

## Policing Performance Committee Development Plan 2009

KPA Business Plan Ambition	Themes	Committee items	Target committee date
<p><b>Strengthening Local Accountability</b> To ensure we have robust governance and stewardship structures to allow the Kent Police Authority to hold the Force to account and to put Kent Police in the top two of the Most Similar Group of Forces.</p>	<p><b>Risk</b></p> <ul style="list-style-type: none"> <li>To better understand the approach of the Force to addressing performance risks and formulate a committee work programme based on risk assessment.</li> <li>To identify risks to the Policing Performance Committee and the Kent Police Authority and manage those risks.</li> </ul>	<ul style="list-style-type: none"> <li>Performance update report highlights performance risk</li> <li>Specific risks brought to committee as identified from Kent Police Authority or Kent Police risk register</li> </ul>	Every committee then as required
	<p><b>Self Assessment</b> To undertake performance management self-assessment process; develop an action plan and implement.</p>	Ongoing	Updates to every committee
	<p><b>Police Authority Inspection</b> Prepare for inspection to ensure all aspects of committee's work is fully demonstrated Pick up on any learning and development points from the inspection and implement</p>	Post inspection development plan	As soon as possible after inspection
	<p><b>Training</b> To undergo 'Can you Manage it?' or similar performance management based training</p>	Pre or post meeting presentation/new member induction training of talking members through performance pack.	As required
<p><b>Supporting Performance Improvement</b> To support and encourage Kent to be a top performing, efficient and effective Force that provides a full breadth of policing activity to meet strategic force and strategic authority criteria</p>	<p><b>Level 1/ Neighbourhood Policing/Citizen Focus</b></p> <ul style="list-style-type: none"> <li>Monitor performance at Force (+ local levels) against agreed performance frameworks and against Local Area Agreements, Statutory Performance Indicators, Policing Plan, Policing Pledge and other targets over time and against Most Similar Group of Forces.</li> <li>Understand and address local performance variability</li> </ul>	<ul style="list-style-type: none"> <li>Area members monitor at local level</li> <li>Regular Neighbourhood Policing update</li> <li>Monitoring of Force Performance Plan</li> <li>New initiatives eg: policing pledge, public safety units</li> <li>Paper on variability of local performance on citizen focus</li> </ul>	<p>Ongoing</p> <p>Every meeting</p> <p>As required</p> <p>On forward agenda for 2009</p>

	<p><b>Protective Services</b></p> <ul style="list-style-type: none"> <li>• Oversee (monitor and scrutinize) Protective Services capability with a focus on the Protective Services development and performance frameworks</li> <li>• Monitor progress against relevant protective services Action Plans</li> <li>• Use Association of Police Authorities self assessment tool to develop and implement an action plan</li> <li>• Better accommodate protective services Lead Member role within the work of the committee</li> </ul>	<ul style="list-style-type: none"> <li>• Protective services development Unit and Rape Strategy Post Implementation Review</li> <li>• PS performance pack monitoring and developing</li> <li>• Protective services action and development plans and Association of Chief Police Officers standards</li> <li>• Prevent Counter Terrorism performance monitoring</li> <li>• Updates and new initiatives</li> </ul>	<p>On forward agenda for 2009 Every committee On forward agenda for 2009 On forward agenda for 2009 As required</p>
	<p><b>Inspection and Review</b> To monitor HM Inspector of Constabulary and other inspection reports and Force action plans to address identified areas for improvement/ recommendations.</p>	<ul style="list-style-type: none"> <li>• HM Inspector of Constabulary Schedule (when known) and inspection reports when available</li> <li>• The changing role of HM Inspector of Constabulary</li> </ul>	<p>As required When known</p>
	<p><b>Ambition</b></p> <ul style="list-style-type: none"> <li>• To consider Force proposals (Force Performance/ Delivery Plans) to achieve Policing Plan Strategic Ambitions and monitor the progress of agreed actions.</li> <li>• To scrutinise progress against Operation Blueprint work streams.</li> </ul>	<ul style="list-style-type: none"> <li>• Performance step change and delivery of strategic ambitions/ risks</li> <li>• Outstanding Blueprint themes</li> </ul>	<p>Every 6 months (to be reviewed) Review as required</p>
	<p><b>Green Paper</b> To monitor the Force response to performance management measures emerging from the Green Paper especially from the Policing Pledge and the new Public Confidence measure.</p>	<ul style="list-style-type: none"> <li>• Policing Pledge performance</li> <li>• Confidence measures</li> </ul>	
	<p><b>Confidence</b> To understand confidence, the drivers of it and monitor confidence performance</p>	<p>Confidence – the drivers of confidence, how to improve it and working in partnership to improve confidence</p>	<p>On forward agenda for 2009</p>
	<p><b>Data Quality and Management information</b> To monitor data quality and management information aspects of performance management To oversee GENISIS replacement from a performance management aspect to ensure it has the functionality and flexibility required</p>	<p>Genesis upgrade and performance management info systems</p>	

<p><b>Developing Effective Partnerships</b> To improve partnership working, both internally and externally, to generate sustainable performance improvements</p>	<p><b>Partnerships</b></p> <ul style="list-style-type: none"> <li>To monitor the effectiveness of current partnerships especially Crime and Disorder Reduction Partnership, Local Strategic Partnerships and Kent Criminal Justice Board. Assess the contribution of the Force there to, to generate sustainable performance gains.</li> <li>To focus on the emerging Comprehensive Area Assessment inspection framework and its impact on the Force; to monitor Force performance in relation to other local partnership objectives and targets.</li> </ul>	<p>Performance pack Refresh of Local Area Agreement</p> <p>Place survey Comprehensive Area Assessment updates and results</p>	<p>As relevant  As available</p>
<p><b>Consult and engage widely with the public, local communities and stakeholders</b></p>	<p><b>Consultation and Engagement</b> To ensure an alignment of Kent Police Authority/Force community priorities by monitoring the coverage and results of the consultation and community engagement programme.</p>	<p>Engagement and consultation programme</p>	<p>Updates to every committee</p>
	<p><b>Communication</b> Ensure that we communicate performance effectively. Communicating 'hard' performance issues to the media</p>	<p>The role of communications in building confidence</p>	
<p><b>Delivering Value for Money</b></p> <ul style="list-style-type: none"> <li>To be a 'high value' Police Authority:</li> <li>Representing value for money in policing.</li> <li>Clearly demonstrating the 'value added' by the Police Authority.</li> </ul>	<p><b>Collaboration with Essex</b> Monitor progress against the agreed Kent/ Essex performance framework</p>	<p>Standing item</p>	<p>Every committee</p>
	<p><b>Value for Money</b></p> <ul style="list-style-type: none"> <li>To progressively evolve a value for money dimension to performance management (eg via the Joint Efficiency and Productivity Plan) in a nil growth environment.</li> <li>To support and encourage Kent to be a top performing, efficient and effective Force by monitoring relevant action plans in response to outcomes and recommendations emerging from the Continuous Improvement Programme.</li> </ul>	<ul style="list-style-type: none"> <li>Joint Efficiency and Productivity Plan (with Audit and Finance Committee)</li> <li>Monitor performance and value for money aspects of Use of Resources and implications for strategic ambitions</li> </ul>	
<p><b>Promote fairness, diversity, respect for human rights and Every Child Matters policy</b></p>	<p>Ensure that the Kent Police Authority statutory duty to promote fairness, diversity, respect for human rights and Every Child Matters informs the committee's work.</p>	<p>Monitor all work of the committee with diversity, fairness and HR perspective</p>	<p>Ongoing</p>