



# Cheshire Constabulary Action Plan - Hunting

**Intention:** *Following an independent review of the Constabulary's response to fox hunting commissioned by the Police and Crime Commissioner, a number of recommendations have been made. This action plan addresses those recommendations.*

## Key Themes to be Progressed, Business Leads & RAG Status:

**1. Leadership and accountability**

**2. Engagement and Communication**

**3. Learning and Development**

**4. Quality of investigations**

**5. Operational Response to incidents**

**Plan last updated: 28/05/19**

## Stakeholders, decision makers and governance:

**Gold Strategic Lead**  
ACC Operations

**Silver Operational Lead**  
Chief Inspector

**Force Wildlife and Rural Crime Lead**  
Chief Inspector

**Rural investigations lead**  
Detective Inspector

Regular Gold meetings are chaired by ACC Operations

## Code of Ethics:

**Accountability:**

We are answerable for our decisions, actions and omissions

**Fairness:**

We treat people fairly

**Honesty:**

We are truthful and trustworthy

**Integrity:**

We always do the right thing

**Leadership:**

We lead by good example

**Objectivity:**

We make choices on evidence and our best professional judgement

**Openness:**

We are open and transparent in our actions and decisions

**Respect:**

We treat everyone with respect

**Selflessness:**

We act in the public interest

# Cheshire Constabulary Action Plan - Hunting



## 1. Leadership & Accountability

### Key Themes to be Progressed:

- Review of Gold Strategy
- Sharing of best practice

### Business Lead:

ACC Operations

### Desired outputs, criteria for success & benefits:

- Clear and transparent Gold strategy for the Constabulary response to and investigation of reports of illegal hunting and for any other related matters.

Ref	Recommendation	Action Owner(s)	Due Date	Latest Update	RAG	Additional Evidence
1.1	The Cheshire Constabulary Strategic Lead for Wildlife and Rural Crime should take this opportunity to share good practice via the NPCC lead for rural crime	ACC Operations	Completed	Independent Review of Fox Hunting Across Cheshire and NPCC National Guidance circulated nationally in March 2019.	Green	
1.2	The Gold Strategy should make reference to other criminal / Road Traffic Act offences that could be committed. This does not need to be prescriptive, but in its current form it only focuses on the Hunting Act.	ACC Operations	Completed	Gold Strategy to be reviewed and amended  Gold Strategy reviewed by ACC (Operations) and includes <b>all</b> criminal activity that occurs. <i>To prevent and detect criminal offences arising out of either exempt or non-exempt hunting events through a reasonable and proportionate response to any crime committed.</i> It would be appropriate however that the Silver Tactical Plan gives more prescription to all associated crimes. Silver Plan updated (17.12.18) to include reference to all legislation. In March 2019 a 'peer review' was conducted of the Gold Strategy (Outside Police Force), which included 1 recommendation concerning that responsibility for overall safety of all involved in the hunt.	Green	

Cheshire Constabulary Action Plan

Ref	Recommendation	Action Owner(s)	Due Date	Latest Update	RAG	Additional Evidence
1.3	Contact to be made with NPCC 'Lead' in relation to the GPMS of the NPCC guidance which is currently Official - Sensitive	ACC Operations	Completed	Enquiries (5th April) confirmed that the document is designated 'Official Sensitive' and therefore can not be circulated.	Green	
1.4	Public Scrutiny Board 25/02/2019 - Police & Crime Commissioner to engage with legislators to encourage that any changes to legislation include a clear definition of the role of Terrier men.	OPCC	Completed	The Police & Crime Commissioner has written to all MPs outlining the outcome of the independent review and recommendations. The Police & Crime Commissioner will, however, continue to engage with legislators in relation to this matter.	Green	
1.5	Public Scrutiny Board 25/02/2019 - Chief Constable to confirm whether staff or officer participation in hunting would constitute a business interest or any other declared conflict of interest	ACC Operations	Completed	In accordance with Cheshire Constabulary policy, participation in Hunting activity is not deemed to be a 'Business Interest' unless the participant receives monetary benefit / gain from membership or ownership.	Green	
1.6	Public Scrutiny Board 25/02/2019 - Cheshire Constabulary Ethics Panel to consider whether officers and staff should declare an interest if participating in hunts.	ACC Operations / OPCC	30/10/2019	To be considered by the Constabulary / OPCC 'Ethics Panel'.	Amber	
1.7	Public Scrutiny Board 25/02/2019 - Cheshire Constabulary to liaise with the pro-hunt and anti-hunt communities to agree a coordinated and planned approach to hunting activities for the 2019/2020 season onwards.	ACC Operations	30/07/2019	Available dates are currently being agreed with ACC Operations and meetings will be convened in the summer. Meeting held between OPCC and Constabulary to plan engagement event whereby a Code of Conduct will be presented, with a view to seeking agreement to adopt by interested parties. Letter of invite to be sent by 5th June with a view to holding meeting in July.	Amber	
1.8	Public Scrutiny Board 25/02/2019 - The Commissioner is to be provided with a copy of the NPCC guidance and the Constabulary is to ensure that such guidance is reflected in the Constabulary action plan in relation to the policing of hunting.	ACC Operations	Completed	NPCC Guidance circulated to police forces in March 2019 and it is confirmed that suggested 'good practice' has been included in the Cheshire Constabulary action plan. However, unable to circulate widely due to 'Security Marking' (Official Sensitive).	Green	
1.9	Public Scrutiny Board 25/02/2019 - Cheshire Constabulary to develop an action plan to respond to the independent report recommendations and actions resulting from today's scrutiny board. The action plan is to be presented at the next public scrutiny board.	ACC Operations	Completed	Action Plan drafted and led by ACC (Operations), which includes the recommendations from the independent report, commissioned by the OPCC.	Green	

## Cheshire Constabulary Action Plan - Hunting



### **2. Engagement & Communication**

*To ensure clear and effective communication with all community groups involved in or affected by Hunting and with the wider public, officers and staff.*

#### **Key Themes to be Progressed:**

- Effective communication strategy
- Regular updates
- Review of good practice

#### **Business Lead:**

Head of Corporate Communications

#### **Desired outputs, criteria for success & benefits:**

- To have in place a clear communications plan addressing the needs of all stakeholders prior to the commencement of each hunt season
- To provide regular dialogue with interested parties
- To learn from good practice in order to improve the policing response

Ref	Recommendation	Action Owner(s)	Due Date	Latest Update	RAG	Additional Evidence
2.1	An effective communications strategy to be implemented in the lead up to and during the hunting season.	Head of Corporate Communications	Ongoing	Corporate Communications Department drafted and updated and revised communications strategy, which has been subject to independent review. The strategy will be reviewed and updated in advance of the 2019/20 season.	Amber	
2.2	The Cheshire Constabulary Strategic Lead for Wildlife and Rural Crime to ensure that land owners are provided with feedback and made aware of the outcome of any allegations of illegal hunting.	Investigative Lead (Crime Bronze)	31/05/2019	When necessary and appropriate, the Investigative Lead will ensure that land owners are updated with the outcome of investigations. We will also ensure, when appropriate, that future allegations are reported to land owners.	Amber	

Cheshire Constabulary Action Plan

Ref	Recommendation	Action Owner(s)	Due Date	Latest Update	RAG	Additional Evidence
2.3	Arrangements to be made for post 2018/19 and pre 2019/20 season meetings to be held with representatives of relevant stakeholder groups. Discuss planning with the hunt groups for the 2019/20 season.	Tactical Commander	31/08/2019	Tactical Commander to coordinate meetings with hunt and anti-hunt groups in summer 2019, prior to the 2019/20 season. The meetings will be arranged (by mid-June) and chaired by the ACC (Operations) by the end of August 2019.  Wildlife Officer met with representatives from anti-hunt groups in March / April 2019.	Amber	
2.4	Review of 2018/19 season in order to identify 'good practice' and lessons learned that will be incorporated into the planning for the 2019/20 season.	Hunt working group	01/07/2019	A number of update meetings are to be held throughout the summer, in order to document good practice, lessons learnt and, where appropriate, incorporate into planning for the 2019/20 season and share with the NPCC 'Lead'.	Amber	
2.5	Public Scrutiny Board 25/02/2019 - Cheshire Constabulary to provide advice to Hunts in relation to the recording of the setting of trails.	Hunt working group	01/08/2019	Meeting held between OPCC and Constabulary to plan engagement event whereby a Code of Conduct will be presented, with a view to seeking agreement to adopt by interested parties. Letter of invite to be sent by 5th June with a view to holding meeting in July as per 2.3.	Amber	
2.6	Public Scrutiny Board 25/02/2019 - Cheshire Constabulary to communicate with all stakeholders in relation to the future approach to hunting within Cheshire.	Tactical Commander	01/08/2019	Incorporated in the engagement event in July (see Ref 2.5).	Amber	

## Cheshire Constabulary Action Plan - Hunting



### 3. Learning & Development

*To ensure that appropriate officers and staff receive relevant training to allow them to carry out duties in relation to the hunt.*

#### Key Themes to be Progressed:

- Ensure officers and staff are familiar and confident with Hunt legislation and issues

#### Business Lead:

Head of Learning and Development

#### Desired outputs, criteria for success & benefits:

- Officers attending hunt meetings understand the relevant legislation
- Officers can provide a transparent, impartial response to hunting related activity

Ref	Recommendation	Action Owner(s)	Due Date	Latest Update	RAG	Additional Evidence
3.1	The Cheshire Constabulary Strategic lead for wildlife and rural crime to ensure that staff are familiar with the legitimate role of the terrier men.	ACC Operations	Completed	Training and awareness sessions include a description and observation of all groups associated with hunts and protest. Wildlife officers to provide details of training presentation.	Green	
3.2	The Cheshire Constabulary Strategic lead to ensure a sustained programme of training is delivered across the force utilising IT, force intranet system and providing practical advice for all officers and staff.	Head of Learning and Development	01/07/2019	Training powerpoint has been sent to Learning & Development and an 'Aide Memoire' has been created for officers. Wildlife officers will deliver inputs / advice to 'Beat Management' and Taskforce officers. The training programme to be reviewed for 2019/20 season, which will include the delivery of 'specialist training' for investigators.	Amber	

## Cheshire Constabulary Action Plan - Hunting



### 4. Quality of Investigations

To ensure that any investigations into reports of illegal hunting are progressed efficiently and effectively by appropriately trained and supervised staff

#### Key Themes to be Progressed:

- Monitoring of crime investigations, ensuring these are being progressed diligently and in a timely manner.

#### Business Lead:

Crime Bronze

#### Desired outputs, criteria for success & benefits:

- To ensure consistency of investigation and decision making
- Offences reported are dealt with as quickly as possible

Ref	Recommendation	Action Owner(s)	Due Date	Latest Update	RAG	Additional Evidence
4.1	Cheshire Constabulary should ensure that allegations of Cyber-Crime where business websites are targeted are investigated robustly given the impact on the individuals and the business.	Crime Bronze	Completed	All reported allegations of criminal activity are assessed.	Green	
4.1.1	Cyber crime specifically reported to the review team to be reviewed and appropriate action taken if required.	Crime Bronze	Completed	Crime Bronze has reviewed the cases and learning has been embedded for future incidents	Green	
4.2	Officers investigating offences under the Hunting Act should seek the advice of Wildlife officers where further guidance is needed.	Wildlife Tactical Lead	Complete	Wildlife officers are available to provide advice on any relevant investigations.	Green	

Cheshire Constabulary Action Plan

Ref	Recommendation	Action Owner(s)	Due Date	Latest Update	RAG	Additional Evidence
4.3	Officers investigating hunting offences should use the appropriate websites to gain an understanding of the operation of hunts.	Crime Bronze	Complete	Information obtained from relevant 'web-sites' will be included in officer briefings and Aide-Memoire where appropriate.	Green	
4.4	Updated review to be completed of all Op Swiftness profile crimes and allegations reported during the 2018/19 season.	Crime Bronze	31/07/2019	Action allocated to Crime Bronze. A working group has been convened, which has reviewed the investigations from the 2018/19 season and will report by 14th June.	Amber	
4.5	Status of 2018/19 crime reports to be reviewed, including the on-going fox kill investigations.	Crime Bronze	Complete	All investigations overseen and reviewed by the dedicated 'Crime Lead'. On-going investigations, concerning alleged illegal hunting, have been subject to 'Early Investigative Advice' from the CPS. Final decisions on the outcomes of the investigations will be made in due course and communicated to 'interested parties'.	Green	
4.6	Public Scrutiny Board 25/02/2019 - The Commissioner is to be provided with a briefing that details the cases referred to the CPS during the review period.	Crime Bronze	Completed	Summary briefing completed in relation to the number of cases under investigation and has been provided to the Commissioner.	Green	



## Cheshire Constabulary Action Plan - Hunting



### 5. Operational Response to Incidents

*To ensure that operational response to hunt incidents is appropriately planned and managed*

#### Key Themes to be Progressed:

- Operation order under Op Swiftness

#### Business Lead:

Tactical Commander

#### Desired outputs, criteria for success & benefits:

- Op Order and TAC plan are regularly reviewed and updated
- Policing response remains effective and proportionate

Ref	Reccomendation	Action Owner(s)	Due Date	Latest Update	RAG	Additional Evidence
5.1	The Cheshire Constabulary Strategic Lead for Wildlife and Rural Crime to ensure that all agreed plans relating to hunting include prompt response and clear operational guidance and are in place prior to the start of the hunting season.	Tactical Commander	Complete	Operational plan and guidance is in place (Operation Swiftness), which will be reviewed and updated prior to the commencement of the 2019/20 season.	Green	
5.2	Cheshire Constabulary to review and reduce the number of incident type descriptions used in relation to hunt related activity	Head of FCC	Complete	The Tactical Commander has liaised with the head of the Force Contact Centre to ensure that measures are in place to record and report 'hunt related activity'.	Green	