

POLICE AND CRIME PANEL - Meeting to be held on 7 June 2013.

Item 9: Police and Crime Plan: Update on the Performance Framework

1.0 Introduction

- 1.1 The Police and Crime Commissioner's West Yorkshire Police and Crime Plan 2013 -18 was published at the end of March.
- 1.2 Grants from the PCC Community Safety were also provided to partners following the decision of the Police and Crime Commissioner to pass funding back to those partners who received it against defined funding streams during 2012/13. The reduction in the total fund applied by government was also passed to partner on an equal basis.

2.0 Managing performance

- 2.1 Performance management is the practice of:
 - reviewing current performance and the factors that might affect future performance; and
 - taking decisions in response to that information; so that
 - appropriate actions are taken in order to make future performance better than it might otherwise be.

Performance management is:

- about having the energy to make things better, taking timely
 - action to address problems and making best use of resources to address agreed priorities.
- 2.2 Performance management is not about 'chasing targets', nor is it simply about reviewing performance and holding people to account.
 - 2.3 A common - but generally incorrect - assumption is that good performance just means 'good numbers'. In terms of police performance, this might mean more offenders brought to justice, fewer victims of crime, and so on. However, good performance as defined by a combination of doing the right things ('priorities'), doing them well ('quality') and doing the right amount ('quantity'). 'Numbers' provide insight into all of these things, but they are only a tool to help understand how well things are being done.¹
 - 2.4 A proper understanding of what 'performance' really means is therefore very important for all partners within the policing and criminal justice

¹ http://library.npia.police.uk/docs/homeoffice/Practical_Guide_to_Police_P5.pdf

family to ensure that the right actions are taken to improve performance so that West Yorkshire communities are safe and feel safe.

3.0 PCC Managing performance – future reporting periods and content

3.1 Detailed below are the elements of the performance management framework recently presented for consideration to the Police and Crime Commissioner.

3.2 Monthly Force Performance meeting (dates are set by the Force)

Force led events. The Office of the Police and Crime Commissioner is represented. Mark has attended the two that have been held so far, and will continue to be present for specific items.

From the Force there is attendance from the Divisional Commanders, Command Team and Department Heads.

The half day is divided into two sessions – where the first has a focus on force performance; and the second is themed. Recent themed subjects have been domestic burglary and child sexual exploitation.

3.3 Community Outcome Meeting (weekly basis, usually held on Monday)

This is a weekly meeting of the Police and Crime Commissioner and Chief Constable to discuss a range of items but with a focus on delivery of the Police and Crime Plan.

3.4 Monthly performance updates (last working day of the month)

At the end of each month a summary overview and headlines across a range of crimes, including position in family groupings from iQuanta.

Update on delivery against the 10 performance measures within the Police and Crime Plan and commitment statements.

3.5 Quarterly performance reports completed by 31 July; 31 October; 31 January and 30 April.

An in-depth analysis of delivery against the Police and Crime Plan

- against the 10 defined performance measures
- activity/progress towards commitment statements
- quarterly analysis of all crimes contained within iQuanta with exceptional reporting
- link officer performance reports from those receiving grants from the Community Safety Fund

Summary from public accountability meetings, external inspections, internal audit, and Partnership Executive Group.

Message from the Police and Crime Commissioner

Message from the Chief Constable

- 4.0 The quarterly performance reports will be placed on the Police and Crime Commissioner's website and will be sent to the Police and Crime Panel and other partners.

PERFORMANCE MANAGEMENT REPORTING FRAMEWORK (DRAFT)

