

Hampshire Police Authority



Annual Report 2008-09



Welcome from the Chair

Welcome to the Annual Report of Hampshire Police Authority. This is our assessment of how Hampshire Constabulary has performed in the past 12 months, based on the targets set in the Policing Plan at the beginning of the year.

The public has high expectations of the police service. They want the places where they live, work and visit to feel safe, and to be free of crime and anti-social behaviour. Every community in Hampshire and the Isle of Wight is unique, but there are some common challenges. Some are too complex to be dealt with by individual officers, some are so widespread that it makes sense for the whole of the police force to be dealing with them.



The policing priorities set at the beginning of the year are a reflection of those issues that are being tackled by everyone in Hampshire Constabulary. They were agreed by not only studying crime trends, but by talking to members of the public and other community safety partners about their expectations of their police force. The Police Authority works on behalf of these people to ensure Hampshire Constabulary meet those expectations, and stick to the policing priorities. Our members look closely at the performance of the force, and regularly question the Chief Constable and his team of senior officers to make sure they are on target.

Our scrutiny work is carried out at public meetings, making the process as open and transparent as possible. Details of our meetings can be found on our website: www.hampshirepoliceauthority.org.

Councillor Jacqui Rayment
Chair, Hampshire Police Authority

Overview of 2008/09

Community safety has always been an issue in the forefront of the minds of the public, and citizens have never been shy about coming forward with their concerns. During 2008/9, the Government introduced new measures to strengthen the public's involvement with policing, led by a policing pledge. This sets out the standard of service the police will deliver, and encourages officers to involve local communities in the activities on which they should be focusing. The Government also attempted to reform police authorities, introducing locally elected Crime and Policing Representatives to sit on police authorities and influence the way policing is carried out. While most people – including police authorities themselves - agreed that accountability to the public needed to be strengthened, many felt that direct elections would bring added difficulties, and was not the best solution. The Government has agreed to review this, and police authorities around the country are working closely with Home Office officials to come up with the right solution.

The financial climate also had a major influence over the way the police service has been managed. The cost of essential services such as repairs to our police stations and fuel to fill our police vehicles has gone up, but the level of financial support given by the Government has been reduced in real terms. It is not fair to ask local taxpayers to make up the shortfall, and as a result, difficult decisions had to be made to ensure the financial stability of the police force in future years. More details about the finances of the Authority are in the Statement of Accounts, available online.

The Authority also saw the biggest turnover of senior officers in recent years. Chief Constable Paul Kernaghan retired in September 2008, and has been replaced by Alex Marshall. Deputy Chief Constable Ian Readhead also retired – his replacement is Simon Cole, who was promoted from Assistant Chief Constable. The retirement of Assistant Chief Constable Steve Watts in September 2008 created a second vacancy at this level, and these were temporarily filled by Acting Assistant Chief Constables John Campbell and Steph Morgan before permanent appointments could be made in April 2009.

This level of change in the top ranks of any organisation could create a level of uncertainty among rank and file officers and staff. However, Hampshire Constabulary has welcomed the new Chief Constable and his team with enthusiasm, and it has the potential to build on previous successes and establish itself as one of the best performing forces in the country.

Over the page, you will find details of how Hampshire Constabulary has performed in each of the priority areas set out in the Policing Plan: Safer Neighbourhoods, Safeguard People, Protect Our Communities, Prevent, Reduce and Detect Crime, and Principles Underpinning The Priorities.

Policing targets

In order to ensure the priorities within the Policing Plan are being met, a number of different targets were set by the Authority and the Constabulary. These were taken from different sources:

- Local priorities – these are targets that have been created following discussions with residents and businesses across Hampshire and the Isle of Wight;
- Public Service Agreements – Hampshire Constabulary works in collaboration with local authorities and other partner organisations to improve community safety, and shared targets ensure all partners play their part;
- British Crime Survey – this is information about crimes and victims that is collected independently of police forces and the Government;
- National targets – these are set by the Home Office and are used to collate national crime statistics. They include Statutory Performance Indicators and National Indicators.

It should be acknowledged though that these targets cannot present a complete picture of the performance of Hampshire Constabulary during the past 12 months. Some things are more difficult to measure in percentage terms or numerical charts. Just because an area of work does not have a target within the Policing Plan, it does not mean it is not a priority for the Police Authority or the Chief Constable.



The Government announced during 2008/9 that it would be scrapping all central targets and replacing it with one top-down target for all police forces, which centres on public confidence in the police and local authorities to make communities safer places. This may affect the way targets are set in future years.

Safer Neighbourhoods

The concept of Safer Neighbourhoods is not just a project anymore – it is business as usual within Hampshire Constabulary. The public want dedicated resources allocated to their community, people who can work with other agencies to tackle the problems that concern them. This is being delivered by more than 150 Safer Neighbourhood Teams throughout Hampshire and the Isle of Wight, tackling local priorities and helping to create communities that are safe and feel safe.

The Policing Plan 2008-2011 set out nine targets under the 'Safer Neighbourhoods' heading. Three of these targets have been set locally, while six were set at a national level:

We said....	How we did....
We would reduce the number of people who perceive drug use or drug dealing to be a problem in their local area. We wanted this number to be under 23.9% of our local population.	Data collected through the British Crime Survey said at the end of 2008/09, we were at 26.2%.
We would increase the number of people who felt the police in their area were doing a good job. We wanted this number to be more than 58.3% of our local population.	Data collected through the British Crime Survey said at the end of 2008/09, we were at 57.9%.
We wanted more than 67.1% of people to believe their local police understands community issues.	British Crime Survey data showed at the end of 2008/09, the percentage was 66.3%.
We wanted to reduce the number of anti-social incidents involving a motor vehicle by 5%.	It has been reduced by 24.1%.
We wanted to reduce the amount of anti-social behaviour incidents by 5%.	It has been reduced by 5.8%.
We wanted to reduce the amount of criminal damage by 12%.	It has been reduced by 8.9%.
We wanted to reduce the number of assaults resulting in less serious injuries by 5%.	It has been reduced by 1.7%.
We wanted more than 62% of people to be completely or very satisfied with the overall service provided by the police.	The satisfaction level at the end of 2008/9 was 64%.
We wanted more than 60% of people who have had contact with the police to be completely or very satisfied with the way they have been kept informed.	The satisfaction level at the end of 2008/9 was 50%.

Hampshire Police Authority says:

"The concept of Safer Neighbourhoods has made great strides in recent years, and is now part of day-to-day business for frontline officers and staff. More communities are aware of who their local officers are, and with improved communications and understanding of local issues, we hope the public will have greater trust in the police. Not only will we have communities that feel safer, but the public satisfaction figures will improve as well.

"When the targets were originally set by the Police Authority at the beginning of the year, there was concern that they were too challenging for Hampshire Constabulary. However, in most cases the targets have been exceeded, and this achievement should not be overlooked."

Prevent, Reduce And Detect Crime

Targeting criminals and protecting victims is considered by many members of the public to be a core function of the police service, and it is quite right that the majority of resources are dedicated to this area of business. Cutting crime is an overall target, but by focusing on specific areas such as burglary, it can make a significant difference to the overall figure.

Initiatives such as Operation Nemesis, a force-wide drive to reduce the number of burglaries, are examples of how a one-team approach can achieve significant results in a short period of time. The performance figures for this operation are not included in this report as a specific target was not identified at the beginning of the year.

The Policing Plan 2008-2011 sets out eight targets under the 'Prevent, Reduce and Detect' heading, four of which are set at a local level.

We said.....	How we did.....
We would reduce the amount of the most serious violent crime by 6%.	The number of serious violent crimes has reduced by 0.7%.
We would reduce the number of all crimes committed in Hampshire and the Isle of Wight by 3%.	Crime has reduced by 2.9%.
We would increase the number of serious violent crimes detected by more than 50%.	The number of serious violent crimes detected was 51.9%.
We would reduce the number of serious acquisitive crimes by 2%.	Serious acquisitive crimes have reduced by 5.3%.
We would increase the number of serious acquisitive crimes detected to more than 15%.	The percentage of serious acquisitive crimes detected at the end of 2008/09 was 10.6%.
We would want to see the number of murders committed to be below 16.	The number of murders in Hampshire and Isle of Wight in 2008/9 was 11.
We would want to recover £4,133,800 in assets.	During 2008/9, assets worth £1,317,400 were recovered.
We would increase the number of Class A drug supply detections to above 400.	There were 407 Class A drug supply detections.

Hampshire Police Authority says:

"We are delighted that the force has reached some of the targets, and the unprecedented results from Operation Nemesis bode well for the future. It is also positive to see that crime is falling overall, and is only just short of the level set by the Authority.

"There are well publicised national concerns with recording of violent crime figures which the Home Office is working on, but it does not get away from the fact that further scrutiny and investigation is needed by the Authority in this area. Detection rates are another area that will be subject to further scrutiny in future months, as this needs to greatly improve as well."



Safeguard People

Protecting the most vulnerable people in society requires co-operation from a variety of different agencies, but the police has a key role in both the short and long term. Using intelligence from partner organisations to identify those at risk from repeat offences, Hampshire Constabulary can direct its resources to arrest offenders and support victims of domestic violence and hate crimes

The Policing Plan 2008-2011 set out three targets under the 'Safeguard people' heading, all of which are set at a local level.

We said....	How we did....
In reported incidents of domestic abuse, the arrest rate would be more than 35%.	At the end of 2008/09, the domestic violence incident arrest rate was at 34%.
The number of repeat victims of domestic violence crimes would be lower than 5%.	The repeat victim figure was at 9.6% at the end of 2008/09.
We would detect more than 45% of crimes flagged as 'hate crimes'.	At the end of 2008/09, the detection rate was 42.3%.

Hampshire Police Authority says:

"This area of work is one of the most difficult to police, and the targets set are challenging ones. The impact on victims is higher than most other offences, and dedicated officers and staff are specially trained to deal with these offences. Some complainants are understandably hesitant to report incidents, and to see them through to their conclusion. Through our scrutiny work, we know that other factors play a greater part in this area than in other parts of policing, and this needs to be taken into consideration."

Protect Our Communities

Through Safer Neighbourhood Teams, closer links are being forged with communities. These links have been utilised to capture accurate information and intelligence that is used to build a picture of issues affecting our communities. Not only does this play a vital role in neighbourhood policing, it will help in the ongoing fight against the threat of terrorism and domestic extremism.

The Policing Plan 2008-2011 set out one target under the 'Protect Our Communities' heading, which is set at a local level. Other targets exist within this area, but are not available for public scrutiny for operational reasons. However, the Police Authority does scrutinise this area and is satisfied with the performance level.

We said....	How we did....
We would reduce the number of people killed or seriously injured in road traffic collisions to less than 904.	The total for 2008/9 was 812.

Hampshire Police Authority says:

"Safer Neighbourhood Teams are the eyes and ears of the police service in local communities. Hampshire and the Isle of Wight are safer places for everyone because not only are these officers doing day-to-day neighbourhood policing, they are building up an accurate picture of community activity, intelligence that is vital in the battle against terrorism and domestic extremism."

"In respect of roads policing, the Police Authority and the Constabulary are often criticised for the number of police officers patrolling our roads network. The Police Authority believes that money is being well spent when you see the positive impact that has been made with regard to serious injury and fatal road traffic collisions."

Principles Underpinning The Priorities

Behind every successful police force is a dedicated and motivated workforce, willing to serve the people of Hampshire and the Isle of Wight. With more than 6000 police officers and staff, Hampshire Constabulary is a major employer across the two counties.

The Police Authority scrutinises how the Constabulary invests in and values its people, ensures that they are acting with integrity, and delivers the best possible service, making best use of limited resources.

We said.....	How we did.....
We would reduce the number of sickness days to below 7.5 days per year per officer.	At the end of 2008/09, the police officer sickness rate was 7.58 days.
We would reduce the number of sickness days to below 7.5 days per year per police staff member.	At the end of 2008/09, the police staff sickness rate was 8.46 days.
We would remain within budget, as set by the Police Authority.	At the end of the financial year, unaudited accounts indicated there was an £2.140m underspend.
We would make £30m of efficiency savings over the next three years.	In 2008/9, £9.4m of efficiency savings were achieved.

Hampshire Police Authority says:

“It is easy to achieve huge improvements in a poorly performing organisation. Hampshire Constabulary is a lean and efficient force, which makes continuous improvement harder to achieve. We are generally pleased with the way non-frontline services are performing – without their support, frontline officers and staff would struggle to do their jobs as successfully as they have.”

“Taking into account the number of officers and staff employed, and the nature of the work undertaken, the sickness rate is encouraging, especially compared to the private sector. At a time when the public sector is looking closely at its own practices to ensure value for money, this is one area where lessons could be learnt from our processes by other employers.”



Your Authority and Our Achievements

Work took place during 2008/9 to develop a new set of aims and objectives for the Police Authority to reflect the changing policing environment. Therefore, 2008/9 saw a set of interim objectives for the Authority, with greater focus on financial management, collaboration with other forces, and a change of focus for neighbourhood policing from implementation to mainstream activity.

We said.....	How we did.....
We would ensure Hampshire Constabulary's performance would improve to be in the top two of crime indicators compared to our Most Similar Forces (police forces deemed to be most similar to Hampshire Constabulary based on population, density, social factors, etc).	For overall crime, Hampshire Constabulary is ranked 7th out of the eight Most Similar Forces. It is also not in the top two for criminal damage and serious violent crime. However, it is performing well in comparison to other forces for burglary, robbery and vehicle crime figures.
We would ensure Hampshire Constabulary's performance in the five citizen focus and quality of life domains would be in the top two when compared to our Most Similar Forces.	Of the five quality of life measures, Hampshire Constabulary is only in the top two for the least amount of people worried about being a victim of vehicle crime.
We would ensure local consultation informs the development of the Policing Plan.	Feedback from public consultations was reported to the Community Affairs Committee on a quarterly basis. The Chair of this Committee also sat on the Policing Plan Strategy Group, which developed the Policing Plan, allowing consultation results to be fed directly into the process.
Communities of Hampshire and the Isle of Wight would continue to have confidence in their police force.	According to British Crime Survey data, 57.9% of the Hampshire and Isle of Wight population have confidence in their police service.
We would secure adequate financial resources and provide rigorous management of them.	Hampshire Constabulary's net expenditure for 2008/09 was £292.046m against a budget of £294.186m, an underspend of £2.140m.

The Police Authority welcomed a new face during 2008/9 following a restructure of the membership criteria. Michael Knott and Malcolm King were reappointed after successfully passing the selection process, while Sri Kandiah was appointed for his first term. He takes over from Frances Hoare, who stepped down after three and a half years.

A significant change to the staff of the Authority saw the retirement of chief executive and legal advisor Jeff Pattison at the end of March 2009. His replacement, Jennifer Douglas-Todd, will take up the post in the summer.

Success for the Authority was celebrated at the first ever Association of Police Authorities (APA) Recognising Excellence awards. Hampshire was rewarded with the Community Engagement award for the work it did to develop its Disability Equality Scheme. This included working in partnership with other members of the Hampshire and Isle of Wight Race and Equality Network to hold extensive consultation with people with disabilities.

The Authority's Independent Custody Visiting (ICV) Scheme continues to strengthen, with more than a thousand detainees being visited by volunteers. Having an independent scheme to check on the welfare of those in custody is vital to retain public confidence in the custody system. More details about the scheme can be found in the ICV Annual Review, available on the Police Authority website.

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