+ years.

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Disability

- 300 police officers identified as having a disability (9%), 2,276 had no disability (71%), 147 preferred not to say (5%) and 485 individuals did not disclose (15%).
- 254 police staff identified as having a disability (10%), 2,013 had no disability (78%), 74 preferred not to say (3%) and 246 individuals did not disclose (9%).

CENSUS 2021: In Sussex, 26% of the population identified as having a disability and 74% did not declare a disability.

Sexual Orientation

- 91 police officers identified as bisexual (3%), 185 as gay or lesbian (6%), 2,285 as heterosexual (71%), 8 as other (0.3%), 230 preferred not to say (7%) and 409 individuals did not disclose their sexual orientation (13%).
- 54 police staff identified as bisexual (2%), 124 as gay or lesbian (5%), 2,004 as heterosexual (77%), 10 as other (0.4%), 159 preferred not to say (6%) and 236 individuals did not disclose their sexual orientation (9%).

CENSUS 2021: In Sussex, 2% of the population identified their sexual orientation as bisexual, 2% as gay or lesbian, 88% as heterosexual, 0.4% as other and 7% individuals did not disclose their sexual orientation.

7. Summary of Funding Allocated to Victims' Services and Others in Sussex

Ministry of Justice – Funding Allocated to Victims' Services in Sussex

Name of Organisation	Name of Project	Funding
Barnardo's	Independent Sexual Violence Advisor (ISVA) for children and young people in West Sussex	£65,471
Brighton & Hove City Council	Contribution to the specialist domestic abuse service	£80,000*
Brighton Women's Centre	Independent Domestic Violence Advisor (IDVA) for those with complex needs and street community	£58,026
Brighton Women's Centre	IDVA and ISVA for safe space hubs	£52,081
Brighton Women's Centre	Safe space hubs	£20,000
Change Grow Live	IDVA for adults	£11,188
Child and Adolescent to Parent Abuse First Response	Online platform for child to parent abuse support	£8,000
Counselling Plus Community	Domestic abuse and sexual violence counselling	£40,032
East Sussex County Council	Contribution to the specialist domestic abuse service	£131,000*
Friends, Families & Travellers	Domestic abuse and sexual violence support for Gypsies, Romas and Travellers	£32,856
Hersana	IDVAs for Black, Asian and minority ethnic (BAME) community	£122,499
Hersana	Counselling for those at risk of harmful practices	£48,230
Home-Start East Sussex	IDVA and Lotus Programme [domestic abuse recovery programme]	£85,283
Home-Start East Sussex	IDVA for children and young people	£49,573
Hourglass	IDVA for older people	£89,238
Hourglass	Community response to domestic abuse	£28,072
Justice and Care	Modern slavery project	£39,789
LGBT Switchboard	IDVA for LGBTQ+ community	£72,068
LGBT Switchboard	Domestic abuse service	£13,600
Lifecentre	Journey to Recovery [trauma informed recovery programme for victims/survivors of sexual violence]	£125,497
Lifecentre	Sexual violence counselling	£91,109
Lifecentre	Reclaim [trauma informed therapy for victims/survivors of sexual violence]	£40,000
ManKind	Counselling and recovery programme	£106,898
ManKind	Group counselling and 1-2-1 support	£63,000
My Sisters' House	DART Programme [recovery programme to support women and children who have escaped domestic abuse]	£64,697
My Sisters' House	IDVA for Eastern European community	£51,070
My Sisters' House	Stronger futures [support for women who are living who are living with or in recovery from domestic abuse]	£40,000
Oasis Project	Sex Workers Outreach Programme	£19,987
Rise	Group recovery for those who have experienced domestic abuse	£40,496
Rise	Regroup [recovery and empowerment group for those who are no longer in an abusive relationship]	£20,000
Safe in Sussex	Early intervention and recovery	£110,944
Safe in Sussex	IDVAs for BAME and LGBTQ+ communities	£67,954
Safe in Sussex	Community IDVA	£40,000
Safe in Sussex	Freedom Programme [support group for women who have experienced domestic abuse]	£20,000
Streetlight	Support for individuals who wish to leave the sex industry	£58,882
Survivors' Network	Pan Sussex Sexual violence support service	£371,278
Survivors' Network	Helpline, outreach & group work	£253,872
Survivors' Network	Complex caseworkers	£135,000
Survivors' Network	ISVAs for adults and children and young people	£132,915
Survivors' Network	ISVAs for children	£69,070
Sussex Community Development Association	IDVA for BAME community	£26,800
The Daisy Chain Project	Pro bono legal advice for victims of domestic abuse	£78,000
The You Trust	IDVAs for children and young people	£180,327
Veritas Justice	Volunteering in the community	£39,470
Veritas Justice	Stalking Advocacy Service	£210,000
Veritas Justice	IDVA for stalking	£43,504

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Victim Support	Pan Sussex Multi-crime type support provision	£457,581
Victim Support	Helpline for victims of domestic abuse	£7,494
Victim Support	IDVAs	£162,673
Victim Support	Young Witness Service	£58,219
Victim Support	Hate Incident Support Service	£98,000
Victim Support	Fraud caseworkers to support vulnerable victims	£68,000
West Sussex County Council	IDVAs for children and young people	£53,609
Yada	The Esther Project [specialist support for those in the sex industry]	£10,000
YMCA DownsLink Group	WiSE Project [support for child victims of sexual exploitation]	£20,000
YMCA DownsLink Group	ISVAs for children and young people	£65,471
Total		£4,548,823

* This is co-commissioned with the local authority and represents the PCC contribution only.

Home Office – Domestic Abuse Perpetrator Fund

Name of Organisation	Name of Project	Funding
Brighton Housing Trust	Mental health worker	£12,099
Brighton Housing Trust	Housing worker	£11,278
Change Grow Live	Drug and alcohol worker	£48,479
Cranstoun	Domestic abuse behaviour change programme	£129,082
Seetec Justice	Domestic abuse perpetrator programme	£32,250
Seetec Justice	Domestic abuse behaviour change programme [targeted therapy to help break patterns of offending for perpetrators]	£40,992
Sussex Police	Integrated Offender Managers for the Complex Domestic Abuse and Stalking Unit	£145,658
Veritas Justice	IDVA post	£32,130
West Sussex County Council	IDVA post	£53,625
Total		£505,593



SUSSEX POLICE & CRIME PANEL

Commissioner's Response to HMICFRS's Police, Effectiveness, Efficiency and Legitimacy (PEEL) Assessment of Sussex Police

30 June 2023

Report by The Clerk to Sussex Police and Crime Panel

Focus for Scrutiny

1. That the Panel reviews the appended report, puts questions to the Commissioner on any areas of concern, and makes recommendations
2. That the Panel identifies any areas which merit further scrutiny, and the format and timing of that scrutiny

1. Background

His Majesty's Inspectorate of Constabulary and Fire & Rescue Service's (HMICFRS) Police, Effectiveness, Efficiency and Legitimacy (PEEL) inspection programme is an assessment of the effectiveness, efficiency and legitimacy of the 43 police forces in England and Wales.

HMICFRS's report setting out its findings following an inspection of Sussex Police was published on 13 April. In a press release His Majesty's Inspector of Constabulary Roy Wilsher said "Sussex Police urgently needs to improve how it responds to the public, and how it records crime. Its recording of reports of violent crime is inadequate, and the force is also missing opportunities to safeguard vulnerable people. It needs to improve the way it assesses initial calls to the force so that vulnerable people and repeat callers are routinely identified.....I am pleased with the way the force has responded so far and I will continue to check the force's progress in addressing areas for improvement in the coming months."

The item has been added to the Panel's agenda at the Commissioner's suggestion, and is an opportunity for members to scrutinise the Commissioner's response to HMICFRS's findings.

Tony Kershaw

Clerk to Sussex Police and Crime Panel

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Appendices

Appendix 1 - The Sussex PCC's response to the HMICFRS PEEL inspection into Sussex Police 2021/22

Appendix 2 - HMICFRS: Sussex Police PEEL Assessment 2021/22

Appendix 3 - Letter from Sussex PCC to HMICFRS in response to the inspection report



To:	The Sussex Police & Crime Panel
From:	The Sussex Police & Crime Commissioner
Subject:	The Sussex Police & Crime Commissioner's response to HMICFRS' 2021/22 assessment into the Police Effectiveness, Efficiency and Legitimacy of Sussex Police
Date:	30 June 2023
Recommendation:	That the Police & Crime Panel note the report

1.0 Introduction

- 1.1 This report summarises the recent His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) 2021/22 assessment into the Police Effectiveness, Efficiency and Legitimacy (PEEL) of Sussex Police.
- 1.2 The report also sets out the Sussex Police & Crime Commissioner (PCC) response to HMICFRS regarding the PEEL assessment, alongside the measures used by the PCC to hold the Chief Constable to account for Force performance against the areas assessed.

2.0 HMICFRS PEEL Assessment

- 2.1 In 2014, HMICFRS introduced PEEL inspections to assess the performance of all 43 police forces in England and Wales with the principal aim of promoting improvements in policing.
- 2.2 HMICFRS developed its approach to PEEL with the introduction of the Integrated PEEL Assessment Programme (IPA) in 2018. This brought together the three PEEL pillars [effectiveness, efficiency and legitimacy] into a single inspection. HMICFRS also introduced a risk-based approach, to concentrate on areas of greatest risk.
- 2.3 Since then, HMICFRS has continued the evolution of PEEL towards an intelligence-led continuous assessment model. This includes making greater use of the breadth of evidence already collected from police forces throughout the calendar year to develop a better understanding of force performance and how to support continual improvement. This methodology is also less reliant on an intense phase of onsite evidence collection, with the intelligence-led approach determining when evidence should be collected during the period of assessment.
- 2.4 Each police force area is now assessed against 10 areas of policing, with graded judgements made for 9 of these. HMICFRS also inspect the effectiveness of the service provided to victims of crime, although no overall graded judgment is made in this area.

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- 2.5 HMICFRS has created a set of core questions which forms the PEEL Assessment Framework (PAF) with evidence gathered about each individual force to answer these questions. Police forces are then given a grade for each core question, unless stated otherwise, to demonstrate to the public how each force is performing and to provide police forces with information about the areas in which they need to improve.
- 2.6 Further information about the areas of policing assessed, PAF and the core questions asked to all police forces in 2021/22 can be viewed through the following link:
<https://www.justiceinspectors.gov.uk/hmicfrs/peel-assessments/what-is-peel/peel-assessments-2021-22/>
- 2.7 HMICFRS has also expanded its previous four-tier structure for PEEL judgments. This structure now comprises five tiers: outstanding, good, adequate, requires improvement and inadequate. This approach enables HMICFRS to state more precisely where improvements are required and to highlight more effectively the best ways of doing things.
- 2.8 The PEEL assessment 2021/22 for Sussex Police was published on 13 April 2023 and made the following assessments of the areas graded:

Outstanding	Good	Adequate	Requires improvement	Inadequate
	Preventing crime	Protecting vulnerable people	Investigating crime	Recording data about crime
	Treatment of the public	Managing offenders		Responding to the public
		Developing a positive workplace		
		Good use of resources		

- 2.9 To provide some context, 35 of the 43 police force areas in England and Wales received a grading of 'requires improvement' for at least one of the areas inspected [81%] with 10 forces obtaining a grading of 'inadequate' for one or more areas [23%]. It is also worth noting that six police force areas were put into the 'engage' process of enhanced monitoring by HMICFRS following their individual PEEL assessments. Sussex Police was not one of these forces.
- 2.10 A copy of the HMICFRS report is included in Appendix A. The report is also available to view on the PCC's website through the following link:
<https://www.sussex-pcc.gov.uk/performance/hmicfrs-inspection-reports/>

3.0 Police & Crime Commissioner Response to HMICFRS

- 3.1 Section 55 of the Police Act 1996 places a statutory duty on all PCCs to prepare comments on any HMICFRS reports that include information about their police force area, and to publish these responses [Section 55(5)] along with any comments submitted by their Chief Constable. PCCs must also send a copy of their published comments to the Home Secretary [Section 55(6)].

- 3.2 The PCC has discharged this duty and responded to HMICFRS regarding the recent PEEL assessment. A copy of this response has also been shared with the Home Secretary. The letter to HMICFRS in response to the inspection report is included in Appendix B and, together with the responses made to previous inspections, can also be viewed on the PCC's website through the following link: <https://www.sussex-pcc.gov.uk/performance/hmicfrs-inspection-reports/>

4.0 Accountability

- 4.1 The PCC continues to challenge the Chief Constable regarding the content of all HMICFRS inspection reports at both her informal weekly meetings and her monthly webcast Performance & Accountability Meetings (PAMs).
- 4.2 The 2021/22 PEEL assessment for Sussex Police was raised as a theme at the PAMs on 21 April 2023 [introduction to the report] and 7 June 2023 [full report].
- 4.3 The PCC discussed the findings of the inspection report with the Chief Constable at these meetings to understand better how the Force is progressing work on the causes of concern, areas of improvement and recommendations contained within the PEEL assessment
- 4.4 Both PAM sessions are archived and, together with the minutes from the meetings, can be viewed on the PCC's website through the following link: www.sussex-pcc.gov.uk/get-involved/webcasting/

Mark Streater
Chief Executive & Monitoring Officer
Office of the Sussex Police & Crime Commissioner

Appendices:

Appendix A – HMICFRS: Sussex Police PEEL Assessment 2021/22

Appendix B – Letter from Sussex PCC to HMICFRS in response to the inspection report

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PEEL 2021/22

Police effectiveness, efficiency and legitimacy

An inspection of Sussex Police

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Overall summary

Our judgments

Our inspection assessed how good Sussex Police is in 10 areas of policing. We make graded judgments in 9 of these 10 as follows:

Outstanding	Good	Adequate	Requires improvement	Inadequate
	Preventing crime	Protecting vulnerable people	Investigating crime	Recording data about crime
	Treatment of the public	Managing offenders		Responding to the public
		Developing a positive workplace		
		Good use of resources		

We also inspected how effective a service Sussex Police gives to [victims](#) of crime. We don't make a graded judgment in this overall area.

We set out our detailed findings about things the force is doing well and where the force should improve in the rest of this report.

Data in this report

For more information, please [view this report on our website](#) and select the 'About the data' section.

Important changes to PEEL

In 2014, we introduced our police effectiveness, efficiency and legitimacy (PEEL) inspections, which assess the performance of all 43 police forces in England and Wales. Since then, we have been continuously adapting our approach and during the past year we have seen the most significant changes yet.

We now use a more [intelligence](#)-led, continual assessment approach, rather than the annual [PEEL inspections](#) we used in previous years. For instance, we have integrated our rolling crime data integrity inspections into these PEEL assessments. Our PEEL victim service assessment also includes a crime data integrity element in at least every other assessment. We have also changed our approach to graded judgments. We now assess forces against the [characteristics of good performance](#), set out in the [PEEL Assessment Framework 2021/22](#), and we more clearly link our judgments to causes of concern and areas for improvement. We have also expanded our previous four-tier system of judgments to five tiers. As a result, we can state more precisely where we consider improvement is needed and highlight more effectively the best ways of doing things.

However, these changes mean that it isn't possible to make direct comparisons between the grades awarded in this round of PEEL inspections with those from previous years. A reduction in grade, particularly from good to adequate, doesn't necessarily mean that there has been a reduction in performance, unless we say so in the report.

HM Inspector's observations

I have concerns about the performance of Sussex Police in keeping people safe and reducing crime. In particular, I have concerns about how the force is responding to the public and about its crime recording standards. In view of these findings, I have been in contact with the chief constable and the [police and crime commissioner](#), as I do not underestimate how much improvement is needed. I am pleased with the way the force has responded to my concerns.

These are the findings I consider most important from our assessments of the force over the last year.

The force needs to improve its crime recording

The force doesn't always record reports of violent crime, particularly behavioural crimes ([harassment](#), [stalking](#), controlling and coercive behaviour), rape crimes and incidents, [domestic abuse](#) and antisocial behaviour.

The force needs to improve how it identifies vulnerable [victims](#) at the first point of contact

The force is missing opportunities to [safeguard vulnerable people](#). It needs to improve the way it assesses initial calls to the force so that vulnerable people and repeat callers are routinely identified.

The force needs to make sure that it carries out effective investigations, giving victims the support they need

From the outset, the force needs to complete investigation plans. Through regular supervision, it needs to set lines of enquiry to be followed and review the progress of investigations. The force is often failing to properly record the reasons why a victim doesn't support an investigation.

The force is good at preventing crime and antisocial behaviour

The force works proactively with other allied organisations to take action to reduce risk and harm, using a range of prevention and enforcement measures. These include a focus on reducing serious youth violence and on habitual knife carriers. There is also positive preventative work, such as the Sussex Early Intervention Youth Programme, which is a diversionary pathway for young people at risk for getting involved in crime.

The force is good at treating people fairly and with respect

The force works well with communities and has progressed involvement with some hard-to-reach communities. It has a good understanding of the effect that the use of force and [stop and search powers](#) have on different communities. Officers have a good knowledge of what constitutes reasonable grounds for using these powers and the force has put in place an effective system of external scrutiny of their use.

My report sets out the more detailed findings of this inspection. I will continue to check the force's progress in addressing areas for improvement in the coming months.



Roy Wilsher

HM Inspector of Constabulary

Reducing crime assessment

We have identified seven themes underpinning a force's ability to reduce crime effectively, which, taken together, allow an assessment of the extent to which the force is doing all it can to reduce crime. This is a narrative assessment, as police recorded crime figures can be affected by variations and changes in recording policy and practice, making it difficult to make comparisons over time.

The force has invested in and integrated several early intervention approaches. These aim to safeguard adults and children, reduce knife crime, tackle substance abuse-related crime and prevent serious harm. The force works well with partner agencies to achieve this.

Other factors contributing to the force's ability to reduce crime are as follows:

- The force has a proactive approach to getting local communities involved and partnership working in the prevention of crime.
- The force is using data analytics to understand where police resources are needed and is continuing to develop this to support operational delivery. [Neighbourhood policing teams](#) can view crime hotspots and map where policing activity is needed to prevent crime.

I am pleased that the force is addressing these areas of policing to reduce crime.

But the following areas may negatively affect the force's ability to reduce crime:

- The force doesn't always record reports of violent crime, particularly behavioural crimes (harassment, stalking, controlling and coercive behaviour), rape crimes and incidents, domestic abuse and [antisocial behaviour](#).
- The force doesn't always identify repeat and vulnerable victims at the first point of contact.
- Call handlers don't consistently use the [THRIVE risk assessment](#) framework to prioritise the force's response to incidents.
- Investigations aren't always thorough. Investigators have high caseloads and don't always have capacity to deal with investigations, including high-risk cases.

Providing a service to victims of crime

Victim service assessment

This section describes our assessment of the service Sussex Police provides to victims. This is from the point of reporting a crime and throughout the investigation. As part of this assessment, we reviewed 90 case files.

When the police close a case of a reported crime, it will be assigned what is referred to as an 'outcome type'. This describes the reason for closing it.

We also reviewed 20 cases each when the following outcome types were used:

- A suspect was identified, and the victim supported police action, but evidential difficulties prevented further action ([outcome 15](#)).
- A suspect was identified, but there were evidential difficulties, and the victim didn't support or withdrew their support for police action ([outcome 16](#)).
- The police decided that further investigation of a named suspect wasn't in the public interest (outcome 21).

While this assessment is ungraded, it influences graded judgments in the other areas we have inspected.

The force answers emergency calls quickly on most occasions but needs to improve the time it takes to answer non-emergency calls. Repeat and vulnerable victims aren't always identified

When a victim contacts the police, it is important that their call is answered quickly and that the right information is recorded accurately on police systems. The caller should be spoken to in a professional manner. The information should be assessed, taking into consideration threat, harm, risk and vulnerability. The victim should also receive appropriate [safeguarding](#) advice.

The force needs to improve the time it takes to answer non-emergency calls. When calls are answered, the victim's vulnerability isn't always assessed using a structured process. Repeat victims aren't always identified, which means this information isn't considered when deciding the response the victim should receive. Call handlers do, however, give victims advice on crime prevention and how to preserve evidence.

In most cases, the force responds promptly to calls for service

A force should aim to respond to calls for service within its published time frames, based on the prioritisation given to the call. It should change call priority only if the original prioritisation is deemed inappropriate, or if further information suggests a change is needed. The response should take into consideration risk and victim vulnerability, including any information obtained after the call.

On most occasions, the force responds to calls within appropriate time frames. However, victims aren't always informed of delays and therefore their expectations aren't always met. This may cause victims to lose confidence and disengage from the process.

Crime recording is inadequate when it comes to making sure victims receive an appropriate level of service

The force's crime recording should be trustworthy. It should be effective at recording reported crime in line with national standards and have effective systems and processes, supported by its leadership and culture.

The force needs to improve its crime recording processes to make sure that all crimes reported are recorded correctly and without delay.

We set out more details about the force's crime recording in the crime data integrity section below.

The force makes sure that investigations are allocated to personnel with suitable levels of experience

Police forces should have a policy to make sure crimes are allocated to appropriately trained officers or [staff](#) for investigation or, if appropriate, not investigated further. The policy should be applied consistently. The victim of the crime should be kept informed of the allocation and whether the crime is to be further investigated.

We found the force allocated recorded crimes for investigation according to its policy. In nearly all cases, the crime was allocated to the most appropriate department for further investigation.

The force doesn't always carry out effective and timely investigations

Police forces should investigate reported crimes quickly, proportionately and thoroughly. Victims should be kept updated about the investigation and the force should have effective governance arrangements to make sure investigation standards are high.

We found that not all investigations were completed in a timely way and didn't always follow relevant and proportionate lines of inquiry to a conclusion. Investigations weren't well supervised, but victims were updated throughout. Victims are more likely to have confidence in a police investigation when they receive regular updates.

A thorough investigation increases the likelihood of perpetrators being identified and a positive result being achieved for the victim. In most cases, victim personal statements were taken, which gives victims the opportunity to describe how that crime has affected their lives.

When victims withdrew support for an investigation, the force usually considered progressing the case without the victim's support. This can be an important method of safeguarding the victim and preventing further offences from being committed. In most cases, the force recorded whether it considered using orders designed to protect victims, such as a [Domestic Violence Protection Notice](#) or a [Domestic Violence Protection Order](#) (DVPO).

The [Code of Practice for Victims of Crime](#) requires forces to carry out a needs assessment at an early stage to determine whether victims need additional support. The force didn't always carry out this assessment and record the request for additional support.

The force doesn't always assign the right outcome. The victim's wishes aren't always considered, and an auditable record of their wishes isn't always held

The force should make sure it follows national guidance and rules for deciding the outcome type of each report of crime. In deciding the outcome, the force should consider the nature of the crime, the offender and the victim. And the force should show the necessary leadership and culture to make sure the use of outcomes is appropriate.

When a suspect has been identified and the victim supports police action, but evidential difficulties prevent further action, the victim should be informed of the decision to close the investigation. However, victims weren't always informed of the decision to take no further action and close the investigation. The force used this outcome incorrectly on several occasions.

When a suspect has been identified but the victim doesn't support or withdraws their support for police action, an auditable record from the victim confirming their decision should be held. This allows the investigation to be closed. Evidence of the victim's decision was absent in some cases reviewed. This represents a risk that a victim's wishes may not be fully represented and considered before an investigation is closed.

When a suspect has been identified and the police decide that further investigation isn't in the public interest, the victim should be consulted and informed of the decision. Not all victims were consulted regarding the decision to take no further investigative action.

Crime data integrity

Inadequate

Sussex Police is inadequate at recording crime.

We estimate that the force is recording 91.5 percent (with a confidence interval of +/- 3.7 percent) of sexual offences. This is broadly unchanged compared with the findings from our 2016 inspection, in which we found 95.6 percent (with a confidence interval of +/- 2.6 percent).

Cause of concern

The force is too often failing to record reports of violent crime, particularly behavioural crimes (harassment, stalking, controlling and coercive behaviour), rape crimes and incidents, domestic abuse and antisocial behaviour

Recommendations

Sussex Police should immediately:

- take steps to identify and address gaps in its systems and processes for identifying and recording all reports made by victims of crimes, giving particular attention to behavioural crimes, rape crimes and incidents, domestic abuse-related violent crime and antisocial behaviour.

Within three months, Sussex Police should:

- provide specific training for all supervisors, officers and staff who work in crime-recording roles. This training should include the crime-recording requirements for violent crimes, including behavioural crimes, domestic abuse and antisocial behaviour; and
- set up a crime-recording audit process to complete regular audits. There should be governance and oversight to fully understand its crime recording performance.

We estimate that Sussex Police is recording 85.6 percent (with a confidence interval of +/- 2.9 percent) of all reported crime (excluding fraud). We estimate this means the force didn't record over 20,200 crimes for the year covered by our inspection. Its performance is even worse for violent crime. We estimate that 79.4 percent (with a confidence interval of +/- 5.2 percent) of violent offences are being recorded. Of the 47 unrecorded violent crimes we found, 19 were domestic abuse-related.

The force doesn't always record rape crimes and [N100s](#) (reported incidents of rape). We reviewed 63 reports of rape, with 52 of these correctly recorded. Five rape crimes hadn't been recorded at all and six rape crimes were incorrectly classified as other crimes. Of the 52 crimes of rape that we found were recorded, 33 were recorded within 24 hours. Only 6 out of 15 N100s we reviewed were recorded. The force should improve its recording practices to make sure that rape crimes and incidents are recorded correctly, and victims receive the appropriate level of service from the police.

The force doesn't always record crime against vulnerable victims, particularly vulnerable adults. We reviewed 69 [vulnerable persons](#) cases and found 28 crimes that should have been recorded, but 21 were. Some of the unrecorded crimes were serious crimes, such as rape, assaults, modern slavery, and controlling and coercive behaviour. When the crime wasn't recorded, there was often no investigation and sometimes no safeguarding of the victim.

We reviewed 50 antisocial behaviour incidents. From these incidents we found 34 crimes should have been recorded but 21 were recorded. Failure to record a crime often results in a victim not being properly safeguarded, no investigation taking place or people living in fear in their own homes while being victimised by neighbours and the local community.

The force carries out limited crime recording audits and, as a result, wasn't able to estimate accurately its crime recording compliance. The force did not understand its performance was poor so hadn't put in place measures to improve crime recording. As a result, senior leadership wasn't aware of the force performance and areas of crime recording that needed to be improved. By carrying out regular audits the force will identify where crimes aren't being recorded and take action to record the crime and address the reason for the crimes being missed.

Area for improvement

The force doesn't always record equality data for victims of crime

The force's data for victims of crime shows that age and gender are well recorded, ethnicity is less well recorded and other [protected characteristics](#) are almost never recorded. The force should be collecting this information to understand the extent to which each protected group is affected by crime, how this differs from those without the protected characteristics and whether a different response is needed for these victims.

Engaging with and treating the public with fairness and respect

Good

Sussex Police is good at treating people fairly and with respect.

Innovative practice

The force has conducted an internal legitimacy review of the use of police powers, with a focus on stop and search

The force, with members of the Race Equality Network, reviewed 149 incidents involving the use of force. The aims of the review were to identify potential reasons for the reduction of stop and search activity, to examine the appropriate use of force in the form of tasers and to identify any disproportionality in the selection of people who were subject to force or stop and search, based on their ethnicity.

The incidents included a representative sample of children, people from ethnic minority backgrounds and females. Crime records, use-of-force forms, witness statements and [body-worn video](#) footage were reviewed. There were 115 deemed to be of a high standard, 8 were of an acceptable standard, 14 were deemed lawful but a degree of improvement was required, and in 11 cases it was judged that the officer's conduct was of such a questionable standard that it warranted a referral to other departments, such as officer safety training and professional standards.

The force also reviewed 89 stop and search encounters with a focus on the quality of the encounter rather than the outcome.

Several recommendations have been implemented following the reviews. These include: training and guidance for supervisors in reviewing stop and search encounters for the quality, professionalism and legality of the encounter; and the force's expectation that every supervisor – up to the rank of chief inspector – will complete at least one use of force and stop and search review per month.

The overall impact of the supervisor review process is better scrutiny of stop and search and use of force. Supervisors are better equipped to give meaningful feedback to officers to improve their encounters with the public. In addition, the increased data collection associated with this is fed into the external scrutiny panels, which drive improvements that build trust and confidence.

Main findings

In this section we set out our main findings that relate to treating people fairly and with respect.

The force works well with the communities it serves, and understands and responds to their priorities

The force consists of three divisions, each led by a chief superintendent: West Sussex, East Sussex, and Brighton & Hove.

The divisions are sub-divided into districts, each led by a district commander at chief inspector level. The districts are sub-divided into neighbourhood hubs, each led by an inspector, who creates a local identity for neighbourhood policing. Local neighbourhood policing teams have a visible and online presence in local communities and are therefore able to reach more people. Police community support officers (PCSOs) are assigned a ward within the neighbourhood hubs. They create their own ward plans based on neighbourhood information and information from partner organisations. These plans drive neighbourhood policing activity.

The force has introduced an online messaging system, Sussex Alerts. Members of the public can sign up to receive information and messages from the force. They can also ask questions and give information or feedback. This structured and co-ordinated approach means that the force has a good understanding of the issues facing local communities.

The force also works with an extensive network of volunteers. This ranges from the youth cadet force to the special constabulary and police support volunteers.

The force is working hard to support victims by working with partner organisations to build trust and confidence in policing

The force has run a series of focus groups to help understand cultural barriers affecting how the public interacts with the police. This has resulted in several recommendations being implemented by the force, which are helping it to tailor support to victims.

Besides the focus groups, the force conducted research with young people aged between 11 and 18 years to understand their views on the police and what matters to them. The lack of research responses led to the force changing its method. It is now obtaining views from this age group through the charity [Fearless](#). This demonstrates that the force wants to understand what matters most to people with regard to policing and will adapt its style of public interaction to get the best results.

The workforce understands the importance of treating the public with fairness and respect

In July 2022, the force introduced its new race and inclusion action plan, which is aligned to the [National Police Chiefs' Council](#) police race action plan. The force has also introduced a new non-executive [chief officer](#) role for trust and legitimacy.

The force has trained the workforce on [unconscious bias](#). This helps officers and staff to identify stereotypes and cultural influences, so these don't affect their behaviour and decisions.

All police officers have received training in stop and search, effective communication and the use of force. The force reinforces this training through annual officer safety training, where body-worn video footage is used to show the expected standards. Officers must activate body-worn video devices to record stop and search encounters, and when they anticipate confrontation or the use of force. Compliance is good. The force's legitimacy review, described above, identified that there are times when officers activate their body-worn video late; the importance of recording the full encounter is being reinforced at officer safety training.

The force issues a paper receipt to every person it stops and searches. On each receipt there is a QR code. The person can scan this to give feedback on their experience and to join the stop and search external scrutiny panel. The force told us that its aim is to use this data to further improve its training to officers and to understand concerns from its communities regarding the manner with which stop and search encounters are conducted.

The force has good systems in place to monitor and scrutinise use of force and stop and search powers

During our inspection, we reviewed a sample of 166 stop and search records from 1 January to 31 December 2021. Based on this sample, we estimate that 88.0 percent (with a confidence interval of +/- 4.9 percent) of all stop and search encounters by the force during this period had reasonable grounds recorded. This is broadly unchanged compared with the findings from our previous review of records in 2019, where we found that 87.8 percent (with a confidence interval of +/- 4.5 percent) of stop and search encounters had reasonable grounds recorded. Of the records we reviewed for stop and search encounters with people from ethnic minorities, 19 of 24 had reasonable grounds recorded.

There are internal and external scrutiny meetings every six weeks that review data on stop and search, and the use of force. The external meetings have independent chairs, who also attend the internal meetings to ensure crossover of information and consistency. All the meetings consider a range of data to identify any potentially disproportionate application of stop and search, or use of force, on people who have protected characteristics. Body-worn video footage is also reviewed. The panel members are given the same training as supervisors with regard to conducting reviews. We heard positive feedback from the external group on how the force was scrutinising its stop and search disproportionality.

Since August 2021, the force has recorded protected characteristics data related to section 163 Road Traffic Act 1988 stops. The force scrutinises this data to help inform and address disproportionality. The data is also scrutinised by external scrutiny panels. The force has significantly improved its ability to use data to understand disproportionality at a force level and team level.

The force will address the unjustified reduction in use of stop and search by junior officers

During our interviews and focus groups with personnel, we learned that some junior officers were unsure of their stop and search powers or feared receiving a complaint. This has resulted in a reduction of self-generated searches, which happen when an officer becomes suspicious about someone they come across. The force has said it will address this with additional training.

Preventing crime and anti-social behaviour

Good

Sussex Police is good at prevention and deterrence.

Innovative practice

The Habitual Knife Carrier index has dramatically reduced possession-of-weapons offences

With Home Office serious youth violence funding, the force developed the Habitual Knife Carrier index. It is part of the force's response to preventing knife crime and serious violence. Its aim is to identify individuals currently involved in, or at risk of becoming involved in, knife-related offences, in order to better target multi-agency interventions and support services to divert them from current or future involvement in crime.

The index combines knife crime and knife-related intelligence data with known lifestyle factors associated with serious violence, such as drug use or involvement in gangs. Individuals are assessed in terms of their likely involvement in knife crime, based on knife intelligence and associated lifestyle factors. The index is refreshed quarterly to ensure that individuals are added and removed in a standardised and timely manner.

Youth offending teams, children's services and the probation service work with police to support the provision of tailored safeguarding interventions. These help prevent harm to the individual or prevent them causing harm to others. A regular meeting provides an opportunity for these organisations to agree a multi-agency, targeted response to those individuals identified on the index as higher risk.

The force told us that, as a result, in the year ending 31 October 2022 there was a 57 percent reduction, compared to the previous year, in the number of possession-of-weapons offences involving the project cohort.

The index has been recognised by the [College of Policing](#) as "smarter practice".

Main findings

In this section we set out our main findings that relate to prevention and deterrence.

The force uses an evidence-led approach to problem-solving using data analysis to focus activity

All neighbourhood officers are trained in problem-solving approaches. The force has introduced a problem-solving hub on its intranet, which contains guides, tactical menus and best practice cases.

All officers and staff taking part in problem-solving work use the same model, referred to as a [SARA](#) plan. The model uses four stages: scanning, analysis, response and assessment.

Analytics dashboards are available to neighbourhood officers and PCSOs to identify high-harm prolific offenders and vulnerable victims in their area. Crime hotspot analysis means neighbourhood officers can review recent antisocial behaviour and offending on their wards, and map incidents by geography, result type, date and individual.

The force uses data from partner organisations and health agencies to guide activity. In particular, the violence reduction unit makes effective use of this collective data: a licensing dashboard provides insight into the impact of the nighttime economy of any chosen area, providing intelligence and data to support partnership intervention.

The force works successfully with a wide range of other organisations to problem-solve antisocial behaviour, prevent crime and make early intervention

We found multiple examples of good partnership working with successful outcomes. In Brighton, there had been a history of crime and antisocial behaviour at the level playing fields. Families said that they didn't want to spend time there any longer. Police and partner organisations problem-solved the issue. They installed a community engagement hub, increased police patrols and involved various outreach services including drug and alcohol teams. The force told us that over a period of three months, antisocial behaviour was reduced by 34 percent, violent crime by 48 percent, drug-related crime by 45 percent and sexual crimes by 25 percent. The force produced a YouTube video highlighting the success.

The force ran a knife safety campaign using the charities Fearless and [Crimestoppers](#). The force told us that the campaign resulted in an 11 percent decrease in knife crime and a 23 percent decrease in the carrying of knives for 2020 compared to 2019. Crimestoppers received a 50 percent increase in reports. This good work won the force the top public sector award from the Chartered Institute of Public Relations.

Another successful example of positive preventative work is the Sussex Early Intervention Youth Programme, known as [Reboot](#). This is a diversionary pathway for children and young people aged between 11 and 17 years who are at risk of getting involved in crime. Between April 2021 and September 2022, 554 young people have become involved with the programme. They are monitored for 12 months. The force told us this resulted in an 83 percent reduction of young people coming to police notice.

To cope with a significant mental health demand, the force has invested in a mental health team and works with partner organisations to care for people in mental health crisis

The force has employed a trained mental health social worker as its mental health lead. The lead has been in post for two years and is making significant progress in improving services. They are now supported by three police constable mental health liaison officers.

The force has conducted activity analysis in relation to detentions in East Sussex under [section 136 of the Mental Health Act 1983](#) for the month of August 2022. The force told us that 800 hours of police officer time were spent protecting detainees. This averaged 22 hours per officer. Officers must stay with the person in crisis until an emergency mental health bed becomes available but there is a shortage of such beds in Sussex. This data is assisting the force to understand mental health demand on frontline personnel. It is also helping to inform other agencies regarding the impact on policing and helping to support cross-agency change.

We learned of a positive initiative in West Sussex, which is co-ordinated as part of [multi-agency safeguarding hub](#) arrangements. The area has seen an increase in suicides in young people, which required a multi-agency co-ordinated response. Operation Warren was introduced to improve the force's response to children and young people in West Sussex who are suicidal or in a mental health crisis. The force works with key partners in health and social care to identify and respond to some of the most vulnerable children and young people. The force told us that in 12 months, Operation Warren had effectively safeguarded 466 children and young people, which is positive. The operation was nationally recognised by the Health Service Journal Patient Safety Awards 2022 as mental health initiative of the year, for the positive impact that it has had on communities.

The force values and rewards the contribution of those involved in problem-solving, including volunteers

The force values effective problem-solving, and it actively recognises personnel for their work. It nominates suitable candidates for national problem-solving [Tilley Awards](#) and local awards. It also offers several opportunities for volunteering, including speedwatch volunteers, the special constabulary and the cadet scheme. Neighbourhood constables, PCSOs and volunteers we spoke to told us they felt valued and rewarded by the organisation.

PCs are often diverted from neighbourhood policing and there are PCSO shortages

We found that neighbourhood PCs were often taken away to cover response duties to help meet demand. This means they aren't seen on their wards and are unable to work on problem-solving. The force is aware of the issue and the impact that this can have on neighbourhood policing. It would benefit the force to consider how it can better balance response demands with visible ward policing.

PCSOs and youth engagement officers are the cornerstone for communities. Several PCSOs have been recruited as student officers as part of the Police Uplift Programme. This has left the force with a shortage of PCSOs, which, along with PCs being taken away to cover elsewhere, is likely to affect its neighbourhood policing effectiveness. The force told us that it was planning significant recruitment of PCSOs in 2023.

The force's special constabulary is an asset but would benefit from greater tasking and co-ordination

We spoke to some experienced special constables who told us that they were keen to do more but frequently had to decide for themselves what tasks to do or approach a sergeant to be allocated work. The force should look to structure the special constabulary activities so that they are used to provide policing support where it is needed most. The special constabulary is an asset to the force and, with better tasking and co-ordination, would be able to provide an enhanced service to the community.

In recognition of this issue, the force plans to introduce a rank structure to the special constabulary, and to provide development opportunities for its members.

Responding to the public

Inadequate

Sussex Police is inadequate at responding to the public.

Cause of concern

Non-emergency callers often have to wait in a queue or for a call-back, and call handlers frequently fail to use a structured approach to assess their risk or vulnerability

Recommendations

Within three months, Sussex Police should:

- make sure a structured triage approach is used to assess risk and consider the needs of the victim;
- improve the process of risk-assessing callers to identify those who are vulnerable or at risk; and
- make sure that repeat callers are routinely identified.

Within six months the force should:

- make sure it can answer a greater proportion of non-emergency [101](#) calls so that caller attrition levels are reduced and kept as low as possible.

The force operates a switchboard function from 8am to 10pm daily. During these times, people who first contact the force on the non-emergency 101 telephone number reach the switchboard. The operators aren't trained to assess the victim's vulnerability, which is needed to inform the prioritisation of the call so that it receives an appropriate response.

The switchboard operators can internally transfer callers to a call handler in the force contact command control department, where they may wait again to make a report. This creates a risk that callers will abandon their call due to the wait and their information will be lost. The force told us that from 1 September to 30 November 2022, 29.4 percent of callers abandoned their call while waiting for a call handler.

The switchboard operators can also place people that call the non-emergency number into a call-back queue. This means that the call is concluded and a call handler from the control room will call them back at a later stage. The force introduced this system to reduce its numbers of abandoned calls and to improve service. While there has been some improvement in this area, there is more work to be done. This process means that callers don't report their concerns at first point of contact and vulnerable people are waiting in control room queues for a long time or for a call-back. The call-backs are made in the order that they are received, and not prioritised according to risk.

During the night there is no switchboard or call-back function. Callers to the force wait in a queue for a control room call handler.

When incident details were being taken by a call handler, we found in 25 of 61 cases we reviewed the victim's vulnerability wasn't assessed using a structured risk assessment ([THRIVE](#)). This should be done from the outset to make sure that any risk, threat and vulnerability relating to the caller is identified. The assessment should be used to inform the prioritisation given to the call so that it receives an appropriate response.

The force doesn't always complete checks to identify repeat and vulnerable callers, or always record that a victim is vulnerable when it is appropriate to do so. The force checked to see if the incident involved a repeat victim in 29 of 65 relevant cases we reviewed and checked if the incident involved a vulnerable victim in 47 of 65 cases. Failing to identify repeat or vulnerable callers means that the risk to the victim isn't always accurately assessed.

The force should ensure there is a consistent approach in the initial assessment and recording of risk when dealing with initial calls from members of the public to effectively evaluate the safeguarding and welfare needs of all members of the public from the first point of contact.

Main findings

In this section we set out our main findings that relate to how well the force responds to the public.

The number of 999 calls answered within 10 seconds is below the national target

In May 2022, the Home Office started to publish data on 999 call answering times. Call answering time is the time taken for a call to be transferred from British Telecom to a force, plus the time taken by that force to answer it. In England and Wales, forces should aim to answer 90 percent of these calls within 10 seconds. We have used this data to assess how quickly forces answer 999 calls. We do acknowledge, however, that this data has been published only recently. As such, we recognise that forces may need time to consider any differences between the data published by the Home Office and their own.

According to this data the force hasn't always been able to answer 999 calls promptly. Between 1 November 2021 and 30 September 2022, the force answered 76.7 percent of 999 calls within 10 seconds. This is below the target of 90 percent in 10 seconds.

Call handlers act professionally but could make greater use of THRIVE

We found that, although call handlers have a good knowledge of [THRIVE](#), it was used in only 36 of 61 applicable cases we reviewed.

We were pleased to find that, in all 61 cases, call handlers acted politely, appropriately and ethically. Furthermore, some call handlers had provided an excellent service during difficult circumstances, when responding to callers who were extremely distressed.

Attendance times are generally good, but victims aren't always notified of delays

Where the deployment of police officers was required, times to arrive at scenes were within the target time in 44 of 49 cases we reviewed. Where there were delays, we couldn't find evidence, in two of six applicable cases we reviewed, that victims were being routinely updated of delays in the police response or in the police keeping pre-arranged appointments. Victims need reassurance that the police take reports of crime seriously. Any unexplained delay in responding can have a negative impact on the victim, causing potential disengagement and a loss of confidence in the police.

We found that, overall, in 39 of 44 applicable cases we reviewed, there was effective and appropriate supervision of how police resources were deployed and used to support victims.

The force could do more to improve support for, and development of, control room personnel

Some personnel told us that they found the workload pressured and that one-to-one meetings with supervisors were rarely held. This means that supervisors don't always understand the demands on personnel and aren't well placed to manage individuals' professional development. This can influence workforce well-being, limit the nurturing of talent and add to attrition rates in contact management.

People can contact the force through a range of channels

People can contact the force in person, by telephone, online and through social media.

The force told us that its online channels had become increasingly popular with people wishing to contact them, and this had meant that the number of 101 telephone calls had reduced from 376,916 in the year ending 31 March 2019 to 288,641 in the year ending 31 March 2022.

The force prioritises incidents correctly and allocates them to appropriate teams

From the information obtained, we found that call handlers prioritised incidents correctly in all the cases we reviewed, and they allocated incidents to appropriate teams in 75 of 77 cases we reviewed. In eight of nine relevant cases we reviewed, we found changes in response (downgrades) to be the right decision and all nine cases had received the appropriate level of supervisory oversight.

The force's focus on demand has improved incident response time

The force uses a live data dashboard to give an overview of control room demand. This includes incoming calls on 999 and 101, the lengths of calls and the number of unanswered calls. It also includes online and social media reports. The force also has a focus on daily demands across the control room and investigative teams. The data is displayed clearly and is easy to understand. The development team overseeing the data recording is innovative and refines the data requirement to improve services. The time it takes officers to attend incidents has decreased since the force has had greater focus on performance that is highlighted on the dashboard.

The force has staff vacancies in the control room and has moved officers there to help manage risk and reduce backlogs

The force told us that it had 37 [police staff](#) vacancies in the control room. In November 2022, the force temporarily moved 18 constables and 3 sergeants into the control room to help reduce backlogs of incidents waiting for police attendance and to ensure reassessment of risk and prioritisation. The force told us that it intended to keep the additional officers in the control room while it reviewed its operating model.

The force has improved response times for non-emergency demand

During our work in the force in August 2022, we found that non-emergency demand requiring police attendance was managed by response sergeants who allocated the incidents to their officers for investigation. Incidents could wait many days for attendance, especially if the officer was on night shifts or rest days. In October 2022, the force completely changed this process for the better. All non-emergency incidents that have been assessed as requiring police attendance are now retained in the control room. Further risk assessments are completed until an officer is available to attend the incident. This is a positive step and helps the force to have greater awareness of all incidents so that it can prioritise accordingly. Response officers we spoke to welcomed the new process and, since its introduction, the time it takes the force to respond to this non-emergency demand has improved.

The force is good at identifying and responding to vulnerability when it attends incidents

Officers we spoke to were confident they could identify indicators of vulnerability, hidden harm and risk at initial attendance. They complete in-person risk assessments for domestic abuse victims and others in the household. Officers have had training in the [voice of the child](#) and consider events from the perspective of a child present and their living conditions. They complete, at the right time, reports that assess a person's vulnerability and need for continuing support. Officers have a good understanding of their duty to immediately safeguard vulnerable people.

Officers understand the importance of gathering evidence immediately on attendance

It is important that officers gather evidence promptly. Action taken in the period immediately after the report of a crime may minimise the amount of evidence that is lost to an investigation. This is sometimes referred to as the [golden hour principle](#). Video clips are available on officers' personal devices to help direct them with action to consider at types of incidents. This is good practice. Officers understand the importance of immediate evidence gathering and supervisors are confident they can provide adequate guidance and support. Response officers we spoke to reiterated this, describing supportive and knowledgeable supervisors. This is positive as it gives reassurance that those who first attend incidents are likely to act appropriately. It also shows that the most vulnerable are likely to be protected and referred to the right organisations for support. But the delays in attendance that we have identified will affect the quality of service victims receive.

Mental health specialists, paramedics and staff from other agencies help the force respond to incidents

Personnel have access to round-the-clock advice from mental health professionals about people in distress. At peak demand times, mental health specialists join officers on patrol to respond more effectively and attend incidents to provide immediate care and referral.

The force has an established process known as Operation Northwood for managing reports of medical concerns and welfare requests. This is aimed at ensuring the most appropriately trained agency attends.

The force also has a joint response unit vehicle in Brighton and Hove. The vehicle is staffed by Sussex Police and South East Coast Ambulance Service. It allows a response police officer and a paramedic to work together to respond to incidents that require both services.

The force uses technology to interview some victims of domestic abuse

The force has a team of specialist officers who complete initial enquiries with victims of grade 3 non-emergency domestic abuse. (Grade 3 calls require a scheduled police response, with an appointment.) Interviews are completed using a video platform called Visionable. Appointments are made with victims, and they are sent a video link. During interviews, officers take statements and give safeguarding advice. The force told us that interviewing victims in this way meant the interviews were completed quickly and more evidence was gathered. There is a high satisfaction rate among victims who have been interviewed this way. It also leaves response officers free to respond to emergency incidents, while the specialist officers complete the enquiries.

The team won the Best Use of Digital and Technology bronze award at the Public Sector Transformation Awards 2022.

Investigating crime

Requires
improvement

Sussex Police requires improvement at investigating crime.

Areas for improvement

The force doesn't always create investigation plans when needed or provide supervisory oversight

The force doesn't supervise investigations effectively and doesn't consistently create initial investigation plans. We found that where it was appropriate for investigation plans to be created, this wasn't done in 12 out of 50 cases we reviewed. We found an absence of effective supervision providing direction and oversight in 14 of 65 applicable cases we reviewed. The force should make sure that appropriate and effective supervisory involvement in investigations is consistently maintained and meets recognised standards.

The force should make sure that every appropriate investigation has a plan. Supervising officers should be involved in developing these plans and in outlining the objective for each investigation. The force should then make sure that supervisory involvement in investigations is consistently applied and carried out to recognised standards.

There are delays in allocating crimes to investigators and many investigators can't cope with demand

We found delays in allocating crimes to an investigator were leading to significant delays to the start of investigations. Investigations aren't always progressed in a timely manner. An example of this is in the force investigation resolution centre (IRC). The IRC is a desk-based team that conducts remote investigations. The IRC supervisor initially contacts victims to check the case is suitable for remote investigation. There is often a time delay of over 14 days before the case is then allocated to an IRC investigator. We found the team worked hard to provide the best outcomes for victims of business crime and theft, robbery or burglary. However, delays in investigations can result in the loss of evidence and cause victims to disengage.

Some criminal investigation department and public protection staff have high workloads. We saw some investigators with over 30 serious crimes to investigate including rape and domestic abuse. We even met some staff with 70 investigations listed on their caseload. Officer workloads and working hours have increased, and many are struggling to keep up with this demand. This means that the force isn't currently balancing demand with its obligation to look after its staff and officers.

The force must make sure that investigators have an appropriate and manageable number of investigations, and that they are able to provide a good service to victims and to conduct their enquiries with speed and efficiency.

The force is changing its operating model and plans to introduce new response investigation teams, with significant growth of officer posts, to support implementation.

Where a victim has decided to withdraw support for police action, this is often not recorded in an auditable record

When a suspect has been identified but there are evidential difficulties and the victim doesn't support or withdraws their support for police action (outcome 16), an auditable record from the victim should be obtained confirming their decision and their reason for making it. As part of our victim service assessment, we found that evidence of the victim's decision was absent in 19 of 20 cases we reviewed. This represents a risk that the victim's wishes may not be fully represented and considered before the investigation is closed.

The use of recorded crime outcomes is often inappropriate and supervisory consultation and oversight are often absent

We found that in 13 of the 20 [outcome 16](#) cases we reviewed, the use of this outcome was inappropriate. In addition, supervisory consultation and oversight to the required standard wasn't routinely evident and there seemed to be no justification recorded for the premature closure of these investigations.

We found that 4 of the 20 [outcome 15](#) cases we reviewed were suitable to be administered in this way. In 12 cases we found that not all investigative opportunities had been considered.

The force needs to put in place appropriate governance and monitoring processes to make sure that the use of recorded crime outcomes is appropriate and complies with force and national policies.

Innovative practice

A YouTube video gives advice to burglary victims

The force has produced a five-minute YouTube video that aims to help minimise the amount of evidence that is lost to an investigation before police attend a burglary. It explains how a burglary victim can preserve the scene of their burglary and secure evidence until the police arrive. The video is clearly presented by a crime scene investigator and has subtitles. Control room call handlers forward a [link to the video](#) to victims when they report a burglary.

As a result, victims are more likely to know what to expect, to not tidy up and to leave more evidence in place for crime scene investigators. This leads to a greater chance of linking the crime to a suspect.

Main findings

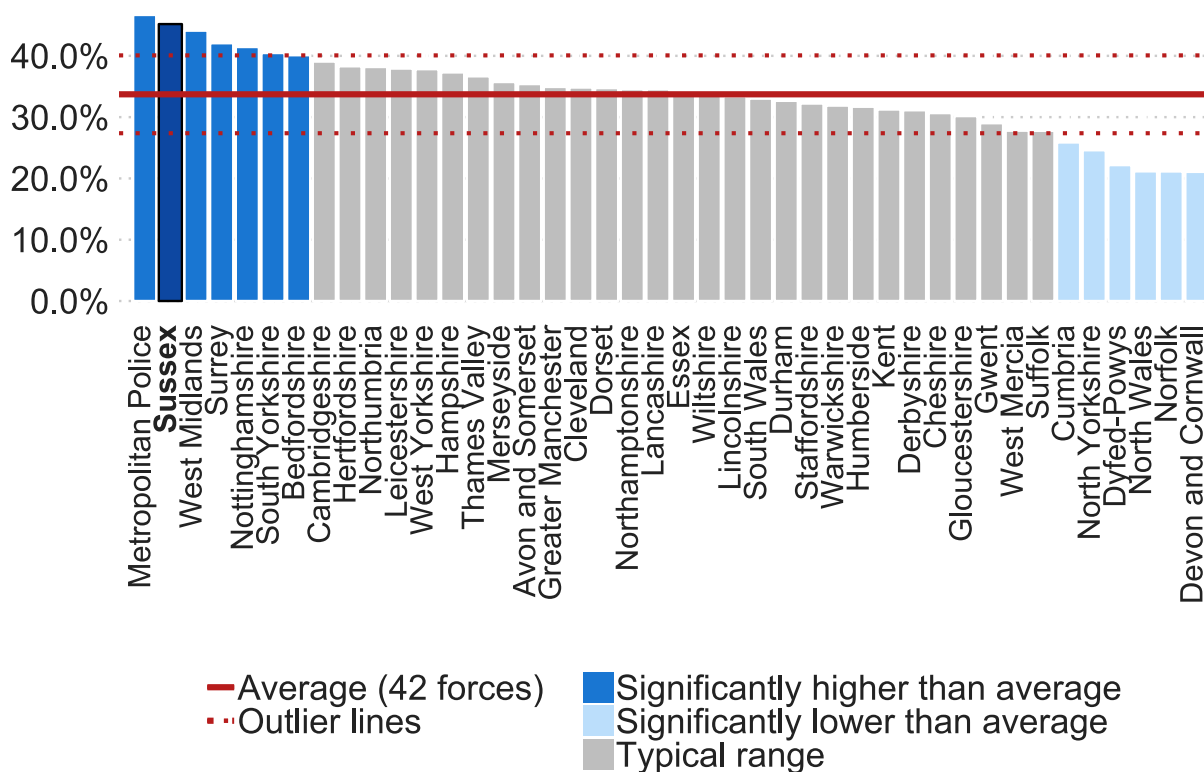
In this section we set out our main findings that relate to how well the force investigates crime.

The force has changed its allocation process for lower-level crime, which should reduce delays in attending incidents

The force changed its allocation process for lower-level crime in October 2022. Prior to this, we found that a lot of lower-level crime was placed in [Niche](#) queues for response sergeants to allocate to their officers. Crimes could wait many days for sergeants to allocate officers to attend incidents. Officers told us that they tried to complete investigations in between responding to emergency calls and when working appropriate shifts. Such delays reduce the opportunity to recover further evidence, such as CCTV. This may suggest why so many cases are closed by Sussex Police without a suspect being identified and held to account.

In the year ending 31 March 2022, 45.2 percent of cases investigated by Sussex Police were assigned an outcome of “investigation complete – no suspect identified” (outcome 18). This was statistically significantly above the average across all forces in England and Wales of 33.7 percent, as shown in Figure 1.

Figure 1: Proportion of offences assigned an outcome of “investigation complete – no suspect identified” (outcome 18) across forces in England and Wales in the year ending 31 March 2022



Note: City of London Police has been excluded from this chart due to the unique makeup of crime in the force area.

In October 2022, the process changed so that lower-level crimes requiring attendance by an officer are allocated, by the control room, to response officers when they are available. This should improve crime investigation standards and provide a better service to victims of crime.

High caseloads and investigative delays are affecting positive outcomes

We spoke to hard-working, committed officers and staff working in criminal investigation department and safeguarding investigation units. They told us that they were struggling with the workloads and were unable to progress investigations in a timely way and give the service to victims they wanted to. Crime demand is outweighing the staff trained and available to investigate it.

We found that officers and staff also had many closed investigations still present on their workload lists. They told us that they were waiting for the crime management unit to complete the admin to finalise them. This caused them frustration because their already full caseloads appeared heavier with all the closed cases still listed. We saw that it was difficult to differentiate between a closed case and an open case, and staff were having to examine each case to check if it was still open.

The force told us that the crime management unit had high backlogs of crimes waiting for finalisation processes to be completed. This was because the force wanted to ensure correct outcome codes were used. The force told us that, as of 17 November 2022, there were 16,291 crimes awaiting outcome codes, which was down from 24,232 the previous month. And 9,941 crimes were awaiting validation.

The force has activated a [Gold group](#) and has developed a plan to address its shortcomings in managing investigations and calls for service. The plan is named Operation Unify. While the force implements the plan, it has temporarily moved some of its officers – from other departments – to provide response and control room support.

Arrests are usually timely, but investigations aren't always thorough

We found that investigations were allocated to appropriate teams and in accordance with the crime allocation policy in 89 of 90 cases we reviewed. Overall, effective investigations were carried out in 76 of 90 cases, with the remainder not achieving the investigative standards expected.

Where an arrest was necessary, these were made in an acceptable time, and at the earliest opportunity in 22 of 25 relevant cases we reviewed. We found that there were delays in 6 of the 90 investigations, and in 13 of 87 relevant cases we reviewed, not all appropriate investigative opportunities had been taken. This means that, potentially, some investigations were insufficient, victims had been let down and offenders may have been able to evade justice.

The force is working hard to fill vacant detective posts

As of 31 March 2022, the force had 69 percent of its 635 [PIP2](#) detective posts filled with accredited investigators and 67 percent of its 98 police staff investigator posts filled. There is a national shortage of detectives, and the force is working hard to attract officers to become detectives. One successful way the force has achieved this is by providing student officers with six-month attachments to the criminal investigation department and public protection teams. As a result, several of the student officers have chosen to remain on the teams and train to become detectives.

Protecting vulnerable people

Adequate

Sussex Police is adequate at [protecting vulnerable people](#).

Main findings

In this section we set out our main findings that relate to how well the force protects vulnerable people.

Failing to record crimes and not checking for repeat/vulnerable victims at initial contact affect the force's ability to protect vulnerable people

Earlier in this report we highlighted the significant deterioration in crime recording in Sussex Police. The significant decrease in the recording of violent offences is of most concern and affects the force's ability to protect vulnerable people. Failing to record crime can lead to missed opportunities to prevent further crime, safeguard victims and bring offenders to justice. When considering repeat victims, understanding cumulative risk is important. This means not just viewing the most recent crime or incident in isolation, but also what, if anything, has happened before. This helps the force and multi-agency partners to understand if there has been an increase in risk to the victim or frequency of offences. Given this, failing to record crimes can affect the timeliness and appropriateness of safeguarding activity.

Missed crime recording also means the force's own understanding of its demand may lead to inaccurate resource allocation, or safeguarding and preventative approaches that don't match levels of demand or the nature of it.

We also assessed the force to be inadequate in its response to the public, in particular vulnerable people. It doesn't always check for repeat or vulnerable victims at first contact. We assessed its investigation of crime to require improvement too.

These are significant issues that affect the force's ability to protect vulnerable people. However, we did find examples of positive work the force is doing.

The force contributes positively to multi-agency safeguarding hubs

The force safeguards children and vulnerable adults by working in partnership with other agencies in [multi-agency safeguarding hubs \(MASHs\)](#), one in each division of the county.

Despite increasing demand over the past year, referrals are dealt with promptly. We visited the MASH at Horsham. There were few backlogs of cases to be shared with partner organisations, and each case was triaged within a short time of a referral being made. We saw cross-agency discussions taking place.

We found the MASH environment to be a hive of activity with professionals from different agencies working together to safeguard those most vulnerable.

This positivity extended to the various other safeguarding activities carried out in the MASH. For example, [Operation Encompass](#) shares information with schools about children in families affected by domestic abuse, and in the [multi-agency risk assessment conference](#), partner organisations convene to manage high-risk cases of domestic abuse.

Investigators recognise vulnerability and use available powers to protect and safeguard vulnerable people

When officers attend incidents, they complete a single combined assessment of risk form (SCARF) for domestic abuse victims and others in the household. (A SCARF is a form used to complete an assessment of vulnerability and make a referral to external safeguarding organisations.) Officers have had training in the [voice of the child](#) and consider events from the perspective of a child present and their living conditions. We reviewed eight SCARF risk assessments. They were detailed and included the voice of the child. Officers have a good understanding of their duty to immediately safeguard vulnerable people.

We found that investigators in the criminal investigation department and safeguarding investigation units had good knowledge of the use of Domestic Violence Protection Notices to give victims immediate protection following an incident of domestic violence. And DVPOs are considered in all appropriate cases, and in many of those cases a DVPO application is actually made. The force outsources to a legal practice for all civil orders and told us that the process was efficient and effective.

To ensure compliance with DVPOs and [bail](#) conditions, officers are tasked to attend victims' addresses to check that the perpetrators aren't present and the victims are safe. We spoke to a police officer who had just discovered a breach of conditions and made a swift arrest of the perpetrator.

Victims of [high-risk domestic abuse](#) and serious sexual offences are supported by dedicated specialist case workers. These case workers give them timely updates on investigation, point them to further support and consider what ancillary orders and other safeguarding measures are required.

The Domestic Violence Disclosure Scheme is operating well without delays

The [Domestic Violence Disclosure Scheme \(DVDS\)](#) gives a victim the right to ask if their partner might pose a risk to them. This is managed in the victim's hub in each MASH, which ensures prompt disclosure decisions are made with partner agencies. There has been a long-term increase in the number of applications the force receives under the DVDS right-to-ask scheme: from 146 in the year ending 31 March 2019 to 570 in the year ending 31 March 2022.

Despite an increase in DVDS right-to-ask applications over the past three years, the force continues to perform well in this area. Applicants are interviewed by specialist officers using a video platform called Visionable. Appointments are made with victims, and they are sent a video link.

The force told us disclosures were made to applicants within 31 days (21 days in West Sussex), within the national guidance limit of 35 days. Effective and timely operation of this scheme helps people receiving a disclosure to be aware of risks posed to them, and therefore to make informed decisions to protect themselves.

The force is co-ordinating its response to violence against women and girls

The force has created a project lead post for violence against women and girls (VAWG). The post has been funded by the police and crime commissioner for one year to ensure that VAWG is understood by everyone across different teams and departments. The postholder is supported by three VAWG police constables, one in each division. Their role is to ensure the force VAWG objectives are understood and applied locally. They carry out patrols that target the nighttime economy and aim to make streets safer for vulnerable women and target potential offenders. They identify women who may be vulnerable and make sure they come to no harm. In addition, they look to identify and target those who prey on those women. The force told us that in Brighton, over 4,000 VAWG patrols were carried out over the summer of 2022.

We saw bespoke governance plans for stalking, [rape and serious sexual offences](#), and domestic abuse. Each plan had a senior police officer leading it, with action detailed and tracked. These plans should include oversight and assurance of accurate crime recording in relation to these serious offences.

The force collects victim feedback and uses it to improve services

The force collects victim feedback from several sources. It has held a series of workshops in relation to VAWG with hard-to-reach communities. Several recommendations are being implemented following the feedback, aimed at making the force more accessible and giving victims greater confidence in it. The workshops have also led to attendance at the weekly victim's hub meeting by [Hersana](#), which supports black and Asian survivors of domestic abuse. This is positive.

The force, with partner agencies, has conducted a survey of women's experiences in Sussex. A partnership event is planned to take forward the issues raised from the survey.

The force routinely calls victims for feedback on the service they receive and how it might be improved. It also uses digital technology to send out high volumes of SMS text-based surveys for a high percentage of crime types. The force told us that they had 16,000 returns in 18 months. The data from the surveys goes into the force's data system and is used to improve services. It shared positive examples with us. For example, it told us it had introduced less ambiguous language, as victims had thought their case was still being investigated because officers had said the case had been filed, rather than saying the case had been closed.

The force has ordered that when personnel have one-to-one discussions with their supervisor, feedback from the calls and surveys that relates to them personally will be discussed.

The force is taking measures to reduce reoffending, change behaviour and safeguard victims

The complex domestic abuse and stalking unit is a multi-agency team of officers and workers from mental health and drugs/alcohol charities. It targets perpetrator behaviour at an early stage to uncover and address the reasons they offend. The team supports victims, manages a monthly stalking investigation clinic and sets conditions for [stalking protection orders](#).

The force told us that in an 18-month period, for the 48 perpetrators enrolled in the unit's high-harm perpetrator programme, there were positive results:

- 65 percent less domestic abuse-related crime
- 33 percent less non-domestic abuse-related crime
- 60 percent fewer arrests.

The force was awarded a silver award for Community Focus at the UK Public Sector Transformation Awards 2022, for the programme.

Managing offenders and suspects

Adequate

Sussex Police is adequate at managing offenders and suspects.

Area for improvement

For cases of indecent imagery of children, the force doesn't maximise the benefits of bail

The force told us that bail was granted for the first 28 days and used to allow partner agencies time to manage and mitigate the risk to children. Once the risk had been mitigated, the force said that it allowed the bail to lapse into released under investigation (RUI). The force's current process doesn't maximise the benefits bail can provide. However, it is recognised that the force has introduced a risk management and safeguarding process, to those that are RIU, aimed at ensuring that suspects are monitored while under investigation.

The force should use pre-charge bail for cases of indecent imagery of children to allow police-initiated safeguarding measures to be put in place. Bail poses conditions on what a suspect can and can't do, which can prevent further offending.

Main findings

In this section we set out our main findings that relate to how well the force manages offenders and suspects.

The force monitors people wanted for arrest, and prioritises the most harmful

The force arrests people in a timely way and different resources are available for this purpose. At the daily management meeting, chaired by a senior police officer, priority is given to police activity to seek and arrest suspects likely to cause the most harm to the public. Suspected perpetrators wanted for domestic abuse or stalking are always prioritised. Inspectors are responsible for making sure their teams carry out the arrests each day.

Each division has a priority arrest team and often it is this team that is tasked to make arrests. The divisions can also access the specialist enforcement unit, which is another force resource for arrests. The specialist enforcement unit was introduced in January 2021 and has carried out significant proactive activity to disrupt criminality on the roads.

The force is improving its arrangements to monitor the use of pre-charge bail and RUI

The force has invested in a new operational support team, which is part of the criminal justice and custody department. An inspector is already in place and other posts are being recruited too. Part of the team remit will be to have closer scrutiny of the use of bail, RUI and [voluntary attendance](#) for non-custodial interviews. An IT process has been created to manage all bail and RUI cases, with a dashboard that displays information from the custody system. The data is reported to the force improvements board, which [senior officers](#) and the Crown Prosecution Service attend.

The force has made efforts to reduce the number of people who are RUI. It told us there were 4,613 suspected perpetrators who were RUI, a reduction from over 14,000 the previous year. The force is aligning itself with changes to the Bail Act. It told us that during the month of October 2022, it bailed 381 people from custody and released 14 people under investigation. This demonstrates that the force now considers using bail for suspects who have been arrested instead of releasing them without restrictions. This is positive as bail conditions can pose restrictions on what a suspect can and can't do, which can prevent further offending and protect vulnerable people.

The force manages dangerous offenders in accordance with national guidance but could improve how it records licence breaches

The force follows approved professional practice by conducting double-crewed, unannounced home visits to registered sex offenders. However, it could improve its recording of breaches of [notification requirements](#). Some of the records we reviewed didn't clearly detail how these breaches were dealt with.

The force prioritises referrals of suspects of indecent imagery of children offences using the Kent internet risk assessment tool

The force uses the [Kent internet risk assessment tool](#) to risk assess and prioritise action following referrals of suspects of indecent imagery of children. For cases that are awaiting enforcement action, the force places a 'notify if' marker on its Niche computer system. This will alert the force if the suspect is arrested or comes to police attention. Where child safeguarding concerns are present the force immediately submits a SCARF to inform children's social care. The force told us that when it was focusing efforts on higher-risk cases, it couldn't always action the low-risk cases efficiently. When cases have surpassed execution timescales, the force should ensure that an intelligence refresh is completed regularly to check for an escalation in risk.

The force works in partnership to safeguard children involved in youth-produced images

The force works in partnership, and has information sharing agreements, with [Barnardo's](#) and [YMCA WiSE](#). The partnership is called Project Solar. It safeguards children involved in youth-produced indecent images, by collectively risk assessing the images, considering the young person's wider situation and using a multi-agency approach to take appropriate follow-up action. This not only prioritises safeguarding but also allows the appropriate allocation of police resources to high-risk cases.

Neighbourhood policing teams share intelligence about dangerous offenders in their policing area with specialist teams

The inspection found that the neighbourhood policing team constables and PCSOs shared information about dangerous people with specialist teams and vice versa. We were given examples of how the neighbourhood policing team could put safeguarding measures in place when a person was identified by a specialist team as being at risk of becoming a [cuckooing](#) victim. And we were told that where a search was being carried out in a neighbourhood by an officer from a specialist team, the local officer was able to share information with the specialist officer about a dangerous person living next door.

The force has proactive equipment to assist with monitoring and detecting breaches of ancillary orders

The force uses E-safe software to complement sexual harm protection orders. The E-safe app is added to offenders' devices and the force is sent an alert if there is an indication of a breach of licence by an offender. The force has increased the number of software licences to 400 and told us that it has had success in detecting breaches this way. A new digital team has been introduced as part of the specialist violent and sexual offender register team, managing the most dangerous offenders. The team has received enhanced digital media training and will support licence monitoring and detection of offences.

The force takes a multi-agency approach to its management of offenders to reduce reoffending and change behaviour

The force is part of the [integrated offender management](#) programme. This provides a framework at national, regional and local levels for organisations to work together to reduce crime and reoffending by improving risk management and rehabilitation. The force has good working relationships with probation colleagues to manage repeat offenders and, often, visits to offenders are conducted together. Regular meetings review those offenders currently in the integrated offender management programme, consider new referrals into it and assess the effectiveness of the risk management plan.

Disrupting serious organised crime

We now inspect [serious and organised crime \(SOC\)](#) on a regional basis, rather than inspecting each force individually in this area. This is so we can be more effective and efficient in how we inspect the whole SOC system, as set out in HM Government's SOC strategy.

SOC is tackled by each force working with [regional organised crime units \(ROCU\)](#). These units lead the regional response to SOC by providing access to specialist resources and assets to disrupt [organised crime groups](#) that pose the highest harm.

Through our new inspections we seek to understand how well forces and ROCUs work in partnership. As a result, we now inspect ROCUs and their forces together and report on regional performance. Forces and ROCUs are now graded and reported on in regional SOC reports.

Our SOC inspection of Sussex Police hasn't yet been completed. We will update our website with our findings (including the force's grade) and a link to the regional report once the inspection is complete.

Building, supporting and protecting the workforce

Adequate

Sussex Police is adequate at building and developing its workforce.

Area for improvement

Following staff sickness, return-to-work meetings aren't always held immediately on return or even at all

We found examples of when a return-to-work interview had either not been done or had been done some time after the employee returned to work. Consequently, staff felt unsupported when returning to the workplace after a period of absence that affected their well-being. For example, one officer told us that due to an illness that needed hospital treatment, they were absent from work for one month. When they returned to work there was no return-to-work meeting nor a referral to the occupational health unit. Another officer told us they were off sick following witnessing a traumatic incident but had no return-to-work meeting when they returned or consideration of the types of incidents they should attend, to ease back in. This resulted in them going off sick again.

The force contact, control and command department has automated reminders sent to supervisors to do return-to-work meetings, but this isn't the same in other departments.

We found positive examples of good support, but it wasn't consistent across the force.

The force should review its staff sickness policies and procedures. Return-to-work meetings should be formalised, held on the day of return to work where possible and centrally monitored for compliance.

Some supervisors don't have time to hold one-to-one meetings with their team members

In focus groups that we conducted with staff members, we were told that some supervisors didn't have time to conduct one-to-one meetings with staff members so well-being, sickness absence, restrictions, flexible-working arrangements and support required weren't always discussed.

The force has mandatory supervisor training, which is completed in modular format. But we found not all newly appointed supervisors or those in acting roles had attended the training.

The force should train all supervisors, including those in acting roles, with the skills to identify well-being problems in their team and make early interventions. The force should allow supervisors the time and space to hold one-to-one meetings with team members, where well-being is discussed.

Innovative practice

The force has produced interactive presentations to promote an ethical and inclusive culture where personnel feel valued and included

We found a strong feeling of team togetherness and support across the force. The workforce felt included and valued. The force has produced a series of interactive presentations called Let's Talk About. The aim is to help supervisors hold open discussions in their teams about ethical and inclusive issues. Let's Talk About Gender and Let's Talk About Race and Inclusion have been presented to the workforce. The force is planning Let's Talk About Legitimacy next. Staff that we spoke to had viewed the presentations and found them helpful. They gave positive feedback about the open conversations that they promoted across the team. This is good news as encouraging team members to be open about such issues helps promote an ethical and inclusive working environment. Overall, we found a strong feeling of team togetherness and support across the force. The workforce felt included and valued.

A trauma tracker demonstrates the force's focus on early intervention in its welfare provision

The force has created and introduced a trauma tracker with the aim of understanding the combined impact of traumatic-incident attendance on officers and staff. The trauma tracker provides a platform on which to record and monitor these experiences. This supports supervisors in knowing when to intervene and ensure help and support are made available. We spoke to response officers who had received support from the force after they had been highlighted by the trauma tracker for supervisor intervention. This followed their attendance at several traumatic deaths in a short space of time. The officers appreciated the support and care, and were positive about the process.

Main findings

In this section we set out our main findings that relate to how well the force builds and develops its workforce.

The force has an established ethics committee but awareness across the force is limited

The force has an [ethics committee](#) that considers and reports on ethical issues raised by personnel. We found that those in leadership roles were aware of it, but it wasn't well known or understood across the force. Greater awareness will help the committee to provide advice, support and assistance to the force.

The force is building its workforce for the future and taking effective action to better reflect its communities

The force is making good efforts to improve the diversity of its workforce. It has increased the proportion of police officers from ethnic minority backgrounds to 3.8 percent as of 31 March 2022. Of the police officer joiners in the year ending 31 March 2022, 6.1 percent were from ethnic minority groups. The proportion of people from ethnic minority backgrounds in Sussex is 6.3 percent – according to the 2011 Census. Retention and progression for officers from ethnic minority groups is supported by a mentoring programme.

In the year ending 31 March 2022 the female representation of police officer joiners was 39.8 percent. The force told us that the detective degree holder entry programme had seen the most success in increasing female representation, with 71.9 percent of joiners from the programme throughout the year ending 31 March 2021 being female.

Recruitment initiatives such as university careers fairs are having a positive effect on recruitment.

The force is improving its well-being services, but some personnel don't have time to access them because their teams are overstretched

Sussex Police and Surrey Police have a joint personnel well-being strategy.

This includes an employee assistance programme, which provides support and counselling services. There are several support groups including multi-faith chaplaincy and groups for those with protected characteristics.

Personnel can access services through the well-being hub on the intranet, described as a one-stop shop for personnel well-being needs. TV screens throughout the police estates display well-being promotional material and signpost people to support. An internal fortnightly publication also provides information and advice.

The force is innovative with its well-being provision. Mini health checks, which check body mass index, blood pressure, cholesterol and glucose, are offered to personnel in the workplace. The sleep project (aimed at assisting shift work staff to sleep better) and the Beachy Head support protocol (giving any personnel involved in an incident at the cliffs an opportunity to talk about the experience and get support) both won awards at the 2021 [Oscar Kilo](#) awards. The force's mental health app, Backup Buddy, won a non-policing award for supporting colleagues' mental health (best innovation, Inside Out Awards, April 2021).

We found that personnel were positive about the range of services available and the services they had accessed. However, excessive workloads, teams with vacant posts and lack of supervisor one-to-one discussions are affecting general well-being.

Vetting and counter corruption

We now inspect how forces deal with vetting and counter corruption differently. This is so we can be more effective and efficient in how we inspect this high-risk area of police business.

Corruption in forces is tackled by specialist units, designed to proactively target corruption threats. Police corruption is corrosive and poses a significant risk to public trust and confidence. There is a national expectation of standards and how they should use specialist resources and assets to target and arrest those that pose the highest threat.

Through our new inspections, we seek to understand how well forces apply these standards. As a result, we now inspect forces and report on national risks and performance in this area. We now grade and report on forces' performance separately.

Sussex Police's vetting and counter corruption inspection hasn't yet been completed. We will update our website with our findings and the separate report once the inspection is complete.

Strategic planning, organisational management and value for money

Adequate

Sussex Police is adequate at operating efficiently.

Areas for improvement

The force doesn't manage current demand effectively

The force has a good understanding of the demand challenges it faces. It has addressed high-demand pressures being experienced through its Operation Unify review, which includes focus on improved response to incoming calls for service.

We found that the force must still ensure that it understands and addresses the longer-term impact of moving resource. Lessons learned also need to be gathered and recorded to ensure the force can adopt a more sustainable approach. The demand pressures are affecting several areas, often causing failure in service or increased workforce pressure.

The force has responded quickly by implementing changes to its operating model, which are aligned to its demand challenges. These changes can support the force in providing effective services to the public.

The force should make sure that, at an early stage, any changes implemented have an effective process of review. This should be considerate of the increased demand experienced by its workforce through incoming workload and vacancy management. This will make sure that they can provide what is expected or envisaged.

Staff vacancies and increased workforce pressure in several areas of the force are affecting how it meets demand

We found that there were demand pressures in several areas of the force, and staff didn't have effective support. Workloads differed across the force with some feeling more pressured than others. Overtime was often used to manage demand and vacancies were affecting how effectively the force met demand challenges. Solutions that the force had put in place to manage immediate demand lacked long-term planning and it wasn't clear that the plans in place were sustainable.

Innovative practice

The force is making efficient use of its fleet through the effective use of data

The force is using telematics to help it to understand driving behaviours and vehicle use by its personnel, and to manage its fleet more efficiently.

It has analysed data gathered from telematics with demand data. This has helped it to see how the fleet is being used, where vehicles need to be and how they can be used more effectively.

As a result of this in-depth analysis, the force can place vehicles where they are most needed. This, in turn, has allowed it to reduce the number of vehicles, without reducing vehicle availability. The changes have brought substantial savings.

The force constantly reviews the situation so it can adapt to any changes and make sure that there are enough vehicles to support demand.

Main findings

In this section we set out our main findings that relate to how well the force operates efficiently.

The force has an effective strategic planning framework to make sure it tackles issues that are important locally and nationally

The force has an effective strategic planning process. There is clear alignment of force plans, its control strategy and the police and crime commissioner's plan. This is supported by effective meetings and decision-making.

The force uses data well to inform strategic leads of the challenges it faces, and there is a commitment to using the resources available to meet identified demand. It is updating its performance framework in line with its operating model changes and the learning from its [force management statement](#) process. This work was ongoing at the time of inspection and is being driven by the chief officer team.

The force needs to make sure that its revised performance framework is aligned to community needs.

The force is improving its understanding of capability and capacity

The force has conducted some work in understanding capability and capacity. It has found there are gaps across the organisation, specifically in investigative capability and investigative supervision. The force has demonstrated that plans are in place, but these will take time to have an effect.

We found that the force does respond to capacity issues and there was a good response to the challenges in its control room. However, it needs to assure itself that it can apply the same principles across wider operational areas. We found areas, such as neighbourhood policing and investigation teams, weren't providing what was expected due to a lack of understanding of the impact of moving resources from these areas to meet the force's incoming demand elsewhere.

Although the force has completed some work in mapping capability and capacity, officers are working overtime to manage workloads and are unable to take rest days owed. The understanding of capability and capacity needs to be supported by effective systems to allow the force to manage its resources effectively.

The force has useful data, but this needs to be supported by effective insight and a wider understanding of the pressures the workforce is under.

The force makes the best use of the money it has available, and its plans are both ambitious and sustainable

The force has a balanced [medium-term financial plan](#), which is based on realistic assumptions about future costs with a sufficient level of reserves.

The force has identified that significant savings will need to be made over the lifetime of its medium-term financial plan. There is a savings board that has identified savings of £4.4m to achieve a balanced budget for the year ending 31 March 2023; the force is on target to achieve these. Work is ongoing to understand how the force can meet its future financial challenges through further savings. This is supported by work with the Chartered Institute of Public Finance and Accountancy to improve its financial leadership.

The force is developing a more detailed efficiency plan. It was able to demonstrate wider thinking on how it could use its workforce more effectively and has plans for improved collaboration in specific areas where value can be achieved.

The force collaborates to improve services

The force has a good record on supporting collaboration and works with forces in several areas to improve efficiency. There is a strong partnership with Surrey Police. This includes several areas of collaboration, all of which are reviewed to make sure they are driving efficiencies and achieving what was originally set out.

The chief officer group considers wider collaborative opportunities for improved services to the public. As we found during our Surrey Police fieldwork, efficiencies and savings have been made by having managers working across both forces. But there are potential opportunities for further savings, by collaborating at operational level during periods of high demand.

The force improves productivity through technological solutions

The force is committed to making savings and finding more efficient ways to work wherever possible. It has invested in its IT and provides its workforce with up-to-date technology to improve productivity.

The force has an established digital, data and technology department. It has identified where improvements need to be made and has work streams to make sure that these are achieved. It has invested in its dashboards and demonstrates a strong awareness of how the use of data can improve productivity.

The force has a plan to overcome the challenges in recruiting IT specialists

Although the force has challenges in recruiting the specialists it needs to implement certain programmes of work, it has taken steps to address these through a proactive, well-informed approach. By mapping out the specialist skills it needs and aligning these to demand, it has identified the resources required. The force intends to use funding for current vacancies to support the recruitment of highly trained individuals. This will effectively reduce the number of recruits but improve its capability through attracting the specialist personnel required. This piece of work demonstrates wider thinking on what the force needs in order to meet the challenges ahead and how it can improve retention of personnel with the required skills.

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www.justiceinspectorates.gov.uk/hmicfrs

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Mr Roy Wilsher OBE QFSM
HM Inspector of Constabulary
His Majesty's Inspectorate of Constabulary and Fire & Rescue Service
6th Floor – Globe House
89 Eccleston Square
London
SW1V 1PN

15 June 2023

Dear Roy

HMICFRS – PEEL Assessment 2021/22

I write in respect of the recently published findings from His Majesty's Inspectorate of Constabulary and Fire & Rescue Service (HMICFRS) following their Police Effectiveness, Efficiency and Legitimacy (PEEL) assessment of Sussex Police 2021/22 and have carefully studied the constructive recommendations it contains.

As Sussex Police & Crime Commissioner (PCC) with a statutory role to scrutinise the performance of the Force, I value all HMICFRS reports because they provide me with an objective and external view of that performance. This focus is vital in supporting my work to thoroughly scrutinise and robustly challenge the Force's performance overall.

Firstly, I welcome the focus this report provides around the areas in which Sussex Police are performing well and are graded 'good' including:

- a) 'preventing crime and anti-social behaviour' using innovative practices and data – the unique development of the Habitual Knife Carrier index has resulted in a 57% reduction in the number of possession-of-weapons offences and has been recognised by the College of Policing as 'smarter practice'
- b) multiple examples of effective working with partners to build public confidence
- c) their focus on reducing serious youth violence and continuation of our successful prevention programme called Reboot

The Force was also praised and rated 'good' for 'engaging with and treating the public with fairness and respect' including efforts to engage with hard-to-reach groups, providing a visible presence in local communities and their external scrutiny of stop and search powers which was rightly acknowledged as innovative practice.

Pleasingly, the report recognises the immense contribution of Neighbourhood Policing Teams which, as I know from my discussions with the public, are so valued by residents. It also highlights the Force's innovative and important work on using data analytics to properly understand its demand and, thus, where resources can be deployed to greatest effect.

HMICFRS also highlighted areas where change and improvement are much needed, especially in supporting people who are vulnerable. These areas include 'investigating crime', 'recording data about crime' and 'responding to the public' via emergency and non-emergency telephone calls.

Agenda Item 8

Appendix 3
Sussex Police & Crime Commissioner

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The Office of the
Sussex Police &
Crime Commissioner
Sackville House
Brooks Close, Lewes
East Sussex, BN7 2FZ



**Sussex
Police & Crime
Commissioner**


Aspects of the report are clearly sobering and outline areas for which the Force must take responsibility. They know that swift action must be implemented to improve recording processes, identify gaps in protocols and provide specific training to officers and staff. This is crucial if we are to provide Sussex residents with the best policing service and to maintain and build public confidence.

On a positive note, I recognise that this inspection was undertaken more than six months ago so I am aware of the extensive work that was quickly implemented to bring about improvements and I am reassured that the 'inadequate' areas identified are already being positively addressed.

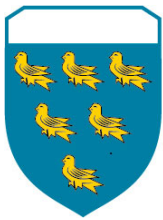
However, to scrutinise and challenge Sussex Police effectively, particularly around the areas that were graded as 'requires improvement' and 'inadequate', I dedicated my recent webcast Performance & Accountability meeting (7 June at 13:00hrs) in its entirety to this PEEL inspection report. I have included a copy of the minutes with this letter which give a general outline but you can also watch in greater detail on my website through the following link: www.sussex-pcc.gov.uk/get-involved/webcasting/ and I urge you to do so.

In my role as PCC, I will strive to ensure that Sussex Police have the tools and support to make the changes needed to serve our residents in the best way. I will also continue to work closely with Chief Constable Shiner, holding her to account at my monthly scrutiny meetings and requesting frequent updates on how improvements and recommendations are being actioned.

From our recent conversations and your subsequent communications with the Force, I am encouraged to hear that you are pleased with the way Sussex Police has responded to the concerns identified as indeed am I.

Yours sincerely


Katy Bourne OBE
Sussex Police & Crime Commissioner



Sussex Police and Crime Panel

30 June 2023

Annual Report from the Host Authority for 2022/23

Report by The Clerk to Sussex Police and Crime Panel

1. Background

1.1 The Panel incurred the costs below in respect of its operation in the period 1 April 2022 to 31 March 2023.

- £70,176 for administrative expenses.
- £493.20 for members' expenses.

Total: £70,669.20

In line with the terms of the grant, the Host Authority (West Sussex County Council) submitted a claim for this amount in late May, ahead of the 30 June deadline.

1.2 The Panel is required to publish a summary of its operating costs every year. A breakdown of expenses can be found on the Panel's webpage: <https://sussexpcp.gov.uk/about/>

2. Discussion

2.1 The Panel met formally four times in 2022/23. The meetings were held in person, in public, at County Hall, Lewes. All meetings were webcast, with 141 people watching the January meeting online.

2.2 All statutory duties were fulfilled in 22/23, in particular, scrutiny of the Police and Crime Commissioner's (PCC's) Annual Report in June 2022, and scrutiny of the Commissioner's proposed precept in January 2023. Both are deemed "special functions" within the relevant legislation.

2.3 Scrutiny of the PCC's Annual Report 2021/22 considered performance against the three strands of the Police and Crime Plan 2021/24, and delivery of initiatives funded by previous precept increases.

2.4 The Panel worked with the Commissioner's officers, in two Working Group meetings, to consider development of the 2023/24 budget and precept.

2.4.1 In relation to development of a proposed precept, the Group examined issues including the following:

- How funds raised from previous precept increases had been spent, and the progress in implementing the associated plans/projects.
 - The revenue budget shortfall
 - 23/24 funding settlement
 - Underspend due to unfilled vacancies
 - Income generating opportunities
 - Progress against recruitment targets.
 - Staff attrition rates
 - Collaboration with other forces
 - Assumptions underlying the Medium-Term Financial Strategy
 - Council tax collection fund
 - Council tax base
 - Budget pressures
 - Adequacy of reserves
 - Progress against savings plans
 - Impact of inflation and rising interest rates
 - Precept consultation
 - Precept options
- 2.5 The Group made comments to guide the Commissioner's office in their development of the precept, which were taken up as the work progressed.
- 2.6 Informed by the Working Group's final report, the Panel reviewed and supported the PCC's proposed precept in January 2023.
- 2.7 The Panel additionally scrutinised the Commissioner's role in specific areas of interest at its formal meetings. These were:
- The Role of the Commissioner in ensuring Sussex Police demonstrate an Efficient and Effective approach to Recruitment and Retention
 - The Role of the Commissioner in ensuring Sussex Police demonstrate an Efficient and Effective approach to tackling Digital and Cyber-enabled Crime
 - The Role of the Commissioner in Ensuring Sussex Police Provides an Effective Response to Mental Health
 - The Role of the Commissioner in Ensuring Sussex Police Demonstrate an Efficient and Effective Approach to Police Custody
- 2.8 Following the pandemic, site visits resumed, with members having the opportunity to visit the Force Contact, Command and Control Centre, and the training facility at Kingstanding.
- 2.9 Training and informal meetings continued to be undertaken virtually, delivering a saving in travel costs.
- 2.10 Training was offered to all new members joining the Panel during the year. Panel members furthermore had a virtual briefing on the Police Foundation's Strategic Review of Policing, delivered by its Director, Dr Rick Muir.
- 2.11 The Panel Chairman, Vice Chairman and Senior Advisor virtually attended the 11th Annual Conference for Police Fire and Crime Panels in November 2022.

2.12 The Panel's website continues to operate effectively. For example, for the period 1 June 2022 to 31 May 2023

- There were 7,849 (7,139 in 21/22) visits to the site, with pages viewed 13,384 (12,225 in 21/22) times in total.
- The average visits per day was approx. 21, however there were spikes in traffic on 15 June 2022 (101 visits), 9 October 2022 (102 visits), 20 January 2023 (156 visits), 16 March 2023 (110 visits) and 3 May 2023 (112 visits), coinciding with the publication of the Panel's agendas.
- The most popular pages remain the homepage, as expected, with the "previous meetings" page the second most popular. This suggests the site is widely used to view archive minutes and webcast recordings, as well as access information on forthcoming meetings including meeting agendas.

Funding for 2023/2024

2.13 It is assumed that the Home Office funding will remain unchanged for 2023/24, comprising £53,300 for Panel administration costs, and up to £18,400 (20 x £920), available for members' allowable expenses. The two sums are not ring-fenced, giving a total of £71,700 (unchanged since 2012).

2.14 The funding is normally paid in arrears, in six-monthly instalments. The PCP must publish details of all Panel expenditure, including administration costs and individual Panel member claims for expenses, on its website. Per para 1.2, the Panel has complied with this requirement for 22/23.

2.15 It is anticipated that the staff costs of administering the Panel will be achieved within the envelope of funding provided by the Home Office for the forthcoming year.

3. Resource Implications and Value for Money

3.1 The Constitution of Sussex Police and Crime Panel states that its total running costs shall be contained within the funding provided by the Home Office.

4. Risk Management Implications

4.1 None

5. Other Considerations – Equality – Crime Reduction – Human Rights

5.1 Not applicable

Tony Kershaw

Clerk to Sussex Police and Crime Panel

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Quarterly Report of Complaints

30 June 2023

Report by The Clerk to Sussex Police and Crime Panel

Focus for Scrutiny

That the Panel considers any complaints against the Commissioner, and any action that the Panel might take in respect of these.

1. Background

- 1.1 In accordance with the Elected Local Policing Bodies (Complaints and Misconduct) Regulations 2011, Sussex Police & Crime Panel (PCP) is responsible for the initial handling of complaints against the Sussex Police and Crime Commissioner (PCC).
- 1.2 At its meeting of 26 November 2012, the Panel decided to delegate its initial handling duties to the Clerk to Sussex Police and Crime Panel, and to consider a report of the complaints received, quarterly.
- 1.3 Complaints deemed to be serious (those alleging criminal conduct) are referred to the Independent Office for Police Conduct (IOPC). However, IOPC guidance recommends that a Panel makes an initial assessment of the complaint (before making a referral to the IOPC) to decide whether or not it meets the definition of a "serious complaint".
- 1.4 Regarding non-serious complaints, a sub-committee can meet to consider any of these which in the Panel's view require informal resolution.

2 Correspondence Received from 8 March to 8 June 2023

- 2.1 The Panel takes the view that all correspondence raising issues with policing in Sussex should be recorded, whether or not the issues fall within the Panel's statutory remit.
- 2.2 During the subject period, one person contacted the Panel to raise matters (either directly, referred via the IOPC, or referred by the Office of the Sussex Police and Crime Commissioner (OSPCC)).

3 Complaints

- 3.1 During the subject period one person contacted the Panel around operational policing matters and the associated complaints process (see 3.1.1 below).

Correspondence Recorded, but not Considered by the Clerk to be a Complaint within the Panel's Remit:

- 3.1.1 One person contacted the Panel directly regarding an operational policing complaint, a matter outside the Commissioner's remit. The complainant was advised of the process for raising complaints against Sussex Police officers, and the provision for appealing against the findings of such complaints.

Correspondence Recorded, and Considered by the Clerk to be a Non-Serious Complaint within the Panel's Remit:

- 3.1.2 None received

Serious Complaints (allegations of criminal conduct)

- 3.1.3 No new matters

Updates from Matters Previously Reported.

- 3.1.4 Further to the complaint set out under paragraph 3.1.3 of the Quarterly Report of Complaints considered by the Panel at its meeting on 27 January 2023, further correspondence was received during the subject reporting period. The Clerk to the Panel was able to undertake further basic enquiries with the OSPCC, which established that there remained no basis for the complaint, and it was dismissed.

4 Resource Implications and Value for Money

- 4.1 The cost of handling complaints is met from the funds provided by the Home Office for the operation and administration of Sussex Police and Crime Panel.

5 Risk Management Implications

- 5.1 It is important that residents can have confidence in the integrity of the system for handling complaints against the Sussex Police and Crime Commissioner and their Deputy (where one has been appointed).

6 Other Considerations – Equality – Crime Reduction – Human Rights

- 6.1 Not applicable

Tony Kershaw

Clerk to Sussex Police and Crime Panel

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Councillor Christian Mitchell
Chairman
Sussex Police and Crime Panel

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To – Chairs of Sussex Health Overview Scrutiny Committees

Date: 19 May 2023

Dear Chairs,

I am writing to you on behalf of Sussex Police and Crime Panel (PCP). The role of the Panel is to scrutinise the actions and decisions of the Sussex Police and Crime Commissioner (PCC).

At its meeting on 27 January 2023, the Panel considered a report on “The role of the Sussex Police and Crime Commissioner in ensuring Sussex Police provide an effective response to mental health”. A copy is attached to the covering email for your reference.

The Panel heard evidence around the extent to which Sussex Police officers were providing care and support to people suffering with mental health issues, to the detriment of frontline policing work. At the conclusion of the item, the Panel agreed that I write to the Chief Executive of Sussex Partnership NHS Foundation Trust (SPFT), Dr Jane Padmore. My letter and Dr Padmore’s response are attached.

In her response, Dr Padmore sets out several initiatives underway within the Trust to address the issues.

Sussex Police and Crime Panel has no statutory role in holding NHS trusts to account. I am therefore writing to request that you have due regard to the Trust’s work in this area, and that you consider holding the Trust to account for its progress in implementing remedial measures. The Panel recognises that your respective geographical areas of remit are not individually coterminous with that of the Trust, and that a collaborative approach to scrutiny may present resource challenges, but any recognition within your individual work programmes would be very helpful. The Panel will continue to monitor progress from the perspective of the PCC.

Best wishes,

Christian Mitchell

Cllr Christian Mitchell

Chairman of Sussex Police and Crime Panel

Agenda Item 11

CC:

Sussex PCP members HOSC Support Officers
Office of Sussex Police and Crime Commissioner

PCP Website

Attachments:

Sussex Police and Crime Commissioner's Report to the Police and Crime Panel - The role of the Sussex Police & Crime Commissioner in ensuring Sussex Police provide an effective response to mental health.

Letter from Sussex PCP to SPFT

Letter from SPFT to PCP