Public Document Pack

NORTH HERTFORDSHIRE DISTRICT COUNCIL

A

MEETING OF THE HERTFORDSHIRE POLICE AND CRIME PANEL

will be held at

BOROUGH OF BROXBOURNE COUNCIL, BISHOPS' COLLEGE, CHURCHGATE, CHESHUNT, HERTFORDSHIRE, EN8 9XQ

On

THURSDAY, 19TH NOVEMBER, 2026 AT 6.00 PM

Agenda
Part I

Item		Page
1.	**AGENDA AND REPORTS** This meeting is administered by Broxbourne Borough Council. The agenda and reports pack are attached.	(Pages 3 - 38)

MEETING OF HERTFORDSHIRE POLICE AND CRIME PANEL

Thursday 19 November 2026 – 6 pm

Broxbourne Council
Bishops' College,
Churchgate, Cheshunt
Hertfordshire EN8 9XQ

AGENDA

1 WELCOME

2 APOLOGIES

3 MINUTES OF THE MEETING ON 18 JUNE 2026 *(attached)*

4 MATTERS ARISING FROM MINUTES

PART 1- CONFIRMATION HEARING

5 CONFIRMATION HEARING FOR THE APPOINTMENT OF CHIEF EXECUTIVE ATTACHED AT APPENDIX 1.

6 QUESTIONS FROM THE PANEL TO THE PROPOSED CANDIDATE/COMMISSIONER

7 EXCLUSION OF THE PRESS AND PUBLIC

To resolve that the public be excluded from the meeting during the following item of business pursuant to Paragraph 3 of Part I Schedule 12A of the Local Government Act 1972.

8 CLOSED SESSION TO DISCUSS THE PROPOSED APPOINTMENT TO THE ROLE CHIEF EXECUTIVE.

Following notification from the Hertfordshire Police and Crime Commissioner of his intention to appoint to the role of Chief Executive, the Hertfordshire Police and Crime Panel to hold a closed session to agree its recommendations.

PART 2- PCP MEETING

9 QUESTIONS TO THE PANEL FROM THE PUBLIC
Questions are to be sent to pcp@broxbourne.gov.uk by 12 November 2026, seven days in advance of the meeting to allow for a quicker and more complete response. (20 minutes are permitted)

10 QUESTIONS TO THE POLICE AND CRIME COMMISSIONER FROM THE PUBLIC
Questions are to be sent to pcp@broxbourne.gov.uk by 12 November 2026, seven days in advance of the meeting to allow for a quicker and more complete response. (20 minutes are permitted)

11 POLICE AND CRIME COMMISSIONER'S UPDATE ON THE POLICE AND CRIME PLAN, RETAIL CRIME, AND USE OF ARTIFICIAL INTELLIGENCE TECHNOLOGY (Reports attached)

12 POLICE AND CRIME COMMISSIONER'S UPDATE ON THE PRECEPT

13 AOB
Date to visit the new Hertfordshire Police Head Quarters to be confirmed

14 DATE OF NEXT MEETING– THURSDAY 4 FEBRUARY 2027- EAST HERTS DISTRICT COUNCIL

Appointment of Chief Executive
Report by Police & Crime Commissioner

Summary

The PCC's Interim Chief Executive, Raf Hejne, will be leaving the OPCC on 30th November.

During his tenure, Mr Hejne has led significant organisational transformation and improvement within the OPCC, strengthened leadership arrangements and supported the delivery of the Police & Crime Plan. The Commissioner is grateful to Mr Hejne for his work and commitment over the last two years and wishes him the best for the future.

The Commissioner has undertaken a recruitment process for a new Chief Executive. The vacancy was publicly advertised between 23rd October and 2nd November via the following channels (which can be found at Appendix A):

- Hertfordshire Constabulary careers webpage
- OPCC careers webpage
- All Police Jobs website

A shortlisting and interview process took place with external HR support.

The Commissioner has selected Mr Scott Hague as his preferred candidate.

In accordance with the Police Reform & Social Responsibility Act 2011, the Police & Crime Panel must now review the proposed appointment and make a report to the Commissioner with a recommendation as to whether or not the candidate should be appointed. This report is intended to assist the Panel in discharging its role.

The Commissioner is required by legislation to provide the Panel with the following information:

a) The name of the person he is proposing to appoint
b) The criteria used to assess the suitability of the candidate for the appointment
c) Where the candidate satisfies those criteria
d) The terms and conditions on which the candidate is to be appointed

Recruitment process and criteria

The job description and person specification is, apart from minor amendments and updating, broadly in line with previous versions that have been seen by the Panel. This document can be found at Appendix B.

The minor amendments largely reflect the fact that the new Chief Executive is not expected to need to undertake a significant restructure as was the case in 2024, the OPCC is no longer responsible for the police complaints function and the OPCC's headcount is now over a third smaller than when the Commissioner was elected.

The job description and person specification places significant emphasis on the candidate having programme delivery, change management, innovation and organisational development

skills given the ongoing needs of the Commissioner. The person specification sets out that the successful candidate is likely to have director / head of service level experience in public sector leadership.

The vacancy was openly advertised for 11 days on the Hertfordshire Constabulary careers page, the OPCC careers page and the All Police Jobs website.

Following shortlisting, interviews were held on 5th November and were carried out by the Commissioner and HR Business Partner from Omny Group (an external HR provider commissioned by the OPCC for some HR functions).

The interview explored core competencies for the role and the criteria used to assess the suitability of the candidate for the appointment included:

- Strategic leadership and vision
- Organisational performance and delivery
- Leading change
- Organisational development
- Supporting the Commissioner's holding to account role
- Partnership working
- Personal independence, ethical standards and integrity

<u>The preferred candidate and how they satisfied the Commissioner's criteria</u>

Mr Scott Hague is currently the OPCC's Head of Delivery & Innovation and Deputy Monitoring Officer having joined the Commissioner's office in October 2025 as Policy & Partnerships Delivery Manager.

In the OPCC, Mr Hague has made rapid and significant impact, leading the programme of work prioritised in 2025/26 to deliver on the priorities of the Police & Crime Plan. He has led partnership work across policing, public sector partners, business and third sector organisations to deliver the Commissioner's priorities.

Following the OPCC restructure, Mr Hague established the PMO function in the office which has improved the internal governance and assurance of project delivery. He has also modernised a number of scrutiny functions (ICVs and Scrutiny Panels) to improve data collection and impact.

As a member of the Commissioner's management team, Mr Hague has worked directly with the Commissioner, providing impartial strategic advice, supporting political decision making and translating the Commissioner's priorities into organisational delivery, performance measures and accountability arrangements.

Mr Hague has also established a national OPCC AI Network to support responsible AI adoption, shared policy, governance and ethical oversight, given the opportunities both available to policing but also the need for effective governance and scrutiny of how policing uses AI.

Mr Hague joined the OPCC from Royal Mail where he was Digital Transformation & AI Lead. In this role, he was responsible for a portfolio of digital projects and strategic business cases aligned to corporate objectives including the launch of automated camera detection of parcel

sizes vs postage cost resulting in significant savings and recharging of £1.9m per year. He was also responsible for managing major technology partnerships and technology available to 88,000 frontline staff.

Prior to his time at Royal Mail, Mr Hague was employed by Hertfordshire Constabulary in 2016-2018 and 2019-2024. His most recent Constabulary roles were Head of Customer Insights, Contact Centre Innovation & Digital Manager and Head of Innovation. In these roles, he acted as innovation advisor to the Chief Officer Group. He pioneered the 'Voice of the Customer' strategy capturing insights from the public and victims that led to actionable service changes, launched a victim CRM platform and led digital innovation in a high pressure emergency control room, including generative AI, speech analytics and RPA. His work resulted in national recognition from the Home Office.

Mr Hague has completed the Senior Leadership Development Course run by the College of Policing.

A hard copy of Mr Hague's CV will be available to the Panel at the confirmation hearing. It is not published with the papers to ensure data protection compliance.

The Commissioner believes that Mr Hague meets the criteria for appointment as set out in the job description and person specification.

Through the application and interview process, Mr Hague demonstrated strong evidence of:

- Ability to lead and develop teams and deliver at pace on priorities.
- Having strategic impact as a senior leader.
- Knowledge of policing while having the personal independence to support the Commissioner's accountability and statutory role.
- Being able to work in partnership with public sector and business organisations to advance the Commissioner's priorities and leverage limited resources.
- Leading change and innovation.

Mr Hague was able to clearly demonstrate that he would provide strong, credible leadership for the Commissioner's office.

<u>Previous contact with the Commissioner</u>

The Commissioner and Mr Hague had no contact or prior working relationship before to the Commissioner's election in May 2024.

The Commissioner had a single meeting with Mr Hague about digital innovation priorities in the Constabulary in summer 2024 before Mr Hague left for the Royal Mail.

The Commissioner was not on the interview panel which appointed Mr Hague to his role in the OPCC in October 2025.

Since Mr Hague joined the OPCC, the Commissioner has worked with Mr Hague in the same way he has worked with other members of OPCC staff at similar grades.

Impact of the Police Reform White Paper

It remains the Government's policy position to abolish Police & Crime Commissioners in May 2028. Following the announcements at the budget, it is expected the PCC functions will transfer to a future Mayor of Hertfordshire although the exact date when this role will come into effect is unknown and is aligned to the progress of Local Government Reorganisation.

The Government has not yet published any legislation to give effect to the policy proposals in the white paper and draft legislation is not expected until early 2027. It is therefore not known what role a statutory Chief Executive will have under future systems of policing governance.

At the current time, the Police Reform & Social Responsibility Act 2011 exists unaffected and governs the Commissioner's responsibilities. This legislation requires the Commissioner to appoint a Chief Executive who has certain statutory functions. The Commissioner must therefore comply with the legislation as it stands today.

Changes brought in through the Employment Rights Act 2025 mean that Mr Hague will assume permanent employment rights in January 2027 and so there is no merit in there being an interim appointment prior to the legislative position being known. The balance is therefore in favour of making a permanent appointment as required by current legislation.

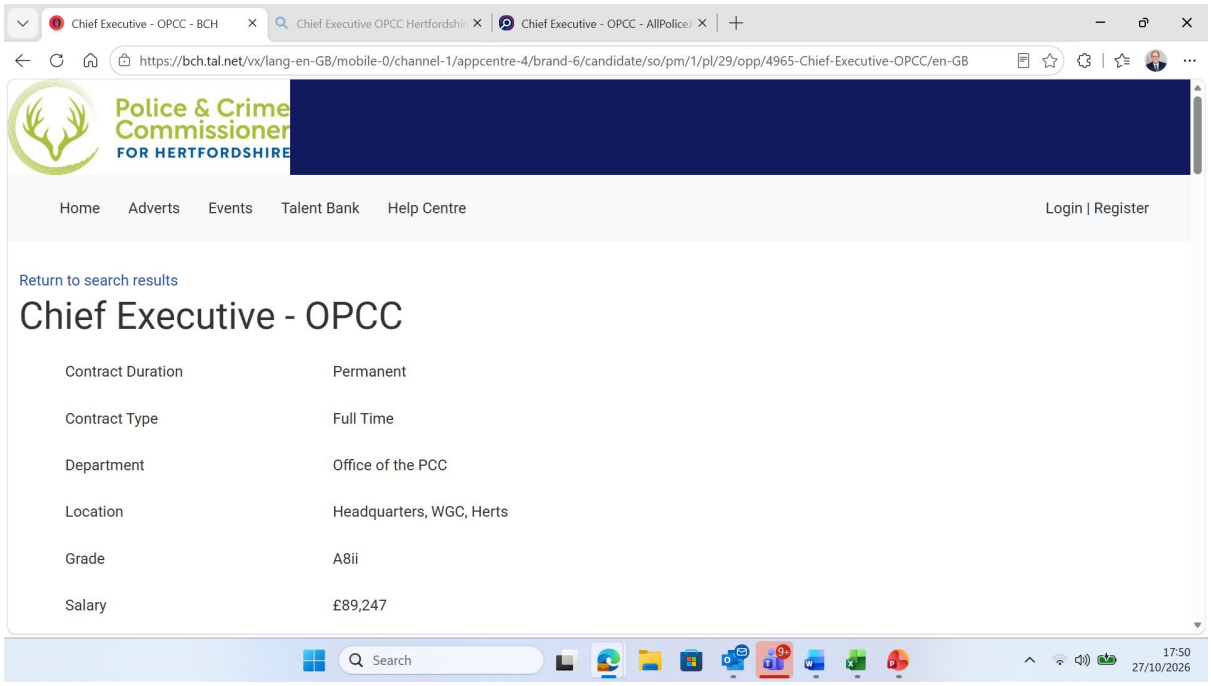
Terms and conditions of appointment

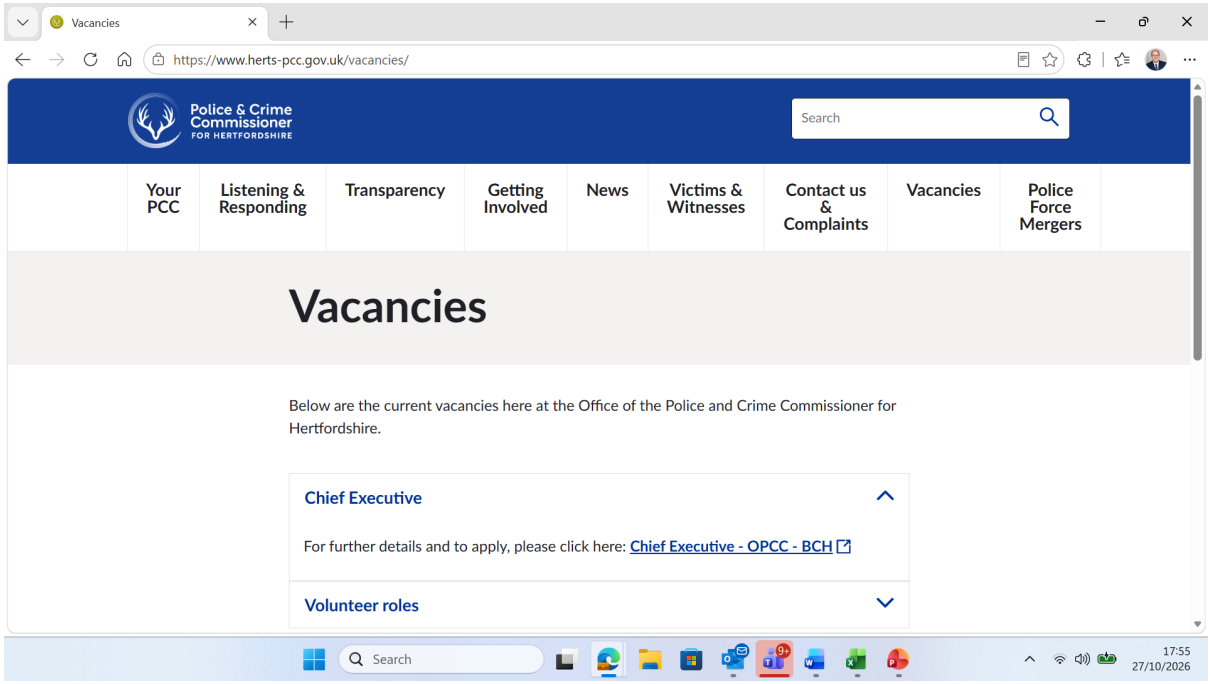
The summary of key terms and conditions of appointment can be found at Appendix C.

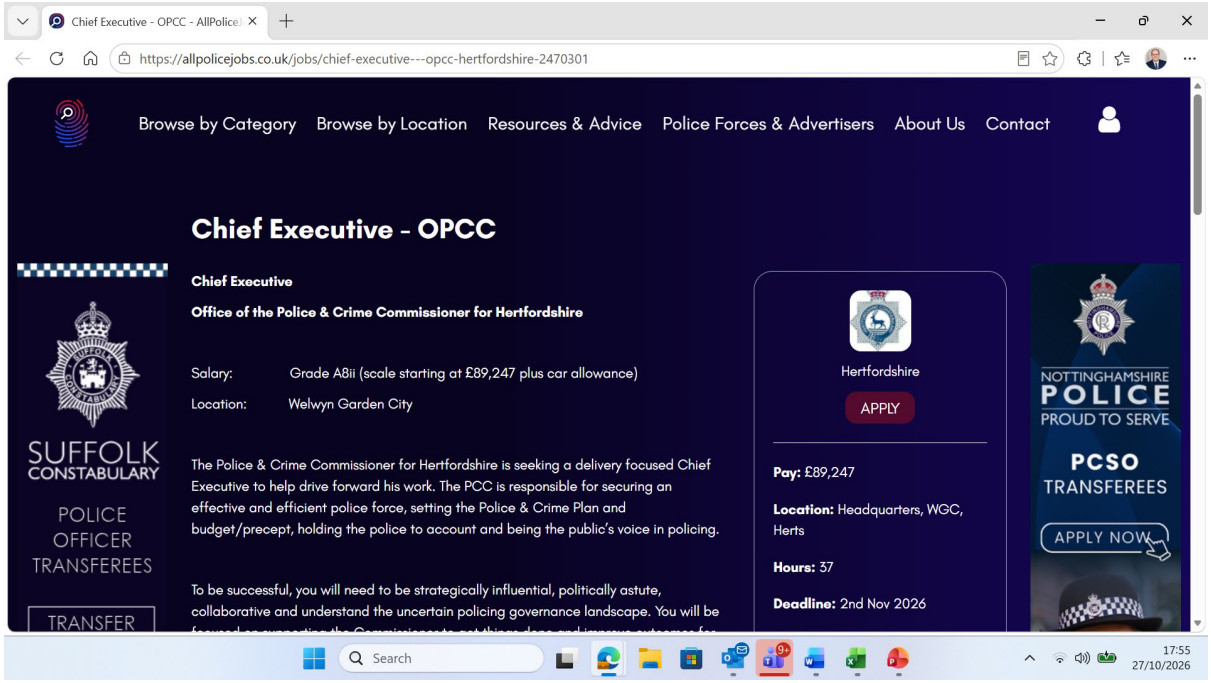
Recommendation

That the Police & Crime Panel consider and recommend the appointment of Mr Scott Hague as the Chief Executive for the Police & Crime Commissioner for Hertfordshire.

Appendix A – job adverts
Screenshots taken 27th October






Chief Executive - OPCC - AllPolice
https://allpolicejobs.co.uk/jobs/chief-executive---opcc-hertfordshire-2470301
Browse by Category
Browse by Location
Resources & Advice
Police Forces & Advertisers
About Us
Contact
Chief Executive - OPCC
Chief Executive
Office of the Police & Crime Commissioner for Hertfordshire
Salary: Grade A8ii (scale starting at £89,247 plus car allowance)
Location: Welwyn Garden City
The Police & Crime Commissioner for Hertfordshire is seeking a delivery focused Chief Executive to help drive forward his work. The PCC is responsible for securing an effective and efficient police force, setting the Police & Crime Plan and budget/precept, holding the police to account and being the public's voice in policing.
To be successful, you will need to be strategically influential, politically astute, collaborative and understand the uncertain policing governance landscape. You will be
SUFFOLK CONSTABULARY
POLICE OFFICER TRANSFEREES
TRANSFER
Hertfordshire
APPLY
Pay: £89,247
Location: Headquarters, WGC, Herts
Hours: 37
Deadline: 2nd Nov 2026
NOTTINGHAMSHIRE POLICE
PROUD TO SERVE
PCSO TRANSFEREES
APPLY NOW
Search
17:55
27/10/2026

Appendix B – Job Description and Person Specification

Police & Crime Commissioner FOR HERTFORDSHIRE

Job Description

Role	Chief Executive	**Team**	
Reports To	Police and Crime Commissioner	**Grade and Salary**	Grade A8ii (plus car allowance)
Post Tenure	Permanent	**Post Reference**	
Location	Agile working with a requirement to work in the office at least three days a week and support the PCC at meetings as required.		

Purpose of the Role

To provide overall strategic management responsibility for the support to the Police and Crime Commissioner for Hertfordshire to allow them to discharge his functions and statutory duties. To be head of the Commissioner's staff and manage the Commissioner's office. Overall strategic lead to support the Commissioner in Police & Crime Plan delivery, police scrutiny and oversight, partnership arrangements and statutory compliance.

Main Duties and Accountabilities of the post holder

To assist the Police and Crime Commissioner to discharge his statutory duties to ensure an efficient, effective and value for money police force.
Provide advice, guidance, support and, where appropriate, challenge to the Commissioner in establishing vision, strategy, values, strategic needs analysis, policy, planning, delivery and performance.

Proactively lead the OPCC team to deliver at pace to support the Commissioner's work and identified priorities, including commitments in the Police & Crime Plan.

Assist the Commissioner in influencing, persuading and managing activities to ensure Hertfordshire Constabulary meet their strategic objectives set out in the Police and Crime Plan and provide the best possible service to the public.

Ensure effective advice and support to the Commissioner to enable constructive challenge of the Constabulary's operational and financial performance.

Provide oversight and accountability for commissioned services managed by the OPCC.

Support the Commissioner in undertaking his function as owner of the police estate and to have primary interface with the Estates & Facilities department on the estates strategy.

Support the Commissioner in developing, securing and maintaining effective and efficient strategic partnerships and relationships and joint working arrangements/collaborations with relevant public, private and voluntary sector organisations at local, regional and national level.

Support the tri-force and 7 force arrangements across the collaboration, providing strategic advice to the PCC and ensuring Hertfordshire's views are represented, business cases are scrutinised and value for money achieved.

Support the Commissioner in managing relationships with the Police and Crime Panel. Have delegated responsibility from the Panel to consider any complaint against the Police and Crime Commissioner.

Act as head of the Commissioner's staff and provide day to day management of the Commissioner's office, ensuring proper internal governance and statutory compliance.

Fulfil the functions of Monitoring Officer and support the Commissioner in ensuring statutory compliance.

Ensure arrangements are in place to support the Commissioner in representing Hertfordshire's interests in police reform, devolution and local government reorganisation.

Represent the Commissioner at local, regional and national level where necessary.
This post is a statutory officer in accordance with Schedule 1 (6) of the Police Reform & Social Responsibility Act 2011.

Working Relationships and Contacts

The post holder will be required to develop and maintain effective working relationships across local government, statutory, partner agencies and their representative bodies.

Role Requirements

- Director or Head of Service level experience of public sector leadership, programme delivery and change/innovation roles, working closely with political leaders.
- An ability to motivate, enthuse and create organisational energy, especially with change, innovation and new ways of thinking.
- Ability to think independently and operate at a strategic level, translating vision into action with a focus on achieving outcomes.
- Proven track record of managing change successfully and driving improvement including experience of effectively implementing organisation wide change programmes.
- Experience of strategically reviewing and, where necessary, restructuring organisations and departments.
- Ability to deal with complex issues quickly and effectively and work under pressure.
- Creative approach to problem solving with ability to be innovative including developing better ways to deliver value for money and improved services.

- An understanding and appreciation of the challenges facing policing, community safety and criminal justice.
- Ability to network and build effective stakeholder relationships at a local, regional and national level using excellent communication skills, including at the interface of the Commissioner's strategic role and the Constabulary's operational independence.
- Highly developed and proven political awareness and sensitivity. Ability to give clear professional, authoritative and impartial advice based on objective analysis of complex situations to political leaders and senior colleagues.
- High level of literacy, numeracy together with budget management, analytical and IT skills

General Requirements and Responsibilities

- The post holder will be required to travel to different locations across Hertfordshire, but may on occasion need to attend meetings elsewhere (usually Bedfordshire, Cambridgeshire or London).
- The post holder will need to possess a full driving licence.
- If using a private vehicle then business insurance needs to be organised by the individual.
- The post holder may be required to work additional hours.
- Vetting is required, as advised by the Vetting Unit.
- The post holder will be politically restricted.
- The post holder will be expected to undertake training as and when required.
- The post holder will be expected to comply with health and safety requirements.
- If required, following appropriate training, to take on the role of Evacuation Marshal if no volunteers come forward in the post holders work location.
- To undertake such other duties as may be reasonably expected.

Values

Leadership
I lead through the provision of advice and support and actively encourage and support learning within my team and colleagues. I give clear directions and have explicit expectations, helping others to understand how their work operates in the wider context. I motivate and inspire others to achieve their best. I identify barriers that inhibit performance and take steps to resolve these, thereby enabling others to perform. I keep track of changes in the external environment, anticipating both the short and long-term implications for the organisation. I manage relationships and partnerships for the long term, sharing information and building trust to find the best solutions. I help create joined-up solutions across organisational and geographical boundaries, partner organisations and those we serve. I understand the local partnership context, in order to use a range of tailored steps to build support. I try to anticipate partners' needs and take action to address them. I do not make assumptions; I check partners are getting what they need from us. I build commitment from others (including the public) to work together to deliver agreed outcomes.
Integrity
I take my commitments seriously; I am honest about my accomplishments and capabilities. I am proactive when I do not understand my responsibilities and I am accountable for their results. I

communicate honestly and openly even when there are difficult conversations to be had. I challenge colleagues whose behaviour, attitude and language falls below the organisation's expectations. I am open and responsive to challenge about my actions and words. I recognise the accomplishments of others and respect their boundaries. I use resources effectively and efficiently and not for personal benefit.

Inclusivity

I actively seek and consider the perspectives of people from a wide range of backgrounds before taking action. I respect, seek to understand, and value individual differences. I adapt my style and approach according to the needs of others using my behaviour to achieve the best outcome. I promote a culture that values diversity and encourages challenge. I encourage reflective practice among others and take time to support others to understand reactions and behaviours. I take responsibility for helping to ensure the emotional wellbeing of team members. I take responsibility to deal with any inappropriate behaviours.

Resourcefulness

I explore a number of different sources of information and use a variety of tools when faced with a problem and look for good practice that is not always from policing. I am persistent when trying to overcome a challenge, focusing on a situation until I find a resolution. I identify opportunities or threats which may influence how I go about my job in the future by using knowledge of trends, new thinking about policing and changing demographics in the population. I am flexible in my approach, changing plans to make sure that I have the best impact. I encourage others to be creative and take appropriate risks. I share my explorations and understanding of the wider internal and external environment with others and collaborate to improve work processes or service. I am adaptable and can accept and respond to changes quickly.

Impact

I actively promote the shared mission, vision, and values, and use those principles to guide actions. I focus on results and desired outcomes and how best to achieve them. I recognise my role is about effecting positive change for the communities we serve**.** I communicate effectively to influence others to engage and commit to furthering the organization's objectives with emphasis on delivery and value for money. I focus on set goals to anticipate, identify, and effectively deal with problems and risks. I plan for eventualities to deal with unexpected challenges. I seek to understand what works, what does not and why. I use my initiative to explore creative solutions to problems that will result in a positive effective and worthwhile outcome.

Appendix C – Terms and conditions of appointment

Working location

Based Police Headquarters, Welwyn Garden City with the ability to work flexibly with a minimum of three days per week in the office.

Working hours

Full time appointment of 37 hours per week.

Restrictions

The position is a politically restricted post, subject to police vetting.

Remuneration

Grade A8ii with a starting salary of £89,247 per annum.

Annual leave entitlement

31 days per annum, commensurate with Grade A8ii.

OPCC employment policies

Other OPCC employment policies relating to annual leave entitlement, eligibility for senior staff car allowance and participation in the Local Government Pension Scheme apply.

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Police & Crime Panel – November 2026
Progress update from Police & Crime Commissioner

Strategic Performance Objectives – Police & Crime Plan

The Commissioner set four Strategic Performance Objectives for the Constabulary in the Police & Crime Plan. Good progress is being made in these areas:

- **Improve crime recording** – Progress continues to be made following the closure of the Cause of Concern last year. The remaining Area for Improvement in relation to sexual offences is expected to be closed by HMICFRS soon as compliance is now consistently strong and regularly exceeds 97% each month.

- **Reduce crime and anti-social behaviour** – The improvements in crime recording have broadly established a new baseline. There were some notable reductions in crime and ASB in 2025/26, including the 2nd biggest fall in shoplifting in the country and the largest fall in robbery offences nationally. There has been a slight reduction in victim based offences (-1.6%) in the 12 months to July 2026, offset by an increase in state based offences (16.3%) which reflects improved policing proactivity and changes to recording of some drugs distribution offences. Latest national data puts Hertfordshire as having the 15th lowest crime rate out of 43 police force areas. Hertfordshire continues to have low crime rates for sexual offences, rape, violence without injury, public order and business burglary with none of these areas higher than 9th out of 43 forces. Anti-social behaviour fell by 1.5% in the 12 months to July 2026.

- **Solve more crime** – The Constabulary continues to sustain its strong progress in solving more crime and is now consistently a top 10 police force for crime detection rates (in comparison to bottom 5 in 2024). An increasingly positive month on month trend is clear in the data; for example in July 2026, Hertfordshire solved the 2nd highest amount of crime of any police force. Hertfordshire is top 5 in its use of out of court resolutions and is 5th most improved for reducing the use of Outcome 18 (investigation complete with no suspect identified). There remains much more to do here but clear and sustained progress and shared ambition from the Constabulary and PCC to push further in this area.

- **Keep people safe** – Continued strong progress in this area. Hertfordshire is now:

    - 3rd best for use of Clare's Law disclosures (compared to 43rd in 2024), with further work planned to further increase the 'Right to Ask' disclosures.
    - 5th best for the use of Domestic Violence Protection Orders as a % of DA crimes (compared to bottom 5 in 2024).

- **Responding to the public** – improvement in the control room continues to be sustained. Hertfordshire continues to meet and exceed the national target for 999 call handling with an average answer time of 4-5 seconds. 101 call abandonment is more than half what it was in 2024 with average answer time typically around a minute quicker

than in 2024. Incident attendance targets of 85% of immediate response arriving in 15 minutes and 80% of prompt response arriving in 60 minutes being consistently met.

Crime Survey of England & Wales 2025/26

The Crime Survey is the largest independent assessment of victimisation and public confidence in policing, carried out by the Office for National Statistics.

Hertfordshire performed particularly strongly this year:

- 1st for the public saying the police do a good or excellent job in their local area – 59% compared to a national average of 49%
- 1st for whether the police deal effectively with local concerns – 62% compared to a national average of 48%

Largest reduction in robbery offences in England & Wales

In 2025/26, Hertfordshire had the biggest reduction in robbery offences (both personal and business) in the country, down by 13% and bucking the national trend of a 10% increase. Only six police forces recorded any reduction.

Watford had the biggest reduction of any local authority area in the country (-39%) following some excellent work with hotspot patrols and proactive policing in the town centre and Cassiobury Park in particular following some challenges in 2024. Dacorum, St Albans and North Hertfordshire were also in the top 10 local authorities with the largest reductions.

Burglary crackdown delivers improved solved rate

Hertfordshire has traditionally had a very low burglary detection rate. Sustained focus and scrutiny on this has begun to deliver results. In the first quarter of the financial year, Hertfordshire solved more burglaries than any other police force and is the most improved force. Unsurprisingly, new burglary reports also fell by 16% in the same period.

PEEL Inspection

HMICFRS have begun their PEEL inspection which will conclude in February. A document return of over 300 documents has been completed and submitted by the Constabulary and the workforce survey has just completed with a significantly improved response rate than 2024.

During the course of this year, the number of open HMICFRS recommendations has been reduced from 196 to fewer than 50. Evidence based closure reports are prepared for remaining recommendations to demonstrate further closure is possible.

The inspection report is expected to be published in spring 2027.

New performance monitoring system

HMICFRS has introduced a new performance monitoring system to assess police performance between PEEL inspections. Hertfordshire has been placed in the highest category, Level 1, which indicates the force is performing well and making sustained improvements.

Accountability & Performance Meetings

Since the last meeting of the Panel, the Commissioner has used the APMs to hold the Chief Constable to account on the following topics:

- **June:** Stalking; Online CSA; Released under investigation; Burglary outcomes; Citizens in Policing.
- **July:** Stop and search; Children's Commissioner report on strip searches; Use of force; Custody.
- **August:** Crime Survey of England & Wales; Sentencing Act and management of early release; Security for the Jewish community; Rural crime; Vehicle theft.
- **October:** Violence Against Women and Girls; Firearms licensing; NPT priority setting; Fraud; DBS checks; Hate crime.

APMs are webcast live and recordings able to view back for public transparency.

Constabulary internal changes

The Constabulary is currently undertaking a restructure of the Public Protection Command, following the successful restructuring of Local Policing Command last year. The objective of the review of Public Protection is to improve resilience and capacity in a number of teams, especially those investigating sexual offences and offences against children. Additional investment in detective numbers has been made in these teams.

Police Headquarters

The new police headquarters became operational in September with building work being completed under budget and ahead of schedule.

The building provides significantly improved working conditions for police officers and staff in investigative, operational and support teams.

As the Panel will be aware from previous budgets, the redevelopment does significantly increase the Constabulary's debt levels, the impact of which will need to be managed carefully with increasing interest rates.

Operation Hotspot

Despite the Home Office's late cancellation of Operation Hotspot funding for 2025/26, the Constabulary is working to maintain a focus on hotspot policing and town centres within existing resources.

A range of funding is also being used for overtime patrols, including grant funding from the Commissioner and knife crime funding in Watford, Hemel Hempstead and Waltham Cross.

Transfer of complaints function

As signposted in the June report, the transfer of the complaints function back to the Constabulary has taken effect, from 1st October.

The Commissioner decided to return the function to the Constabulary due to the uncertainty of the model of policing governance from 2028 and the need for stability for this important function.

Hertfordshire has always been an outlier in complaints handling being in the PCC's office.

There is no change to the legislative framework under which complaints are dealt with and the PCC's office still retains the role of undertaking a complaint review if a complainant is unhappy with the original complaint handling.

In 2025/26, complaints volumes declined by 5.8% compared to the previous year.

Respect Orders

The Crime and Policing Act 2026 has introduced Respect Orders from 26th October. These are a civil order applied for by police to introduce controls on an individual committing sustained anti-social behaviour, with criminal sanctions for breaches. Respect Orders can contain positive and negative requirements, such as attending drug treatment or banning someone from a town centre, depending on the circumstances.

Hertfordshire welcomed the Policing Minister to Hemel Hempstead as part of the national launch of these Orders. The Minister recognised that Hertfordshire is well prepared to use these powers, with around 30 individuals identified who may be suitable and the first Orders applied for, including a first Court hearing on 19th November.

The follow through by the Courts and the criminal justice system especially in the case of any breaches will be critical to the success or otherwise of Respect Orders.

Early release

The next phases of early release of offenders under the Sentencing Act has commenced, with estimates of around a dozen offenders being released early into Hertfordshire in each tranche. It is too early to assess the impact of this locally but nationally the National Police Chiefs Council forecasts a 6% increase in crime as a result of the impact of the Sentencing Act.

The Commissioner has provided grant funding to the Constabulary to enhance offender management checks for those being released early.

Procurement of new Records Management System

The Eastern Region forces have completed the procurement of a new records management system for crime investigation, case files and custody to replace Athena from 2029. The preferred supplier is relatively new to the UK market but has significant international expertise. The operational advice from Chief Constables is there are significant benefits of transferring to a new system, although there are financial implications for having dual running while the new

system is developed, tested and implemented alongside the current system. These will be reflected in the budget papers the Panel sees in February.

Live Facial Recognition

The Panel has previously been briefed on the Constabulary's pilots of Live Facial Recognition. These have been judged successful, with the technology performing better in real life than laboratory testing. There have been no false activations.

As a result, the Commissioner has funded two dedicated LFR vans for Hertfordshire so the Constabulary has dedicated capability and is not reliant on mutual aid. These arrived in October.

The next LFR deployments will be in Hemel Hempstead town centre on 16th November and Waltham Cross town centre on 18th November.

Security of Jewish communities

Following the incidents in North London and Manchester earlier in the year, the Home Office announced a funding package for policing to improve the security of Jewish communities. Hertfordshire has secured around £9 million over three years to support the deployment of 30 police officers into areas of the county with the highest Jewish populations.

These officers will have a proactive and preventative role, manage hate crime investigations and undertake wider community cohesion work.

Community Cashback

The Commissioner launched Community Cashback, a grant scheme to return to communities money from the sale of property seized from criminals or that was unclaimed. The grant scheme was open during October with 25 applications from charities and community groups being approved.

A wide variety of projects have been funded, including relating to healthy relationships, crisis grants to domestic abuse victims, youth mentoring and diversion, street pastors, park improvements, hate crime awareness, scam prevention, therapeutic support for victims of crime and support for family conflict.

Violence Against Women and Girls

The Chrysalis Centre, Hertfordshire and Bedfordshire's domestic abuse perpetrator programme has successfully been awarded further Home Office funding for the next financial year. The programme continues to have positive results in reducing reoffending and bringing about behaviour change in perpetrators.

Unfortunately the Home Office has discontinued funding for the child against adult violence strand of Chrysalis, despite it being oversubscribed. As a result, referral pathways are now closed.

Firearms licensing

The Commissioner has continued to focus on holding the Constabulary to account and seeking improvements in firearms licensing performance. It has now been a topic on the agendas of 9 APMs since his election.

Substantial progress has been made towards closing the Cause of Concern with a noticeably improved service now in place, modernised case management systems and greater ability for applicants to contact the service for updates.

Current forecasts are that the backlog of renewals will be cleared by Christmas allowing the backlog of new applications to be focused on.

Previously, BCH had the highest number of temporary permits in the country. It is expected this will be close to zero by Christmas.

Public complaints to the Commissioner have fallen very substantially, reflecting the improved service and backlog reduction.

Road safety

The Commissioner has been engaged in the refresh of the partnership Road Safety Strategy, but remains keen to see this translate into meaningful partnership action to reduce the number of KSIs on Hertfordshire's roads.

The Commissioner has funded an update and recalibration of speed guns available to Neighbourhood Policing Teams and the Roads Policing Units to ensure usable equipment is available for local speed checks.

Unauthorised developments

The Commissioner has called for changes in the law to give greater police powers to support local authority enforcement of unauthorised developments, following incidents this year in Flamstead and Sawbridgeworth.

The Commissioner has called for:

- A new 72-hour Emergency Stop Power for police, allowing officers to halt substantial development, backed by power of arrest, where there are reasonable grounds to believe planning permission is required but has not been granted. This would give councils time to investigate and take formal planning enforcement action.
- New police powers to enforce Temporary Stop Notices, including powers to stop works, arrest those breaching a Stop Notice and, where appropriate, immobilise or seize vehicles and machinery being used to continue the development.
- A new criminal offence of Aggravated Intentional Unauthorised Development, targeting those who knowingly carry out major works with the intention of circumventing planning enforcement, including on Bank Holiday weekends.

The Commissioner hopes to meet Ministers shortly regarding his policy proposals.

Police reform

The Government continues to make slow progress with its plans for police reform and legislation is not now expected before early 2027, with not significant time available for the Parliamentary passage before many of the changes coming into effect in 2028. There are considerable risks acknowledged by the Home Office with the Government's timeline and limited preparation.

Although policing governance will eventually transfer to a Mayor of Hertfordshire, the precise timescale for this remains unclear and is unlikely to be clearer until Local Government Reorganisation is resolved.

The Commissioner continues to oppose the Government's plans for regional police force mergers, in line with the consultation he ran in the summer which showed that 68% of Hertfordshire residents were opposed to mergers.

This year, the Government has taken £100 million out of local policing budgets to fund work on police reform and it is expected this will grow in future years. The Chief Constable of Greater Manchester has estimated that police force mergers may cost up to £2 billion (around 10% of the annual policing budget) to implement, which will have a major impact on the funds available for daily policing.

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Police & Crime Panel – November 2026
Retail Crime

At its last meeting, the Panel requested an update report from the Commissioner on retail crime.

Tackling retail crime is a central pillar of the Police and Crime Plan. The Commissioner has set clear commitments to tackle retail crime and support retailers across Hertfordshire:

- Improve reporting of retail crime
- Strengthen crime prevention
- Target prolific offenders
- Work in partnership with retailers and the police

Performance

Significant progress has been made by Hertfordshire Constabulary to improve the response to shoplifting offences.

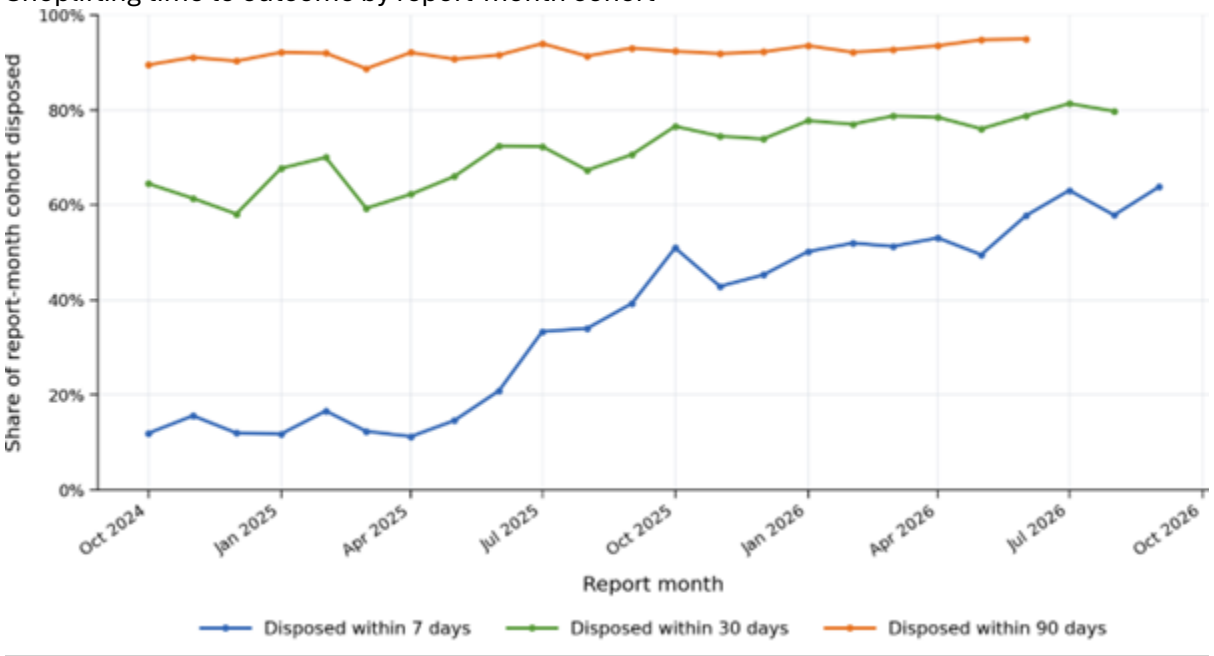
Over the last two years, the solved rate has broadly doubled, with close to a third of retail crime offences now being solved.

Shoplifting solved rate over time



Shoplifting investigations are also reaching outcomes substantially faster, particularly within the first seven and 30 days. By August 2026, approximately 63% of eligible shoplifting reports were resolved within seven days, while 85% of the July cohort were resolved within 30 days.

Shoplifting time to outcome by report-month cohort



The following factors have likely contributed to this improvement in performance:

- Operation Retail enables officers to progress suitable shoplifting cases without using custody unnecessarily, reducing demand and risk. Where there is overwhelming evidence of guilt and the specified criteria are met, a suspect can be charged or summonsed without arrest or interview.
- Reporting systems such as Auror are making it easier for retailers to report offences. The roll out of Shopsafe Alert will extend this to independent and smaller retailers.
- Stronger communication and engagement have increased retailers' confidence that reported crimes will receive an appropriate police response.

Improve reporting of retail crime

Auror

Auror was launched across Hertfordshire Constabulary in April 2026, enabling participating larger retailers to report non-violent retail crime directly to police and provide key evidence, including CCTV, offender images and witness statements.

Auror has already supported significant investigations. Information gathered through the platform assisted an investigation into 43 thefts from Boots stores involving around £190,000 of stolen stock, resulting in two men being charged with conspiracy to commit theft.

The Commissioner has provided grant funding to support overtime funding for officers to have dedicated time to review Auror reports and investigations. By October, this work had reviewed 194 Auror reports and 109 investigations, identified 86 suspects and generated further investigations, arrest packages and evidential opportunities. A further £10,000 has been approved by the Commissioner to continue this work for another three months.

ShopSafe Alert
The PCC-funded ShopSafe Alert pilot launched in April 2026, initially focusing on Bishop's Stortford, Welwyn Garden City, St Albans and the Roaring Meg retail park in Stevenage.

ShopSafe gives retailers, particularly smaller and independent businesses, a simple way to share information about offenders and suspicious activity and strengthen communication with local policing teams.

The programme is now being expanded, with rollout underway in Harpenden and Waltham Cross, alongside the existing pilot areas. Work is also progressing towards a managed retail crime intelligence service.

The next phase will explore direct reporting to police through ShopSafe, including the submission of CCTV and witness statements. This is intended to build on the learning from Auror and provide retailers with a more efficient route for reporting retail crime.
Strengthen crime prevention

To help independent retailers prevent crime, the OPCC piloted a retail crime prevention grant scheme. This consisted of two key elements. Firstly, the Constabulary's crime prevention team carried out an environmental audit of business premises to identify potential security improvements. Retailers could then apply for OPCC funding to implement the recommendations.

The scheme was piloted in Harpenden and Waltham Cross, where the crime prevention team completed environmental audits for eight and nine businesses respectively. The team's main recommendation was to provide businesses with access to the ShopSafe Alert app, which we are now launching in both areas.

Target prolific offenders

The Commissioner has funded a £60,000 Navigator project to address prolific shoplifting. Delivered by HACRO, the pilot will focus on prolific shoplifters in St Albans, complementing enforcement by addressing factors that can drive repeat offending, including substance misuse, housing instability and wellbeing.

Participants will receive intensive one-to-one support to help them engage with appropriate treatment and support services. The aim is to reduce repeat offending and the demand prolific offenders place on retailers, policing and the wider criminal justice system.

Previous analysis found that one in three shoplifting offences involved the same named suspect, demonstrating the importance of combining effective enforcement with targeted work to reduce reoffending.

Similar projects in Hampshire have delivered significant reductions in reoffending from the Navigator approach.

Improve partnership working

Herts Against Retail Crime Partnership Board

The Commissioner established the Herts Against Retail Crime Partnership Board in 2025, bringing together retailers, business groups and the police to tackle retail crime. The board followed the first Retail Crime Forum in July 2025 and was created to strengthen collaboration.

The board meets quarterly and includes representatives from across the retail sector, including major retailers such as Marks & Spencer, Tesco, Sainsbury's and Co-op, as well as Business Improvement Districts. Hertfordshire Constabulary's retail crime lead also attends to provide operational updates and respond to retailers' questions and concerns.

The board has helped us strengthen our engagement with retailers. For example, when the police identify issues at specific stores, we can escalate them to the relevant retailer representatives and work together to address concerns. Two examples of this include:

- The local policing team in Rickmansworth told us that a local Marks & Spencer store was having difficulty uploading CCTV footage to Auror. The OPCC raised the issue with a Marks & Spencer representative, who agreed to engage directly with the relevant store managers. Working with the Constabulary, the OPCC held a briefing for regional managers to strengthen links and improve reporting to the police.

- It was identified that Greggs stores in Hertfordshire were reporting shoplifting offences but had a low solved outcome rate. The Commissioner and the Constabulary's retail crime lead met with Greggs to discuss the concerns and agree how to improve outcomes. Following this targeted engagement, Greggs now has the second-highest solved outcome rate among retailers in the county.

We will continue to work the Herts Against Retail Crime Board into the next year and will seek to further strengthen our collaboration between retailers and the police.

Retail Crime Forum
The annual Retail Crime Partnership Event brings together retailers, Hertfordshire Constabulary, the OPCC and key partners to strengthen the collective response to retail crime. The event provides an opportunity to hear from the Commissioner and Chief Constable and receive updates on policing activity and key initiatives, including Auror, ShopSafe Alert and Local Facial Recognition (LFR), with LFR vans available on site to demonstrate the technology in practice. HACRO also provides an update on its work with prolific offenders through the Navigator programme. The event supports closer working between policing and the retail sector, ensures businesses understand the tools and support available to them, and provides an opportunity for retailers to help shape the response to retail crime.

A joined-up approach
Together, Auror, ShopSafe Alert and Navigator strengthen Hertfordshire's wider response to retail crime.

They provide a complementary approach: improving the quality of information and evidence received from retailers, strengthening intelligence sharing and enforcement, and addressing the behaviour of prolific offenders.

This reflects the strong partnership between the Commissioner, Hertfordshire Constabulary, retailers and local partners, with investment focused on practical initiatives that protect businesses, improve the police response and reduce repeat offending.

Police & Crime Panel – November 2026
Use of technology and artificial intelligence

At its last meeting, the Panel requested an update report from the Commissioner on the Constabulary's use of technology and artificial intelligence.

Hertfordshire Constabulary is actively embracing technology to improve efficiency and effectiveness and modernise how it protects the public and catches criminals.

The Commissioner is supportive of the Constabulary's approach and scrutinises it regularly to test effectiveness, ethics and legitimacy, especially in view of the learning from the case involving West Midlands Police.

Live Facial Recognition

Elsewhere on the agenda, the Commissioner has provided an update to the Panel on LFR. The Commissioner is satisfied with the Constabulary's use of this technology.

It is based on a clear policing purpose, senior officer approvals and oversight and judgements by police officers based on any alerts provided.

Since the introduction of the technology in Hertfordshire there have been no false activations. Research undertaken by the OPCC showed high public confidence in the technology and support for its use.

Nectar

Nectar is a data integration tool built by Palentir. It delivers AI supported applications to help officers and staff automate administrative tasks and draw insights from existing data to enhance operational efficiency.

Bedfordshire, Cambridgeshire & Hertfordshire police forces have been piloting the Nectar platform to bring together data from existing police systems and provide operational, analytical, safeguarding and workforce-support capabilities. There are upwards of 40 applications.

Following these pilots, the forces have agreed a five year contract with Nectar subject to a break clause to continue to progress this work.

The Commissioner has met with the team in Hertfordshire managing roll out and seen a demonstration of the technology to inform his scrutiny.

The principal benefits are faster review and disclosure, earlier recognition of risk and vulnerability, improved identification of links across data, reduced backlogs and the release of investigative and safeguarding capacity.

Nectar is currently in use across several areas of the Constabulary, with more functions due to be activated in the new year.

Operational use cases include:

Operational search and intelligence

Area	Current use	Benefit and reported evidence
Integrated POLE search	Searches across people, objects, locations and events, drawing on Athena, COMPACT, STORM and other Hertfordshire police systems. AI-assisted review consolidates and summarises source information into a more accessible format.	**Less time reviewing and synthesising records.** Generic POLE use is increasing month on month, with **2,630 outputs in September**, the highest monthly total at the time of reporting producing a monthly saving of **951 hours**
Risk and vulnerability snapshot	A snapshot within POLE gives the Force Control Room a rapid view of risk and vulnerability.	**Supports officer safety** and earlier identification of safeguarding concerns.
Probation checks	All probation checks are conducted within the platform, supported by POLE.	**Approximately seven minutes saved per check.** The historical backlog of **200 to 300 reviews** had reduced to **0** as of October
Non-firearms subject profiles	A Hertfordshire subject profile supports arrest enquiries, handovers and manhunts.	**Estimated two hours saved per output**, with around **100 outputs each month** equating to **200 officer hours** saved each month. This gives officers time back to conduct enquiries rather than complete administration.
Device analytics	DFIU places phone-download data into an operational folder for Nectar to review. The platform identifies potential criminality and connections, translates messages, including WhatsApp text, analyses geolocation data and highlights findings to the officer.	**Average review time reduced from 96 hours to two hours**, releasing capacity to investigating teams. This remains at an early stage of development but a recent case of 100k messages, many of which were in different languages was **analysed in 4 hours** – currently there is a 12 week wait for these types of services.

Intelligence and safeguarding

Area	Current use	Benefit and reported evidence
Thematic scanning	Analysts can map crimes and incidents over defined periods, display STORM logs, investigations, stop searches, crime activity and intelligence, and identify links across logs and custody	**A richer picture of linked activity.** Supports analysts in identifying organised crime groups, grooming-related harm,

	records. Repeat searches can be saved and shared, with association charts and network analysis generated. Device locations, including victim or suspect phone data, can be plotted and overlaid with ANPR.	county lines activity and other linked threats.
Clare's Law	Nectar continually reviews opportunities for Clare's Law notifications. The module also supports "right to know" disclosures.	**Notification opportunities increased from around 40 to 140 per month.** Separately, the supplied information reports support for **more than 140 "right to know" disclosures each month**. These are different measures.
Chronology production	Bespoke chronology outputs have been created. Child-referral outputs are at the training stage.	**70% time saving** reported in Section 17 and Section 47 child-referral work. An estimated saving of around **two full-time equivalents (FTE)** is also reported for child-referral outputs.

Safeguards

There are important safeguards in place:

- Nectar is not machine learning or adding any information or detail itself. It is analysing and summarising information spread across multiple police systems.
- All risk assessment judgements continue to be made by a police officer or police staff and are not made by the technology. However the evidence is that officers and staff have a more complete picture to make the judgement.
- Data remains controlled by the police forces. Nectar interrogates existing systems rather than transferring data.

Overall, the reported benefits show Nectar reducing the time needed to review information, releasing operational capacity and supporting safeguarding, intelligence and workforce activity.

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MEETING OF HERTFORDSHIRE POLICE AND CRIME PANEL

THURSDAY 18 JUNE 2026- 6 PM

DACORUM BOROUGH COUNCIL
THE FORUM,
MARLOWES,
HEMEL HEMPSTEAD, HP1 1DN

DRAFT MINUTES
(Please note that the minutes are a summary of the discussions and not intended to be verbatim)

Members Present:	Cllr Jim Clune(Chair)	Broxbourne Borough Council
	Cllr Matt Fisher	Hertfordshire County Council
	Cllr Nazmin Chowdhury	Stevenage Borough Council
	Dr Malcolm Ramsay (Vice Chair)	Independent Panel Member
	Cllr Andrew Scarth	Three Rivers District Council
	Cllr Vijaiya Poopalasingham	North Herts Council
	Cllr Nigel Taylor	Dacorum Council
	Cllr Harriet Sherlock	St Albans City and District Council
	Cllr Duncan Jones	Welwyn Hatfield Borough Council

Also Present:

Mr Jonathan Ash-Edwards, Hertfordshire Police and Crime Commissioner ('PCC')
Mr Rafal Hejne, Interim Chief Executive
Mr Ibrahim Balta, Clerk to the Hertfordshire Police and Crime Panel

1 WELCOME

The meeting was opened with introductions. Dr Ramsay welcomed attendees. Appreciation was expressed to Cllr Tom Plater for his work in supporting the Panel as the Chair during a challenging period.

2 APPOINTMENT OF THE PCP CHAIR AND VICE CHAIR

Cllr Jim Clune, wished to be nominated as the Chair, introduced himself and outlined his background. Conservative Councillor for Broxbourne. Served approximately 30 years with the Metropolitan Police Service, experience included territorial policing, public order and riot policing, diplomatic protection group, firearms duties, custody sergeant roles, school

policing, first response and critical incident management. Currently he is the Deputy Leader at Broxbourne Borough Council.

As the sole nominee, Cllr Jim Clune was appointed by agreement of the Panel Members present.

Dr Ramsay(Vice Chair): expressed his willingness to continue in the role and highlighted his experience working with government departments and public sector organisations. Outlined his previous experience as the Vice Chair, by agreement of the Panel Members present Dr Ramsay is appointed as Vice Chair.

3 APOLOGIES

Apologies from Cllr Val Bryant, Mr Luke Rigg, Mr Mark Jackson and Dr Julian Hargreaves, Cllr Aga Dychton (joined remotely).

4 WELCOME TO NEW MEMBERS

Cllr Nigel Taylor and Cllr Nazmin Chowdhury

5 MINUTES OF THE MEETINGS ON 27 MAY 2026*(attached)*

Agreed.

6 MATTERS ARISING FROM MINUTES

None.

7 QUESTIONS TO THE PANEL FROM THE PUBLIC

Questions are to be sent to pcp@broxbourne.gov.uk by 11 June 2026**,** seven days in advance of the meeting to allow for a quicker and more complete response. *(20 minutes are permitted)*

None

8 QUESTIONS TO THE POLICE AND CRIME COMMISSIONER FROM THE PUBLIC

Questions are to be sent to pcp@broxbourne.gov.uk by 11 June 2026**,** seven days in advance of the meeting to allow for a quicker and more complete response. *(20 minutes are permitted)*

None

9 MR JONATHAN ASH-EDWARDS POLICE AND CRIME COMMISSIONER ('PCC') ANNUAL REPORT

PCC: Presented his annual report.

Cllr Scarth: raised concerns about the reduced visibility of uniformed officers in communities and suggested that increased foot patrols would improve public confidence.

PCC: highlighting additional officer recruitment, hotspot patrol funding and commitments to neighbourhood policing and community engagement.

Cllr Nigel Taylor: questioned whether alternative and potentially more cost-effective accommodation options had been explored for police premises.

PCC: advised that the police estate was under continual review and stressed the importance of maximising value for money while maintaining local policing presence through partnership arrangements where appropriate.

Cllr Poopalasingham: asked about the effectiveness of Operation Hotspot and whether rural areas risked being disadvantaged by the concentration of resources in town centres.

PCC: explained that hotspot patrols were targeted at locations with the highest levels of anti-social behaviour, retail crime and violence. He noted that evidence showed limited displacement of crime and confirmed that rural policing priorities, including response times, continued to be monitored closely.

Cllr Poopalasingham: requested further information on hotspot activity and outcomes in North Hertfordshire.

PCC: agreed to provide ongoing updates on local activity and outcomes**.**

Cllr Poopalasingham: sought clarification on how Live Facial Recognition was being deployed, the criteria used to select locations and whether the technology was proving effective.

PCC: explained that deployments were focused on high-footfall areas, locations with outstanding warrants and areas experiencing crime trends. He emphasised the governance arrangements surrounding deployments and reported that other forces, particularly the Metropolitan Police, had demonstrated positive outcomes from the use of the technology.

Cllr Matt Fisher: welcomed Hertfordshire's progress in relation to Clare's Law disclosures and asked about preparations for increased domestic abuse risks associated with major sporting events. He also sought views on neighbourhood watch activity and community reporting.

PCC: highlighted work with police, charities and football clubs to raise awareness and support victims, noting that domestic abuse traditionally increases during major sporting tournaments. He also reiterated the value of Neighbourhood Watch and confirmed ongoing support through grant funding.

Cllr Nigel Taylor: returned to the issue of accommodation costs and expressed concern that councils should not be expected to subsidise police estate requirements.

PCC: reiterated that arrangements should represent value for taxpayers and that partnership discussions would continue where mutually beneficial.

Cllr Sherlock: referred to anti-social behaviour issues within his wards and requested further detail regarding the action being taken.

PCC: outlined measures contained within the Constabulary's Anti-Social Behaviour Action Plan, including targeted patrols, partnership working, use of Community Protection Notices, Closure Orders and future use of Respect Orders.

Cllr Scarth: asked whether facial recognition technology could be used as evidence in court proceedings.

PCC: explained that live facial recognition currently serves primarily as an identification tool rather than direct evidential material, although developments in evidential use continue nationally.

Cllr Scarth: also raised concerns regarding police attendance at parish meetings and highlighted the contribution of Hertfordshire's volunteer schemes.

PCC: acknowledged the importance of local visibility and committed to raising the issue with the Constabulary.

Cllr Scarth: queried policing preparations around extended licensing hours during major sporting events.

PCC: advised that detailed operational plans were in place to manage increased demand associated with night-time economy activity and major events.

Dr Ramsay(Vice Chair): welcomed the report but suggested greater explanation of crime data, cybercrime, diversity issues and financial challenges in future editions.

PCC: outlined ongoing activity relating to fraud, cybercrime, community confidence, workforce diversity and long-term financial sustainability.

Cllr Scarth: highlighted work undertaken by councils, libraries, Trading Standards and other agencies to raise awareness of cybercrime.

Dr Ramsay(Vice Chair) and the PCC: agreed that cybercrime required a coordinated partnership approach involving multiple organisations.

Cllr Poopalasingham : asked whether greater coordination and integration across agencies could reduce duplication and improve outcomes.

PCC: outlined work underway to review partnership frameworks and improve coordination between agencies while maintaining accountability.

Cllr Matt Fisher: requested updates on retail crime initiatives, fly-tipping enforcement and Project Trace.

PCC: Pilot schemes improving intelligence sharing between retailers and police. Work being done to simplify shoplifting reporting processes. Greater focus on fly-tipping enforcement and rural crime. Expansion of Project Trace to tackle tool theft and improve property recovery for victims.

Cllr Jim Clune(Chair): welcomed improvements in burglary detection and investigation outcomes.

PCC: acknowledged that further improvement was required but reported that dedicated burglary-focused activity was delivering positive early results.

10 INDEPENDENT STOP & SEARCH SCRUTINY PANEL ANNUAL REPORT

PCC: presented the annual Stop and Search report and advised that scrutiny arrangements were being revised to strengthen oversight. The Panel was informed that stop and search activity had increased and that positive outcome rates remained encouraging. Scrutiny of strip-search activity involving children also continued.

Cllr Matt Fisher: asked whether those involved in stop and search scrutiny sufficiently reflected the demographics of those being searched.

PCC: recognised the challenge and reported plans to engage young people more directly through the Youth Commissioner's programme.

Cllr Chowdhury: questioned the safeguards in place where individuals may be stopped based on incomplete descriptions or mistaken identity.

PCC: explained that officers must justify searches, provide records and remain accountable for their decisions through supervisory review and independent scrutiny arrangements.

Cllr Jones: asked for clarification regarding falling arrest rates and the definition of a positive outcome.

PCC: explained that positive outcomes extended beyond arrests and included other enforcement actions such as warnings and resolutions.

Dr Ramsay(Vice Chair): queried data contained within the report relating to male demographics.

PCC: agreed to review the figures and provide clarification in writing.

Cllr Clune(Chair): queried significant variations in stop and search activity between districts.

PCC: explained that activity generally reflected population size, transport links, town centres and crime hotspot locations.

Cllr Scarth: referred to exemptions relating to ceremonial Sikh blades.

PCC: confirmed that policing approaches distinguished appropriately between legitimate religious symbols and criminal weapon possession.

11 INDEPENDENT CUSTODY VOLUNTEERS ANNUAL REPORT

PCC: presented the Independent Custody Visiting Annual Report. The Panel was updated in relation to detainees generally reported being treated appropriately. Few concerns had

been raised during visits. Issues identified were dealt with promptly. Investment had been made in custody facilities and CCTV systems. Hertfordshire's scheme had recently achieved Gold Accreditation status.

12 AOB

Cllr Scarth: welcomed the use of forensic marking technology to tackle illegal e-scooter and bike-related crime.

PCC: outlined ongoing trials and opportunities to expand its use against organised offending and cycle-related crime.

13 DATE OF NEXT MEETING 19 NOVEMBER 2026-6PM- BROXBOURNE BOROUGH COUNCIL OFFICES