

**ORIGINATOR: STEPHANIE STEARMAN-
HEAD OF COMMISSIONING**

DECISION NO. 01/2023

REASON FOR SUBMISSION: FOR DECISION

SUBMITTED TO: POLICE AND CRIME COMMISSIONER

**SUBJECT: RESTORATIVE JUSTICE SERVICE – ADDITIONAL FUNDING
2022/23 AND CONTINUATION OF FUNDING FOR 2023/24 AND 24/25**

SUMMARY:

1. The Norfolk and Suffolk Restorative Justice Service was established in 2019, to respond to requirements in the Victims' Code of Practice. This placed a requirement on police forces to offer information about restorative justice (RJ) to victims, and on PCCs to ensure a service existed to provide RJ to those victims (and offenders) who wished to explore the use of RJ to help cope and recover from the impact of crime.
2. This report recommends that alongside the Suffolk PCC, the Norfolk PCC,
 - provides additional funding of £11,525 in 2022/23 to expand the resource available to support referrals and caseload.
 - continues to jointly fund Norfolk and Suffolk Police Joint Justice Department to operate the RJ Hub for a further two years from April 2023, at a total cost of £49,025 per annum.
3. The Anti-Social Behaviour, Crime and Policing Act 2014 enables the Police and Crime Commissioner to commission services that:
 - a) secure, or contribute to securing, crime and disorder reduction in Norfolk;

- b) are intended to help victims or witnesses of, or other persons affected by offences and anti-social behaviour.

In applying this provision, the PCC will ensure that services are consistent with the Norfolk Police and Crime Plan, which includes a commitment to ensure Restorative Justice is offered and provided, and to ensure compliance with the Code of Practice for Victims of Crime.

RECOMMENDATION: It is recommended that the PCC approves;

- funding of £11,525 to support additional resource in the Norfolk and Suffolk Restorative Justice Service in 2022/23
- an extension of Norfolk OPCC's share of joint funding provided to the Norfolk and Suffolk Police Joint Justice Department to operate the RJ Hub for a further two years from April 2023, at a total cost of £49,025 per annum.

OUTCOME/APPROVAL BY: PCC/~~CHIEF EXECUTIVE/CHIEF FINANCE OFFICER~~ (Delete as appropriate)

The recommendations as outlined above are approved.

Signature



Date: 04/01/2023

DETAIL OF THE SUBMISSION

1. OBJECTIVE

1.1 The Restorative Justice Service in Norfolk and Suffolk was established in 2019 by Norfolk and Suffolk PCCs and is delivered by Norfolk and Suffolk Constabularies. The current funding arrangement is to fund the service on an equal basis until 31 March 2023.

1.2 This report sets out;

- the recommendation to provide further funding to the service to employ additional resources in the service thus providing greater capacity and resilience to deliver Restorative Justice in Norfolk and Suffolk.
- the recommendation to provide funding to the service for the period 23/24 and 24/25.

1.3 Police and Crime Commissioner (PCC) can commission services that:

- a) secure, or contribute to securing, crime and disorder reduction in Norfolk.
- b) are intended to help victims or witnesses of, or other persons affected by, offences and anti-social behaviour.

This is in accordance with the provisions in the Anti-Social Behaviour, Crime and Policing Act 2014.

1.4 In applying this provision, the PCC will ensure that the services commissioned are also consistent with the Norfolk Police and Crime Plan 2022-2025. Ensuring Restorative Justice is offered and provided, and compliance with the Code of Practice for Victims of Crime, is outlined within the Police and Crime Plan as one of the services which help victims to cope and recover from the impact of crime.

2. BACKGROUND

2.1 The Restorative Justice Service has been in operation in its current format since 2019. Norfolk and Suffolk PCCs contribute funding on an equal basis towards the service which is delivered by Norfolk and Suffolk Constabularies.

2.2 This approach to delivery strengthens of the culture of restorative justice in everyday policing and facilitates the utilisation of the RJ Hub to support Police Officers to respond more effectively to delivering the PCCs Community Remedy options.

2.3 The current staffing of the service comprises two 0.5 FTE RJ Advisors (one based in Norfolk, one in Suffolk) and one 0.5 FTE administrator (based in Norfolk) to support the service. The advisors are trained to Level 3 and able to support complex cases. The Joint Justice directorate supports the advisors with a Sergeant (also Level 3 trained in RJ) and Inspector oversight of the service. There are 40 officers trained to Level 2 RJ (split equally between Norfolk and Suffolk) who are able to take on 'Level 2' cases.

- 2.4 Although the level of referrals was affected by the Covid-19 pandemic. However, 75 cases were completed by the service to 31 March 2022, involving 102 victims (harmed) and 47 offenders (harmers) and 8 other participants.
- 2.5 To maintain capacity in the service in 2021/22, an additional two police officers were temporarily co-opted in December 2021 to provide additional support.
- 2.6 In order to meet current demand for restorative justice services and the forecast increase due to the incoming requirement on conditional cautions for out of court disposals, an increase in human resources is required and a long-term commitment to the service to plan for delivery in the years ahead.

3. AREAS FOR CONSIDERATION

- 3.1 Regular monitoring of the service and the above issues concluded that the service was at risk without additional resource. To mitigate issues in the short term a waiting list was introduced to manage demand; training for police officers (to level 2) was suspended in order to focus on RJ delivery; and proactive awareness raising was also put on hold.
- 3.2 Norfolk and Suffolk Constabularies have proposed an increase in resource to provide greater resilience to the service, address the waiting list and ensure the likely increase in referrals can be dealt with. From the options presented it was agreed to increase the RJ Advisors by 0.5 FTE in each county and retain the 0.5 FTE administrator post.
- 3.3 The cost of the above proposal for 12 months is £45,000 using Band E top scale for salary, National Insurance and Pension plus expenses. However, given that recruitment will take place during the year and there are cost savings due to current vacancies, the actual increase in funding required is estimated to be £23,000 in 2022/23.

4. OTHER OPTIONS CONSIDERED

- 4.1 Not to move forward with the request of additional resource would leave the service at risk. This option was rejected.

5. STRATEGIC AIMS/OBJECTIVE SUPPORTED:

- 5.1 Under the Ministry of Justice 'Code of Practice for Victims of Crime in England and Wales – November 2020', victims right are clearly laid out. One of these is to be provided with information when reporting the crime. This also includes services where you can meet the suspect or the offender and is known as Restorative Justice. The Norfolk and Suffolk Joint Restorative Justice Service supports this right.

- 5.2 The Norfolk Police, Crime and Community Safety Plan 2022-24 contains the priorities build on six pillars. This project supports the pillar of 'Support for Victims'.

6. FINANCIAL AND OTHER RESOURCE IMPLICATIONS:

- 6.1 The current budget set aside for the service across Norfolk and Suffolk is £75K per annum (£37.5k per PCC). This covers staffing costs for two 0.5 FTE RJ Advisors (one based in Norfolk, one in Suffolk) and one 0.5 FTE administrator to support the service and the RJ case management system and expenses, continued professional development and case supervision. The budget the service worked to in 2021/22 was £68,300, slightly less than the funding available.
- 6.2 The service has had some underspend on the budget in 2020/21 and 2021/22 (£9.8k and £3.9k for the whole service meaning £6.9k underspend for Norfolk over 2 years) mainly due to underspend on case supervision, expenses and RJ Council and training. The underspend has been transferred to the PCC's Crime and Disorder Reduction reserve.
- 6.3 The total budget for the service in 2022/23 accounting for the recommended additional resource is £98,050. This cost will be split equally between Norfolk and Suffolk OPCCs (£49,025 per OPCC). The additional cost of the service for Norfolk is therefore £11,525 in 2022/23.
- 6.4 Extending the commitment to the service for a further two years, from April 1st, 2023, will cost £49,025 per annum.
- 6.5 In Norfolk, it is proposed that the cost will be met from the Crime and Disorder Reduction element of the PCC's commissioning budget, using the PCC Crime and Disorder Reduction reserve if necessary.
- 6.6 Norfolk and Suffolk Constabularies will continue to employ the RJ posts and provide line-management for the service.

7. OTHER IMPLICATIONS AND RISKS

- 7.1 This recommendation only commits funding until 31 March 2025.
- 7.2 Norfolk and Suffolk Constabularies will continue to assess the demand for the service in relation to changes in out of court disposals and their intention to offer RJ as an option.

ORIGINATOR CHECKLIST (MUST BE COMPLETED)	PLEASE STATE 'YES' OR 'NO'
Has legal advice been sought on this submission?	NO
Has the PCC's Chief Finance Officer been consulted?	YES
Have equality, diversity and human rights implications been considered including equality analysis, as appropriate?	YES
Have human resource implications been considered?	YES
Is the recommendation consistent with the objectives in the Police and Crime Plan?	YES
Has consultation been undertaken with people or agencies likely to be affected by the recommendation?	YES
Has communications advice been sought on areas of likely media interest and how they might be managed?	YES
In relation to the above, have all relevant issues been highlighted in the 'other implications and risks' section of the submission?	YES
<p data-bbox="204 1422 788 1458">Is this report a Confidential Decision?</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <input data-bbox="1066 1440 1187 1509" type="checkbox"/> <input data-bbox="1259 1440 1380 1509" type="checkbox" value="NO"/> </div> <p data-bbox="204 1534 1430 1570">If Yes, please state reasons below having referred to the PCC Decision Making Policy</p>	

APPROVAL TO SUBMIT TO THE DECISION-MAKER (this approval is required only for submissions to the PCC).

Chief Executive

I am satisfied that relevant advice has been taken into account in the preparation of the report, that the recommendations have been reviewed and that this is an appropriate request to be submitted to the PCC.

Signature:



Date: 04/01/2023

Chief Finance Officer (Section 151 Officer)

I certify that:

- a) there are no financial consequences as a result of this decision,
OR
- b) the costs identified in this report can be met from existing revenue or capital budgets,
OR
- c) the costs identified in this report can be financed from reserves
AND
- d) the decision can be taken on the basis of my assurance that Financial Regulations have been complied with.

Signature:



Date: 04/01/2023

PUBLIC ACCESS TO INFORMATION: *Information contained within this submission is subject to the Freedom of Information Act 2000 and wherever possible will be made available on the OPCC website. Submissions should be labelled as 'Not Protectively Marked' unless any of the material is 'restricted' or 'confidential'. Where information contained within the submission is 'restricted' or 'confidential' it should be highlighted, along with the reason why.*