

**Police & Crime Commissioner Elections
May 2016**

Briefing Pack

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FOREWORD AND INTRODUCTION

Foreword by Susannah Hancock (OPCC Chief Executive)

The purpose of this briefing is to provide candidates for the elected position of Police and Crime Commissioner for Essex with summary information about the role and functions of the PCC.

The briefing also explains how the PCC's role relates to that of the Chief Constable, and how each are held to account for the decisions they make, and provides a range of other information to help candidates understand in practical terms what is involved in discharging the duties and responsibilities of a PCC.

As well as being responsible for setting the strategic direction for policing in Essex, and for scrutinising, challenging and supporting the performance of Essex Police, the PCC has wider responsibilities. These involve working with a range of strategic partners locally, regionally and nationally on community safety and crime reduction programmes and on enhancing the criminal justice system. The PCC also has statutory responsibilities in relation to commissioning services to support victims of crime. Currently the PCC has a commissioning budget of £2.1 million a year to commission victims support services, alongside a budget of £2.4 million to commission and grant fund community safety activity across the county.

The Essex PCC is supported in delivering this broad and complex programme of work through the Office for the PCC (OPCC), details of which can be found on page 5 of this briefing note. Staff within the OPCC, including the Chief Executive and Treasurer, are politically restricted and serve the PCC and Office to deliver a professional, executive function.

Essex itself is a geographically large and highly diverse county with a mix of urban, rural and coastal communities, and pockets of relative affluence and deprivation. The PCC role serves 1.7m people including the administrative areas of Essex, Southend and Thurrock. Our proximity to London as well as our major air and sea transport hubs present significant policing challenges but also present great opportunities for collaboration and social and economic development across our communities.

Key to the work of the PCC and OPCC is work with partners. This includes the 12 districts and 2 unitary authorities; the voluntary and community sector; health and social care; local businesses and universities; criminal justice and community safety partners; Essex County Fire and Rescue Service, and many other partners who come together to work with the PCC to help keep our communities safe.

The [Police and Crime Plan](#) outlines more about the context of policing, community safety and current priorities across Essex. The [Annual Report](#) presents a summary of delivery and performance for the last year.

If you have any questions or would like to discuss our work further, please do contact me on susannah.hancock@essex.pnn.police.uk or on (01245) 291613.

Susannah Hancock (OPCC Chief Executive)

THE POLICE AND CRIME LANDSCAPE

The [Police Reform and Social Responsibility Act 2011](#) (c. 13) transferred the control of police forces from police authorities to elected Police and Crime Commissioners. The first elections were held in November 2012. The next elections take place in May 2016 and then every four years.

The roles and responsibilities of Police and Crime Commissioners, Chief Constables and Police and Crime Panels are set out in the [Policing Protocol Order 2011](#). These are summarised on pages 4-6.

The **nature of crime** is changing. National statistics are released quarterly, using estimated data from the Crime Survey for England and Wales (CSEW) and actual data from police recorded crime.

Latest figures for the [year ending September 2015](#) show that nationally:

- There was a 6% increase in police recorded crime compared with the previous year, with 4.3 million offences recorded in the year ending September 2015
- There was a 27% rise in violence against the person offences (an additional 185,666 offences) which was largely driven by increases within the new Violence Without Injury category (up by 130,207 offences, a 37% increase)
- There were also increases in some of the more serious types of police recorded violence, including a 9% rise in offences involving knives or sharp instruments, and a 4% increase in offences involving firearms.
- Sexual offences recorded by the police continued to rise with the latest figures up 36% on the previous year, equivalent to an additional 26,606 offences. The number of rapes (33,431) and other sexual offences (66,178) were at the highest level since the introduction of the National Crime Recording Standard in year ending March 2003. As well as improvements in recording, this is also thought to reflect a greater willingness of victims to come forward to report such crimes.

Although estimated crime is higher than police recorded crime, it is difficult to draw firm conclusions about the level of under-reporting of crime as the sources measure slightly different things. However, the gap between the figures is closing. Research (and practice) suggests that some types of crime are more likely to be under-reported, such as the range of 'hidden harms' described in the [Police and Crime Plan](#).

[Essex Police recorded crime](#) is in line with the national trends. Total recorded crime for the year to the end of September 2015 was 104,561, an increase of 4.5% from the previous year. There were increases in reported offences of violence against the person (up 18.5%); and sexual offences (up 35%), with rape of a victim under 16 increasing by 44.9%. 54,257 incidents of anti-social behaviour were reported during the year ending September 2015, an increase of 2.3%. Full details of the latest activity and performance data for Essex Police, including even more recent data, are [here](#).¹

The **policing response to crime** is evolving depending on the type and volume of crime, the intelligence required and in the interests of efficiency. The National Crime Agency deals with serious and organised crime, whilst regional capability is being built through the Eastern Region Special Operations Unit (ERSOU) and the Kent and Essex Serious Crime Directorate (SCD). Reports of fraud and cyber crime made to Action Fraud are forwarded to the National Fraud Intelligence Bureau which is overseen by the City of London Police.

Essex Police is currently delivering an ambitious Transformation Programme to ensure that policing in the county is as effective as it can be within the resources available. The PCC chairs the Strategic Transformation Board.

¹ There are two performance report formats and primary audiences: 1) **Performance Summary** includes recorded crime trends (offences, solved rates by district) and is reviewed at Performance and Resources Scrutiny Meetings; 2) **Performance Update** includes figures and narrative for indicators and management information chosen to support discussion about delivery of the Police and Crime Plan priorities for report to the Police and Crime Panel.

ROLES AND RESPONSIBILITIES

The role of the Police and Crime Commissioner (PCC)

The PCC is responsible for holding the Chief Constable to account on behalf of the public and has the legal power and duty to:²

- Set the strategic direction and objectives of the police force through the [Police and Crime Plan](#)³
- Have regard to the Strategic Policing Requirement to ensure there is sufficient capability regionally and nationally to respond to serious and cross-boundary criminality
- Scrutinise, support and challenge the overall performance of the force including against the priorities agreed within the Plan
- Hold the Chief Constable to account for the performance of the force's officers and staff
- Decide the budget, allocating assets and funds to the Chief Constable
- Set the [Precept](#) for the force area
- Appoint (and remove if necessary) the Chief Constable
- Maintain an efficient and effective police force for the police area
- Enter into collaboration agreements that improve the efficiency or effectiveness of policing in consultation with the Chief Constable
- Engage with the public to provide a local link between the police and communities, working to translate legitimate public desires and aspirations into action
- Publish information to enable the people who live in the force area to assess the performance of the PCC and Chief Constable
- Prepare and issue an [Annual Report](#) to the Police and Crime Panel on the PCCs delivery against the objectives set within the Plan
- Monitor complaints made against officers and staff, with responsibility for complaints against the Chief Constable.

A PCC has wider responsibilities in their area⁴ for:

- delivery of community safety and crime reduction
- bringing together Community Safety Partnerships
- making crime and disorder reduction grants
- ensuring that all collaboration agreements deliver better value for money or enhance the effectiveness of policing capabilities and resilience
- enhancing delivery of criminal justice

Since October 2014, PCCs have had responsibility for deciding how to provide services to victims of crime in their area in line with the [Victims Code](#),⁵ and from April 2015 PCCs have had wider responsibility to provide for referral and assessment services for all victims of crime, previously managed through a national contract with Victim Support. Work has been done in preparation for this responsibility to understand the [needs of victims](#) in Essex, and to set out the PCCs [Commissioning Intentions](#).

The PCC is the recipient of all funding, including the government grant and precept and other sources of income, related to policing, crime reduction and support for victims of crime. Further details of income, expenditure and budget and commissioning decisions are provided on page 10. The current PCC has set out the standards and behaviours that the public can expect from him, his Deputy and his office in discharging the duties of a PCC through an [Ethics and Integrity Framework](#).

² Adapted from the [Policing Protocol Order 2011](#)

³ An [independent review](#) of the use of targets in policing has recently been published

⁴ The PCC can appoint a Deputy PCC and delegate non-restricted functions to the Deputy and other persons

⁵ A revised Victims' Code came into force in November 2015. The main changes are: victims of all criminal offences are now entitled to support and information; the Code now applies to agencies outside the core criminal justice system; and victims reporting a crime are now entitled to a written acknowledgement stating the basic elements of the crime.

The role of the Chief Executive and Office of the Police and Crime Commissioner (OPCC)

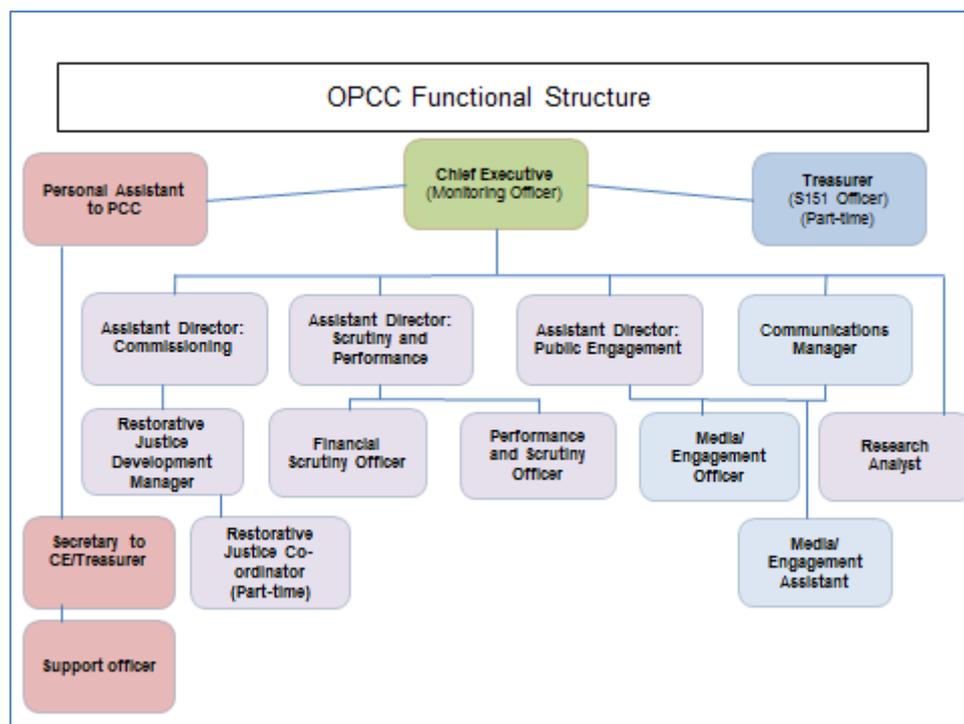
The Association of Policing and Crime Chief Executives (APACE) provide guidance on the role of the **Chief Executive**,⁶ which is to:

- Support and advise the PCC to deliver their statutory duties and responsibilities
- Enable effective delivery of the PCCs vision, strategy and priorities, as expressed through the Police and Crime Plan through:
 - strategy and resource planning
 - partnership working, commissioning and service delivery
 - engagement and information management, including obtaining the views of the public, media relations, research, strategic needs assessments
- Facilitate appropriate scrutiny of the police force's activities
- Ensure effective strategic and operational leadership of the OPCC as Head of Paid Service
- Set and maintain high standards of conduct in accordance with the Nolan principles

The OPCC's Code of Conduct can be found [here](#).

Responsibilities of **Chief Finance Officers** (*S151 Officers*) are outlined in the Home Office '[Financial Management Code of Practice for the Police Service of England and Wales](#)'. Both the PCC and the Chief Constable must appoint a Chief Finance Officer (Treasurer).

The functional structure of the Office of the PCC in Essex is:



A new contract monitoring post has been created to give the PCC, and Government Departments, further assurance that public funds are being spent in line with agreed requirements, and a Value for Money evaluation of OPCC commissioning and grant making decisions is underway.

During the year ending 30 November 2015 the OPCC dealt with in excess of 1,500 enquiries and complaints, and managed 28 [Freedom of Information](#) (FOI) requests. Over the same period the Office handled an estimated 767 press enquiries and issued 196 news releases.

⁶ The Chief Executive also holds the role of Monitoring Officer, reporting to the PCC anything that constitutes, has given rise to, or is likely to break the law or code of practice, and seeking assurance of regularity, propriety and value for money in the use of public funds

The role of the Chief Constable

The Chief Constable is appointed by the PCC and the appointment confirmed by the Police and Crime Panel.

The Chief Constable is accountable to the law for the exercise of police powers, and to the PCC for the delivery of efficient and effective policing, management of resources and expenditure by the police force.

At all times the Chief Constable, their constables and staff, remain operationally and politically independent in the service of the communities that they serve.

The Chief Constable is responsible to the public and accountable to the PCC for:⁷

- leading the force and ensuring that it acts with impartiality
- appointing the force's officers and staff (after consultation with the PCC, in the case of officers above the rank of Chief Superintendent and police staff equivalents)
- supporting the PCC in the delivery of the strategy and objectives in the [Police and Crime Plan](#)
- assisting the PCC in planning the force's budget
- providing the PCC with access to information, officers and staff as required
- having regard to the Strategic Policing Requirement when exercising and planning their policing functions in respect of national and international policing responsibilities
- notifying and briefing the PCC of any matter or investigation on which the PCC may need to provide public assurance either alone or in company with the Chief Constable
- being the operational voice of policing in the force area and regularly explaining to the public the operational actions of officers and staff under their command
- entering into collaboration agreements that improve the efficiency or effectiveness of policing
- remaining politically independent
- managing all complaints against the force, its officers and staff, except in relation to the Chief Constable, and ensuring that the PCC is kept informed in such a way as to enable the PCC to discharge their statutory obligations in relation to complaints
- passing all serious complaints and conduct matters to the Independent Police Complaints Commission
- exercising the power of direction and control in such a way as is reasonable to enable their PCC to have access to all necessary information and staff within the force
- having day to day responsibility for financial management of the force within the framework of the agreed budget allocation and levels of authorisation issued by the PCC.

The current Chief Constable is Stephen Kavanagh. Click [here](#) for further details of the Chief Constable's career to date, and [here](#) for details of his chief officer team.

The Chief Constable is also responsible for all operational police staff other than staff employed within the OPCC.⁸

⁷ Adapted from the [Policing Protocol Order 2011](#)

⁸ The Police Reform and Social Responsibility Act 2011 transferred assets, liabilities and operational staff formerly employed by Police Authorities to PCCs. The Act provided for a further transfer known as 'Stage 2' by April 2014, whereby PCCs agree what assets and staff are transferred to Chief Constables for their area.

The role of the Police and Crime Panel (PCP)

The Panel provides checks and balances in relation to the performance of the PCC. While the Panel is there to challenge the PCC, it must also exercise its functions with a view to supporting the effective exercise of the PCCs functions.

The Chief Constable retains responsibility for operational matters and is accountable to the PCC and not the Panel. The Chief Constable may be invited to attend alongside the PCC to offer factual accounts and clarity (if needed) of the Chief Constable's actions and decisions.

The Panel in Essex, which is Chaired by Councillor John Jowers from Essex Council County, is made up of representatives from each of the twelve districts and two unitaries. Two independent members have also been appointed.

The Panel has a number of powers and responsibilities:⁹

- To review and if necessary veto (by two-thirds majority) the proposed Precept and the proposed candidate for Chief Constable
- Reviewing the draft [Police and Crime Plan](#) and make recommendations to which the PCC must have regard
- Reviewing the PCCs [Annual Report](#) and make reports and recommendations at a public meeting, which the PCC must attend
- Asking Her Majesty's Inspectors of Constabulary (HMIC) for a professional view when the PCC intends to dismiss a Chief Constable
- Holding confirmation hearings for the PCCs proposed Chief Executive, Chief Finance Officer and Deputy Police and Crime Commissioner appointments
- The power to require relevant reports and information in the PCCs possession, except those of a sensitive nature) to enable them to fulfil their statutory obligations, and to require the PCC to attend the Panel to answer questions
- The power to appoint an acting Police and Crime Commissioner where the incumbent PCC is incapacitated, resigns or is disqualified
- Responsibility for initial handling and informal resolution of complaints about a PCC or their Deputy, with serious complaints passed to the IPCC

The Panel is required to hold a minimum of four public meetings a year.

The website of the Police and Crime Panel for Essex, including papers prepared for the Panel by the PCC, can be found [here](#).

⁹ Adapted from the [Policing Protocol Order 2011](#)

PARTNERSHIP WORKING

Part of the PCC's wider responsibilities include community safety and crime reduction, improving the criminal justice system and ensuring that there is effective support in place for victims of crime.

Delivering these responsibilities can be done in a number of ways, such as:

- *Showing leadership and using influence* with partners on intransigent issues and areas of common concern – for example the current PCC has broadened the priority in the Police and Crime Plan on tackling domestic abuse to incorporate a broader range of other hidden harms. The PCC established and continues to chair the Essex Domestic Abuse Strategy Board, which brings together partners from police, social care, health and voluntary sectors and those working to reduce re-offending to tackle domestic abuse in a joined up way.

Other key partnership meetings for the PCC include the Essex Partnership Board,¹⁰ which the Chief Executive also sits on, and the Health and Wellbeing Board.¹¹ Examples of topics discussed at the Essex Partnership Board are the impact of government spending reviews and other factors on service delivery across Essex, devolution opportunities and how to strengthen communities.

The Deputy PCC chairs the Essex Reducing Re-Offending Board and the OPCC plays an active role on other key partnership boards and groups, such as Children and Adults Safeguarding Boards and the Essex Strategic Hate Crime Partnership.

- Supporting the *bringing together of local Community Safety Partnerships (CSPs)* through commitment to the strategic role and potential of the Safer Essex Partnership, and decisions made about funding for CSPs. The OPCC's Chief Executive is Deputy Chair of Safer Essex.¹²
- Understanding the *needs and concerns* of local communities, by holding public meetings with local police and community safety partners, offering one to one surgeries and hosting quarterly business and rural crime forums
- Harnessing the *potential of the voluntary sector* to support policing and welfare – the current PCC has introduced a new [Volunteer Police Cadet](#) programme in Essex, reviewed the [Independent Custody Visiting \(ICV\)](#) programme and established the [Dog Welfare Lay Visiting](#) scheme.
- Using *community safety grants* to encourage local partnerships and organisations to submit bids that will test out new ideas, build capacity and target funding at areas most likely to have impact. £500,000 has been allocated for 2015/16 to the Community Safety Development Fund, and a further £100,000 to a new Hidden Harm Fund.
- Introducing a new approach to [Restorative Justice](#), in close liaison with partners, which gives victims the opportunity to meet or communicate with those who have offended against them in a safe way. The Essex Restorative Justice Hub was piloted in the West of Essex for six months, and [rolled out across the rest of the county](#) from October 2015.
- *Commissioning in partnership* with others, for example working with the health sector and local authorities to provide specialist services for victims of domestic abuse and sexual violence.

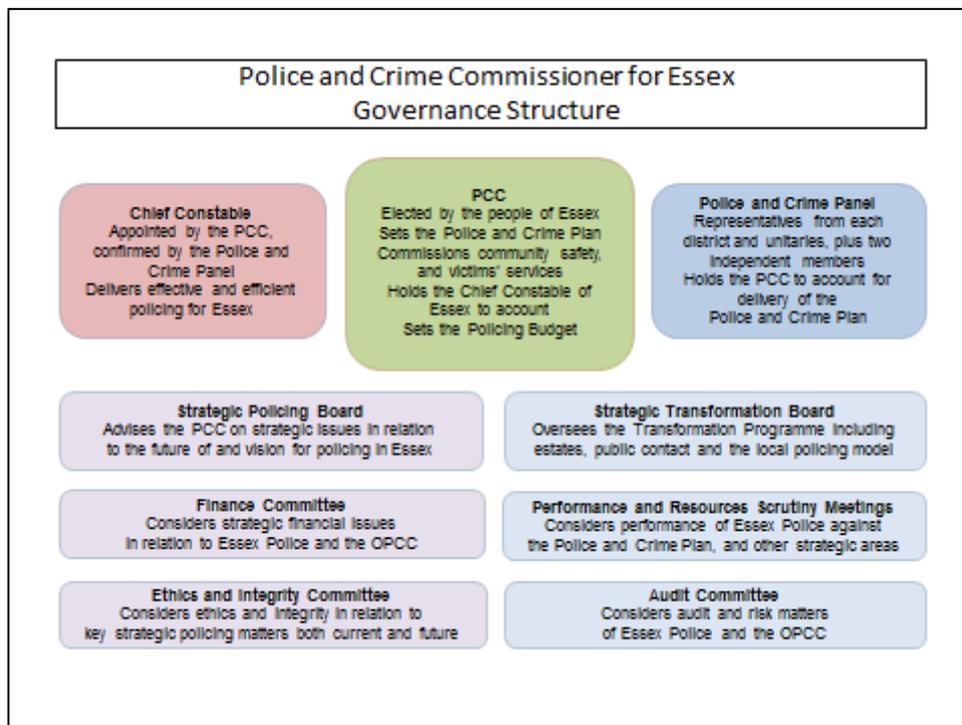
¹⁰ Minutes of the Essex Partnership Board can be viewed [here](#)

¹¹ Minutes of the Health and Wellbeing Board can be viewed [here](#) - [Southend](#) and [Thurrock](#) have separate Boards

¹² Minutes of Safer Essex are published on the PCC's website and can be viewed [here](#).

GOVERNANCE FRAMEWORK

The following diagram illustrates the high level governance structure in place in Essex, showing the relationship between the PCC, Chief Constable and Police and Crime Panel, and the key advisory and scrutiny arrangements supporting these functions.



There are a range of other Boards and mechanisms in place to advise on, review and scrutinise Police performance, covering for example 'Risk' and 'Confidence and Satisfaction'. The PCC chairs the Strategic Transformation Board overseeing Essex Police's strategic transformation programme.

[Essex Police Challenge](#) meetings take place in locations across the county, where the PCC holds the Chief Constable to account for Essex Police's performance. Members of the public can ask questions of the Chief Constable and the PCC directly and the event is recorded and published.

Details of the monthly [Performance and Resource Scrutiny Meetings](#), covering both performance and financial issues, are published on the PCC website, including reports on police performance and the minutes of meetings. Chaired by the PCC, these meetings consider emerging issues and concerns, and any impact on operational policing. In addition to the regular review of data, Essex police provide substantive items on agreed topics, such as domestic abuse, child protection and rape and sexual violence, all of which are reviewed quarterly in depth.

The current [Constitution](#) for the Essex PCC sets out in some detail how the PCC operates, the functions of this and other related roles, how decisions are made and the procedures to be followed. The Constitution includes a [Scheme of Delegation](#) which summarises devolved responsibility agreed by the PCC with the Chief Executive Officer, Chief Finance Officer, Chief Constable and, if appointed, the Deputy PCC.

In the interests of transparency the OPCC publishes details of all [decisions made](#) by the Police and Crime Commissioner which are considered to be of significant public interest. Details of all items of [expenditure over £500](#) are also published.

BUDGETS, FINANCES AND COMMISSIONING

The [summary of accounts](#) shows how the £266.955m budget set by the Police and Crime Commissioner for **2014/15** was allocated. The policing budget in 2014/15 was funded by a mixture of national government grants (68%) and local council tax (32%). The decision on the precept influences how much can be raised from local council tax and further information on the PCCs recommendation in relation to the 2015/16 Budget can be found [here](#).

£1.2m was used to fund the Office of the Police and Crime Commissioner (OPCC), representing 0.45% of the overall policing budget. Almost £2.2m of grants were available in 2014/15 for the PCC to decide how to improve community safety across Essex, of which around £310k was allocated to local Community Safety Partnerships, and an additional £1.5m available from 1 October 2014 to support victims of crime.¹³

The policing budget for **2015/16** is £262.511m, with £88.081m funded by precept (33.6%). The OPCC funding is £1.275m.¹⁴

For 2015/16 the PCC grant structure changed with some grant funding streams merged and additional responsibilities for PCCs to provide referral and assessment services for all victims of crime from April 2015 in line with the [Victims Code](#):

Source	2015/16 funding	2015/16 budget	Comment
Carry forward (2014/15)	£704,000		
Community Safety Fund	£2,327,648	£2,531,648	Incorporates some merged police budgets. Includes funding to CSPs (£335k); Community Safety Development Fund - <i>formerly known as the New Initiatives Fund</i> (£500k); the PCCs new Hidden Harm Fund (£100k); and contributions to the DAAT, YOS and safeguarding.
Victims' Commissioning Fund¹⁵	£1,943,457	£2,143,457	Includes funding for referral and assessment services and Restorative Justice
		£300,000	Essex Police Transformation Programme support
Total	£4,975,105	£4,975,105	

So far in 2015/16 the OPCC has led on commissioning victims' services for:

- the provision of a countywide Independent Domestic Violence Advocate (IDVA) Service, awarded to Safer Places (around £700,000);
- a local Victim's Assessment and Referral Service (VARC) awarded to Victim Support (around £600,000); and
- provided grant funding to the three Rape Crisis Centres in Essex for community support to victims of rape and sexual violence and to extend outreach services into the west of the county (£440,000)

The OPCC is also working on commissioning an integrated service to victims of sexual violence from April 2016.

¹³ Comprising Victims Commissioning Grant of £601,656 (including Restorative Justice funding); MOJ Capacity Building fund of £640,125; successful MOJ Competed Fund bid of £276,671 for services to victims of sexual violence and abuse.

Part of the capacity building fund was used to develop the [Essex Victims Gateway](#).

¹⁴ Source: 2015/16 Budget Book

¹⁵ The Victim's Fund comes from the Ministry of Justice to whom 6 monthly accounts need to be made of its appropriate use

ESSEX POLICE TRANSFORMATION AND PERFORMANCE

The short film [‘Today’s demands, tomorrow’s challenges’](#) summarises the key challenges to policing in Essex, which are outlined as:

- Making the Essex Police estate fit for purpose – with poorly designed and maintained buildings in places that do not serve operational need
- Improving public contact – making it easier for people to contact Essex police and report crime
- Improving efficiency and effectiveness – in a context where 83% of the overall policing budget is spent on salaries of police officers, PCSOs and police staff

Nick Alston issued a [detailed statement](#) following the autumn budget settlement, as part of Essex Police’s Transformation Programme:

- Reduce the estate from 80 to 30 buildings strategically placed around Essex, and reduce the number of front counters from 25 to 10 by April 2016 with locations determined by footfall and geography
- Online reporting in addition to telephone calls by April 2016
- Create a new Essex Police Headquarters
- Reduce the number of PCSOs from 250 to 90
- Create 10 Community Policing Teams, one in each District Policing Area, based in Community Safety Hubs and working closely with partners

Proposals to close 15 front counters by April have been confirmed..

Improving the use of technology and information is key to the transformation, and Essex Police is taking the lead nationally as the ‘early adopter’ of an ambitious new integrated recording, investigation and intelligence system known as Athena.

Regional alliances are helping build capacity and efficiency, such as the Joint Essex and Kent Serious Crime Directorate and shared support services with Kent.

Her Majesty’s Inspectorate of Constabulary (HMIC) is responsible for independently assessing police forces and policing in the public interest across a range of activity. The PCC is required to respond to any issues raised by the HMIC relating to Essex Police, and publish these alongside any response from the Force. Details are published on the PCCs website [here](#).

NATIONAL ACCOUNTABILITIES

There are a number of national bodies which support and inform the work of the Police and Crime Commissioners in England and Wales. These are outlined below:

Organisation	Stated purpose	Website
Association of Police and Crime Commissioners (APCC)	Supports Police and Crime Commissioners (PCCs), and other local policing bodies across England and Wales, to provide national leadership and influence change in the policing and criminal justice landscape.	http://www.apccs.police.uk/
Association of Policing and Crime Chief Executives (APACE)	The professional body which represents chief executives and other senior staff within the Offices of Police and Crime Commissioners (OPCCs). The Association elects an officer group each year to lead them and employs a research and coordination officer.	http://www.apace.org.uk/
Police and Crime Commissioners Treasurers' Society (PACCTS)	Represents the Treasurer of each of the 41 Police and Crime Commissioners in England and Wales, as well as the Treasurer to the Mayor's Office for Policing and Crime, and the Chamberlain of the Common Council of the City of London.	http://www.paccts.org.uk/
National Police Chiefs' Council (NPCC)	Helps the police join up the operational response to the most serious and strategic threats. Focusing on operational delivery and developing national approaches on issues such as finance, technology and human resources, and working closely with the College of Policing, which is responsible for developing professional standards.	http://www.npcc.police.uk/
Her Majesty's Inspectorate of Constabulary (HMIC)	Independently assesses police forces and policing. HMIC decides on the depth, frequency and areas to inspect based on their judgements about what is in the public interest. The annual inspection programme is subject to the approval of the Home Secretary.	http://www.justiceinspectorates.gov.uk/hmic/
The Independent Police Complaints Commission (IPCC)	Oversees the police complaints system in England and Wales and sets the standards by which the police should handle complaints. It is independent. Police forces deal with the majority of complaints against police officers and police staff. The IPCC considers appeals and responsibility for determining appeals is shared with local police forces. Forces must refer the most serious cases, which the IPCC may decide to investigate, manage or supervise the police force's investigation, or return it for local investigation.	http://www.ipcc.gov.uk/
Parliamentary Select Committees	The PCC has appeared at and given evidence to the following: <ul style="list-style-type: none"> - Public Administration and Constitutional Affairs (formerly Public Administration) Select Committee - Home Affairs Select Committee 	http://www.parliament.uk/business/committees/committees-a-z/commons-select/public-administration-and-constitutional-affairs-committee/ http://www.parliament.uk/business/committees/committees-a-z/commons-select/home-affairs-committee/