

DEPUTY PCC and PCC AMBASSADORS

1. PURPOSE

To provide members of the panel with an outline and overview of the roles and remits of the Deputy Police and Crime Commissioner and the Commissioner's Ambassadors.

2. BACKGROUND

The first Community Ambassadors were representatives of the previous Police and Crime Commissioner. Their contracts terminated at the date of the election. The programme now in place is not a continuation of the previous scheme, it is a new programme, established since the Commissioner was elected in May 2016. Similarly, the former Deputy Police and Crime Commissioner's (DPCC) term of appointment was tied to the previous Police and Crime Commissioner's term of office, and consequently a new DPCC has been appointed.

3. DEPUTY PCC ROLE

Members reviewed and confirmed the appointment of the Deputy Police and Crime Commissioner and are familiar with the open, transparent process through which she was appointed. For ease of reference the main responsibilities of the post are set out below.

MAIN RESPONSIBILITIES:
1. To support the Commissioner, as required, including summarising and briefing the PCC on key issues
2. Seeking and representing the views and concerns of the people of West Mercia through a range of means including attending relevant meetings on behalf of the Commissioner
3. Representing these views to the Commissioner and staff so that they may be reflected in the work of the Commissioner
4. Reporting back to the people of West Mercia on behalf of the Commissioner
5. To develop an enhanced understanding of the political landscape in West Mercia and to lobby and influence political stakeholders to support PCC policy.
6. To represent the views of the Commissioner to all relevant stakeholders, including media and politicians
7. To oversee the work of the Commissioner's Ambassadors
8. Hold portfolios of work as required by the Commissioner
9. Develop, promote and maintain effective working relationships with key internal and external stakeholders, staff associations, unions and external collaborative partners and organisations as required, in order to further the aims and objectives of the Police and Crime Commissioner

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10. Support the PCC with the development and shape of the future strategy
11. To support the PCC in the development and delivery of a community engagement and partnership strategy.
12. To undertake other duties commensurate with the nature, level of responsibility and grading of this post, as required.

The role of the current DPCC is different from that of the previous one. She leads for the Police and Crime Commissioner on matters relating to victims, criminal justice and commissioning of other providers. She has no delegated financial responsibilities, overseeing the commissioning and grant processes and making recommendations to the Commissioner.

The Police and Crime Commissioner leads on all matters relating to policing, and communication and engagement whilst retaining overall responsibility for the whole.

The DPCC also represents the Police and Crime Commissioner at events when he is unable to attend himself.

Her work is that of the Police and Crime Commissioner and as such will not be reported on separately to the Panel. That said, the commissioning part of the role is extensive, and will be the subject of a more detailed report and/or presentation at a future meeting.

4. PCC AMBASSADORS

Overview

The Ambassadors serve an important function providing additional community visibility, engagement and accessibility for the Commissioner across one of the largest policing areas in England and Wales.

The Ambassadors supplement the engagement activity of the Commissioner and the Deputy PCC, providing additional 'eyes and ears', in communities, to ensure local priorities are understood and acted upon where necessary.

Their key duties are summarised as:

1. Raise the profile of the Police and Crime Commissioner and as and when required act as his representative in their designated area
2. Support the Commissioner's Communications and Engagement Strategy¹
3. Make contact and develop relationships with local communities and partners
4. Build effective relationships with Parish Councils in their area
5. Encourage and support local communities to develop their own solutions to local crime and disorder issues, which could include support by way of the Commissioner's Grant Scheme
6. At all times to act in accordance with the lawful directions of the Chief Executive.

¹ This document is currently in development

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A £40,000 Ambassador's grant fund has also been set up by the Commissioner as part of the scheme, established from efficiency costs of the previous Ambassador scheme. Ambassadors are able to recommend grants of up to £1,000 for positive community projects identified as a result of their engagements which are linked to the objectives within the Commissioner's Safer West Mercia Plan. The grant applications are scrutinised by the PCC's Commissioning team and ultimately approved or rejected by the Commissioner.

Programme Model

The new Ambassador programme consists of four posts. There are dedicated Ambassadors for Shropshire, Telford and Wrekin, Herefordshire and Worcestershire. Each Ambassador is required to commit 40 hours of their time each month to the role.

The Ambassadors are not members of the Commissioner's staff, nor are they employees. They are engaged on a contract for services with detailed terms and conditions which will secure the proper performance of their role in the public interest. The Ambassador scheme will last for the duration of the current period of office of the Commissioner.

Fees are paid at the rate of £6,000 per annum for each Ambassador, along with reasonable expenses, processed by and in-line with the normal expenses scheme.

The Ambassadors' work is co-ordinated, supported and monitored within the Commissioner's office as part of the Communications and Engagement portfolio. The Ambassadors provide the Engagement team with notice of their upcoming engagements, full written feedback on each engagement undertaken and photos or video from their engagements for use on the Commissioner's communications platforms.

Monitoring and managing performance

The Ambassadors' engagements are monitored and logged on a continual basis by the Commissioner's engagement officers.

New practices and processes have been established, allowing for closer monitoring to take place more frequently against a wider range of criteria. These criteria include; the volume of engagements, geographic areas, demographic groups, outcomes and whether follow-up action is required by either the Commissioner or his office.

The Commissioner receives a weekly summary of Ambassador activity. Any specific engagements which subsequently require special or more immediate attention are acted on individually with the Police and Crime Commissioner.

Quarterly meetings are held between the Ambassadors and the Commissioner's Engagement team to share recent successes or issues, as well as briefing on any upcoming challenges or requirements. These meetings are supplemented by catch-ups either by phone or email when required, normally on a weekly basis.

AGEND

5. RECOMMENDATION

The report is noted by the Panel.