



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

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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



Derbyshire
Police and Crime
Commissioner

Protecting Communities,
Fighting Crime



AGENDA ITEM

5

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

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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

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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

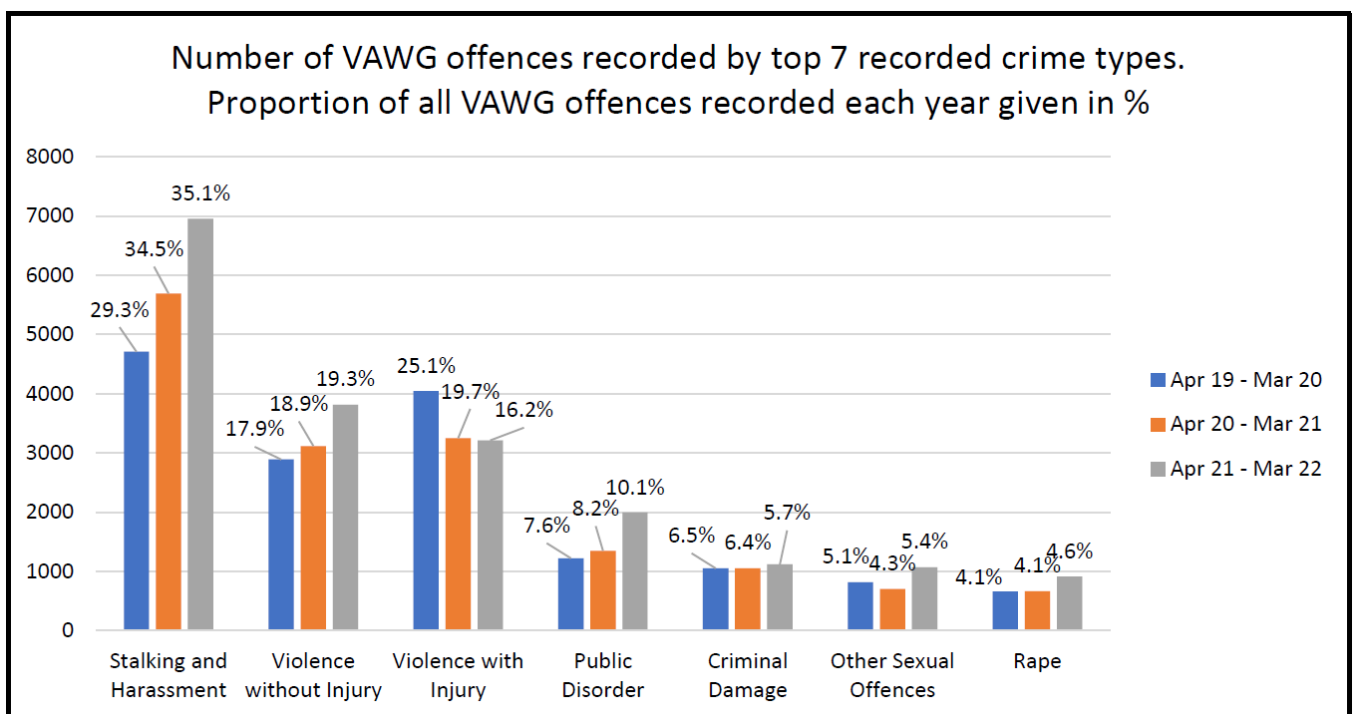
3.1 Force response

- 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.