

Katy Bourne OBE
Sussex Police & Crime Commissioner

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The Office of the
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**Sussex
Police & Crime
Commissioner**

Councillor Bill Bentley
Chairman
Sussex Police & Crime Panel
County Hall
West Street
Chichester
West Sussex
PO19 1RQ

15 February 2021

Dear Councillor Bentley

Draft Police & Crime Plan 2021/24

Thank you for your letter dated 2 February 2021.

I would like to take this opportunity to thank the Sussex Police & Crime Panel for their positive feedback about my draft Police & Crime Plan 2021/24 at its meeting on Friday, 29 January 2021. I would like to recognise the contribution of the Precept and Plan Working Group in the development of the Plan, in particular.

Further to the discussions at the meeting, I can confirm the following in respect of the four areas you have highlighted:

- I have amended the text included within the 'Measuring the Progress Against the Public's Police & Crime Priorities' (page 13) to better set out the means by which the performance of the Chief Constable will be measured.
- I will ensure that equality, diversity and inclusivity is referenced within the final version of the Plan. This will include specific reference within my Foreword and the addition of further bullet points under *Public Priority 1 – Strengthen local policing, tackle crime & prevent harm* on page 9 'to improve workforce diversity to better reflect the demographics of Sussex' and 'to ensure Sussex Police meets its equality, diversity and inclusivity obligations and promotes a culture that fully embraces this'.

On a similar note, I can also confirm that a revised version of the Sussex Police Diversity Dashboard (as at 31 December 2020) has replaced the (2019) version on the Force website. This will be updated at the beginning of each calendar year moving forward.

- I am satisfied that the inclusion of a dedicated section about 'Fraud and Cyber Crime' within *Public Priority 2 – Relentless disruption of serious and organised crime* on page 10 addresses the identification, understanding and tackling of all emerging fraud crime types, including romance fraud.

Owing to the substantial number of different types of fraud, both established and emerging threats, I have now included fraud within the definitions provided in the *Glossary* on page 27 of the Plan, together with a link to where further information about each type of fraud can be viewed on the Action Fraud website.

Agenda Item 4b

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- 'Hate Crime' also has a dedicated section within *Public Priority 1 – Strengthen local policing, tackle crime & prevent harm* on page 8 of the Plan. Transgender identity is only one of five personal characteristics – alongside disability, race, religion and sexual orientation – which can be the motivation for hostility or prejudice in terms of incidents and crimes committed. Similar to the approach taken for fraud, I have now included definitions regarding both hate incidents and hate crimes within the *Glossary* at the back of the Plan.

I look forward to sharing a copy of the finalised Police & Crime Plan 2021/24 with you and the Panel members in due course.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Katy Bourne'.

Katy Bourne OBE
Sussex Police & Crime Commissioner