



**Town Clerk**

Les Trigg

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15 Station Road  
STONE  
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9 November 2021

Dear Councillor,

A meeting of the **GENERAL PURPOSES COMMITTEE** will be held in the **Council Chamber at 15 Station Road, Stone**, on **TUESDAY 16 NOVEMBER 2021 at 7:00pm**.

The agenda is set out below and I trust you will be able to attend.

Attendees are asked to wear face masks other than when taking part in the meeting.

Les Trigg  
Town Clerk

**AGENDA**

1. **To receive apologies for absence**
2. **Declarations of Interest**
3. **Requests for Dispensations Received**
4. **Representations from Members of the Public**

To consider representations from members of the public on items to be considered at this meeting, in accordance with the Council's scheme of public participation.

5. **Police and Fire Commissioner**

To consider a consultation on the key priorities in the Staffordshire Commissioner's Police and Crime Plan, and Fire and Rescue Plan 2021-2024.

An email from Ben Adams, Staffordshire Commissioner for Police, Fire and Rescue, Crime is attached.

The following documents are attached to the electronic version of the agenda:

- Draft Fire and Rescue Plan 2021-2024
- Draft Police and Crime Plan 2021-2024

Further information is available at: [Have Your Say - Staffordshire Commissioner \(staffordshire-pfcc.gov.uk\)](https://staffordshire-pfcc.gov.uk)

Members of the public are welcome to attend the General Purposes Committee meeting as observers and/or to make representations to the committee in accordance with the Council's scheme of public participation. Details of the scheme are displayed in the Council's notice boards and website.

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**From:** Cathy Reid <Cathy.Reid@staffordshire-pfcc.pnn.gov.uk>  
**Sent:** 28 October 2021 10:30  
**Subject:** Have your say on policing, and fire and rescue, in Staffordshire

Dear Stakeholder

As you are a key partner I would personally like to invite you to take part in a consultation to provide feedback on the key priorities in my proposed Police and Crime Plan, and Fire & Rescue Plan 2021-2024.

The plans set out my priorities for the next three years. How effectively the services perform against these plan priorities is a key part of how I hold the Chief Constable and Chief Fire Officer to account on behalf of the public.

The plans highlight how important it is for Staffordshire Police and Fire & Rescue to work with health, councils, the wider criminal justice system and community groups to keep us safe while supporting victims.

Fundamentally, these plans should result in fewer victims of crime and anti-social behaviour, fewer casualties on our roads, and fewer people who suffer due to fire or the actions of others.

The services can't deal with these issues on their own. These plans emphasise the importance of strong relationships with partner organisations in delivering real, joined-up working across Staffordshire and Stoke-on-Trent.

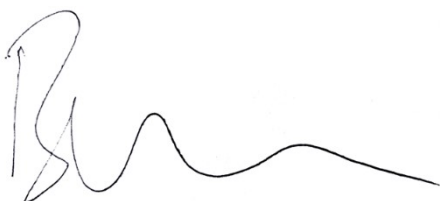
My challenge, and the challenge for the services, is to get the balance right between addressing the issues that make people feel less safe, day in, day out, with tackling the serious problems which most people will thankfully never experience, but cause significant harm.

Have I got the balance right? Do these plans reflect your priorities, and the concerns of your community? Your views matter to me, and I want to hear from as many of you as possible.'

The consultation is available to complete online until 23 November.

Please visit [Have Your Say - Staffordshire Commissioner \(staffordshire-pfcc.gov.uk\)](https://staffordshire-pfcc.gov.uk) to share your views with the Commissioner, and see the full draft Police and Crime Plan, and Fire and Rescue Plan 2021-2024. All responses will be collated anonymously and used to inform the plans' priorities.

Yours faithfully



**Ben Adams**  
Staffordshire Commissioner for Police, Fire and Rescue, Crime



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[www.staffordshire-pfcc.gov.uk](http://www.staffordshire-pfcc.gov.uk)

Staffordshire Police HQ, Block 9, Weston Road, Stafford, ST18 0YY



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**"A safer Staffordshire"**

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# Draft Fire and Rescue Plan 2021 – 2024

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Staffordshire and Stoke-on-Trent



**STAFFORDSHIRE COMMISSIONER**

Police | Fire and Rescue | Crime

# Introduction

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The work that fire and rescue services do has changed significantly in recent decades. Staffordshire\* Fire & Rescue Service provide a broad range of services to keep people safe at home, at work and at in public places. The number and types of incidents attended has also changed and whilst there had been a downward trend for many years, the service has seen an increase in blue-light response over the last three years. Some of that demand is more complex than before; climate change has led to more extreme weather events leading to flooding and large-scale fires in open areas that have required protracted, resource intensive responses.

Even though the risk of fire and other incidents remains low, the prevention work that Staffordshire Fire & Rescue Service does is absolutely vital to make sure this remains the case. The prevention effort is becoming more targeted towards those who are most at risk, whether due to their age, infirmity, physical disability, mental health or drug and alcohol abuse. The problems people face can be complex and multi-faceted, so it is important for the service to work in close partnership with other agencies including the NHS and local councils to make sure people get the support they need to keep them safe.

As well as vulnerable people, the service also increasingly needs to focus its efforts on vulnerable locations. The tragic events at Grenfell Tower have increased the emphasis on technical fire safety audits, inspections of premises and the use of enforcement powers. Legislation is expected imminently which will formalise these. Staffordshire Fire & Rescue Service is already responding positively to this challenge with the recruitment of more specialist staff. It is already clear that protection work will be an increasing priority for future investment and resource allocation.

The service has also had to evolve and prepare thoroughly to be able to deal with complex and challenging potential threats such as terrorist incidents or severe weather events. It stepped up as part of the collective effort during the COVID-19 pandemic, distributing food packages and helping vulnerable people, delivering PPE, and helping with testing and vaccination sites.

A lot of this work is built on the professionalism and enthusiasm of fire and rescue staff. However, in terms of formal roles, terms and conditions, the fire and rescue sector has remained largely unchanged for decades and reforming it to be able to meet new challenges is in the public interest.

It is a Government priority, legislation is expected imminently that will kick-start the process. Here in Staffordshire and Stoke-on-Trent we can demonstrate the huge potential of a modern fire and rescue service. Given more flexibility to address local need, there is a real opportunity for more imaginative and radical options for protecting people and places. I believe preparing the service for the future is essential and have already triggered work to consider options. This may involve deploying staff and using assets differently and applying greater discretion to how low-risk incidents and non-essential activities are dealt with. I will have open and honest conversations with employee representatives and the communities of Staffordshire and all other stakeholders to take this forward.

Together we can keep Staffordshire safe.

**Ben Adams**  
Staffordshire Commissioner

\*Staffordshire and Stoke-on-Trent will hereinafter be referred to as Staffordshire for simplicity.





# Keep Staffordshire safe

## Our priorities

### **A flexible and responsive service**

Ensure your local fire and rescue service continues to be accessible and responsive so that risk is appropriately and proportionally managed, community and firefighter safety remains paramount and high levels of public confidence and trust in the service are maintained.

### **Protect people and places**

Protect people, premises and the environment through the right balance of education, advice and support and the use of regulatory and enforcement powers to keep people safe.

### **Help people most at risk stay safe**

Deliver effective and targeted prevention work that provides early help to individuals, families and communities so that we keep people safe from fires and other incidents, they feel safer and there is less pressure on fire response services.

### **A Fire and Rescue service for tomorrow**

Ensure that Staffordshire Fire & Rescue is fit for a changing future and is a leading example for other services to follow so that the people of Staffordshire can be reassured that their money is being used efficiently and effectively and the workforce better reflects the communities it serves.

# Our approach

## Community focused

Understanding communities and recognising their different needs is essential to delivering services in their local area that builds relationships, tackles the right problems and increases public confidence. It's therefore important to give people a voice so that they feel they are being heard and are confident to engage with their fire & rescue service. I will also encourage people to get more involved through shaping priorities and services, volunteering, scrutinising the service and helping to solve problems in their community.

## Prevention and early intervention

Preventing fires, road traffic collisions and other incidents from happening in the first place reduces demand on our fire and rescue and other services, and reduces harm. By intelligently targeting interventions at the most vulnerable people and locations and intervening as early as possible we can prevent issues from happening in the first place or escalating so that they become even more damaging, complex and costly. So, prevention and early intervention will be central to delivering all aspects of this plan.

## Solving problems together

The issues affecting individuals, families and communities are often complex and rarely solved by one organisation alone so we need to bring organisations together to prevent problems from escalating and protect people from harm. This means sharing resources and knowledge and aligning services to deliver more efficient and comprehensive solutions. Even better collaboration between partners including neighbouring fire and rescue services, other blue light services, councils, health authorities, business and the voluntary and community sector is essential.

## Properly equipped

Our fire and rescue service must have the equipment, vehicles, facilities, technology, training and wellbeing support it needs to be able to perform at their best. It is particularly important to ensure the service makes the best use of technology to save money, create capacity, improve services and help protect the public. Recognising the Government's climate change commitment, I will also work with the service to do everything we can to reduce our impact on the environment without compromising operational effectiveness. I will also help communities to address their local safety concerns and ensure that partners have the skills to intervene early, recognise and address vulnerability.

## Value for money

I will always consult residents before reaching a decision on council tax increases. Wherever possible, every penny in fire & rescue should be directed towards their core purpose of keeping people safe. This is not about cost cutting but changing the way the service works by listening to the people doing the job and learning from other organisations.

## Open and transparent

I will listen, act on public concerns, explain what we are doing to address them and treat people fairly and I expect Staffordshire Fire & Rescue Service to do the same. I will challenge, scrutinise and share performance data publicly to demonstrate my expectation of the highest standards of public service and to maintain trust and confidence.



# About Staffordshire

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[Infographic on Staffordshire statistics to be inserted in final plan]

## Shaping the Plan

To help inform and develop this plan, a number of considerations have been made. This includes reviewing national guidance, understanding and assessing local fire safety and broader community safety needs and importantly seeking and listening to professional and community opinion.

The following section outlines the main findings.

### National Fire and Rescue Priorities

The Government has set out its ambition *“to make fire and rescue more accountable, more effective and more professional than ever before...building on the great strides in prevention and collaboration that fire and rescue services have already made”*.

This programme of reform formed the basis of the Fire and Rescue National Framework for England, and included:

- transforming the local governance of fire and rescue by enabling mayors and police and crime commissioners to take on responsibility for their fire and rescue service where a local case is made;
- establishing Her Majesty’s Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) as an independent inspection regime for fire and rescue services;
- developing a comprehensive set of professional standards to drive sector improvement;

- supporting services to transform commercially with more efficient procurement and collaboration;
- increasing the transparency of services with the publication of greater performance data and the creation of a new national fire website;
- driving forward an ambitious programme for workforce reform including through enhancing: professionalism; management and leadership; training and development; equality and diversity; culture; and options for flexible working.

#### The framework itself sets out five priorities for Fire and Rescue Authorities:

- make appropriate provision for fire prevention and protection activities and response to fire and rescue related incidents;
- identify and assess the full range of foreseeable fire and rescue related risks their areas face;

- collaborate with emergency services and other local and national partners to increase the efficiency and effectiveness of the service they provide;
- be accountable to communities for the service they provide; and
- develop and maintain a workforce that is professional, resilient, skilled, flexible and diverse.

The Government has announced that a White Paper on Fire Reform will be published in 2021 that will set the direction for English Fire and Rescue Services in three areas: professionalism, people and governance. This is in response to the recommendations from Phase 1 of the Grenfell Tower Inquiry and the findings of Her Majesty's Inspector of Constabulary and Fire and Rescue Service, Tom Winsor's State of Fire report.

It is likely to build on the existing framework and will seek to deliver a set of reforms to ensure Fire and Rescue Services operate effectively and efficiently, put the public first and meet the needs of the communities they serve, whilst adapting to societal changes. It will focus on new governance arrangements, drawing on lessons learned from the first cycle of governance transfers to PCCs, which included Staffordshire. Importantly, it will consider legislating to create operational independence for Chief Fire Officers. This is in line with arrangements currently in place for policing and I very much support this proposal.

## Local Needs

Staffordshire is a relatively safe place to live, visit and work and the risk of fire and other incidents that require a response remain very low. This is due to years of prevention work, changes in behaviour and improvements to the design of buildings, vehicles and appliances to minimise risk.

In addition to the national priorities set out above, Staffordshire Fire and Rescue Service conduct detailed assessments of demand, threat and risk to provide a sound evidence base to inform decisions on how resources are allocated. This process has informed the priorities set out in this plan.

## Fire and Building Safety

Changes in legislation over the past 30 years have led to a gradual reduction in the fire safety work that fire and rescue services are required to carry out to help ensure that buildings are safely designed, constructed, maintained and operated. However, following the tragic fire at Grenfell Tower in 2017, inquiries into building regulations and fire safety have identified the need to tighten these arrangements to keep people safe in their homes. This will certainly place greater responsibilities on all fire & rescue services to ensure the right numbers of skilled, specialist staff are available for audit and inspection work. Staffordshire Fire & Rescue service are already responding to this and it will continue to be an investment priority.

## Climate Change

The service is increasingly being required to deal with large scale fires in open areas during hot, dry periods and incidents arising from storms and other severe weather events. The service is currently not statutorily required to respond to floods but does so willingly to protect and rescue people and minimise the damage caused to properties and public spaces. This is a critical issue for the service and the right equipment, training and other resources need to be provided so that the service can continue to deal with these events.

## People most at risk

The leading causes of accidental fires in the home are cooking, heating appliances, electrical fires, smoking and candles. The primary human factors that contribute to injuries and deaths from these incidents in Staffordshire have been identified by the service as smoking, alcohol and drug use, mobility and the elderly. The population is increasing and is ageing. More houses are being built and more people are being supported to live at home independently for longer. We also know that motorcyclists, pedal cyclists, pedestrians and young drivers are at most risk of becoming a casualty on our roads. It's important to identify those that are at most risk, engage with them and provide practical help and advice to prevent fires, road traffic collisions and other incidents from happening.

## Public Concerns



Home Office

In my conversations with communities it is clear that their primary concern is to have a rapid response when faced with an emergency, so our priority will always be to maintain high standards of service.

It is also clear to me, however, that people expect the service to evolve to meet current and emerging risks.

My challenge, and the challenge for Staffordshire Fire & Rescue Service, is to get the balance right in meeting the traditional expectations of communities whilst also making the reforms that are desperately needed to ensure the service is prepared for future challenges.

I will continue to listen to and consult with people across Staffordshire as your concerns will always be foremost in my local Fire and Rescue Plans.

## Priority 1

# A flexible and responsive service

Ensure your local fire and rescue service continues to be accessible and responsive so that risk is appropriately and proportionally managed, community and firefighter safety remains paramount and high levels of public confidence and trust in the service are maintained.

### I will:

- Ensure a rapid response to fires, road traffic collisions and other emergencies wherever needed in our area and to assist other areas in line with our mutual aid commitments, regionally and nationally.
- As part of the Staffordshire Local Resilience Forum, continue to take an active role in planning and preparing responses to disruptive events including those arising from adverse weather conditions, public health crises, industrial incidents, transport incidents and terrorist attacks.
- Ensure an effective response to risks associated with rural communities and open spaces such as grassland fires and open water incidents so that people, livestock, wildlife and the environment can be rescued and protected.
- Develop plans and capabilities to be able to respond to fire risks associated with rapidly growing new technologies including electric vehicles and home battery power storage systems.
- Further develop work between Staffordshire Fire & Rescue Service, Staffordshire Police and other emergency services in examining their approach to managing incidents where multiple services attend. This local initiative is additional to established national principles for managing major incidents.
- Explore opportunities for fire and rescue teams to respond to incidents which might be initially reported to other agencies. Examples are gaining access for paramedics at 'concern for welfare' incidents or carrying out emergency treatment at cardiac arrest incidents.
- Continue to work to reduce repeated demand from the same locations and from false alarms.

## Priority 2

# Protect people and places

Protect people, premises and the environment through the right balance of education, advice and support and the use of regulatory and enforcement powers to keep people safe.

### I will:

- Maintain the pace of the Community Sprinkler Programme to reduce the risk to occupants of multi-occupancy buildings within the scope of the programme and lobby for the installation of sprinkler systems to new multi-occupancy residential premises to become a regulatory requirement.
- Continue to work with the Environment Agency, Staffordshire Police, Local Authorities and other partners to ensure co-operation in investigation and enforcement activity related to fly-tipping, waste and environmental crime, often linked to organised crime.
- Continue to develop the audit process by which the service identifies high-risk premises to ensure inspection activity is properly targeted. This will be enhanced by better information sharing and joint analysis with partners.
- Ensure that the service has the required specialist staff, training and other resources to undertake an expanded role in the risk-based audit and inspection of premises and the application of regulatory powers.
- Strike the right balance between advising and supporting co-operative businesses to achieve compliance and robust enforcement where it's needed.
- Consolidate the existing range of services provided to support businesses that are affected by fire or fall victim to crime into a more joined-up service 'offer'.
- Establish an overarching community safety forum to enhance joint planning and service delivery; collaborating with partners to ensure prompt, shared action and shared responsibility to prevent harm and protect individuals and families.
- Intensify the activity of our Safer Roads Partnership so that police, fire & rescue, local authorities and National Highways work jointly towards safe roads, safe vehicles, safe road use, safe speeds and post-crash care to reduce road casualties that have devastating consequences for families.
- Engage communities more in understanding the work of the service and volunteering to support prevention work in activities such as Community Speed Watch.

## Priority 3

# Helping people stay safe

Deliver effective and targeted prevention work that provides early help to individuals, families and communities so that we keep people safe from fires, road traffic collisions and other incidents, they feel safer and there is less pressure on fire response services.

### I will:

- Ensure that safe and well checks are targeted at those at most risk of fire in the home and enable prompt intervention to provide the support people need to prevent fires and identify underlying issues which contribute to fire risks.
- Follow up safe and well interventions to ensure improvements are sustained, the impact is evaluated and any learning is applied to other cases.
- Ensure referral pathways are in place between fire & rescue and health services so that people get the help they need to reduce the risk of fire and other incidents in the home such as mental and physical health, and drug and alcohol support.
- Share data appropriately to ensure services are targeted towards people and places most at risk.
- Work with schools and alternative education providers to develop and deliver consistent, good quality education about fire safety and road safety, so children are able to make informed, positive and safe choices.
- Divert children away from harm through a range of personal development programmes and positive diversionary activities and ensure that they are brought together with similar activities in policing in a cohesive and coordinated way.
- Support the delivery of education initiatives targeted towards groups most at risk of road traffic collisions.

## Priority 4

# A fire and rescue service for tomorrow

Ensure that Staffordshire Fire & Rescue is fit for a changing future and is a leading example for other services to follow so that the people of Staffordshire can be reassured that their money is being used efficiently and effectively and the workforce better reflects the communities it serves.

### We will:

- Apply robust processes to understand present and future service demand and risk to provide a sound and transparent evidence base for resource allocation and funding decisions.
- Use this evidence base to develop an operating model that puts the right people with the right skills in the right place at the right time to respond to fires and other incidents and deliver the services which will prevent incidents and reduce risk even further.
- Ensure the right resources are available to respond to fires and other incidents, considering the balance between wholetime and on-call firefighters, generalist and specialist roles, shift patterns and working locations. Reviewing the vehicle fleet mix and associated crewing arrangements should reform part of this process.
- Increase the diversity of the workforce to better reflect the community we serve, promoting inclusion and addressing any organisational or cultural barriers to achieving this.
- Build on our police/fire collaboration programme to deliver effective and efficient support services and bring together the best in new ways of working and the technology that supports it from both organisations.
- Make better use of our best buildings by enabling fire and rescue and police staff to share accommodation.
- Implement strong evaluation processes to provide a better understanding of productivity and impact the service is having against the outcomes it is working towards.



# Delivering the Plan

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## Finance and Resources

The total revenue budget for 2021/22 was set at £42m. The funding for the Fire & Rescue Authority comes from two main sources; firstly, from Council Tax which amounts to around 65% of the total budget with the remaining 35% coming from Settlement Funding, which is a combination of local business rates and Revenue Support Grant provided directly by the Government.

The Medium-Term Financial Strategy (MTFS) sets out the basis of our current assumptions for the future and looks ahead in order to predict the overall funding position for Staffordshire Fire & Rescue Service for the next few years. The future is always difficult to predict but there is likely to be a significant impact of the pandemic on public finances both locally and centrally. As at 2022/23, the current MTFS is predicated on identifying savings of £2.9m.

The Service continues to develop its transformation plan to meet new financial and operational challenges with value for money being a key priority. The plan will need to be flexible to allow for changes in assumptions and the overall funding position.

A key factor in this is pay settlements which have been previously negotiated without the involvement of the four police, fire & crime commissioners who have taken on governance of local fire services. I will ensure that we are not excluded from future national conversations on pay and conditions as they impact significantly on our financial plans.

Future funding considerations will of course influence any proposals that I put forward regarding the level of council tax increases required for 2022/23 and beyond. Increases in Council Tax for the Fire & Rescue Authority have been kept very low during the last 10 years and, as with policing, I will only ask for funding above the level of inflation where I consider the increase necessary to protect services and keep our communities safe.

**Budget allocation schematic to be inserted**

## Fire/Police Collaboration

Staffordshire was only the second area in England where governance of fire and rescue was transferred to an elected Police, Fire and Crime Commissioner. Collaborative work has brought real benefits to how fire and police work together to keep communities safe, and delivered significant financial benefits.

A bold joint estates plan has seen fire and police teams brought together in modern facilities in Hanley and Tamworth, with public money no longer spent on separate buildings for each team. There are plans for similar arrangements in other locations across Staffordshire.

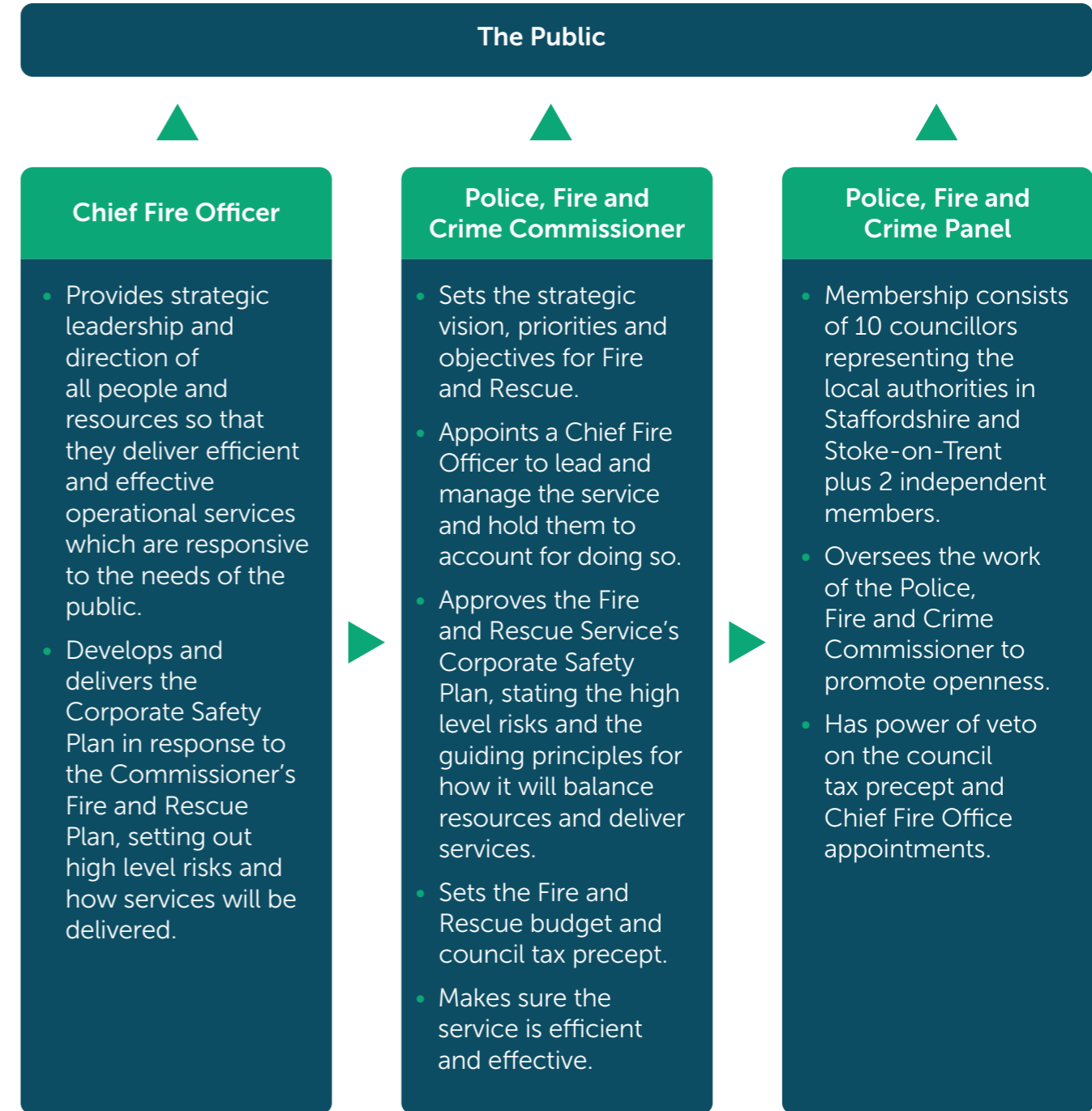
Staffordshire Police and Staffordshire Fire and Rescue Service now share a number of vital support services including vehicle fleet management, estates management, corporate communications, financial services, supplies and logistics, HR and occupational health. This saves money that is redirected to front line services.

In addition to financial savings, closer working between fire and police is bringing benefits such as joined-up approaches to protecting vulnerable people, and missing persons searches that take advantage of both services' resources and skills.





## Performance and Accountability





I expect the Chief Fire Officer to develop a Corporate Safety Plan (which fulfils the legal requirements of an Integrated Risk Management Plan) in response to each of the public priorities set out in this plan. Evidence on progress will be gathered from a number of sources including the service's own performance data, Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) reports, government reports and datasets, audit findings, data from partners and public surveys.

I will be completely open about performance against the measures I will monitor locally to ensure our priorities are being delivered. I will publish performance data and hold Public Performance Meetings where I will hold the Chief Fire Officer to account for delivery and which will be available online.

Governance statements, policies and procedures, decision records and details of expenditure and contracts are all accessible at <https://staffordshire-pfcc.gov.uk/transparency/>.

Progress against this plan will be regularly reported to the Police, Fire & Crime Panel and an annual report will be published. This plan will be kept under review and refreshed to take account of finances, changes in national policy or major events.

My office is separate to the fire & rescue service and the police service and works closely with partners, businesses and communities to support me in implementing this plan. It also undertakes public engagement, the scrutiny of the fire & rescue service and the police, and commissions services to support community safety.

**My office is specifically responsible for:**

- Monitoring and scrutinising the performance of Staffordshire Fire and Rescue Service and Staffordshire Police.
- Seeking public views on fire safety, road safety and broader community safety decisions that affect them directly.
- Keeping the public up-to-date and informed about fire and rescue service performance, my work and that of my office.
- Publishing easy-to-access and transparent information about decisions, budgets, performance and governance.
- Working with partners to co-ordinate community safety and prevention activities across Staffordshire.

# Get Involved

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As your Police, Fire and Crime Commissioner for Staffordshire, I welcome your feedback. By letting me know the issues that matter to you most, you will be directly shaping Fire and Rescue and broader community safety decisions both now and in the future.

You can contact my office to give feedback or ask questions about your Fire and Rescue service.





**STAFFORDSHIRE COMMISSIONER**  
Police | Fire and Rescue | Crime

# Draft Police and Crime Plan 2021 – 2024

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Staffordshire and Stoke-on-Trent



**STAFFORDSHIRE COMMISSIONER**

Police | Fire and Rescue | Crime

# Introduction

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Policing in Staffordshire and Stoke-on-Trent\* continues to evolve as the nature of crime continues to change. With fewer neighbourhood crimes such as burglary and theft but more crimes against the person there is a greater focus on protecting people from harm. Complex issues such as child sexual exploitation, modern slavery, online fraud and managing public protests have become 'business as usual' for our police service with local police teams increasingly addressing issues caused by societal problems such as domestic abuse, missing persons, mental health concerns and substance misuse. In light of recent events, people rightly want the police and other services to act urgently to reduce the threat of violence against women and girls.

Protecting people from harm is an absolute priority and it is important that everyone in Staffordshire knows that this is being done well. However, people are frustrated that some of the fundamental police services that they value are being eroded. People expect calls to be answered quickly, for the police to respond rapidly and to deal effectively with problems in their area.

Some communities feel exasperated by the antisocial behaviour (ASB) and drug-related crime they see in public areas. They also want action to be taken on speeding and antisocial driving on our roads. Where these problems are repeated people lose confidence in their services with the result that many think that crime is high and rising, when in reality the opposite is the case. They want locally based officers to listen to them, understand, and address local problems to help them feel safer. They also want to be kept informed about what is being done to stop them happening again.

I share these frustrations and aim to rebuild public confidence by rebalancing the essential activities needed to protect the most vulnerable people in our communities from harm with an enhanced effort to drive down the crime and ASB that affects the wider community. The further increase in officers that we will see in Staffordshire in the next two years will help us to do just that, as will our approach which is built on prevention and early intervention. I will provide an effective means for people to trigger a multi-agency response to repeat incidences of ASB.

I will work determinedly with the police service to bring about the changes that are needed but it's broader than just policing. I have wider responsibilities to prevent crime, influence the criminal justice system and support victims with services which cannot be delivered by the police. Some of these services are commissioned by my office and others require working closely with the NHS, councils, criminal justice agencies, schools, businesses, community groups and other partners. Where there are gaps in services being provided, I will do my utmost to make sure they are filled.

There is an important role for you in all of this too. Representing your communities by volunteering or engaging with the police and other agencies to tackle problems in your area can help them to help you.



**Ben Adams**  
Staffordshire Commissioner

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\*Staffordshire and Stoke-on-Trent will herein after be referred to as Staffordshire for simplicity



# Keep Staffordshire safe

## Our priorities

### A local and responsive service

Understand and deal with what matters to communities, respond promptly to incidents and work with partners to solve problems and prevent them from getting worse. This will mean that crime and ASB reduces, our roads are safer and confidence in Staffordshire Police increases.

### Protect people from harm

Prevent harm and protect people (particularly children and those that are vulnerable) by ensuring they are appropriately safeguarded and receive the help and support they need.

### Support victims and witnesses

Ensure victims and witnesses are provided with exceptional specialist support services so they feel able to cope and recover from the impact of crime and ASB.

### Reduce offending and reoffending

Ensure people are challenged and supported to make life choices that will prevent them from offending and perpetrators don't reoffend. Doing so will mean fewer victims of crime.

### A more effective criminal justice system

Ensure Staffordshire Police, the Crown Prosecution Service, Courts, the National Probation Service and HM Prison Service all work seamlessly so that effective justice is delivered more quickly.



# Our approach

## Community focused

Understanding communities and recognising their different needs is essential to delivering a style of policing and related services in their local area that builds relationships, tackles the right problems and increases public confidence. It's therefore important to give people a voice so that they feel they are being heard and are confident to report crime and ASB and provide information that can help to prevent crime. I will also encourage people to get more involved through shaping priorities and services, volunteering, scrutinising policing services and helping to solve problems in their community.

## Prevention and early intervention

Preventing crime and ASB from happening in the first place is more cost effective, reduces demand on our police and other services, and is less damaging for children, young people, adults, families, communities and businesses. By intelligently targeting interventions at those more vulnerable to crime and ASB and intervening as early as possible we can prevent issues from happening in the first place or escalating so that they become even more damaging, complex and costly. So, prevention and early intervention will be central to delivering all aspects of this plan.

## Solving problems together

The issues affecting individuals, families and communities are often complex and rarely solved by one organisation alone so we need to bring organisations together to prevent problems from escalating and protect people from harm. This means sharing resources and knowledge and aligning services to deliver more efficient and comprehensive solutions. Even better collaboration between partners including neighbouring police forces, other blue light services, councils and health authorities, criminal justice partners and the voluntary and community sector is essential.

## Properly equipped

Our police service must have the equipment, vehicles, facilities, technology, training and wellbeing support it needs to be able to perform at its best. It is particularly important to ensure the force makes the best use of technology to save money, create capacity, improve services and help protect the public. Recognising the Government's climate change commitment, we will also do everything we can to reduce our impact on the environment without compromising operational effectiveness. I will also work with communities to address their local safety concerns and ensure that partners have the skills to intervene early, recognise and address vulnerability.

## Value for money

I will always consult residents before reaching a decision on council tax increases. Wherever possible, every penny in policing should be directed at keeping people safe by preventing and reducing crime. We can use our resources efficiently and continuously improve by listening to the people doing the job, learning from best practice in other organisations and listening to those who receive our services remembering that government grants and the police share of council tax are not just to cover policing; PCCs have broader statutory responsibilities to prevent crime and support victims with services which cannot be delivered by Staffordshire Police alone.

## Open and transparent

I will listen, act on public concerns, explain what we are doing to address them and treat people fairly and I expect Staffordshire Police to do the same. I will challenge, scrutinise and share performance data publicly to demonstrate my expectation of the highest standards of public service and to increase trust and confidence.

# About Staffordshire

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[Infographic on Staffordshire statistics to be inserted in final plan]

## Shaping the Plan

To help inform and develop this plan, a number of considerations have been made. This includes reviewing national guidance, understanding and assessing local community safety needs and importantly seeking and listening to professional and community opinion.

The following section outlines the main findings.

## Public Concerns

During my election campaign and over fifteen years as a Councillor in Staffordshire, I have continually consulted with individuals, families and community representatives. I have found that the issues that concerned them the most are ASB, neighbourhood crime, drug dealing and its impact on young people, and road safety, coupled with a real desire for easy communication with their police service. Recent online public surveys have confirmed that these are the priorities for most people.

I will continue to listen to and consult with people across Staffordshire as your concerns will always be foremost in my local Police and Crime Plans.

My challenge, and the challenge for Staffordshire Police, is to get the balance right in addressing the issues that many people see day in, day out, whilst also tackling the problems that most people don't experience, but which can cause significant harm to a smaller number of people who need to be protected.

## Local Needs

Staffordshire is a relatively safe place to live, visit and work. Crime rates are well below the regional and national average and our area sees particularly low levels of vehicle offences, burglary and public order offences.

An annual Community Safety Strategic

Assessment, commissioned by my office to identify crime and ASB challenges, demonstrates some that are specific to particular areas and others that are common to all. I will publish the executive summaries of each strategic assessment and a county-wide assessment on my website.

The common challenges identified in the assessments are:

## Vulnerable People, Safeguarding and Drugs

Drugs can be a factor in a range of crimes from acquisitive offences to fund addiction to serious violent offences. County Lines are a form of criminal activity in which drug dealers in major cities establish networks for the supply and sale of drugs to users in towns and rural areas, using other people (typically young or otherwise vulnerable people) to carry, store, and sell the drugs. This causes significant issues for communities; particularly through the degradation of local areas through use of properties for drug use, drug supply and other criminal activity, and as a result of violent disorder and disputes between Organised Crime Groups (OCGs) and Urban Street Gangs (USGs) over control of particular County Lines and drug supply in specific areas.

The use of County Lines by OCGs is not limited to the supply and movement of drugs; the same criminal infrastructure

is linked to Modern Slavery and People Trafficking, Child Sexual Exploitation and Child Criminal Exploitation, Serious Violence, Money Laundering and the supply of illegal weapons.

People with long-term substance misuse challenges often experience domestic abuse and are highly vulnerable to violence and criminal exploitation. Children in families where drug use is prevalent are often at substantially increased need of safeguarding and support to keep them from potential harm.

Mental health related incidents place significant demand on policing and many people with mental health needs appear in other high-risk groups including those with substance misuse issues, socially isolated and living in poor quality housing, as well as young people and adults at risk of criminal exploitation.

## ASB

Compared to England and Wales, rates of ASB are high in Staffordshire. 59% of ASB is characterised as rowdy and inconsiderate behaviour, the vast majority of which is alcohol or drug-related and takes place in town and city centres and other public spaces. Deprived and disadvantaged communities, particularly those in high housing density areas and with high proportions of social housing, are disproportionately affected by neighbour disputes. Repeat victims of ASB tend to experience the same levels of psychological

harm as victims of less-serious violent crime.

## Domestic Abuse

Around 27% of all crime in Staffordshire is domestic-related. Domestic Abuse presents a significant risk to victims, but also has a wider impact where children are present. It is not just limited to physically violent offences but can also include incidents of controlling, coercive, threatening behaviour, stalking and harassment or abuse. The COVID-19 pandemic saw demand for support services for domestic abuse victims increase by 36%. While victims of domestic offences are primarily younger women (aged 18-39) and perpetrators are most likely to be younger men (aged 18-39), there are victims across all age ranges and both male and female offenders and victims. We need to work with victims and perpetrators to have a sustained and meaningful impact on domestic abuse.

## Community Cohesion, Extremism and Terrorism

This focus area is in response to increases in hate crime, extremism, and tension in some communities resulting from national and global events including incidents of terrorism, the UK's exit from the EU and the COVID-19 pandemic. Such major events and government decisions arising from them have the potential to exacerbate tensions within a small number of more fragmented communities and affect social and political trust, which can be exploited by extremist groups.

The UK terror threat level remains at 'Substantial', meaning that an attack is likely. The terror attack on London Bridge in 2019, which was carried out by an individual from the Staffordshire force area, highlights the need for the police and partners to continue to create stronger, more cohesive and safer communities. Stoke-on-Trent remains a Home Office 'Prevent' priority area, with the City Council receiving additional support from the Home Office for its work to tackle extremism.

## National Policing Requirements



New National Crime and Policing Outcomes have been set for all forces, including reducing murder, serious violence and neighbourhood crime, improving victim satisfaction, disrupting drugs supply and County Lines and tackling cyber-crime.

The Beating Crime Plan 2021 sets out the Government's strategy for protecting the law-abiding majority, swiftly bringing criminals to justice and robustly managing offenders and covers topics such as improving call handling, intervening early to prevent violence, offender management and employment for prison leavers and reducing drug related criminality.

The "https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\_data/file/417116/The\_Strategic\_Policing\_Requirement.pdf" Strategic Policing Requirement sets out six national threats which all police force areas in England and

Wales must demonstrate they have the plans, capacity and capability to respond to:

- Public disorder**
- Civil emergencies**
- Serious and organised crime**
- Terrorism**
- National cyber security incidents**
- Child sexual abuse**

Staffordshire Police must be well-prepared to meet this requirement locally but also be able to support joint responses between forces, regionally and nationally. There has been a significant recent increase in the level of resources that the force has to commit to policing protests and demonstrations linked to environmental, political and social issues locally, nationally and globally.

I will work with the Chief Constable to regularly scrutinise Staffordshire's position against these areas and allocate sufficient funding to ensure the force has the capacity and resilience to make its contribution to these vital aspects of policing.

The Policing Vision 2025 sets out the future for policing and will shape decisions about how police force areas use their resources to keep people safe. The vision has been developed by the National Police Chief's Council and the Association of Police and Crime Commissioners in consultation with The College of Policing and the National Crime Agency, staff associations and other policing and community partners. All Police and Crime Commissioners and Chief Constables in England and Wales have signed up to the Vision.

## Priority 1

# A local and responsive service

Understand and deal with what matters to communities, respond promptly to incidents and work with partners to solve problems and prevent them from getting worse. This will mean that crime and ASB reduces, our roads are safer and confidence in Staffordshire Police increases.

### I will:

- Improve telephone and online 101 non-emergency services so that people contacting Staffordshire Police receive a high-quality and timely response.
- Reduce the time taken to respond to emergency and non-urgent calls and ensure the effective management of incidents.
- Build strong relationships with communities by focusing neighbourhood policing teams on crime prevention and early intervention and by ensuring people can easily contact their local police to raise concerns.
- Ensure police and partners take a problem-solving approach to drive down neighbourhood crimes such as burglary, robbery and vehicle crime and to tackle business and rural crime, all of which cause distress, disrupt communities and directly impact on livelihoods.
- Improve and promote awareness of ASB Community Triggers so that repeat incidents of ASB are quickly and effectively addressed by the local Community Safety Partnership.
- Ensure our roads and transport network is robustly policed, assisted by the latest digital technology to help officers identify and apprehend offenders, deter criminals and drive down casualties by tackling excessive speed, drug or drink driving, unsafe and uninsured vehicles.
- Continue to work with the Environment Agency, Staffordshire Fire & Rescue Service, local authorities and other partners to ensure co-operation in investigation and enforcement activity related to fly-tipping, waste and environmental crime, often linked to organised crime.
- Improve digital and traditional links with people, particularly seldom heard groups and young people, to understand their views, gather evidence on crime, ASB and road safety issues and keep them informed about what is being done to tackle them.
- Support local Community Safety Partnerships in surveying the public to better understand community safety concerns in their area and take a lead in addressing their local priorities.
- Require that police leadership, standards, systems, culture and training are all focused on providing a high-quality service at every point of contact.
- Encourage more people to get involved in improving their local police service through volunteering, community representation and scrutiny and assurance work.



# Working together to keep Staffordshire safe

## Regional Policing

Working with other forces means that more specialised services can be provided on a larger scale to tackle the most acute problems across a broader geography in a way that would not be affordable locally.

The **Regional Organised Crime Unit** comprises officers from Staffordshire, West Midlands, Warwickshire and West Mercia forces and delivers a cohesive and coordinated response to serious organised crime across the region.

The **West Midlands Counter Terrorism Unit** is part of the national counter terrorism network that leads the response to international terrorism and domestic extremism. Its team of specialist officers provides a coordinated response in support to Staffordshire, West Midlands, Warwickshire and West Mercia forces and supports the national network as required.

**Central Motorway Policing Group** is made up of officers from Staffordshire and West Midlands Police forces and aims to stop crime on the regions roads and make them safer. The team covers all motorways across the area and the A500, keeping some of the busiest roads in Europe moving.

Staffordshire and West Midlands also have joint teams for Legal Services and Firearms Licencing.

## Police/Fire Collaboration

Staffordshire was only the second area in England where governance of fire and rescue was transferred to an elected Police, Fire and Crime Commissioner\*. Collaborative work has brought real benefits to how fire and police work together to keep communities safe, and delivered significant financial benefits.

A bold joint estates plan has seen fire and police teams brought together in modern facilities in Hanley and Tamworth, with public money no longer spent on separate buildings for each team. There are plans for similar arrangements in other locations across Staffordshire.

Staffordshire Police and Staffordshire Fire & Rescue Service now share a number of vital support services including vehicle fleet management, estates management, corporate communications, financial services, supplies and logistics, HR and occupational health. This saves money that is redirected to front line services.

In addition to financial savings, closer working between police and fire is bringing benefits such as joined-up approaches to protecting vulnerable people, and missing persons searches that take advantage of both services' resources and skills.



\*<https://staffordshire-pfcc.gov.uk/about/fire-rescue/>



## Priority 2

# Prevent harm and protect people

Prevent harm and protect people (particularly children and those that are vulnerable) by ensuring they are appropriately safeguarded and receive the help and support they need.

### I will:

- Support the work of the Violence Reduction Alliance to prevent and address all forms of violence, including that connected to County Lines drug gangs and violence against women and girls.
- Work with regional partners, employing state of the art surveillance and covert methods, to disrupt and dismantle serious organised crime gangs and to prevent potential terrorist activity.
- Commission prevention and early intervention programmes for those more vulnerable to crime (domestic abuse, sexual assault and abuse, drug and alcohol misuse, exploitation, harmful sexual behaviour, hate crime, road crime, online fraud, cybercrime) or ASB.
- Intensify the activity of our Safer Roads Partnership so that police, fire and rescue, local authorities and National Highways work jointly towards safe roads, safe vehicles, safe road use, safe speeds and post-crash care to reduce road casualties that have devastating consequences for families.
- Equip professionals with the skills and knowledge to identify and respond appropriately to harm and Adverse Childhood Experiences or trauma. Work with partners to understand and address the root causes of crime and anti-social behaviour, breaking the cycle of crime.
- Ensure Staffordshire Police have the systems, processes and skills in place to be able to promptly identify harm and vulnerability and to safeguard individuals and families.
- Strengthen the force and partners' ability to share data and intelligence to help them understand problems, intervene quickly to resolve them, support victims and target offenders.
- Work with schools and alternative education establishments to develop and deliver consistent, good quality education about community safety-related topics, so children are able to make informed, positive and safe choices.
- Commission services to protect vulnerable children and adults from harm and exploitation including those who go missing from home or care.
- Divert children away from harm through a range of personal development programmes and positive diversionary activities.
- Establish a Staffordshire-wide community safety forum to enable better collaboration with partners to ensure prompt, joint action to prevent harm and safeguard individuals and families.



## Priority 3

# Support victims and witnesses

Ensure victims and witnesses are provided with exceptional specialist support services so they feel able to cope and recover from the impact of crime and ASB.

### I will:

- Provide a range of free, confidential, non-discriminatory, specialist support services for victims and witnesses of crime (including domestic abuse, sexual assault and abuse, violence, exploitation, hate crime, road crime, harmful sexual behaviour, business crime, restorative justice, online fraud and cybercrime) and ASB.
- Improve accessibility to support services, paying particular attention to seldom-heard groups, tailoring their service offer accordingly.
- Work with police and partners to reduce repeat victimisation.
- Address offending behaviour to prevent people becoming victims.
- Provide a free and confidential triage service for victims of crime to assess their needs and ensure they are signposted to specialist services where necessary.
- Ensure service providers (defined in the Victim Code of Practice, 2020) comply with the Victims Code.
- Make sure Staffordshire Police work harder to keep victims informed on how their case is progressing.
- Develop a more coordinated approach for witness support which is currently provided by a range of agencies.
- Reach agreed quality standards for all support services (such as Sexual Assault Referral Centre services achieving forensic accreditation by October 2023).
- Improve ways service providers collect victim satisfaction levels, using new and emerging technology.
- Improve communication on victim support so that people are more aware of what services are available and how they can access them.
- Adhere to any emerging requirements of new legislation such as the Victims Law and the Domestic Abuse Bill.

# Victims' Code

All victims of crime in England and Wales have rights:

1

To be able to understand and to be understood

2

To have the details of the crime recorded without unjustified delay

3

To be provided with information when reporting the crime

4

To be referred to services that support victims, and have services and support tailored to your needs

5

To be provided with information about compensation

6

To be provided with information about the investigation and prosecution

7

To make a Victim Personal Statement

8

To be given information about the trial, trial process and your role as a witness

9

To be given information about the outcome of the case and any appeals

10

To be paid expenses and have property returned

11

To be given information about the offender following a conviction

12

To make a complaint about your rights not being met

## Priority 4

# Reduce offending and reoffending

Ensure people are challenged and supported to make life choices that will prevent them from offending and perpetrators don't reoffend. Doing so will mean fewer victims of crime.

### I will:

- Support prevention and early intervention programmes to stop the onset of offending behaviour, diverting people away from unnecessary contact with the criminal justice system.
- Target interventions to those identified as more vulnerable to / at risk of offending; working with partners to prevent generational offending.
- Commission programmes to address specific offending behaviours such as domestic abuse and harmful sexual behaviours.
- Offer targeted programmes to repeat or high-risk offenders.
- Improve the availability and effectiveness of housing, employment and other rehabilitation support services (such as drugs and alcohol, and mental health) to help those who are motivated to change to reintegrate successfully into the community and achieve stable lifestyles away from crime.
- Ensure offenders are brought to account for their actions through appropriate punishment and effective disposals whilst being given the appropriate support and encouragement to move on and avoid reoffending.
- Engage with the Ministry of Justice, Youth Offending Services and the Probation Service to ensure the effective delivery of custodial and community sentences.
- Prevent people from being drawn into terrorism due to their vulnerabilities, associations or ideology, and ensure individuals are appropriately monitored and managed.

## Priority 5

# A more effective criminal justice system

Ensure Staffordshire Police, the Crown Prosecution Service, Courts, the National Probation Service and HM Prison Service all work seamlessly so that effective justice is delivered more quickly.

### I will:

- Help deliver better justice outcomes for victims, including improving the quality of investigations and case preparation, keeping victims informed, providing access to information and ensuring their needs and wishes are taken in to account.
- Ensure all partners work towards the same Local Criminal Justice Board Performance Framework, with the same aspirations and goals.
- Ensure fairness for all within the Staffordshire Criminal Justice System (CJS), lobbying for national change and compliance with the Victims Code of Practice so that the system provides everyone with the same opportunities and people are treated with dignity and respect.
- Make the best use of the resources available across the CJS, reducing time and costs, driving effectiveness and efficiency.
- Increase the number of guilty pleas and reduce the number of repeat visits to court and 'cracked cases' in the interests of justice being done more quickly.
- Ensure CJS processes help victims and witnesses to engage successfully and positively, so they have the support they need when they need it.
- Where appropriate, support interventions that encourage behavioural change in offenders to avoid the risk of them becoming more likely to reoffend as a result of spending time in prison.
- Develop a victim satisfaction survey which seeks victims of crime experiences from the point of reporting the crime through to exiting the CJS.

## Local Criminal Justice Board

Part of the 'and crime' element of the Police and Crime Commissioner role is to engender a more effective service to be delivered by agencies that are accountable to Government departments such as the Home Office and Ministry of Justice. The public rightly expects all Government bodies to work towards the same goals. My power to convene provides an opportunity to work with criminal justice agencies to seek improvement in their joint delivery of services in the interests of the communities of Staffordshire.

The Local Criminal Justice Board brings together the police, Crown Prosecution Service, courts and probation representatives to improve the efficiency, effectiveness and transparency of the criminal justice system. I chair the board that covers Staffordshire.

The board's vision is:

**For everyone to have confidence in our local criminal justice system. That means a system that is fair to all, supports victims and witnesses, reduces reoffending, and is effective and efficient.**

The board's work is focused on four areas:

**A system that effectively supports victims and witnesses.**

**A system that aims to rehabilitate offenders and reduce reoffending.**

**A system that is fair to all of those that come into contact with it.**

**An effective and efficient criminal justice system.**

Police	Crown Prosecution Service (CPS)	Criminal Court	Her Majesty's Prison and Probation Service
Detects and Prevents Crime	Reviews cases sent by the police and decides whether to prosecute the case	If the CPS decides to prosecute, CPS lawyers will bring the case to the criminal court. Facts of the case are heard and the relevant law is applied	If a guilty verdict is reached, the offender will be sentenced to probation service or prison and monitored on release.

# Delivering the Plan

## Finance and Resources

The total police and crime budget I hold is £222m in 2021/22. This is not just about policing – PCCs have broader statutory responsibilities to prevent crime and support victims with services which cannot be delivered by the police.

The budget includes direct grants from Government, such as the Victim's Grant, dedicated to community safety initiatives, drug and alcohol services and victim support services. Income is also received from local authority partners to jointly commission services to address domestic abuse and provide support for victims.

The Medium-Term Financial Strategy (MTFS) sets out the basis of our current assumptions for the future and looks ahead in order to predict the overall funding position for my office and Staffordshire Police for the next few years. As at 2022/23, the current MTFS is predicated on identifying savings of £5m.

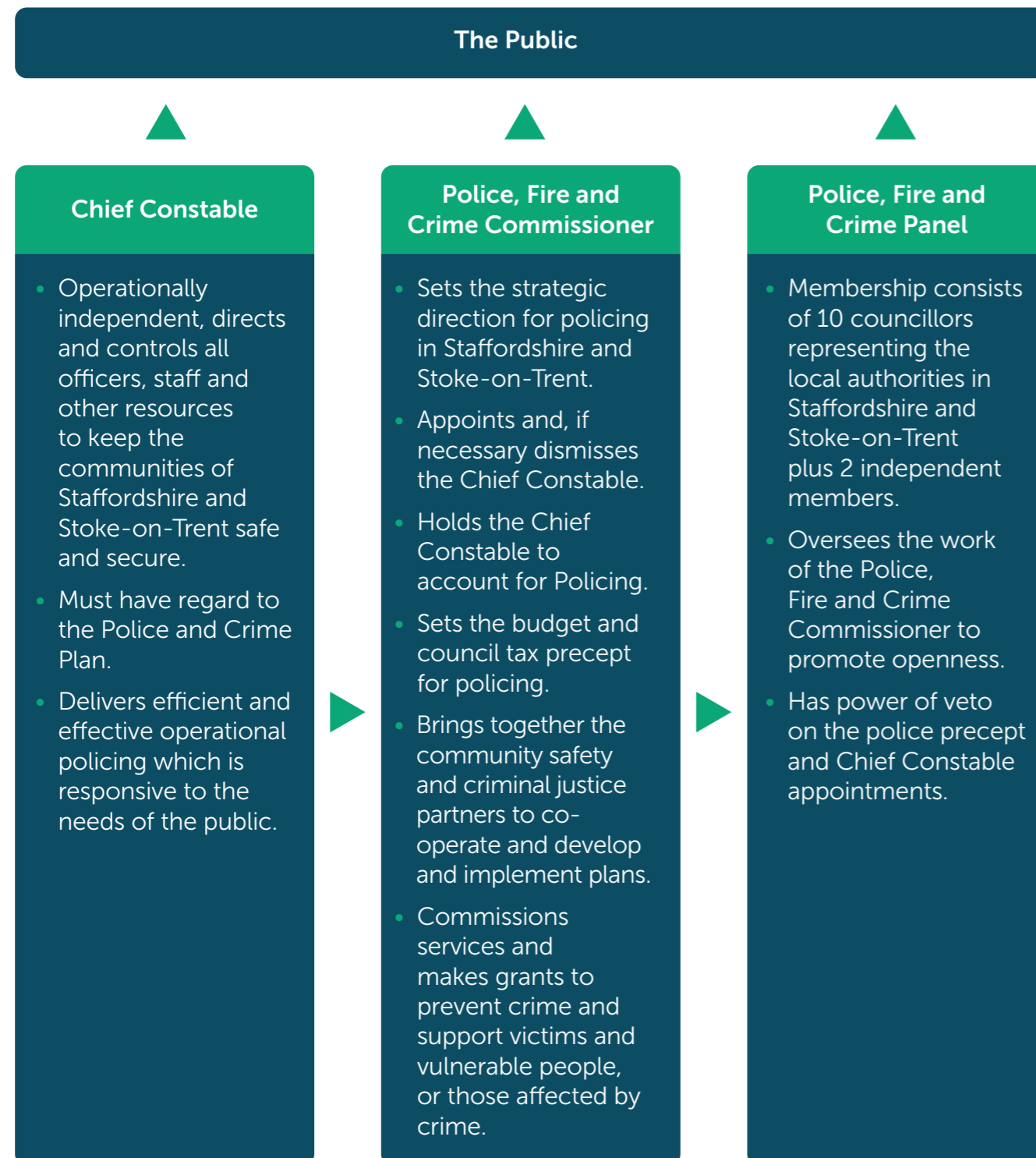
The future is always difficult to predict but there is likely to be a significant impact of the pandemic on public finances both

locally and centrally. A good MTFS will remain flexible to take account of changes in financial assumptions, the overall funding position, the operational priorities of the Chief Constable and emerging challenges.

Future funding considerations will of course influence any proposals that I put forward regarding the level of council tax increases required for 2022/23 and beyond. The increases in Council Tax for Staffordshire have been lower than most other regions during the last 10 years and I will only ask for additional funding where I consider the increase necessary to protect services and keep the communities that we serve safe.

[Budget allocation graph to be inserted in final plan]

# Performance and Accountability



I expect the Chief Constable to develop a Policing Plan in response to each of the public priorities for policing set out in this plan and also to the Strategic Policing Requirement. Evidence on progress will be gathered from a number of sources including the force's own performance data, Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) reports, government reports and datasets, audit findings, data from partners and public surveys.

I will be completely open about performance against the new national outcomes and the measures I will monitor locally to ensure our priorities are being delivered. I will publish performance data and hold Public Performance Meetings where I will hold the Chief Constable to account for delivery and which will be available online.

Governance statements, policies and procedures, decision records and details of expenditure and contracts are all accessible at <https://staffordshire-pfcc.gov.uk/transparency>.

Progress against this plan will be regularly reported to the Police, Fire and Crime Panel and an annual report will be published. The plan will be kept under review and refreshed to take account of finances, changes in national policy or major events.

# Get Involved

As your Police, Fire and Crime Commissioner for Staffordshire, I welcome your feedback. By letting me know the issues that matter to you most, you will be directly shaping policing and community safety decisions both now and in the future.

You can contact my office to give feedback or ask questions about your police service.

**Staffordshire Commissioner's Office,  
Block 9, Weston Road, Stafford, ST18 0YY**

**Telephone: 01785 232385**

**Email:**  
commissioner@  
staffordshire-pfcc.pnn.gov.uk

**Website:**  
<https://staffordshire-pfcc.gov.uk/>

**Facebook:**  
Ben Adams for Staffordshire  
StaffordshirePFCC

**Twitter:**  
@benadams4staffs  
@StaffsPFCC

**Volunteers play a vital role within the police service. Details on the following opportunities and more can be found at:**

<https://staffordshire-pfcc.gov.uk/get-involved/volunteer/>

Independent Custody Visitors  
Custody Appropriate Adults  
Youth Commission  
Ethics, Transparency and Audit Panel  
Dog Welfare volunteers

**Details on the following opportunities and more can be found at:**

<https://careers.staffordshire.police.uk/volunteers/>

Special Constables  
Independent Advisory Group Members  
Police Cadet Leaders/Assistants  
Rural Crime Volunteers  
Safer Streets Volunteers

**For Community Speed Watch, go to:**  
<https://staffsaferroads.co.uk/community-speed-watch/>

**For details of Neighbourhood Watch schemes in your area, go to:**  
<https://www.ourwatch.org.uk/>

**To stay in touch with police and crime issues affecting your local area, go to**  
<https://www.staffordshiresmartalert.co.uk/>

My office is separate to the police and fire & rescue service, and works closely with partners, businesses and communities to support me in implementing this plan and with public engagement, the scrutiny of policing and fire & rescue services, and commissioning services to support victims and to prevent crime.

## My office is specifically responsible for:

- Monitoring and scrutinising the performance of Staffordshire Police and Staffordshire Fire and Rescue Service.
- Commissioning appropriate services to prevent crime and ASB and provide support for local people affected by crime and ASB. This means consulting with partners and service users to understand their needs; designing services and targeting resources to meet those needs.
- Seeking the public's views on policing and community safety decisions that affect them directly.
- Keeping the public up-to-date and informed about police performance, fire service performance, my work and that of my office.
- Publishing easy-to-access and transparent information about decisions, budgets, performance and governance.
- Co-ordinating community safety and crime prevention activities across Staffordshire.
- Managing a range of contracts providing essential support services to operational policing such as medical services for people held in custody.
- Carrying out reviews of police complaints where the complainant is unhappy with the way the original complaint was handled or the final outcome.







**STAFFORDSHIRE COMMISSIONER**  
Police | Fire and Rescue | Crime