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**Enquiries to: Ms L Hodgson  
Telephone: 01768 217734**

**Our reference: LH/cSP**

**Date: 28 October 2025**

## **AGENDA**

**TO: THE MEMBERS OF THE JOINT COMMUNITY SCRUTINY PANEL**

A Meeting of the Community Scrutiny Panel will take place on **Tuesday 4 November 2025** at **10.30 am** in **Conference Room 2**, Cumbria Constabulary Headquarters, Carleton Avenue, Penrith, CA10 2AU.

**G Shearer  
Chief Executive**

**Note:** Members are advised that allocated car parking for the meeting is available in the Visitors Car Park to the left of the main Police Headquarters building.

### **PANEL MEMBERSHIP**

Jane Scattergood (Chair)  
Eloise Abbott  
Andrew Dodd  
Meg Masters  
Ben Phillips  
Alison Ramsey  
Shaun Thomson  
Penny Walker

## **AGENDA**

### **PART 1– ITEMS TO BE CONSIDERED IN THE PRESENCE OF THE PRESS AND PUBLIC**

**1. APOLOGIES FOR ABSENCE**

**2. DISCLOSURE OF PERSONAL INTERESTS**

Members are invited to disclose any personal/prejudicial interest which they may have in any of the items on the Agenda. If the personal interest is a prejudicial interest, then the individual member should not participate in a discussion of the matter and must withdraw from the meeting room unless a dispensation has previously been obtained.

**3. URGENT BUSINESS AND EXCLUSION OF THE PRESS AND PUBLIC**

To consider (i) any urgent items of business and (ii) whether the press and public should be excluded from the Meeting during consideration of any Agenda item where there is likely disclosure of information exempt under s.100A(4) and Part I Schedule A of the Local Government Act 1972 and the public interest in not disclosing outweighs any public interest in disclosure.

### **PART 2– ITEMS TO BE CONSIDERED IN THE ABSENCE OF THE PRESS AND PUBLIC**

<b>Number</b>	<b>Agenda Item</b>	<b>Allocated Time</b>
4.	<b>NOTES OF THE PREVIOUS MEETING &amp; ACTION SHEET</b> To confirm the restricted notes of the meeting of the Ethics and Integrity Panel held on 7 August 2025 (copy enclosed).	5 minutes
5.	<b>CORPORATE UPDATE</b> To receive a briefing note from DCC Martland and OPFCC Chief Executive Gill Shearer	10 minutes
6.	<b>QUARTERLY CUSTODY DETENTION SCRUTINY, STOP &amp; SEARCH AND USE OF FORCE REPORT:</b> (i) To receive a quarterly report of the Constabulary's Custody Detention, Use of Stop & Search and Use of Force. (ii) Panel to provide feedback from their dip sample session.	10 minutes
7.	<b>CONSTABULARY CIVIL CLAIMS</b> To receive a report on Civil Claims to monitor any trends/issues and how learning/training has been	10 minutes

	implemented. – <i>to be presented by Andrew Dobson, Head of Legal Services/Tom Young</i>	
8.	<b>PROPERTY STORE UPDATE</b> To receive a six-monthly update on the work being carried out by the Constabulary – <i>to be presented by Superintendent Sarah Jones.</i>	10 minutes
9.	<b>RECRUITMENT AND ESTABLISHMENT</b> To receive a report on the Constabulary's officer & staff establishment, recruitment and sickness/wellbeing - <i>to be presented by HR Manager Kate Ruddick</i>	10 minutes
10.	<b>STAFF GRIEVANCES</b> (i) To receive a report on Grievances against the Constabulary identifying any trends or issues - <i>to be presented by HR Manager Kate Ruddick</i> (ii) Panel to provide feedback from their dip sample session	10 minutes
11.	<b>INTEGRITY</b> (i) To receive a report on the work carried out within the Constabulary's Professional Standards Department, including Complaints by the Public; and Anti-Fraud & Corruption (including officer and staff misconduct) (ii) Panel to provide feedback from their dip sample session	20 minutes
12.	<b>2026 WORK PROGRAMME, MEETING &amp; DIP SAMPLE DATES</b> To receive a report on the proposed 2026 work programme, meeting and dip sample dates	5 minutes



## COMMUNITY SCRUTINY PANEL

Notes of a meeting of the Community Scrutiny Panel (Police) held on Thursday 07 August 2025, Conference Room 2, Police HQ at 10.30 am

### PRESENT

Jane Scattergood (Chair)  
Andrew Dodd  
Meg Masters  
Shaun Thomson  
Penny Walker

### Also present:

T/CC Darren Martland  
Chief Superintendent Matt Kennerley  
Chief Inspector Joanne Brough  
Detective Inspector Martyn Park  
T/Detective Inspector Duncan Brooker  
Inspector Lizzie Mitchelhill  
Senior HR Advisor – Kara Neeson  
OPFCC Governance Manager - Joanne Head

The Chair welcomed everyone to the meeting.

### 135. APOLOGIES FOR ABSENCE

Apologies for absence were received from Eloise Abbott, Ben Phillips, Alison Ramsey and OPFCC Chief Executive Gill Shearer

### 136. DISCLOSURE OF PERSONAL INTERESTS

There were no disclosures of personal interest regarding any agenda item.

### 137. URGENT BUSINESS

There were no items of urgent business to be considered by the Panel.

### 138. NOTES OF THE PREVIOUS MEETING

The notes of the meeting held on Thursday 15 May 2025 previously circulated with the agenda were noted.

**Agreed;** that, the notes of the meeting held on Thursday 15 May 2025 were agreed.



### 139. ACTION SHEET

There were no outstanding actions to be considered at the meeting.

**AGREED:** that the action sheet be noted.

The Chair advised that agenda item 6 would be taken next to allow Chief Superintendent Matt Kennerley and Chief Inspector Joanne Brough to attend another meeting.

### 140. QUARTERLY CUSTODY DETENTION SCRUTINY, STOP & SEARCH AND USE OF FORCE REPORTS

#### Custody Detention

At their previous meeting the Panel members had raised concerns regarding the number of female detainees who subsequently made a complaint regarding their detention. Chief Inspector Brough had consulted with the Professional Standards Department (PSD) and reviewed complaints for the previous 12 months. Out of the 2,026 females who had been detained during that period, 23 complaints had been received. Four of these related to male detainees in detention at the same time, whilst the others related to the length of time of their detention, provision of medication and searches. Where issues were identified officers were given 'practice requires improvement' to help them understand the issues complained about.

Members asked why there seemed to be more complaints from Workington Custody suite than the others. They were assured that there were no issues or trends identified and that all the complaints had been reviewed by senior management. It would appear that more complaints were being made in that area. A member asked why the reported indicated that two complaints had not been recorded. Chief Inspector Brough agreed to take this up with PSD and report back to the Panel. During their next dip sample session the members would like to review some of the custody complaints from female detainees.

Chief Inspector Brough briefed the members on the work the force had carried out following the Dame Vera Baird report on the support provided for women in custody. This included a single point of contact throughout their detention, menstrual/menopause support packs and the ability to consult with a Health Care Professional (HCP). Work had been carried out with the Public Protection Unit to enable support and signposting for those detainees who were subject to Domestic Abuse.

**ACTION:**

- (i) Chief Inspector Brough to liaise with PSD to ascertain why two complaints were not recorded.
- (ii) The Panel to review female detention complaints as part of their next dip sample session.

Chief Inspector Brough left the meeting at this point.



## Stop and Search

Chief Superintendent Kennerley guided members through the report which had been circulated prior to the meeting. Members were pleased to note that where a Stop and Search was carried out on an individual under the age of 18 years, these were being intelligence led and delivering positive results; rather than simply stopping youths.

A Section 60 Order had been authorised on 19<sup>th</sup> July 2025 for an area in Dalton in Furness at an Islamic Centre which enabled the police to remove disguises being used to conceal individual identities of those who were causing unrest. Due to events such as Appleby Horse Fair and Kendal Calling the number of Stop and Search incidents under Section 23 of the Misuse of Drugs Act 1971 had been used on the majority of occasions. Internal scrutiny of these had taken place to ensure compliance. T/CC Martland also advised that officer Body Worn Video (BWV) footage could be viewed live which gave senior officers the opportunity to monitor event situations to support officers on the ground.

The force had recently moved to a new system which allowed changes to the stop and search forms and which the officers had to identify (i) what they saw, (ii) what they knew about the person and (iii) what they suspect/the reason for the search. This then enabled more detailed information to be completed on the form. Officer safety training now included stop and search scenarios and examples of how such incidents could escalate and require use of force. Members were pleased to gain assurance of the form changes as some of the cases they had reviewed during their dip samples, not all officers had fully completed the forms. T/CC Martland advised that in September a programme of Sergeant and Inspector training would commence to ensure that officers did fully complete their forms. Work was also being carried out to seek IT solutions to assist with multiple forms having to be completed with the same information.

The report detailed stop and search by ethnic groups and identified the ongoing discrepancy between resident population and subsequent tourist population which subsequently led to disproportionality of stop and search incidents with ethnic groups. The National Police Race Action team had recently visited the force and they had felt that potentially the consensus data from 2021 and 2023 on the resident population would provide a potential false baseline as it did not take into account tourists and those travelling through the county on the M6. A suggestion had been to look at ethnicity data from schools and GP surgeries to identify the different ethnicities within the county to give a more accurate picture. The Panel Chair commented that they were now satisfied with the Constabulary's ongoing monitoring and subsequent explanation regarding such stops. Were this to change in the future the Constabulary could report further on this.

## Use of Force

Members raised concerns that during the last quarter there had been 7 cases where TASER had been drawn and discharged. Chief Superintendent Kennerley confirmed that all cases involving TASER usage, whether simply drawn or actually used, were reviewed. Trainers were now being involved in some of the force dip sample work to enable them to understand issues being faced by officers and training to be subsequently updated.



There was a national move to ensure all safeguarding elements were considered and how officer training could be improved where use of force was used on a child, including any potentially repercussions for the child from such an experience. This would also include the affects for those individuals who were neurodiverse. Some technics used by firearms officers where they would step back and give an individual time/space to calm a situation and negotiate compliance were now being introduced as it was essential to protect the individual and the officers.

Having reviewed footage of use of force incidents involving children, a member said it was important to understand the context around the situation as during all the footage reviewed by the Panel, they had felt that officers were usually preventing the child from either causing themselves or others harm and the use of force was appropriate.

Again, during the dip sample the Panel had identified that not all officers involved in a use of force incident had completed the necessary forms. As part of the dip sample members had reviewed an incident where an officer had been assaulted and injured and they wished to pass on their best wishes for recovery. Officers at the scene had de-escalated the situation and were able to arrest the individual without any further injury.

Earlier in the year a Prevention of Future Deaths (PFD) report had been published in relation to deaths following detainees being put into the prone position for long periods of time. A member sought assurance that the force was including this within its officer training regarding prone restraint. Chief Superintendent Kennerly advised that there had been no cases of this in Cumbria and assured the Panel that officer training was updated on an annual basis and that this also included first aid training to ensure skills and practices were up to date.

**RESOLVED;** that the reports be noted.

Chief Superintendent Kennerly left the meeting at this point.

#### **141. CORPORATE UPDATES**

T/CC Martland advised the Panel that CC Rob Carden had been appointed as the new Chief Constable of Merseyside and would be taking up his post from the beginning of September. In the interim and until the Commissioner carried out a recruitment process, he had been appointed as Temporary Chief Constable. He presented a Constabulary corporate update which had been circulated to the Panel prior to the meeting.

Members noted that residential burglaries had reduced by 23.4% with an increased positive outcome rate rising to 19.2%, resulting in Cumbria being one of the lowest nationally. The outcome rate for Hate Crime had increased by 22.9% and there had been a 15% increase in shoplifting offences.



Recruitment for new officers was on track to meet the end of September target. A lot of work had been carried out by the HR department to attract and support candidates through the process.

A number of events had recently taken place such as Appleby Horse Fair and Kendal Calling, which had been a policing success with minimal disruption and police action. Various initiatives had been carried out or commenced including those to tackle drink/drug driving over the summer.

The Panel had received a written corporate update prior to the meeting from the OPFCC Chief Executive. It has recently been announced that Cumbria would become one of the 6 regions to be confirmed by the Government for the Devolution Priority Programme which would see a Mayoral structure implemented in 2027. The OPFCC would then become part of this structure.

Following receipt of Government funding a number of initiatives were being implemented such as the Safer Streets Summer Initiative and Operation Enhance for hotspot policing action.

**AGREED;** that, the reports be noted

## **142. RECRUITMENT AND ESTABLISHMENT**

At their May meeting the members had asked for an interim report to be provided regarding attendance and wellbeing to enable them to understand the causes of sickness absence. The Senior HR Advisor, Kara Neeson advised that sickness absence had decreased over the past quarter which was pleasing to note.

The force was on track to hit its recruitment target by the end of September. This would assist the Neighbourhood Policing Guarantee and the ongoing recruitment of staff to replace officers within the Communications Centre would also assist.

Some of the members had carried out a dip sample on Exit forms completed by officers leaving the force. The main reasons had been for personal development and training. It was recognised that there were many factors and other organisations, particularly on the West coast of Cumbria which attracted officers to leave. However, it had been noted that a number of officers had returned to the force, some within a few weeks, as their new employment had not lived up to their expectations.

The members had identified that in the majority of cases the officers had felt supported by their line manager and they acknowledge the training given to supervision had been realised. It was important that line managers engaged and motivated their staff. The Panel chair proposed that the force work with other the public service organisations within Cumbria such as Fire and the NHS to provide job opportunities across the services.

**AGREED:** that, the report be noted.



The Senior HR Advisor left the meeting at this point.

### 143. INTEGRITY

Inspector Mitchhill guided members through the report which had previously been circulated to the Panel. Quarter one had seen an increase in the number of complaints received by 23.5% compared to the same quarter in the previous year. However, only 11.8% (36) had been recorded within Schedule 3 and this was attributed to better service recovery.

Insp Mitchhill explained that whilst an individual with a customer service background joining the team had made a huge difference, the increased performance of the team was the result of the hard work of the entire team under Sergeant Lynn's supervision and that they worked as a team to perform well. The current timeliness performance and lack of backlog had led to an increased success in service recovery, which provided quicker resolutions to the public and regained their confidence in the organisation. Insp Mitchhill shared with the panel that their complaints performance had been noticed by other forces and at least three forces had made contact to understand how they had achieved having no complaints backlog and to request they share their best practice. Most forces have significant backlogs, and one Insp Mitchhill recently spoke to having a backlog of 1500 complaints. At the time she addressed the panel, Cumbria had only 2 complainants awaiting contact for complaints that had been received overnight.

Work had been carried out with officers to dispel myths around dealing with service dissatisfaction at its initial stages rather than referring members of the public to complaint to PSD as a next stage; as often no further action could be taken. This was particularly pertinent where a Victims Right to Review (VRR) was carried out, no further action was taken and individuals were being signposted to PSD to complain.

78% of complaints were being dealt with by way of service recovery, 2% found the service provided had not been acceptable and 5% had identified learning opportunities. This success rate of service recovery was attributed to a new member of the team who had a customer service background and subsequent changes they had made to the process.

Insp Mitchhill explained that the success of service recovery is also attributed to the timeliness of contact with complainants meaning they are more likely to be satisfied with the response as they feel that their complaints are being taken seriously as they have been contacted soon after making the complaint.

A discussion was held regarding the conduct case information within the report. T/Detective Inspector Duncan Brooker briefed members on current trends or issues and training which was provided to officers.

**AGREED;** that, the report be noted;



#### **144. OPFCC COMPLAINTS, REVIEWS & QSI's**

The OPFCC Governance Manager guided the Panel through the two reports which had previously been circulated. They were advised that there were no complaints against OPFCC staff and one complaint had been received regarding the Commissioner. This had been dealt with by the Police, Fire and Crime Panel via local resolution in the form of an explanation.

The number of people contacting the Commissioner's office had increased by 38% compared to the same period in the previous year. The Panel were advised in the report of the types of issues members of the public were concerned about and what action the Commissioner, his office or the Constabulary had taken to address the concerns.

**AGREED;** that, the reports be noted.

**Meeting ended at 12:35 pm**

**Signed:**

Panel Chair

**Date:**

# Community Scrutiny Panel



## Agenda Item 05

**TITLE OF REPORT:** Community Scrutiny Panel – Constabulary Corporate Update

**DATE OF MEETING:** Tuesday, 4<sup>th</sup> November 2025

**ORIGINATING OFFICER:** T/Deputy Chief Constable Jonathan Blackwell

### Constabulary Performance Overview *(Year to date to include exceptions and comparisons (where available))*

#### For the financial year to date:

- 92.4% of 999 calls were answered within 10 seconds
- 94.0% of 101 calls were answered within 5 minutes
- 90.5% of grade 1 incidents were attended within target
- 90.3% of grade 2 incidents were attended within target
- The volume of all crime has reduced by 2.5% in comparison to the same period last year (18,600 down from 19,076, a decrease of 476 crimes). The positive outcome rate for the current period is 18.4%, this is down by 1.6pp from the same period last year of 20.0%. Latest national data (12 months up to the end of June 2025) indicated that Cumbria had one of the highest outcome rates nationally.

#### Performance Exceptions

- Residential burglary of a home – A reduction of 24.7% in the volume of offences from the same period last year (down by 70 crimes). The positive outcome rate has risen by 0.3pp to 18.3% in comparison. Latest available data indicates Cumbria has one of the lowest crime rates nationally, along with one of the highest outcome rates.
- Drug offences – The volume of crimes has reduced from the same period from last year by 17.2% (178) with an increase of 3.2pp in the positive outcome rate, up to 18.3%. Latest national data indicates that our outcome rate is substantially above the national average.
- Vehicle offences – A fall in the volume from the same period last year of 24.1% (113 less crimes). Latest available national data indicates that Cumbria have the highest outcome rate nationally.
- Other theft – A decrease of 11.3% (-151) in the volume of offences compared to the same period last year, with a 1.6pp increase in the positive outcome rate, up to 7.1%. Latest national data indicates that Cumbria's outcome rate is above the national average.
- Rape – The outcome rate for rape has seen a 5.3pp decrease compared to the same period last year and is currently receiving increased governance and scrutiny to ensure victims are receiving the support they need and investigations are being progressed in a timely manner and consider all evidential opportunities. Latest available national data demonstrates that this is a challenge for all forces, with Cumbria having one of the highest outcome rates nationally.
- Shoplifting - has increased by 10.6% (+109 offences), 31 forces in total have reported seeing increases in shoplifting over the last 12 months. Cumbria's crime rate per 1000 population is the 4th lowest

nationally. The outcome rate is 32.4% and latest available data indicates that Cumbria has one of the highest outcome rates nationally.

- The volume of anti-social behaviour has fallen in comparison to the same period last year, by 34.2%. All three ASB metrics have seen a decrease:
  - Personal down by 52.6% (161)
  - Environmental down by 30.5% (39)
  - Nuisance down by 31.3% (550)
- Latest data published by the Crime Survey England & Wales, indicates that Cumbria has the highest proportion of residents who have confidence in their local police force. Additionally, Cumbria has the highest proportion of residents who agree that their local police understand and deal with local concerns.

## Corporate Updates *(Budget, Savings, HR and Inspection)*

### Finance

#### 2025/26 Budget Monitoring

The quarter 2 revenue budget position as at 30<sup>th</sup> September for the PFCC/Constabulary Group is currently being finalised for reporting in early November. Some underspends have arisen in year, largely as a result of the Futures Programme work and these have been earmarked in reserves to support the budget and the futures programme.

#### 2026/27 Budget Setting

Work is underway to prepare the draft budget for 2026/27 and MTFs to 2030/31. The Government funding settlement is expected to be announced mid-December 2025. The budget is due to be approved by the PFCC at his budget setting meeting on 12/02/26.

### Resourcing

- As of 20<sup>th</sup> October 2025, the Constabulary establishment is as follows:
  - Officers: Budget = 1359, Actual = 1389.70
  - Staff: Budget = 676.04 Actual = 612
  - PCSOs: Budget = 60, Actual = 50.80
- Recruitment for Officers continues as part of the Uplift programme, with 23 new PCEP officers starting on in November and further intakes of 20 planned for January, February and March. Transferee recruitment for officers and PCSOs also remains open.

### Inspection Programme

- The State of Policing report was published 10<sup>th</sup> September. There are no formal recommendations from HMICFRS. Cumbria was referenced once in the report: *“We haven’t given any force a grade of ‘outstanding’. But we found some notable examples of strong performance in this area. For example, Humberside Police and Cumbria Constabulary have shown a clear understanding of demand, effective resource management, robust governance and strong use of data to inform decision-making.”* Findings will be presented at the HMICFRS board on the 16<sup>th</sup> September.
- The Constabulary was subject to HMICFRS National Child Protection Inspection. Inspectors followed an extensive timetable to review documents, conduct field work and meet with focus groups. The Constabulary received a formal debrief on the last day of the inspection and provided an informal update on their early findings. We are expected to receive the final report and formal gradings in early Spring 2026.

## Operations and Events *(Local / National Incidents and Events of Note)*

- September – ongoing - Operation Vigo – objections to the South Lakes Islamic Centre, Dalton in Furness, with associated negative social media commentary continued. A pro South Lakes Islamic Centre protest

took place on the 2<sup>nd</sup> October. On the 11<sup>th</sup> October Right Wing protest and counter protest, 80 protesters in total, no disorder, no arrests. Frequency of protest is reducing.

- 8<sup>th</sup> September – Major incident – Fire in commercial premises containing volatile gas cylinders, in Workington. Multi agency response, until CFRS declared the area safe.
- 13<sup>th</sup> September – Operation Leste anti-immigration protest in Carlisle City Centre, Command Structure in place and public order officers, with 450 people in attendance. Three arrests made of white British males for offences of: public order, assault, and breach of the section 14 conditions imposed on the assembly.
- 15<sup>th</sup> September- ongoing – industrial action at the Sellafield site, Command Structure in place and public order officers deployed.
  - 15<sup>th</sup> – 19<sup>th</sup> September, initial strike by Unite union members, 17<sup>th</sup> September there was an RTC when two members of Unite Union who were protesting were struck by a vehicle.
  - 4<sup>th</sup> – 13<sup>th</sup> October second round of strike action took place with an escalation of the disruption.
- 22<sup>nd</sup> September – Visit of HRH King Charles III to Barrow. Command Structure in place with associated deployment of; public order officers, armed officers, protected security plan and CBRN contingency. The visit was successfully undertaken without incident.
- 28<sup>th</sup> September – 1<sup>st</sup> October – Labour Party Conference, Public order and firearms officers deployed to Merseyside on mutual aid to support the policing of the event.
- 2<sup>nd</sup> October – Heaton Park Synagogue terrorist attack. GSB structure put in place and multi agency assessment group held to assess the risk to Cumbria. Officers provided on mutual aid to GMP over the coming days to provide community reassurance.
- 5<sup>th</sup> – 8<sup>th</sup> October – Conservative Party Conference, Public order and firearms officers deployed to Manchester on mutual aid to support policing of the event.

### **Media Highlights** *(Since the previous report and anticipated over the next reporting period).*

#### **Proactive campaigns / operational activity**

- **Operation Colossus** : Significant media and social media activity continued in relation to a 15-week campaign targeting dangerous driver behaviour and antisocial behaviour across Cumbria. Video content published on social media amassed more than 474,000 views.
- **Summer Safety** : Our Media & Communications team have carried a series of campaigns linked to personal safety during the summer, attracting more than one million views.
- **Operation Enhance** : Social media messaging has been posted on NPT social media pages highlighting activity.

#### **High profile incidents / activity / court results**

- **Protest activity connected to the South Cumbria Islamic Centre.** Work has been undertaken to challenge misinformation circulating on social media.
- **Major incident in Workington** involving a fire at a commercial premises. Constabulary team led the multi-agency communications response which attracted significant media and social media interest.
- **Chief Awards** : Media, social media and internal promotion conducted of an awards ceremony celebrating the work of our police force which will be held on 10 September.
- **Operation Checkpoint** : Positive media coverage generated following media release highlighting latest Operation Checkpoint activity.

- **Sextortion prevention** : Social media campaign aimed at providing advice on sextortion, including encouraging people to report.

**Upcoming campaigns and promotion of operational activity**

- **Operation Colossus** : activity planned for areas including Barrow, Carlisle and Whitehaven.
- **World Romance Fraud Scam Prevention Day** : Social media content to be published providing prevention advice.
- **Rural Crime Team feature on a BBC Podcast** : BBC's Farming Today podcast will air a special feature highlighting the positive work of our Rural Crime Team.



# Community Scrutiny Panel

## Title: OPFCC Corporate Update

**Date of Meeting: October 2025**

**Agenda Item No: 05b**

**Originating Officers: Gill Shearer, OPFCC Chief Executive**

This update provides the Community Scrutiny Panel with a headline summary of recent developments within the Office of the Police, Fire and Crime Commissioner.

### **1. Devolution**

On 17 July 2025, the Minister of State for Local Government and English Devolution announced that the Devolution Priority Programme who was taking forward proposals to create Mayoral Strategic Authorities had completed public consultations in each area being considered.

The Government has agreed to align inaugural mayoral elections with the vast majority of local elections in May 2027, simplifying the elections for voters and saving taxpayers' money.

Mayoral elections held in 2026 will take place under the First Past The Post (FPTP) voting system, as is currently the law. The recently tabled English Devolution and Community Empowerment Bill would move future Mayoral (and Police and Crime Commissioner Elections) to the Supplementary Vote (SV) system, which was in place prior to 2023. Subject to parliamentary approval, this would be relevant for the proposed 2027 Mayoral elections onwards.

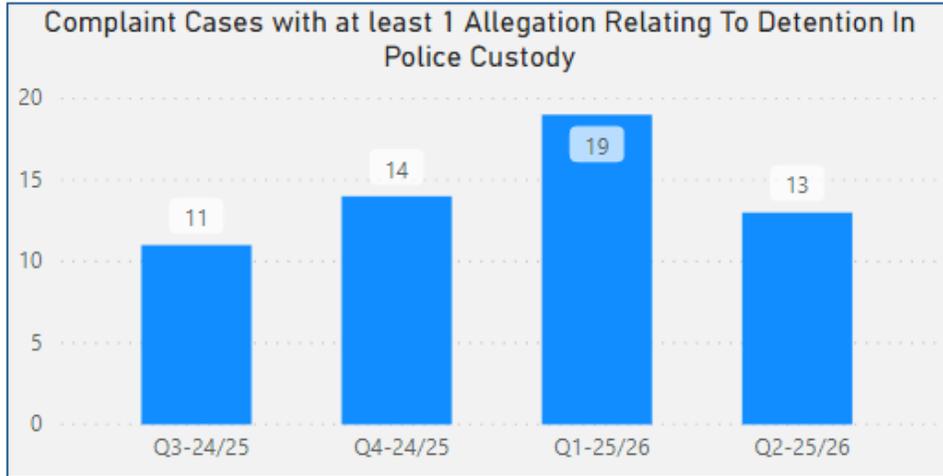
At meetings on 14 October 2025, both Cumberland and Westmorland and Furness Councils gave their final consent to the Government's devolution proposals, paving the way for a new era of locally based decision making and opportunity.

The new authority will have a range of powers and funding not available to the two existing councils, including access to a Cumbrian Mayoral Investment Fund of £333 million over the next 30 years.

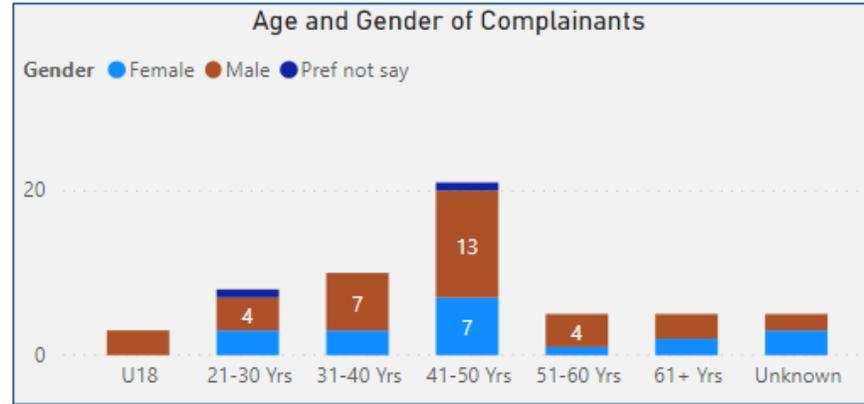
Agreement to devolution also means that Cumbria will have a voice alongside other areas at the Council of Regions and Nations and the Great North Mayors' group, bodies that will shape debates on energy, transport, rural growth and defence. Cumbria Combined Authority (CCA) will be established in early 2026, operating for a year without a Mayor, before Cumbria's first Mayoral election in May 2027.

# Detention in Police Custody Complaints

01/10/2024 – 30/09/2025



Wide variety of themes within complaints, but recurring most often are Lack of Medical Care, and the denial of rights – including the presence of a solicitor, the provision of food and drink and the presence of an Appropriate Adult. Other recurring themes are the use of strip searches, and the excessive length of time spent in custody.



Station	Cases
Workington	21
Carlisle	12
Barrow	10
Kendal	10
Not Recorded	3
Whitehaven	2

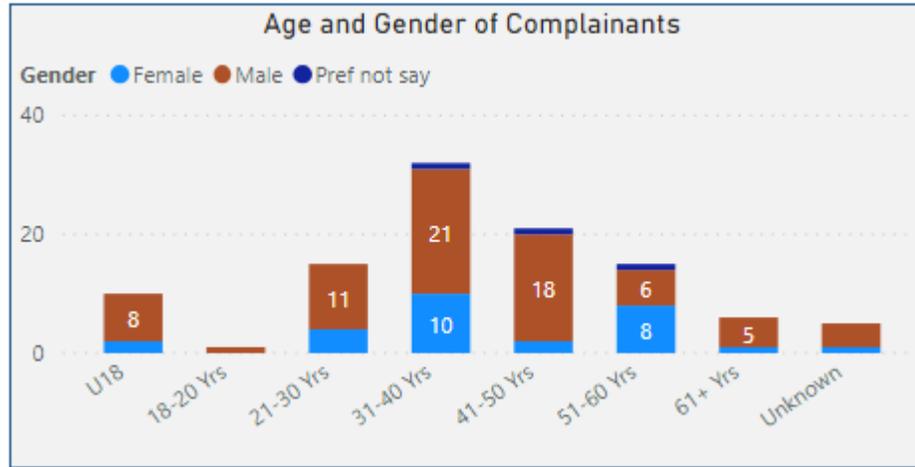
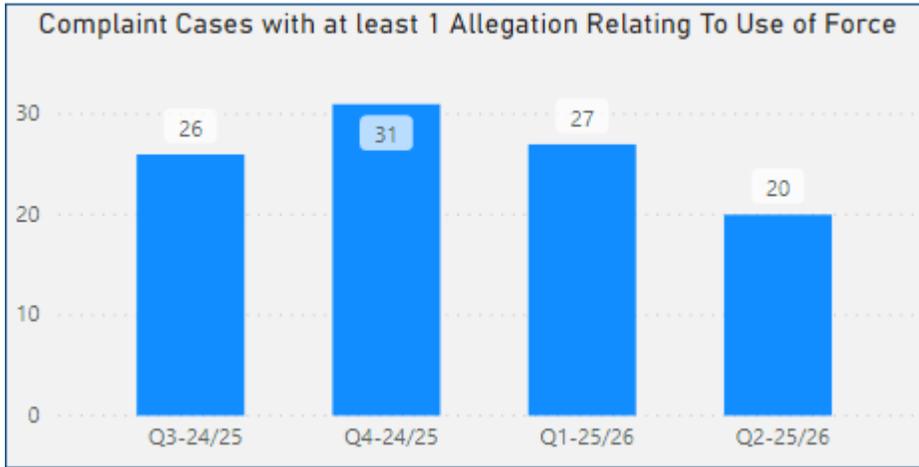
- 63.2% of complainants are male
- 54.4% are aged between 31-50.
- 58.9% are White British (Self-defined)
- Workington Custody seeing the majority of complaints, with 36.8%, followed by Carlisle Custody with 21.1%

	Q3-24/25	Q4-24/25	Q1-25/26	Q2-25/26
White British	8	8	10	7
Unknown	1	2	5	2
White		2	2	2
Not Stated	1		1	
White Gypsy or Irish Traveller	1			1
Black African		1		
Black Caribbean		1		
Mixed White and Asian			1	
Other				1



# Use of Force Complaints

01/10/2024 – 30/09/2025



- 71.2% of complainants are male
- 25% are aged 30 and under, and 51% between 31 and 50
- 70.2% are White British (Self-defined) - although 15.4% are Unknown / Not Stated

## Most common themes for complaints are:

- The excessive use of force
- The use of handcuffs leading to injuries

## Other themes are:

- Unreasonable / unnecessary force
- Use of PAVA spray

	Q3-24/25	Q4-24/25	Q1-25/26	Q2-25/26
White British	19	22	18	14
Unknown	5	5	5	1
White			3	3
White Irish		1	1	2
Black African	1	1		
Black Caribbean		1		
Mixed White and Asian		1		
White Gypsy or Irish Traveller	1			



Agenda Item 06a



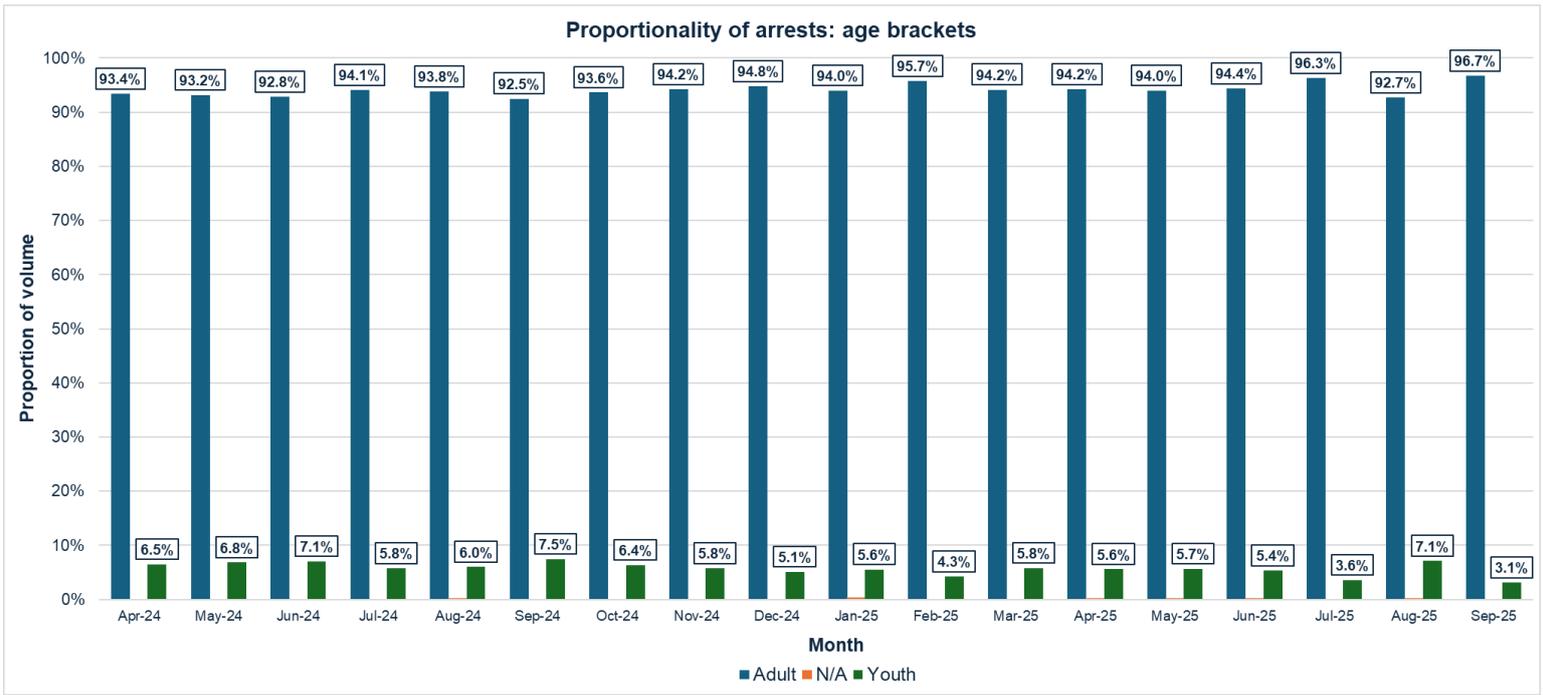
CUMBRIA  
CONSTABULARY

# CUSTODY- FY 2025- 2026, QUARTER 2

Management Information Services

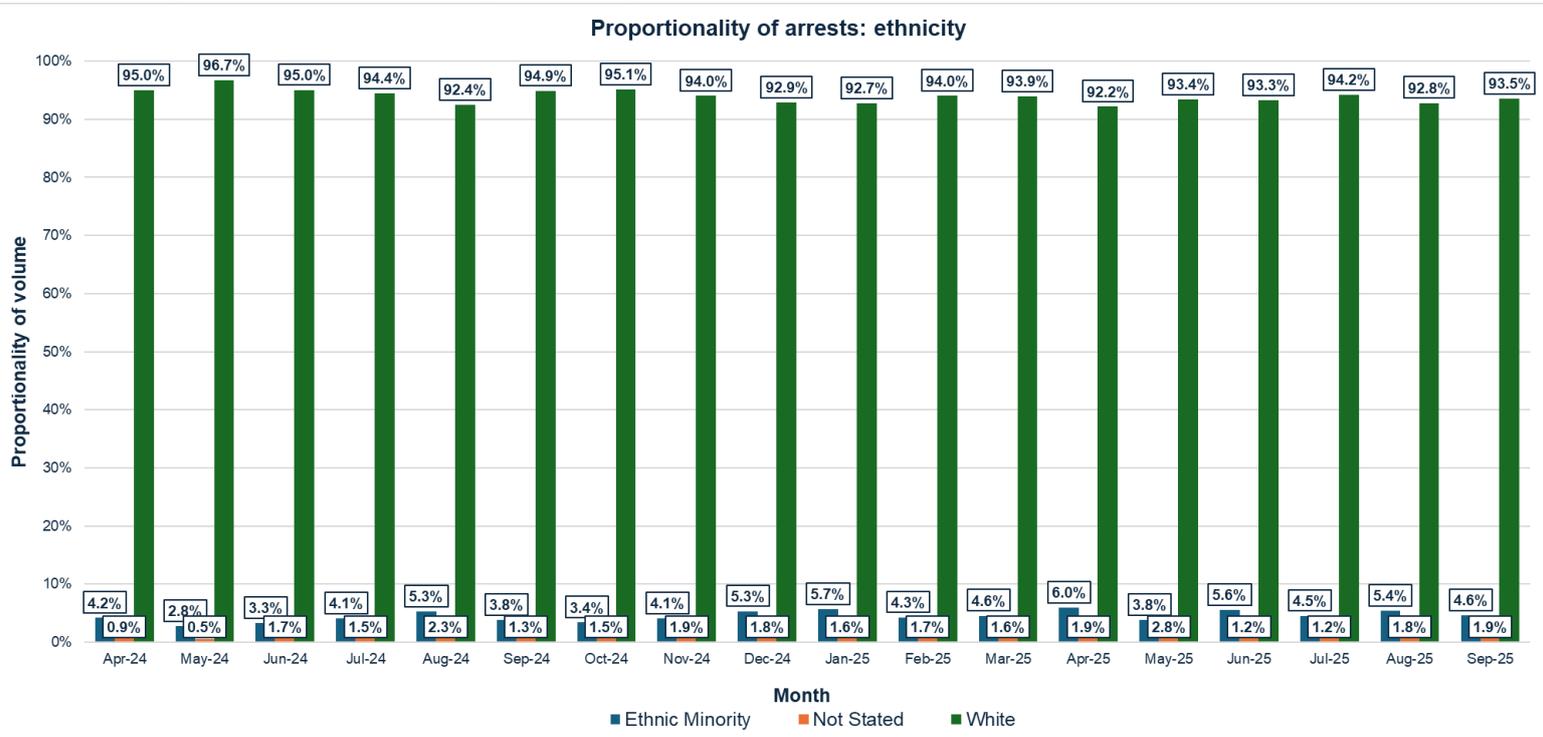


## Primary Arrest Proportionality: Adults and Youths



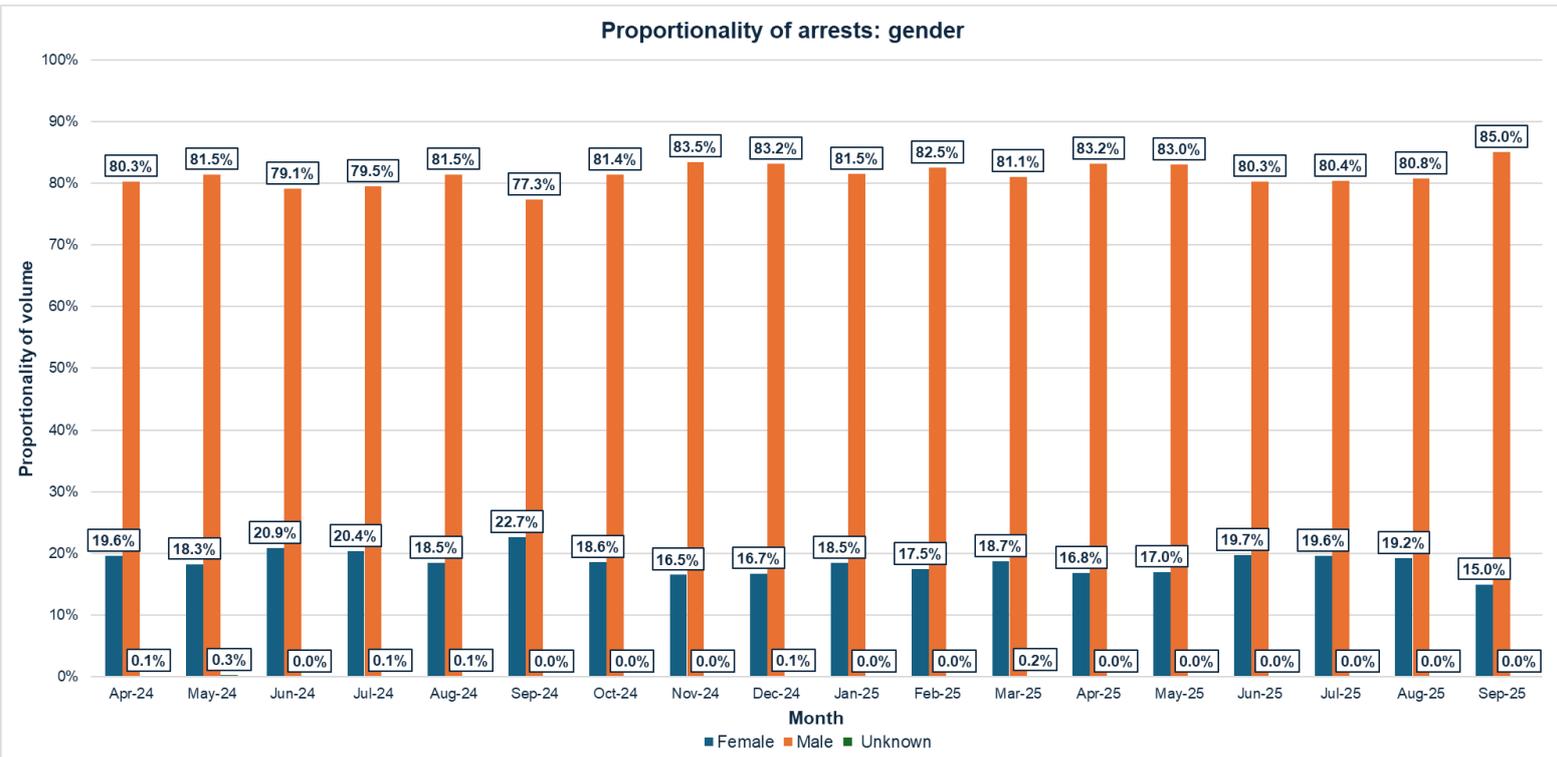
In financial year 2024/25, adult arrests consistently made up the vast majority of primary arrests, averaging 93.9% and remaining above 90% throughout the year. Youth arrests averaged just 6.1%. This pattern has continued into the current financial year-to-date 2025/26, with adults accounting for a slightly higher average of 94.7%, up slightly from 93.4% in the same period last year. Youth arrests have declined to 5.0%, compared to 6.6% previously. These figures reflect a stable and slightly widening gap between adult and youth arrest proportions. Generally there is no significant shift in the age demographics.

## Primary Arrest Proportionality- Ethnicity



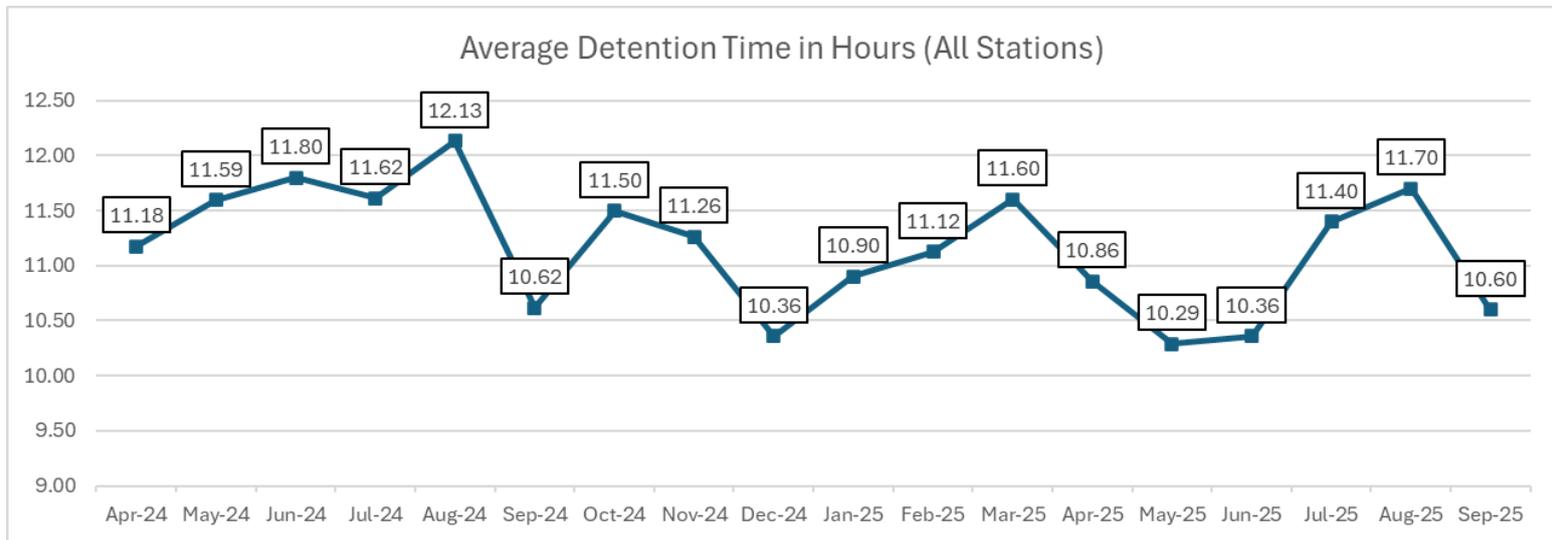
In financial year 2024/25, the proportion of primary arrests by ethnicity remained stable, with individuals of white ethnicity consistently making up the majority. White arrests averaged 94.3% for the year and stayed above the 90% mark throughout. Arrests involving ethnic minorities averaged 4.2%, while those recorded as Not Stated accounted for 1.5%. This trend has continued into the current financial year-to-date 2025/26, although with a slight shift: white arrests now average 93.2%, down 1.5% from the same period last year (94.7%), while ethnic minority arrests have increased to 5.0%, up from 3.9% in the SPLY. These figures reflect a continued dominance of white ethnicity in arrest statistics, with small year-on-year fluctuations in the minority ethnic groups.

### Primary Arrest Proportionality- Gender



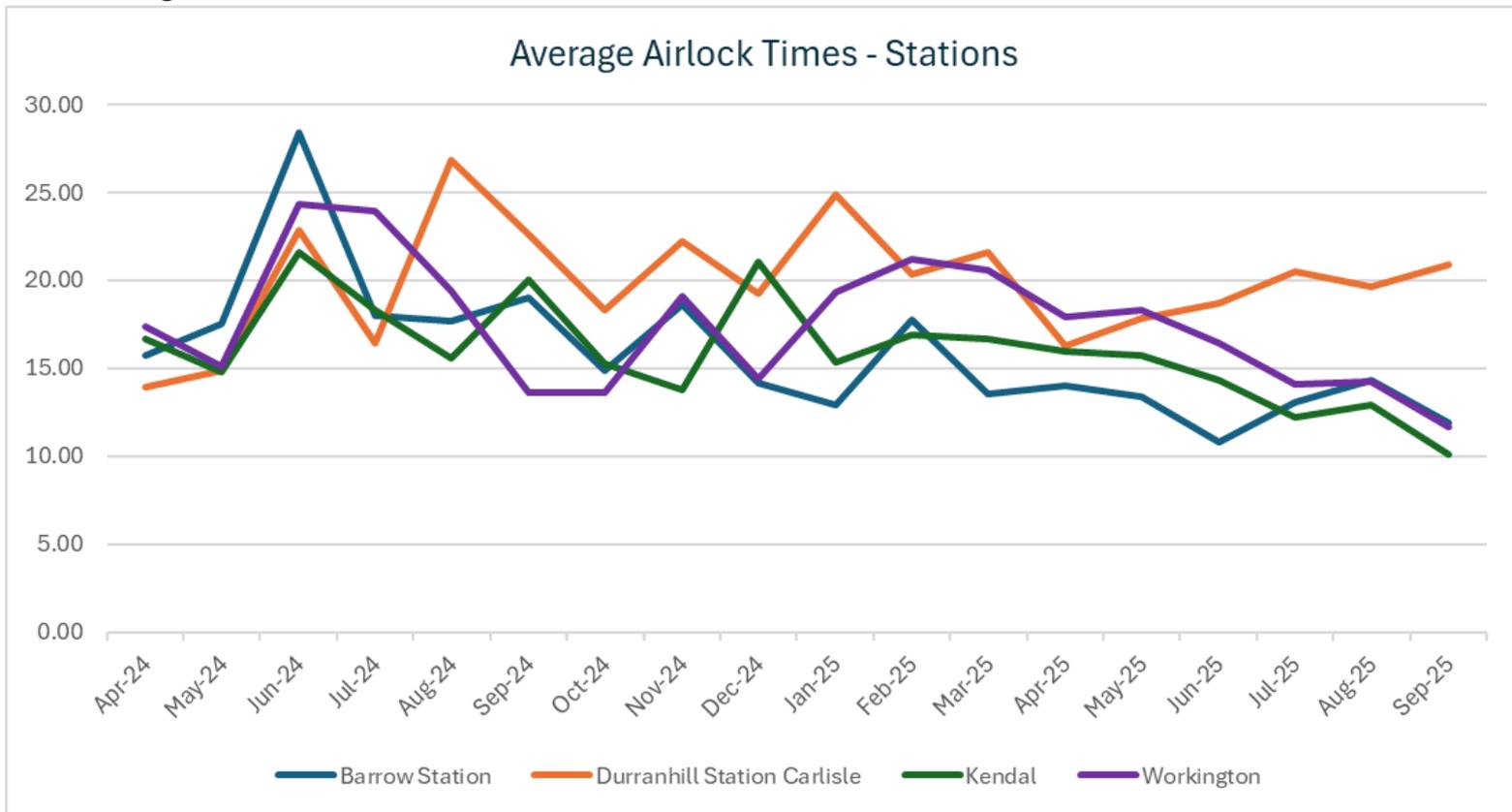
In financial year 2024/25, the proportion of primary arrests by gender remained stable, with males consistently making up the majority. Male arrests averaged 81% and stayed above the 80% mark throughout the year, while female arrests averaged 19%, and those recorded as Unknown accounted for just 0.08%. This trend has continued into the current financial year-to-date 2025/26, with male arrests rising slightly to an average of 82.1%, up 2.2% from the same period last year (79.9%). Meanwhile, female arrests have declined to 17.8%, compared to 20.1% in the SPLY. These figures reflect a consistent gender pattern in arrest proportions, with a modest increase in the male share year-on-year. There is a minor shift in the most recent full month (September 2025) with males rising to 85.0% of the arrests, which is the highest value observed in the period but not significantly outside natural variation in the data.

## Average Hours Detained



The average period detained in FY 24/25 was 11.3 hours. The average hours detained period for this current FYTD is 10.9 hours, a decrease compared to 11.49 SPLY. There is no discernible trend for this data.

## Average Airlock Times

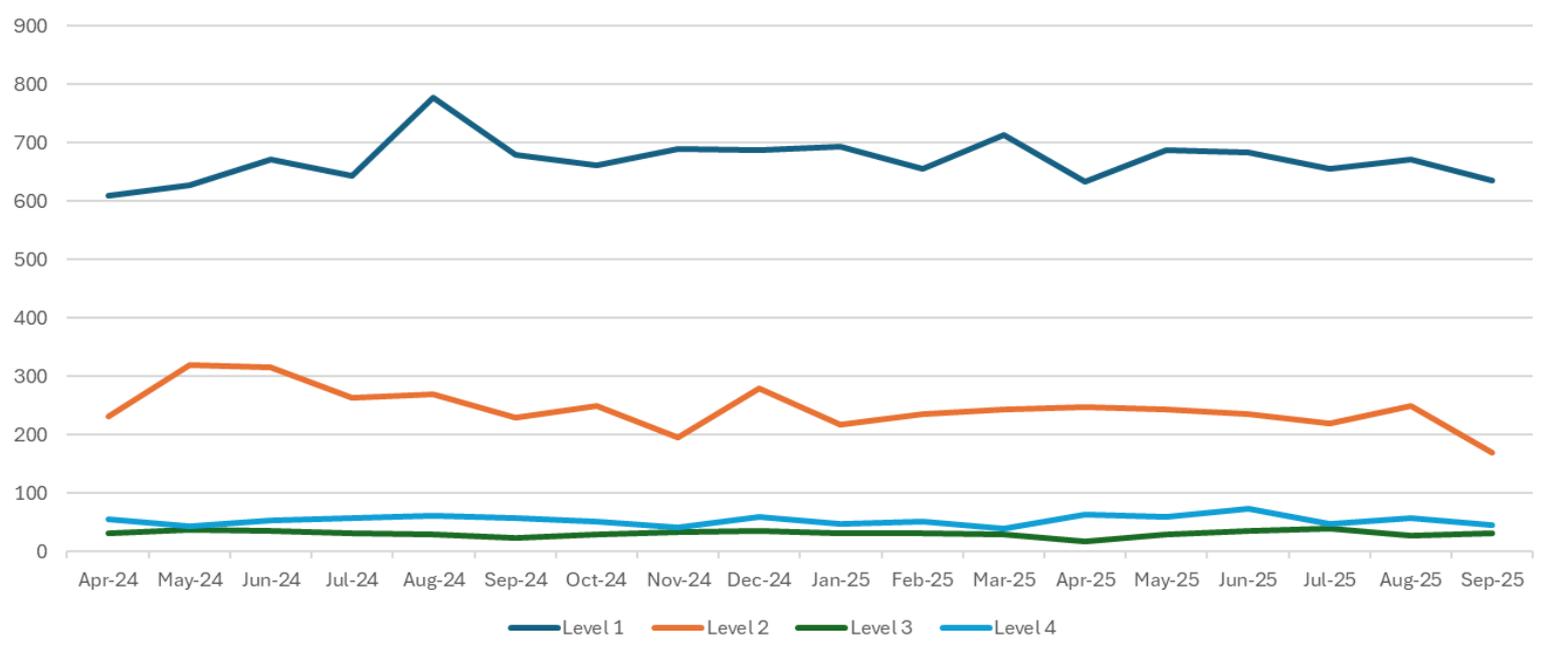


The average airlock time in FY 24/25 was 18.3 minutes compared to an average airlock time this current FYTD of 15.2 minutes, a small decrease. It is also down when comparing against the SPLY which was 18.9 minutes.

Durranshill Station Carlisle continues to see an increase in airlock times through to September 2025, with the other stations seeing a gradual decrease. Although it has been increasing steadily since ~April 2025, it remains at lower levels than Q2 of FY24/25. The airlock times for all other stations has decreased into September-25.

## Observations - Volumes

Observations: Volumes

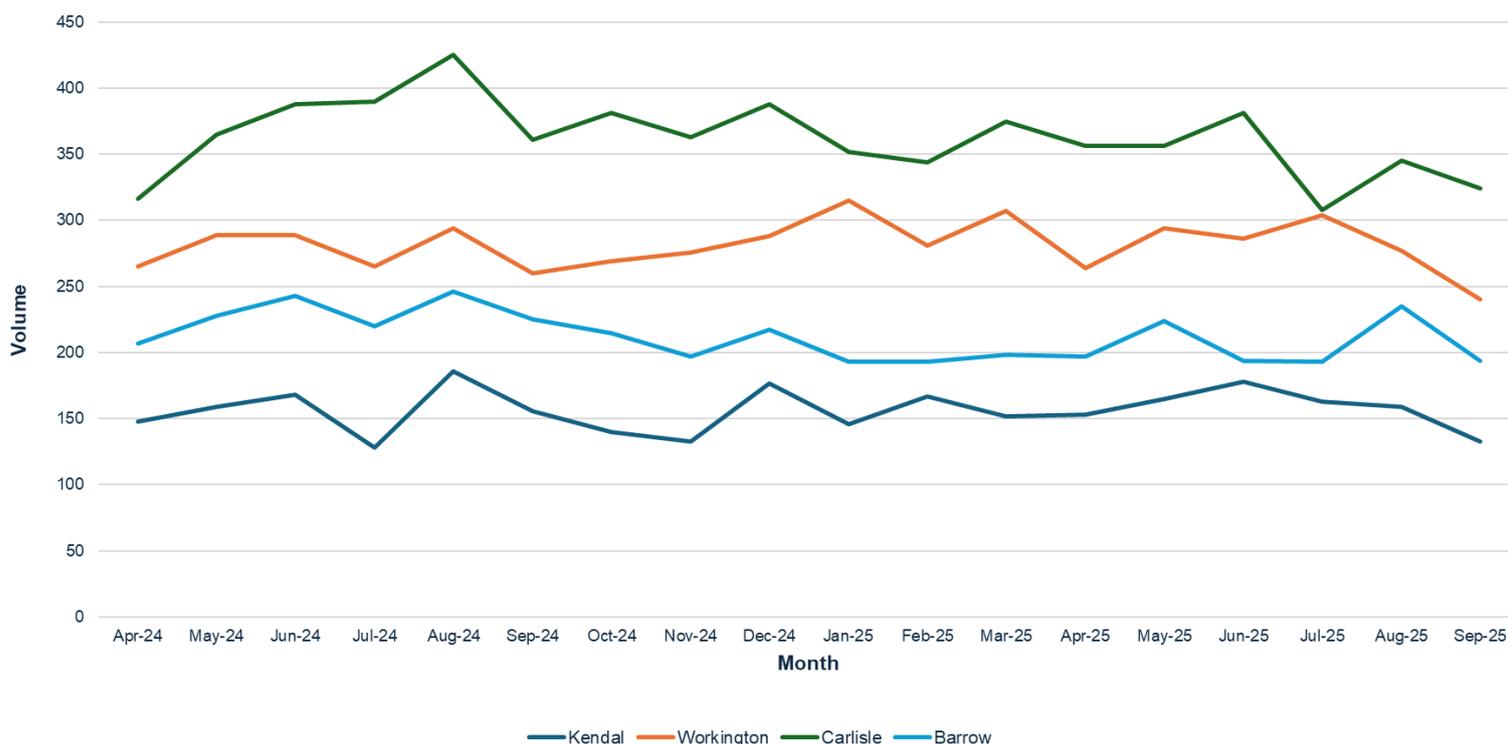


This visual presents data on the levels of observation recorded per custody record. During the last financial year (2024/25), level 1 observations made up the majority, accounting for 66.6% of all recorded observations, followed by level 2 at 23.2%. In the current financial year-to-date (2025/26), this pattern has remained consistent, with level 1 observations slightly increasing to 66.7% and level 2 rising marginally to 23.3%. Overall, level 1 observations have shown stability across the period, with a notable peak in August 2024, when they reached 66.1% of custody records. Generally this data is very stable with no major outliers, one minor shift recently is the reduction in Level 1 & 2 observations for September-25.

- Level 1: Checked**
- Level 2: Checked and roused**
- Level 3: Monitored at all times**
- Level 4: Physically supervised in close- proximity**

## Custody Demand

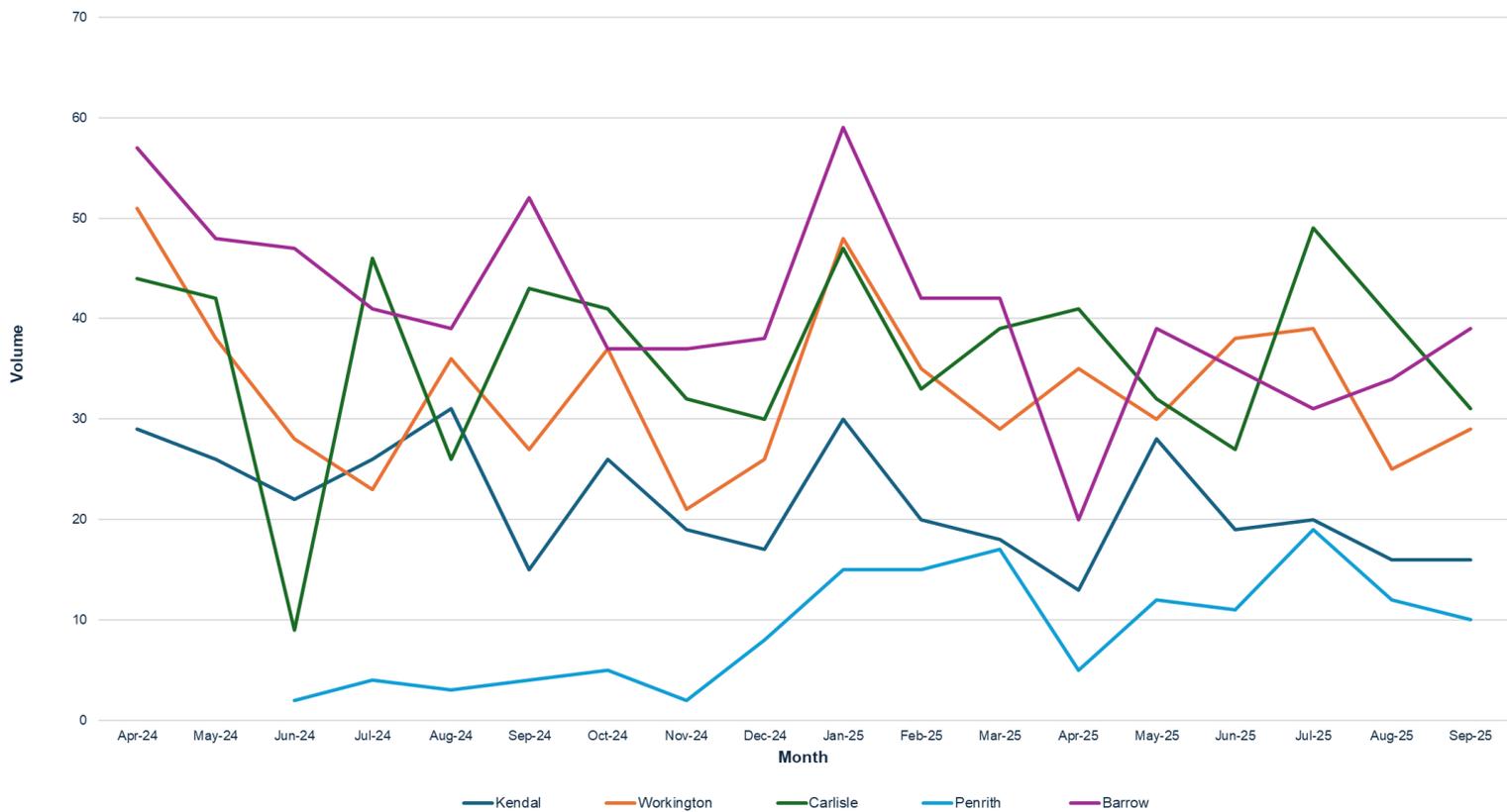
Custody records: demand by station



This visual presents data on the distribution of custody records by station. During the last financial year (2024/25), Carlisle Station recorded the highest proportion of custody records, accounting for 36.2%, followed by Workington at 27.7%. In the current financial year-to-date (2025/26), Carlisle continues to lead with 34.97% of all records, while Workington has seen a slight increase, now accounting for 28.1%. These figures reflect a consistent pattern in station-level custody activity, with Carlisle and Workington remaining the primary contributors.

## Voluntary Attendance

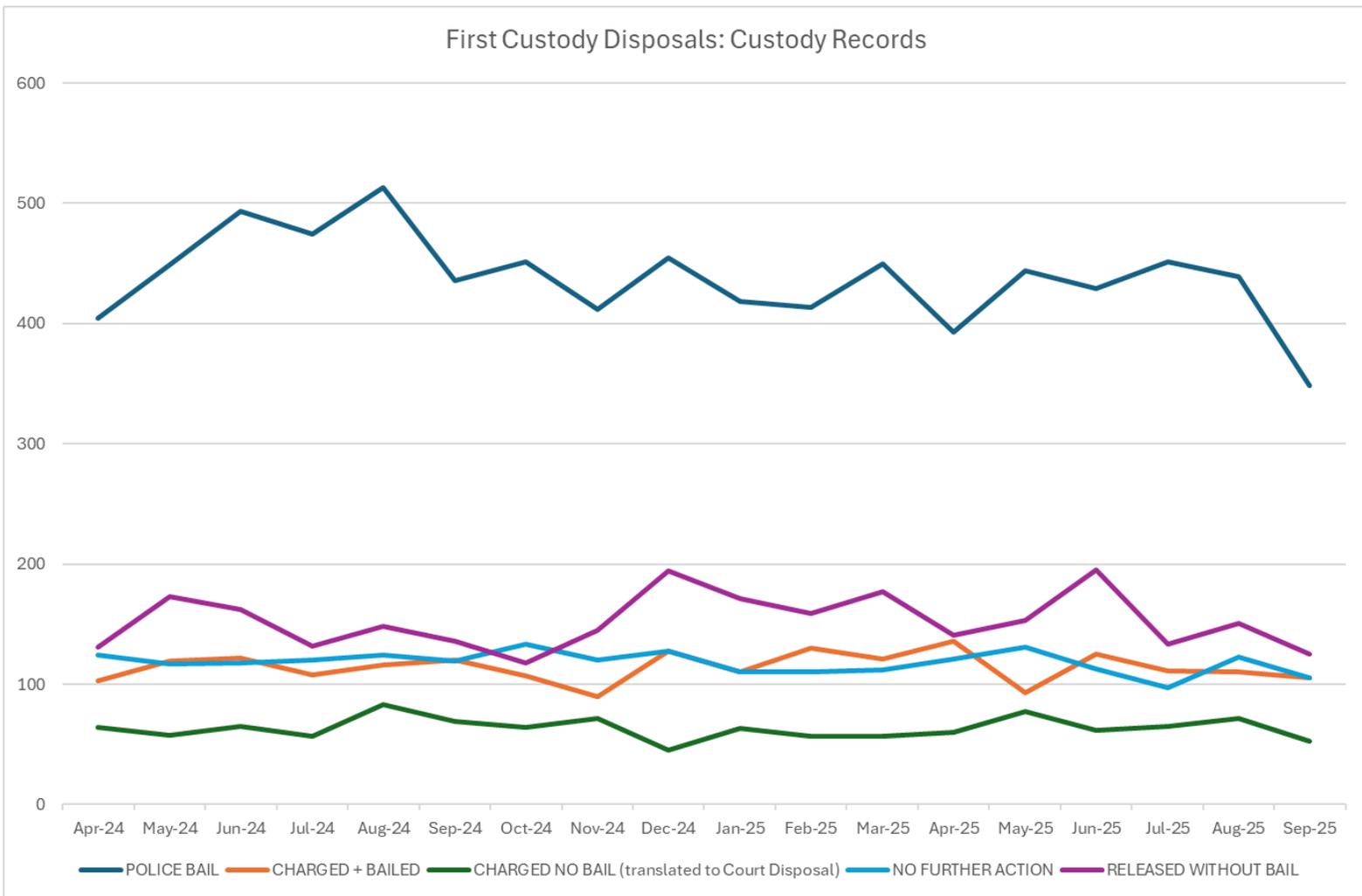
Voluntary Attendance: demand by station



\* Penrith station was trialed to book VAs (Voluntary Attendance) prior to permanently booking VAs, hence the gap in the visual.

The relatively low volume of VAs generally inhibits the identification of any meaningful trends. In the last financial year (2024/25), Barrow Station accounted for the highest proportion of VAs at 32.5%, followed by Carlisle at 26.0%. However, in the current financial year-to-date (2025/26), Carlisle has overtaken Barrow, now representing 27.7% of all VAs. Workington has also seen an increase, currently accounting for 24.7%. These shifts indicate a change in station-level VA activity, with Carlisle emerging as the leading contributor this year.

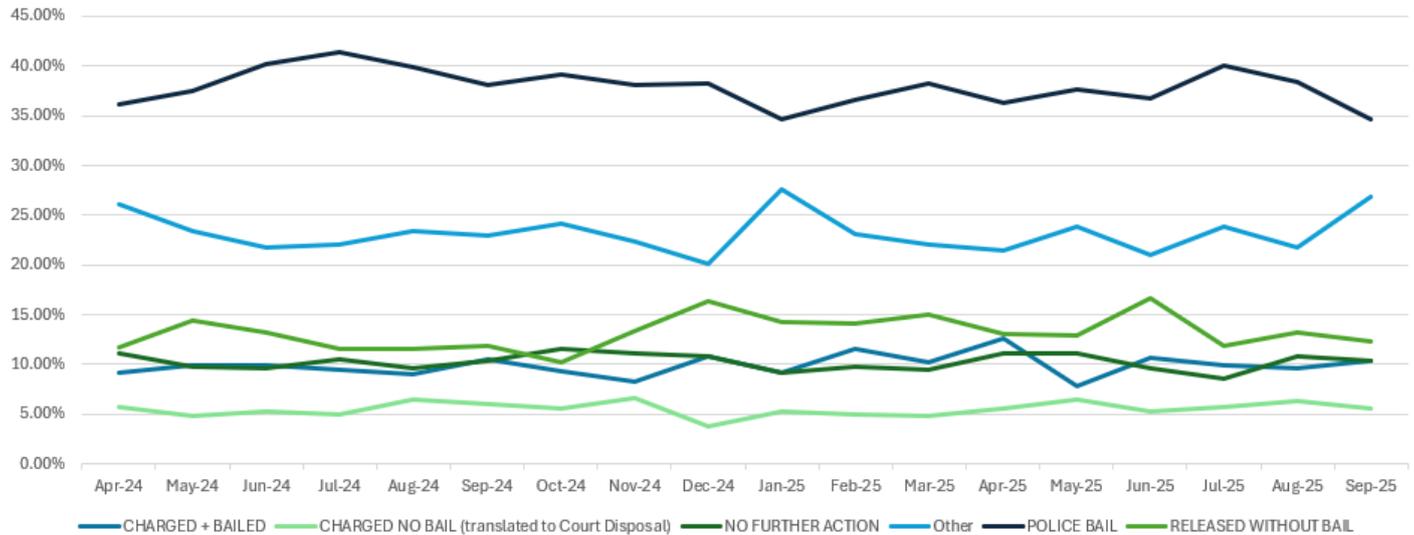
## First Disposals from Custody



The visual above illustrates the constabulary’s use of its five most common first custody disposals—charged and bailed, charged no bail, no further action, police bail, and released without bail—across

financial year 2024/25 and the current financial year-to-date (2025/26).

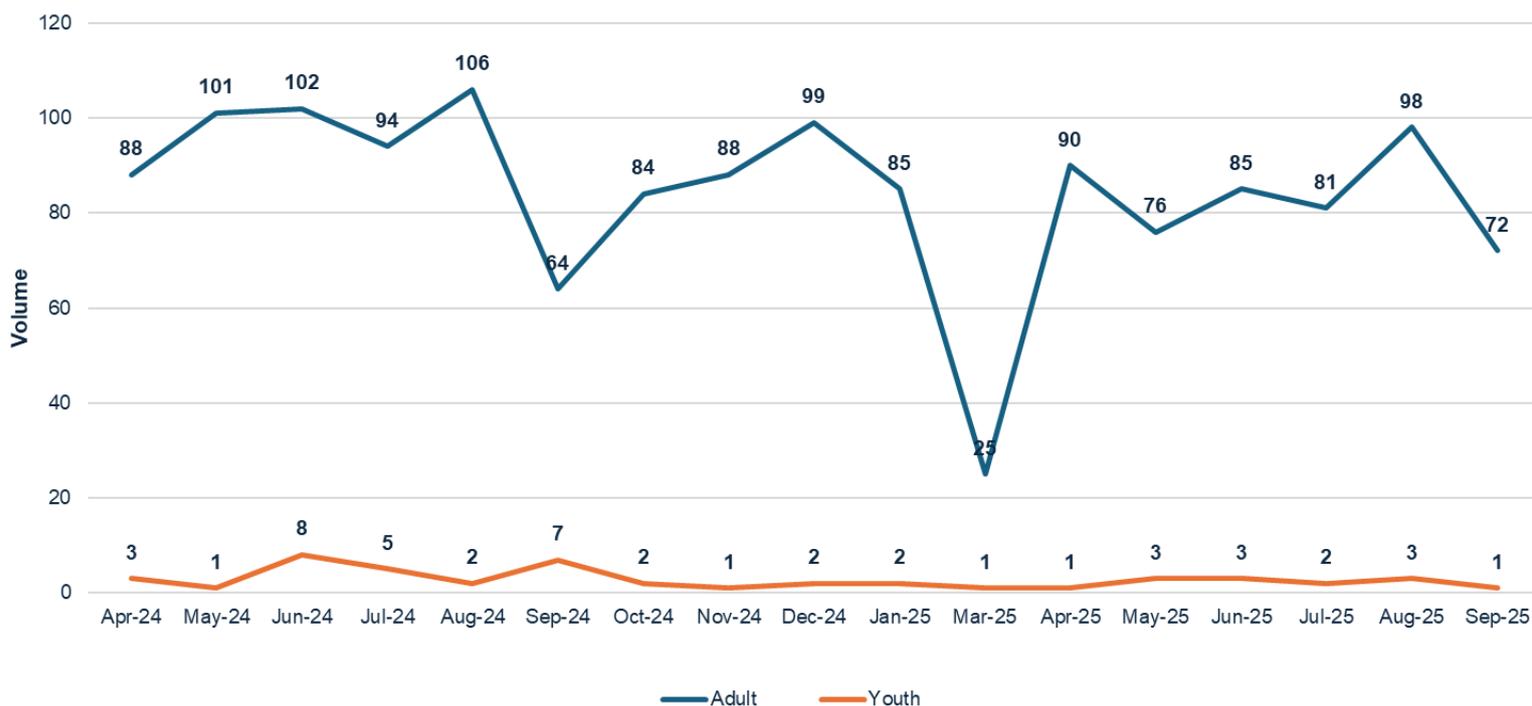
% of First Disposals From Custody



Police bail has shown a steady decline in usage, dropping by 32.2% from its peak in August 2024 through to September 2025. Despite this downward trend, police bail still accounts for the largest share of disposals in the current FYTD, representing 48.5% of all cases. Meanwhile, the number of individuals released without bail peaked in June 2025 (195 cases), closely followed by December 2024 (194 cases), and currently makes up 17.4% of disposals. These figures highlight shifting patterns in custody outcomes, with police bail remaining dominant but gradually decreasing, and released without bail showing notable spikes in specific months. When looking at the percentage totals which accounts for fluctuations in volume, the drop in Police Bail is still present but less pronounced. For the “other” disposal type spike seen in September, this relates mainly to increases in the disposals of “Handed to Escorts” (4.3% to 8.1%), “Transferred Out” (0.35% to 1.57%), “Charged and bailed” (9.6% to 10.3%) and finally “Further advice / Enquiries” (9.4% to 10.0%) when compared to the previous month (August-25).

## The volume of strip searches conducted: Adult and Youths

### Custody strip searches



Custody strip searches occur where the custody officer believes the detainee is in possession of an item which could physically injure anyone (including the detainee), damage property, interfere with evidence or help the detainee to escape. The extent of the search (whether a Strip search) depends on the decision made by the custody officer. These figures do not include intimate searches.

\*Data problem prior to the introduction of the new Mark43 records management system caused a temporary drop for March-25 data which has since returned to normal levels

This visual provides figures on the levels of Strip searches performed in custody, separated by Adult and Youth. Generally demand has decreased slightly for Q2 FY25/26 when compared to Q2 FY24/25.

## Website Links

- [Cumbria Police Homepage](#)
- [Cumbria Police Stats and Data](#)
- [Cumbria Police on X \(Formerly known as Twitter\)](#)

Agenda Item 06b



CUMBRIA  
CONSTABULARY

# STOP AND SEARCH IN CUMBRIA - FY 2025- 2026, QUARTER 2

Management Information Services



# 1. Foreword

Cumbria Constabulary has seen a significant increase in the number of stop searches undertaken in the last 3 years. The number of stop searches increased by 102% from 2021/22 – 2022/23 to 4727, increasing again by 78% in 2023/24 to 8,422 and finally increasing a further 20.0% from 2023/24 to 10,107 in 2024/25. The increase in stop searches show the commitment the Constabulary places on the use of stop and search as both a preventative and detection measures. The significant increase in stop searches by the Constabulary has assisted in recording and detecting more crimes. In the last 12 months (01/10/2024 – 30/09/2025), positive outcome rates for drug offences have increased to over 80% (82.9%), robbery positive outcomes to 32.7% and possession of weapon offences to 52.7%.

Evidence from the HMICFRS Chief Inspector Andy Cooke in his “State of Policing” report (2023) shows that the public support the police in their use of stop and search, they also expect it to be used to reduce criminality and to keep them safe. The force 4C’s are clear on the direction around the use of stop and search along with strategic direction from the Chief Officer team. Stop and search crosses all areas of the 4C’s and is shown to improve crime outcomes.

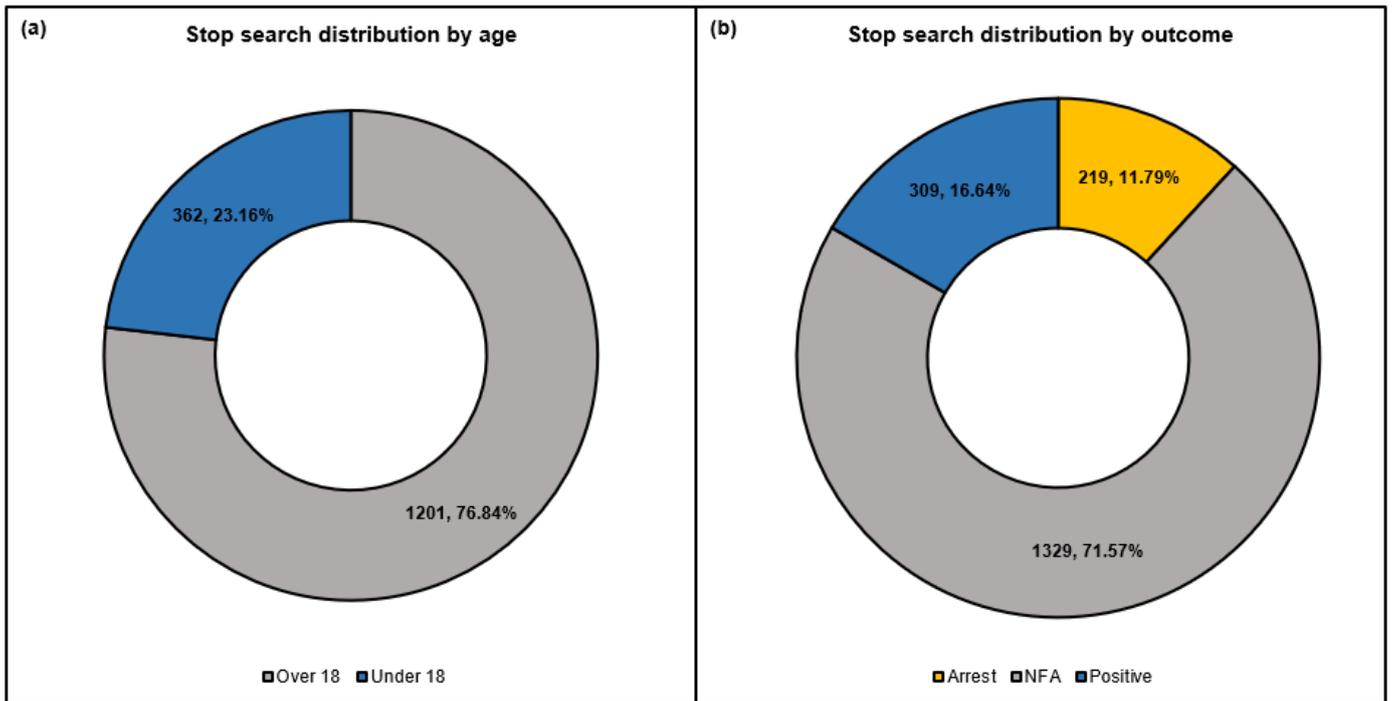
Stop and Search will always rightly remain at the forefront of the public’s mind, the Super Complaint investigated by HMICFRS from the Criminal Justice Alliance made this clearer than ever. While this report primarily focused on Section 60 of the Criminal Justice Act it shone a light on how the public expect police to act when utilising stop and search powers.

The force will continue to utilise stop and search in an appropriate and proportionate manner to reduce criminality, improve public relations and above all ensure we continue to “provide an outstanding service to keep Cumbria Safe.

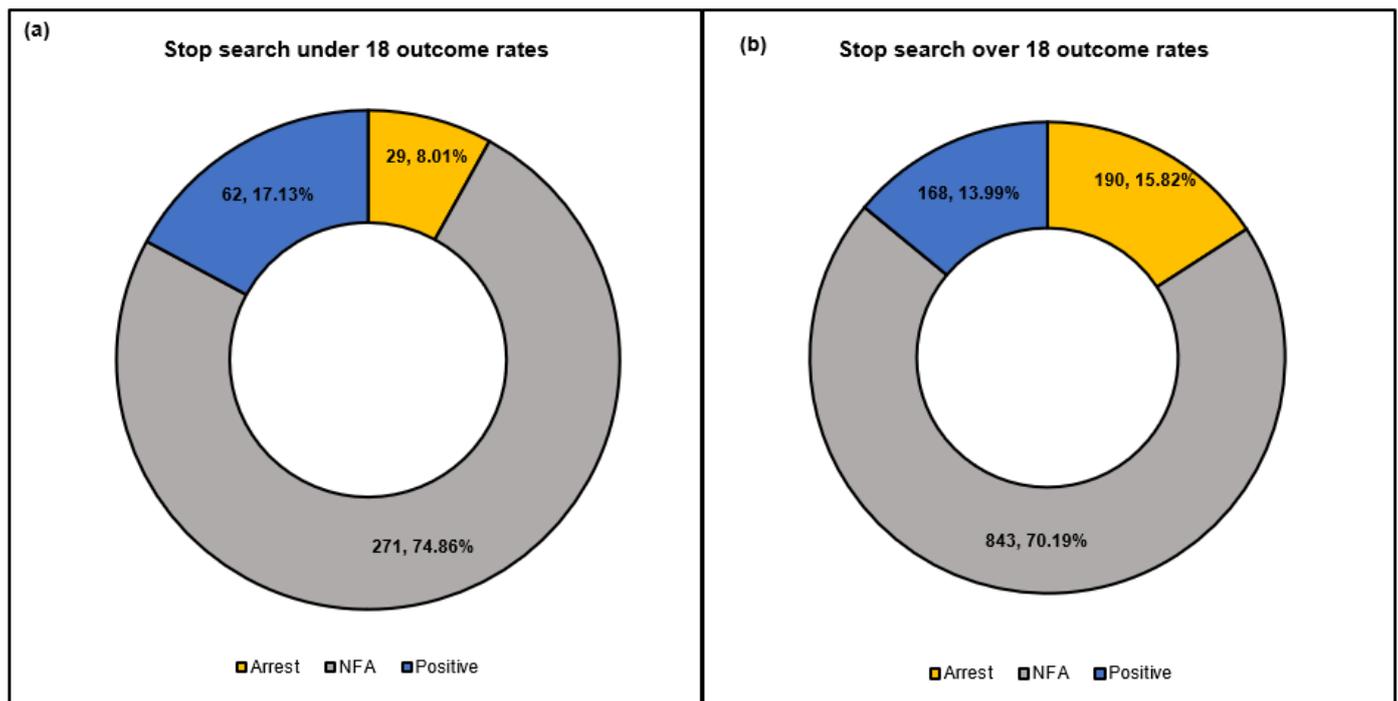
# 2. Executive summary

The date range for this report is 01/07/2025 – 30/09/2025. Cumbria Police Conducted 1,857 Stop Searches in this period.

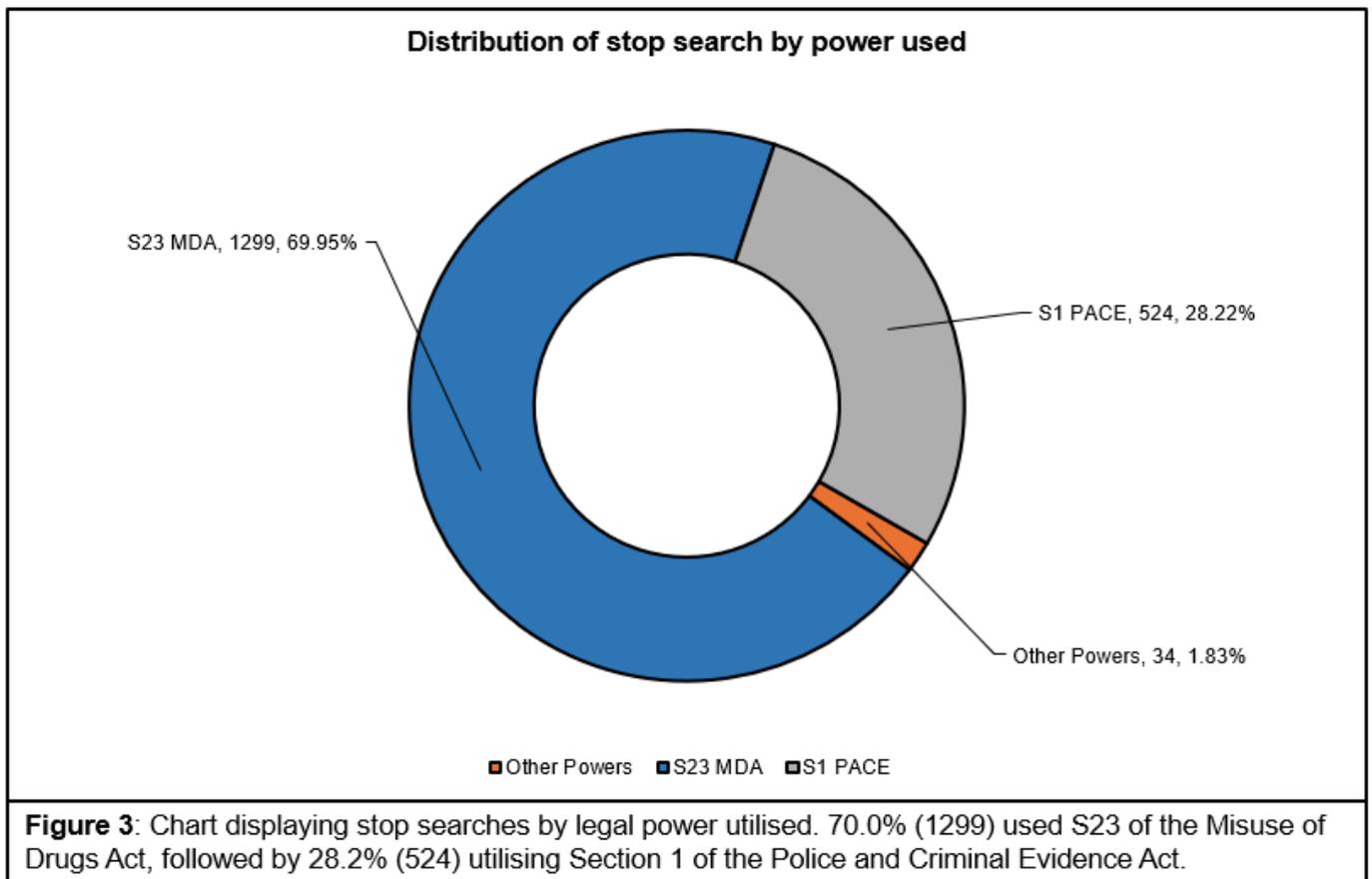




**Figure 1a:** Chart displaying stop searches by age, excluding unknowns and not recorded. 23.2% (362) of these searches were under 18s. 76.8% (1201) were over 18s. **Figure 1b:** Chart displaying stop search outcomes. 71.6% (1329) of stop searches resulted in no further action, 16.6% (309) in a positive outcome (excluding arrest) and 11.8% (219) in an arrest.



**Figure 2a & 2b:** Charts displaying stop searches by age, excluding unknowns and not recorded. A total of 25.1% of under 18 searches resulted in either a positive outcome or an arrest, compared to 29.8% of over 18 searches resulting in a positive outcome or an arrest.



Other legislative powers used in this quarter included the Poaching Prevention Act 1862 Sec 2 (5 Searches), Wildlife and Countryside Act 1981 S19 (1 Search), Firearms Act 1968 Sec 47 (13 Searches), POCA 2002 Sec 289 (5 Searches), the Criminal Justice Act 1994 Sec 60 (8 Searches), Terrorism Act 2000 Sec 43 (1 Search) and Customs and Excise Management Act 1979 Sect 163 (1 Searches).

### 3. His Majesty’s Inspectorate of Constabulary, Fire & Rescue Services (HMICFRS)

His Majesty’s Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) assesses the legitimacy of police forces across England and Wales as part of its annual police efficiency, effectiveness, and legitimacy (PEEL) inspections. A legitimate force is defined as one where, those working within it, are seen by the public to be consistently behaving fairly, ethically and within the law.

In terms of Stop and Search, a force is most likely to be fair and effective when:

- The search is justified, lawful and stands up to public scrutiny.
- The officer has genuine and objectively reasonable suspicion that s/he will find a prohibited article or item for use in crime.
- The person understands why they have been searched and feels that they have been treated with respect.

The search was necessary and was the most proportionate method the police officer could use to establish whether the person has such an item. Four core elements underpin the definition:

- The decision to stop and / or search a person must be fair.

- The search must be legal in basis and in application.
- Interaction with the public during the encounter must be professional.
- Police use of Stop and Search powers must be transparent and accountable.

## **Cumbria Constabulary Stop and Search Governance**

Performance relating to use of force and stop-and-search is a priority area of focus throughout organizational governance, with key data reviewed at Chief Officer meetings, Strategic Performance Board, Local Accountability Meetings, and a dedicated monthly **Use of Force and Stop and Search Board**.

Commanders hold Inspectors and Sergeants to account in monthly shift performance meetings.

## **Internal Audit and Scrutiny**

The Policing Futures Team are responsible for the audits of stop and searches. In 2023 Policing futures audited every stop search submitted within the Constabulary using a strict methodology to determine compliance and provide reporting metrics.

As of January 2024 a new methodology was implemented, this is split in to two parts. 1) Review a statistically significant number of all stop searches. 2) Review all stop searches where the ethnicity of the subject being searched is described as “Other than white” and listed as “unknown” This new audit is conducted each month and analyses the following criteria:

- The team the officer is on
- BCU the officer is based in
- The grounds the officer used to complete the stop
- The stop and search power used
- The details of the person stop
- Whether the stop search grounds were compliant, requires improvement or non-compliant, this follows best practice under College of Policing Authorised Professional Practice (APP), the IOPC Stop and Search Review and HMICFRS Best Practice
- In cases of Section 23 Misuse of Drugs Act 1971 searches, record if the initial purpose of the search was for possession or possession with intent to supply.
- A small sample of body worn video is reviewed to identify if GOWISELY is utilised by the officer (Grounds, Object, Warrant card, Identity, Station, Legal Power, Entitled to a copy of the search form, You are detained,)

Any issues raised are sent through the force feedback register. The register automates emails to the officers’ supervisors requiring them to feed-back to the officer and make a record of the same. This site is available to all policing areas with a monthly email sent out to Senior Management Teams to ensure they are aware of current information. The themes and trends from the reviews are fed into the forces quarterly learning panel, this allows for improvements as required to training.

Use of Body Worn Video is mandated for stop search and compliance is monitored and at high level - Strategic Performance Board (SPB). Inspectors are required to conduct a minimum of five items of Body Worn Video (BWV) footage per month for their shift. This results in a proportion of stop search also reviewed at Inspector level and entered onto the feedback register as required.

A small panel consisting of the Policing Futures Team, Professional Standards and Learning and Development dip-sample a small number of body worn video interactions every month and bring the findings to the monthly Stop Search and Use of Force Board.

### **External Scrutiny**

The Office of Police, Fire and Crime Commissioner (OPFCC) bring together an independent Ethics and Integrity Panel. The panel consists of people from local communities within Cumbria to provide independence and challenge, enabling policing to be more effective and in the public interest. This panel is the formal external scrutiny in relation to stop search. Reviewing of data and body worn video of specific searches allows for the external group to provide feedback.

The Constabulary also has a Strategic Independent Advisory Group (SIAG) and two area-based Independent Advisory Groups (IAGs). These groups also consider stop-search within their discussions, albeit not as a formal agenda item.

### **Communications/Training**

The force has implemented the following communications and training to ensure the importance of ethnicity recording is understood across the organisation:

A dedicated Stop and Search and Use of Force Sharepoint site – An internal Sharepoint site with over 2000 views covering:

- Importance of recording diversity information,
- Best practice for stop searching,
- Completing grounds,
- Ensure correct filling of forms,
- A monthly update to include a good example of recording grounds.

‘Need to Know’ articles – The forces internal communication system is utilised to provide regular updates including regular news articles to inform officers around where to find information to ensure accurate recording of stop and search. Over the year 2022/23 6 articles were published with a combined 2050 views.

The internal audit process identified a number of uses of stop-search where wider organizational learning was appropriate with certain videos being shared on organizational communications and training to highlight good practice.

As a result of identified issues, stop and search training (with key elements relating to disproportionality) was designed by the Policing Futures Team and piloted to a small group with an impact assessment conducted on the pilot group metrics, before being rolled to over 100 champions as a full -day training and every response officer as a 2-hour input. The training resulted in an increase in stop and search compliance by over 10%.

## **2022 State of Policing**

His Majesty’s Inspector of Constabulary and Fire and Rescue Services Andy Cook produces a yearly “State of Policing” report. In the 2022 report Mr Cook outlined that “*stop and search is an essential tool that needs to be better understood*”. Cumbria Constabulary continues work to ensure a clear understanding of the use of stop and search powers and the impacts they have on the local community by:

- Inviting external community members to scrutinise police use of stop and search,
- Analysing trends and ensuring appropriate measures are put in place to protect the public from improper use of powers,



- Continually auditing stop and search incidents providing feedback to officers which ensures improvement,
- Continuation of the use of stop and search as a preventative tool to protect our communities.

## 4. Methodology

The data used in this report has been collated from Cumbria Police’s Data Management System, stored in our Data Warehouse. The data was collected using a SQL Query, bringing back any relevant information which was then imported into excel for analysis. At Cumbria Police we use the bespoke software “Mark43” to record our stop searches, officers are required to input the relevant data using either their handheld device or portable computer.

Some of the data included in this report is also available to officers on-demand at Cumbria via the Microsoft Power BI Software-as-a-service (SaaS). The Power BI dashboard is accessible to any officer with appropriate authority.

To maintain transparency regarding our internal audit procedures, it’s important to acknowledge that prior to April of 2023, the counting methodology utilised by Cumbria Constabulary’s internal audit team led to the duplication of a small number of stop search records. Particularly surrounding vehicle searches. In strict alignment to our dedicated upholding of HMICFRS’s standards, a revision of these counting rules was implemented in April of 2023.

It is important to note that these internal audit numbers are for internal use only and are not disclosed to the public. This report adheres to the HMICFRS’s counting rules & standards throughout, as a result, the figures outlined in this report may differ from the internal audit numbers.

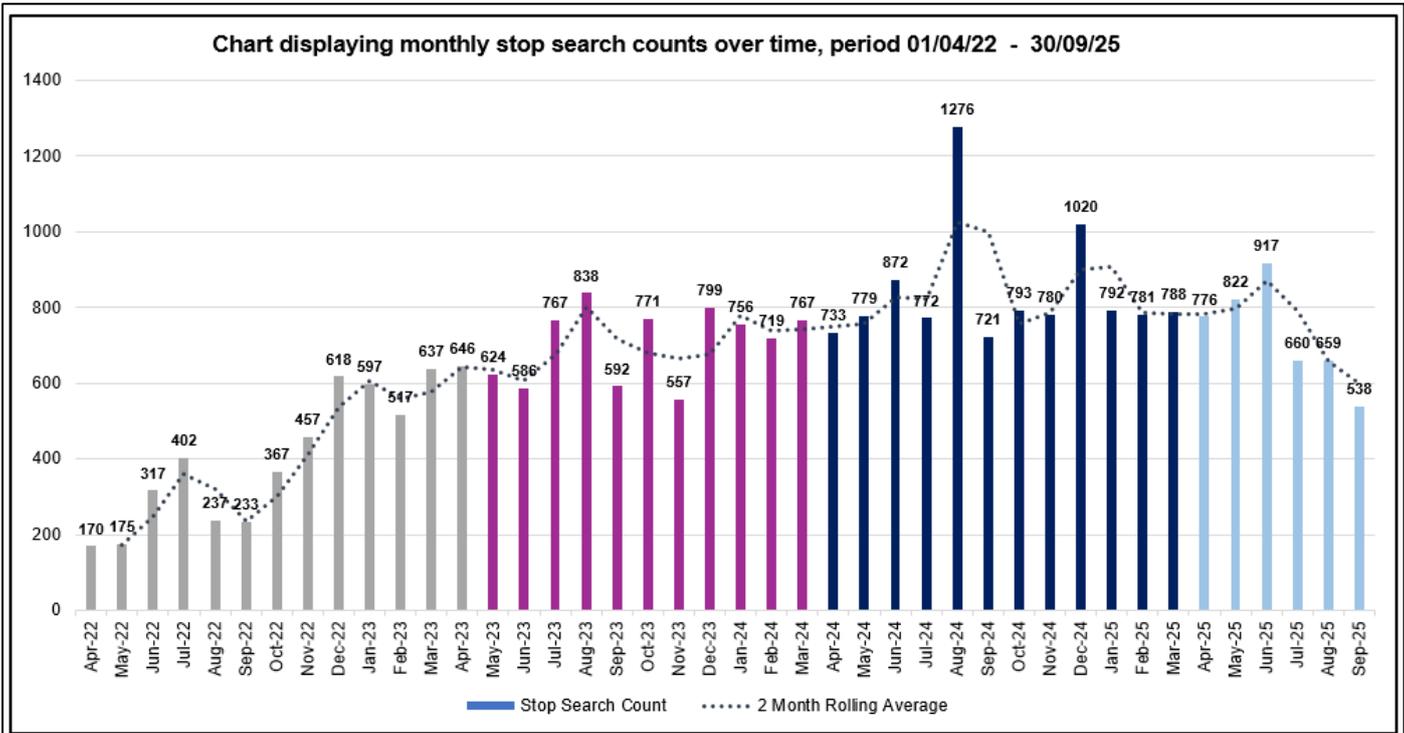
## 5. Headline Figures

Cumbria Constabulary’s use of stop search has increased dramatically over the past 3 financial years following a focus on stop search as a tool for tackling and disrupting crime. Volumes have increased from an average of 394 a month in FY22/23, to 702 per month in FY 23/24 and finally to 842 per month in FY24/25.

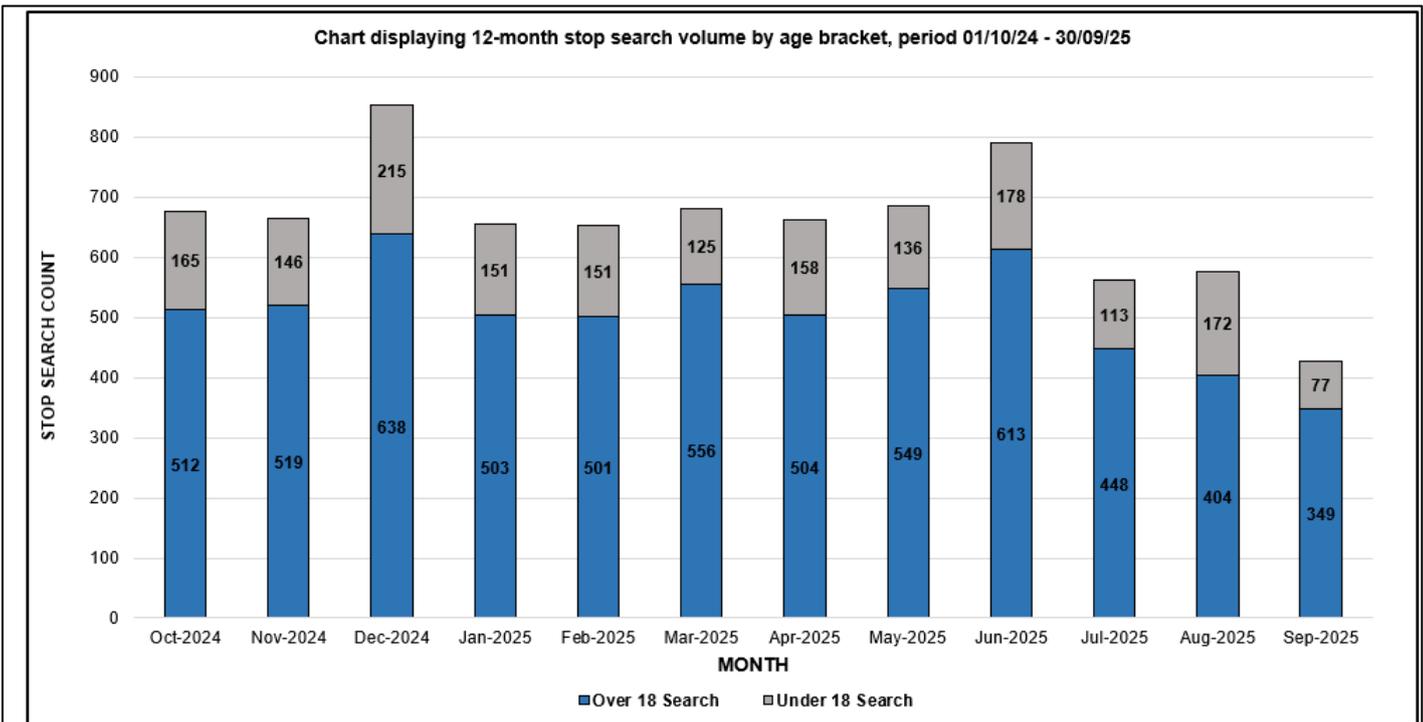
Cumbria conducted a total of 9,164 stop searches in FY24/25 across both Basic Command Units (BCUs).

In previous years, stop searches conducted at Kendal Calling Festival contributed to a spike in volume seen in late July into early August. This trend has not continued in 2025 due to a new approach at the festival. Searches upon entry to the festival are no longer conducted directly by Cumbria Constabulary- responsibility of searches now lies with event security, with Police Officers assisting as required. Police intervention is available if necessary.

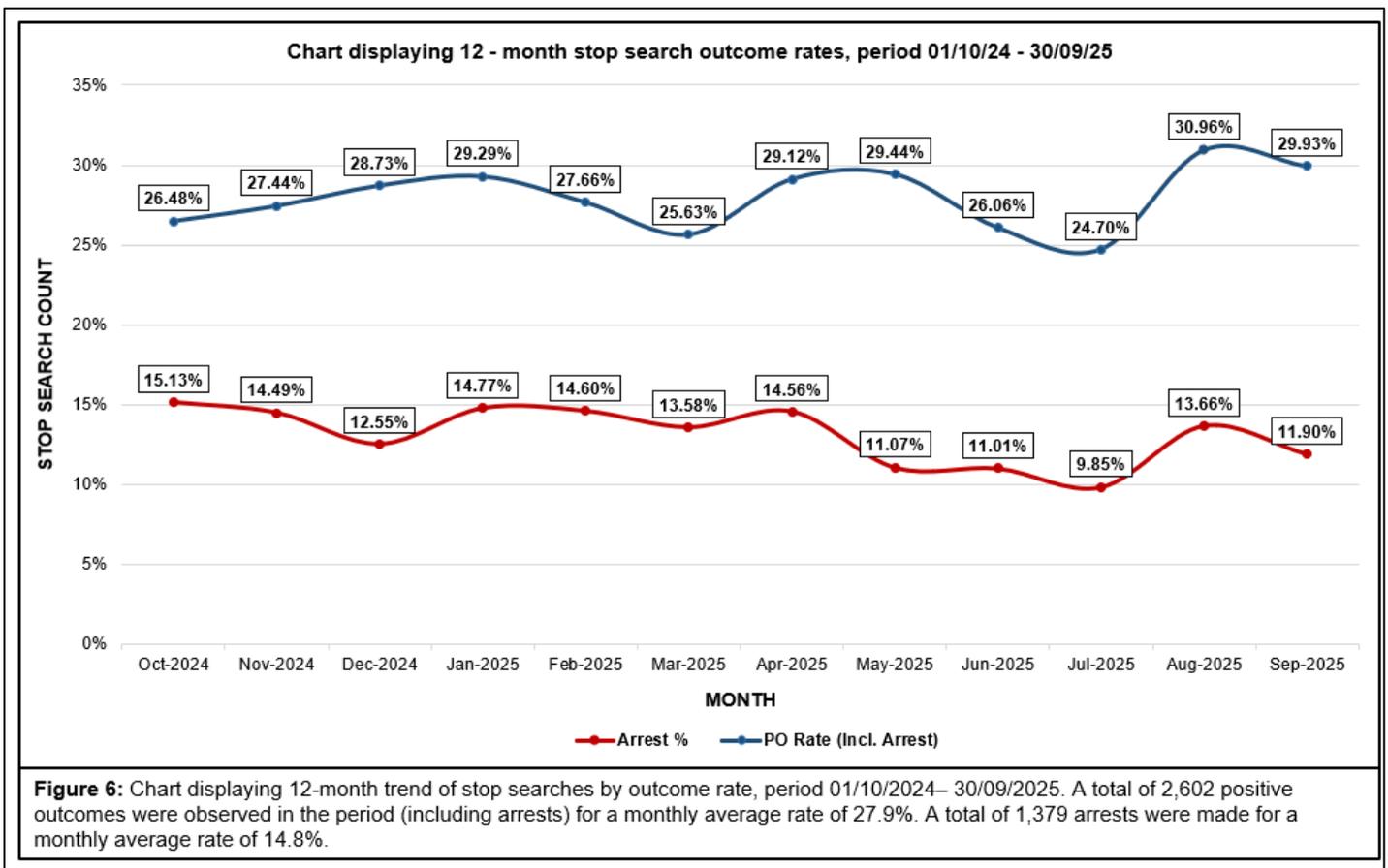




**Figure 4:** Chart displaying the long-term trend of stop searches in Cumbria, period 01/04/2022 – 30/09/2025. FY Monthly Averages: 22/23 – 394 , 23/24 – 702 , 24/25 – 842, FY 25/26 to date - 737. Trendline is a 2-month rolling average.



**Figure 5:** Chart displaying 12-month trend of stop searches in Cumbria, period 01/10/2024– 30/09/2025. A total of 6,096 searches of over 18s were conducted in this period, and a total of 1,787 searches of under 18s. This data excludes persons of an unknown age or where a person's age was not recorded (1,443 records excluded)



## Utilisation of legal powers

During quarter 2 of the 2025/2026 financial year, the most utilised legal power was S23 of the Misuse of Drugs Act, representing 70.0% of all searches. 18.9% of those searches resulted in a positive outcome and 9.3% of searches resulting in an arrest. Section 1 PACE accounted for 28.2% of all stop searches. S1 PACE had a positive outcome rate of 11.1%, and an arrest rate of 18.3%.

Other legislative powers used in this quarter included the Poaching Prevention Act 1862 Sec 2 (5 Searches), Wildlife and Countryside Act 1981 S19 (1 Search), Firearms Act 1968 Sec 47 (13 Searches), POCA 2002 Sec 289 (5 Searches), the Criminal Justice Act 1994 Sec 60 (8 Searches), Terrorism Act 2000 Sec 43 (1 Search) and Customs and Excise Management Act 1979 Sect 163 (1 Search).

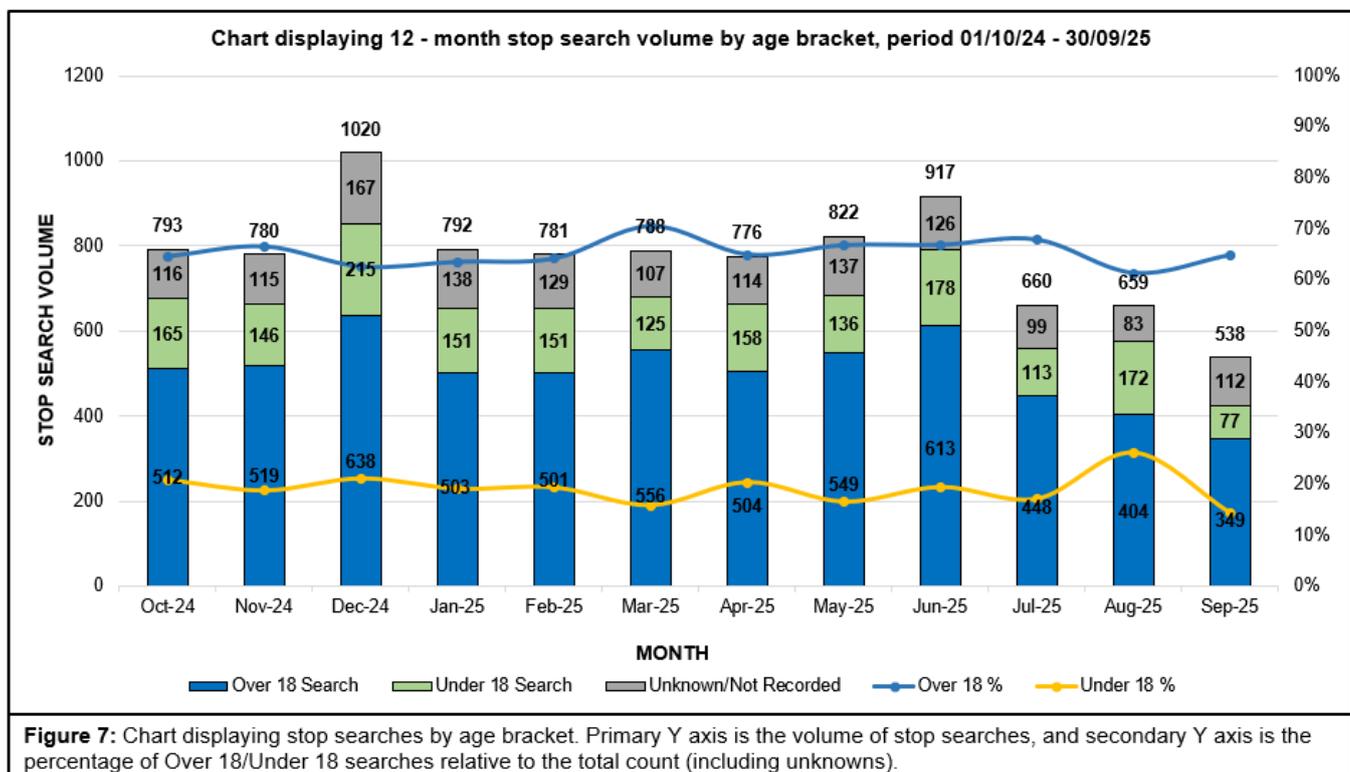
Legal Power	ALL SEARCHES		ARRESTS		ALL POSITIVE OUTCOMES		LINKED POSITIVE OUTCOME		NO FURTHER ACTION	
	Volume	Percentage	Volume	Arrest Rate	Volume	PO Rate	Volume	Linked PO Rate	Volume	NFA Rate
S23 MDA	1,299	69.95%	121	9.31%	367	28.25%	238	18.32%	932	71.75%
S1 PACE	524	28.22%	96	18.32%	154	29.39%	48	9.16%	370	70.61%
Other Powers	34	1.83%	2	5.88%	7	20.59%	2	5.88%	27	79.41%
<b>Grand Total</b>	<b>1,857</b>		<b>219</b>		<b>528</b>		<b>288</b>		<b>1,329</b>	

Table above displays stop search powers distribution and associated outcomes, period 01/07/2025 – 30/09/2025.

## 6. Breakdown by Age

Age Bracket	Volume	Percentage
0-17	277	14.92%
18-24	371	19.98%
25-34	369	19.87%
35-44	333	17.93%
45-54	167	8.99%
55-64	30	1.62%
65-74	11	0.59%
75+	2	0.11%
Unknown/Not Recorded	297	15.99%

Table above displays a breakdown of stop searches by age grouping, forcewide. Period 01/07/2025 – 30/09/2025.



Of the 362 stop searches conducted on persons aged below 18, 57.3% of searches were conducted under the S23 Misuse of Drugs act, this is compared against 76.1% of searches conducted under the act on Over 18s. Under 18s are also less likely to be arrested, whilst still being subjected to positive action. The arrest rate for Under 18s across the quarter was 8.0%, this is 7.8pp lower than the adult arrest rate of 15.8%.

## 8. Breakdown by Ethnicity

The public rightly expect the police to protect them by using their powers in an effective and fair manner. When police use their powers disproportionately – in differing proportions on different ethnic groups – it causes concern in some communities that they are being unfairly targeted. Cumbria Constabulary are committed to delivering on the 4C's mission statement of "Community Focus" in all that we do.

In examining disproportionality, the Stop and Search data is compared to the residential population of Cumbria. The data used is from the Office of National Statistics (ONS) population demographics for 2021, published on 28<sup>th</sup> June 2022. This is the most up to date data available. It may not accurately reflect the current residential population. When asking individuals searched about their ethnicity, Cumbria Police utilise the 18-1 system as defined by the ONS, however demographic data is reported as 5 groups. We have aggregated our ethnicity data into the five ONS groups to enable data comparison.

Cumbria County is also home to the Lake District, which attracts a huge number of tourists each year compared to the resident population. For example, in 2022 there were ~41,380,000 tourism visits to Cumbria in 2022 Calendar Year (Source: <http://www.cumbriatourism.org>) compared to the total resident population of ~488,027. There is also the M6 that runs through Cumbria's borders, a major arterial route for people travelling North and South. In 2019, there were ~48 million visitors to Cumbria alone, these transient populations are a significant source of stop searches for the Constabulary and cannot be overlooked when examining the use of stop & search powers. The demographics of these transient populations is extremely unlikely to match the resident population demographics.

When examining disproportionality, it is critical to consider how the averages to be compared against are calculated. In Cumbria, 97.6% of the population is classed as White, this means that values for this group heavily drive the average calculations.

The population size of Cumbria has a large impact on the ability to produce meaningful conclusions from data, a small number of incidents can have a large effect on the percentages, therefore it is important not to draw conclusions from percentages alone and out of context. For example, in 2022-2023 there were a total of 3,571 stop searches performed by Cumbria Constabulary, this contrasts with Merseyside Constabulary for example, at 45,141 searches, a difference of 41,580. A force with a larger sample size is less susceptible to the data volatility problems arising from a small sample size. A smaller sample size also increases the difficulty of achieving statistical significance.

## Stop search in Cumbria Constabulary by Ethnic Group

Individuals whose officer-defined ethnicity falls into the aggregated group of Asian were searched at a rate of 35.45 per 1000 resident population, this is 26.95 searches per 1000 population higher than the national average.

Individuals whose officer-defined ethnicity falls into the aggregated group of Black were searched at a rate of 86.19 per 1000 resident population, this is 61.69 searches per 1000 population higher than the national average.

Individuals whose officer -defined ethnicity falls into the aggregated group of Mixed were searched at a rate of 2.75 per 1000 resident population, this is 7.15 searches per 1000 population lower than the national average.

Individuals whose officer-defined ethnicity falls into the aggregated group of White were searched at a rate of 12.84 per 1000 resident population, this is 6.94 searches per 1000 population higher than the national average.

Individuals whose officer-defined ethnicity falls into the aggregated group of Other were searched at a rate of 30.90 per 1000 resident population, this is 46.14 searches per 1000 population higher than the national

average.

Population per 100		Stop Search Volume	Stop Search (Rate per 100)	Stop Search v Population
Asian	0.98	174	2.62	2.67
Black	0.24	103	1.55	6.46
Mixed	0.80	11	0.17	0.21
Other	0.34	92	1.38	4.07
White	97.63	6265	94.28	0.97

Table displaying stop search data for 12-month period. Resident Population Source- ONS 2021 Census data. Period 01/10/2024 – 30/09/2025. The table above excludes stop search records where the person was of unknown/not recorded ethnicity.

\*\*The search rate is calculated solely on resident demographics, there are significant limitations when using this as a comparator. Cumbria receives ~48,000,000 visitors each year, almost 100 times its resident population. The M6 motorway also runs through the County, which is a major arterial route for people traveling north and south.

\*\*\*Cumbria's use of stop search has increased dramatically over the past 2 financial years, and as such our stop search rate per 1000 population for all ethnic groups is significantly higher than the national average. For example, we searched members of the White population at a rate of 12.84 per 1000 resident population, against a national average of 5.9 per 1000 resident population, which is a rate 6.94 searches higher.

\*\*\*\*Sample size is a critical factor when examining stop search figures. Minority groups make a very small percentage of Cumbria's total searches, and as such natural variance in the dataset can cause large changes in the search rates per 1000 population.

Source for National average -[Stop and search - GOV.UK Ethnicity facts and figures \(ethnicity-facts-figures.service.gov.uk\)](https://www.gov.uk/government/factsheets/ethnicity-facts-figures)

It is important to note that the data available is of small sample size. For example, a reduction of 73.7 searches for the black aggregated ethnicity group across the 12 months (reduction of 6.1 searches per month) would align it with the national average.

Also of note, a substantial portion of the minority ethnic group searches were conducted by specialist resource. For example, in the past 12 months, 107 (61.5%) of the Asian ethnic group searches were carried out by the Serious & Organised Crime Unit (SOCU) and the Firearms Support Unit (FSU), who operate primarily on the major travel routes (A66/M6), combating county lines operations and drugs trafficking. They primarily target vehicles based on intelligence reports rather than officer decision and at motorway speeds would have no way of accurately determining occupant ethnicity prior to stopping the vehicle.

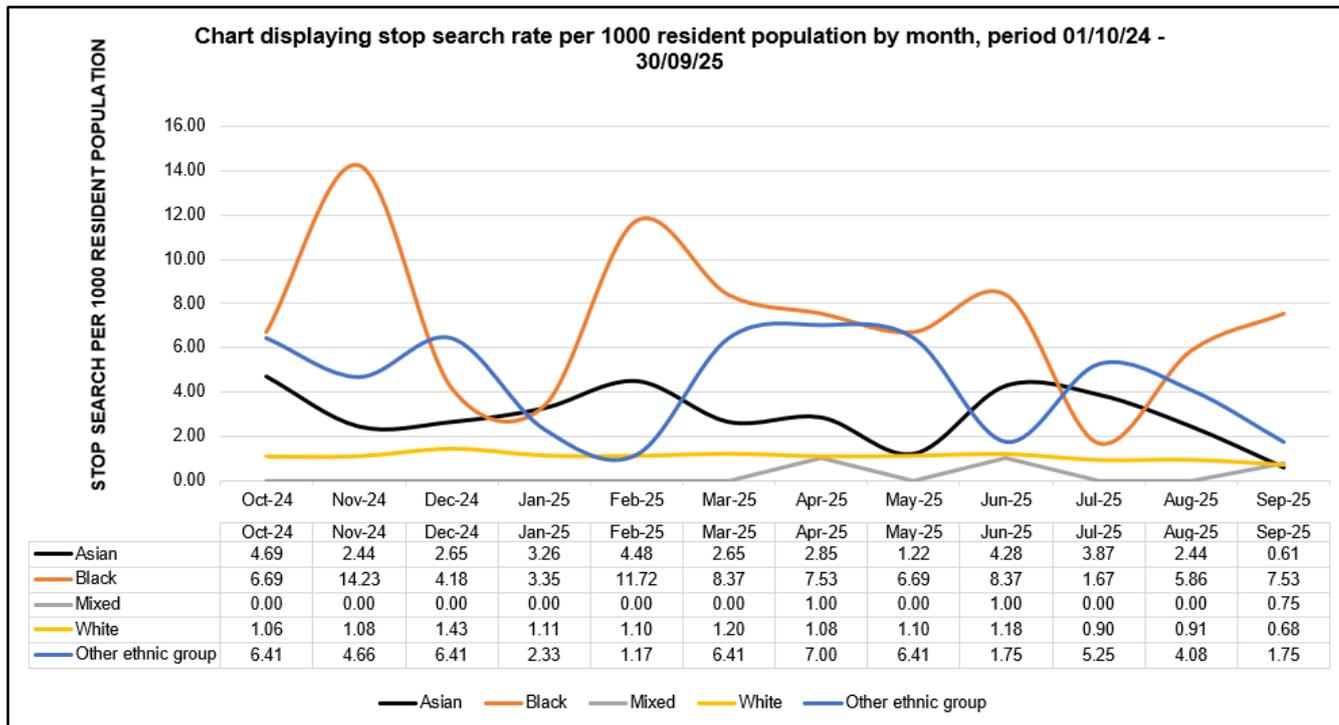


Figure 8: Line graph displaying stop search rates per 1000 resident population by month, period 01/10/2024 – 30/09/2025

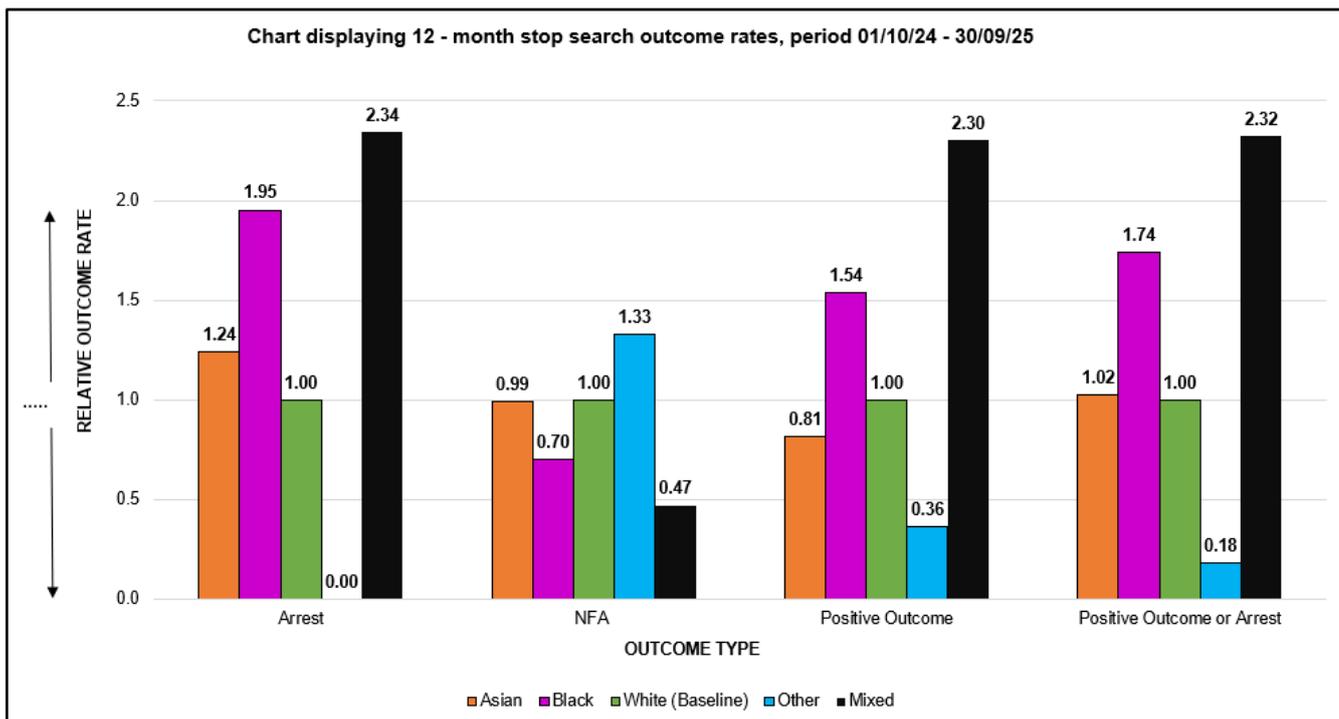


Figure 9: Bar graph displaying relative outcome rates for different aggregated ethnic groups based on the likelihood of an outcome relative to the white ethnicity group. A value of 1.00 denotes an outcome is equally as likely the baseline, a value of 2.00 denotes an outcome is twice as likely. Note – The sample size for minority ethnic groups is very small compared to the baseline.

## 9. Website Links

- [Cumbria Police Homepage](#)
- [Cumbria Police Stats and Data](#)
- [Cumbria Police on X \(Formerly known as Twitter\)](#)

## Glossary

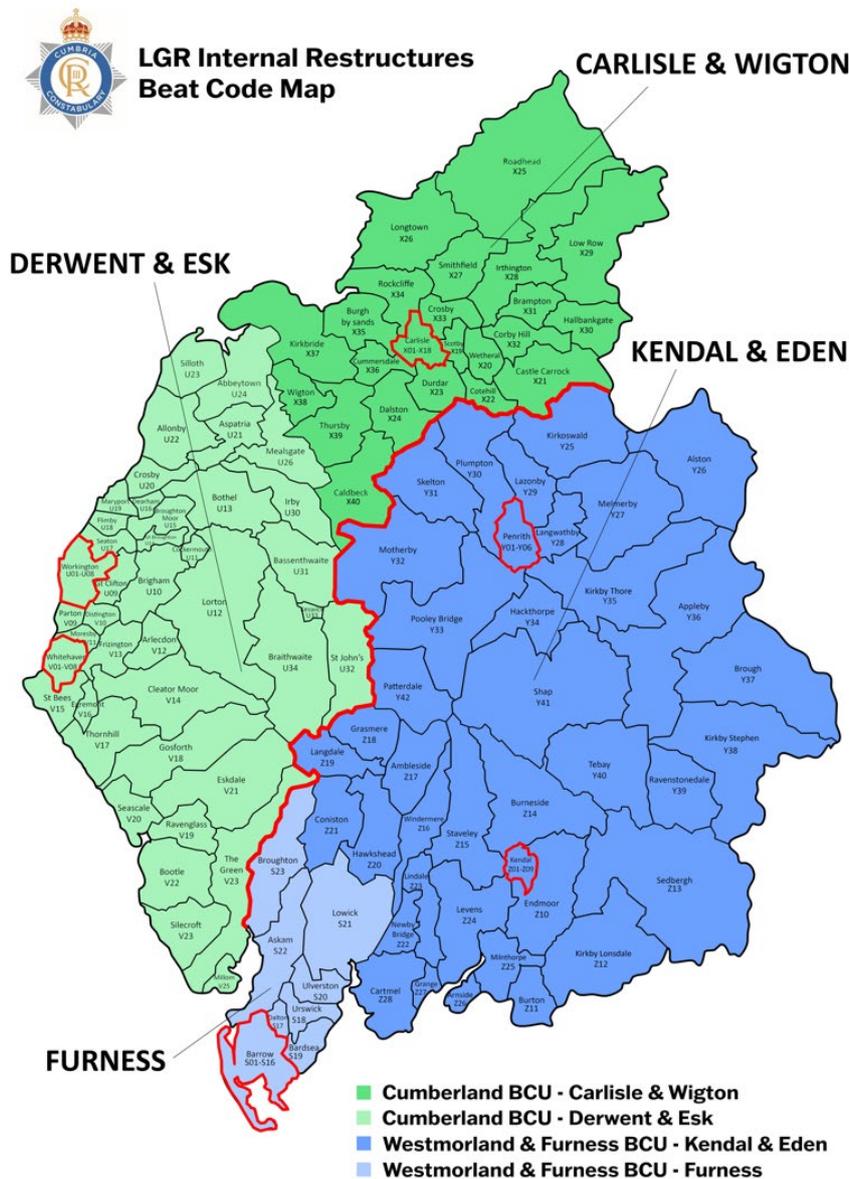
**Alternate Disposal:** Is a form of positive outcome (see below) such as a caution or community resolution  
**Community Resolution:** Is an out of Court disposal, it is for less serious crimes and first-time offenders and can include restorative justice.

## His Majesty's Inspectorate of Constabularies and Fire and Rescue Services (HMICFRS):

Independently assesses the effectiveness and efficiency of police forces and fire & rescue services, in the public interest.

**Linked Positive Outcome:** Is where the item being searched for is found.

**Basic Command Unit:** The region covered by Cumbria Constabulary, there are two BCUs in the force, Cumberland and Westmorland and Furness. These are further split into two quadrants each. For Cumberland BCU, Carlisle & Wigton and Derwent & Esk. For Westmorland and Furness BCU, Kendal & Eden, and Furness.



**No further action (NFA):** Is a form of outcome following a stop and search does not result in any further action being taken (e.g., no items were seized / no arrest was made) Positive Outcome: A positive outcome is classed as a search that has an outcome such as: arrest; the seizure of items; or alternate disposal, such as a caution or community resolution.

**Stop and Search:** Where a police officer exercises legislative power to detain an individual for the purpose of searching their person or vehicle for prohibited items.

Agenda Item 06c



CUMBRIA  
CONSTABULARY

# USE OF FORCE IN CUMBRIA - FY 2025- 2026, QUARTER 2

Management Information Services



[Grab your reader’s attention with a great quote from the document or use this space to emphasize a key point. To place this text box anywhere on the page, just drag it.]

## Contents

### 1. Forms submitted

All figures quoted within this document are for the data period 01/07/2025 – 30/09/2025 (inclusive) and concerns the number of use of force forms submitted and **not** the number of incidents, unless stated otherwise. During this period, there were a total of **3,039** use of force forms submitted within Cumbria Constabulary. This is a decrease of 0.2% on last quarter, where 3,046 forms were submitted.

### 2. Tactics used

The following table summarises each tactic used and the number of forms in which each tactic appears in. Note that there may be more than one tactic used against any individual and that the ‘not applicable’ category has been removed.

Tactic	Count	%	Change from previous quarter
Compliant handcuffing	1,346	31.8%	+1.5pp
Unarmed skills	1,030	24.4%	-1.1pp
Non-compliant handcuffing	643	15.2%	-1.1pp
Ground restraint	385	9.1%	-0.8pp
Other/improvised	353	8.4%	+0.6pp
Cell insertion	176	4.2%	+0.2pp
CED	95	2.2%	+0.3pp
Limb/body restraints	62	1.5%	+0.1pp
Irritant spray - PAVA used	58	1.4%	+0.2pp
Spit guard	22	0.5%	-0.2pp
Irritant spray - PAVA drawn	17	0.4%	+0.1pp
Irritant spray - CS used	14	0.3%	+0.1pp
Irritant spray - CS drawn	11	0.3%	+0.1pp
Dog deployed	6	0.1%	0.0pp
Baton used	4	0.1%	0.0pp
Baton drawn	2	0.0%	0.0pp
AEP drawn	2	0.0%	0.0pp
Firearms aimed	1	0.0%	0.0pp
AEP used	0	0.0%	0.0pp
Dog biting	0	0.0%	0.0pp
Firearms fired	0	0.0%	0.0pp
Shield	0	0.0%	0.0pp
Grand Total	4,227	100.0%	

In the above table, C.E.D refers to Conducted Energy Devices (i.e. tasers) and AEP refers to Attenuating Energy Projectiles.

### 3. Taser Usage

The below data is a summary of the overall taser usage per taser incident. Note that tasers can be used multiple times per incident, and that the below is a count of each time a taser has been used and **not** a count by the number of forms in which a taser was used. For example, if in one incident a taser has been drawn, red-dotted and then fired, this classes as three total counts.

Usage	Count	%
Drawn	47	36.4%
Red-dot	47	36.4%
Aimed	24	18.6%
Fired	9	7.0%
Arced	2	1.6%
Grand Total	129	100.0%

Quarter two has seen an increase in the total taser usage by 19.4% in comparison to quarter one. Every usage type has increased other than 'aimed' which fell by 1 and drive-stun also fell by 1.

### 4. Subject demographics

The next three tables are a representation of the demographics of the individuals involved in each use of force form. The tables show the splits by gender, age group and self-defined ethnicity.

Gender	Count	%
Male	2,338	76.7%
Female	695	22.8%
Transgender	12	0.4%
Do not identify as male, female or transgender	2	0.1%
Grand Total	3,047	100.0%

Age Group	Count	%
Under 11	3	0.1%
11 - 17 yrs	312	10.2%

18 - 34 yrs	1,432	47.0%
35-49 yrs	1,005	33.0%
50 - 64 yrs	240	7.9%
65+	55	1.8%
<b>Grand Total</b>	<b>3,047</b>	<b>100.0%</b>

Self-Defined Ethnicity	Count	%
Asian	25	0.8%
Black	34	1.1%
Mixed	4	0.1%
Other	11	0.4%
White	2,214	72.7%
Not stated	759	24.9%
<b>Grand Total</b>	<b>3,047</b>	<b>100.0%</b>

The demographics of those subject to use of force has remained similar in comparison to the previous quarter, with an overall increase of 0.9% (27) subjects. This report now considers self-defined ethnicity instead of the previously recorded officer-defined ethnicity. Because of this, 'not stated' is a potential option that approximately a quarter of subject choose and therefore skew the results. Despite this, if this category is discounted, the white ethnic subjects account for 96.8% of all use of force – this is in line with Cumbria's population.

In addition to the overall demographic volumes, these can further be broken down by the demographics of the most common four tactics used (handcuffing compliant, unarmed skills, handcuffing non-compliant, and ground restraint).

	Handcuffing compliant		Unarmed skills		Handcuffing non-compliant		Ground restraint	
	Count	%	Count	%	Count	%	Count	%
Male	1146	85.1%	742	72.0%	444	69.1%	307	79.7%
Female	194	14.4%	283	27.5%	197	30.6%	77	20.0%
Transgender	4	0.3%	5	0.5%	2	0.3%	1	0.3%
Do not identify as male, female or transgender	2	0.1%	0	0.0%	0	0.0%	0	0.0%
<b>Grand Total</b>	<b>1346</b>		<b>1030</b>		<b>643</b>		<b>385</b>	

85.1% of compliant handcuffing is on males in comparison to 14.4% on females. When compared to non-compliant handcuffing, males have less the proportion with 69.1% compared to the 30.6% of females.

Handcuffing compliant	Unarmed skills	Handcuffing non-compliant	Ground restraint
-----------------------	----------------	---------------------------	------------------

Age group	Count	%	Count	%	Count	%	Count	%
Under 11	0	0.0%	2	0.2%	0	0.0%	0	0.0%
11 - 17 years	112	8.3%	119	11.6%	81	12.6%	31	8.1%
18 - 34 years	656	48.7%	470	45.6%	281	43.7%	204	53.0%
35 - 49 years	462	34.3%	345	33.5%	206	32.0%	137	35.6%
50 - 64 years	95	7.1%	77	7.5%	66	10.3%	12	3.1%
65+	21	1.6%	17	1.7%	9	1.4%	1	0.3%
Grand Total	1346		1030		643		385	

For each use of force tactic, the proportion of each age group remains consistent with 18-34 year olds having the biggest proportion, followed by 35-49 year category, 11-17, 50-64, 65+ and under 11s.

Self-defined ethnicity	Handcuffing compliant		Unarmed skills		Handcuffing non-compliant		Ground restraint	
	Count	%	Count	%	Count	%	Count	%
Asian	20	1.5%	3	0.3%	4	0.6%	0	0.0%
Black	21	1.6%	99	8.8%	5	0.8%	1	0.3%
Mixed	1	0.1%	1	0.1%	1	0.2%	2	0.5%
Other	7	0.5%	3	0.3%	1	0.2%	0	0.0%
White	988	73.4%	702	62.7%	477	74.2%	288	74.8%
Not stated	309	23.0%	312	27.9%	155	24.1%	94	24.4%
Grand Total	1346		1120		643		385	

Similarly to the overall ethnicity breakdown, the volume of 'not stated' ethnicities have skewed the results. One point of note is discounting this category, for unarmed skills the proportion of white ethnicities is 86.9% and black ethnicities have a proportion of 12.3%. These figures do not align with the statistics for the resident population of Cumbria, but there are multiple issues with using this as a comparator, as previously explored in our reports.

Again, in terms of self-defined ethnicity, the below table breaks down each taser usage incident by their respective categories. Note that again, this is a count of all individual uses of a taser and not the number of forms in which a taser was used.

Red-dot	Drawn	Aimed	Discharged	Arced	Grand Total

Self-defined ethnicity	Count	% ethnicity	Count								
White	37	35.9%	37	35.9%	19	18.4%	9	8.7%	1	1.0%	103
Black	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1
Not stated	9	36.0%	10	40.0%	5	20.0%	0	0.0%	1	4.0%	25

For comparison, the below table indicates the population of Cumbria, the North-West, and England broken down by ethnicity. This data is from the 2021 ONS Census. (Source: [Census - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk)).

Ethnic Group	Cumbria		North West		England	
	Volume	Percentage	Volume	Percentage	Volume	Percentage
Asian, Asian British or Asian Welsh	4,908	0.98%	622,685	8.39%	5,426,392	9.61%
Black, Black British, Black Welsh, Caribbean or African	1,195	0.24%	173,918	2.34%	2,381,724	4.22%
Mixed or multiple ethnic groups	4,003	0.80%	163,245	2.20%	1,669,378	2.96%
White	488,027	97.64%	6,347,394	85.57%	45,783,401	81.05%
Other ethnic group	1,715	0.34%	110,156	1.49%	1,229,153	2.18%
<b>Total</b>	<b>499,848</b>		<b>7,417,398</b>		<b>56,490,048</b>	

Mirroring the trends observed in the stop search report, this comparison data is not necessarily a reliable representation of the overall demographic of the population that Force was used on. As the table above only includes the resident population, and use of force incidents can occur against a population travelling along the M6 and A66 for example. Additionally, there are approximately 41 million tourists visiting Cumbria yearly, which significantly changes the overall demographics of county. For these reasons caution should be used when comparing Use of Force demographics against purely resident population of the county.

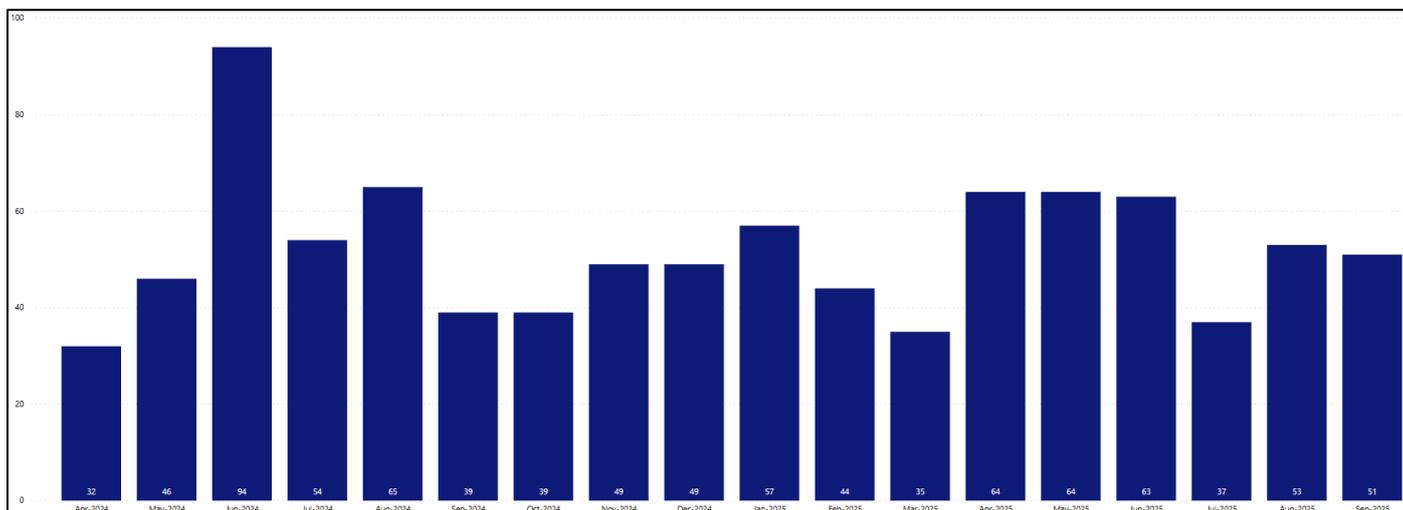
## 5. Injuries

There was a total of 170 subjects injured, a reduction of 15.4% from quarter one. Of these 170 injuries, 165 were minor injuries and 5 were severe.

There was a total of 52 officers injured – this is down by 36.6% from the previous quarter. Of these, 51 were minor injuries and 1 was severe.

## Op Hampshire

The volume of assaults without injury on a constable was 89 (38 less than in the previous quarter). The volume of assaults with injury on a constable was 22 (11 less than in the previous quarter).



Overall, there have been 111 crimes recorded within the second quarter of FY 25/26, this is a decrease of 49 crimes (-30.6%) from the previous quarter. There was a decrease in July of offences, yet rose in August and dipped slightly in September.

## 6. Reasoning

The table below summarises the reasoning behind the need for force being used. Note that there may be multiple reasons for force being user per form.

Reason	Count	%
Protect self	2,009	17.5%
Protect other officers	1,554	13.6%
Effect arrest	1,426	12.4%
Protect subject	1,255	11.0%
Prevent escape	1,225	10.7%
Prevent harm	859	7.5%
Prevent offence	772	6.7%
Protect public	769	6.7%
Secure evidence	461	4.0%
Effect stop and search	310	2.7%
Effect search in custody	232	2.0%
Other	206	1.8%
Remove handcuffs	198	1.7%
Effect other search	179	1.6%
Grand Total	11,455	100.0%

The following table shows the outcomes entered on each of the use of force forms. Multiple outcomes can be entered on any single form.

Outcome	Count	%
Arrested	2,158	69.3%
No further action	497	16.0%
Other	241	7.7%
Hospitalised	149	4.8%
Detained - Mental Health Act	67	2.2%
Grand Total	3,112	100.0%

In over two thirds of use of force incidents, the subject was arrested. 16.0% of forms resulted in no further action being taken against the subject.

## 7. HMIC Metrics

Outcome	Asian		Black		Mixed		Other		White		Not stated	
	Count	%ethnicity	Count	%ethnicity								
Arrested	21	80.8%	23	67.6%	3	75.0%	8	72.7%	1,569	69.5%	534	68.4%
No further action	4	15.4%	5	14.7%	0	0.0%	3	27.3%	357	15.8%	128	16.4%
Other	1	3.8%	3	8.8%	0	0.0%	0	0.0%	190	8.4%	47	6.0%
Hospitalised	0	0.0%	2	5.9%	0	0.0%	0	0.0%	96	4.3%	51	6.5%
Detained - Mental Health Act	0	0.0%	1	2.9%	1	25.0%	0	0.0%	44	2.0%	21	2.7%
Grand Total	26	100.0%	34	100.0%	4	100.0%	11	100.0%	2,256	100.0%	781	100.0%

In this past quarter there were a total of 3,047 use of force forms submitted and 2,875 arrests resulting in a 106.0% use of force forms per arrest proportion. This is below the HMIC target of 120% yet on the rise from the previous quarter, rising by 6.0pp. This metric is included as for every arrest there is likely to have been at least one form of use of force taken place (typically handcuffing).

## 8. Executive Summary

From the most recent quarter, compliant handcuffing is the most common tactic as it is used in 31.8% of use of force incidents. This is followed by unarmed skills (24.4%), non-compliant handcuffing (15.2%) and ground restraint (9.1%). In terms of taser usage (CED), both drawn and red-dot are the most prevalent level, this being the highest used level 36.4% of the time. The use of CED has increased overall from the past quarter, by 22.9%.

For the demographics of the subjects in which the force has been used against, the majority is on males (76.7%), 18 to 34-year-olds (47.0%) and of white ethnic backgrounds (72.7%, or 96.8% when discounting the 'not stated' category). With regards to the demographics split by tactic, complaint handcuffing has a higher proportion of male subjects (85.1%) as opposed to the other tactics. Non-compliant handcuffing for males drops to 69.1% of all of these instances, as females have a higher share of 30.6% in comparison to

just 14.4% of compliant handcuffing. Age groups and ethnicities follow similar trends in terms of tactics to the overall proportion of the uses of force.

The volume of assaults on officers overall has decreased in comparison to the previous quarter – this has fallen by 30.6% from the quarter preceding this. The most common reasoning behind officers needing to use force was to protect themselves (17.5%), followed by to protect other officers and to effect arrest.

Finally, in the majority of instances (69.3%), the outcome of force being used has led to an arrest. This is also the case for each ethnic group, being between 67.6% and 80.8%.

## 9. Website Links

- [Cumbria Police Homepage](#)
- [Cumbria Police Stats and Data](#)
- [Cumbria Police on X \(Formerly known as Twitter\)](#)

### Glossary

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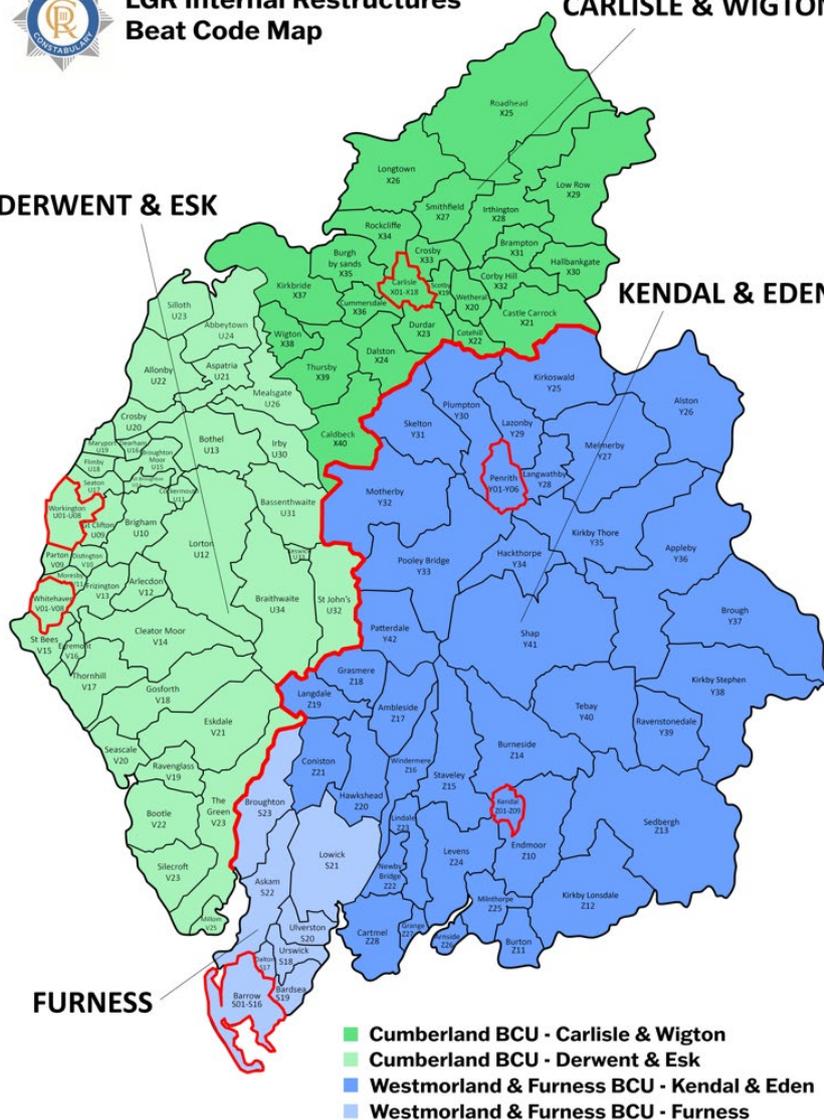


# LGR Internal Restructures Beat Code Map

CARLISLE & WIGTON

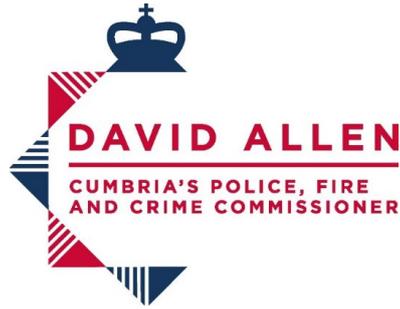
DERWENT & ESK

KENDAL & EDEN



**No further action (NFA):** Is a form of outcome following a stop and search does not result in any further action being taken (e.g., no items were seized / no arrest was made) Positive Outcome: A positive outcome is classed as a search that has an outcome such as: arrest; the seizure of items; or alternate disposal, such as a caution or community resolution.





# Community Scrutiny Panel

## Officer & Staff Update

**Date:** October 2025  
**Agenda Item No:** 09  
**Originating Officer:** Kate Ruddick, HR Manager  
**CC:**

### Executive Summary:

This report provides a briefing to members of the Community & Scrutiny panel regarding a range of Human Resourcing matters including Officer, PCSO and Staff establishment numbers and recruitment plans alongside attendance and welfare updates.

### Recommendation:

That the Community Scrutiny Panel note the report.

## **1 Introduction & Background**

This report provides an update to the panel on the following:

- Officer & staff establishment
- Police officer recruitment
- Attendance

## **2 Issues for Consideration**

### **2.1 Establishment**

- The Constabulary has amended the governance process to monitor officer moves and staff recruitment, this includes a weekly Force Resourcing Meeting Chaired by the DCC, attended by the ACCs and HR Manager. This includes a high level overview of Establishment with a particular focus on Patrol, CBOs and CID.
- At the time of writing, the Establishment for the Constabulary is:

		BUDGET/ TARGET	Current ACTUAL	Budget/ Target - Actual Variance	Budget to Actual % Difference	Previous ACTUAL	Change
Police Officer	All FTE (Incl Secondment & Career Break)	1359	1,389.70	30.70	2.3%	1,387.68	2.02
	Headcount (Uplift; Excl Secondment)	1393	1401	8.00	0.6%	1399	2.00
Staff	FTE	676.04	612.00	-64.04	-9.5%	612.50	-0.51
PCSO	FTE	60.00	50.80	-9.20	-15.3%	51.80	-1.00

## 2.2 Police Officer Recruitment

- The Constabulary continues to recruit to the target of 1393 headcount. Target was exceeded at 1405 at the end of September.
- At the time of writing, the headcount equates to 1401.
- Attached (Appendix 1) is a Weekly COG report which provides an overview of the starters and leavers.
- The Constabulary are recruiting to 4 entry routes for police officer:
  - Police Constable Entry Programme – 4 intakes planned before 31.03.26 (hybrid with detective route)
  - Police Constable Entry Programme (detective route) – 4 intakes planned before 31.03.26 (hybrid with standard PCEP route)
  - Policing Professional Degree – added to any intake
  - Police Constable Degree Apprenticeship – September 2026 Intake.

There are 244 applicants across all entry routes.

Transferee recruitment remains ongoing with 40 candidates in the pipeline. 10 individuals have a confirmed start date in 2025.

## 2.3 PCSO recruitment

- PCSO transferee recruitment is currently open.

## 2.4 Police Officer Retention

- Retention remains a key priority for the Constabulary with 125 officers leaving in the financial year 24/25. 50 individuals left in the first 6 months of the financial year 2025/26.
- Retention measures have been introduced to assist with reducing turnover of Officers and Staff, this includes the following measures:
  - Stay Conversations
  - Improved Exit Interviews
  - Improve Data and Metrics
  - Utilisation of Agile Working
  - Salary and Market Forces Supplements
  - Leadership and Organisational Culture to promote retention
  - Development of PDR's
  - Effective Management of Temporary Contracts.

## 2.5 Attendance & Wellbeing

### All Absences

% of Employees Absent as at Month End					
Month	2021	2022	2023	2024	2025
Jan		4.3%	3.9%	4.4%	6.0%
Feb		4.2%	3.5%	4.8%	6.4%
Mar		5.4%	3.2%	4.0%	6.0%
Apr		2.8%	2.7%	4.0%	4.8%
May		3.5%	3.1%	4.4%	4.7%
Jun		3.6%	3.4%	5.1%	4.7%
Jul		4.1%	3.8%	4.8%	5.4%
Aug	3.5%	3.5%	3.9%	4.2%	4.5%
Sep	4.2%	4.1%	3.8%	5.1%	4.8%
Oct	3.7%	4.1%	4.5%	4.9%	
Nov	3.9%	4.9%	4.7%	5.4%	
Dec	6.1%	4.8%	4.2%	6.5%	

### Police Officer Absences only

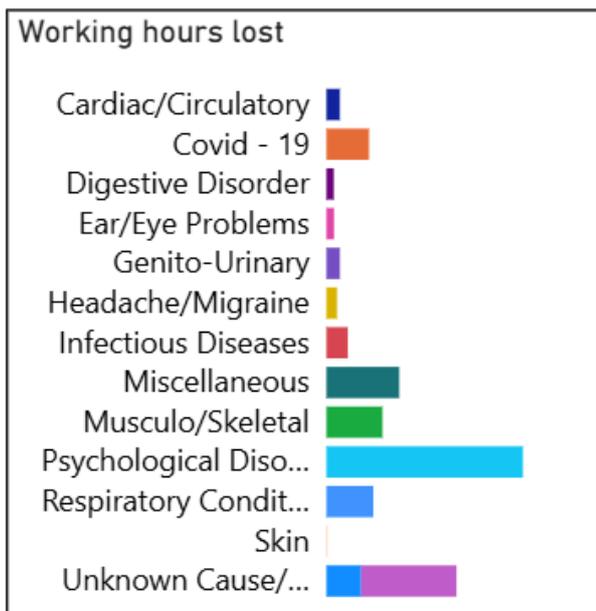
% of Employees Absent as at Month End					
Month	2021	2022	2023	2024	2025
Jan		4.5%	3.8%	3.9%	6.4%
Feb		4.5%	3.2%	4.3%	6.5%
Mar		5.3%	3.2%	3.7%	7.0%
Apr		2.8%	2.4%	3.4%	5.1%
May		3.2%	3.3%	4.2%	5.4%
Jun		3.2%	3.4%	5.1%	5.0%
Jul		4.4%	3.6%	5.3%	6.1%
Aug	4.0%	3.4%	3.9%	4.8%	4.4%
Sep	4.1%	4.3%	3.4%	5.6%	4.8%
Oct	3.7%	4.6%	4.3%	5.5%	
Nov	4.2%	5.3%	4.9%	5.7%	
Dec	6.6%	5.2%	4.4%	6.9%	

**Police Staff Absences – excluding PCSO**

% of Employees Absent as at Month End					
Month	2021	2022	2023	2024	2025
Jan		3.8%	3.8%	5.1%	4.9%
Feb		3.7%	3.6%	5.5%	5.9%
Mar		5.2%	3.1%	4.4%	3.9%
Apr		2.8%	3.0%	5.0%	4.0%
May		3.9%	2.9%	4.4%	3.4%
Jun		4.0%	3.3%	5.0%	4.2%
Jul		3.4%	4.0%	3.6%	3.9%
Aug	2.4%	3.5%	3.5%	3.0%	4.6%
Sep	4.1%	3.6%	4.4%	3.9%	5.2%
Oct	3.6%	3.1%	4.8%	3.9%	
Nov	3.2%	4.3%	4.2%	5.2%	
Dec	5.6%	3.8%	3.5%	6.0%	

Overall absence has increased slightly since May but remains much lower than the start of 2025. Police staff sickness is currently higher than officer sickness.

The below demonstrates the breakdown of number of hours lost by reason in September 2025.



**3 Implications**  
(List and include views of all those consulted, whether they agree or disagree and why)

**3.1 Financial**

- Confirmation received of change to budget establishment to 1359.

**3.2 Legal**

- N/A

**3.3 Risk**

- The target Uplift Headcount of 1393 may not be attained due to retention, which would result in funding being withheld. This risk has significantly reduced since May 2025. Mitigation is in place for this in the form of the retention measures dynamic assessment of recruit numbers.

**3.4 HR / Equality**

- Data is collected and monitored in relation to diversity. Recruitment continues to link in with the Positive Action team to ensure the Constabulary reflects the community we serve.

**3.5 ICT**

- N/A

**3.6 Procurement**

- N/A

**3.7 Victims**

- N/A

**4 Supplementary information**

- Appendix A – Weekly Establishment Update



# Community Scrutiny Panel Constabulary Grievances

**Date: November 2025**

**Agenda Item No: 10**

**Originating Officer: Kate Ruddick, HR Manager**

## **Executive Summary:**

The report provides a position overview in respect of ongoing, finalised and newly submitted grievances for the period 01<sup>st</sup> April to 30<sup>th</sup> September 2025.

The last report was May 2025.

## **Recommendation:**

That the Community Scrutiny Panel note the report.

### **1. Introduction & Background**

1. The attached Grievance Statistics Report shows the number of grievances lodged during the period 01 April to September 2025, together with a summary of ongoing and finalised cases within the reference period.
2. Included in the report is an overview of the characteristics of those lodging grievances. The report identifies the gender and race of those submitting grievances as well as an overview as to the nature of the grievance. In addition, statistics relating to whether the aggrieved is a police officer or member of staff and whether the grievance relates to alleged discrimination have been included.
3. Summary position is as follows:
  - 9 new grievances and 5 remain ongoing within the reference period.
  - 4 resolved within the reporting period.

- 4 relate to issues with management or colleagues, 4 relates to redeployment or transfer to role, 5 relates to policy and processes, 1 relates to less favourable treatment.
- Grievances dealt with during this period are approximately 25% male and 65% female: all from a white, British ethnicity.

## 2. Issues for Consideration

- 2.1 In October 2024, Chief Officers approved a resourcing review which removed a number of departments and reduced some posts for police officers in order to redeploy officers into key priority areas: Response, CMR and CID. 4 Grievances relate to this.
- 2.2 There are new grievances specifically in relation to treatment during PSD investigations.

## 3. Implications

(List and include views of all those consulted, whether they agree or disagree and why)

- 3.1 Financial - Please see Risk and Equality Implications
- 3.2 Legal - Please see Risk and Equality Implications
- 3.3 Risk - With any complaint which is potentially linked to the employment relationship there is the risk of employment tribunal or judicial review should the matter not be resolved.

Through working in partnership with Unison and the Federation the aim is to continue to avoid formal proceedings and resolve issues in an informal manner to the satisfaction of all parties.

Specific items impacting on equality are raised through Equality Forums to ascertain if there are any issues that the Constabulary should be dealing with. At this time, no issues have been raised.

The HR Department will continue to meet with the Federation and Unison when necessary to discuss issues that are emerging and look to informally resolve them prior to a formal grievance being submitted. The Constabulary proactively engages to address concerns.

### 3.4 HR / Equality

HR and Legal Services will be reviewing the judgement of any Employment Tribunal cases to identify any lesson to be learned with a view to appropriate dissemination within the Constabulary and it has been agreed for any organisational learning to be discussed within the Organisational Board chaired by the ACC.

The internal pool of accredited mediators is available for utilisation through the Constabulary Mediation Scheme.

3.5 I.C.T. – Nothing to report upon.

3.6 Procurement – Nothing to report upon.

**4. Supplementary information**

List appended documents such as business case, EIA, PID, Media Strategy (remember all key points of information should be summarised within this document)

- Appendix 1 - Grievance Data for the reference period

**End of Report**

## Agenda Item 10, Appendix 1

### Grievances – Overview 01 Apr 2025 to 30 Sep 2025

	01/04/2025 To 30/09/2025	01/11/2024 to 31/03/2025	01/04/24 to 31/10/24	01/11/23 to 31/03/24	01/04/23 to 31/10/23	01/11/22 to 31/03/23	01/04/22 to 31/10/22	01/10/21 to 31/03/22	01/04/21 to 30/09/21	01/11/20 to 31/03/21	01/10/19 to 31/10/20	01/04/19 to 30/09/19
<b>Total No. of grievances submitted in period</b>	9	11	6	4	13	2	-	3	8	7	2	4
Resolved Stage 1	3	4	1	6	1	-	-	-	2	-	-	-
Resolved Stage 2/3	-	0	1	-	-	-	1	-	-	-	-	-
Resolved Stage 3	-	-	-	-	-	2	-	3	1	-	-	-
Resolved informally prior to Stage 1	1	3	2	1		1	-	-	1	3	-	-
Not Resolved	-	0	0	-	-	1	-	1	-	-	2	1
Awaiting Action/Resolution	10	7	8	5	10		4	6	8	5	1	4
Withdrawn	-	6	-	2	2	3	-	1	1	-	4	-
On Hold	-	-	-	1	-	-	1	-	-	-	2	3
Transferred to alternative procedure	-	-	1	-	-	1	1	-	-	-	-	3

# Community Scrutiny Panel

## PSD Report

### 2025/26 Quarter 2

## Agenda Item 11



This report covers 2025/2026 Quarter 2 (Q2), 01/07/2025 to 30/09/2025. Figures in this report are correct as of 01/10/2025.

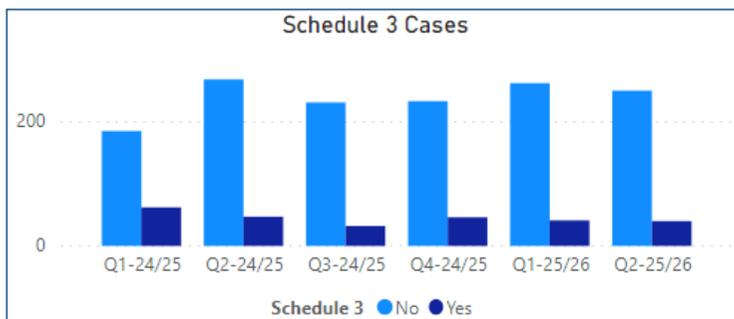
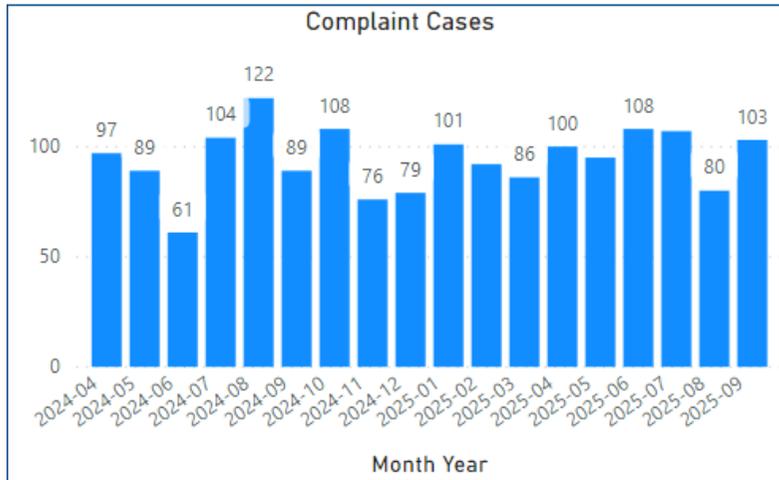
**In line with IOPC data collection and analysis, de-recorded public complaint allegations and cases, unless otherwise stated, have been excluded from the below figures and commentary.** De-recorded cases and/or allegations may concern persons who are not eligible, as per the Police Regulations 2020, to make an expression of dissatisfaction and/or have been logged/recorded in error.

*DCI Hayley Wilkinson – Head of Professional Standards*

*Liz Little – Force intelligence Analyst, Anti-Corruption Unit*

***This document contains information and/or intelligence at GSC Official-Sensitive Level.  
Not to be disseminated without consultation with the originator.***

# Complaint Cases



	Q1-24/25	Q2-24/25	Q3-24/25	Q4-24/25	Q1-25/26	Q2-25/26
Yes	62	47	32	46	41	40
No	185	268	231	233	262	250

After successive rises through the 24/25 financial year, and Q1 25/26, Q2 has seen an overall decrease in the number of complaint cases recorded. Q2 saw 290 cases recorded - a decrease of 4.3% on Q1, and 7.9% on the same period last year. Despite this decrease, 2 months in Q2 still recorded high numbers of cases, with July and September having over 100 cases each - the 4th and 6th highest respectively since the start of 2024/25. In contrast, August had the 4th lowest number of cases.

Of the complaint cases recorded in Q2, currently only 13.8% (40) are recorded as Schedule 3, although this is likely to increase, as cases may be marked as Schedule 3 as they progress further. The average number of Schedule 3 cases over the previous 3 quarters is 40 (14.1%).

The number of complaint cases being dealt with outside Schedule 3 has remained steady from Q1 to Q2, with a decrease of only 0.3% into Q2 – from 262 to 250. Again, these figures are likely to change as more cases are moved to Schedule 3. The average number of cases dealt with outside Schedule 3 over the previous 3 quarters is 242 (85.9%).

As complaint cases have increased, police contact figures have remained relatively consistent, with only a small increase in the number of crimes recorded (2.2% from 9400 to 9604), and small decreases in the number of incidents and in custody attendance (including voluntary attendance). The number of incidents recorded in Q2 decreased by 0.8% from Q1 (from 26406 to 26207) and custody attendance dropped 4.3% (from 3433 to 3285).

# Complaint Allegations



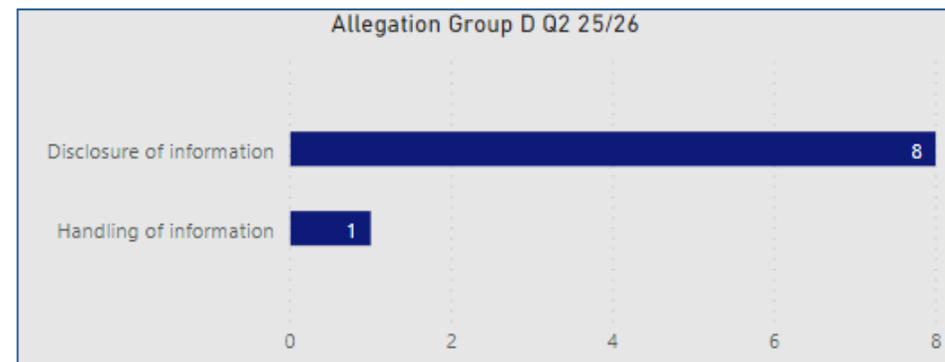
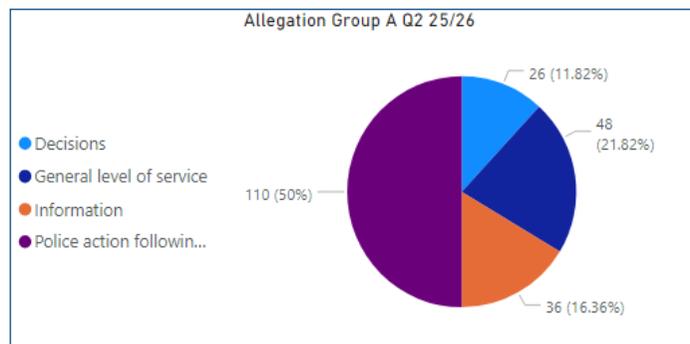
Complaint Group
A-Delivery of duties and service
B - Police powers, policies and procedures
C - Handling of or damage to property/premises
D - Access and/or disclosure of information
E - Use of police vehicles
F - Discriminatory behaviour
G - Abuse of position/corruption
H - Individual behaviours
J – Sexual Conduct
K - Discreditable conduct
L – Other

	Q1-25/26	Q2-25/26
A	44.29%	52.51%
B	24.08%	19.81%
C	6.73%	5.01%
D	1.22%	2.15%
E	2.24%	1.43%
F	1.84%	1.91%
G	1.22%	0.95%
H	16.12%	15.04%
J	0.20%	0.24%
K	1.63%	0.95%
L	0.41%	

The most common allegation group continues to be **A - Delivery of Duties and Service**, which has remained at a consistent level in Q2 – from 217 in Q1 to 220 in Q2, although the share of all allegations has risen – from 44.3% to 52.5%. When broken down, the most common allegation type within Group A is again **A1 – Police Action Following Contact** (110 allegations – 50% of group A, and 26.3% of all allegations).

The group that has seen the largest increase is **Group D – Access and/or Disclosure of Information**. Although the actual numbers are low, this group has seen a 50% increase, from 6 allegations recorded in Q1, to 9 in Q2.

After seeing the largest increase in Q1, **Group E – Use of Police Vehicles** has seen a decrease in Q2 of 45.5% from 11 to 5 allegations.

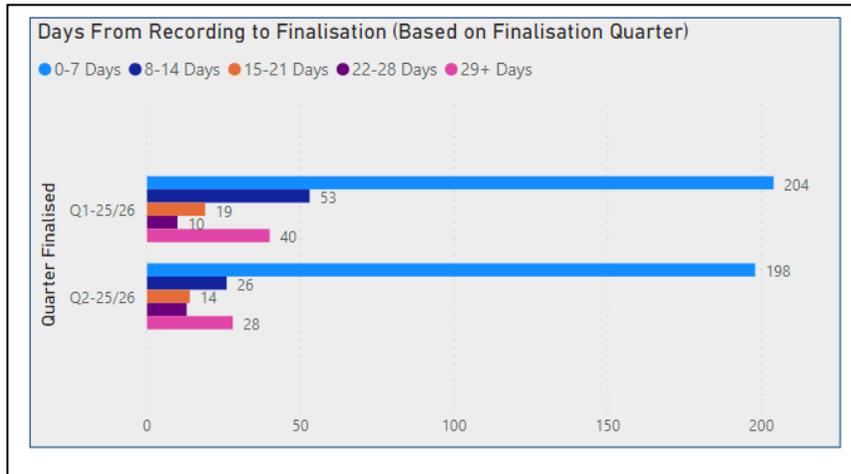
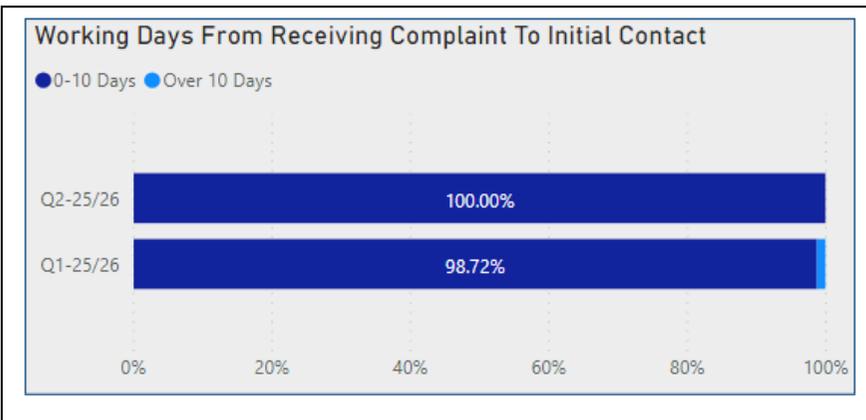
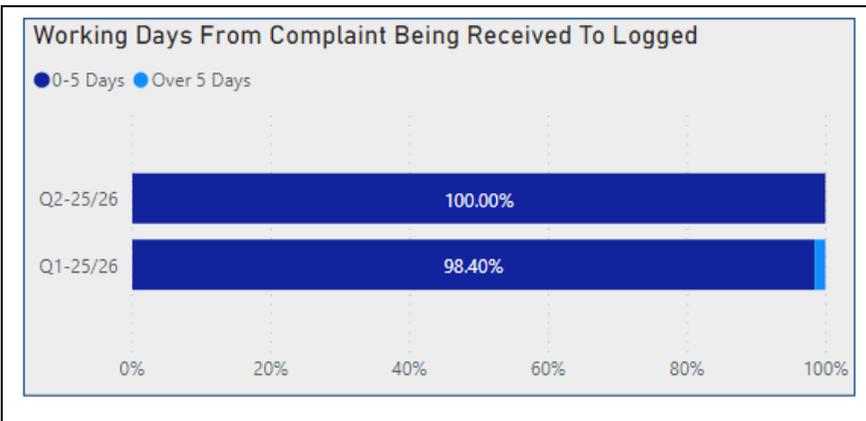




# Complaint Handling Times

*\*includes de-recorded cases*

*\*finalisation times exclude any time the case was sub-judice*



Quarter 2 saw an increase in the already high numbers from Q1, with all cases being logged within 5 days, and all complainants contacted within 10 days.

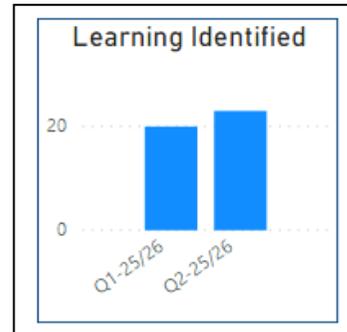
The cases finalised in Q2 have taken slightly more time to finalise than in Q1. In Q2, the average number of days for cases to be finalised was 16, compared to 15 for those finalised in Q1. In Q2, 71% (198) cases were finalised within 7 days of being recorded, compared with 62.6% (204) in Q1, and only 28 (10%) of those finalised in Q2 took over 28 days.

# Complaint Outcomes



*\*based on quarter of finalisation*

	Q1-25/26	Q2-25/26
Resolved	400	310
The service provided was acceptable	70	48
Not determined if the service acceptable	23	7
The service provided was not acceptable	15	13
No further action required	11	11
Not Resolved - NFA	2	4
Withdrawn	3	3
No Case to Answer		2
Case to Answer		1



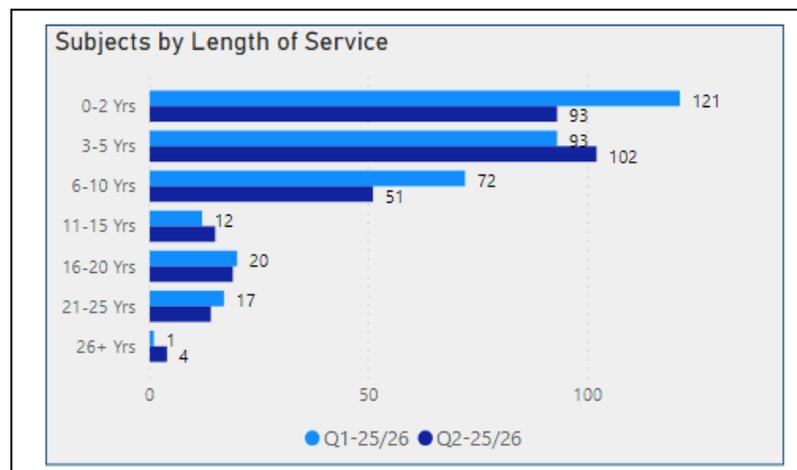
Of the 392 allegations finalised in Q2, over three quarters (308 / 78.6%) were marked as 'Resolved'.

2.3% of allegations (9) finalised in Q2 were identified as **Service Provided Was Not Acceptable**, compared with 4% (21) in Q1.

In both quarters, the number of cases marked as having learning opportunities identified was low, at 7.5% in Q2, and 6.1% in Q1.

# Complaint Subjects

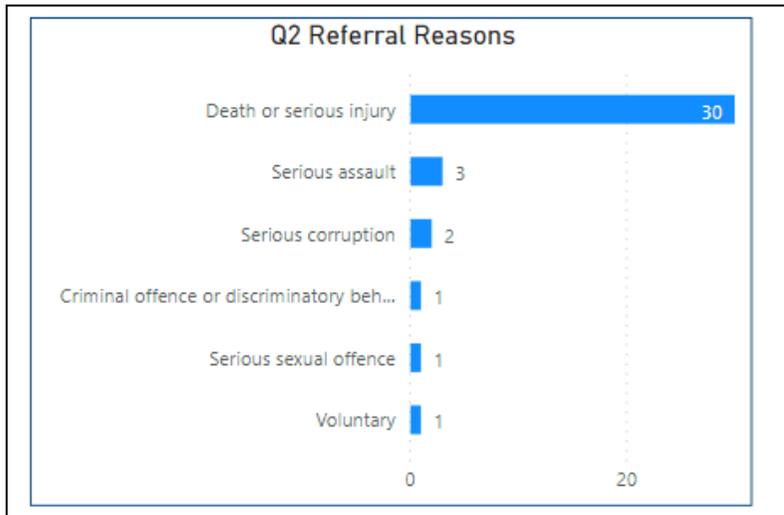
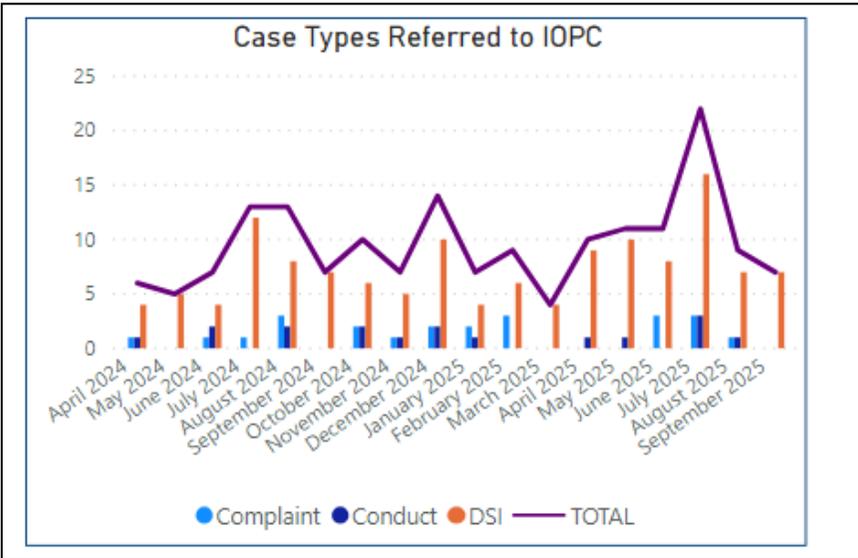
Rank	Q1-25/26	Q2-25/26
PC	82.29%	85.42%
PS	13.19%	8.33%
DC	2.78%	5.83%
INS	4.86%	2.50%
CIV	1.39%	5.42%
DS	1.74%	
CI	0.69%	0.83%
PCSO	1.04%	
ACC	0.69%	
DCC		0.83%
DI	0.69%	



As in Q1, the most common rank to receive complaints is PC, with 205 allegations against PCs in Q2 (down by 13.5% from 237 in Q1). The most common length of service remains 0-2 years.

In Q2, 9 PCs had 3 complaint cases recorded against them. Of these, 5 had 0-2 years service, 2 had 3-5 years, and 2 had 6-10 years. 24 PCs had 2 cases, along with 1 DC and 1 civilian

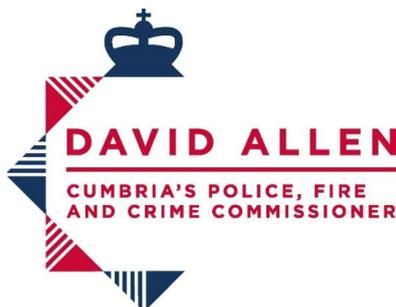
# IOPC Referrals



The number of cases being referred to the IOPC is showing an overall increase, with 38 being referred in Q2. This is an increase of 18.8% on Q1 (18), and 15.2% on Q2 24/25 (33). It is consistently DSI (Death or Serious Injury) case types that account for the most referrals, with this typically being over 65% of referrals. In Q2, DSIs were 79% - the second highest in the last 4 quarters.

4 conduct cases were referred in Q2, 2 for Serious Assault, 1 for Criminal Offence and 1 Voluntary. 1 Serious Assault has been finalised as No Case to Answer, the other 3 cases are still live.

4 complaint cases were referred, 2 for Serious Corruption (both finalised as Service was Acceptable), 1 for Serious Assault and 1 for Serious Sexual Offence (finalised as Service was Acceptable)



# Community Scrutiny Panel

## Title: 2026 Work Programme & Meeting Dates

**Date: 28 October**

**Agenda Item No: 12**

**Originating Officer: Joanne Head, Governance Manager**

**CC:**

### **Executive Summary:**

The Police, Fire & Crime Commissioner, Chief Constable and the Chief Fire Officer all wish to ensure high standards of integrity and ethical working within their respective organizations. In order to achieve that objective and provide openness and accountability to the public they have established the Community Scrutiny Panel.

### **Recommendation:**

That, the Panel considers and finalises the proposed work programme and meeting dates for 2025

### **1. Introduction & Background**

- 1.1 The purpose of the Community Scrutiny Panel is to achieve a cohesive regime of community scrutiny. The Panel meets on a quarterly basis throughout the year and an annual work programme is agreed to enable it to fulfil its terms of reference and scrutiny role. The programme is managed to ensure wherever possible meetings are balanced in terms of volume of work and annual reviews are incorporated.
- 1.2 Meeting dates are set up to correspond with the reporting cycle of the Constabulary and Cumbria Fire and Rescue Service to ensure that reports contain the most up to date information possible.
- 1.3 Following each Panel meeting, the Commissioner's Executive Board meetings are updated on the Panel's oversight and scrutiny.

### **2. 2026 Work Programme**

- 2.1 The Community Scrutiny Panel provides a forum that challenges, encourages and supports the Office of the Police, Fire and Crime Commissioner, the Chief Constable of Cumbria Constabulary and the Chief Fire Officer of Cumbria Fire and Rescue

Service in monitoring and dealing with integrity and ethical issues within these organisations and their public interactions.

- 2.3 Detailed within the attached work programme are the cyclical elements for the Panel and some proposals for Thematic Sessions based on current and future work; HMICFRS and IOPC inspection outcomes. The work programme and dip sample dates provide flexibility for any arising issues to be added and reviewed by the Panel. Any additional thematic sessions would be scheduled using existing dates or additional dates agreed throughout the year.
- 2.4 The Panel Members, Cumbria Constabulary, Cumbria Fire and Rescue Service, and the OPFCC are invited to comment and make any suggestions for areas of business to review.
- 2.5 How such thematic sessions and reviews are undertaken would need to be agreed, ensuring that the panels work did not interfere with any ongoing or appeal processes; nor conflict or duplicate work already undertaken by the police or fire. The findings of the panel would be reported to the Police, Fire and Crime Commissioner, Chief Constable and the Chief Fire Officer.
- 2.6 At the end of each calendar year, Panel provide an annual report to the Police, Fire and Crime Commissioner on the work they have carried out during the year against their annual work programme. It identifies any issues or concerns they have found, and where learning has been recognized and implemented.

### **3. 2026 Meeting Dates**

- 3.1 When considering the meeting dates for 2026 thought has also been given to the dip sample sessions that the Panel members carry out in relation to police and fire areas of business. These are held approximately 1 – 2 weeks prior to the relevant Panel Meeting.
- 3.2 The proposed meeting dates for 2026 are:
  - ❖ Thursday 26 February 2026
  - ❖ May meeting date – to be confirmed
  - ❖ Thursday 6 August 2026
  - ❖ Thursday 5 November 2026
- 3.3 Due to some members being unavailable for the proposed meeting date in May 2026 work is being carried out to identify an alternative. Once this is known members and officers will be notified.
- 3.4 The meetings for Cumbria Constabulary and Cumbria Fire and Rescue Service will be held separately but on the same day. This will enable the Community Scrutiny Panel members to manage their diaries and reduce the number of days they need to attend, taking into account the additional dip sample dates. The meetings will be held at both Cumbria Constabulary HQ and Cumbria Fire and Rescue Service meeting rooms.

- 3.4 Agenda setting meetings are held approximately 2 weeks following a meeting to discuss the agenda items for the next meeting and any actions identified. Appended to the report is a copy of the draft work programme and corresponding dip sample dates (Appendix 1)

**4. Appendices**

App 1 - 2026 Annual Work Programme and dip sample sessions

## Community Scrutiny Panel Annual Work Programme 2026

## Agenda Item 12, Appendix 1

Meeting Date:	Thursday 26 February 2026	To be confirmed	Thursday 06 August 2026	Thursday 05 November 2026
	Conference Room 2 - Police @ 10.30 am Community Meeting Room, Fire @ 2.00 pm	Conference Room 2 - Police @ 10.30 am Community Meeting Room, Fire @ 2.00 pm	Conference Room 2 - Police @ 10.30 am Community Meeting Room, Fire @ 2.00 pm	Conference Room 1 - Police @ 10.30 am Conference Room 1, Fire @ 2.00 pm
	Cumbria Constabulary	Cumbria Fire & Rescue Service	Cumbria Constabulary	Cumbria Fire & Rescue Service
<b>Dip Sample Sessions</b>	Use of Force, Stop & Search Custody Detention Scrutiny - UoF & Custody Records Vetting Decisions	* Secondary Employment * Exit Interviews * HMICFRS Review - HR recommendations	* Public Complaint & Complaint Reviews (inc repeat officers) * Misconduct – officer & staff discipline (inc gross misconduct and accelerated hearings) * Grievances * Use of Force, Stop & Search * Custody Detention Scrutiny - UoF & Custody Records	Misconduct Workforce Complaints Employee Absences
<b>Thematic Sessions</b>				
<b>Regular Reports</b>				
<b>Corporate</b>	<b>CORPORATE UPDATE</b> To receive a briefing from DCC Martland and OPFCC Chief Executive Gill Shearer	<b>CORPORATE UPDATE</b> To receive a briefing from CFO and OPFCC Chief Executive Gill Shearer	<b>CORPORATE UPDATE</b> To receive a briefing from DCC Martland and OPFCC Chief Executive Gill Shearer	<b>CORPORATE UPDATE</b> To receive a briefing from CFO and OPFCC Chief Executive Gill Shearer
<b>Integrity</b>	<b>INTEGRITY</b> PSD report on - * Public complaints performance; * Officer and Staff Misconduct; and ACU activities: * Files which are 12 months or over & every 6 months thereafter * Vetting	<b>CULTURE AND DIVERSITY</b> Equality, Diversity & Inclusion training - gain Panel feedback; Equality Impact Assessments; Culture and Values Board	<b>INTEGRITY</b> PSD report on - * Public complaints performance; * Officer and Staff Misconduct; and ACU activities: * Files which are 12 months or over & every 6 months thereafter * Vetting  Dip Sample Feedback	<b>MISCONDUCT, WORKFORCE COMPLAINTS REPORT</b> Including information regarding grievances, bullying, harassment and Employment Tribunal information.  <b>CODE OF ETHICS/CONDUCT</b> How this is being implemented and monitored through the organisation (NFCC)
	<b>Stop &amp; Search, Use of Force and Custody Detention</b> Constabulary performance data re Stop and Search, Use of Force and Custody Detention	<b>EMPLOYEE ABSENCES</b> Update and performance report for CFRS employee sickness and wellbeing.	<b>Stop &amp; Search, Use of Force and Custody Detention</b> Constabulary performance data re Stop and Search, Use of Force and Custody Detention	<b>RECRUITMENT</b> Report from the Head of People and Talent on current recruitment process for on-call and whole time fire fighters.
	<b>Criminal Justice Decision Making - Race &amp; Youth Disparity</b> Constabulary performance data re its decision making and identified race or youth disparity.	<b>FIRE EMPLOYEES:</b> To receive a report on the Fire Service's employee establishment and recruitment programme.	<b>CIVIL CLAIMS:</b> To receive a report on Civil Claims to monitor any trends/issues and how learning/training has been implemented.	<b>CIVIL CLAIMS</b> To receive a report on Civil Claims to monitor any trends/issues and how learning/training has been implemented.
	<b>DIP SAMPLE FEEDBACK:</b> Use of Force, Stop & Search Custody Detention Scrutiny Vetting Decisions	<b>DBS Checks</b> To receive an update report on the Fire Service's progress on continual DBS vetting for all personnel. (Next report will be 2026)	<b>GRIEVANCES:</b> To receive a report on Grievances against the Constabulary identifying any trends or issues. Dip Sample Feedback	<b>EMPLOYEE ABSENCES:</b> Report on CFRS employee absence Feedback from dip sample session
			<b>POLICE OFFICER &amp; STAFF UPDATE</b> To receive a report on establishment, sickness and retention.	
			<b>CONSTABULARY PROPERTY STORE REVIEW</b> An update be provided on the work being carried out within the force	
			<b>DIP SAMPLE FEEDBACK:</b> Use of Force Stop & Search Custody Detention Scrutiny Vetting Decisions	
<b>OPFCC Reports</b>				
	<b>OPFCC COMPLAINTS, REVIEWS &amp; QSPI:</b> Report on complaints and quality of service issues received by the OPFCC.			<b>OPFCC COMPLAINTS, REVIEWS &amp; QSPI:</b> Report on complaints and quality of service issues received by the OPFCC.
<b>Annual Report</b>	<b>PANEL ANNUAL REPORT:</b> To consider the annual report to be provided to the Commissioner on the work carried out by the Panel.	<b>PANEL ANNUAL REPORT:</b> To consider the annual report to be provided to the Commissioner on the work carried out by the Panel.		<b>ANNUAL WORK PROGRAMME:</b> Annual work programme for 2026 and meeting dates

## Community Scrutiny Panel - 2026 Meeting and Dip Sample Dates

Work carried out by the Panel enables the PFCC to hold Chief Officers to account @ Exec Board (Police) (Fire) to account and avoid duplication. This Panel will support the PFCC in his role.

Date & Time of Panel Meeting	Cumbria Constabulary							Cumbria Fire & Rescue Service		
	Complaints & Misconduct	Grievances	Stop & Search Use of Force	Custody Detention Scrutiny	Vetting Decisions	Thematic Session	Panel Members Attending			Panel Members Attending
February - Thursday 26th (Conf Room 2) Police @ 10.30 am Fire @ 2:00 pm			18.02.2026 (Conf Room 3 Conf Room 2)	18.02.2026 (Conf Room 3 Conf Room 2)	18.02.2026 (OPFCC Mtg Rm)	19.02.2026 CC Sickness Absence & Exit Interviews (OPFCC Mtg Rm)		HMICFRS Review - HR recommendations	Secondary Employment Exit Interviews	
May - Thursday 13th May (Conf Room 2) Police @ 10.30am Fire @ 1.30 pm	06.05.2026 @ 9.00am & @ 2.00 pm (PSD Offices)	06.05.2026 @ 3.00 pm (OPFCC Mtg Rm)	29.04.2026 @10.00 am (Conf Room 3 OPFCC Mtg Rm)	29.04.2026 @10.00 am (Conf Room 3 OPFCC Mtg Rm)				Misconduct & Workforce Complaints	Employee Absences	
August - Thursday 6th (Conf Room 2) Police @ 10.30 am Fire @ 1.30 pm			29.07.2025 (Conf Room 3 OPFCC Mtg Rm)	29.07.2025 (Conf Room 3 OPFCC Mtg Rm)	29.07.2025 (Conf Room 3 OPFCC Mtg Rm)	28.07.2026 CC Sickness Absence & Exit Interviews (OPFCC Mtg Rm)		HMICFRS Review - HR recommendations	Secondary Employment DBS Checks Exit Interviews	
November - Wednesday 5th (Conf Room 2) Police @ 10.30 am Fire @ 1.30 pm	22.10.2026 @ 9.00 am & @ 2.00 pm (PSD Offices)	22.10.2026 @ 4.00 pm (OPFCC Mtg Rm)	27.10.2026 (Conf Room 3 OPFCC Mtg Rm)	27.10.2026 (Conf Room 3 OPFCC Mtg Rm)				Conduct and Workforce Complaints	Employee Absences	