



Police, Fire and Crime Commissioner Elections 2024

Candidate's Briefing Pack

[The Police Reform and Social Responsibility Act 2011*](#) established the role of Police and Crime Commissioners and the Act sets out a range of statutory responsibilities, whilst giving each PCC the flexibility to develop the necessary infrastructure, governance arrangements and partnership structures in a way which best meet local needs. In addition to this, [the Policing Protocol Order 2023**](#) sets out to all Police and Crime Commissioners Chief Constables and Police and Crime Panels how their functions will be exercised in relation to each other.

Police and Crime Commissioners are directly responsible for the maintenance of an efficient and effective Police force and must hold the Chief Constable to account for the exercise of their functions and those under their direction and control. Police and Crime Commissioners also have statutory powers in relation to bringing together community safety and criminal justice partners, to co-operate with the Commission and formulate and implement strategies across the Police area. In addition to these statutory duties, Police and Crime Commissioners must hold the Police fund and other grants from central and local government and set the policing precept for their area.

PCCs also must issue a Police and Crime Plan and ensure that the views of local people and victims of crime are sought before the precept is set and the Police and Crime Plan is issued. PCCs are also responsible for appointing the Chief Constable and remove them from office when necessary (as long as the relevant legal requirements are met).

[Policing and Crime Act 2017**](#) introduced opportunities for PCCs to take on responsibility for fire and rescue governance. Under this legislation PCCs can, submit a business case to the Home Secretary seeking to replace the Fire and Rescue Authority in their area. This option formally creates a Police, Fire and Crime Commissioner (PFCC). Following parliamentary approval, the PCC for Northamptonshire formally became the PFCC for the county following the transfer of the Fire and Rescue Service from the County Council.

PFCCs are responsible for:

- Putting in place arrangements to deliver an efficient and effective fire and rescue service;
- Setting the fire and rescue objectives for their area through a fire and rescue plan;
- Appointing the Chief Fire Officer, hold them to account for delivery of objectives, and if necessary dismiss them; and
- Setting the service budget and determine the precept.

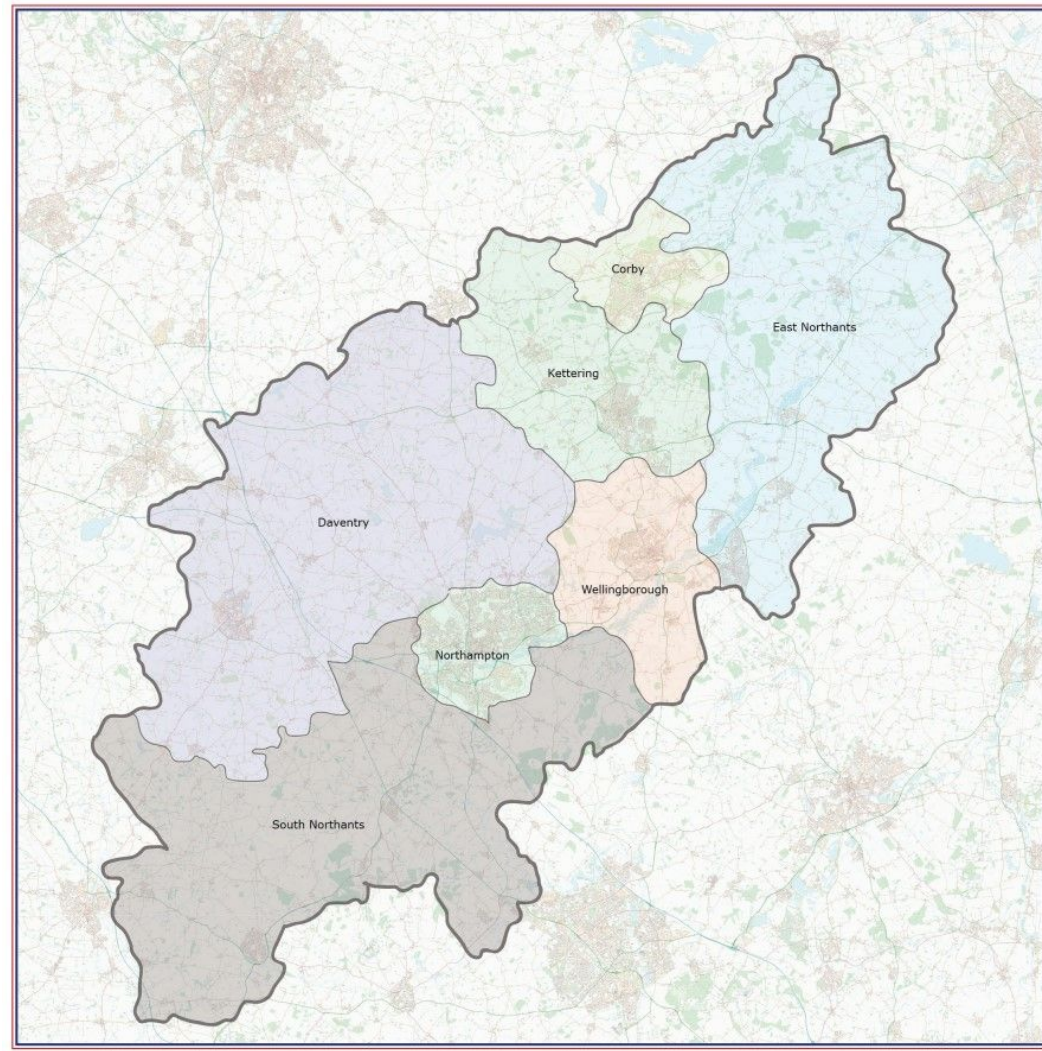
This briefing gives PFCC candidates an oversight of the both the structure and work of the Office of the Northamptonshire Police, Fire and Crime Commissioner.

* <http://www.legislation.gov.uk/ukpga/2011/13/contents/enacted>

** https://www.legislation.gov.uk/uksi/2023/649/pdfs/uksi_20230649_en.pdf

*** <https://www.legislation.gov.uk/ukpga/2017/3/contents>

Key Facts



- Population: **753,278**
- Land Area: **2,363.97 km²**
- Domestic Properties: **354,323**
- Residents living in urban areas: **68.6%**
- Population increase since 2012: **13.2%**
- Residents living in rural areas: **31.4%**
- Ethnicity make up population:
 - Asian: **4.5%**
 - Black: **4.0%**
 - Mixed: **2.9%**
 - Other: **2.1%**
 - White: **87.9%**

The Work of the Office of the Northamptonshire Police, Fire and Crime Commissioner

In relation to Policing and Criminal Justice, the PFCC has the statutory duty to:

- Provide the local link between the police and communities, working to translate the legitimate desires and aspirations of the public into action'
- Maintain an efficient and effective police force for the police area'
- Decide the budget, allocating assets and funds to the Chief Constable; and set the Council Tax precept for the force area'
- Set the strategic direction and objectives of Northamptonshire Police through the Police and Crime Plan'
- Hold the Chief Constable to account for the performance of the force's officers and staff'
- 'Scrutinise, support and challenge the overall performance of Northamptonshire Police, including against the priorities agreed within the Plan'
- 'Prepare and issue an annual report to the Police, Fire and Crime Panel on the PFCC's delivery against the objectives set within the Police, Fire and Crime Plan'
- 'Appoint the Chief Constable and remove the Chief Constable subject to following the process set out in legislation'
- Deliver services to victims and witnesses of crime'
- Enter into collaboration agreements with other PCCs, other policing bodies and partners that improve the efficiency or effectiveness of policing for one or more policing bodies or police forces in consultation with the Chief Constable'
- Comply with all reasonable formal requests from the Police, Fire and Crime Panel to attend their meetings'
- Monitor all complaints made against officers and staff, whilst having responsibility for complaints against the Chief Constable'
- 'The PFCC has wider responsibilities than those relating solely to the police force, namely a specific responsibility for the delivery of community safety and crime reduction and a wider responsibility for the enhancement of the delivery of criminal justice in their area'

In addition to these statutory duties, the PFCC must not fetter the operational independence of the police force and the Chief Constable who leads it.

In relation to the Fire and Rescue Service, the PFCC has the statutory duty to:

- Put in place arrangements to deliver an efficient and effective fire and rescue service;
- Set the fire and rescue objectives for their area through a fire and rescue plan;
- Appoint the Chief Fire Officer, hold them to account for delivery of objectives, and if necessary dismiss them; and
- Set the budget for the Fire and Rescue Service and set the council tax precept.

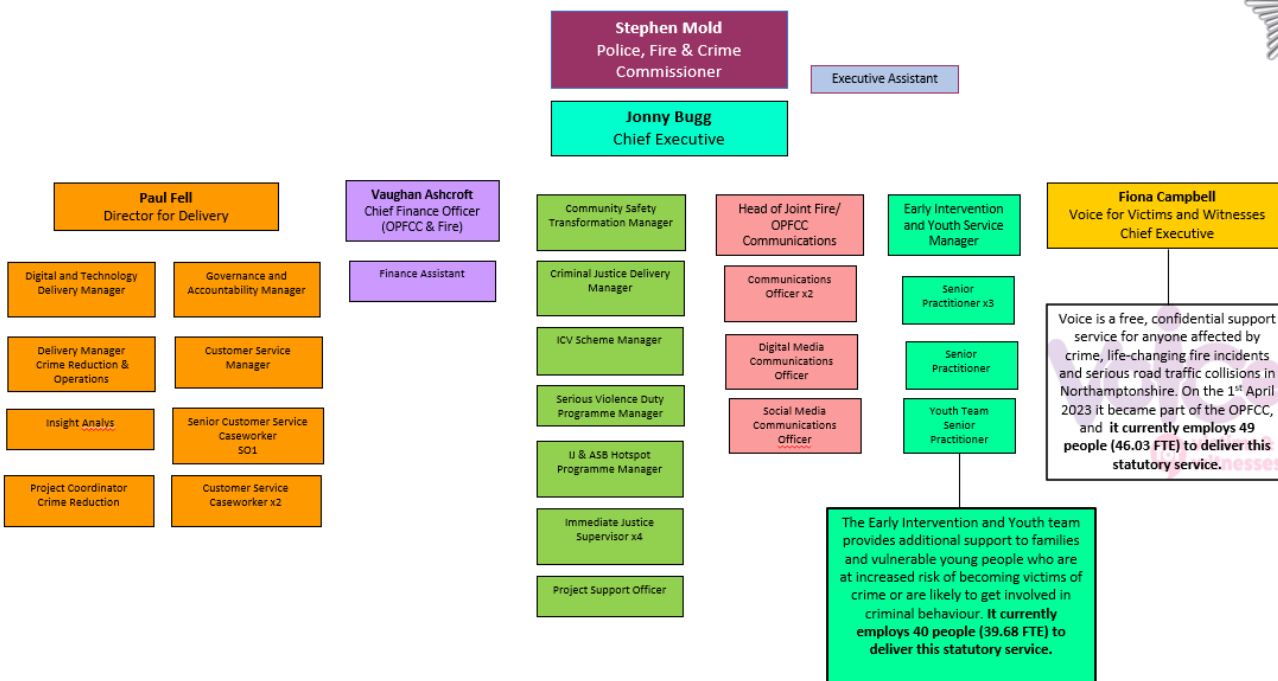
OPFCC Structure

The Police Reform and Social Responsibility Act 2011 set out a range of statutory responsibilities, whilst ensuring there was also flexibility to ensure each Commissioner could develop the necessary infrastructure, governance arrangements and partnership structures in a way which best meet local needs.

In addition to this, unlike Police Authorities, PFCCs also have been granted a general power of competence which means they are able to do anything that is calculated to facilitate their own functions. For example, the establishment of an Early Intervention team within the Office of the Northamptonshire Police, Fire and Crime Commissioner (OPFCC) was established to tackle the root causes of crime and offending, reduce the costs to policing and the county as a whole, and give vulnerable children a better future.

The current structure of the OPFCC is:

Office of the Northamptonshire Police, Fire and Crime Commissioner



The Chief Executive (Head of Paid Service and Monitoring Officer)

The Chief Executive is the most senior officer of the OPFCC and is the head of paid service. This statutory appointment is made under Schedule 1 (or Schedule 3) to the Police Reform and Social Responsibility Act 2011. For the purposes of section 5(1) of the Local Government and Housing Act 1989 (as amended by Reform and Social Responsibility Act 2011) the Chief Executive is designated as the body's monitoring officer with responsibility for ensuring the legality of the actions of the policing body and its officers.

The Role of OPFCC Chief Executive in Northamptonshire

- To lead strategically across the development and delivery of policy and practice, creating and implementing the content of the Commissioner's programme.
- To undertake the statutorily defined duties of the Chief Executive to the Police, Fire and Crime Commissioner, as set out in the Police Reform and Social Responsibility Act 2011: including being the head of paid service; exercising the role of monitoring officer; and ensuring an efficient and effective Office of the Police, Fire and Crime Commissioner.
- To provide strategic direction and advice to the Commissioner in fulfilling his functions and providing professional leadership, responsibility and management for the overall strategy and operational framework for the delivery of all public facing activities for the Police, Fire and Crime Commissioner, ensuring that all statutory and legal obligations are met.
- To work together with the Chief Finance Officer to shape the strategic planning of priorities and management of resources across the Commissioner's budget and programme.
- To communicate at an executive level with senior stakeholders within and beyond the County, forging high-level relationships, fostering strategic partnerships, influencing key investment and policy decisions and enhancing the reputation and influence of the OPFCC.

Chief Finance Officer

Under paragraph 6 of Schedule 1 to the Police Reform and Social Responsibility Act 2011, every PFCC outside London is required to appoint a person to be responsible for the proper administration of the commissioner's financial affairs, referred to as the Chief Finance Officer.

The Role of the OPFCC Chief Finance Officer in Northamptonshire

- To act as the statutory Chief Finance Officer for the Office of the Northamptonshire Police, Fire and Crime Commissioner (OPFCC) in accordance with Section 151 of the Local Government Act 1972 the Local Government Finance Act 1988, the Local Government Act 2003 and other relevant legislation, exercising responsibility to ensure that arrangements are in place for proper financial administration and good governance.
- To lead the OPFCC governance and resource management functions (finance, HR, procurement, legal, ICT, asset management and risk management), ensuring appropriate governance and resource management arrangements are in place, understood and complied with across the OPFCC.

Northamptonshire Police



Northamptonshire Police currently employ over 1,500 police officers across the county and, on average, receive around 1,200 calls a day and recorded over 61,000 crimes in 2023, which was a reduction of nearly 4% on the previous year.

Northamptonshire Police recognise there are a number of crime rates that pose a challenge to the force and the people of Northamptonshire, which is why they have made them their Matters of Priority. The Force are committed to cracking down on these crimes and making a positive difference within our communities.

Many of our communities live in urban areas, including a vast number of university students, and we see many more travel through and visit the area on roads such as the M1 and A14. As a force, they face many unique challenges. From urban versus rural communities, to policing one of the biggest sporting events in the country - the British Grand Prix - they strive to deliver a high-quality service to the public no matter what the challenge.

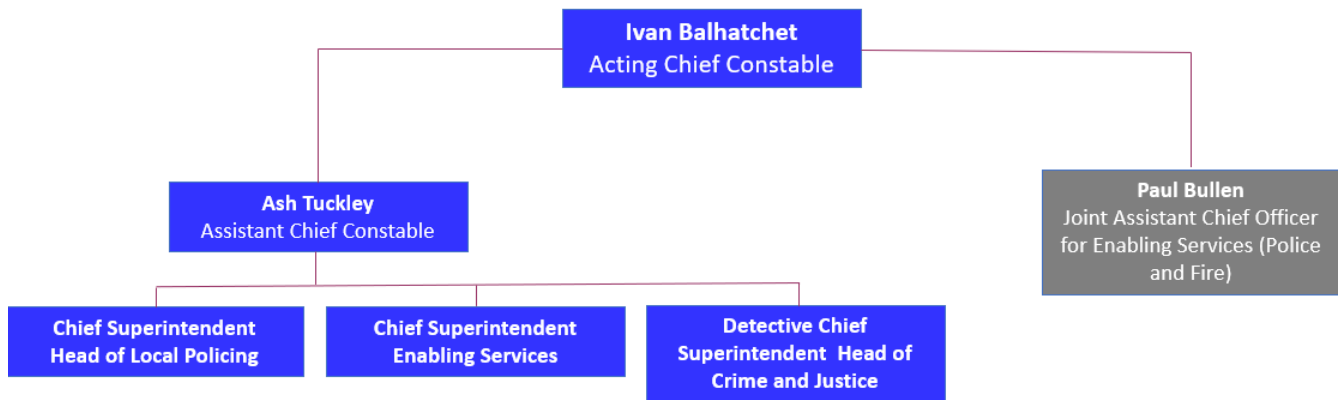
You can find out more information about Northamptonshire Police, regarding crime in the area and workforce statistics, on [Police.uk](https://www.police.uk) and the [Gov.uk](https://www.gov.uk) website respectively.

In addition to this, Northamptonshire Police have produced a briefing for candidates which can be downloaded at:

<https://northantspfcc.org.uk/wp-content/uploads/2024/03/Northants-Police-Briefing-for-PFCC-Candidates-2024-Election-March24.pdf>



Northamptonshire Police



Northamptonshire Fire and Rescue Service



The creation of the Police, Fire and Crime Commissioner for Northamptonshire was finalised when the responsibility for the Fire and Rescue Service was transferred from the County Council on the 1st of January 2019. This was made possible by the Police, Fire and Crime Commissioner for Northamptonshire (Fire and Rescue Authority) Order 2018 which represented one of the biggest changes to the delivery of Emergency Services in the County.

The PFCC holds the Chief Fire Officer to account in the same way as the Chief Constable. The day-to-day business of the Fire Service remains the responsibility of the Chief Fire Officer and their team, however the PFCC works closely with the chief officers of both services to look at how they can collaborate and work together to improve the frontline services.

Northamptonshire Fire and Rescue currently employ almost 500 staff who deliver services throughout the county. The Service also has:

- 22 fire stations across the county.
- One headquarters site, shared with Northamptonshire Police, at Darby Close in Wellingborough

Six of the stations are 'Wholetime', meaning they are crewed 24/7 by full-time firefighters. A further two are crewed full-time from Monday to Friday, known as 'Variable Crewing', while the remaining 14 stations are 'On-Call' meaning they have On-Call firefighters who will respond to incidents when alerted.

Further details of the Fire and Rescue Stations can found [here](#):

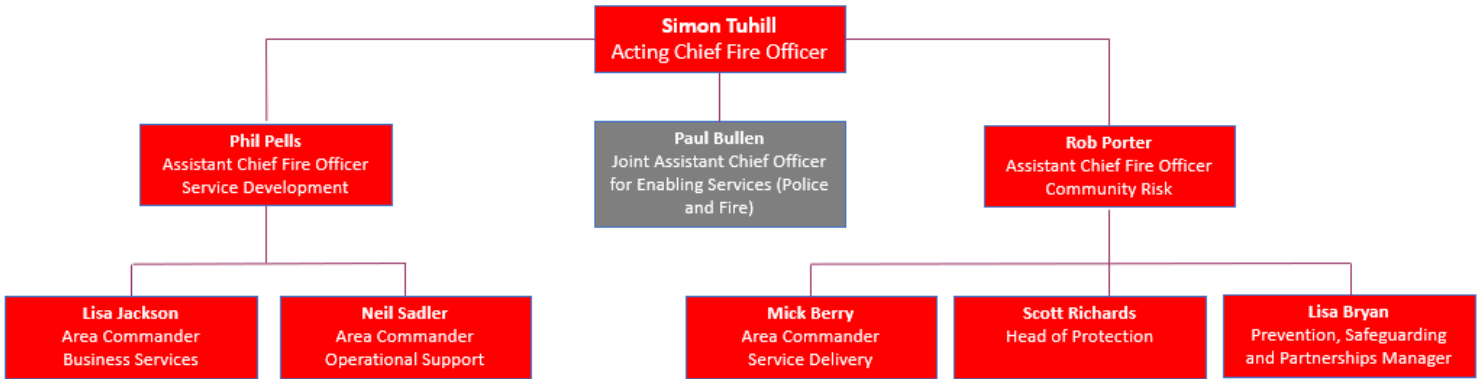
<https://www.northantsfire.gov.uk/our-stations/>

How the Service is delivered

The Chief Fire Officer (CFO) is responsible for the operational delivery and is aided by two Assistant Chief Fire Officers (ACFOs), a Joint Assistant Chief Officer for Enabling Services (Police and Fire), three Area Commanders (ACs). In addition to this, the Head of Protection and the Prevention, Safeguarding and Partnerships Manager come together to form the Strategic Leadership Team (SLT) for NFRS.



Northamptonshire Fire and Rescue Service



Further details about the work of the Fire and Rescue Service can be found at [here](#):

<http://www.northantsfire.gov.uk/>
[@northantsfire](#)

The basis for the relationship between PFCCs and Chief Constables is set out in the Policing Protocol Order 2023. This states that the Commissioner has "a statutory duty and electoral mandate to hold the police to account on behalf of the public". The Order also empowers PFCCs to "scrutinise, support and challenge the overall performance of the force including against the priorities agreed within the Police and Crime Plan", and to "hold the Chief Constable to account for the performance of the force's officers and staff". However, it also states that commissioners "must not fetter the operational independence of the police force and the Chief Constable who leads it".

The Chief Constable

Each police force is led by a Chief Constable. They are supported by a Deputy Chief Constable and one or more Assistant Chief Constables and staff. The Chief Constable must regularly explain to the public the actions of officers and staff they command within their force area. They are responsible for keeping our communities safe and secure, and the force's officers and staff are under their control. They must answer to the PFCC in terms of delivering efficient and effective policing, and the way resources and spending are managed. Chief Constables will deliver the strategy and aims set out in the PFCC's police and crime plan, and they will help the PFCC plan the force's budget and give them access to information, officers and staff whenever this is needed.

Chief constables must lead their force in a way that is consistent with the oath made by all officers. They must make sure their force acts independently and fairly. The PFCC and chief constable must work together to protect the principle of 'operational independence', while making sure that the PFCC is not restricted from carrying out their role. The chief constable must let the PFCC know about any matter or investigation where the PFCC may need to provide public assurance either alone or with the chief constable.

The Police, Fire and Crime Commissioner

Whilst PFCCs are responsible to the public for the overall policing within their force area, they cannot tell a constable - even the Chief Constable - how to use their police powers. The police will still be independent at all times and will answer to the law and courts when carrying out their police powers. A PFCC holds the Chief Constable to account for the performance of the force and set the strategic direction for the force in their area.

Chief Constables will also answer to their PFCC for the day-to-day financial management of the force and for arranging the force's responsibilities in terms of national operations and emergencies. The Chief Constable will retain the responsibility for investigating all complaints against the force, its officers and staff (except those related to the Chief Constable) and ensure the PFCC is kept informed so that they can carry out their legal obligations in relation to complaints. Serious complaints and matters to do with conduct must be passed to the Independent Office for Police Conduct in line with the statutory guidance.

The policing protocol allows for flexibility and judgement within force areas. PFCCs and Chief Constables must take account of the protocol when carrying out their functions. This means that a PFCC or Chief Constable does not have an absolute duty to keep to the protocol, but must take it into account and should only stray from it if there is good reason to do so.

The Police Accountability Board

The role of the Accountability Board is to:

- Support the PFCC in exercising the statutory duties of holding the Chief Constable to account;
- Form part of a wider ranging programme of assurance across the breadth of policing activities;

Remit of the Board

The business of the Board will cover:

- A focus on areas of concern in performance and service delivery at a strategic level;
- Discussions between force and OPFCC in respect of strategic budget setting, medium term financial planning and other matters requiring ongoing levels of assurance;
- Strategic consideration of key identified corporate level risks (for force and OPFCC);
- Strategic consideration relating to PFCC scrutiny activity.

Membership

Members of the Accountability Board are as follows:

- Police, Fire and Crime Commissioner (Chair);
- Chief Constable;
- **From the Office of the Police, Fire and Crime Commissioner:** Monitoring Officer, Director of Delivery with responsibility for assurance; Minute-taker;
- **From Northamptonshire Police:** Deputy Chief Constable, Assistant Chief Constable;

Additional attendees at either meeting can be by invite of the Police, Fire and Crime Commissioner or Chief Constable, dependent of the matters under discussion.

Meetings and minutes

Accountability Board meetings are held on a monthly basis. Meetings are administered by the Office of the Police, Fire and Crime Commissioner. Records of these meetings and key decisions made are taken and published on this website.

The meeting is supported by a rolling schedule of assurance of items that require regular or ongoing assurance, such as progress of transformation projects.

Minutes of the Police Accountability Board can be found [here](#):

<https://northantspfcc.org.uk/category/opfcc/accountability-opfcc/accountability-board-minutes/police-accountability-board-minutes/>

The Chief Fire Officer

The Police, Fire and Crime Commissioner for Northamptonshire (Fire and Rescue Authority) Order 2018 is statutorily responsible for the function of holding the Chief Fire Officer to account. In addition to this, the PFCC is responsible for:

- Setting the Council Tax precept for the Fire and Rescue Service
- Approving the fire and rescue plan and the fire and rescue statement
- Approving the integrated risk management plan;
- Appointing, suspending or dismissing the Chief Fire Officer;
- Approving a pay policy statement prepared for the purpose of section 38 of the Localism Act 2011
- Approving arrangements to enter into a reinforcement scheme under section 13 of the Fire and Rescue Services Act 2004

Key to delivering these duties is the Fire Accountability Board.

The Fire Accountability Board

The purpose of the Fire Accountability Board is to:

- Support the PFCC in exercising the statutory duties of holding the Chief Fire Officer to account;
- Form part of a wider ranging programme of assurance across the breadth of Fire and Rescue activities;

Remit of the Board

The business of the Board will cover:

- A focus on areas of concern in performance and service delivery at a strategic level;
- Discussions between force and OPFCC in respect of strategic budget setting, medium term financial planning and other matters requiring ongoing levels of assurance;
- Strategic consideration of key identified corporate level risks (for force and OPFCC);
- Strategic consideration relating to PFCC scrutiny activity.

Membership

Members of the Accountability Board are as follows:

- Police, Fire and Crime Commissioner (Chairman);
- Chief Fire Officer;
- **From the Office of the Police, Fire and Crime Commissioner:** Chief Executive, Director of Delivery with responsibility for assurance; Minute-taker;
- **From Northamptonshire Fire and Rescue:** Assistant Chief Fire Officers;

Additional attendees at either meeting can be by invite of the Police, Fire and Crime Commissioner or Chief Fire Officer, dependent of the matters under discussion.

Meetings and minutes

Fire Accountability Board meetings are held monthly. Meetings are administered by the Office of the Police, Fire and Crime Commissioner. Records of these meetings and key decisions made are taken and published on this website. Minutes of the Fire Accountability Board can be found [here](#):

<https://northantspfcc.org.uk/category/opfcc/accountability-opfcc/accountability-board-minutes/fire-accountability-board-minutes/>

Joint Independent Audit Committee

In addition to the Accountability Board, The Joint Independent Audit Committee provides independent assurance on the adequacy of the corporate governance and risk management arrangements in place and the associated control environment, advising according to good governance principles and proper practices. In January 2019, the Committee was broadened to include Northamptonshire Commissioner Fire and Rescue Authority (NCFRA).

The Committee also examines and scrutinises both internal and external audit reports of the Force, NCFRA and the OPFCC. The Committee supports the Northamptonshire Police, Fire and Crime Commissioner, the Northamptonshire Commissioner Fire and Rescue Authority, the Chief Constable and statutory officers in ensuring that effective governance arrangements are in place and functioning efficiently and effectively, and by making any recommendations for improvement.

The main duties of the Joint Independent Audit Committee are:

- Corporate Governance, Risk Management, Internal Control and the Regulatory Framework
- External Financial Reporting
- Internal Audit
- External Audit
- Other Assurance Functions
- Counter Fraud

The Committee is authorised by the Commissioner and the Chief Constable to:

- investigate any activity within its terms of reference;
- seek any information it requires from any employee;
- obtain outside legal or other independent professional advice;
- secure the attendance of outsiders with relevant experience and expertise if it considers this necessary;
- undertake training of its new members as required.

Full details can found [here](#):

<https://northantspfcc.org.uk/category/opfcc/accountability-opfcc/joint-independent-audit-committee/>

The Northamptonshire Police, Fire and Crime Panel (PFCCP)

The Police, Fire and Crime Panel (PFCCP) provides checks and balances in relation to the performance of the PFCC. The Panel does not scrutinise the Chief Constable – it scrutinises the PFCC's exercise of their statutory functions. While the Panel is there to challenge the PFCC, it must also exercise its functions with a view to supporting the effective exercise of the PFCC's functions. The PFCCP is not a local government committee however it is obliged to meet in public, to publish agendas and minutes, and to fulfil the following responsibilities:

- To consider the Police, Fire and Crime Commissioner's Police and Crime Plan – a document setting out the PFCC's priorities for a five-year period and how those priorities will be delivered.
- To consider the Police, Fire and Crime Commissioner's Fire and Rescue Plan – a document setting out the Fire authority's priorities and objectives, for the period covered by the document, in connection with the discharge of the authority's functions.
- To consider the draft policing and Fire and Rescue council tax precepts. The precept is the amount of money that the PFCC proposes to levy on council taxpayers for policing and for the Fire and Rescue service. The budgets set out how both the money raised from the precept will be spent, and also how other funds will be spent for which the PFCC has overall responsibility.
- To consider the PFCC's annual report, setting out their activities in the previous year.
- To carry out hearings when the PFCC proposes to appoint a new Chief Constable, Chief Fire Officer, a deputy PFCC, a chief of staff, chief executive or a chief finance officer.
- To work to resolve (but not investigate) non-criminal complaints made about the PFCC.

The panel is made up of councillors drawn from the Unitary Authorities in Northamptonshire according to a set allocation of places, and three independent co-opted members drawn from the local community. The agenda papers for meetings are published five working days in advance and are available to download from West Northamptonshire's website.

The panel meetings are normally held in public and members of the public can attend and address the Police, Fire and Crime Panel or ask a question on any item on the agenda for a particular meeting. If you would like to speak at a Police, Fire and Crime Panel meeting, or have any questions about the PFCCP, please contact the Clerk to the Panel at West Northamptonshire Council two working days before the date of the meeting.

Further details can be found [here](#):

<https://westnorthants.moderngov.co.uk/mgCommitteeDetails.aspx?ID=151>

Victim Services



Voice for Victims and Witness is managed by the Office of the Police, Fire and Crime Commissioner to provide free, independent advice, guidance, and support to those who have been;

-
- a victim of crime, ·
- a witness to crime going through the court process·
- a victim of repeated Anti-Social behaviour or a victim, ·
- a witness or family member affected by life changing fire incidents or road traffic collisions.

Crime can affect people in a variety of different ways. Voice's specially trained support workers will work with victims to understand the specific support they require. Support is available to victims and witnesses aged over 6 years of age regardless of whether they have reported it to the police or not and irrespective of where and when the crime occurred.

Voice provides a single point of contact and has access to a wide network of local and national services to help guide them to appropriate support that best meets the individual needs for the residents of Northamptonshire. Further details on the work of Voice can found [here](#):

<https://northantspfcc.org.uk/wp-content/uploads/2024/02/Voice-Candidate-briefing-for-OPFCC-Elections-2024.pdf>

Independent Custody Visiting

PFCCs have a statutory duty to operate an effective Independent Custody Visiting (ICV) Scheme.

This scheme allows for volunteers from the local community to observe, comment and report on:

- the welfare of detainees
- that detainees are receiving their rights and entitlements
- the conditions that detainees are being held in are satisfactory.

There are currently 22 Independent Custody Visitors (ICVs) in Northamptonshire and the scheme provides independent scrutiny which offers mutual protection to detainees and the police, and reassurance to the community.

The custody facilities at the Weekly Woods Custody Centre in Kettering and the Criminal Justice Centre in Northampton are each visited at least once a week, where ICVs speak with detainees being held there. ICVs ask detainees a number of questions to check their welfare and that they have received and understood their rights and entitlements. ICVs report any concerns either raised by detainees or observations themselves to custody staff and to the Commissioner's office.

The Scheme Manager in the Commissioner's Office liaises with the custody management team about any issues that were not able to be addressed at the time, as well as any ongoing patterns or trends. Any serious areas of concern can then be raised directly with the Chief Constable by the Police, Fire and Crime Commissioner.

Complaints

The Policing and Crime Act 2017 overhauled the police complaints system radically by broadening the definition of a complaint. Previously, a complaint was defined as a "complaint about the conduct of a person serving with the police". This has now changed to "any expression of dissatisfaction with a police force which is expressed by or on behalf of a member of the public." A complaint does not have to be made in writing, nor must it explicitly state that it is a complaint to be considered as one.

PFCCs now have a much greater role and oversight of the police complaints system. The Policing and Crime Act 2017 gave PFCCs the explicit responsibility for holding Chief Officers to account for the way in which complaints are dealt with by the force. In addition to this, the Act gives PFCCs the mandatory role of being the review body for less serious complaints and also provides several discretionary options which allow them to undertake an even greater role within the police complaints process.

Dealing with Complaints

Changes to the Police Complaints System

In addition to being the review body for appeals, PFCCs have the option to take on some or all of the following responsibilities:

- Receiving and recording a complaint;
 - Initial contact with the complainant;
 - Informal resolution of low-level complaints that do contain allegations that could, if proven, amount to misconduct;

Reviews

The PFCC is the review body for less serious complaints, whereby the allegations would not, if proven, justify the bringing of misconduct proceedings.

Upon upholding a review, the PFCC is able to make the below recommendations to the Force

- Recommend that the appropriate authority refer it to the IOPC, if the complaint has not been previously referred.
- Recommend that the appropriate authority investigate the complaint.
- Make a recommendation under paragraph 28ZA, Schedule 3, Police Reform Act 2002 (recommendation with a view to remedying the dissatisfaction of a complainant).

OPFCC Customer Service Team

The Customer Service Team are responsible for recording all complaints against the force, the informal resolution of low-level complaints and for ensuring that all reviews are appropriately processed and considered.

Complaints against the Fire and Rescue Service

The Customer Service Team adopted responsibility for the receipt and recording of complaints against the Fire and Rescue Service in April 2023. This decision was taken to increase oversight of the Fire and Rescue Service and to free up valuable Fire Service resources to focus on operational matters.

The Customer Service Team are responsible for:

- Receiving and recording complaints
- Informal Resolution of less serious complaints
- Administration of the complaints process including logging, drafting all correspondence and record keeping

Police Appeals Tribunals

Police Appeals Tribunals (PATs) hear appeals against the findings of gross misconduct brought by police officers or special constables. The PFCC is responsible for appointing an LQC to chair the proceedings and for the administration of the process. The Police Appeals Tribunal can set aside the decision made by the previous gross misconduct panel, in line with the Police Appeals Tribunal Rules 2020.

Regional Collaboration

The East Midlands Police Collaboration Programme is the largest project of its kind in the UK, serving a population of 4.5 million people living in a region of more than 6,000 square miles. Under the collaboration arrangements, the 5 forces of Derbyshire, Leicestershire, Lincolnshire, Northamptonshire and Nottinghamshire work together in relation to areas vital to policing, ranging from major crime investigation through to IT infrastructure.

The current collaboration agreements are:

- East Midlands Police Legal Services
- East Midlands Special Operations Unit (EMSOU)
- East Midlands Technical Surveillance Unit
- East Midlands Special Operations Unit – Special Branch
- East Midlands Special Operations Unit – Major Crime
- East Midlands Special Operations Unit – Fraud and Financial Investigation
- East Midlands Special Operations Unit – Forensic Services
- East Midlands Regional ESN Programme Team
- East Midlands Police Legal Services
- East Midlands Collaborative Human Resources Service – Learning and Development Unit
- Digital Interview Recording
- Deputy Chief Constable (East Midlands Region)
- Cross Border Operations between East Midlands Forces and South Yorkshire
- Criminal Justice Services – Review Retention and Disposal
- Criminal Justice Services – ICT Provision
- Criminal Justice Services – Data Quality Team

Further details can be found [here](#):

<https://northantspfcc.org.uk/police-collaborations/>

A briefing outlining the work of EMSOU can be found [here](#):

<https://northantspfcc.org.uk/wp-content/uploads/2024/03/EMSOU-PCC-Briefing-2024-FINAL.pdf>

Strategic Policing Requirement

The Strategic Policing Requirement (SPR) sets out those threats which, in the Home Secretary's view, are the biggest threat to public safety and must be given due regard by PFCCs when issuing or varying Police and Crime Plans. It supports PFCCs 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 which provided strengthened detail around the action required from policing at the local and regional level to the critical national threats. The 2023 SPR sets out seven identified national threats. These are:

- Serious and Organised Crime (SOC)
- Terrorism
- Cyber
- Child Sexual Abuse
- Public Disorder Civil
- Emergencies
- Violence Against Women and Girls (added in 2023)

PFCCs must keep the police and crime plan under review in light of any changes made to the SPR by the Home Secretary. Chief Constables must have regard to both the police and crime plan and the SPR when exercising their functions and PFCCs are responsible for holding them to account for doing so.

Further details can be found [here](#):

<https://northantspfcc.org.uk/wp-content/uploads/2024/03/Strategic-Policing-Requirement.pdf>

Early Intervention

A specialist Early Intervention and Youth team, employed by the OPFCC, provides additional support to families and vulnerable young people who are at increased risk of becoming victims of crime or are likely to get involved in criminal behaviour. The Early Intervention Family Support team provide a range of preventative services targeting families where there are issues with domestic incidents, risk of exclusion from school or involvement in crime, and issues of concern referred by other professionals in the county.

This work helps to divert young people away from crime and safeguard them from criminal exploitation. Early intervention is essential to understanding why young people get involved in crime and other negative activities and to prevent problems before they escalate. With support at the right time, work with young people and their families can improve engagement with education and training, improve family relationships and life chances and reduce the risk of them getting involved with or becoming a victim of crime.

The team provide support on a wide range of issues from school exclusion, parenting, finance and tenancy related issues and mental health and wellbeing. In addition to face-to-face work with individuals and groups, the team also offer online parenting workshops. The team also have specialist Domestic Abuse Family Support Workers who contact families who have received a police call out for a domestic abuse where children were present. Generally, these referrals relate to low level incidents which will not be progressed through the criminal justice system. The team make immediate contact to offer support to help address the issues which may be causing arguments and violence to occur to prevent escalation and further calls to the police.

Early Intervention support to the Community Initiative to Reduce Violence (CIRV)

Early Intervention support officers also work alongside police officers in the CIRV initiative and are the first point of contact for young people referred to it. They work with colleagues across a range of partner organisations to ensure young people receive tailored support for their needs. The Early Intervention support officers offer one to one intervention with young people to help them to understand the impact of their behaviour and to plan ways of changing their behaviour in a safe way.

The OPFCC Youth team

The OPFCC Youth team works with young people across the county in areas and schools which have been identified as priority areas by Community Safety Partnerships for crime and anti-social behaviour. The team undertake outreach activities and receive referrals from professionals who are concerned about behaviour, absence from school or have identified possible risks of exploitation. The Youth Workers support young people on a one-to-one basis and in groups to offer mentoring, support and informal education to address personal issues, enhance self-esteem and engage them in positive activities and routes into education and training.

Within the OPFCC, the Criminal Justice Delivery manager (CJDM) works with partners and stakeholders on several strategic boards, and associated work streams, towards reducing offending. These include working with partners to combat the demand and supply of drugs, and work to address offending triggers such as drugs & alcohol. The work with partners supports those released from prison by providing a continuity of care, to provide mental and physical health, wellbeing, and neurodiversity support, to deliver education and training, to support those released into employment, and support them with accommodation, financial and social support, etc. There are several other boards including Regional and local Reducing Reoffending Boards, Female Offender Strategy boards, Combatting Drugs Partnership (CDP) Board and the CDP Finance and funding Board, Community Sentence treatment requirement (CSTR) board, and the Integrated Offender Management (IOM) Board. All include partners and strategies towards supporting individuals to reduce offending.

The CJDM also manages the Local Criminal Justice Board with criminal justice partners including the Judiciary, Crown Prosecution Service (CPS), Police, Defence community, His Majesty's Courts and Tribunal Services (HMCTS), His Majesty's Prison and Probation Services (HMPPS), the Department of work and pensions, the Legal Aid agency, Citizens Advice, the Lord Lieutenants office, health services, and prison transport agencies. The prime purpose of the Board and the partnership is to improve the efficiency and effectiveness of the local Criminal Justice System (CJS). They also participate in the Crown Court Improvement Delivery Group meetings and HMPPS local and national liaison meetings towards the same goal.

The CJDM also leads the Northants Restorative Justice Board supporting victims and offenders through restorative practice, towards repairing the harm caused through offending. They participate in the Northants Police Out of Court Disposal Scrutiny Board, playing an active role and contributing feedback regarding how the Police have resolve low level offences without the need for victims to attend court. They participate in Community Safety partnership meetings and community wellbeing meetings, among others, towards tackling issues that may result in offending.

The CJDM oversees the Immediate Justice program which sees perpetrators of anti-social behaviour (ASB) carry out restorative work in the community. Those found committing ASB are made to repair the damage they have inflicted on victims and communities, which could see them litter picking, removing graffiti, or carrying out other work to make environmental improvements in the areas where they offended.

The CJDM also oversees the Custody Volunteer Scheme, where volunteers attend police stations to check on the treatment of detainees and the conditions in which they are held and that their rights and entitlements are being observed. It offers protections and confidentiality to detainees and the police, and reassurance to the community at large.

The CJDM manages budgets for Integrated Offender Management and reducing offending and has responsibility for commissioning contracts associated with the referred work, for example the PIPA – Preventing Intimate Partner Abuse program towards tackling domestic violence and abuse.

Cyber Security Forum

The Northamptonshire Cyber Security Forum aims to help local businesses raise their defences against the UK's fastest growing form of crime. Launched in May 2017, the forum holds regular monthly meetings attended by IT directors, managers and specialists from local businesses and business networks. As well as receiving free cybercrime prevention advice, businesses that attend will benefit from expert briefings on current cyber threats, impacts, trends and government advice, helping them reduce the likelihood of disruption due to cybercrime. It provides an opportunity for businesses and policing to engage with one another. Participation within the Forum has grown over recent months and we have had expert speakers attend the forum to discuss subjects such as Cyber Resilience, Cyber Essentials and Data Protection.

Cyber fraud is never far from the headlines. National statistics show that 89 per cent of businesses have suffered a cyber-crime attack in the last 12 months, and 68 per cent of businesses have had a fraud event because of a phishing attack. In 2023 the Forum was recognised nationally at The Real Cyber Awards 2023 by winning the Cyber Public Service category which recognised an individual or team in a public sector organisation delivering high-quality cyber security and education. The impact of a cybercrime on a business can be absolutely devastating and the OPFCC provides a network to help professionals come together and share information.

Enabling Services

Our Enabling Services function has brought together services such as HR, ICT, Fleet, Estates and Facilities and Finance across Police and Fire and Rescue to make them as efficient and effective as possible. The Enabling Services Team have helped to ensure that both Police and Fire have the strong professional support to drive forward the transformation and improvement in the delivery of front-line services. In addition to this, all three organisations now have access to technology giving them the best data to inform service delivery.

Another key aspect to the work of the Enabling Services Team has been to prepare the fleet, estate, and processes to allow us to meet the Government carbon targets: The Government has set a goal of 2030 to have an established roadmap of how businesses, including public sector organisations, will be working towards becoming carbon neutral by 2050. Ensuring that the estate and fleet of Northamptonshire Police and Northamptonshire Fire and Rescue service are affordable and sustainable into the future is very important. Darby House, is the flagship shared building for the OPFCC, Northamptonshire Police and the Fire and Rescue service. When the building was purchased in 2020, it had an energy rating certificate of E, which was much below the average for a commercial building. However, following the refurbishment of the Darby House, the building now has an energy rating of A+. Sustainable improvements included LED lighting on a sensor system, air source heat pumps and data driven thermostats.

The PFCC is the recipient of all funding, including the grant funding from the government for Policing and the Fire and Rescue Service and funding raised by the Council Tax precept. How this money is allocated is a matter for the PFCC, except in relation to a small number of specific grants such as those for counter-terrorism, in consultation with the Chief Constable, who may provide professional advice and recommendations.

The Policing Budget 2024-25

2023/24 £m	Budget Breakdown	2024/25 £m
133.344	Force	144.471
27.245	Enabling Services	31.799
160.589	Indicative Police Budget	176.270
1.288	OPFCC (Office)	1.314
5.018	Commissioning and Delivery (OPFCC)	5.353
6.306	Budgets managed by the PFCC	6.667
2.798	Capital Financing Costs	4.463
(1.561)	Transfers to/(from) Reserves	(5.452)
0.946	Investment	1.823
(0.500)	Savings to be identified	(0.803)
168.578	TOTAL BUDGET	182.968

2023/24 £m	Police Budget Breakdown	2024/25 £m
86.570	Police Officers	97.537
29.997	Police Staff	32.072
3.978	PCSOs	3.973
1.049	Other Pension Costs	1.235
0.665	Other Employee Expenses	0.616
1.513	National ICT Charges (inc. PNC)	1.814
9.353	Third Party/Collaborative Arrangements	10.361
7.972	Other Non-Pay (excl. Enabling Services)	7.485
(7.753)	Income	(10.622)
133.344		144.471
27.245	Enabling Services	31.799
160.589	TOTAL BUDGET	176.270

Medium Term Financial Plan 2024/25 - 2028/29

Medium Term Financial Plan

2023/24 £'000		MTFP - £13 Precept				
		2024/25 £'000	2025/26 £'000	2026/27 £'000	2027/28 £'000	2028/29 £'000
86,570	Police Officers	97,537	101,076	103,125	105,061	106,547
29,997	Police Staff	32,072	32,806	33,489	34,187	34,689
3,978	PCSOs	3,973	4,044	4,108	4,172	4,219
1,049	Other Pension Costs	1,235	1,248	1,270	1,294	1,310
665	Other Employee Expenses	616	625	638	651	661
1,513	National ICT Charges (inc. PNC)	1,814	1,925	2,038	2,154	2,272
9,353	Third Party/Collaboration	10,361	10,568	10,779	10,995	11,215
7,972	Other Non-Pay (excl. Enabling Services)	7,485	8,682	9,637	10,734	12,444
(7,753)	Income	(10,622)	(11,011)	(11,434)	(12,826)	(13,888)
133,344	CHIEF CONSTABLE - OPERATIONAL	144,471	149,963	153,650	156,422	159,469

27,245	ENABLING SERVICES	31,799	31,337	30,825	32,021	31,936
--------	--------------------------	--------	--------	--------	--------	--------

160,589	TOTAL CHIEF CONSTABLE BUDGET	176,270	181,300	184,475	188,443	191,405
----------------	-------------------------------------	----------------	----------------	----------------	----------------	----------------

1,288	OPFCC (Office)	1,314	1,344	1,374	1,404	1,404
5,018	OPFCC (Commissioning & Delivery)	5,353	4,953	4,723	4,823	4,823
2,102	Capital Financing - MRP	2,681	3,637	3,807	4,137	5,702
496	Capital Financing - Interest	782	1,269	1,488	1,448	1,675
200	Capital Financing - RCCO	1,000	1,000	1,000	1,000	1,000
1,010	Specific Transfers to Reserves	-	100	100	100	100
(2,571)	Specific Transfers from Reserves	(5,452)	(542)	-	-	-

7,543	OTHER (inc. OPFCC & Capital Financing)	5,678	11,761	12,492	12,912	14,704
--------------	---	--------------	---------------	---------------	---------------	---------------

946	New Investment Proposals	1,823	1,678	1,678	1,678	1,088
(500)	Minimum Savings Target	(803)	(1,684)	(2,591)	(3,513)	(4,455)
-	Further Savings/Efficiencies Requirement	-	(1,678)	(1,678)	(1,678)	(1,088)

168,578	TOTAL GROUP	182,968	191,376	194,376	197,841	201,653
----------------	--------------------	----------------	----------------	----------------	----------------	----------------

FUNDING

(81,905)	Main Police Grant	(86,809)	(92,165)	(93,547)	(94,950)	(96,375)
(1,272)	Pension Grant	(4,079)	(3,825)	(3,825)	(3,825)	(3,825)
(2,600)	Ringfenced Officer Uplift Grant	(4,054)	-	-	-	-
(6,644)	Legacy Grants	(6,644)	(6,644)	(6,644)	(6,644)	(6,644)
-	Additional Uplift Grant	(1,008)	-	-	-	-
(75,118)	Precept	(79,115)	(81,900)	(84,782)	(87,767)	(90,856)
(1,039)	Collection Fund Deficit/(Surplus)	(1,259)	(500)	(500)	(500)	(500)

(168,578)	TOTAL FUNDING	(182,968)	(185,033)	(189,298)	(193,686)	(198,199)
------------------	----------------------	------------------	------------------	------------------	------------------	------------------

-	FUNDING (SURPLUS) / DEFICIT	-	6,343	5,079	4,155	3,454
---	------------------------------------	---	--------------	--------------	--------------	--------------

PRECEPT

£293.04	Band D Council Tax	£306.04	£312.13	£318.34	£324.68	£331.14
256,339.80	Tax Base	258,511.60	262,389.27	266,325.11	270,319.99	274,374.79

ASSUMPTIONS

Home Office Grants	11.01%	1.50%	1.50%	1.50%	1.50%
Precept (%)	4.44%	1.99%	1.99%	1.99%	1.99%
Precept (£)	£13.00	£6.09	£6.21	£6.33	£6.46
Tax Base Change - Increase/(Decrease)	0.85%	1.50%	1.50%	1.50%	1.50%
Inflation Contingency	0.00%	0.00%	0.00%	0.00%	0.00%
Pay Awards	2.50%	2.00%	2.00%	2.00%	2.00%

Note: Figures may not sum due to rounding

OPFCC Budget 2024-25

2023/24 £m	Budget Breakdown	2024/25 £m
0.961	Staff Costs	1.024
0.327	Other Office Costs	0.293
1.288	Indicative Police Budget	1.317

2023/24			Delivery and Commissioning Budgets	2024/25		
Budget £m	Grants/ Income £m	Net £m		Budget £m	Grants/ Income £m	Net £m
0.100	(0.075)	0.025	Commissioning	0.100	(0.100)	0.000
2.233	(1.321)	0.912	Victims, Witnesses, DV Support & Vulnerability	3.050	(1.440)	1.610
0.133		0.133	Joint Communications Team with Fire	0.099		0.099
2.455		2.455	Early Intervention and Youth	2.426		2.426
0.716		0.716	Reducing Reoffending	0.432		0.432
0.086		0.086	Delivery and Accountability	0.089		0.089
0.260		0.260	Crime Prevention	0.255		0.255
0.181		0.181	Customer Services - Complaints	0.192		0.192
0.250		0.250	Police, Fire and Crime Plan Delivery Fund	0.250		0.250
6.414	(1.396)	5.018	Total Commissioning and Delivery	6.893	(1.540)	5.353

Fire & Rescue Budget 2024-25

2023/24 £m	Budget Breakdown	2024/25 £m
17.052	Fire Fighters	18.484
2.900	Staff	3.068
	Other Employee Expenses & Contingencies	1.472
1.077	Other Costs	6.399
5.490	Income	(1.204)
(1.016)	Governance/Support Services	3.920
28.987	OPERATIONAL BUDGET	32.139
0.444	Capital Financing	0.618
0.120	Inflation Contingency	0.120
0.525	Transfer to Reserves	0.119
(0.518)	Transfer from Reserves	(0.184)
0.571	BUDGETS MANAGED BY THE PFCC	0.673
-	New investment proposals	0.126
-	Efficiencies agreed	(1.155)
-	Efficiencies to be identified	(0.329)
29.558	TOTAL BUDGET	31.454

Fire & Rescue - Medium-Term Financial Plan (MTFP)

		MTFP - 2.99% Precept				
2023/24 £'000		2024/25 £'000	2025/26 £'000	2026/27 £'000	2027/28 £'000	2028/29 £'000
17,052	Fire Fighters	18,484	19,471	20,165	20,757	21,103
2,900	Staff	3,068	3,145	3,225	3,298	3,372
94	Other Pension Costs	101	104	108	111	114
983	Other Employee Costs/Contingencies	1,371	1,382	1,394	1,406	1,416
1,559	Estates	2,088	1,944	1,986	2,024	2,089
1,699	ICT	1,911	2,012	2,150	2,191	2,212
536	Vehicles	609	622	634	679	889
899	Equipment and Clothing	1,001	1,021	1,027	1,034	1,041
797	Other Non-Pay	790	658	663	669	681
(1,016)	Income	(1,204)	(1,164)	(1,122)	(1,081)	(1,105)
3,484	Governance/Support Services	3,920	3,918	4,055	4,138	4,221
28,987	OPERATIONAL BUDGET	32,139	33,113	34,285	35,226	36,033
384	Capital Financing - MRP	259	370	426	521	609
60	Capital Financing - Interest	59	86	93	98	103
-	Capital Financing - RCCO	300	300	300	300	300
120	Inflation contingency	120	124	128	132	136
525	Transfer to Reserves	119	100	100	100	100
(518)	Transfer from Reserves	(184)	-	-	-	-
571	OTHER (Budgets managed by the OPFCC)	673	980	1,047	1,151	1,248
-	New Investment Proposals	126	130	132	135	138
-	Efficiencies to be identified	(329)	(665)	(665)	(665)	(665)
-	Efficiencies already identified	(1,155)	(866)	(888)	(935)	(951)
29,558	TOTAL	31,454	32,692	33,911	34,912	35,803

FUNDING						
(2,563)	Top Up Grant	(2,665)	(2,692)	(2,719)	(2,746)	(2,773)
(1,186)	Pension Grant		-	-	-	-
(2,587)	Revenue Support Grant	(3,944)	(3,984)	(4,024)	(4,064)	(4,105)
(3,039)	Business Rates	(3,686)	(3,760)	(3,835)	(3,912)	(3,990)
-	Funding Guarantee	(231)	(231)	(231)	(231)	(231)
(954)	S31 Grant - Compensation	(1,089)	(1,089)	(1,089)	(1,089)	(1,089)
(210)	Services Grant	(34)	-	-	-	-
(18,764)	Precept	(19,489)	(20,175)	(20,885)	(21,620)	(22,381)
(255)	Collection Fund (Surplus)/Deficit	(315)	(92)	(92)	(92)	(92)
(29,558)	TOTAL FUNDING	(31,454)	(32,023)	(32,875)	(33,754)	(34,661)
-	FUNDING (SURPLUS) / DEFICIT	0	669	1,036	1,158	1,142

PRECEPT						
£73.20	Band D Council Tax	£75.39	£76.89	£78.42	£79.98	£81.57
256,339.80	Total	258,511.60	262,389.28	266,325.12	270,320.00	274,374.80

ASSUMPTIONS						
	Other Grants	0.00%	0.00%	0.00%	0.00%	0.00%
	Revenue Support Grant	4.54%	1.00%	1.00%	1.00%	1.00%
	Business Rates	10.10%	2.00%	2.00%	2.00%	2.00%
	Precept (%)	2.99%	1.99%	1.99%	1.99%	1.99%
	Precept (£)	£2.19	£1.50	£1.53	£1.56	£1.59
	Tax Base Increase	0.85%	1.50%	1.50%	1.50%	1.50%
	Pay Awards	3.00%	2.00%	2.00%	2.00%	1.00%
	Inflation Contingency	1.00%	1.00%	1.00%	1.00%	1.00%

Note: Totals may not sum due to rounding



**Northamptonshire Police,
Fire and Crime
Commissioner**

www.northantspfcc.org.uk