

Public Document Pack



Wednesday, 9 November 2022

Date: **Thursday, 17 November 2022**

Time: **10.00 am**

Place: **Council Chamber, County Hall, Matlock**

For any further information please contact:

Ivan Walters
ivan.walters@derbyshire.gov.uk
01629 538328

AGENDA

PART I - NON-EXEMPT ITEMS

1. Apologies for Absence
To receive apologies for absence (if any)
2. Declarations of Interest
To receive declarations of interest (if any)
3. Minutes (Pages 1 - 8)
To confirm the non-exempt minutes of the meeting of the Derbyshire Police and Crime Panel held on 8 September 2022
4. Review of the Police and Crime Plan 2021-2025 (Pages 9 - 28)
5. Interim update on delivery against Police and Crime Plan
6. Tackling Burglary
7. Violence against Women and Girls

8. Member questions to the PCC
9. Announcements from the PCC
10. Forthcoming Events
To hear an oral update on forthcoming events (if any)
11. Work Programme
12. Date of Next Meeting - 26 January 2023

PUBLIC

MINUTES of a meeting of **DERBYSHIRE POLICE AND CRIME PANEL** held on Thursday, 8 September 2022 in The Council Chamber, County Hall, Matlock.

PRESENT

V Newbury (in the Chair)

Councillors G Potter (Derby City Council), W Armitage (North East Derbyshire District Council), A Barrow (High Peak Borough Council), V Clare (Erewash Borough Council), C Hart (Derbyshire County Council), P Innes (Chesterfield Borough Council), G Rhind (South Derbyshire District Council), D Murphy (Derbyshire Dales District Council), M Murray (Amber Valley Borough Council), H Dhindsa (Derby City Council), R Flatley, J Frudd (Erewash Borough Council) and D Lomax (High Peak Borough Council)

Officers present: Ivan Walters (Democratic Services Officer), Alec Dubberley (Head of Democratic and Registration Services) and Andrea Bond (Business Services Manager - Democratic Services).

Also present: Angelique Foster, Derbyshire Police and Crime Commissioner, Andrew Dale, (OPCC), Joe Rhodes-Orwin, (OPCC), and Marie Romano, (OPCC)

Apologies for absence were received from Councillors M Dooley (Bolsover District Council) M Eyre (Derby City Council) and D Watson (Bolsover District Council) and Dr S Handsley (Independent Member)

27/22 APPOINTMENT OF CO-OPTED MEMBERS

The Panel were asked to formally co-opt Council Members to the Police and Crime Panel following the decisions taken at the meeting held in June 2022.

Following that meeting, and in accordance with the Panel's wishes, nominations were sought from the relevant councils as follows:

Council	Co-opted member
Bolsover District Council	Councillor Deborah Watson
Chesterfield Borough Council	Councillor Paul Niblock
Derby City Council	Councillor Hardyal Dhindsa (LAB) Councillor Matthew Eyre (CON)
Derbyshire County Council	Councillor Robert Flatley
Erewash Brough Council	Councillor John Frudd
High Peak Borough Council	Councillor David Lomax

It was therefore proposed that Members formally co-opt the above-named councillors, subject to the agreement of the Secretary of State, onto the Derbyshire Police and Crime Panel for this municipal year.

RESOLVED that the Panel:

- 1) Agrees to formally co-opt the Councillors specified above as members of the Derbyshire Police and Crime Panel; and
- 2) Notes that the appointments are subject to formal approval by the Secretary of State.

28/22 DECLARATIONS OF INTEREST

There were no declarations of interest.

29/22 MINUTES

RESOLVED to approve as a correct record the minutes of the meeting held on 23 June 2022.

30/22 ANNUAL REPORT OF THE POLICE AND CRIME PANEL

Panel Members were asked to consider the proposed Annual Report of work undertaken by the Panel, which had been circulated in advance of the meeting. To demonstrate that the Panel had met the Key Performance Indicators for the year 2021 to 2022, a report of the work undertaken by the Panel for the municipal year of May 2021 to May 2022 is attached as an appendix to the report.

The Panel noted that these again included the provision of an Annual Report. The production of such a report may also be considered as being best practice and contribute towards engagement with the public.

RESOLVED that the Panel:

Approves the Annual Report attached at Appendix 2 to the report to demonstrate that the Panel had met the Key Performance Indicators as specified in the Grant Agreement for the period 1 April 2021 to 31 March 2022.

31/22 MEMBER QUESTIONS TO THE PCC

Question 1: from Dr Stephen Handsley

During a previous PCP meeting, I raised the issue of the way children,

and in particular, the case of a young black 15-year-old female, had been strip searched, by female police officers from the Metropolitan Police. A recent report by The Children's Commissioner has found this was not, however, an isolated case. Indeed, more than six hundred children underwent "intrusive and traumatising" strip-searches by the Metropolitan Police over a two-year period, with black boys disproportionately targeted, figures show. Could the Commissioner provide any such figures with regard to Derbyshire Police and, if so, can we as a panel, be reassured that such incidences have never occurred, nor do they form any part of current day to day police operations?

PCC Response:

This question was answered at the time. I stated that this specific case had been discussed with the Chief Constable at the time it became public. I had already asked for reassurance from the force that this is not how our force conducted themselves and that the Chief Constable had reviewed their practices and reassured me, accordingly, confirming that such incidents have not occurred in Derbyshire and this practice does not form part of day-to-day operations.

Following the incident in the Metropolitan Police a review of Derbyshire's position was undertaken in relation to stop and search and in particular where these led to the strip search of a juvenile. During 2021/22 there were 5 strip searches carried out on under 18's which was 3% of all strip searches during the same time period. The reason for all of the searches was to find controlled drugs and all U18 strip searches took place in the safety of the custody suite environment. Within Criminal Justice a custody Inspector monitors and reviews all searches. Each one is reviewed to ensure appropriateness and forms part of CJ oversight directly into the Superintendent and ACC.

Derbyshire have a stringent scrutiny process around stop and search in a bid to improving legitimacy which has been recognised as good practice by Her Majesty's Inspectorate of Constabulary and Fire & Rescue. Internally, all stop searches on BAME individuals are scrutinised by the respective local policing Inspector who covers the area where the search took place. This review covers a number of areas including the legitimacy and legality of the search, whether any force used was proportionate and whether the grounds for search were reasonable. In addition to this, there are 30 monthly randomly selected searches scrutinised including a review of Body Worn Video (BWV) by stop and search leads, where any identified learning is fed back to searching officers and their supervisors and any trends or themes help shape training.

Externally Derbyshire have 2 separate scrutiny groups (Independent

Advisory Group and OPCC) who each sit monthly and review 10 randomly selected searches. These groups also have access to unedited BWV. In addition to this the force also run external Youth Scrutiny panels in a similar manner. Any concerns raised are escalated and feedback is provided, and necessary training delivered.

Accountability for stop and search internally is through both the Stop and Search Steering group which sits quarterly and is chaired by the ACC and the Trust and Legitimacy Board, which sits above this and is chaired by the DCC. These boards review and understand disproportionality, outcome rates and strip search outcome rates along with providing accountability for compliance against HMICFRS/IOPC recommendations and the governments Best Use of Stop and Search Scheme (BUSS). Derbyshire have also commenced a trauma-informed approach to stop and search within their stop and search training to all staff which was a recommendation from the IOPC National stop and search learning report in April 2022.

As the questioner was not present, there was no supplementary question

Question 2: from Cllr Alan Barrow

Last week, the PCC announced through a press release and social media that Derbyshire Police had recruited 158 more Police Officers. Can the PCC clarify what 'more' means? How many of these were to replace existing vacancies and how many were additional posts related to the 'Uplift'. Can she also inform the PCP what was the gender and ethnicity make of these recruits, please?

PCC Response:

Through PUP the force is increasing its total number of officers by 283 over the three-year period, the force is now in the final year of this. Any numbers where increases are spoken about relates to new additional officers and not simply vacancies for those who have retired for example. In this current year the force are recruiting 125 new officers and are recruiting somewhere between 300 and 350 in total, which includes the 125 additional officers and replacing those who are retiring / leaving. Derbyshire Constabulary is monitored nationally through the PUP Team in relation to numbers delivered, plans to deliver the Uplift and also the breakdown of officers by gender and ethnicity. Derbyshire is a leading force for the recruitment of female officers. From the start of Uplift counting to end of July 2022 the force have recruited 493 police officers, of which 237 (48%) are female officers and 18 (3.75%) have stated their ethnicity as B.A.M.E. There are significant plans in place to increase the number of black and minority applicants. The force monitors all of this

closely to look at any adverse impact in the processes and utilise positive action officers to try to improve attraction recruitment in this area.

At the end of July 2022, the proportion of female officers was 39% and the proportion of black and minority officers was 3.2%

There was no supplementary question

Question 3: from Cllr Alan Barrow

On the 11th August HMIC &FRS, Andy Cooke, published a report which he called the current low charge rate 'unacceptable and unsustainable'. According to his inspection report (2020-2021) some Forces tackle this well – but many others do not. He gave examples of the poor performance:

- miss opportunities to identify and catch offenders, at all stages from when a crime is first reported
- fail to give victims advice on crime-scene preservation during the initial call - in 71% of the cases examined
- lack of investigative capacity and experience, made worse by a national detective shortage
- fail to supervise investigations properly - in a third of cases

The report comes soon after the most recent Home Office figures showed just 6.3% of robbery offences and 4.1% of thefts in England and Wales resulted in charges, in the year to March. Can the PCC tell the PCP what is the performance of Derbyshire Police on these areas of concern highlighted by Andy Cooke?.

PCC Response:

The Force has improved the standards of investigation through the Achieving Excellence in Investigations Board and associated workstreams chaired by a Chief Superintendent lead. A performance framework is in place which is reported into to the Fighting Crime Board chaired by an ACC. This work is now being taken forward under the Investigation Standards strand of the new Serious Crime and Intelligence Directorate under the leadership of the Head of Crime, placing a greater focus on the management of offenders across all crime types and incorporating learning from other forces to improve standards further. A new crime allocation model will ensure that investigations are undertaken by suitably trained investigators depending on severity and type. Standards of investigation, alongside vulnerability continues to be a force training priority, including training call takers in crime prevention to allow them to

provide relevant advice to the public at first point of contact.

In terms of the Forces performance with regards to these areas of concern, the Achieving Excellence in Investigations Board utilise a robust quality assurance approach, which seeks to review our investigative performance against a number of key performance indicators.

Approximately 150 investigations have been reviewed against the key elements expected within a high-quality investigation. This has resulted in a gradual improvement in the forces performance over the last two years and for July the average figures can be seen below:

- Overall Quality of Investigation – 93%
- THRiVE considered – 73%
- Investigation plan in place - 73%
- Evidence led prosecution considered – 96%
- Supervisor direction – 76%
- BWV used and considered - 90%

The national Criminal Justice Scorecard shows that for the first quarter of 2022 national successful outcomes were recorded at 8%, whereas Derbyshire's is 11%. The force has worked with the CPS and charging was authorised for 705 suspects, which is in line with the average in the region. This does not include suspects charged by the police without CPS review. During this quarter the force charged more suspects of Rape than the rest of the region.

There was no supplementary question.

32/22 INTERIM UPDATE ON DELIVERY AGAINST POLICE AND CRIME PLAN

The Police and Crime Commissioner attended the meeting and provided the Panel with a summary of the work she had conducted in the delivery of the Derbyshire Police and Crime Plan 2021-25, since the last meeting.

The paper which had been circulated to members in advance of the meeting provided an overview of the key work undertaken by the Police and Crime Commissioner in relation to her Police and Crime Plan from 23 June until 31 August 2022.

Members thanked the PCC for her detailed summary and commended her for the good work and large number of activities she had undertaken. However it remained that following a similar discussion at the last meeting, a number of members felt that it was hard for them to reflect on how they could actually reference these against the Police and Crime

Plan, and the Chair requested again that the style of the report be adapted in the future to include details of the outcomes/feedback/performance indicators from the many areas of work undertaken to enable members to scrutinise these effectively.

The PCC commented that the OPCC was reviewing the way in which it provided this information.

RESOLVED that the Panel:

Note the update in relation to progress against delivery of the Police and Crime Plan 2021-25

33/22 POLICE AND CRIME COMMISSIONERS ANNUAL REPORT 2021-22

Angelique Foster, Police and Crime Commissioner for Derbyshire, presented the draft Annual Report for the period 13 May 2021 - 31 March 2022 in accordance with Section 12 of the Police Reform and Social Responsibility Act 2011.

Members were given the opportunity to ask questions and also made a number of comments and observations on the Annual Report, to which the Police and Crime Commissioner responded.

RESOLVED that the Panel:

(1) recommend to the Police and Crime Commissioner that the Annual Report 2021-22 be issued subject to the proposed amendments; and

(2) that the report be published via the Police & Crime Commissioner's Website, www.derbyshire-pcc.gov.uk.

34/22 RESTRUCTURING OF THE OFFICE OF THE OPCC

RESOLVED to note the decision taken by the Police and Crime Commissioner concerning the restructure of the office as detailed in Appendix A to the report.

35/22 ANNOUNCEMENTS FROM THE PCC

The Police and Crime Commissioner made the following announcements:

- Performance Scrutiny Meeting to be held in October focused around the Commissioner's Rural Crime priority within her Police and Crime Plan.

- Performance Scrutiny Meeting to be held in November focused specifically around Violence Against Women and Girls (VAWG).
- The Commissioner's Road Safety Grant will close in December.
- Decisions on the next round of Anti-Social Behaviour prevention grants will be made in October.
- A date will be arranged in October for members to attend Police HQ and receive a finance briefing.

36/22 FORTHCOMING EVENTS

It was hoped that a Training event for all Panel Members provided by Frontline Consulting would be held on Teams with a suggested date of 27 October 2022.

37/22 WORK PROGRAMME - DISCUSSION

It was proposed that 3 working groups would be set up to look at Budget/Precept, Performance and the Panel, and Complaints. Each would have its own Terms of Reference.

Following the meeting Panel members would be contacted and asked to volunteer to sit on the Working Groups.

38/22 DATE OF NEXT MEETING - 17 NOVEMBER 2022

The date of the next meeting was noted.

The meeting finished at 12.10 pm



POLICE AND CRIME PANEL MEETING

REPORT TITLE	REVIEW OF THE POLICE AND CRIME PLAN 2021-2025
REPORT OF	POLICE AND CRIME COMMISSIONER FOR DERBYSHIRE
DATE	17TH NOVEMBER 2022

1. **PURPOSE OF THE REPORT**

To inform the Police and Crime Panel of a proposed amendment to the Police and Crime Plan for Derbyshire 2021-2025.

2. **BACKGROUND**

The Police Reform and Social Responsibility Act 2011 (PRSRA) requires the Police and Crime Commissioner (the Commissioner) to issue a Police and Crime Plan.

In line with this requirement a Police and Crime Plan for Derbyshire (2021-25) was duly published. The PRSRA allows for the Commissioner to vary the plan at any time, subject to the following:

(6) Before issuing or varying a police and crime plan, a police and crime commissioner

must –

- a) prepare a draft of the plan or variation
- b) consult the relevant chief constable in preparing the draft plan or variation,
- c) send the draft plan or variation to the relevant police and crime panel,
- d) have regard to any report or recommendations made by the panel in relation to the draft plan or variations (see section 28(3)),
- e) give the panel a response to any such report or recommendations, and
- f) publish any such response.

The Commissioner has a duty under section 9(a) of the PRSRA to keep the police and crime plan under review.

Pursuant to the above duty, the Commissioner is seeking to vary the Police and Crime Plan by updating the key threat and risk areas, to ensure they reflect fit for purpose.

The Commissioner has consulted with the Chief Constable regarding the proposed variation and the Chief Constable agrees.

A revised version of the plan can be found at Appendix A of this report.

3. PROPOSED VARIATION TO THE POLICE AND CRIME PLAN

Derbyshire Constabulary along with partners carry out a well-established Strategic Threat & Risk Assessment (STRA) process periodically.

This process highlights the top threat and risk areas which are relevant within Derbyshire based on the analysis of crime data.

The previous threat and risk areas published in the plan are outlined below:

- Child Abuse and Sexual Exploitation
- Residential Burglary
- Rape and Serious Sexual Offences
- Domestic Abuse
- Modern Slavery and Human Trafficking
- County Lines
- Killed and Seriously Injured on the Roads
- Fraud and Cyber-dependent Crime
- Organised Crime
- Vulnerability

The updated threat and risk areas which have been confirmed through the last STRA process are outlined below:

- Child Abuse & Exploitation
- Residential Burglary
- Rape & Serious Sexual Offences
- Domestic Abuse
- Modern Slavery & Human Trafficking
- Killed & Seriously Injured on the Roads
- Organised Crime
- Stalking
- Serious Violence & Knife Crime
- Personal Robbery
- Anti-social Behaviour

To ensure the threat and risk areas published within the Police and Crime Plan 2021-2025 remain fit for purpose, they will be updated to reflect the outcome of the last STRA process.

The next STRA review will be conducted in 2023, which may see further changes to the threat and risk areas impacting communities across Derbyshire.

4. RECOMMENDATIONS

- i. That the Police and Crime Panel note the proposed changes (outlined in section three) and make any report or recommendation to the Commissioner as deemed necessary.

ATTACHMENTS

APPENDIX A – Updated version of the Derbyshire Police and Crime Plan 2021-2025.

CONTACT FOR ENQUIRIES

Name:	Angelique Foster
Tel:	0300 122 6000
Email	pccoffice@derbyshire.police.uk



Police and Crime Plan 2021-2025

A Police and Crime Plan for Policing in Derbyshire

Police and Crime Commissioner for Derbyshire – Angelique Foster

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Foreword



As Police and Crime Commissioner for Derbyshire, I am here to represent the people of Derby and Derbyshire and ensure Derbyshire Constabulary deliver the policing service they expect and deserve.

We live in one of the safest counties in the country, but I am determined to make it even safer. I want the focus to be on fighting crime and improving public safety for all. I want to make sure the law-abiding citizen is at the heart of everything we do and that there are fewer victims of crime.

The purpose of this Police and Crime Plan is to challenge the Chief Constable and her hard-working team to drive out criminality and respond to the needs of law-abiding citizens in the way they want.

Before I was elected, I spent many months listening to what residents feel is important to them when it comes to policing. Since taking office in May 2021, I have consulted further with local people, victims of crime, and many organisations dedicated to reducing harm. Their views are reflected in this plan.

The public want to see more police officers in their communities. They want safer roads and lower crime rates with less anti-social behaviour in their neighbourhoods and to know that vulnerable people will be protected from exploitation and abuse. They also want to know the Force will make its ongoing work harder to keep them safe. Rural residents want to feel supported and listened to and to know there are enough resources to protect them and their property. People want to know that wherever they live and whatever their background is, the police response will be effective and that officers understand the impact of crime on residents and communities.

My role as Police and Crime Commissioner is to set the strategic priorities for policing in Derbyshire. This plan sets out clear objectives that put the law-abiding citizen and victims of crime at the heart of everything we do. It highlights where the focus of the Force should be and the expectation that we want to see clear positive outcomes in Derbyshire. The detailed implementation of the policing elements of this plan is for the Chief Constable to determine and I will hold her to account on behalf of the public.

This plan will be kept under regular review to ensure that it still meets the needs of the public.

While we expect high standards of service from the police, we must also make sure they are supported through strong leadership. Officers put themselves in harm's way daily to protect the public. They should be supported and given the tools and powers to protect the public they serve and to protect themselves from harm.

I have no doubt that working together with communities and partners to tackle crime, we will make a real difference and make Derbyshire and Derby safer places for everyone.

Angelique Foster

Police and Crime Commissioner for Derbyshire

Message from the Chief Constable



As Chief Constable for Derbyshire I welcome this Police and Crime Plan. It sets out a clear vision from the Police and Crime Commissioner and I have already started working with her as to how my priorities for the Constabulary align with those contained within this plan. We fight crime, proactively bring offenders to justice, and protect the most vulnerable from harm – I believe that the priorities and approach outlined in this plan will help achieve this.

Like the Police and Crime Commissioner, I am committed to ensuring a strong and visible presence of the Constabulary throughout the county. This will be through a mixture of warranted police officers and dedicated and skilled police staff who will work together to understand and respond to the needs and concerns of the many and varied communities of Derbyshire. However, in order to address the many and varied complexities of modern criminality, I will have to strike a balance between providing reassurance through visibility, and bringing to justice the most serious offenders that often work within the shadows to exploit the most vulnerable in our society.

I know that the Police and Crime Commissioner has, quite rightly, high expectations of the Constabulary, and I am confident that we will be able to meet those. My colleagues and I within the Constabulary's senior leadership team are committed to working hard to ensure that we deliver the standards that are rightly expected of us, recognising, and responding to those who may be vulnerable, for whatever reason.

I look forward to working with the Police and Crime Commissioner in the delivery of this plan, making Derbyshire safer together for everyone.

Rachel Swann QPM

Chief Constable

Policing Derbyshire

Nestled in the heart of England, Derbyshire covers an area of over 1000 square miles consisting of mining towns and picturesque villages; a vibrant City and market towns; to the wild beauty of the Peak District National Park. Its population is estimated to be just over a million and is very diverse in terms of the communities living in the county and city. Policing such contrasts presents a number of challenges. Wherever someone lives, be it in an isolated rural community, in a town or Derby City and whichever background they are from, I expect Derbyshire Constabulary to provide a response that is appropriate and of a high standard.

As Derbyshire's Police and Crime Commissioner, I will work with the Chief Constable to ensure that resources are allocated by considering the different threats and risks faced by communities across the county. There is no 'one-size fits all' solution and I recognise that this means that different communities must be policed in different ways. As Police and Crime Commissioner, I am also legally bound to ensure the operational independence of the Chief Constable is respected and maintained.

I know that police visibility is important to people, it provides reassurance and makes them feel safer. It is important that we have as many police officers and PCSOs (Police Community Support Officers) out on the streets as possible. Beyond that, I also expect the Force to explore different ways to respond to local concerns with a clear focus on prevention of crime, keeping the public safe and deterring criminal activity. Reassuring the public will also require a focus on strong and effective communication. This will undoubtedly include improving current communication channels and exploring new opportunities for engagement presented through social media and other virtual means.

Whilst no two days are the same when it comes to policing, in a 24-hour period Derbyshire Constabulary will on average deal with:

400
emergency calls (999)

800
non-emergency calls (101)

100
online contacts

This will create on average 600 crimes or incidents, including on average:

- 60** domestic incidents
- 8** burglaries
- 15** missing people
- 3** firearms incidents
- 138** incidents of anti-social behaviour

The Force will, on average:

- Make **40** arrests
- Undertake **6** stop searches
- Receive **1.3** million reads from Automated Number Plate Recognition systems

Currently, this workload is delivered by a team of 3,732 police officers, police staff and police service volunteers.



I know that police visibility is important to people, it provides reassurance and makes them feel safer.



Roles and Responsibilities

Police and Crime Commissioners were created by The Police Reform and Social Responsibility Act 2011 and replaced Police Authorities. The Act, and supporting legislation, outlines the roles and responsibilities of the Police and Crime Commissioner as well as the Chief Constable.

By law the Police and Crime Commissioner is required to respect the operational independence of the Chief Constable.

The roles and responsibilities of Police and Crime Commissioners are currently being reviewed by

Government and there is the possibility for new, or re-defined, responsibilities being given to us over the course of this Police and Crime Plan. I will be working closely with my team, and fellow Police and Crime Commissioners to understand what these new responsibilities include and how we will deliver against them.



Police and Crime Commissioner

- Set the strategic direction for policing in Derbyshire
- Set, review, and update the Police and Crime Plan
- Agree the Force Budget and set the Council Tax Precept for policing (in consultation with the Police and Crime Panel)
- Hold the Chief Constable to account for delivering an efficient and effective police service that responds to the needs of the public as set out in the Police and Crime Plan
- Appoint, and if necessary, dismiss the Chief Constable and deal with any matters relating to complaints or discipline about the Chief Constable
- Act as the review body for complaints made to the police
- Regularly engage with communities to understand concerns and priorities
- Regularly engage with victims of crime to understand their concerns and priorities
- Commission the services of partner agencies to deliver a joined-up approach to crime, including the distribution of grants and other funding streams
- Commission services to support people who have been a victim of crime with a view to helping them cope and recover from their experiences
- Facilitate partnership working, and where necessary, help to remove any blockages to effective partnership working



Chief Constable

- Lead the implementation of organisational and operational strategy for the Force, having due regard to the Police and Crime Plan and Strategic Policing Requirement
- Develop a mutually productive strategic relationship with the Police and Crime Commissioner in line with the requirements of the Policing Protocol
- Develop and maintain governance arrangements and processes within the Force
- Lead the Force, communicating a clear direction, setting organisational culture and promoting values, ethics, and high standards of professional conduct
- Lead, inspire and engage the Chief Officer Team
- Hold accountability for Force financial management and determine functional budgets within the agreed framework as issued by the Police and Crime Commissioner
- Fulfil the authorising responsibilities of a Chief Constable such as authorisation of intrusive surveillance and maintain operational oversight
- Lead and command the operational policing responses on occasion, in the highest risk and high-profile instances
- Advise national bodies such as COBR (The Cabinet Office Briefing Rooms) on matters of public safety and national security
- Develop and maintain strategic relationships with local, regional, and national partners
- Represent the Force at a local, regional, and national level to the public, media and other external stakeholders
- Lead national thinking, policy and guidance within an area of specialism
- Play an active role in national decision making on the development of the Police Service

Threats & Risks

While developing the Police and Crime Plan, Police and Crime Commissioners are required to consider the issues and concerns raised by communities in Derbyshire as well as the professional assessment of police colleagues and other partners working in Community Safety.

Derbyshire has a well-established process for identifying and assessing risk. A partnership approach sees Derbyshire Constabulary working cohesively with other partners to keep communities safe.

The current key risks identified in Derbyshire are:

- Child Abuse and Exploitation
- Residential Burglary
- Rape and Serious Sexual Offences
- Domestic Abuse
- Modern Slavery and Human Trafficking
- Killed and Seriously Injured on the Roads
- Organised Crime
- Stalking
- Serious Violence & Knife Crime
- Personal Robbery
- Anti-social Behaviour

I recognise that these key threats and risks must be addressed to keep the public of Derbyshire safe and I will hold the Chief Constable to account for delivering on them.



“ Derbyshire has a well-established process for identifying and assessing risk

Strategic Policing Requirement

Modern policing is complex and the Home Secretary has therefore placed a statutory duty on all Police Forces and Police and Crime Commissioners that ensures everyone is able to contribute policing resources towards national policing issues – this is known as the Strategic Policing Requirement (SPR).

The issues currently identified within the Strategic Policing Requirement are:

- Terrorism
- Serious and Organised Crime
- A National Cyber Security Incident
- Threats to Public Order or Public Safety
- Civil Emergencies
- Child Sexual Abuse

This list is kept under review, and there may be changes to the SPR during the lifetime of this plan that will require changes to be made to reflect new or additional SPR requirements.

As Police and Crime Commissioner I will expect the Chief Constable to produce a report once a year to provide me with the assurance that the Force is complying with its responsibilities under the SPR.



Strategic Priorities

My strategic priorities reflect the issues that residents have consistently told me are of most concern to them.

I know that the people of Derby and Derbyshire want to see the issues that matter to them being addressed effectively. They want to be safe and they want to see the police service that they pay for.

It is important to me that residents feel they are receiving value for money from Derbyshire Constabulary. Taxpayers deserve to see their contributions being used to deliver a service that meets their needs. Victims of crime must be at the centre of everything we do, and everything we do must be focussed on reducing the number of those victims.

I want Derbyshire residents to receive the policing service that they need and deserve. Most importantly, I want the people of Derbyshire to go about their daily business without fear of becoming a victim of crime.

That is why my strategic priorities provide a clear direction for policing and community safety in Derby and Derbyshire. They are based on public feedback and supported by my consultation.

The detailed implementation of these priorities will be for the Chief Constable and the Force to determine through their strategic planning, and an associated delivery plan. I will hold the Chief Constable to account for their delivery on behalf of the public.

I recognise that providing community safety is not the sole responsibility of Derbyshire Constabulary. It needs a strong commitment to partnership working with all our partners. My plan aims to embed partnership working in our day-to-day business. As Police and Crime Commissioner I will work hard to promote and encourage local communities and partners to work with us and help deliver a safer Derbyshire.



Strong Local Policing – more police on our streets and a focus on neighbourhood policing

People have told me they want:

- “Local police to get to know the area and the people. It gives the people a safer feel seeing police on patrol.”
- “Visible presence. Pro-active community policing to deter criminal activity. Closer community links.”
- “Visibility on the streets and in neighbourhoods.”

This will be delivered by:

- Stronger, more effective neighbourhood policing teams to cut crime, bring more criminals to justice and keep law-abiding citizens safe
- Having additional officers recruited as part of the Police Uplift Programme
- Increasing our volunteers, Special Constables and other Citizens in Policing who provide great support to the Force and increased visibility in communities
- Ensuring officers have the training and support to use the powers that are available to them to keep themselves and the public safe (including effective and appropriate use of Stop and Search)
- Providing officers with the right tools and technology so they can carry out their duty
- Improving the 101 and 999 services but also digital and social media engagement
- An effective engagement and communication strategy to make sure local communities are listened to and priority is given to the crimes they are most worried about
- Creating greater public confidence in the police and an increase in the reporting of crime and issues of concern
- Effective policing to recognise vulnerability and deal with it appropriately
- Committing to deliver a Derbyshire Specific Violence Against Women and Girls Strategy

“ We need strong, visible and effective policing in our communities



Neighbourhood Crime and Anti-Social Behaviour – clamping down on burglary, drug dealing and anti-social behaviour

People have told me that their priorities are:

“...local residents feeling safe in their homes and out in their local area. Consistent issues around small crime and anti-social behaviour erodes this.”

“Burglary and drug dealing.”

“Stopping burglaries and anti-social behaviour. Speeding.”

This will be delivered by:

- A proactive approach to monitor levels of crime and anti-social behaviour to identify “hot spots”
- Improving the 101 non-emergency call handling performance
- The police and community safety partners working together to effectively drive down anti-social behaviour blighting communities
- The police and partners working together, using local intelligence, to tackle drug dealing and misuse of drugs
- The delivery of targeted activity designed to reduce burglary and theft
- Sustainable solutions to local issues, supporting and resourcing community initiatives that aim to cut crime
- Supporting the expansion of Neighbourhood Watch schemes across the county and city helping to keep local communities safe
- Improve communication systems to keep residents better informed of issues and police response in their local area
- Increasing community confidence in reporting crime and anti-social behaviour

“ Working together we will improve the quality of life of local residents



Road Safety – dealing with the Fatal Four (speeding, drugs/alcohol, seatbelts and mobile phones) and improve road safety for all

People have told me what their priorities are:

“More support for Community Speed Watch groups.”

“Speeding, poor and dangerous driving.”

“Cars speeding through the village.”

This will be delivered by:

- A robust and efficiently resourced Roads Policing Unit
- Supporting the Force to ensure pro-active speed enforcement activity is conducted on our road network
- A tougher approach to dangerous driving
- Creating campaigns with key partners designed to reduce the number of people killed or seriously injured on Derbyshire’s road network
- Targeted initiatives, developed with the biking community, to keep bikers safer
- Increasing and supporting volunteer Community Speedwatch to support the work of the Force
- The use of intelligence from enforcement activity, including schemes such as Community Speedwatch, to inform the work of the Roads Policing Unit
- Work with partners to deliver community-based road safety programmes
- Working with local partners to improve safety measures for vulnerable road users such as cyclists, pedestrians, horse riders and bikers

“ It is vital that Derbyshire roads are safer for all road users



Rural Crime – increase police presence with more officers trained to deal with rural crime and ensuring specific support services are available for victims

Local people are concerned about:

- "Farm protection, vandalism, dog theft."*
- "Theft from properties and of animals."*
- "Not enough police presence."*

This will be delivered by:

- Increasing the number of staff and officers trained to tackle the specific issues facing the rural communities of Derbyshire
- Commissioning services that understand and can respond to the needs of those living in a rural setting
- Commissioning crime prevention activities for rural communities to reduce crime, trespass, and theft
- Providing additional support for volunteer schemes such as Neighbourhood Watch and Farm Watch
- Doing effective, targeted work with partners to protect the unique and endangered wildlife of the county
- Improving communication and engagement, using a wide variety of methods, with rural communities
- Improving partnership work with Parish Councils and local champions
- Increasing confidence in reporting crime and vulnerability in rural communities

“ Rural and remote communities deserve a quality, accessible and reliable police service

Victim Support and Safeguarding – ensuring all victims of crime receive appropriate support and the most vulnerable are protected

People tell me that they want to see:

- "Follow up with those that have been affected. A quick visit would be welcome."*
- "Personal touch with an individual officer nominated as a contact point."*
- "Appropriately trained team to support people following a crime."*

This will be delivered by:

- All victims of crime, regardless of the type of crime and location, being treated fairly and to receive appropriate support from the Force
- Improving support for, and communication with, all victims of crime - including improvement to 101 and 999 systems and online channels
- Commissioning appropriate top-quality services to support those who are victims of crime and help them to cope and recover
- Joint work with police and partners to prevent violence against women and girls
- A targeted and sustained effort by the police and partners to tackle and reduce knife and violent crime
- Having a partnership approach to safeguarding children and adults at risk of exploitation and abuse, including online criminality
- Providing help for all victims of domestic abuse and violence, sexual abuse and violence, harassment, and stalking, alongside a robust approach to protection for those at risk and the apprehension of those who commit these crimes
- Increasing engagement between the police, partners, and members of the public to provide reassurance and encourage the reporting of crime
- Providing a proactive approach to reducing re-offending

“ Every single victim of crime should be treated with respect and understanding



Driving Efficiencies – ensuring taxpayers’ money is being spent wisely and resources are being managed effectively

People tell me that they wish to see:

- “Reductions in administrative overheads.”
- “Better use of willing volunteers who are already in place.”
- “More use of technology.”

This will be delivered by:

- A strong commitment to the provision of value for money for the taxpayer
- Ensuring the efficient use of resources within the police service and preventing waste or duplication
- Regular reviews of spending with frequent and timely performance monitoring
- Strong partnership work with other police forces, blue-light services, and partners to deliver increased efficiency
- Developing collaboration and co-location opportunities wherever possible
- Reviewing our police estate and working with the Chief Constable to deliver a fit-for-purpose police estate and infrastructure that aims to deliver long term efficiencies
- Efficient and effective commissioning of services
- Ensuring our contracts are robust and managed effectively
- Investment in technology to deliver long term efficiencies
- Recognising the contribution of all our volunteers and an effective attraction and retention strategy
- Re-investing savings, wherever possible, to support and improve frontline policing, cutting crime and anti-social behaviour
- Improve communication and engagement with the public wherever possible

“ We must continuously drive budget efficiencies to focus resources on fighting crime and protecting residents

There are several elements which I want to highlight in my Police and Crime Plan as I firmly believe they will require strong commitment to help the delivery of my priorities effectively. They will therefore be embedded into our day-to-day business and are as follows:

- Engagement and Communication
- Value for Money
- Partnership and Collaboration
- Victim Services
- Grant Funding for Community Safety Partnerships
- Finance and Resources
- Transparency and Scrutiny

Engagement and Communication

To serve the public and represent them effectively, I need to continuously identify the key concerns and issues for Derbyshire residents. Since my election I have continued to build upon my strong relationships with Derbyshire's diverse communities, meeting them and listening to what they tell me.

I have robust plans for community engagement in place to ensure that I meet people from all corners of the county to hear their views. People deserve to have their voice heard. They also need to understand that their opinions have made a difference and I am committed to keeping people, groups and businesses informed about the work being carried out on their behalf.

This will be achieved through face-to-face communication and engagement with the public, online engagement activities, or via printed document to ensure accessibility for all.

To boost this work, and as a firm supporter of the various 'Watch' schemes across the county such as Neighbourhood Watch, Community Speedwatch and Farm Watch, I will work to share information to help boost the number of schemes in place.

I also expect improvements to the Force's engagement and communication with the public and other stakeholders such as Parish, Borough, County and City councils, community groups, and voluntary organisations. I will share feedback from partners and communities with the Chief Constable and her team to ensure they provide a responsive service that suits the needs of the people of Derbyshire and Derby.



Value for Money

During my campaign I heard from many people about what they wanted from their policing service and one thing that I heard repeatedly was the issue of value for money. Taxpayers' need to know that the funding they provide for policing in Derbyshire is being spent wisely, carefully and to deliver on their priorities. I am the voice of the public of Derbyshire and as such will champion the pursuit of value for money in all that both the Force and my own office do.

Policing is a dynamic service; no two years are the same for the Force. As such, the Chief Constable will need to both invest in policing whilst also finding new and innovative ways of making the taxpayers' money go further. Where difficult decisions must be made, I will ensure that those decisions are being taken with the public's interests at heart and to protect the taxpayers' money.

Delivering value for money must define how we do business and it will be a key part of how I hold the Chief Constable to account on behalf of the people of Derbyshire. In setting the budget and police precept each year, I will require the Chief Constable to demonstrate to me that all efforts have been made to:

- Spend money wisely, providing more police officers.
- Find savings to fund policing before asking for more from the taxpayer
- Promote efficient processes and ways of working to avoid unnecessary cost
- Purchase goods and services at the best balance of price and quality
- Work collaboratively with partners to make the taxpayers' pound go further

To ensure that the Chief Constable and I deliver on these objectives, we will establish a Financial Assurance Board that ensures a regular oversight of policing budgets, financial forecasts and what the Force are doing to find and deliver savings and other efficiencies. The Board will ensure that the culture of making the taxpayers' pound go further is at the very heart of all that we do in Derbyshire.

As your Police and Crime Commissioner, it is my job to make sure your money is spent wisely, we have a robust budget and promote efficiencies. I take that responsibility very seriously and will use every tool at my disposal to make sure that is the case.



“ As your Police and Crime Commissioner, it is my duty to make sure your money is spent wisely. I will make sure that any efficiency savings are re-invested into frontline policing

Partnership and Collaboration

To deliver on my responsibilities as Police and Crime Commissioner, I will work not only with policing colleagues but also with a wider range of partners both in the public and voluntary sectors. This may take the form of co-designed and co-commissioned services or through the support of grassroots delivery of services through grant funding from my office. Strong and effective partnership is a cornerstone of my approach to delivering on my Police and Crime Plan objectives and ensuring positive outcomes for the people of Derby and Derbyshire.



I am determined to keep policing in the heart of the community and will explore and encourage co-locations with our local emergency service partners to maintain and increase visibility.

Collaboration with the Ambulance Service is somewhat more challenging due to the geographic area covered by East Midlands Ambulance Service. However, there are regular conversations between the Force and the Ambulance Service to explore further opportunities for closer working relationships.

I will continue to build upon this strong foundation and will work with my fellow Commissioners and Chief Constables to identify new areas for future collaboration projects.

Driving this work will be five key principles:

- Local policing remains local
- The collaboration delivers a more efficient and/or effective policing service for Derbyshire
- All areas of business are up for consideration
- Any decisions not to participate in a collaboration are reviewed regularly as circumstances may change
- The costs and benefits of collaboration are shared fairly between partners

There will be an expectation on the Force to actively pursue partnership and collaboration working with local communities to help provide community safety.

The East Midlands has a long history of collaboration between police forces (Derbyshire, Leicestershire, Lincolnshire, Northamptonshire and Nottinghamshire) across a wide range of activities. These collaborations have greatly enhanced the specialist capabilities and resilience within the region, as well as delivering significant savings to participating forces. Over the years this approach has been identified as best practice and other regions have looked to the East Midlands to understand the potential benefits of collaboration.

More recently there has been a duty on Police and Crime Commissioners to consider collaborative approaches with other 'Blue Light' services i.e. Fire and Rescue Services and the Ambulance Service. In Derbyshire this has resulted in a joint headquarters being built by the Police and Fire services as well as a joint training centre.

Victim Services

A key responsibility of a Police and Crime Commissioner is the commissioning of services to support victims of crime. These services help victims to cope and recover from their experience and are free of charge to everyone in Derbyshire.

I will ensure that Victim Services comprise an effective combination of commissioned services, which receive funding over multiple years, and grant funding which provides the money for shorter term projects.

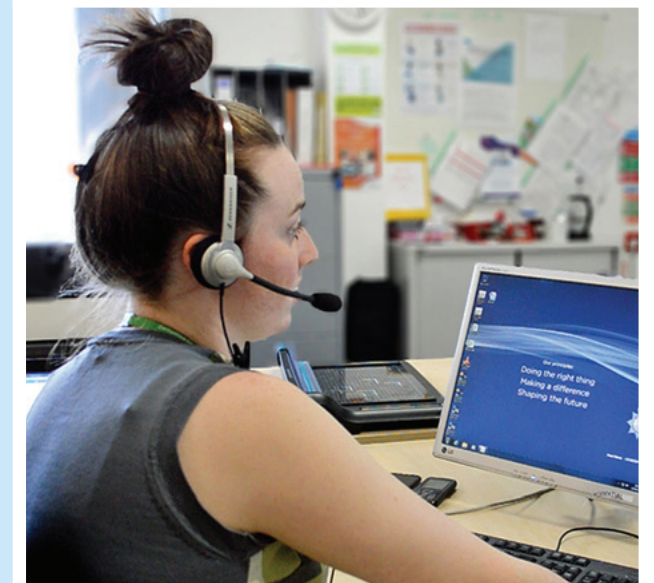
I will continue to support a mix of providers from both national and local organisations. I want to build upon the partnership arrangements in Derbyshire which sees the public and voluntary sectors working together to problem-solve and deliver solutions.

I will work closely with other statutory partners to ensure that where possible co-commissioning and co-funding arrangements are in place to ensure best value for the public purse.

To support my commitment to openness and transparency I will ensure that all grant and funding agreements are publicly available via my website.



“ I will ensure that victim services provide the best possible support for victims of crime



Grant Funding for Community Safety Partnerships

I currently support local authorities with a budget of £250,000 through the Community Safety Fund. I will ensure that this funding is targeted and focussed on supporting community safety partnership initiatives that support my Police and Crime Plan.

To aid communities in delivering my priorities at a local level, a further £275,000 has been set aside per year for community groups, third sector and non-profit making organisations to apply for grant funding.

A range of resources from national/local sources of funding are used to fund community safety initiatives. Examples of how this funding is used includes community safety partnerships, youth offending services, to support local crime prevention and neighbourhood community safety objectives and various 'Watch' schemes. I will periodically invite applications from voluntary and community groups and local non-profit making organisations within Derbyshire and Derby City to deliver innovative capital and revenue projects which will leave a lasting legacy for their community.

Good commissioning involves the ability to test, evaluate and develop new service models which can streamline services and make them more efficient and improve outcomes for both organisations and service users. I will facilitate partnerships and co-commissioning opportunities between organisations to help realise and fulfil opportunities. This kind of activity will vary year-on-year and annual plans are created to summarise the key projects my commissioning team are working on.



Finance and Resources

Ensuring the efficient and effective use of all resources – human, financial and physical, is a key responsibility of any Police and Crime Commissioner. I will work with the Chief Constable to promote a culture within Derbyshire Constabulary that delivers excellent value for money to taxpayers and, where efficiencies or savings can be made, sees these re-invested into additional visible, frontline policing.

In addition, I will ensure that resources within my office are fit for purpose in terms of capacities and skills and are aligned with supporting the delivery of my priorities.

The approved net expenditure for 2021/22 is £202.630m which is funded by £124.846m of grants

from government together with £77.784m from Council Tax. In addition to the revenue budget there is an approved capital programme of some £15.208m in 2021/22. Further details of the budget and financial plans are available via my website www.derbyshire-pcc.gov.uk.

The revenue budget is spent as follows:

	£m	%
Police Officers	105.552	49.73
Police Pensions	3.092	1.46
Community Support Officers	7.006	3.30
Police Staff	43.919	20.69
Premises, transport and other services	34.837	16.42
Regional collaboration	9.727	4.58
Partnership-related activity	0.925	0.44
Capital expenditure and borrowing costs	3.950	1.86
Police and Crime Commissioner's office	1.353	0.64
Commissioning and grants activity	1.865	0.88
	212.226	100.00

The capital programme is spent as follows:

	£m	%
Property	8.381	55.11
Vehicles and equipment	1.820	11.97
IT and other	5.007	32.92
	15.208	100.00

Transparency and Scrutiny

As an elected public official, I am committed to the Seven Principles of Public Life, otherwise known as the Nolan Principles:

- Selflessness
- Integrity
- Objectivity
- Accountability
- Openness
- Honesty
- Leadership

In addition, I am also required to make certain information freely available to the public about my work. These requirements are set out in the Elected Local Policing Bodies (Specified Information) Order 2011 (as amended) and all of the required information can be found on my website www.derbyshire-pcc.gov.uk

A key requirement within the Specified Information Order is transparency in my decision-making. My office has developed a robust decision-making process to record decisions and the rationale. Again, this information is freely available through my website.

A fundamental duty of any Police and Crime Commissioner is to hold the Chief Constable to account for the delivery of an efficient and effective police service. To this end I will continue to hold public meetings at which the Chief Constable will provide assurance to me, and by extension the public, on delivery against the Police and Crime Plan as well as other key areas of policing. I will continue to hold regular meetings with the Chief Constable to receive up to date briefings on topical matters, or potentially, to discuss sensitive issues such as an active police operation or police tactics.

I will continue to work with Her Majesty's Inspectorate of Constabulary, Fire & Rescue Services (HMICFRS) to support their ongoing programme of national inspection and oversight. I will work closely with the Regional Inspector to ensure continuous improvement within Derbyshire.

Supporting my scrutiny processes will be the Joint Audit Risk and Assurance Committee (JARAC), established following recommendations in the Financial Management Code of Practice published by the Home Office.

In addition to my accountability to the people of Derbyshire, my work is also overseen by the Police and Crime Panel for Derbyshire. This Panel is made up of representatives from the District and Borough Councils as well as the City and County Councils sitting alongside a number of independent members.

The Panel may:

- Require the Commissioner to respond to any concerns it has
- Make recommendations on the Police and Crime Plan or Annual Report
- Veto the level of Council Tax Precept the Commissioner sets for policing (subject to a two thirds majority)
- Veto the appointment of the Commissioner's Preferred Candidate for Chief Constable (subject to a two thirds majority)

In addition to its oversight role, the Panel should also provide constructive challenge and scrutiny, promote the delivery of effective partnership working and increase accountability and transparency.

Contact Us

You can contact my office in a number of ways:

- Via the Website** www.derbyshire-pcc.gov.uk
- By email** pccoffice@derbyshire.police.uk
- By phone** 0300 122 6000
- By post** Office of the Police and Crime Commissioner
Derbyshire Constabulary Headquarters
Butterley Hall, Ripley, Derbyshire DE5 3RS
- On Twitter** @derbyspcc
- On Facebook** @DerbyshirePCC

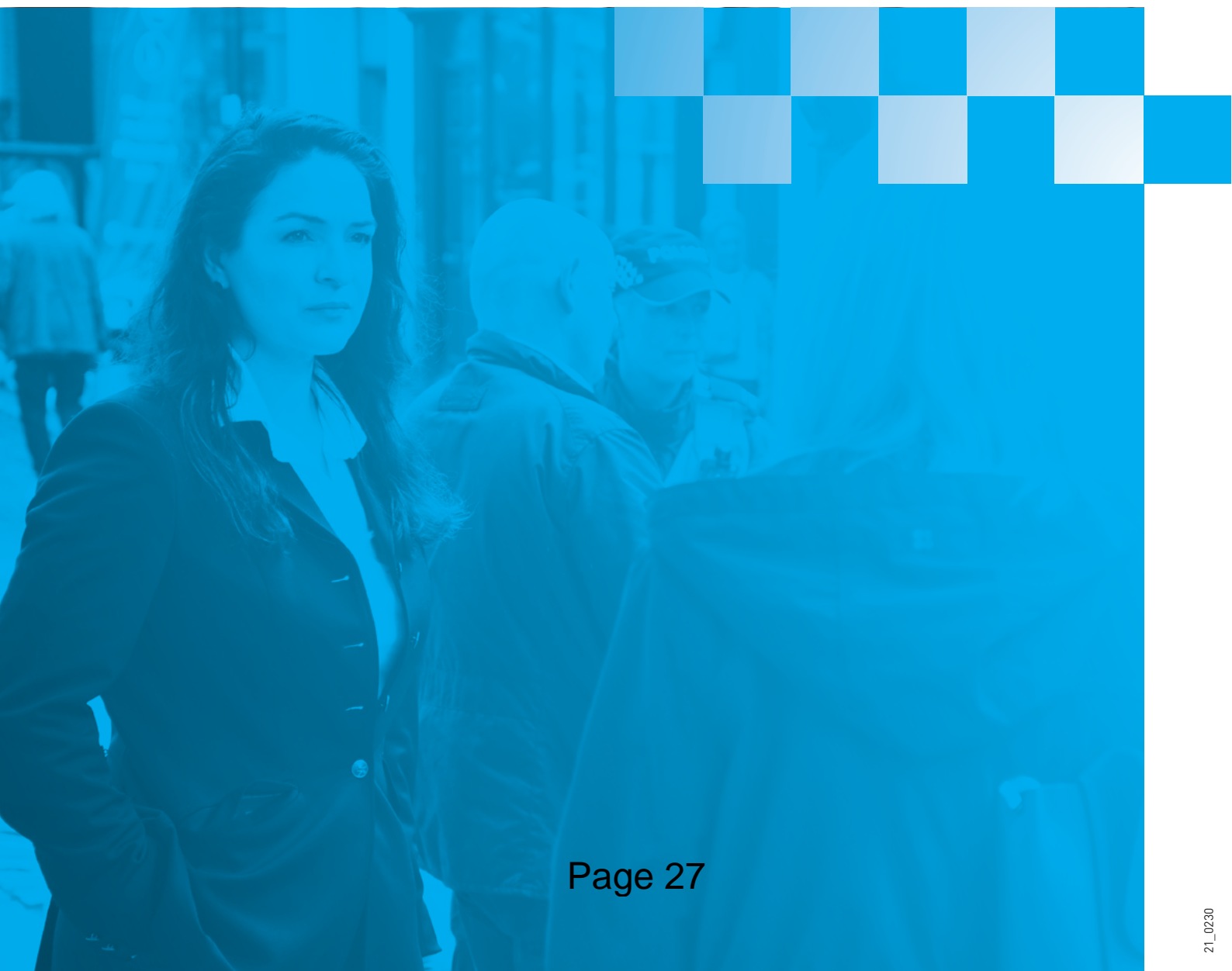
Please note we are unable to take details of crimes or incidents. If you need to contact the police please either call 999 if it is an emergency, or dial 101 if it is a non-emergency.

Sign up for Derbyshire Alert

Derbyshire Alert is the community messaging system for the whole of Derbyshire & Derby City. By registering, you can be the first to receive news and appeals, local crime information, and prevention advice direct to your email address.

You can sign up by heading to www.derbyshirealert.co.uk

Derbyshire Alert is run independently of the Derbyshire Office of the Police and Crime Commissioner. By signing up you agree to their terms and conditions in accordance with their privacy policy, which you can read on <https://www.neighbourhoodalert.co.uk/privacy>



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POLICE AND CRIME PANEL MEETING

REPORT TITLE	INTERIM DELIVERY REPORT
REPORT OF	POLICE AND CRIME COMMISSIONER FOR DERBYSHIRE
DATE	17TH NOVEMBER 2022

1. **PUPOSE OF REPORT**

To provide a summary of work conducted by the Commissioner in support of delivery against the Derbyshire Police & Crime Plan 2021-25, since the last Panel meeting, which was held on 8th September 2022.

2. **BACKGROUND**

Police and Crime Plans are a statutory requirement for all police force areas and were introduced as part of Section 11(1) and (2) of The Police Reform and Social Responsibility Act 2011.

The Derbyshire Police and Crime Plan 2021-25 was launched and supported by the Police and Crime Panel on 15th November 2021.

This paper provides an overview of key work undertaken by the Police and Crime Commissioner in relation to her Police & Crime Plan from 9th September until 8th November 2022.

3. INTERIM DELIVERY AGAINST THE POLICE & CRIME PLAN (9th SEPTEMBER 2022 TO 8TH NOVEMBER 2022)

3.1 Casework Received

The Commissioner receives contact from the public either by post, in person, via her website, or through third parties such as local MPs or local councillors. It is appreciated when people take the time to get in touch directly and every effort is made to help with any issues raised.

Between the period 9th September until 26th October, 62 items were received into the Commissioner's office. Of these received, 50% were allocated to Derbyshire Constabulary for an appropriate response, and the remaining 50% were dealt with exclusively by the Commissioner's office.

3.2 Complaint Reviews

The Policing and Crime Act 2017 (and supporting regulations) made significant changes to the police complaints and disciplinary systems. They introduced a number of changes designed to achieve a more customer-focused complaints system. Local accountability was enhanced through changes to the role of local policing bodies (Police and Crime Commissioners), where appeals were previously handled by either the chief officer or the Independent Office for Police Conduct (IOPC). The new right to apply for a review is to either the Police and

Crime Commissioner or the IOPC. This change aimed to increase independence and transparency. Where the complaint has been concluded by Derbyshire Constabulary, and the complainant has received a complaint outcome letter from the Professional Standards Department, but the complainant remains dissatisfied with the outcome of their complaint, they have a right to apply for a review of that outcome within 28 days to the Police and Crime Commissioner. The review conducted by the Commissioner considers whether the outcome of the handling of a complaint has been dealt with in a reasonable and proportionate manner.

During the period 9th September to 26th October, 4 complaint reviews have been received by the Commissioner's office.

3.3 **Police and Crime Panel Priority - Strong Local Policing**

Police Uplift Programme

The Commissioner and her office have been scrutinising the efforts being made by Derbyshire Constabulary surrounding the Police Uplift Programme to ensure residents across Derby and Derbyshire benefit from the extra resources as quickly as possible. Since April this year up until end of September, the Constabulary have recruited an additional 146 officers. In addition, there are over 100 officers currently in Derbyshire Constabulary's training school which is the highest number ever recorded.

Recent progress has been very positive in recruiting the full Derbyshire allocation of 283 additional police officers as part of the Uplift Programme by the end of March 2023. This aligns with the Strong Local Policing priority within the Commissioner's Plan and supports delivery by having stronger and more effective neighbourhood policing teams to cut crime.

The Commissioner has continued to support the Initial Police Learning and Development Programme (IPLDP), which is an entry route to join the police service open to non-degree holders. This entry route provides access to the different talents, knowledge and skills that are available in our communities. It offers policing as a career choice to those who do not hold a degree but who bring other highly desirable attributes to the workforce. The Government have now decided to close this route from 31st March 2023, and therefore it will prevent many otherwise excellent candidates from applying to join the police. The Commissioner has recently written to all Derbyshire MPs encouraging them to ask the government to review their position and allow the IPLDP recruitment route to remain available to police forces.

The Commissioner proactively continues to welcome and meet all new cohorts who have commenced employment within Derbyshire Constabulary as part of the Police Uplift Programme. Most recently, the Commissioner met student officers who have completed their initial training through the Degree Holder Entry Programme (DHEP) and Initial Police Learning and Development Programme (IPLDP), in addition to a new cohort of specific detectives from the (DHEP). They will soon be deployed to locations across Derbyshire, alongside experienced officers, to be on the frontline of policing to protect and serve the public.

Performance Scrutiny Meeting (PSM) – Strong Local Policing

During the end of November, the Commissioner will be chairing a Performance Scrutiny Meeting (PSM) focused on Strong Local Policing. This meeting will focus on the efforts being made by the Chief Constable to deliver against this priority. As part of the update, as requested by the Commissioner, performance surrounding the Uplift Programme will be reviewed and further scrutinised. A copy of the report will be available on the Commissioner's website following the meeting.

3.4 **Police and Crime Panel Priority - Neighbourhood Crime and Anti-Social Behaviour**

Tackling burglaries

This is a key priority in the Police and Crime Plan. The Commissioner has worked closely with the Chief Constable over the last year on their action plan to tackle burglaries across Derbyshire. Following on from the Community Charter and Neighbourhood Policing Strategy launched earlier in the year, the Chief Constable committed that officers would attend every home burglary reported within the county. This commitment ensures that all residents who are victimised by burglary, irrespective of where they reside, will receive a visit by officers.

This commitment helps further deliver against the Commissioner's priority by improving communication between residents and the force, whilst seeking to improve confidence in people reporting crimes.

Since the last Panel meeting in September, work has been undertaken to finalise this action plan. Recently the NPCC announced their expectation from all forces across England and Wales to send an officer to investigate all reports of home burglaries, irrespective of location or stolen items. This national pledge is very much in keeping with the Commissioner's Police and Crime Plan.

The commissioner receives regular updates on progress and latest figures show a reduction in burglaries across Derbyshire. The force has planned a countywide week of action later this month to further drive down burglaries. A report concerning burglary has been provided separately.

Tackling Anti-Social Behaviour

ASB Prevention Grant Scheme

Following the success of earlier Anti-Social Behaviour (ASB) Grant rounds issued by the Commissioner, a further round was launched in summer and was open to local organisations, including parish and town councils to apply for funding to tackle anti-social behaviour in local communities. In total, 46 organisations applied for grants of up to £5,000 each to deliver projects aimed at solving problems locally.

The Commissioner will soon be announcing the successful recipients along with details around how the funding will be spent. This Information will be available to view on her website in the coming month.

ASB Co-ordinators

Through the Commissioner's budget, two new ASB co-ordinator roles will be recruited to support the lead officer responsible for ASB within Derbyshire Constabulary. They will provide specialist support and guidance surrounding enforcement tactics to officers, whilst supporting Safer Neighbourhood Teams to deal with nuisance and disorder that affects the quality of life of residents across the county. These roles are currently being advertised and will be recruited shortly.

16-25 Outreach

The Commissioner, working in partnership with Derbyshire County Council and Derby City Council's Public Health service, has recently appointed health and social care charity Change Grow Live to deliver an outreach service to reduce

drug and alcohol misuse among young people aged between 16-25 across the county and city.

The service will be delivered across three settings, to provide young people with the help they need early on to stop problems escalating. It will be delivered at further and higher education establishments, festivals, and other organised local events and through outreach and engagement (including unorganised groups gathering in public spaces such as parks).

The service aims to prevent young people (already using substances on an experimental or occasional basis) from using them regularly and excessively, and also to prevent or slow the progression of young people who are already using some substances.

3.5 **Police and Crime Plan Priority – Road Safety**

Speed Indicator Device (SID) Scheme

Speed Indicator Devices (SIDs) are electronic vehicle activated signs used on the public highway. They are electric signs which display a message or speed when triggered by vehicles travelling at excessive speeds. They are intended to supplement rather than replace the traditional signs and lines and are aimed at addressing specific road safety problems.

Earlier this year, the Commissioner has worked with cabinet members within Derbyshire County Council, to bring forward a new policy to enable villages, districts, boroughs, parishes, and town councils to apply to install SID signs at sites where there are local concerns over speeding vehicles.

Feedback obtained from the Commissioner's ongoing engagement with residents has indicated that speeding is one of the main concerns impacting

communities across the county. This new policy change, spearheaded by the Commissioner, enables communities to take a new approach to curb speeding vehicles on the road network.

To support the purchasing of SID signs for parish and town councils, and to build on the Commissioner's desire to create stronger and safer communities, the Commissioner launched a dedicated Road Safety grant scheme. The scheme is open to voluntary groups, parish and town councils, charities and non-profit organisations, to apply for grants to deliver safety measures aimed at improving road safety and reducing the number of fatal and serious injuries on the county's road network.

As of 31st October 2022, 16 organisations have applied to the Commissioner's scheme to help with the purchasing of SIDs, to be installed within their community on roads identified as having a speeding problem. Following an approval process conducted by Derbyshire County Council, signs which meet the relevant criteria detailed within the policy will be erected in the near future.

Community Speed Watch Seminar

To mark the commitment of volunteers and to further enhance the Community Speed Watch scheme operating in Derbyshire, the Commissioner and force have been working jointly on plans to host the first ever Speed Watch Seminar later in November. From the 90+ established schemes currently operating, invitations have been sent to each volunteer co-ordinator to ensure representation from every area of the county is received.

During the seminar, volunteers will be recognised for the efforts made during the year by the Commissioner and the force, along with a presentation on how the scheme has increased substantially over the past year, including growth of the membership base to over 700 volunteers.

The vital work conducted weekly by volunteers supports the Commissioner's Road Safety priority by aiding in the reduction of speeding vehicles.

3.6 **Police and Crime Plan Priority - Rural Crime**

Derbyshire Rural Crime Awareness Week

To ensure the public are made aware of the issues surrounding rural crime in Derbyshire, the efforts made by the Commissioner and the force, (particularly the work of the Rural Crime Team) the Commissioner facilitated the first ever Derbyshire specific Rural Crime Awareness Week. The week-long campaign was launched between 3rd - 7th October to raise awareness of the issues surrounding

rural crime and the efforts and investment undertaken. Derbyshire Rural Crime Awareness Week aimed to shine a spotlight on rural communities across Derbyshire, and the work being undertaken by rural crime officers within Derbyshire Constabulary.

The awareness campaign coincided with officers from the Rural Crime Team and Roads Policing Unit undertaking proactive and intelligence-led operations in areas where rural crimes, such as poaching, are known to take place and activity aimed at recovering stolen agricultural property and equipment. Additionally, the Commissioner highlighted the specialist support services available to victims who reside in rural areas, including crime prevention advice promoted through social media.

Tackling rural crime is a key priority in the Commissioner's Police and Crime Plan. The awareness week aimed to make sure that rural residents and businesses felt reassured and safe, but also to highlight the specific issues our rural communities experience. Through the Commissioner's budget for policing, funding has been provided to improve the technical capabilities (including drones and better

equipped vehicles) and investigative resources available to the rural crime officers to deliver a better response to the public. In addition, the Commissioner's budget has enabled the Rural Crime Team to further increase in size, with the addition of the first ever Rural Crime Police Community Support Officer (PCSO). Recruitment is currently in progress. One of the key aspects of the new PCSO will be to support community and stakeholder engagement in rural areas across Derbyshire. They will support the implementation of problem solving and evidenced based policing and develop targeted approaches to reduce the impact of crime and disorder on rural communities. This role is currently being recruited.

The week of action resulted in many positive outcomes. These included: suspected illegal antiques being seized, animal welfare issues being addressed in conjunction with the RSPCA, and numerous vehicles (including tractors, caravans, trailers and 4x4s) stopped and checked resulting in a suspected stolen vehicle being identified and subsequently a seizure being made. Feedback received was positive through social media and there was a notable increase in the amount of engagement based on the content shared across different platforms. One of the key focuses of the Commissioner's priority is to further enhance engagement between the police and communities who reside in rural communities. The awareness week has demonstrated the added value in highlighting concerns and improving communication between the police and the public.

Illegal Encampment Taskforce Pilot

North East Derbyshire Illegal Encampment Taskforce

The North East Derbyshire Illegal Encampment Taskforce was activated again in early October, following new encampments being formed at Arkwright Town and Calow. Through swift and direct action taken by the taskforce, chaired by the Commissioner, the partnership which has been formed between Derbyshire Constabulary, North East Derbyshire District Council, the Commissioner and

respective Parish Councils ensured that the sites were vacated, secured, and cleared promptly.

Through the Commissioner's Taskforce model, which has been adopted to drive down crime, it sends a clear message that illegal encampments will not be tolerated within Derbyshire. Collectively, as a partnership, acting quickly to enforce the law and working together collaboratively, ensures that encampments are moved on swiftly and that sites are secured.

Derbyshire Dales Illegal Encampment Taskforce

The Derbyshire Dales Illegal Encampment Taskforce was activated in September following a new encampment being formed in Matlock Station Car Park. The Commissioner chaired taskforce meetings involving local partners including the District Council, local Police and Council Leaders. The purpose of the meetings was to understand the status of the encampment and to proceed swiftly with action to evict those occupants without consent of the landowner to occupy the space.

One of the key benefits of the taskforce model is the ability of the Commissioner to mobilise meetings rapidly, with the key partners, to ensure positive action is taken as quickly as possible by all concerned.

Performance Scrutiny Meeting (PSM) – Rural Crime

One of the key functions of the Police and Crime Commissioner is to scrutinise the work of the force and hold the Chief Constable to account. The Commissioner considered this to be insufficient and poor previously. To increase and improve the scrutiny level and standards, Performance Scrutiny Meetings have been created to drill-down into the force's delivery against each of the six Police and Crime Plan priorities listed within the Commissioner's Plan. They enable the

Commissioner to hold the Chief Constable to account on the force's performance around each priority on behalf of the public.

A PSM was held on the 6th October which focused on the Rural Crime priority within the Police and Crime Plan. The Chief Constable and her senior leadership team presented a detailed report which delved into each specific sub-point within the priority and provided evidence against delivery, including discussions surrounding performance.

In addition to the main report, 21 questions were received from members of the public relating to Rural Crime which were answered during the meeting.

A copy of the Rural Crime PSM report is provided at Appendix A. This provides evidence of the force delivery against each sub-section of the Rural Crime priority.

3.7 **Police and Crime Plan Priority - Victim Support and Safeguarding**

Performance Scrutiny Meeting (PSM) – Violence Against Women and Girls

The Commissioner hosted a specific PSM on 3rd November 2022 to revisit the progress being made by the force surrounding VAWG. A detailed report was requested by the Commissioner concerning the current force plans along with performance data. A copy of this report is provided at Appendix B.

As part of the Commissioner's budget, a dedicated Stalking Co-ordinator role was funded to review all stalking cases, ensure effective resource allocation, and maximise civil order opportunities. Since the role was recruited in May 2022, there has been an increase in Stalking Prevention Orders obtained compared with the previous year. This further helps to protect and support victims who report stalking incidents

Leaders Unlocked – Youth Engagement

As part of the Commissioner's work to engage with young residents across Derbyshire, Leaders Unlocked were co-commissioned by the Commissioner and the force in 2021, to facilitate a dedicated youth commission. Over the past 12 months, a range of young people situated from across Derbyshire (aged between 16 and 20) have considered relevant issues within the Police and Crime Plan such as stop and search, drugs and serious violence. Last month, the Commissioner attended a meeting with representatives from the force and the youth commission to understand their feedback across these key areas.

4. SUMMARY OF ENGAGEMENT ACTIVITY – (9th SEPTEMBER 2022 to 8th NOVEMBER 2022)

The Commissioner regularly attends a variety of public meetings, in addition to meeting organisations and residents, across Derbyshire on a regular basis.

The below summary highlights some of the public engagements undertaken by the Commissioner between the period 9th September and 8th November 2022.

In addition to the engagements provided below, the Commissioner periodically engages with partners across the county and city and attends a number of other engagements, which primarily have been to visit police stations and meet local Safer Neighbourhood Teams (SNTs) across the county, along with attending numerous attestations to support new officers/staff/volunteers who have commenced employment within Derbyshire Constabulary.

Meeting with the member of parliament (MP) and residents to discuss crime and anti-social behaviour within Gamesley, High Peak.

Meeting with local farmers as part of Derbyshire Rural Crime Awareness Week, to discuss issues impacting the farming and agricultural community in the High Peak.

Attended the attestation ceremony for the Mini Police programme within Landau Forte Academy secondary school in Derby City.

Attended the attestation ceremony for the Mini Police programme within Fairfield Endowed C of E Junior School in the High Peak.

Meeting with the local councillor and Safer Neighbourhood Team (SNT) in Cotmanhay to discuss the Safer Streets Funding secured by the Commissioner in Erewash.

Meeting in Long Eaton town centre with councillors from Erewash Borough Council to discuss the improvements being made to the town centre and the partnership working between the council and the local SNT.

Meeting with the MP and residents at Park Field Farm estate in Long Eaton to discuss issues of anti-social behaviour and speeding in Erewash.

Meeting with Derbyshire Young Farmers to present the Commissioner's Police and Crime Plan and discuss their issues in Derbyshire Dales.

Meeting Rural Action Derbyshire, meeting volunteers and projects based within their headquarters in Derbyshire Dales.

Attended a Neighbourhood Watch group meeting in Breaston, presenting her Police and Crime Plan, discussing the impact of her Neighbourhood Watch grant funding, and responding to questions from local members.

Roundtable meeting with the MP for Derby North, safeguarding minister and partners to discuss crime policing and safeguarding matters relevant to Derby city.

The Commissioner attended a feedback meeting with the force and youth commission to listen to the findings from young people concerning crime and policing matters. Police HQ, Amber Valley.

Attendance at the Achievement Awards to present long service awards to police staff members and the Safer Neighbourhood Team of the year. Derby City.

Attendance at the screening of a short new video produced by Rural Action Derbyshire showcasing the Willow Project aiming to raise awareness of Domestic Abuse. Followed by a Q&A session with members of the public in attendance. Amber Valley.

ATTACHEMENTS

APPENDIX A – Performance Scrutiny Meeting (PSM) paper on Rural Crime

APPENDIX B – Performance Scrutiny Meeting (PSM) paper on Violence Against Women and Girls (VAWG)

RECOMMENDATION

- i. That the Panel receives the interim update in relation to progress against the delivery of the Police and Crime Plan 2021-2025

CONTACT FOR ENQUIRIES

Name:	Angelique Foster
Tel:	0300 122 6000
Email	pccoffice@derbyshire.police.uk

PERFORMANCE SCRUTINY MEETING

AGENDA

DATE OF MEETING	6 OCTOBER 2022
TITLE OF MEETING	THE COMMISSIONER'S POLICE & CRIME PLAN 2021-2025 - PRIORITY 4: RURAL CRIME
TIME OF MEETING	2:30 PM
LOCATION	VIRTUAL
CONTACT	OFFICE OF THE POLICE & CRIME COMMISSIONER FOR DERBYSHIRE 0300 122 6000
DISTRIBUTION	POLICE & CRIME COMMISSIONER CHIEF CONSTABLE DEPUTY CHIEF CONSTABLE ASSISTANT CHIEF CONSTABLES DIRECTOR OF FINANCE & BUSINESS SERVICES HEAD OF CORPORATE SERVICES OPCC CHIEF OPERATING OFFICER OPCC HEADS OF DEPTS OPCC COMMUNICATIONS OPCC PERFORMANCE & DATA ANALYST

AGENDA ITEM	SUBJECT
1.	APOLOGIES FOR ABSENCE
2.	DECLARATIONS OF INTEREST
3.	ANNOUNCEMENTS FROM THE COMMISSIONER
4.	ANNOUNCEMENTS FROM THE CHIEF CONSTABLE
5.	THE COMMISSIONER'S POLICE & CRIME PLAN 2021-2025 - PRIORITY 4: RURAL CRIME REPORT FROM THE CHIEF CONSTABLE
6.	PUBLIC QUESTIONS ON RURAL CRIME
7.	ANY OTHER BUSINESS

PERFORMANCE SCRUTINY MEETING

REPORT TITLE	THE COMMISSIONER'S POLICE AND CRIME PLAN 2021-2025 - PRIORITY 4: RURAL CRIME
REPORT BY	CHIEF CONSTABLE
DATE	6 OCTOBER 2022

PURPOSE OF THE REPORT

To provide assurance to the Police and Crime Commissioner that the Constabulary are making progress towards the Commissioner's Police and Crime Plan Objective 4: Rural Crime.

ATTACHMENTS

None

RECOMMENDATIONS

To determine if the Commissioner can gain direct assurance that this area of business is being managed efficiently and effectively.

CONTACT FOR ENQUIRIES

Name: C/Supt Hayley Barnett
Tel: 101
Email: pamenquiries@derbyshire.police.uk

1. OVERVIEW OF THE STRATEGIC PRIORITY

- 1.1. It is recognised that the unique characteristics, and often-isolated nature of rural communities can have an aggravating effect on the impact of crime, and the fear of crime felt by those living in those communities. The high policing demands of urban areas can often draw police resources away from rural communities and some of the legislation and crime types relevant to rural crime can often require specialist knowledge. It is for these reasons Derbyshire Constabulary established a dedicated Rural Crime Team (RCT) to seek to address some of these issues.
- 1.2. 'Rural Crime' can have a very broad definition, arguably including any crime type that may occur in a rural community and can therefore be very difficult to quantify, particularly in absence of a consistently accepted definition of 'rural'. Work is ongoing to define 'rural' in Derbyshire, in a way that is compatible with crime/incident records and can be used to present a more informed analysis in future.
- 1.3. However, there are four categories which are clearly considered by Derbyshire Police to fall specifically within the area of 'rural crime' and considered areas of priority for the RCT.
- 1.4. These are: -
 - **Agricultural** – Operation Logrey - Agricultural crime covers working farms, farm machinery, farm buildings and smallholdings. Offences include theft of equipment or fuel, damage to property, theft of livestock and livestock worrying.
 - **Equine** – Operation Tilly - Equine crime covers working stables and equestrian centres and includes offences like tack theft.
 - **Wildlife** – Operation Whistler - Wildlife crime includes hare coursing, poaching, and interfering with protected species.

- **Heritage** – Operation Chronos - Heritage crime is defined as 'any offence which harms the value of England's heritage assets and their settings to this and future generations'. That can include offences like lead theft from churches, damage to ancient monuments and illegal metal detecting.
- 1.5. Rural crime is a key priority in the current Police and Crime Plan, and the specific policing priorities for the RCT are based on the current crime trends in Derbyshire and the surrounding county areas. In terms of rural crime, the focus has been and still is on plant/farm/agricultural machinery and tool theft. This includes quad bikes, All Terrain Vehicles, and trailers/livestock trailers. These offences are year-round with seasonal peaks associated with farming activity. We are also seeing a year-round trend on livestock worrying associated with irresponsible dog handling/ownership. These priorities are generally reflective of the national rural crime picture. In terms of wildlife crime priorities, the Team focus is on the priorities set by the National Wildlife Crime Unit (NWCU) strategic assessment and how they present in our county area. Our main wildlife crime areas are poaching, fish poaching and the illegal persecution of birds of prey, particularly the taking of wild peregrine falcons associated with the illegal falconry trade which extends to national and international criminality. In terms of Heritage Crime, whilst the numbers of reported incidents are low, we are seeing crime trends in other county areas which may result in an uplift of incidents here in Derbyshire. Church roof lead theft is one such crime trend. There are problem management plans in place aimed at tackling these identified local trends which again are to some extent seasonal.
- 1.6. There have been no major procedural or legislative changes over the past 12 months, nor are any foreseen, that will have any significant impact on the work of the RCT. We are however seeing an increase in anti-social behaviour being reported by partners across the Peak District and indeed the county. This is anti-social behaviour associated with an increased and different visitor profile to the county's national park and other rural areas. This has manifested itself in the form of drunkenness, barbecues and campfires and littering as well as some wild camping in areas where such activities are prohibited. In the case of barbecues

and campfires this is obviously a significant risk relating to wildfires, particularly given the hot dry weather over this summer. These incidents are currently being attended by National Park rangers, National Trust staff and various other estate staff. Where appropriate, such instances of anti-social behaviour (ASB) are adopted by the relevant local Safer Neighbourhood Team as local priorities and tackled with the support of the RCT.

- 1.7. Another crime trend that seems to be on the increase is fly tipping and whilst the enforcement responsibility for fly-tipping lies with the Local Authority, if offenders are found in the act of committing offences by patrolling police resources, then enforcement action will be taken.
- 1.8. Given the potentially broad definition of 'rural crime', recording and monitoring of rural crime figures can be challenging. Incidents and crimes affecting rural communities are reported under other general categories such as ASB, theft, burglary, criminal damage, wildlife related etc and are not easily identifiable from more general crime trends at a force level. Local crime trends affecting all communities, including rural, are identified, and reviewed at the relevant policing division however, where they are managed accordingly.
- 1.9. Seeking to improve on this position in terms of data quality new incident closure codes were introduced to identify rural crime priority related incidents. Presently, however, the data cannot be considered 100% accurate as the mechanism of identifying and labelling of relevant incidents is still evolving and improving. It does, however, give a broad representation of incidents with the identified priority areas, albeit comparison with past periods of time is problematic owing to the changes.
- 1.10. As identified above, the data quality issue means that it is not possible to accurately identify and compare historic 'rural crime'; however, specific 'rural crimes' in line with the specific rural crime priority areas in the previous 12 months have been recorded as follows: -

- There have been 144 records made under Operation Logrey (Occurrences relating to Agriculture) in the 12 months:

Theft of farm machinery/vehicles	35
Theft of Tools	22
Theft of livestock	7
Theft of fuel	6
Criminal damage	14
Livestock Worrying	37
Miscellaneous	23

- There have been 121 records made under Operation Whistler (Occurrences relating to Wildlife) in the 12 months.

Offences relating to badgers	18
Offences relating to birds	41
Offences relating to bats	1
Trade of endangered species offences	5
Poaching (fish/deer/hare coursing)	36

- There have been 16 records made under Operation Chronos (Occurrences relating to Heritage) in the last 12 months.

Criminal damage	6
Theft	7
Miscellaneous	3

- There have been 13 records made under Operation Tilly (Occurrences relating to Equine) in the last 12 months.

Theft/burglary offences	10
Offence relating to animal welfare	2
Livestock worrying	1

- 1.11. Work is ongoing to improve the quality of the available data and afford a complete and accurate picture of the levels of demand in terms of rural crime, and it is recognised that this lack of data is an issue for the Force.
- 1.12. An ongoing review into the operational functioning of the RCT is ongoing, examining a wide variety of factors such as shift pattern, staff experience and training, communication (both internal and external), links to force tasking processes, and improving performance data. The role of the RCT and its interaction and support both to and from the Safer Neighbourhood Teams in rural areas is also being considered to maximise the force's effectiveness and efficiency in this priority area. Best practice nationally will be factored into the review, as will benchmarking with the RCTs of other police areas.

2. SUMMARY OF ACHIEVEMENTS IN THE PAST 12 MONTHS

- 2.1. There have been a variety of successful, and high-profile investigations into rural crime in Derbyshire over the last year, a selection of which are as follows.
- 2.2. The Team investigated reports made by protestor groups in December 2021 and January 2022 regarding illegal fox hunting in the south of Derbyshire. Several suspects were identified and interviewed in a joint investigation with CID.
- 2.3. A joint agency search warrant executed in July 2021 at a Derbyshire farm during which illegal firearms were recovered and a suspect arrested. Currently awaiting charge decision from the Crown Prosecution Service (CPS).
- 2.4. A South Yorkshire based criminal arrested for theft of a John Deere Gator in September 2021 following forensic evidence. Following a protracted investigation he was charged and subsequently convicted at court in July this year for handling stolen goods.
- 2.5. Suspect arrested in May 2022 for shooting birds and firearms offences in residential location and remains under investigation whilst the rifle is tested.

- 2.6. On 28 March 2022 a prolific Derbyshire criminal, who was subject of a RCT investigation, was convicted and sentenced to 47 months for offences against the farming community between 2019 and 2021 such as theft of a mini digger, handling a stolen land rover, theft of a trailer, fraud offences and perverting the course of justice.
- 2.7. Joint operation with neighbouring forces into the handling of stolen farm equipment and plant led to the execution of a search warrant Derbyshire farm in January 2022. The RCT recovered thousands of pounds of farm and plant equipment such as an All-Terrain Vehicle, two quad bikes, a trailer, a stolen motor vehicle and various other power tools. A suspect was arrested for handling stolen goods and firearms offences. He remains under investigation by Nottinghamshire Police in relation to the stolen property but is to be charged to court for the firearms offences investigated by the Derbyshire RCT.
- 2.8. On 14 March, the RCT led a multi-agency raptor persecution operation in Chesterfield area following numerous reports of poisoned birds in the area.
- 2.9. A crime prevention initiative at peregrine nesting site than ran during the nesting period between February and June 2022.
- 2.10. Since March 2022 Derbyshire have worked closely with South Yorkshire and Nottinghamshire Police to tackle a persistent illegal off-road bike issue on the North East border around Lightwood Lane, and Ridgeway.
- 2.11. Following a public meeting in May 2022, attended by around 50 local farmers and landowners to discuss this and other issues, a joint initiative with around local landowners was set up to track the groups of off-road bikes and provide regular up to date information to Police for enforcement activities. The operations were done in conjunction with social media appeals and reported on by ITV at the time.

- 2.12. During the operations, which became regular events throughout the summer, the South Yorkshire Police off-road bike team seized several off-road bikes and the area has since seen a significant reduction of the problem within Derbyshire itself.
- 2.13. On 22 August this year, a dog owner was convicted at court of 2 counts of having a dog dangerously out of control and 2 counts of livestock worrying following a particularly upsetting incident of livestock worrying at a farm in Dronfield where 2 prize sheep were killed.

3. SUB-OBJECTIVE 1: INCREASING THE NUMBER OF STAFF AND OFFICERS TRAINED TO TACKLE THE SPECIFIC ISSUES FACING THE RURAL COMMUNITIES OF DERBYSHIRE

- 3.1. The RCT does not function alone in policing the rural communities of Derbyshire. All areas are covered by dedicated Safer Neighbourhood Teams, supported by the response function, and all investigative and operational support departments in the force. The RCT itself provides specialist skills and support to this wider pool of resources.
- 3.2. The core RCT establishment currently stands at one full-time Sergeant and seven full-time constables. Presently six of the constable posts are filled, and a recruitment process to fill the vacancy is actively underway. All officers are specialist wildlife crime investigators and three are specialist investigators in relation to the control of endangered species. All officers have completed training with Historic England regarding the investigation of Heritage crime. There is also a part-time coordinator and a part-time administrator to support the Team and there will shortly be an addition to the RCT in the form of Derbyshire's first Rural Crime PCSO. The role profile for this post is currently being finalised after which recruitment into the role will take place, and the core duties will be:
- Support community and stakeholder engagement and participation in policing by aiding in the development of a range of approaches to support the identification of local issues, crime prevention, building social cohesion and increasing rural community confidence in policing.

- Develop effective relationships with individuals, including people who are vulnerable and at risk across rural communities, providing support and guidance to identify root causes, assess needs, prevent crime, respond to concerns, and build trust in policing.
 - Support the implementation of problem solving and evidenced based policing initiatives to develop targeted approaches to reduce the impact of crime and disorder on rural communities.
 - To promote Derbyshire Alert to the public, specifically rural communities such as farmers, by encouraging people to sign up and by creating and distributing relevant material via the system.
 - Make good use of existing social media profiles to communicate with rural communities as well as helping to develop new means of communication and promoting the good work of the RCT.
- 3.3. There are also 14 other officers in the force who have undergone the wildlife crime officer national training course, provided by the National Wildlife Crime Unit, and who function as points of contact on a variety of front-line response, Safer Neighbourhood Teams, CID, and Operations Division and are available to respond to any reports of wildlife crime should the RCT not be available in the first instance. Unfortunately, this training is currently under review by the National Wildlife Crime Unit, but once it becomes available again the Constabulary will seek to utilise it to maintain capability in this area.
- 3.4. The RCT raises awareness and deliver training to the wider force regarding issues faced by rural communities and how to deal with them. The Team also delivers a training input to all student officers as part of the core training and there is rural and wildlife crime input to all new call centre staff. Furthermore, on 17 June 2022, 26 officers and police staff working in different areas throughout the force attended the first Rural and Wildlife Crime Awareness training day. This event which was opened by the Police and Crime Commissioner was held at a working Derbyshire farm and had inputs from expert speakers from the National Farmers Union (NFU),

DATATAG, Royal Society for the Protection of Birds (RSPB), British Association for Shooting and Conservation (BASC) and the Willow Project. It is intended that this training event will be held annually further increasing the capability and capacity of the wider force to support tackling rural crime issues.

- 3.5. A wider 'needs assessment' is to be carried out as part of the ongoing review on the current capability of the force with regards to the various elements of rural and wildlife crime training that have been delivered. This will be done with a view to formulate a consistent future training package to be delivered to identified officers in appropriate roles, to enable them to support this priority more effectively. For officers already trained, this will include a programme of continuous professional development and where need, refreshment of prior training. Policing rural communities is the responsibility of many officers and staff, not simply the RCT. Crime occurs in rural locations as it would in other areas. It is therefore important that all officers and staff understand the most effective way to police crime in these communities, giving reassurance and confidence.

4. SUB-OBJECTIVE 2: COMMISSIONING SERVICES THAT UNDERSTAND AND CAN RESPOND TO THE NEEDS OF THOSE LIVING IN A RURAL SETTING

- 4.1. Derbyshire has a large rural area with farming and land management activity across the whole county. A project completed by the force Geographical Information System (GIS) team has identified 4,800 farms across the county. There are also numerous privately owned upland and lowland estate areas as well as large areas of land managed by statutory partners, private companies and charities, examples being the National Trust, United Utilities, and the RSPB to name a few. We regularly engage with a wide array of partners through the various forums hosted by the Peak District National Park Authority as well as through other channels as required or dictated by emerging incidents or trends.
- 4.2. In terms of engagement with farmers and landowners the RCT undertakes farm visits which are aimed at providing visibility and reassurance as well as crime prevention advice where necessary. They are regular visitors to the local farmers

market where engagement takes place with other rural partners such as NFU as well as being available and visible to local farmers.

- 4.3. Weekly monitoring of situation reports from the Peak Park Ranger Service is completed and advice and support is provided when required.
- 4.4. The Team are also currently supporting several of our upland shooting estates following intelligence received about shoot disruption associated with animal welfare activists. We engage with these estates as a result of ongoing issues with damage and trespass which is again associated with certain types of activism. Neighbouring forces have experienced direct action against organised shoots in since the start of the new shooting season on 12 August and it is anticipated that shoot disruption will be an emerging trend.
- 4.5. The Team have regular engagement events at shows, markets, and other central community locations where they provide specialist crime prevention advice, supported by the Team's coordinators and volunteers. One such forthcoming event will be Chatsworth Country Fair where we will also be supported by the force Firearms Licensing department and the Willow Project.
- 4.6. The Team have an excellent relationship supporting the Willow Project who are a Police and Crime Commissioner funded project within Rural Action Derbyshire and provide training and awareness throughout Derbyshire. Their training helps people identify signs of domestic abuse and gives confidence to people to report it and challenge attitudes that perpetuate domestic abuse. They recognise that domestic abuse faced by victims who live in rural locations can be quite different to those living in busy towns or cities. The RCT are committed to enforcing this message and work with the Willow Project to raise the awareness of domestic abuse in rural communities to Derbyshire officers and staff. The Willow Project join the RCT at various engagement events and have delivered training to Derbyshire officers at the Rural Crime Awareness Training Day.

- 4.7. The RCT work closely with other regional forces and their RCTs to share good practice and intelligence. Weekly intelligence sharing meetings take place with rural crime specialists from Police forces throughout the region and this has led to several proactive operations targeting cross border criminality as well as a joint operation with neighbouring forces into the handling of stolen farm equipment and plant.
- 4.8. All areas of Derbyshire are covered by Safer Neighbourhood Teams with their own programmes of engagement and have documented relevant neighbourhood profiles. By also working towards sub-objective 6, improving communication and engagement, the Force can build a rich picture of the specific needs of the communities it serves.

5. SUB-OBJECTIVE 3: COMMISSIONING CRIME PREVENTION ACTIVITIES FOR RURAL COMMUNITIES TO REDUCE CRIME, TRESPASS AND THEFT

- 5.1. The RCT officers have all completed problem-solving training and are currently using an evidence-based problem-solving approach to tackle several issues including acquisitive agricultural crime, livestock worrying and raptor persecution. The problem management plans identify, record, and assess crimes and intelligence which helps the Team focus their response in terms of hot spot locations, repeat victims and suspect offenders focusing effective crime prevention initiatives, proactive operations, and targeted patrols.
- 5.2. The current active plans are:–
- Theft of plant and agricultural machinery 2021-22
 - Theft of plant and farming equipment 2022-23
 - Sheep/livestock worrying
 - Illegal persecution of peregrine falcons
 - Illegal fish poaching and theft of fishing rights

- 5.3. The problem management process has included analytical work using Control Works, Niche and Power BI as well as daily automated keyword searches from Business Objects. The process of identifying incident and crime trends for rural crime types has proved problematic previously; however, we have initiated the use of specific operation names and local qualifiers on both niche and control works aimed at making the data more searchable. Over time this will undoubtedly prove beneficial in evidencing the extent or otherwise of our various priority areas and crime trends. Power BI has also proved useful in identifying patterns and hotspots and this continues to be used.
- 5.4. We have also engaged with the Force GIS department who have created various data sets for mapping. One such overlay is all the heritage site locations in the county.
- 5.5. All the Problem Management Plans are currently still open and therefore have not yet been assessed and evaluated. When they are completed, the work will be shared with others internally via the online Connect library or externally on the national College of Policing Knowledge Hub.
- 5.6. In March this year Derbyshire Constabulary signed a memorandum of understanding with the Peak District National Park Authority, which was driven by the Peak Park Summit, chaired by the Police and Crime Commissioner and the Chief Executive Officer of the Peak District National Park Authority. With this new agreement both organisations, along with community safety partnerships, come together to work on coordinated efforts to tackle rural and wildlife crime. The agreement recognises the distinct roles and responsibilities of the two bodies but also identifies how collaborative working can benefit both local communities and visitors to the area. There are regular meetings involving both organisations, along with other community partners, to share information, provide updates on ongoing work and identify emerging issues. The RCT and local Safer Neighbourhood officers work closely with Rangers and staff within the National Park Authority to ensure that joined up working is taking place and the Peak District remains a popular and safe place to live.

- 5.7. The recently passed Police, Crime, Sentencing and Courts Act 2022 introduced a new offence, and strengthened some existing powers, relating to trespass. At the time of this report the Force has yet to have need to utilise these new powers, however, they are potentially useful additions to the legislative framework which may be called upon to deal with such incidents. Work is ongoing around the implications of the Act and how it will be implemented in Derbyshire. Primacy in the vast majority of incidents of trespass (where residence without permission is the intention) rests with the landowner or Local Authority, and this has not changed with the new legislation. The Force will continue to work with the relevant partners, and the Illegal Encampment Taskforce where such cases arise where and it will provide the appropriate level of support required in each case.
- 5.8. A case study of our community engagement work can be seen in our response to trap damage/trespass and harassment against upland estate game keepers/ shoot managers. This is a problem identified as occurring across a number of our upland estate areas. The background being activists targeting shooting estates. It manifests itself in targeting their methods of predator/pest control – through the use of snares, spring, and cage traps. These are being stolen and/or damaged at significant cost to the estate. There have also been instances of harassment and intimidation of estate workers.
- 5.9. The Team have worked with individual premises as well as partner organisations including the National Game Keepers Organisation and the Moorlands Association, who assist in coordinating ‘watch schemes’ within the various shooting communities, where we provide crime prevention advice and advice on incident reporting. The issue has also been briefed to the various partners of the ‘Peak Park Summit’ which is chaired by the Police and Crime Commissioner, for cascade to the operational ranger teams of the Peak Park, National Trust, and other major landowners.

- 5.10. The Team have set up a specific Operation name to capture all incident data on this issue and have briefed relevant Safer Neighbourhood Team staff to raise awareness of the legislative detail and subject specifics. This will hopefully improve the policing response to incidents as they occur.
- 5.11. This approach is proven to be effective and replicates the approach taken to the current epidemic of fish poaching/theft of fishing rights in the Bakewell/Haddon areas where we are experiencing ASB and poaching by visiting groups.
- 5.12. The very nature of these offences makes them hard to police and to detect/prevent, as they are often committed miles from the nearest road in upland areas with the likelihood of any witnesses being minimal.
- 5.13. The Team have also worked on engagement with activist groups through the police protest liaison officer network to tackle potential problems. This is an ongoing issue which now seems to be spreading to shoot disruption as mentioned earlier in the report.
- 5.14. The RCT closely with DATATAG and have 24-hour access to their property system as well as two of the latest DATATAG scanners which have been used to identify and recover stolen equipment, including a John Deer Gator found during the search warrant in January and a quad bike stolen from Ashbourne in January 2022 which was recovered in June from an address in Worksop after it was seen advertised for sale and returned to the victim.
- 5.15. In September 2019, in partnership with DATATAG, the RCT secured £2,000 funding from Bolsover and North East Derbyshire District Councils that has led to the tagging of over £1 million worth of machinery in these areas.

6. SUB-OBJECTIVE 4: PROVIDING ADDITIONAL SUPPORT FOR VOLUNTEER SCHEMES SUCH AS NEIGHBOURHOOD WATCH AND FARM WATCH

- 6.1. The RCT work closely with the local Safer Neighbourhood Teams in terms of engagement with local Neighbourhood Watch schemes and can support the teams in the setting of community priorities from a rural crime perspective. This is done in line with the recently launched force standards of neighbourhood engagement as summarised in the Community Charter.
- 6.2. Where possible the RCT will attend local parish council meetings when there are specific issues that fall within their priority areas.
- 6.3. The RCT are working to improve the awareness and use of Derbyshire Alert system within rural communities. We are working to improve the current Farm Watch with Rural Crime Volunteers attending the farmers' market at Bakewell on a Monday to promote Derbyshire Alert and register farmers with the scheme. There are now 500 members of the Farm Watch group within Derbyshire Alert.
- 6.4. We have contact with various Neighbourhood Watch groups, some of whom are active Police Support Volunteers. Within Derbyshire there are some 1,860 individual Neighbourhood Watch schemes with 79 of those in the High Peak, 81 in the Derbyshire Dales and 71 in Derby South, showing good representation in the more rural areas of the county.
- 6.5. The Team also engages with Watch schemes and the wider public via our Facebook site.
- 6.6. The RCT are also in talks with Heritage England to develop a Derbyshire Heritage Watch group.
- 6.7. Road Safety is a priority for rural communities. Community Speed Watch is an effective response by Derbyshire Constabulary to tackle this problem and improve the quality of for many communities throughout Derbyshire. There are 692 volunteers involved with Community Speed Watch with 93 groups conducted

speed check at hundreds of sites throughout the county, having increased from just 25 groups in 2019. When the volunteers identify speeding vehicles, an advice letter is generated. If the same vehicle is identified on a second occasion a further letter will be generated and on the third occasion drivers are visited by an officer. Since January 2,933 letters have been issued, with 90 second letters and 17 personal visits to repeat offenders.

- 6.8. The overwhelming majority of the Speed Watch schemes are outside of the city of Derby, some 91 of the current 93, many of which are located in rural areas.

7. SUB-OBJECTIVE 5: DOING EFFECTIVE, TARGETED WORK WITH PARTNERS TO PROTECT THE UNIQUE AND ENDANGERED WILDLIFE OF THE COUNTY

- 7.1. An important area of work for the RCT is the protection of the unique and endangered wildlife of the county with 276 wildlife related incidents and 121 occurrences recorded in the previous 12 months. Investigations into crimes committed against wildlife can be challenging and are a very emotive subject for the public. The Team are all specialist wildlife investigators and have been working hard to develop effective working relationships with the various wildlife partners such as the RSPB, Royal Society for the Prevention of Cruelty to Animals (RSPCA), the Wildlife Trust, and various Raptor Groups to name a few. These offences are seasonal, and the Team are busy this time of year with reports of bird nest disturbances, badger persecution and hare coursing in the south of the county. The RCT have representation at priority delivery groups for badger persecution, bat crime, poaching, raptor persecution, CITES (the Convention on International Trade in Endangered Species of Wild Fauna and Flora) and cyber enabled wildlife crime. These areas of focus are set by the National Wildlife Crime Unit.
- 7.2. This year the RCT led a large-scale land search operation within the North East Derbyshire policing area relating to bird of prey persecution. Working with representatives from RSPB, NWCU and Natural England the search recovered a

buzzard carcass that has been sent for forensic testing, and separately recovered poisons from a suspect who was fined and required to professionally dispose of the poisons by Natural England.

- 7.3. A peregrine falcon nesting site that has failed to fledge their young for the last 4 years was brought to the attention of the RCT. Taking a proactive rather than reactive approach to this problem, the Team worked with Smart Water PID systems (suppliers of armoured and wireless video alarms) supported by the RSPB and placed their security units at strategic sites around the nest. This year the nest produced three young that all fledged.
- 7.4. The RCT recently dealt with two youths that had taken eggs from a bird's nest. The officer liaised with the college attended by the youths, interviewed both offenders and dealt with the incident by way of restorative justice. The offenders put up several bird boxes around the college as part of the reparations.
- 7.5. Where appropriate the work undertaken by the RCT is shared with the public via our Facebook platform. This includes public messaging, requests for information and general awareness raising about emerging issues. The Team also engages with the wider media via the Force media department in instances where it is deemed beneficial. This includes joint media statements with partners like the national park or the RSPB for example.

8. SUB-OBJECTIVE 6: IMPROVING COMMUNICATION AND ENGAGEMENT, USING A WIDE VARIETY OF METHODS, WITH RURAL COMMUNITIES

- 8.1. The RCT recognise that there is a need to engage and communicate with rural communities and take every opportunity to do so. The Team utilise all the most popular social media platforms to appeal for information and inform the public of ongoing work and positive outcomes and can be contacted in a variety of ways such as via social media or directly to the RCT email inbox as well as through more traditional calls for service. Call centre staff and members of the Crime Resolution Investigation and Management Team (a team based in the Force Control Room

and responsible for triaging and allocating reported crime) have been trained to identify rural crime incidents and crimes at the earliest point of contact in order that the enquiry can be allocated to the most appropriate team at the earliest possible opportunity, ensuring a prompt and effective response. This training was completed when the CRIM team was set up in January 2022, with further training to call centre staff planned for Wednesday 28 September 2022. The RCT is in regular contact with the management of the CRIM team to ensure correct tagging, and the identification of risk and vulnerability owing to potential isolation is maintained.

- 8.2. The RCT has an active social media presence, and its Facebook page currently has over 18,000 followers with some posts being viewed by over 28,000 people and an overall reach of over 114,000 contacts in a recent 90-day period. This creates numerous opportunities for contact and communication with rural communities and helps build familiarity and trust, key factors in increasing confidence in reporting. This is alongside the engagement events and mechanisms also employed by the Safer Neighbourhood Teams who also police the rural communities.
- 8.3. The RCT attend all major rural events throughout the county engaging with community contacts and members of the public to identify current issues, raise public awareness and promote crime prevention. This year the Team have had a stall at the Derbyshire County Show and have attended the Ashbourne Show, Ashover Show, Chatsworth Country Fair and the Brailsford Ploughing Match as well as a number of other smaller events. The Team attend the farmers' market at Bakewell every Monday and utilise rural crime volunteers to promote and sign farmers up to Derbyshire Alert.
- 8.4. The Team also run 'drop-in surgeries' at prominent rural locations that are advertised in advance on social media to ensure the Team are as accessible as possible for face-to-face communication. Earlier this year the Team held drop-in surgeries at Bakewell Farmers' Market, Thomas Irving Equestrian Superstore, Chatsworth Country Park, Rushup Edge Car Park in Castleton and are hoping to develop this moving forward with more locations throughout the county and

utilising volunteers on the Team of which there are currently three. They continue to support the Team in attendance at the weekly Bakewell Farmers' Market where they distribute literature, give crime prevention advice, and promote the use of Derbyshire Alert system. With the introduction of the Rural Crime PCSO there will be further opportunity to identify and utilise volunteers to support the Team in a similar capacity at other engagement events throughout the county.

- 8.5. The coordinators on the RCT have work ongoing within the organisation to improve online Rural and Wildlife crime reporting and have recently introduced a dedicated webpage on the Derbyshire Constabulary website covering a wide array of issues relating to rural crime.

9. SUB-OBJECTIVE 7: IMPROVING PARTNERSHIP WORK WITH PARISH COUNCILS AND LOCAL CHAMPIONS

- 9.1. The RCT work closely with local Safer Neighbourhood Teams to tackle ongoing issues and problems that fall under the more general heading of 'Rural Crime'. All Safer Neighbourhood Teams work closely with Town and Parish Councils who themselves attend meetings throughout rural communities where a particular policing need is identified. This gives direct lines of communication with community representatives and when required the RCT will also attend these meetings to discuss specific problems and they have been involved in supporting and policing events in rural communities, as well as tackling local crime trends in support of the local policing teams. The RCT has an extensive network of contacts across Derbyshire in a variety of locations and organisations with who it regularly communicates and works in partnership.
- 9.2. In all areas, relationships are forged by local officers with key organisations and individuals in communities. This is a continuous process and recognised as essential to delivering an effective service, especially as new challenges emerge.
- 9.3. By example, the recent surge in incidents of fish poaching/theft of fishing rights in various areas of the county is an issue that the Team have highlighted through the

priority setting process. Whilst instances of fish poaching occur throughout the year, it has been recognised that this is seasonal and tends to increase in the late springtime, with a particular issue identified in the Bakewell/Haddon catchments with numerous incidents of ASB/Threats associated with groups visiting the area to take fish from private waters. Some of these incidents have occurred in the centre of Bakewell at busy times. The initial response is from river bailiffs employed by either the Environment Agency or the relevant private fishing estate (for example Haddon/Chatsworth); however, the poaching offences are sometimes accompanied by general ASB and when approached there have been instances of threats of violence. This is an ongoing issue and local authority/parish council, and community feedback will be sought to further inform and direct activities. Presently, the RCT have opened a problem management plan to collate incidents and review/inform policing activity.

- 9.4. So far in response to the problem, the RCT has worked with the Environment Agency and have produced a briefing to assist local officers and improve their knowledge of the specific law/offences as it was noted from some closed incidents that a lack of familiarity with some of the offences hindered enforcement.
- 9.5. The Team also plans to utilise media and social media to promote more timely incident reporting from the public to better enrich the intelligence picture to target enforcement action.
- 9.6. Over the last 12 months the RCT have been developing effective working relationships with a number of partnership agencies. The Team meet with partners regularly and have conducted effective joint operations. For example, the RCT have supported the Department for Environment, Food and Rural Affairs (DEFRA) at search warrants, and the Environment Agency regarding a regional poaching and unlicensed fishing operation. The Team have worked with Natural England, supporting their investigations into poison misuse and offences committed on Sites of Special Scientific Interest (SSSI) land. The Team have both supported and been supported by the RSPB and RSPCA in various matters. The RCT

regularly meet with partners to discuss emerging issues and keep up to date with ongoing projects.

10. SUB-OBJECTIVE 8: INCREASING CONFIDENCE IN REPORTING CRIME AND VULNERABILITY IN RURAL COMMUNITIES

- 10.1. All officers and staff who serve in rural communities, including the RCT, are trained in recognising and dealing with vulnerability as all officers in the constabulary are. Rolling programmes of training and professional development run by the force in areas such as domestic abuse and county lines, are attended by these officers to ensure that they are up to date and competent in these core areas of policing. The work with the Willow Project detailed in para 4.6 also supports this objective. By including staff from the Willow Project in our presence at public events/country and agricultural shows we are hopefully having a positive awareness raising impact related to the issue of domestic abuse in rural/farming communities.
- 10.2. The work of the unit visiting and engaging directly with farms and estate staff as well as visiting farmers' markets also aims to promote incident reporting and engagement with the police through the various channels of communication including force online reporting tools and social media. Again, by working to achieve sub-objective 6, and by delivering the Neighbourhood Policing Charter signed by the Chief Constable, this will serve to boost confidence in reporting of crime by rural communities.

11. CONCLUSION

Derbyshire is the very definition of a rural county and has a responsibility to see that its rural communities receive the police service they deserve. This is delivered both through local policing teams and other force resources, alongside a dedicated specialist RCT. Using these resources, the Constabulary can identify the key priorities affecting these communities and put in place effective responses. This response is strengthened further by effective use of partnerships, problem orientated approaches and community engagement. By maintaining this approach, we seek to increase public confidence in the police and reduce the fear of crime in Derbyshire's rural communities.

PERFORMANCE SCRUTINY MEETING

AGENDA

DATE OF MEETING	3 NOVEMBER 2022
TITLE OF MEETING	THE COMMISSIONER'S POLICE & CRIME PLAN 2021-2025 - VIOLENCE AGAINST WOMEN & GIRLS (VAWG)
TIME OF MEETING	2:30 PM
LOCATION	VIRTUAL
CONTACT	OFFICE OF THE POLICE & CRIME COMMISSIONER FOR DERBYSHIRE 0300 122 6000
DISTRIBUTION	POLICE & CRIME COMMISSIONER CHIEF CONSTABLE DEPUTY CHIEF CONSTABLE ASSISTANT CHIEF CONSTABLES DIRECTOR OF FINANCE & BUSINESS SERVICES HEAD OF CORPORATE SERVICES OPCC CHIEF OPERATING OFFICER OPCC HEADS OF DEPTS OPCC COMMUNICATIONS OPCC PERFORMANCE & DATA ANALYST

AGENDA ITEM	SUBJECT
1.	INTRODUCTIONS
2.	ANNOUNCEMENTS FROM THE COMMISSIONER
3.	ANNOUNCEMENTS FROM THE CHIEF CONSTABLE
4.	THE COMMISSIONER'S POLICE & CRIME PLAN 2021-2025 - VIOLENCE AGAINST WOMEN & GIRLS (VAWG) REPORT FROM THE CHIEF CONSTABLE
5.	PUBLIC QUESTIONS ON VIOLENCE AGAINST WOMEN & GIRLS (VAWG)
6.	ANY OTHER BUSINESS



Derbyshire
Police and Crime
Commissioner

Protecting Communities,
Fighting Crime

AGENDA ITEM

4

PERFORMANCE SCRUTINY MEETING

REPORT TITLE	THE COMMISSIONER'S POLICE AND CRIME PLAN 2021-2025 – VIOLENCE AGAINST WOMEN AND GIRLS (VAWG)
REPORT BY	CHIEF CONSTABLE
DATE	3 NOVEMBER 2022

Purpose of the report

To provide assurance to the Police and Crime Commissioner that the Constabulary are making progress towards the Commissioner's Police and Crime Plan: Violence Against Women and Girls (VAWG).

Attachments

None

Recommendations

To determine if the Commissioner can gain direct assurance that this area of business is being managed efficiently and effectively

Contact for enquiries

Name: C/Supt Hayley Barnett

Tel: 101

Email pamenquiries@derbyshire.police.uk

1. OVERVIEW

1.1 The Home Office definition of VAWG is 'the term violence against women and girls' refers to acts of violence or abuse that we know disproportionately affect women and girls. VAWG sits across many aspects of policing and looks primarily at the crime types that disproportionately affect women and girls. Crimes and behaviour covered by this term include rape and other sexual offences, domestic abuse, stalking, 'honour'-based abuse (including female genital mutilation, forced marriage and 'honour' killings), as well as many others, including offences committed online'.

1.2 A national framework has been established by the National Police Chiefs' Council (NPCC), led by Deputy Chief Constable (DCC) Maggie Blyth. The framework details a number of recommendations to bring about consistency across all 43 police forces. Derbyshire has developed a VAWG action plan which aligns itself to this framework to ensure all the recommendations are met and to support the development of a platform to share experience and best practice. A dedicated VAWG tactical force lead ensures effective coordination of activity. This report highlights some of the key achievements made against this action plan over the last 12 months.

1.3 In addition to the police activity detailed above and recognising VAWG requires a true partnership approach, a strategic VAWG Partnership Board has been established, underpinned by a Partnership VAWG strategy. Membership has been agreed and work is underway to develop a delivery plan, defining key workstreams and setting out the responsibilities for each partner agency. Within this, the force is committed to building trust and confidence and will support the prevention element of VAWG through early disruption and intervention, as well as the robust investigation of crime, bringing offenders to justice.

1.4 Legislative changes

1.5 In relation to legislative or procedural changes impacting VAWG, the Domestic

Abuse Act has seen the introduction of a new non-fatal strangulation/suffocation offence, extensions to prosecution time limits for common assault where there is a delay in reporting as well as extending the definition of a victim of domestic abuse to now include children impacted. In relation to the latter, the force is working with partners to design a pathway for children into victim services, ensuring that appropriate provision is available. Furthermore, the force recognises the risk domestic abuse presents on the wellbeing of children, and processes for referring children impacted are being reviewed in collaboration with Derby and Derbyshire Safeguarding Children Partnership (DDSCP) and Domestic Abuse Partnership Board to ensure information is shared, assessed and intervention provided where appropriate.

- 1.5 In addition, changes have been made in relation to the extended use of section 28 legislation which assists victims and witnesses providing evidence in court at the earliest opportunity. Although relatively new, this appears to be having a positive impact on victims for whom this legislation was granted, and the force continues to monitor progress.
- 1.6 In October 2022, significant changes to the Bail Act came into effect. This sees amendments to the available length of bail and authority levels required when assessing the necessity and appropriateness of bail against strength of evidence and progress of the investigation. The new legislation places new scrutiny and importance on the voice of the victim. The impact of this change is being understood and in readiness new processes and performance frameworks to monitor this are being implemented.

2. LOCAL POLICE RESPONSE TO VAWG

- 2.1 Much of the force's work over the past year has been reviewing and adapting force structures and procedures to ensure victim-focused, consistent, and efficient ways of working and to reduce unmet demand.

2.2 **Changes and Improvements**

2.3 The force has reviewed its operating model, which impacts upon the response to VAWG related incidents and crime. Consequently, a Crime and Intelligence Directorate, led by the Head of Crime, is being formed in efforts to improve consistency in risk management and investigations. The new structure will ensure that the most appropriate resource is allocated, having the right skills and training in order to provide quality of service and support to the victim. Full implementation is anticipated in quarter four of 2022.

2.4 A review of the force's missing person and exploitation arrangements, resulting in a newly formed Missing and Exploitation Team. The creation of this team has seen some positive steps forward including:

- Refreshed operating procedures have been established resulting in improved risk assessments and consistency in working practices. Also, children identified as medium risk of exploitation are now investigated by specialist officers demonstrating the force's commitment to early identification, assessment and management of risk and vulnerability. It is clear that this crime type disproportionately affects girls as 80% of the overall number of identified victims of sexual exploitation are girls between 10 and 17 years old.
- The force, working in partnership, have an embedded data collection plan that assesses for Child Sexual Exploitation (CSE) risk factors to identify children potentially at risk. This data is gleaned from a variety of sources, including return from missing interviews, strategy meetings, intelligence, and partnership information from statutory agencies, commissioned and non-commissioned services under Operation Liberty.
- To strengthen partnership working in spotting the signs and referring concerns, training across the partnership has been undertaken, led by the Commissioner. This included inputs on child exploitation, serious youth violence, VAWG, drugs and commissioned services offered. The force has seen a 93% increase in partnership referrals between January – Sept 2022

when compared to the previous year.

- Furthermore, the force has established operational and tactical multi-agency tasking mechanisms which allows for the identification of emerging trends across victims, offenders, locations, and themes, and in doing so captures contextual safeguarding. The force is establishing a strategic Serious Organised Crime and Exploitation board, chaired by an Assistant Chief Constable, in which Child Sexual Exploitation is aligned. This board shall be informed through a problem profile. An embedded missing person tasking ensures links to exploitation are identified and the policing response co-ordinated and prioritised according to risk.
- In relation to analysis, the force continues to develop its understanding of the nature and prevalence of CSE, including insights such as victim demographics, crime trends, hotspots and repeat offenders. Established processes are in place to map organised criminality, utilising Management of Risk in Law Enforcement (MoRiLE) based scoring which is a nationally recognised risk assessment tool.
- Missing and Exploitation tasking arrangements have been refreshed, adopting a contextual safeguarding focus that ensures intelligence surrounding individuals, businesses, addresses or other locations (open spaces, schools, events) is tasked, developed, and receives a joined-up partnership response in efforts to identify victims and offenders, preventing situations of exploitation such as recently seen in Telford.

2.5 A review of the force's approach to online child abuse resulting in the formation of the Protecting Children Online Team (PCOT). The introduction of a refreshed operating procedure has improved intelligence development, risk assessments, partnership information sharing and increased enforcement rates, all whilst placing safeguarding at the forefront of activity. During the last 12 months, 506 new referrals have been received into the unit, averaging at 40 cases per month.

Despite increasing demand, the unit's streamlined processes has realised a 37% reduction in referrals pending intelligence development and a reduction of 63% of cases pending allocation, resulting in un-met demand being more effectively managed and children safeguarded more effectively and efficiently.

- 2.6 The force has merged two previous functions, namely the Neighbourhood Safeguarding Teams and Risk and Referral Unit, to form a force wide Safeguarding Co-ordination Hub. Processes have been streamlined and staff upskilled. Collectively, this has provided capacity and capability to improve the timeliness of safeguarding assessments. Previous backlogs in safeguarding referrals, across both child and adult safeguarding, have been resolved, with changes now enabling the team to operate within service level agreements. As such, risk is identified at an early stage and disseminated to appropriate agencies for intervention without delay. The force still has dedicated Safer Neighbourhood Teams (SNT) based locally who are aware of risks and safeguarding issues. There are a number of mechanisms in which the SNTs are made aware of safeguarding concerns including force tasking processes, self-briefing, intelligence sharing and allocation of problem-solving plans. The SNTs continue to have the face-to-face contact with those at risk and work with them and other agencies to prevent further ongoing harm.
- 2.7 The Domestic Abuse Review Team (DART) went live in November 2021 and now sees a dedicated function undertake secondary risk assessments of all domestic incidents. The team, who are enhanced risk assessment trained, provide consistency and objectivity when undertaking such reviews and take cognisance of cumulative risk through research, as opposed to assessing incidents in isolation. Furthermore, such assessments are being undertaken within service level agreements, with un-met demand having been reviewed and progressed. Domestic Abuse accounts for 21% of all crime in Derbyshire, with women being the victim in 73% of cases. DART ensure that the right resource is allocated to deal with the associated risks and that appropriate support services are allocated. The performance of DART is reported monthly in to the VAWG working group.

- 2.8 The introduction of an internal Stalking Co-ordinator, funded by investment from the Commissioner, provides a dedicated focus on stalking incidents and investigation. This role ensures risk assessments are undertaken and cases are aligned to the most appropriate resource. This role has begun seeking opportunities to maximise civil orders for additional control measures for victims of stalking, through upskilling staff across the force, and is set to work closely with the new Serial, Repeat and Civil Orders function, to continue to improve in this area. The force has built this role into the budget, however as this is a new role it will be reassessed to ensure that it is adding value.
- 2.9 The realignment of intelligence capability embedded within the Force Control Room now provides improved intelligence assessment, information and insights to frontline responders regards vulnerability, risk, and threat. This ensures that attending officers have the best information available to them to make informed decisions when attending calls for service.
- 2.10 A review of the force's intelligence operating model has been undertaken, resulting in a new configuration of threat desk model that seeks to professionalise data collection and intelligence development of key areas, which include VAWG related offending. The restructure has been approved and is currently in implementation phase, with delivery expected quarter four 2022. This will assist with intelligence gathering for repeat and serial perpetrators of VAWG related offences and will ensure we maximise our opportunities to disrupt and prevent reoffending.
- 2.11 The impact of digital evidence within investigations continues to be increasingly prevalent. Recognising that to improve the response to VAWG and to maintain the confidence of victims to support investigations, the length of time of such investigations should be kept to a minimum. During the last 12 months, the force has reviewed its capacity within the Digital Forensic Unit and committed further investment through an uplift in resourcing to meet future demand. Meanwhile, the

force has a delivery plan that seeks to ensure demand within is appropriately managed and submissions proportionate. The review has led to the prioritisation of mobile phone examinations where there are vulnerabilities attached, such as rape, domestic abuse, stalking etc. When there is a need for examination, we will ensure that it is returned within 24 hours, acknowledging phone access is vital to access support services and keeping in contact with family and friends.

2.12 Safety Initiatives

2.13 The force continues to strengthen its mechanisms for listening and responding to the public regarding their concerns, noticeable examples include Neighbourhood officers daily review and actioning of anonymous referrals via the StreetSafe Portal, in which women and girls have submitted location data detailing areas they have felt unsafe, either due to environmental reasons or following specific incidents. The national initiative of StreetSafe was launched in September 2019. To date the force has received 219 referrals, predominantly in respect of poor street lighting. These have all been referred to the local councils.

2.14 Numerous initiatives have been undertaken across SNTs, working in partnership with the local councils, charities such as Women's Aid, and St John's Ambulance to improve the safety of the public. These include:

- Safeguarding Hubs – in night-time economy locations, across both North and South divisions which provide a place for females to go to if they find themselves stranded, need to re-charge their phones, require first aid, or need help to get home safely.
- Taxi marshal and street pastor schemes which assist vulnerable people out in the night-time economy.
- Pub watch and hotel watch schemes, including work with Trading Standards at premises thought to be allowing exploitation to take place on their premises and vulnerability training to door supervisors.

- 'Ask for Angela' and 'Angel Shot' initiatives which allow females to pass code words to others if feeling unsafe and in need of help.
- Awareness raising campaigns eg drink-spiking, 'intoxicated' campaign, University 'Drink Aware' and Peer support schemes.
- Provision of police radios to staff monitoring local CCTV.
- Weekly briefings to all officers on night-time economy patrols to look out for and support vulnerable females and identify any males acting inappropriately.
- Op Sevilals – This is a new initiative focusing on night time economy (NTE) and the response to VAWG and CSE. It seeks to:
 - Reduce the fear of crime by visible policing within city centre and hotspot locations
 - Reduce violence and sexual violence that would occur in NTE by using simple early intervention tactics
 - Submit and improve upon the intelligence picture to support ongoing police activities to identify those of interest for reducing offences in the City centre
- Op Nightwatch – This is a partnership operation funded by the Commissioner and local councils, again looking to pursue and prevent VAWG related offences within the NTE.
- Op Snowmass – This is an operation has been drawn up to cover the keys dates over the Christmas and New Year period 2022, again focusing on NTE and with a specific focus around VAWG.

3. DERBYSHIRE VAWG STRATEGY AND ACTION/DELIVERY PLAN

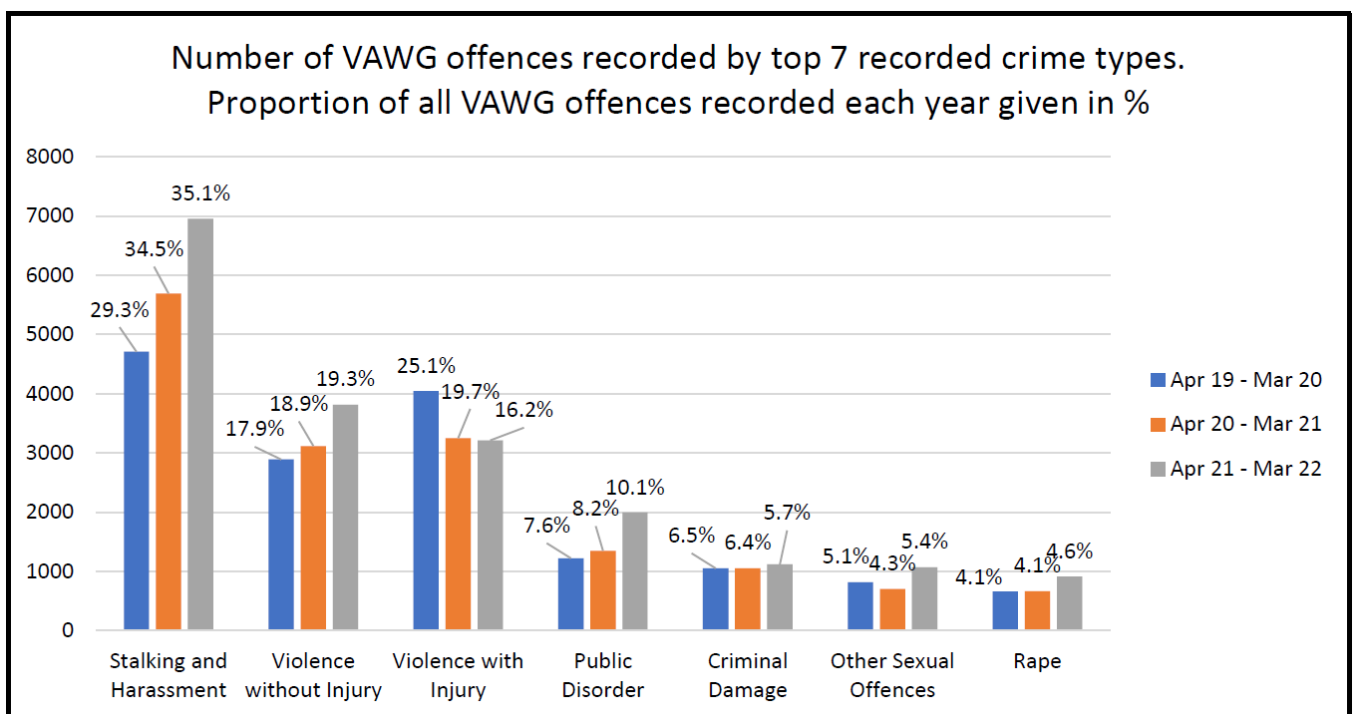
3.1 Force response

- 3.2 Following the appointment of the NPCC lead, DCC Maggie Blythe, a taskforce has co-ordinated the development of a national framework to bring consistency across all forces in the way VAWG is tackled. Since November 2021, Derbyshire Constabulary has realigned its action plan to ensure it fully reflects the national recommendations, of improving trust and confidence, relentless pursuit of offenders and safer spaces.
- 3.3 With the support of the Commissioner, the force invested in the leadership and delivery of Derbyshire's VAWG action plan introducing a dedicated Detective Chief Inspector (DCI) for VAWG. Given the amount of work within the VAWG strategy, an assessment is currently underway as to the value of an additional tactical co-ordinator.
- 3.4 This DCI role is pivotal in the effective co-ordination of activity within VAWG, drawing together the various different workstreams across Departments and Divisions. An operational working group meets monthly to drive activity and delivery, reporting into the force's Strategic Vulnerability Board, chaired by the DCC. Furthermore, our force lead attends the regional VAWG group which provides an opportunity to share practice and identify lessons learned across the East Midlands forces, providing further opportunity to co-ordinate, where appropriate, regional activity.
- 3.5 Across the prevalent crime types that disproportionally affect women and girls, scrutiny panels are established to develop our responses, gain the views of wider partners and the public as well as provide quality assurance and independent scrutiny, for example child scrutiny panels, rape scrutiny panels, engagement with Leaders Unlocked, to name a few. We strive to get it right for victims to make their contact with us as positive as it can be, we recognise the importance of building confidence and the impact that has of future victims coming forward to report crimes to us. A terms of reference for a new VAWG scrutiny panel has been developed, the force is now seeking to identify panel members from the Independent Advisory Group to take this forward. The panel will look at specific

themes, the first being ‘trauma informed practice’, focusing on how the behaviour of the attending officer impacts on the outcomes for victims. Issues identified will be fed into the force’s learning and development programmes and the effectiveness of any training will be monitored over the next 12 months. The first panel will sit in November 2022.

3.7 Information and Intelligence Gathering

3.8 A VAWG strategic problem profile has been completed in respect of understanding the nature and scale, key threats, and risks. Derbyshire reported a 20.1% increase in VAWG reporting crime in 2021/22, with a third of offences relating to stalking and harassment (35.1%). In relation to this increase, the force has made a concerted effort during 2021 and onwards to improve its response to stalking, together with legislative changes to the recording of harassment offences during this time, provides an explanation as to the increase in trend. We have also seen an increase relating to public disorder rape and violence without injury. These rises follow national trends and can be attributed in part to the local and national awareness raising across the VAWG agenda, more reporting of historical offences and improved crime recording processes from the force.



- 3.9 Comparison with national trends to show that the large rises are reflected nationally and that it is not likely to be a rise in offending, but as mentioned above, likely due to increased awareness and reporting. Both the Crime Survey for England and Wales (CSEW) and hospital data show no significant increase in violence from 2019/20 to 2021/22 and CSEW estimates for sexual offences also show no significant change from 2019/20.
- 3.10 Spatial analysis has provided insight into the areas most impacted by VAWG related offences and contributory factors. This has provided the ability to focus on hotspots, used for tactical focus within each Neighbourhood area and shared with partners.
- 3.11 Across Derbyshire this has highlighted that VAWG offences committed in private spaces, predominantly relate to dwellings (95.2%) of which 54.6% are repeat locations. Within these settings the risk relates to violence and stalking and harassment offending. Various action is in place in efforts to tackle this issue, including the introduction of a Serial, Repeat and Civil Orders Team that will commence in quarter four of 2022. Here, a dedicated team of one sergeant and 11 constables shall focus on cases of high harm repeat victims and serial offending, which has a strong interlink with VAWG offending, specifically rape, domestic abuse, and stalking offences. This will compliment wider action such the internal Stalking Co-ordinator role and Drive, a perpetrator focused programme.
- 3.12 VAWG offending within public spaces across Derbyshire consists of public order offences and violence with the vast majority being in city or town centres (73%). In relation to NTE regular operations are initiated to increase presence, provide reassurance, and seek to disrupt and respond to precursor behaviour, such as loitering, or indeed offences that have been committed. Aforementioned activity such as safeguarding hubs, street pastors and taxi marshals are also established. Furthermore, the force is being proactive in its planning towards darker nights and Christmas festivities for continued increased activity within these hotspots.

- 3.13 VAWG offending within educational establishments. Here, violence and sexual offending are key risks, with 70.6% occurring within secondary schools. Derbyshire Constabulary are a proactive member within the DDSCP to raise awareness of healthy relationships, inappropriate behaviour, and safety online. This has included initiatives such as educational inputs on sexting, safety online and the more recently inputs on stalking and harassment.
- 3.14 **Victim support and interventions**
- 3.15 Derbyshire's internal Stalking Co-ordinator role commenced May 2022. This post reviews the risk within all stalking cases, ensuring allocation to the most appropriate resource and focuses on maximising civil order opportunities. In 2020 two Stalking Prevention Orders were obtained, in 2021 six, and so far, five have been obtained during 2022 with six further applications pending. The force anticipates this will further increase with the introduction of the Civil Orders Team, due in quarter four of this year. Furthermore, the training material has been refreshed to improve the understanding and identification of stalking cases across frontline officers.
- 3.16 Regarding VAWG related crime and incidents and Derbyshire's readiness to respond, the force has during 2022 analysed and reviewed its operating model. This has taken cognisance of risk and threat, forecasted future demand and opportunities. This includes the introduction of the Missing and Exploitation Team, PCOT, and Safeguarding Coordination Hub.
- 3.17 In addition, the force's current adult public protection units are due to be split in quarter four of 2022, to form dedicated Rape and Serious Sexual Offences (RASSO) and high-risk domestic abuse teams. Furthermore, a Serial, Repeat and Civil Orders Team will provide a dedicated function to target activity, alongside partners, to disrupt reoffending. This will maximise the use of protective orders ensuring these are proactively enforced to reduce risk and harm. The

Commissioner has contributed £25,000 of precept money to support this improvement, offering greater protection to victims.

- 3.18 In relation to improving the nature and scale of VAWG related incidents, and feelings of safety in public places Derbyshire Constabulary introduced gender hate as a reportable incident in April 2021. Derbyshire Constabulary recognise Parliament's stance that gender and misogyny will not be mandatory stands for hate crime reporting, however the force continue to monitor gender hate to identify concerns, assist in informing and developing prevention and education programmes in partnership with other agencies, and to signpost victims to other agencies and support services. This is in line with the force's ethos to promote diversity, inclusivity and improve community confidence.
- 3.19 During 2022, 45 reports of gender-based hate have been received. This was down on the reporting in 2021 which saw 70 reports. The murder of Sarah Everard saw an increase of reporting nationally which would account for the disparity. This really highlights the need for consistent communications to ensure the public report these incidents to the force, something the force is committed to improving going forward. Improvements have been made to the force's technology, to record and report this by way of flagging cases which relate to 'hate/prejudice gender'. Themes emerging from within these incidents include inappropriate comments such as derogatory or sexualised language and fear of being targeted in public spaces.
- 3.20 The force continues to maximise the StreetSafe Portal since its inception in August 2021. This national anonymous reporting tool for women and girls enables areas of concern to be reported. The force's spatial analysis referred to earlier reflects the local trends in VAWG related offending as well as referrals via StreetSafe. The force reviews these referrals daily, taking appropriate action. Consequently, further efforts have been placed into these locations by means of patrol strategies, and referrals to partners, such as the local councils to make improvements to street lighting etc.

3.21 **Offender management**

3.22 The force has a specific work stream which focuses on the Management of Offenders which is now led by a Detective Chief Superintendent who is the Head of Crime.

3.23 The force continues the use of the Drive programme. This is a perpetrator focused programme which aims to reduce the number of repeat and new victims of domestic abuse, focusing on early intervention and disruption in order to influence behavioural change of the perpetrators. Since the start of Drive the force have seen 110 individuals adopted onto the programme. There is due to be a full review of Drive's effectiveness at the end of 2022 to inform future funding options.

3.24 The force has developed a framework for the management of suspects, launching Operation Tracked which focuses on the relentless pursuit of offenders. A number of operations are being developed, themed against intensification weeks, which will maximise opportunities bringing to justice those responsible for VAWG offending.

3.25 **Partnership response**

3.26 The Derbyshire VAWG Strategy was launched by the Commissioner in June 2022.

3.27 The Derbyshire Safer Communities Board (DSCB) and Safer Derby Board (SDB) restructured its framework to allow for a VAWG thematic board which is chaired by the Executive Director of Derbyshire County Council. It is here that the board will evidence progression against the key areas of the strategy:

- Prioritising prevention
- Supporting victims

- Pursuing perpetrators and reducing re-offending

3.28 The new board that has representatives from the Police, OPCC, Derby City and Derbyshire County Councils, District and Borough Councils, Fire and Rescue and the Integrated Care Board. Terms of reference for the group have now been agreed and signed off and development of the delivery plan is well underway.

3.29 Recognising that there was a gap in relation to knowledge within the education sector and also the role education have in influencing behaviour, safeguarding and early help opportunities, the Commissioner arranged an engagement event for all headteachers and safeguarding leads across Derbyshire. Derbyshire Constabulary officers were able to deliver presentations in relation to VAWG, County Lines, Drugs and Knife Crime as well as inputs from charities and victim services. The event was well received and attended.

4. INTERNAL STANDARDS AND REASSURANCE

4.1 Communication

4.2 Staff within the Professional Standards Department (PSD), working across the force, have developed its strategy to promote a 'call it out' culture in relation to staff challenging inappropriate behaviours or language as well as reinforcing the standards of professional behaviour. New independent reporting mechanisms, together with roadshows and upskilling for senior officers undertaking misconduct hearings have been established. PSD link in with the VAWG agenda through the monthly working group. Robust processes are in place to seek out those whose behaviour falls below what is expected. Senior Leaders are ensuring that every department in the force has a zero-tolerance approach regarding issues which fall under the VAWG agenda, including sexual harassment and misogyny. One investigation this year has seen a member of staff dismissed from the organisation for sexual harassment in the workplace and a second investigation saw an officer demoted in rank due to misogynist comments in the workplace. There is regular review and oversight of any VAWG allegations by the DCC to ensure a consistent

and robust approach.

4.3 **Vetting**

4.4 The force follows the national Authorised Professional Practice for vetting. Regular checks are in place around this, it reports through the Head of the PSD to the DCC. There are various levels of vetting in the force with different review timescales and the DCC oversees this compliance. HMICFRS are still to review the vetting function, but a date has not yet been confirmed.

4.5 **Professional Standards Department**

4.6 Derbyshire Constabulary is committed to role modelling high standards and the force deals robustly when addressing behaviour such as misogyny, sexual harassment, and abuse of authority.

4.7 Since November 2021, Derbyshire's PSD have undertaken an internal review of processes, retrospective and current cases, previous learning, and scoped best practice in relation to the force's response to, and investigation of, police perpetrated abuse. The outcome of the review offered reassurance that investigations were undertaken appropriately, fairly, and independently.

4.8 In addition, to ensure we continue to strengthen working practices the DCC has oversight of current and new allegations relating to VAWG to ensure a consistent approach to investigation and misconduct, also all investigators have received refresher training on safeguarding.

4.9 Significant progress in these areas include the implementation of the Crimestoppers Integrity Line in May 2022 which provides an avenue for employees to confidentially report matters into the force. This avenue is anonymous and independent of the force, as this is fairly new to force, its effectiveness will be closely monitored.

- 4.10 In addition, reports of external police perpetrated abuse are allocated to an investigator within the Public Protection Unit, with the support of the PSD. Dedicated and specialist trained officers undertake investigations and are best equipped to take cognisance of the complexities within police perpetrator abuse cases and potential additional victim support requirements. In each case, the lead investigator works closely with PSD to ensure any misconduct matters are dealt with thoroughly and expeditiously.
- 4.11 **Culture**
- 4.12 As a force, there is a clear intention to reinforce professional standards, which types of behaviour amount to internal sexual harassment and what can be expected when such behaviour occurs. A PSD roadshow is taking place to deliver these key messages, taking the time to have meaningful dialogue and interaction with staff as to its importance and their role in creating a 'call it out' culture and seeking to provide reassurance to report. This supports the robust and zero-tolerance approach the force have to all VAWG related issues.
- 4.13 Furthermore, improved inputs have been delivered to Chief Inspectors and Superintendents in their capacity of panel members on misconduct hearings, which included improve awareness of VAWG strategy and the force's approach to ensure consistency in robustly reinforcing standards.
- 4.14 In efforts to assess Derbyshire Constabulary's internal culture towards potential misogyny or sexist behaviour, as well as raise awareness of the issues a number of surveys have been undertaken internally. Much of the information received from those surveys is being assessed and action plans put into place to address issues raised within them. The results of the activities undertaken will be shared as the force is committed to highlighting and addressing issues affecting people both internally and externally. Work is ongoing to address issues raised.

5.0 Conclusion

- 5.1 The force is steadfast in its effort to tackling VAWG and acknowledges that this requires an internal and external response to drive forward the changes necessary. The force will continue to raise the standards of professional behaviour, robustly challenging and responding to inappropriate behaviour, in furthering our commitment to creating an internal culture that calls out misogyny and promotes inclusivity.
- 5.2 The force will continue to evaluate changes already made to structures and processes, finalise the implementation of the Crime and Intelligence Directorate as well as continuing to scan best practice and emerging threats to respond accordingly.
- 5.3 Lastly the force will work collaboratively with both partners, and the public when making progress of the delivery plan, in order to maximise the impact of activity.

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POLICE AND CRIME PANEL MEETING

REPORT TITLE	TACKLING BURGLARY
REPORT OF	POLICE AND CRIME COMMISSIONER FOR DERBYSHIRE
DATE	17TH NOVEMBER 2022

1. PURPOSE OF THE REPORT

To provide a report on tackling burglaries in Derbyshire and answer questions received from Police and Crime Panel members

2. BACKGROUND

This is a key priority in the Police and Crime Plan. The Commissioner has worked closely with the Chief Constable over the last year on their action plan to tackle burglaries across Derbyshire. Following on from the Community Charter and Neighbourhood Policing Strategy launched by the Force to deliver on The Police and Crime Plan, earlier in the year, the Chief Constable committed that officers would attend

every home burglary reported within the county. This commitment ensures that all residents who are victimised by burglary, irrespective of where they reside, will receive a visit by officers.

During late September, the NPCC made a commitment that all forces across England and Wales would send an officer to investigate all reports of home burglary, irrespective of location or stolen items.

The pledge was made following findings from His Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS), who released a report on acquisitive crime and the College of Policing, who have carried out an evidence-based review, setting out how rapid police attendance at scenes can increase victim satisfaction and benefit investigations.

3. **HOW DOES THE PLEDGE AFFECT THE COMMISSIONER'S POLICE AND CRIME PLAN IN GENERAL?**

As Panel Members will be aware, one of the six priorities listed within the Derbyshire Police and Crime Plan is 'Neighbourhood Crime and Anti-Social Behaviour'. Burglary is identified as a specific sub-theme within this priority emphasising the importance of tackling this crime robustly. Through the Commissioner's continued engagement activity across Derby and Derbyshire, residents continue to raise burglary, or the fear of being burgled, as a concern often shared within local communities. The recent pledge from the NPCC aligns with the Commissioner's plan and the recent publicity surrounding this pledge will provide additional reassurance to residents in the county around police action. A commitment has previously been made by the Chief Constable that officers would attend every home burglary which delivers against the Commissioner's neighbourhood crime priority within her plan.

Further information relating to neighbourhood crime, including evidence of delivery against the Commissioner's priority, can be viewed on her website here:

<https://www.derbyshire-pcc.gov.uk/public-information/public-information-secondary/performance-scrutiny-meeting/>

4. ARE THERE SUFFICIENT RESOURCES IN DERBYSHIRE TO DELIVER THIS PLEDGE?

The Commissioner receives updates on a regularly basis. It has been reported to the Commissioner, that there are sufficient resources within the force to meet the demand of attending all home burglary incidents.

Demand data for 2021/22 shows that Derbyshire Constabulary had 2,673 reported offences of 'residential burglary'. The term 'residential burglary' is a Home Office crime recording classification set out in National Crime Recording Standards and includes homes, sheds, garages, and outbuildings within the boundary of the homeowner's land. Approximately 83% of those crimes recorded as 'residential burglaries' are 'home' burglaries, which equates to around six offences per day on average across Derbyshire.

5. WHAT IS THE FORCE'S CURRENT POLICY?

The Chief Constable had previously placed home burglary as a top priority based on the Police and Crime Plan, which features Neighbourhood Crime (including home burglary) as one of the key focuses. Considering this, a commitment was already given, prior to the NPCC announcement, by the Chief Constable, that officers would attend every home burglary which occurred in Derbyshire. A significant amount of work has been carried out to maximise the force attendance at incidents to ensure evidence is secured and preserved at the earliest opportunity. Compliance is currently being monitored within the force daily through internal management meetings, with other developments underway to enhance performance management information. Timescales on attendance at home burglaries are determined by a triage assessment carried out at the point of contact using nationally agreed THRIVE criteria (Threat, Harm, Risk, Investigation, Vulnerability and Engagement), with the aim of attending immediate incidents within 10 minutes and priority incidents within 60 minutes. There will be occasions where attendance is outside of these times due to other operational demands and incidents the force may be dealing with at that time.

6. ANOTHER OF THE POLICE AND CRIME PLAN OBJECTIVES CENTRES AROUND “NEIGHBOURHOOD CRIME AND ANTI-SOCIAL BEHAVIOUR” AND SPECIFICALLY MENTIONS TARGETED ACTIVITIES AROUND REDUCING BURGLARY AND THEFT. A GENERAL UPDATE ON DELIVERY ACTIONS AROUND THIS AREA.

The force is currently developing a Neighbourhood Crime Strategy, which will incorporate operational priorities relating to home burglaries, street robbery and other serious or series of thefts. The Safer Neighbourhood Teams will perform an important role with our partner agencies to tackle identified issues through structured problem-solving plans. The strategy will focus on a number of objectives including intelligence, prevention, enforcement and reassurance, in order to reduce offending, improve service delivery to victims, and bring more offenders to justice.

Derbyshire Constabulary are also in the process of implementing planned structural changes to intelligence and investigative functions, which will help to improve the quality and consistency of service, whilst bolstering local capabilities through the creation of dedicated teams to tackle neighbourhood crimes, such as burglary. The increased recruitment of police officers through the Police Uplift Programme is an important enabler to ensure more officers are committed to front-line roles to tackle crimes that are important to victims and local communities.

Following a successful bid to the Home Office’s Safer Streets Fund, The Commissioner has been allocated £401K to reduce neighbourhood crime and anti-social behaviour in the Ilkeston Town and Cotmanhay village areas of Erewash. This fund is being targeted in this area due to a disproportionate neighbourhood crime problem when compared with many other areas within the county. Funding is being used to purchase Automatic Number Plate Recognition (ANPR) cameras and CCTV along with youth diversionary activities and security upgrades to properties within the vicinity. As a package of measures, the aim is to prevent and subsequently reduce home burglaries within the area.

CONTACT FOR ENQUIRIES

Name:	Angelique Foster
Tel:	0300 122 6000
Email	pccoffice@derbyshire.police.uk

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POLICE AND CRIME PANEL MEETING

REPORT TITLE	VIOLENCE AGAINST WOMEN AND GIRLS
REPORT OF	POLICE AND CRIME COMMISSIONER FOR DERBYSHIRE
DATE	17TH NOVEMBER 2022

1. PURPOSE OF THE REPORT

To provide a general update to Police and Crime Panel members concerning work on Violence Against Women and Girls (VAWG) as depicted within the Police and Crime Plan.

The Commissioner's annual report and interim delivery reports formally submitted to Police and Crime Panel meetings, have previously reported on some of the content within this report.

2. **BACKGROUND**

The Police and Crime Plan for Derbyshire 2021-2025 highlights VAWG within two of the six priority areas, 'Strong Local Policing' and 'Victim Support and Safeguarding'.

Commitment to delivering a Derbyshire specific VAWG strategy, working with police and partners to prevent VAWG and providing help for all victims of domestic abuse, sexual abuse, harassment, and stalking are all sub-delivery points stated within the Plan.

3. **POLICE AND CRIME COMMISSIONER DELIVERY AGAINST VAWG**

3.1 **Police and Crime Plan Priority - Strong Local Policing**

'Commitment to delivering a Derbyshire specific VAWG strategy'

Following the launch of the Police and Crime Plan in November 2021, the Commissioner and her office have worked extensively with partners on developing a new countywide multi-agency strategy designed to consolidate and boost the work to reduce violence against women and girls.

The strategy was finalised and signed by key partners including Derbyshire Constabulary, Derbyshire County Council, Derby City Council and the eight district authorities in May 2022. It was formally launched during the same month and is available for the public to view on the Commissioner's website.

The strategy was co-produced with the public and victims from across the county, taking account of feedback collated by the Commissioner's office through focus groups and a specific survey aimed at women and girls which was launched by the Commissioner and carried out between November 2021 and January 2022.

The strategy outlines keyways in which Derbyshire's public sector agencies will work together to deliver change, seeking support from charities, the private sector, local communities and most importantly, residents from across Derby and Derbyshire.

Since the Strategy was launched, a dedicated VAWG partnership board has been formed comprising of key agencies who signed the strategy including the Police, Derby City and Derbyshire County Council, district and borough councils, Derbyshire Fire and Rescue Service and the Integrated Care Board. This board will report to the respective Derbyshire Safer Communities Board and Safer Derby Board. Progression against the strategy will be tabled at these meetings.

A Derbyshire partnership VAWG action plan is being devised amongst partner agencies of the newly formed VAWG board which will soon be put in place to deliver against the strategy. When developed, the coordinated plan will then be implemented to tackle VAWG related offences across Derbyshire.

A Derbyshire Constabulary specific VAWG action plan has been developed and put in place to complement the strategy. As part of this work, Neighbourhood hotspots for VAWG related crime and incidents will be analysed to inform operational delivery including deployment of resources. The action plan also aligns to a national framework which is consistent with how all forces across England and Wales will tackle VAWG.

3.2 **Police and Crime Plan Priority - Victim Support and Safeguarding**
'Working with police and partners to prevent VAWG'

To help inform the newly published VAWG strategy, the Commissioner launched an online specific VAWG survey in November 2021 to identify what makes women and girls feel unsafe in Derbyshire, where their fear of crime is greatest, and what would make them feel safer. The purpose of the survey was to gather

vital information from the public which could be used to inform both the police and partners on future preventative measures in addition to themes which may feature within the strategy.

The survey invited women, girls, parents, and guardians to share their views anonymously about sexual violence and sexual harassment. In total, over **1,400** responses were received from residents across Derbyshire. The feedback has enabled the Commissioner and partners to better understand concerns in different communities, which will help target initiatives aimed at improving women's safety, and to better understand what action is needed to reduce their vulnerability and keep them safe. Results of the survey are available to view on the Commissioner's website.

In addition to the consultation, the Commissioner and her office facilitated several online focus groups specifically for women and organisations representing women (including women who had been victims of crime), to discuss their concerns regarding VAWG to complement the wider survey which was launched in November 2021. These focus groups enabled detailed discussions to take place, and for the Commissioner and her office to hear first-hand concerns of women, to help inform and shape future work.

The Commissioner and her office are making plans to facilitate a multi-agency VAWG conference in conjunction with partners and the police next year. The

intention of this conference will be to assess progress made against the strategy, monitor performance, and ensure VAWG remains a key priority across agencies within Derby and Derbyshire.

The Commissioner chairs the Derbyshire Criminal Justice Board along with key partners including the police and local authorities. The Board seeks to improve trust and confidence in the Criminal Justice System across communities in Derby and Derbyshire. It particularly focuses on the effectiveness and efficiency of the court process, supporting victims and witnesses, and reducing offending and reoffending.

VAWG is an important business area which is considered across these priority areas. The Commissioner proactively challenges and holds the police accountable to ultimately ensure outcomes are improved for both women and girls. This is achieved through the Commissioner's Performance Scrutiny Meetings (PSM), which is the forum in which the Commissioner holds the Chief Constable to account for delivery surrounding her Police and Crime Plan.

3.3 **Police and Crime Plan Priority - Victim Support and Safeguarding**

'Providing help for all victims of domestic abuse, sexual abuse and violence, harassment, and stalking'

The Commissioner's budget for 2022-23 enabled the creation of a new role within Derbyshire Constabulary. The addition of a Stalking Co-ordinator post was included within the budget by the Chief Constable and the Commissioner in response to an increase in reported incidents within the county. The post has been developed to ensure the quality of investigations across the force, whilst providing increased support for victims of stalking or harassment. This new role will also work with police and partners to increase powers to deal with offenders. The role was filled internally temporarily during the recruitment process. The role was fully operational in the early part of the 2022-23 financial year.

Additionally, as a separate project, funds have been secured for an independent stalking advocate for the county from the Home Office, and an additional stalking advocate to cover the city area has been funded by the Commissioner.

The Commissioner also funds and actively supports 'The Willow Project', which is delivered by Rural Action Derbyshire. The service provides vital support to victims of domestic abuse in rural communities. The initiative was introduced to further inform and enhance understanding of domestic abuse, and to design services appropriate to rural communities. During the year, through social media,

the initiative has been successful in raising awareness of the campaign. In addition, the initiative has been promoted at several rural shows across the county, which have been supported by the Commissioner.

The Commissioner secured additional funding from the Ministry of Justice and Home Office for additional support for existing domestic abuse and sexual abuse providers, as well as investment in additional needs-assessed provision for supporting victims and working with perpetrators of domestic abuse. In addition to the annual core grant of £1.2 million, that supports all victims of crime through different service providers, a further £1.2 million was secured by the Commissioner.

The Commissioner has been awarded a new contract worth over £583k for Refuge, to deliver domestic abuse services over the next three years following a competitive tender process. The newly funded outreach service will deliver tailor-made support packages to help victims of low or medium risk domestic abuse to cope and recover from their experiences. It also aims to protect them and their families from further harm, and to prevent the escalation of abuse as well as reduce the risk of domestic-related homicide.

This is in addition to a range of specialist domestic and sexual abuse victim support services, which are commissioned by the Commissioner, some in partnership with local authorities. The services offer support from standard to high-risk cases. The services provide free confidential, non-judgemental and independent support and advice for any victims residing in Derby and Derbyshire, including children where needed. Referrals to services can be made by individuals, friends, family and/or professionals. Provision includes safe accommodation, outreach, and resettlement support to victims. Children are considered to be victims in their own right under the Domestic Abuse Act. The services can support people who have experienced all forms of domestic and sexual abuse, including stalking, honour based violence, trafficking, forced marriage and Female Genital Mutilation (FGM). Personalised support is available

to help with safety plans and through the court process for those who need it. Independent Domestic Violence Advisor's (IDVA's) are commissioned to support all high-risk cases and where necessary those at lower risk levels. A range of additional domestic abuse workers and support services are also funded through extra grant programmes, including educational and intervention programmes for domestic abuse perpetrators.

4. PERFORMANCE SCRUTINY MEETING – VAWG

To increase the level of scrutiny of force performance and provide reassurance to the public, the Commissioner hosted a virtual scrutiny meeting in October 2021 focused specifically on VAWG. The Chief Constable and her senior command team were asked to present a detailed report on the current approach and future plans, which Derbyshire Constabulary have to improve the safety of women and girls in Derby and Derbyshire.

In addition to the report, which was scrutinised by the Commissioner, members of the public and community groups were encouraged to submit questions prior to the meeting focused on women's safety. An unprecedented 52 questions were

received and directed, by the Commissioner, to the Chief Constable. A copy of the report, recording of the video and transcript of all 52 questions and responses are available on the Commissioner's website here:

<https://www.derbyshire-pcc.gov.uk/public-information/public-assurance-meetings/pam3nov21/>

The Commissioner hosted a further scrutiny meeting on 3rd November 2022 to revisit the progress being made by the force surrounding VAWG. A detailed report was requested by the Commissioner concerning the current force plans along with performance data. This is part of the Interim report.

CONTACT FOR ENQUIRIES

Name:	Angelique Foster
Tel:	0300 122 6000
Email	pccoffice@derbyshire.police.uk



POLICE AND CRIME PANEL MEETING

REPORT TITLE	MEMBER QUESTIONS TO THE COMMISSIONER
REPORT OF	POLICE AND CRIME COMMISSIONER FOR DERBYSHIRE
DATE	17TH NOVEMBER 2022

1. PURPOSE OF THE REPORT

To provide a written response to questions submitted by Police and Crime Panel members.

2. MEMBER QUESTIONS TO THE COMMISSIONER

Question 1: from Cllr H Dhindsa

The Government's new 'Drug Strategy – Harm to Hope' requires the formation of a local dedicated Drug and Alcohol Strategic Partnership. The government's newly formed Combating Drugs Unit – as part of its 10 year drugs plan to cut crime and save lives – has requested this countywide partnership. Representation on this multi-agency partnership includes a senior police leader and the local Police and Crime Commissioner. Can the PCC share with the panel how this fits with her current Police and Crime Plan and what resources and plans are currently dedicated to tackle this and whether new funding has been allocated by Government to implement the new Drug Strategy to:

- a. The PCC
- b. Derbyshire Police
- c. Any other partner agencies.

Response

The Police and Crime Plan aligns directly with 'From Harm to Hope' – the Government's ten-year drugs strategy to cut crime and save lives. I can confirm that Derbyshire Constabulary has recently established a strategic Combating Drugs Partnership, through which a county-wide action plan will be jointly developed and managed, with agencies held to account for delivery. Derbyshire Constabulary are committed to working in partnership to tackle the supply and misuse of controlled drugs to help clamp down on anti-social behaviour, reduce neighbourhood crimes including burglary and protect people from the harm caused by serious and organised criminals. A key element of the Strategy is developing first class treatment and recovery services. Derbyshire Constabulary recognise the importance of working in partnership to improve early identification and diversion into treatment services. To further support this aim, additional Home Office funding has been secured to enhance drug testing on arrest (DToA).

Derbyshire Constabulary has a number of operational teams dedicated to tackling drug-related organised crime, child and criminal exploitation and emerging threats posed by drugs gangs operating across county lines. Additionally, through established tasking and co-ordinating processes, the Constabulary has access to additional resources and specialist capabilities through the East Midlands Special Operations Unit (EMSOU) and continues to build on well-established partnership safeguarding arrangements, to help protect vulnerable people from the harm caused by offenders connected to drug-related criminality.

Question 2: from Cllr H Dhindsa

In response to a question from Cllr Alan Barrow, at the last PCP meeting, the PCC gave the following information on the breakdown of officers by gender and ethnicity:

'Derbyshire is a leading force for the recruitment of female officers. From the start of Uplift counting to end of July 2022 the force have recruited 493 police officers, of which 237 (48%) are female officers and 18 (3.75%) have stated their ethnicity as B.A.M.E. There are significant plans in place to increase the number of black and minority applicants. The force monitors all of this closely to look at any adverse impact in the processes and utilise positive action officers to try to improve attraction recruitment in this area. At the end of July 2022, the proportion of female officers was 39% and the proportion of black and minority officers was 3.2%'

It was pleasing to see that Derbyshire Police are leading in gender representation. However, the proportion of Black and Minority Officers is disappointingly low, despite the work of the national Police Uplift Programme Unit as well as the Constabulary. Can the PCC share what significant plans strategically she has taken to tackle this under representation and how does the 3.2% proportion of black and minority officers compare with the black and minority population make up of Derby?

Response

Derbyshire Constabulary has a target of an additional 283 officers over the three years of the National Police Uplift Programme. They are on track to meet this target four months early by the end of November 2022.

The Chief Constable has oversight of our BAME attraction strategy through the Attraction, Recruitment and Retention Board that she personally chairs.

The Constabulary still uses the 6.7% BAME figure for Derbyshire from the 2011 census as a comparator as the 2022 census data on ethnicity is still to be released. The Recruitment and Equality, Diversity, and Inclusion (EDI) teams have been active throughout the Police Uplift period by undertaking engagement seminars in schools, colleges, universities, at force headquarters and online. Various social media outlets have also been utilised. Events have been targeted at schools and colleges in under-represented areas, and communication campaigns in diverse communities via their PCSOs, as well as representatives at events from their staff networks, including their Race Equality Network.

The Constabulary's police officer attraction and recruitment campaigns up until the middle of this year were mainly focussed on securing a high volume of quality candidates in what is a very competitive recruitment market with other police forces also seeking to recruit additional officers. Their attraction campaigns were therefore really broad to deliver the high volume needed.

The Constabulary are now prioritising and focusing their attraction on under-represented groups. A full review of the county is being undertaken to ensure their outreach and engagement is correctly targeted. Their Positive Action and Recruitment Engagement teams have rolled out a series of events in communities to achieve the results they are looking for, including the Derby Mosque, the Derby All Nations for Christ Church (ANFC), Derby City Council and Futures for Business. Derbyshire Constabulary are also working with an external partner to deliver courses aimed towards people from lower socio-economic backgrounds to facilitate careers within the Constabulary. The Constabulary's Positive Action team continue to host enhanced

support and guidance sessions for individuals who are eligible from underrepresented communities.

CONTACT FOR ENQUIRIES

Name:	Angelique Foster
Tel:	0300 122 6000
Email	pccoffice@derbyshire.police.uk

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