Annual Report

Countywide Community Stop and Search Scrutiny Panel

March 2016 – February 2017

1. Purpose of report

1.1 This report provides a summary of the work undertaken by the Countywide Stop and Search Community Scrutiny Panel ("the panel") between March 2016 and February 2017; reflecting on findings from the dip sampling and summary stop and search data examined during that period. The report also considers the panel's development of its role during the last year and its aims to improve external scrutiny measures by community representatives and to enhance public confidence in the Constabulary's ethical and lawful use of stop and search powers.

2. Summary

2.1 In summary, this report states that:

- 545 dip samples of stop and search records for Hertfordshire were assessed this year, exceeding the panel's target of 500.
- Panel meetings now take place on a monthly basis, and have been extended from two to two and a half hours; allowing for more dip samples to be undertaken.
- The panel has allocated five meetings to allow for focused dip sampling for each Community Safety Partnership (CSP)[1] area.
- The panel has identified improvements to the quality of stop and search recording since publication of the last annual report.
- Communications with the Constabulary have improved considerably – feedback has been reciprocal between the panel and the Constabulary, which has positively impacted on officer training and recording quality; while also enhancing the panel's understanding about the context of narrative in stop and search records.
- The panel has requested various changes to the data provided by the Constabulary, to allow for improved contextual analysis.

3. Key findings

3.1 The report highlights the following key findings:

- The numbers of stop searches undertaken in Hertfordshire has declined. Arrest rates have remained steady, with some peaks throughout the year close to the government's aspirational target of 20%.
- The position of confidence in the stop and search forms currently sits at around 64% of the records assessed this year (with 36% measuring as not confident).
- More improvements could be made to recording through continuous officer training, for example records referring to 'smell of cannabis' as a reason for stop and search are still an issue for the panel.
- Panel members have found some clear examples of strong narrative, but also some records which do not provide a clear account of reasons for the stop.
- Some questions have been raised concerning group and vehicle searches, with unclear recording of rationale for the subsequent searches of individuals.
- The panel is aware that Home Office data for August 2016 to January 2017 demonstrates a higher probability of being stopped and searched in Hertfordshire if your ethnicity is classified as black, a disproportional representation of the other ethnicity populations.

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[1] Each district in Hertfordshire has its own CSP, made up of the responsible authorities (local authority, police, clinical commissioning group (CCG), fire and rescue and probation) and local charity and voluntary organisations.

Better data regarding both ethnicity and age is being sought as part of the on-going process to develop effective datasets; this element is still a work in progress.

4   Recommendations and next steps

4.1 The following recommendations have been identified to develop the panel further and enhance its effective delivery of stop and search scrutiny:

- Further recruitment to be considered for 2017/18, to ensure consistent levels of trained volunteers; and consideration of ways to widen the demographics of panel members, continuing to seek diverse representation i.e. targeted recruitment of BME groups and young people.
- Increase the panel's understanding of stop and search through participation in the Constabulary's 'ride along' scheme; and utilise any other opportunities for training and development.
- Continue to work with the Constabulary to adapt and change data used by the panel.
- Continue with 'in depth' sessions to target training and highlight best practice within community safety partnerships (CSP); and continue two-way dialogue with the Constabulary in order for officer training to be further developed.
- Recommend to the Constabulary that chief officers consider how to target messages to those officers who persistently rely on weak grounds for stop and search e.g. smell of cannabis.
- Consider the potential for making one panel meeting per year accessible to the public, in order to allow for further scrutiny and increase public satisfaction and confidence.
- The panel should seek out and share good practice with other areas; and make contact with other independent chairs.

5   Background information

5.1 In 2014, the Home Secretary introduced a package of reforms (Best Use of Stop and Search Scheme) in response to concerns about police compliance with the Police and Criminal Evidence Act (PACE) 1984 Code of Practice A[2]. It was intended that the reforms should contribute to a significant reduction in use of stop search; more intelligence led stop search; and improved stop to arrest ratios.

5.2 The reforms included measures to allow stop and search records to be scrutinised by community representatives through independent external scrutiny; and a stop and search complaints Community Trigger - a local complaint policy requiring the police to explain to local community scrutiny groups how the powers are being used where there is a large volume of complaints.

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[2] Her Majesty's Inspectorate of Constabulary (HMIC) reported that 27% of the Stop and Search records they examined did not contain reasonable grounds to search people, even though many of the records had been endorsed by supervising officers. Reasonable grounds do not include personal appearance. A Police Officer cannot lawfully stop and search an individual because of their age, colour, style of clothing or hairstyle etc. There is no such thing as a 'voluntary search'. If you are stopped and searched, the Police Officer must follow the correct police procedure.

5.3 Hertfordshire Constabulary signed up to the Best Use of Stop Search Scheme in 2015, recognising the need to ensure better scrutiny of stop and search and compliance with PACE 1984 Code of Practice A; in order to develop a more focused and intelligence led approach.

5.4 In 2013/14 Hertfordshire officers conducted just over 27,000 stop searches and were placed in the top quartile for the number of stop searches per thousand head of population, when compared to all forces and those within the Most Similar Group (MSG).[3] The stop to arrest ratio was far lower than the Home Secretary's 'aspirational target of 20%', averaging 10% in 2013/14 and 12% in 2014/15. It was intended that this new approach should lead to higher stop to arrest rates and a targeting of those engaged in serious criminality.

5.5 Since implementation of the Best Use of Stop and Search scheme, numbers of stop searches have declined in Hertfordshire. A total of 7,480 stop searches were undertaken by officers during the period of this report (March 2016 to February 2017). The stop to arrest ratio during this period has fluctuated (see table 1 and graph 1), coming close to the government's aspirational target of 20% in May 2015 (19.3%), August 2016 (19.5%) and January 2017 (18.9%).

Table 1: Stop to arrest ratio Apr 2015-Feb 2017

Date	All Stop Searches	No. Arrests	% Arrests
Apr-15	504	72	14.3%
May-15	491	95	19.3%
Jun-15	626	102	16.3%
Jul-15	594	86	14.5%
Aug-15	652	96	14.7%
Sep-15	561	84	15.0%
Oct-15	655	94	14.4%
Nov-15	809	98	12.1%
Dec-15	685	85	12.4%
Jan-16	836	123	14.7%
Feb-16	846	109	12.9%
Mar-16	951	130	13.7%
Apr-16	729	100	13.7%
May-16	661	94	14.2%
Jun-16	595	86	14.5%
Jul-16	547	99	18.1%
Aug-16	586	114	19.5%
Sep-16	642	107	16.7%
Oct-16	691	108	15.6%
Nov-16	526	96	18.2%
Dec-16	452	75	16.6%
Jan-17	603	114	18.9%
Feb-17	497	64	12.9%

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[3] HMIC include Hampshire, Essex, Leicestershire, Sussex, Avon and Somerset, Staffordshire and Thames Valley in Hertfordshire's MSG.

Graph 1: number of stop search and arrests Apr 2015 – Feb 2017
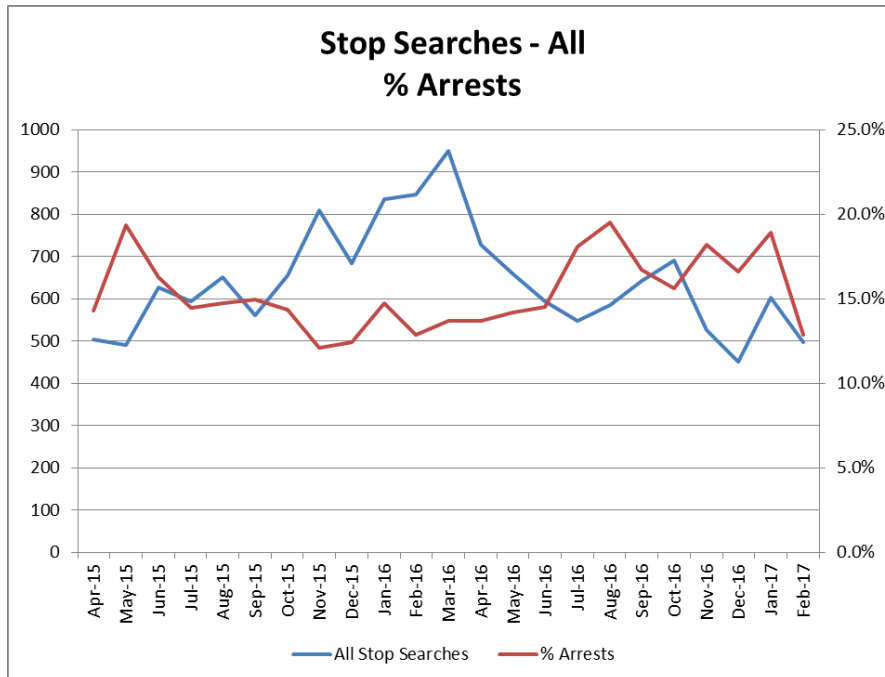
5.6 When the Office of the Police and Crime Commissioner (OPCC) set up the independent countywide scrutiny panel in 2015, its remit was to provide a voice for community concerns; and to help inform and influence police training around stop and search practices. The panel has evolved and changed since its inception, in order to provide clear and transparent information for both Constabulary and community benefit; and to enhance public confidence in police performance.

6 The Panel - working in practice

Members

6.1 During early 2016, the OPCC undertook a recruitment drive, to identify further volunteers for the panel with the intention of providing a consistent membership with a diverse range of members. Around 40 people applied after adverts were posted on the Police and Crime Commissioner's (PCC) website, the Constabulary website and the Online Watch Link (OWL). Since the original six panel members were recruited in 2015, the group has now grown to a total of 16 volunteers from a variety of backgrounds[4]. Members are currently considering ways to recruit young people and those from Black and Minority Ethnic (BME) communities; and considering a further recruitment drive in 2017/18 to ensure consistent levels of trained volunteers.

6.2 Each panel member is security vetted before membership is confirmed. Then they complete a training session on PACE Code A, to help them better understand compliance and enable the

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[4] Details of panel members and demographic make- up can be found on the PCC website: http://www.hertscommissioner.org/stop-and-search-scrutiny-panel

confidence to critically challenge and scrutinise Hertfordshire's stop and search data; in order to be able to identify any concerns and areas of good practice.

Meetings

6.3 The panel's Terms of reference (TOR) are reviewed and agreed annually.[5] This ensures that membership is kept up-to-date and that discussions about the data required from Hertfordshire Constabulary for the forthcoming year take place. The panel's terms of reference have been amended this year to take account of a number of developments:

- In early 2016, the panel moved from bi-monthly to monthly meetings, with the aim of dip sampling 10% of the total stop and searches in Hertfordshire, equating to around 50 records assessed per session.
- Allowing provision for 'in-depth' dip sampling of individual Community Safety Partnerships (CSPs) across the county, in order to examine in more detail any concerns regarding the performance of certain districts or boroughs.

6.4 The operational Local Policing Command (LPC) lead or equivalent for stop and search within Hertfordshire Constabulary attends the meetings, so that questions can be asked directly by members. That officer is accountable for any issues and concerns which may arise.
Panel meetings have evolved since their inception; and although there is now an established process, the group is open to adaptation and change as its work progresses. Currently at each panel meeting members are divided into small groups. Each group is provided with a laptop, which has been loaded with an excel spread sheet listing all the stop and searches that have taken place in the preceding month. Each group is asked to assess samples from a given range (e.g. 1-50, 51-100 etc.). Then they select individual cases on a random basis. Personal data is redacted so that stop and search subjects cannot be identified.

6.5 Each sample is assessed against a series of prompts and the groups record their conclusion for each one on a feedback form. They also highlight cases where there was insufficient material for a conclusion to be reached. The feedback forms are provided to Hertfordshire Constabulary's lead officer for stop and search following each meeting.

6.6 Over the course of the year the panel's prompts have been refined and currently include the following:

- more context/narrative needed
- sufficient reasonable grounds
- sufficient to arrest without a search
- not stop and search as individual already under arrest
- smell of Cannabis alone is not enough
- association with another is not enough
- enough reason as to why 'suspicious'? (previous criminal history is not enough).

6.7 Data provided by the Constabulary for the meetings currently includes:

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[5] TOR are available on the Police and Crime Commissioner's website: http://www.hertscommissioner.org/fluidcms/files/files/pdf/holding-police-to-account/19-10-2015-Stop-and-Search-Scrutiny-TOR.pdf and noted in Appendix A.

- number of stop searches per month by object of search
- gender and age of those stopped and searched for all stops and for drugs
- district/borough data, stop searches per month, arrests per month, arrest rate and outcomes
- officer defined and self-defined ethnicity, of those who are subject to stop and search broken down by district/borough and force as a whole
- officer defined and self-defined ethnicity data showing number of arrests, positive disposals and stop/arrest ratio for each ethnic group
- reason for search and subsequent arrest.

6.8 During this reporting period, the panel has reviewed 545 stop and search forms, exceeding their target of 500. These cover all areas of the county and include searches in relation to Acquisitive Crime (under S.1 of PACE Code A) and those for Drugs (Under S.23 of PACE Code A).

6.9 In line with the Home Secretary's requirements around scrutiny of stop and search complaints (community trigger), the panel agreed in 2016 to have sight of any complaints made by the public (and dealt with by the Professional Standards Department) and will use this additional information to challenge the Constabulary on their use of stop and search powers. During 2016 the panel had sight of one such complaint. The panel understands that there are a number of other complaints made to the police through the force control room, which do not result in a formal investigation. These may be relevant for the panel to view in order to help inform their assessment regarding compliance with PACE Code A; in line with the Police and Crime Commissioner's call for greater scrutiny.[6]

Lessons learned and influencing change

6.10 The annual report for 2015/16 recommended three areas for further development:

1. An undertaking to carry out 'in depth' sessions on particular issues, or on identified district areas, to better understand where improvements can be made that help to inform policy, practice and training; and to address varying quality issues across the county.
2. To improve understanding of data regarding ethnicity, age and gender in order to identify any issues of concern that may warrant further investigation.
3. To improve understanding of the experiences of people who have been stopped and searched, so that good practice or improvements to practices can be used to inform training and development.

6.11 The panel now welcomes CSP chief inspectors to the meetings on a one in every three meetings basis, in order to undertake 'in depth' sessions of a particular CSPs stop and search records (2017 schedule in table 2). Two districts are represented and the group look at samples from those districts as well as others from across Hertfordshire.

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[6] *Community safety and Criminal Justice Plan 2017-21* – page 37

Table 2: CSP chief inspector schedule

Community Scrutiny Panel - 2017 Dates		
Date	**Chief Inspector**	**CSP**
Wednesday 25th January 2017	Julie Wheatley Tannis Perks	North Herts Stevenage
Friday 28th April 2017	Ian Butler Gerry McDonald	Broxbourne East Herts
Tuesday 27th June 2017	Doug Black Shane O'Neill	Dacorum St Albans
Wednesday 26th July 2017	Deirdre Allen Adam Willmot	Three Rivers Welwyn & Hatfield
Friday 27th October 2017	Steve O'Keefe Paul Sandwell	Hertsmere Watford

6.12 This approach assists with tailored feedback for CSPs which the chief inspectors can then use to identify individual officers for training, or to identify best practice within their locality. The chief inspectors in attendance so far have found the session very productive. They were able to provide further contextual information to the panel to aid their assessment of compliance. Moreover, the panel's comments were utilised post meeting to enable praise of individual officers' good performance; and enable support for improvement of poor performance.

6.13 In order to understand the stop and search experience, the panel requested a viewing of some body worn video footage. One such viewing session has been held so far, which helped panel members understand how the powers are used in practice. The panel agreed with the Constabulary that footage could be requested in the future, in relation to samples which require clarification of evidence and legality. Panel members have also been invited to 'ride along' with officers; an offer which is made to all members of the public in support of the Best Use of Stop and Search Scheme.

6.14 Panel members have identified that a strong narrative is required in order to demonstrate the validity and legality of a stop and search. The last annual report noted that some forms reviewed contained very short descriptions for the grounds of the search and lacked evidence on why the initial stop had taken place. Some forms were vague regarding what they suspected they might find on the individual;[7] over-used short hand police language or acronyms;[8] or referred to stops and searches undertaken as part of a 'routine check' or as an 'intel-led' stop search.

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[7] A Police Officer can search an individual if they feel they are likely to find either: Drugs; Weapons, Stolen Property; Items which can be used to commit burglary, theft or deception; certain types of firework; evidence of game or wildlife offences; alcohol at or on route to a designated sporting event; items made, adapted or intended to damage or destroy property; or articles connected with terrorism.
[8] The most common acronyms used are: DP- Detained Person; FTS- Failed to Stop; RO- Registered Owner; RTC- Road Traffic Collision; TWOC- Taking without Consent; H/A- Home Address; ANPR- Automatic Number Plate Recognition.

6.15 The panel agreed that they would have greater confidence in the lawfulness and ethical use of stop and search if the officer provided a clear and more detailed rationale for the grounds or details of the 'intelligence' cited; and used plain English that could be better understood by a member of the public.

6.16 As a result of this feedback the Constabulary made some amendments to stop and search training packages. The panel Chair, Jeffrey Burke, also filmed a video message which is used towards officer training; to ensure that officers understand how to apply the learning to their job, from the perspective of a member of the public. Training is delivered through face to face learning (one day workshop) and online through National Centre of Applied Learning Technologies (NCALT) modules. The training applies to Hertfordshire, Bedfordshire and Cambridgeshire Forces as part of a tri-force agreement.

6.17 Due to this enhanced and continuous training, the panel has noticed some positive changes this year, with the quality and clarity of narrative and grounds demonstrating a marked improvement. The language used has changed and many officers are no longer using acronyms or police language. However, there are still some isolated reporting issues, whereby some officers are still using the terms 'smell of cannabis' or 'intelligence led' as grounds for stop and search.

6.18 The panel has requested that the Constabulary make a concerted effort to reinforce messages, through training, that the smell of cannabis alone is not sufficient grounds for a stop and search. Officers need to corroborate other evidence such as dilated pupils or drug paraphernalia being visible in order to undertake a valid stop search. Chief officers should consider how to target training for officers who persistently rely on weak grounds, or for those who fail to provide details about any reference to 'intelligence.'

6.19 The panel have found that police culture and attitudes towards scrutiny of stop and search is changing. Most officers, as evidenced through their training courses, see the input of the scrutiny panel as helpful and constructive in advancing change rather than as a bureaucratic exercise.

6.20 Overall, the level of the panel's confidence in the assessed stop and search forms has increased from around 25% in 2014/15, to between 60 and 68% during 2016/17; as illustrated in graph 2 below.

Graph 2: Level of confidence with compliance of PACE Code A as assessed by the External Scrutiny Panel between 2014-2017
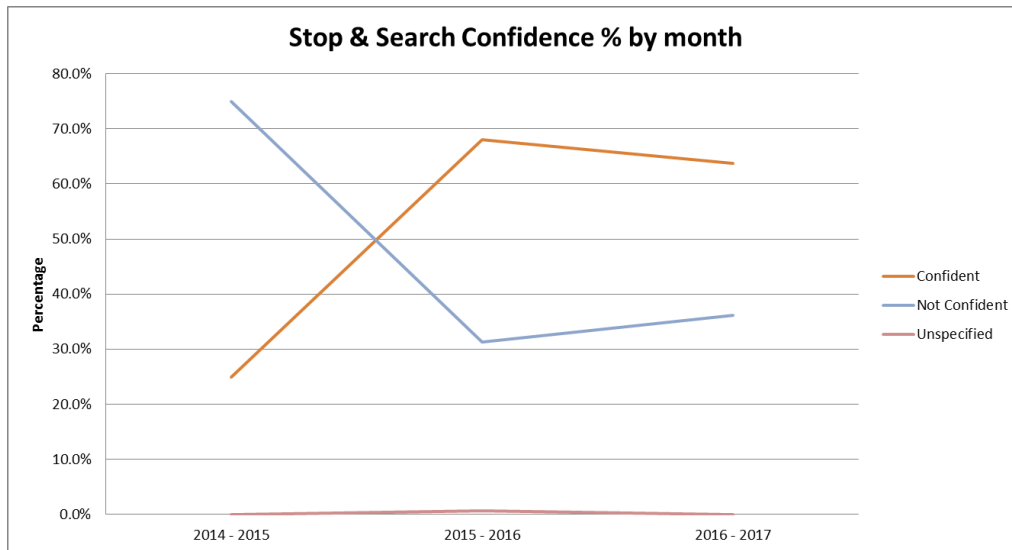
6.21 The panel continues to ask the Constabulary to refine and improve the data provided. With regards to data concerning ethnicity, the panel has been working with the Constabulary to ensure that recording is consistent and appropriate;[9] and has questioned if there is a higher probability of being stopped in Hertfordshire if ethnicity is defined as 'black.'[10] The Constabulary indicated that datasets for ethnicity should also be considered in the wider context:

- busy night time economy in certain areas
- cross-border criminality which sees organised gangs from outside of the force area committing crime in the county
- current data set uses 2011 Census data – Office of National Statistics (ONS) mid-year estimates for 2015 indicate that the demographic of Hertfordshire has changed over the last five years, particularly in relation to the student population (18-25 year old)
- differences in how ethnicity can be categorised and recorded both by officers and those individuals self-defining their ethnicity does not wholly correlate

6.22 The level of confidence for stops sampled, when ethnicity is considered is not significantly different to the overall level, ranging between 60% and 71% and demonstrated in table 3 below.

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[9] The latest data reported to the Home Office between August 2016 and January 2017, as shown on police.uk: https://www.police.uk/hertfordshire/A02/performance/stop-and-search/ indicates that the number of stop and searches per 1,000 population by ethnicity for those identified as 'Black or Black British' was 11.81 and 'any other Black ethnic background' as 44.17 when using the 2011 population census figures.

[10] Ethnicity is noted as either 'self-defined' or' officer defined,' with an officer defined record depending on his or her own perceptions.

Table 3: confidence levels - broken down by ethnicity

Ethnicity	Total Number Stopped	No of Records Sampled	Confident	Not Confident	% Confident	% Not Confident
Asian	436	37	26	11	70.3%	29.7%
Black	710	65	42	23	64.6%	35.4%
Mixed	249	24	16	8	66.7%	33.3%
No Information	905	70	42	28	60.0%	40.0%
Other	80	7	5	2	71.4%	28.6%
White	4526	371	247	124	66.6%	33.4%

6.23 Although the panel has noted more emphasis on better recording since the last annual report, the making of improvements to data capture and analysis is still a work in progress. Similarly, age related recording of interaction with young people requires further analysis in order to understand age, time and location variants.

6.24 The panel continues to report back to the Constabulary, who utilise the information to assess training needs for individual officers. The panel also recognises that training is yet to be delivered to all relevant officers and that new officers need to be supported in developing their skills.

6.25 During October 2016, the panel received a report from the Constabulary's own internal scrutiny team, which observed similar findings to their own:
- a need to strengthen narrative and to better describe the intelligence picture
- concerns about reasonable grounds to search
- 'smell of cannabis' alone being cited as grounds to search.

6.26 These findings strengthen the messages and feedback provided by the panel to the Constabulary.

6.27 Towards the end of the reporting period, the panel identified a trend demonstrating a decrease in the number of stop searches against an increase in the number of arrests. This is true of stops which have been made in relation to acquisitive crime (see graph 3) and drugs (see graph 4).

Graph 3: number of stop search and arrests for acquisitive crime Apr 2015 – Feb 2017
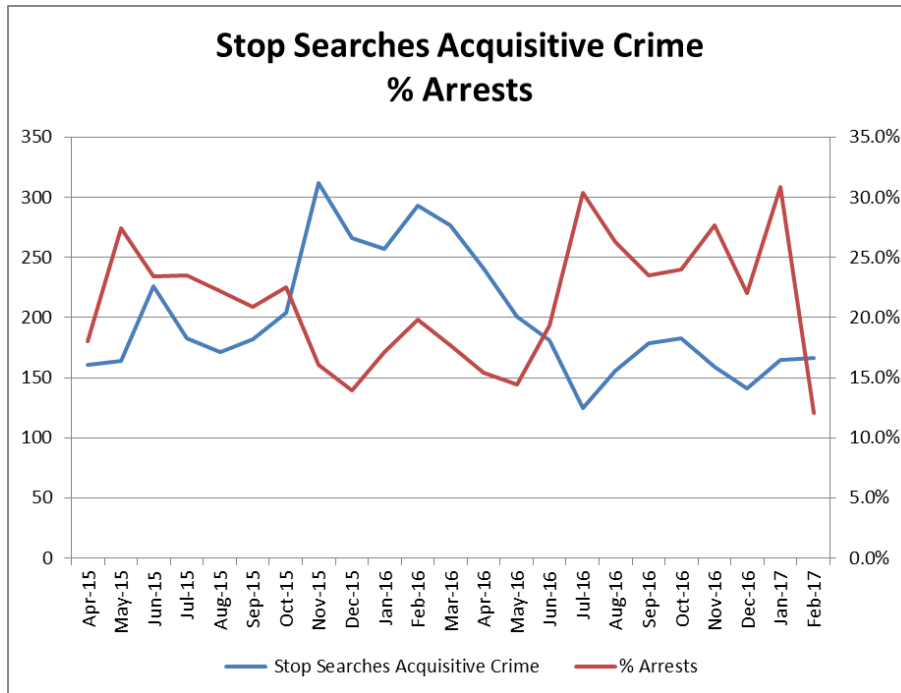
Graph 4: number of stop search and arrests for drugs Apr 2015 – Feb 2017
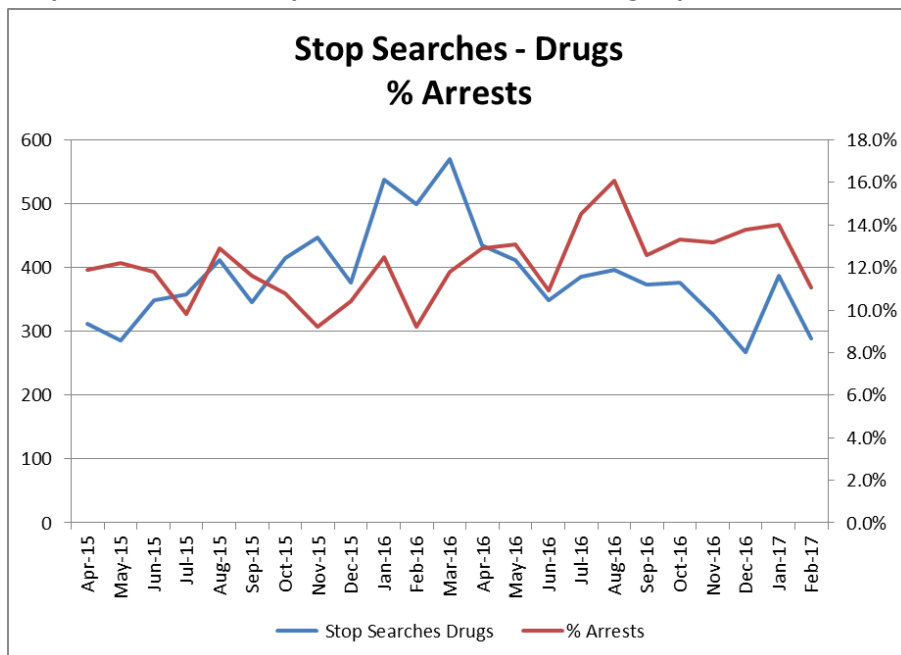
7   Common themes identified this year

Group searches

7.1   Over a period of several months, the panel noted some issues with recording of group searches, whereby it was not clear why some members of a group had been searched and others had not. The narrative did not provide enough information to ascertain the reasons behind the officers' decisions. It was suggested that something could be added to the stop search form to signify if all members of the group were searched, as this would alleviate concerns that individuals might

only have been searched as a result of certain characteristics. Group searches are now linked in the database so that the panel can select associated records, in order to help establish a sequence of events and rationale behind the subsequent stop search.

Stopping a vehicle – searching occupants

7.2   The panel noted several records in relation to the stop of a vehicle and subsequent search of occupants. If a vehicle is stopped for a traffic offence under the Road Traffic Act, it cannot be subject to stop and search under PACE Code A. Police making the search must use other powers to conduct a search on individuals, but on assessment, some of the records did not make it clear if this had happened. This was fed back to the Constabulary for follow up through officer training.

Appendix A

Terms of Reference
Countywide Community Stop and Search Scrutiny Panel

1) Background

In April 2014 the Home Secretary recommended that all police forces should introduce the Best Use of Stop and Search Scheme in order to achieve greater transparency, community involvement in the use of stop and search powers, and to support a more intelligence-led approach, leading to better outcomes, such as an increase in the stop and search to positive outcome ratio.

As part of the Best Use of Stop and Search, and in accordance with The Police and Criminal Evidence Act 1984 (PACE) Code of Practice A, the Home Secretary advised that all police forces in England and Wales have the arrangements in place for their Stop and Search records to be scrutinised by the communities they serve.

In line with the requirements of the Best Use of Stop and Search Scheme, the Community Scrutiny Panel will view redacted complaints made by the public about Stop and Search and will use this information only to support analysis of data and trends across the county.

2) Terms of Reference

The purpose of the Countywide Community Stop and Search Scrutiny Panel is to provide independent scrutiny of the use of Stop and Search across Hertfordshire, to provide feedback on Stop and Search practices, to provide a voice for community concerns, and to influence police actions. It is hoped that the Scrutiny Panel will improve public confidence and trust in the way in which Stop and Search is conducted and in the correct and proportionate exercise of Stop and Search powers.

2.1) Membership

The Countywide Panel will consist of approximately 15 members who come from the various districts and boroughs of Hertfordshire, who, as far as possible, represent the demographics of the County. Membership of the Panel will be reviewed yearly to ensure that the Panel continues to reflect that demographic. The members who have initially agreed to serve on the Panel are listed on the Police and Crime Commissioner's website (http://www.hertscommissioner.org/stop-and-search-scrutiny-panel) which will be updated periodically should changes need to be made.

It is expected that once appointed Panel members will attend six of the 12 monthly meetings per annum in order to ensure consistency in representation and updated knowledge.

The Operational Local Policing Command lead or equivalent for Stop and Search within Hertfordshire Constabulary will attend the Panel meetings in order to enable questions to be asked directly by members and will be accountable for any issues and concerns which may arise.

2.2) Chair and Deputy Chair of the Stop and Search Scrutiny Panel

The chair of the group will be a member of the Panel and will be appointed by the group and by no one else in order to demonstrate transparency and accountability. The appointment will be reviewed on an annual basis.

The Panel will also appoint a Deputy Chair who can deputise for the Chair should an absence arise. The appointment of the Deputy Chair will also be appointed yearly or at other times during the course of a year should the need arise.

2.3) Meetings and frequency

The Countywide Community Scrutiny Panel will meet monthly for approximately two and a half hours at a public building (council office, fire station, library) within the County to undertake dip sampling of Stop and Search forms conducted across the County to ensure they are PACE Code A compliant.

The Panel may also wish to undertake 'in-depth' dip sampling of individual Community Safety Partnerships (CSPs) across the county in order to examine in more detail if there are any concerns regarding the performance of certain districts or boroughs. In doing so, the group may consider inviting the respective CSP Chief inspector to that meeting to help drive improvements and change.

The Stop and Search Community Scrutiny Panel will review a random sample of Stop and Search forms, identifying any concerns, issues and areas of good practice and learning. The forms will be anonymised with the identity of the person stopped redacted. The Panel will, at each meeting, be presented with the following data, which will include:

- number of stop searches per month by 'object of search'
- gender and age of those stopped and searched for all stops and for drugs
- district/borough data, stop searches per month, arrests per month, arrest rate and outcomes
- officer defined and self-defined ethnicity, of those who are subject to stop and search broken down by district/borough and force as a whole
- officer defined and self-defined ethnicity data showing number of arrests and stop/arrest ratio for each ethnic group
- reason for search and subsequent arrest.

The Office of the Police and Crime Commissioner secretariat, together with the Chair will ensure that Panel members are provided with minutes and actions from the meetings. All minutes and supporting documentation for the Panel will also be made publically available on the Hertfordshire Police and Crime Commissioner's website.

3) Review and Monitoring arrangements

The Terms of Reference will be reviewed annually to ensure that they take into account any Force, Home Office/National Police Chiefs' Council (NPCC) recommendations or legislative changes.

Reports from the Scrutiny Panel regarding performance and compliance with Code of Practice A will be reviewed at the quarterly Community Safety Board, chaired by the Police and Crime Commissioner for Hertfordshire and attended by Community Safety Partners.

The Scrutiny Panel shall produce an Annual Report upon the work which it has carried out in the preceding year. Reports will be produced and published on Hertfordshire's Police and Crime Commissioner's website.