



POLICE AND CRIME PANEL MEETING

REPORT TITLE	INTERIM DELIVERY REPORT
REPORT OF	POLICE AND CRIME COMMISSIONER FOR DERBYSHIRE
DATE	26th JANUARY 2023

1. PUPOSE OF REPORT

For members of the Panel to review 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 17th November 2022.

Specifically, this report provides an in-depth summary of work surrounding the 'Strong Local Policing' priority within the Commissioner's Police and Crime Plan. This was the focus of the latest Performance Scrutiny Meeting (PSM) held in November. A copy of these meeting papers can be found in Appendix A. This includes an update on the implementation of the Neighbourhood Policing Charter at 9.3 and 9.4.

2. **BACKGROUND**

Police and Crime Plans are set and published by Police and Crime Commissioners. They 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 Commissioner's 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 November 2022 until 18th January 2023.

3. **INTERIM DELIVERY AGAINST THE POLICE & CRIME PLAN (9th NOVEMBER 2022 TO 18TH JANUARY 2023)**

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 November 2022 until 10th January 2023, 86 items were received by the Commissioner's office which was an increase of 24 compared with last time. Of these received, 60% were allocated to Derbyshire Constabulary for an appropriate response, and the remaining 40% were dealt with exclusively by the Commissioner's office.

3.2 **Police Complaint Reviews**

Since 2020, the Commissioner has had responsibility for reviewing complaints made against the police, following an appeal being lodged by a member of the public.

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 November 2022 to 10th January 2023, 11 complaint reviews have been received by the Commissioner's office.

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

Return of Police Base to Alfreton town centre

Through the ongoing consultation with the public, the Commissioner has listened to concerns from constituents regarding visible policing within Derbyshire. The Commissioner is working with Derbyshire Constabulary to help increase visibility and accessibility in a variety of ways, having regards to operational requirements. Most recently, the Commissioner helped bring back a police base within Alfreton town centre following a closure which occurred four years ago. The Safer Neighbourhood Team (SNT) are now based in the heart of the community where they are best placed to respond to calls for service from the public.

When the former Alfreton police base was repurposed almost four years ago, the SNT were relocated to work from Ripley Police Station. The newly refurbished site on Kings Street in Alfreton will see local officers based within the town centre along with capacity to house other teams to help the force reduce pressure on HQ facilities and pave the way for the delivery of further sustainability planning.

More frontline police officers

One of the key strands within the Commissioner's Strong Local Policing priority is a pledge to boost the number of police officers and increase the focus on neighbourhood policing across Derbyshire. As part of the Police Uplift Programme, officers will be deployed to Local Policing Units (LPU) across the entirety of Derbyshire. Better resourced policing teams will enable officers to respond more effectively to incidents which occur within communities. Most recently, High Peak residents for example have benefited from an additional five student police officers who have joined policing teams within the area.

A further four officers are currently undergoing training and will join frontline officers in the coming months.

This increase has helped bring frontline policing numbers in the area to their highest level in a number of years.

Successful campaign to retain non degree entry route to policing

The Commissioner has been in communication with the Home Secretary to call for the non-degree holder entry route to remain open for those applicants who wish to join the police service, but do not possess a degree. The non-degree option enables Derbyshire Constabulary to attract people from a wider pool and helps broaden the diversity within the workforce to better reflect all communities across Derbyshire.

In November, the Home Secretary supported the Commissioner's call to keep this entry route open which was scheduled to end whilst the College of Policing develop a longer more sustainable non-degree route to complement their existing framework.

For information, during the past three years, the non-degree entry route has successfully enabled 202 people to join Derbyshire Constabulary as police officers which demonstrates the popularity within the community.

Police Uplift Programme

The Commissioner and her office have been supporting the efforts being made by Derbyshire Constabulary surrounding the Police Uplift Programme and regularly monitoring and scrutinising performance to ensure residents across Derby and Derbyshire benefit from the extra resources as quickly as possible.

Since the last Panel in November, there are now more than 2,110 police officers in Derbyshire which is up from 1,827 in 2019 when the Government's national uplift programme got underway. The force has already exceeded its target to recruit 283 extra police officers before the end of March 2023 and is now drawing up plans to support the new recruits in their future training and development. Communities will soon benefit from these additional officers who will bolster frontline policing to tackle and prevent more crime and respond to incidents swiftly.

Performance Scrutiny Meeting (PSM) – Strong Local Policing

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. When the Commissioner took on the role in 2021, she considered scrutiny processes to be insufficient and poor. To increase and improve the scrutiny level and standards, the Commissioner created Performance Scrutiny Meetings 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 23rd of November which focused on the Strong Local Policing 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, 32 questions were received from members of the public relating to Strong Local Policing which were answered during the meeting.

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

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

Burglary reductions

The Commissioner has welcomed new figures that show her investment in burglary prevention is delivering positive results. Latest performance data shows a significant reduction of 17% (852 fewer offences) in the number of residential burglary offences reported since May 2021 (19 months) compared to the previous period reflecting an ongoing downward trend. This is approximately a reduction of 8.7 home burglaries per day to 7.2.

Tackling burglary is a key feature within the Neighbourhood Crime and ASB priority the Commissioner's Police and Crime Plan. The Commissioner has made it clear she expects the force to drive down incidents. To ensure the Chief Constable meets her objectives, performance is closely monitored to identify where further improvements are needed.

Derbyshire Constabulary are currently taking part in the government's Acquisitive Crime Electronic Monitoring Pilot which requires offenders to wear a GPS tag on release from prison. Nearly 6,000 acquisitive crimes (including personal robbery, theft from a person, theft of and from a motor vehicle, and domestic burglary) committed in Derbyshire in the first 12 months of the pilot were automatically compared to the GPS location of tagged offenders. This produced almost 200 proximity alerts of which only three have resulted in a prosecution – demonstrating that tagging can be a deterrent to reoffending.

Tackling Anti-Social Behaviour

Anti-social behaviour (ASB) has fallen significantly since the Commissioner made tackling it a key priority within her plan. The latest figures show a reduction of over 30% in the last 18 months, illustrating that Derbyshire Constabulary's zero-tolerance approach to the problem is making a difference.

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, 33 projects totalling over £147,000 have been awarded to organisations to tackle ASB within their local community. These projects will commence from January and continue over the remainder of the year.

Update Newsletter

As part of the Neighbourhood Crime and ASB priority within the Commissioner's plan, there is a commitment to improve communication to keep residents better informed of issues surrounding policing.

To help strengthen the communication between the public and police, the Commissioner has started a regular newsletter, which will be regularly distributed to residents across social media platforms including Derbyshire Alert. This newsletter will provide updates concerning developments within the force including key work undertaken by the Commissioner in contribution towards her priorities and help provide information about support available to residents and how to access it.

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

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 held the first ever Speed Watch Seminar in November. From the 90+ established schemes currently operating, invitations were sent to each volunteer co-ordinator to ensure representation from every area of the county is received.

Volunteers were recognised by both the Commissioner and the force in their efforts made towards the hugely popular scheme which operates within Derbyshire. Feedback has been positive, and volunteers welcomed the seminar which provided opportunities for members to network and share best practise within their local area. During the seminar, a live demonstration by the Derbyshire Fire and Rescue extrication team took place highlighting the consequences resulting from a road traffic collision.

During the past year, the scheme has grown to include over 90 watches with a membership base of over 700 volunteers.

Drink Drive Campaign

The Commissioner has worked with Derbyshire Constabulary to fund a new public facing video which aims to educate people on the consequences of drink or drug driving. The video helps deliver a powerful message on the real impact that can be had on not just the victims, but also their family and friends.

The video was launched on 1st December at the start of a county-wide month of action on drink and drug driving to raise awareness of the dangers of driving under the influence.

The video has been successfully shared with partners which has generated a total reach on Facebook of 201,325. The video has received over 1,000 likes from users and has been further shared a total of 1,730 times across social media platforms.

In addition to the awareness raising video, during the drink drive campaign, officers within the Roads Policing Unit within Derbyshire Constabulary conducted 469 roadside tests on drivers, with 124 people arrested after they were found positive for alcohol, and 47 positive for drugs. Six tested positive for both drugs and alcohol. Forty-three drivers who tested positive for alcohol, and 11 drivers who tested positive for drugs, had been involved in a collision.

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

Derbyshire Rural Crime Prevention Guide

The Commissioner and her office have been working with partners from the East Midlands Ambulance service, Derbyshire Fire and Rescue Service and the police to develop a specific prevention guide which aims to provide useful information for those residents who live in rural areas.

Some of the information within the guide consists of tailored advice on fire prevention, keeping property secure and how to access victim support services. The Commissioner is due to launch this guide over the next coming month which will be targeted at residents within rural communities.

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

Victim Service Updates

Independent Sexual Advisor (ISVA) service

The Commissioner's office re-tendered the existing ISVA service in the Autumn which will commence on 1 April 2023. This is an independent service providing emotional and practical support to all adult victims of sexual abuse and rape who are 18 and over. The service is funded by the Commissioner and police with additional partnership funding being secured from both Derby City Council and Derbyshire County Council. This will enable a better quality service for victims to access.

Childrens' Independent Sexual Advisors (ChISVA)

The Commissioner's office is currently procuring this service which is set to be re-launched from 1 April 2023. This service is for children and young people who are victims of sexual abuse and rape under the age of 18. This service receives direct referrals from the regional Children and Young People's Sexual Assault Referral Centre (SARC) based at Nottingham University Hospital, but it also takes self-referrals for anyone who requires emotional and practical support to help them cope and recover from sexual abuse. This service is co-commissioned between the Commissioner and Derbyshire County Council.

Specialist victim services for young people

The Commissioner's office procured this service in the Autumn which has been awarded to charity Remedi who are the founders of the 'Got Your Back' approach used in this service which was developed in partnership with the Office

of the Police and Crime Commissioner. The provider aims to build on an already successful track record of delivering high quality interventions and a restorative, trauma-informed approach for young victims.

The new service which has been enhanced will commence on 1st April. The service is for all under 18-year-olds who are either referred directly from the police, other agencies, or choose to self-refer for help. The service offers a range of bespoke interventions designed with young people in mind, including emotional and practical support and mentoring. It also uses a range of digital solutions and engagement techniques to reach young people, and there are strong links to the education system. The service is funded by the Commissioner with a match fund from the provider also contributing to the partnership approach.

Restorative Justice

The Commissioner's office procured this service in the Autumn, which was awarded to charity Remedi to provide a Restorative Justice Service across Derbyshire for all adults and young people, which is compliant with the Ministry of Justice Victims' Code of Practice for England and Wales and the Restorative Justice Council's Restorative Services Standards and Quality Mark. This is an evidence-based, trauma-informed, restorative justice service within Derbyshire that meets the needs of all victims and places them at the heart of the service model. The service provides a good quality and range of direct and indirect Restorative Justice interventions, both face to face and indirect alternatives, delivered by trained facilitators, offering choice in approach and outcomes, and following guidance issued by the Restorative Justice Council to ensure safe and competent interventions. Whilst there is no prescribed model, there is evidence which lends itself to face to face interventions having the most successful outcomes.

4. SUMMARY OF ENGAGEMENT ACTIVITY – (SINCE THE LAST PANEL)

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 since the last report to the Panel.

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 Community Speedwatch (CSW) members in Blackwell - Meeting with the co-ordinator and members of the Blackwell CSW to discuss the importance of the CSW scheme and the good work being done by the Blackwell group.

Hosting the Community Speedwatch Conference in Ripley - In partnership with the police, Speedwatch co-ordinators were invited to Police HQ to thank them for their hard work. Presentations from the Commissioner, Assistant Chief Constable and Roads Policing Unit Officers were followed by a live demonstration by the Derbyshire Fire and Rescue extrication team.

Meeting with Derbyshire Retired Headteachers Group - Meeting to discuss progress on the Commissioner's Police and Crime Plan, and a general discussion on issues of crime and anti-social behaviour.

Neighbourhood Watch (NHW) Meeting in Walton - The Commissioner attended the NHW group meeting in Walton, presenting progress on her Police and Crime Plan and taking questions from local members.

Meeting with the new Manager and with the Community Paramedic Tracy Cunningham at Safe Space in Derby City – to get an update on the great work they are doing to help rough sleepers in Derby City.

Meeting with Access4Riders in Coal Aston - Attended meeting to listen to the group and the public's concerns regarding horse and rider safety.

Meeting with Council Cabinet Member for Community Safety to discuss partnership working on serious violence and visit the 'Anti-Violence Bee' in Derby City.

Meeting with 'Crossroads' in High Peak - Meeting with service provider in High Peak to discuss the progress of the newly appointed Stalking Advocate and to meet the team who support victims of domestic abuse throughout the High Peak Derbyshire Dales. The Commissioner also met with service users.

Meeting local Safer Neighbourhood Team (SNT) in Alfreton - Met with members of the Alfreton SNT to discuss issues of road safety and partnership working between the SNT and local businesses.

Meeting with Positive Futures Housing (PFH) in Ilkeston - Meeting with PFH and local councillor for Sawley to see the support they offer to those who are homeless, fleeing domestic violence, or people with a mental illness.

Attendance at Parish Council Meeting in Ashover - Met with Parish Council to discuss issues of anti-social behaviour and road safety in the Ashover area.

Meeting with Bolehill residents, councillors and highways to discuss road safety concerns within the local area.

ATTACHEMENTS

APPENDIX A – Performance Scrutiny Meeting (PSM) paper on Strong Local Policing

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	23 NOVEMBER 2022
TITLE OF MEETING	THE COMMISSIONER'S POLICE & CRIME PLAN 2021-2025 - PRIORITY 1: STRONG LOCAL POLICING
TIME OF MEETING	10:00 AM
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 - PRIORITY 1: STRONG LOCAL POLICING REPORT FROM THE CHIEF CONSTABLE
5.	PUBLIC QUESTIONS ON STRONG LOCAL POLICING
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 - PRIORITY 1: STRONG LOCAL POLICING
REPORT BY	CHIEF CONSTABLE
DATE	23 NOVEMBER 2022

PURPOSE OF THE REPORT

To provide assurance to the Police and Crime Commissioner that Derbyshire Constabulary are making progress towards the Commissioner's Police and Crime Plan Objective 1: Strong Local Policing.

ATTACHMENTS

1. 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 Neighbourhood Policing is critically important to Derbyshire Constabulary. This has been recognised through continued growth and investment in this area over last few years. This supports the delivery of the Chief Constable's priorities, the Commissioner's Police and Crime Plan and the national agenda as detailed in the Beating Crime Plan.
- 1.2 Derbyshire Constabulary are committed to attending every residential burglary, supporting recent National Police Chiefs' Council (NPCC) announcements. This approach had been a principle the force had been working to for some time. Since the announcement a robust daily monitoring process has been introduced.
- 1.3 To provide a better service to the public and make the best use of police resources, a new force policy and process are now in place to decide the Most Appropriate Agency (MAA) to lead at a particular incident and to clearly determine the necessity of police attendance or response.
- 1.4 The policy has been developed in consultation with partner organisations and our legal team to help ensure the right agency leads at particular incidents, thus providing a better service to our public.

2. SUMMARY OF ACHIEVEMENTS IN THE PAST 12 MONTHS

- 2.1 In line with the force's Neighbourhood Policing Charter, the force has implemented a series of measures to tackle local priorities and reassure communities. Minimum standards for engagement have been introduced to our Safer Neighbourhood Teams (SNTs) that clearly define requirements for visibility and engagement. Work continues to support Derbyshire's Neighbourhood Watch, Farm Watch and Community Speedwatch, identifying opportunities for the development of new schemes and recruiting new members to established groups. Over 1,500 new members have been added to schemes since the start of the year. Our website provides contact details for local Neighbourhood Teams and a list of the officers who cover each area. Work undertaken to tackle local priorities is fed back to communities through street surgeries, local meetings, social media, and

Derbyshire Alert messaging.

- 2.2 Problem Solving is one of the best evidenced policing strategies, shown to reduce crime, Anti-Social Behaviour (ASB), and demand. Training has been rolled out to nearly 3,000 police officers and staff as well as partners, highlighting the Scanning, Analysis, Response, Assessment (SARA) methodology. Since the commencement of this training over 440 Problem Management Plans have been created by the force, with approximately 90 currently open.
- 2.3 A recent independent assessment of our work in this area has indicated significant success in reducing and often stopping repeat issues, particularly by providing a co-ordinated and multi-agency approach to the problem. Some 170 Problem Management Plans (PMPs) relating to ASB were created in the period October 2020 to October 2021. A total of 30 PMPs were provided for the independent review and 20 of these, selected at random, were analysed in detail. This represents just less than 12% of the total ASB PMPs for the review period and as such, provides a strongly representative sample. Many of the PMPs listed multiple problems and a total of 22 different types of behaviour were identified across the 20 PMPs, while there was a total of 66 behaviours or an average of just over three different types of behaviour per plan. These behaviours included drug use, neighbour disputes, harassment, alcohol misuse, underage drinking, and threatening behaviour. From the PMPs that provided data, 137 ASB incidents were reported in relation to the stated problems. Following the intervention stage of the PMPs, just four further reports of ASB were received. There was also good evidence of additionality and acceleration within the Plans, meaning stronger structures and partnerships had been created to prevent similar issues arising again.
- 2.4 A review of the force's missing person and exploitation arrangements resulted in a newly formed Missing and Exploitation Team earlier this year. Defined standard operating procedures have been established resulting in improved risk assessments and consistency in working practices. Also, children identified as being at a medium risk of exploitation, are now investigated by specialist officers. This work demonstrates the forces commitment to the early identification, assessment and management of risk and vulnerability.

- 2.5 Mini Police is a national initiative aimed at children aged between 8 and 11 years (school years 5 and 6) and schools within socially deprived areas, where pupils may be considered as disadvantaged and potentially vulnerable to the effects of crime or becoming criminally active. Many of these children will have inherited a negative view of policing and other forms of authority.
- 2.6 The intention of the scheme is to work closely with the schools and Local Policing Units (LPUs) throughout the school year to provide educational inputs backed up by community engagement and associated rewards. These are designed to teach vital life skills and a more positive view of policing.
- 2.7 Derbyshire Constabulary commenced a Mini Police pilot in November 2021, this included three schools each selected on the above criteria. The success of the pilot was underpinned by a full commitment across the force, at a local level as the face of the scheme and at headquarters level for co-ordination and rewards.
- 2.8 The pilot was reviewed during March 2022 using feedback from the children, their parents, the schools, and the local officers and Police Community Support Officers (PCSOs) delivering the programme who found the Mini Police to be overwhelmingly positive. The pilot has now been extended to include a further 10 schools across Derbyshire, a move embraced by the local Safer Neighbourhood Teams (SNTs). Each of the 10 LPUs across the force are now involved.

3. **SUB-OBJECTIVE 1: STRONGER, MORE EFFECTIVE NEIGHBOURHOOD POLICING TEAMS TO CUT CRIME, BRING MORE CRIMINALS TO JUSTICE AND KEEP LAW-ABIDING CITIZENS SAFE**

- 3.1 The Derbyshire Neighbourhood Policing Strategy highlights the force's commitment to neighbourhood policing and the vital roles SNTs perform. The strategy focuses on seven pillars for effective neighbourhood policing as outlined by the College of Policing guidelines. These seven pillars are:
- Engaging communities
 - Solving problems
 - Targeting activity
 - Promoting the right culture

- Building analytical capability
 - Developing officers, staff, and volunteers
 - Developing, sharing, and learning
- 3.2 Key to the success of this strategy is ensuring our officers and staff who work in neighbourhood policing roles are allowed the time, space, and tools to pro-actively deal with the issues causing concern in their communities. The force are committed to supporting the health and well-being of our SNT staff. A review of the SNT shift pattern in early 2022 has implemented changes to ensure it meets organisational and community demand whilst maximising well-being of our SNT staff.
- 3.3 Our Neighbourhood Policing strategy aligns Derbyshire Constabulary closely to the College of Policing guidelines, with no differences in terms of delivery workstreams, allowing us to implement national best practice, support regional working groups and benchmark our ongoing performance.
- 3.4 Police Community Support Officers (PCSO) maximise our opportunities to engage with our communities, problem solve and target those causing most harm. Through a dedicated and consistent approach, they understand the communities needs working with partners to resolve concerns. Recruitment of PCSO's continues with the force recognising this area as a key priority.
- 3.5 The introduction of a new SNT abstraction policy this year has sought to reduce the number of officer abstractions from the neighbourhood role. Less formal abstractions and cover requests are also being recorded and monitored through the Neighbourhood Policing Board. As we see overall police officer numbers increase through the Uplift, we expect the number of local abstractions to reduce, allowing neighbourhood police more time to concentrate on their core role. Over the past 5 months the force has recruited and trained an unprecedented number of new officers, many of whom will be working on divisions imminently. This will soon start to benefit the SNTs and continue to reduce abstractions. An App has recently been developed to track and measure abstractions and in support of subsequent reporting to the Responsive and Visible Policing Board and the Commissioner.

3.6 To support this approach, we have launched our SNT targeted activity policy, providing SNT officers with a clear expectation that their focus should be towards people and places with the greatest needs based on local assessments. Our SNTs carry out great work towards these key areas of threat, risk, and vulnerability every day. Some recent examples include:

- An Erewash SNT led operation targeted repeat offenders and organised crime groups involved in the theft of motorbikes and class A drug dealing. Seven arrests were made, and several stolen motorbikes recovered. A prison sentence of six years was given to one of the offenders. The multi-agency element of this operation also led to the safeguarding of exploited young individuals and targeted crime prevention.
- Amber Valley recently worked with partners to secure a Criminal Behaviour Order against a repeat public order offender, known to commit ASB on a weekly basis, make threats and shout abuse, often when intoxicated. Following a breach of the order the individual was sentenced to a custodial sentence.
- At the end of August SNT officers in Derby West were successful in gaining sufficient evidence for the court to impose a three-month closure order on a venue associated with a significant amount of ASB, violence and drugs intelligence. Since the order was granted there have been no complaints.

3.7 Problem Solving is one of the best evidenced policing strategies, shown to reduce crime, ASB, and demand. Training has been rolled out to nearly 3,000 police officers and staff as well as partners, highlighting the Scanning, Analysis, Response, Assessment (SARA) approach to this methodology. By following the SARA approach, we are able to understand the root causes of a problem, working with communities and partners to analysis the problem and thereby respond in the most effective and efficient way. Since the commencement of this training over 440 PMPs have been created by the force with approximately 90 currently open and ongoing. A recent independent assessment of our work in this area has indicated significant success in reducing and often stopping repeat issues, particularly by providing a co-ordinated and multi-agency approach to the problem.

- 3.8 A recent example of a problem-solving approach being implemented, took place in Ilkeston following numerous reports of bricks and stones being thrown at moving traffic. This overlapped with other forms of ASB taking place around the Market Place and Bath Street. After scanning and analysing the issues in detail, the response phase of the management plan included Hot Spot Policing patrols, Section 34 dispersal powers, ASB letters and visits to parents/schools, referrals to social care and joint working with Community Safety Partnerships (CSPs) to improve CCTV and lighting. Feedback to the local community took place in person and via Derbyshire Alert. Following the implementation of these actions the issues completely stopped. Feedback was sought from victims and local business who reported no further problems.
- 3.9 Key to the success of this engagement is two-way communication between the police and public. To make our local priorities clear, we will show these on the website for each safer neighbourhood area. We expect these to be fully updated by the website provider by October/November 2022. The priorities are set on a quarterly basis based on crime data, survey feedback, local knowledge, and community consultation.
- 3.10 The website will also have details of the dedicated officers allocated to each neighbourhood policing area. These officers will update communities on their plans and success in tackling these priorities, through a variety of communication methods including newsletters, social media, and direct contact at local meetings.
- 3.11 The public can contact the police via phone, website, email, social media, and Derbyshire Alert, however we recognise that having a local footprint in the community is crucial to public confidence.
- 3.12 On South Division the new Joint Police and Fire Station on Ascot Drive is now fully functional and operational, providing officers in Derby East with an improved base to effectively service their local communities. The Derby City Centre SNT are also now working out of their new office at the Council House, a prime location that allows a faster response to issues in the city centre.
- 3.13 In North Division a new SNT base is due to open in Alfreton in October/November 2022. Bolsover District Council are in the process of drafting a lease for a new SNT base in Bolsover which we hope will be occupied before Christmas 2022.

Work is ongoing to acquire a new SNT site in Clay Cross, and Killamarsh Police Station is due to be replaced on the existing site later next year.

- 3.14 Work is also on-going at the new site in Chesterfield, this will provide a 50-cell custody block and a response policing location within the next three to four years. Heads of Terms should be ready to sign off in Autumn 2022. The force will then enter a conditional contract which requires us to have submitted a Planning Application within 12 months for the new buildings.

4. SUB-OBJECTIVE 2: HAVING ADDITIONAL OFFICERS RECRUITED AS PART OF THE POLICE UPLIFT PROGRAMME (PUP)

- 4.1 Derbyshire Constabulary has a target of an additional 283 officers over the three years of the National Uplift programme (taking us to 2,110 officers). This will be met by April 2023 (Year 1 – 85, Year 2 – 85, Year 3 – 113).
- 4.2 Derbyshire is on track to meet their total target for all three years in November 2022.
- 4.3 Derbyshire has had a target of 10% Black, Asian, and Minority Ethnic (B.A.M.E.) throughout all its police officer campaigns during Uplift. Derbyshire Constabulary's current B.A.M.E. representation is 3.3%.
- 4.4 To date the number of B.A.M.E. officers recruited is 13 B.A.M.E. (4.6%), five (1.8%) of those officers defined as Black heritage. Encouragingly, the recent Degree Holder Entry Programme (DHEP) campaign attracted 13.7% B.A.M.E. candidates, whilst the Detective Constable (DC) DHEP campaign attracted 15.7%.
- 4.5 B.A.M.E. representation for police officers has remained at 3.3% over the last 12 months. Investment in the positive action team has been made to help increase representation and with further recruitment planned we expect to see this increase.
- 4.6 Derbyshire Constabulary is one of the best performing forces for gender representation, ranked three of 43 forces in March 2022. As of October 2022, overall female representation was 51.4% with female police officer representation at 39%, compared with 34.4% nationally. A high number of female candidates continue to be attracted through the various recruitment campaigns. The recent DHEP campaign attracted 41.7% female candidates whilst the DC DHEP

campaign attracted 69.4%.

- 4.7 Applications have been open for all entry routes throughout PUP. Applications are completed via our careers website.
- PCDA – Police Constable Degree Apprenticeship
 - DHEP – Degree Holder Entry Programme
 - IPLDP - Initial Police Learning and Development Programme (2022-2023 only)
 - PPD – Professional in Policing Degree
 - a new fast-track entry route for Detectives, Detective DHEP.
- 4.8 The Recruitment and Equality, Diversity, and Inclusion (EDI) teams have worked closely throughout PUP to undertake engagement seminars in schools, colleges, universities, and at force headquarters and online. Various social media outlets have been utilised as well. Events have been targeted at schools and colleges in under-represented areas, and communication campaigns in diverse areas via our PCSOs, as well as representatives from our staff networks, including our Race Equality Network being representative at all events.
- 4.9 Positive Action Officers are supporting the PUP and tailoring recruitment events, information sessions and mentoring to under-represented groups.
- 4.10 Derbyshire Constabulary has employed a Senior HR Business Partner to focus specifically on officer retention; this includes an uplift in officer check-ins, an increase in tutors available to student officers, targeted variable payments for hard-to-fill roles, the introduction of a longitudinal onboarding survey, and specialised workforce planning analysis to assist departments with forward planning to reduce retention risks, an example being, the preparation of Leavers Reports where we analyse demographics of leavers to support departments to better understand their 'at risk' staff so managers can put in resources to specifically target their retention risk.

5. SUB-OBJECTIVE 3: INCREASING OUR VOLUNTEERS, SPECIAL CONSTABLES, AND OTHER CITIZENS IN POLICING (CIP) WHO PROVIDE GREAT SUPPORT TO THE FORCE AND INCREASED VISIBILITY IN COMMUNITIES

- 5.1 Volunteer numbers nationally have seen a decline, this is across all sectors including the police and many other voluntary organisations. This downward trend, whilst significant, is not cause for concern for Derbyshire Constabulary at this stage.
- 5.2 The recent expansion of entry routes into the police has seen large numbers of Special Constables leaving to join the regular force and this is a nationally recognised issue.
- 5.3 Derbyshire Constabulary's Citizens in Policing (CIP) section manage these risks and work closely with the HR and Communications department to mitigate against them. A more targeted communications strategy has been devised and is being deployed to advertise vacancies.
- 5.4 These include internal advertisements via the in-force intranet known as Connect and the e-recruitment portal. Wider use is made externally of the force website and social media. The HR and Communications departments both have in-house specialists, making the best use of social media and choosing the most appropriate platforms.
- 5.5 Derbyshire Constabulary are regular attendees at national CIP meetings and forums where many of these issues and best practice surrounding them are discussed. The force represents the East Midlands Region at these meetings, both at strategic and practitioner level, where knowledge and opportunities for best practice are obtained.
- 5.6 There are positive indications that these measures are working. The last Special Constabulary campaign saw over 90 applicants whereas the one before had nearer 30. Also, recent adverts for Police Support Volunteer opportunities, specifically cadet leaders had 12 applicants.
- 5.7 We look after our volunteers, ensuring that they are well-equipped, properly trained and feel valued. This will not only help with the recruitment message but will also

have a significant impact on retaining those already in place.

- 5.8 Working closely with Learning and Development, the CIP team have devised a Continuous Professional Development plan for all Special Constables. This addresses key issues identified by the volunteers to enable them to carry out the role of constable safely and competently. This is a new programme which will come into operation by Autumn 2022. Once up and running this programme will be scheduled as a regular commitment by the force for the Special Constabulary.
- 5.9 A five year recruitment strategy has been devised and agreed for the Special Constabulary. This will entail a constant provision of training for Specials and is a significant commitment aimed at increasing numbers of volunteers to a level representing 10% of the number of regular police officers.
- 5.10 Since July 2022, Special Constables are now able to join the Police Federation of England and Wales. This has required a change in the law and has been a work in progress for several years. This a significant development and one that provides real protection for volunteers. It also includes the possibility of Special Constables being trained to carry tasers.
- 5.11 Police Support Volunteers are seen throughout Derbyshire Constabulary as a valuable resource and part of the team. They were impacted by a 15-month suspension of activities due to Covid-19. Work has continued since July 2021 to fully integrate those volunteers back into the workplace.
- 5.12 For the purpose of this report the numbers of volunteers are broken down into Special Constables and Police Support Volunteers. This section compares the numbers for each over the last 12 months.
- 5.13 Active Special Constables as of September 2021 – 73 and as of September 2022 – 61. Despite two new intakes and an increase of 20 volunteers there is an overall reduction of 12 in total, partly due to Specials leaving to become regular police officers.
- 5.14 Police Support Volunteers as of September 2021 – 110 and as of September 2022 – 84. An overall reduction of 26 in total. This is mainly an administrative reduction and due to a post Covid-19 review and a realisation that there were many inactive volunteers who were either no longer required or who had a change in

circumstances and were no longer able to offer their services.

- 5.15 The number of duty hours worked by PSVs are:
- Pre Covid-19 March 2019 – March 2020 – 9,401 hours
 - Period of suspension April 2020 – July 2021 – 1,650 hours (cadet leaders via Teams)
 - Post Covid -19 with gradual reintroduction August 2021 to September 2022 – 5,000 hours
- 5.16 All vacancies within Derbyshire Constabulary and opportunities for voluntary roles can be found on the recruitment page of the force website. This is owned and run by the HR department.
- 5.17 In addition, the CIP team work closely with both HR and the Communications department to advertise those opportunities. This is done via various social media platforms, the force intranet, and public events. The latter is an opportunity to further utilise volunteers and to engage with the public
- 5.18 Police Support Volunteers perform a wide variety of tasks within the force. Each volunteer is the responsibility of their individual line manager and department. Their initial generic induction into the force is carried out by the CIP section, thereafter their support and development needs are delivered locally by the various departments.
- 5.19 The newly appointed Police Support Volunteer Co-ordinator role within CIP will be looking in detail at where we are with volunteer deployments and individual development.
- 5.20 Derbyshire Constabulary has an active Volunteer Police Cadet programme (VPC) provided across three sites, namely Derby, Chesterfield and Glossop. In addition, we are trialling a joint cadet programme with Derbyshire Fire and Rescue Service (DFRS), this is sited at Buxton.
- 5.21 The Derbyshire VPC programme is aimed at children and young people between the ages of 11-13 years for junior cadets and 14-17 for seniors. The former due to Covid-19 has been temporarily suspended pending the recruitment of more volunteer leaders.

- 5.22 The joint programme is aimed at young people from the age of 14-17 years. This is currently in its 5th month of a 7-month trial, the expectation being that it will be extended to a full 2 year programme with consideration to expand this joint programme to other sites across Derbyshire.
- 5.23 The VPC scheme currently has 70 cadets, the joint programme has 12. Over the next 12 -18 months there is a plan to increase both the number of cadets and the sites from which both schemes operate. In so doing, Derbyshire Constabulary and DFRS intend to offer the programmes to children and young people from more challenging and vulnerable backgrounds.

6. SUB-OBJECTIVE 4: ENSURING OFFICERS HAVE THE TRAINING AND SUPPORT TO USE THE POWERS THAT ARE AVAILABLE TO THEM TO KEEP THEMSELVES AND THE PUBLIC SAFE (INCLUDING EFFECTIVE AND APPROPRIATE USE OF STOP AND SEARCH)

- 6.1 Conflict Management and De-escalation Training, Public and Personal Safety Training (PPST) and Emergency First Aid at Work Training is delivered to all police officers and police staff that have face to face contact with the public and to all police officers who are operationally deployable.
- 6.2 The two days Initial First Aid training is delivered upon joining the organisation and six days of PPST, concluding in a further two days of summative scenario-based assessment in accordance with national occupational standards.
- 6.3 These skills are then re-certified annually (within 365 days). Officers that have expired certification for these skills will have their deployable status reviewed and risk assessed by their supervision. Where appropriate their deployable status will be removed or restricted. 15% of our deployable police officers currently have expired certification. This can be for a variety of reasons, including injury, career breaks and most recently the change in national direction that all ranks must be PPST, and first aid trained. Plans are in place to reduce these numbers with 120 officers to be re-certified before the end of the training year as a priority, along with ensuring Public Order and taser carrying officers remain in ticket.
- 6.4 In November each year, data reports are run to forecast skills expiry through the following year to determine the volume of courses and places required each month

(with an additional 10% over offer) to ensure officers remain competent and in ticket with a process to re-course two months before expiry, to allow for operational priorities.

- 6.5 The Conflict Management and De-escalation Training package, produced by the College of Policing, has been rolled out to all new student officers since September 2021 with the refresher programme for current officers and staff commencing in September 2022.
- 6.6 The initial training of new student officers is a priority for the force with recertification places planned around this. The current Uplift Programme has had an impact on the ability to deliver recertification training with less overcapacity being able to be provided. Theoretically sufficient places are provided, however due to sickness, injury and operational commitments training is occasionally postponed increasing this demand.
- 6.7 When arranging the training, the Force Training Team prioritise delegates according to the risks associated with their role. The Force Training Team has had challenges filling courses due to a lack of resources to perform this task. This is being mitigated by the recruitment of additional staff into vacant positions.
- 6.8 The introduction of the new national PPST curriculum will see the ratio of trainers to officers reduce to 1:6 for recertification training. Contact delivery time will increase from one to two days in line with national standards. The style of training (scenario based as opposed to front delivery) as well as the ratio and doubling in course length, present significant challenges. Additional trainers have been, and are being, recruited into the training team to meet demand with three venues across the force estate being used for the delivery of training.
- 6.9 Conflict Management and De-escalation Training will continue to be delivered into 2023/24 until all who require training have received the input.
- 6.10 First Aid Training will continue with most officers and staff receiving training in Emergency First Aid at work. Specialisms such as Custody Staff receive training in Custody First Aid with Firearms and Public Order Medics completing enhanced training.
- 6.11 The force has created a workforce superintendent role to oversee workforce and

all force training. This will ensure the force better understands officer and staff skills to help plan resource allocation and recruitment priorities, whilst aligning training with strategic priorities and operational demand. To better support our workforce, there will be a new programme of continued professional development throughout all ranks, incorporating an ongoing commitment to improve investigative standards.

- 6.12 Vulnerability training is being delivered to all officers and relevant police staff, over an 18-month programme encompassing 3 separate modules. This will ensure everyone understands and recognises vulnerability to provide the best support for those most vulnerable to harm within Derbyshire.
- 6.13 Taser Training
- 6.14 Derbyshire Constabulary currently has 502 officers who are taser trained with an annual program to train a further 100 officers each year. The initial course is four days. A year after completion of their initial course officers receive two days annual refresher training. Those unsuccessful on their initial course, come back for a further day and most candidates do well with the extra tuition. All student officers can apply three months before their respective probation ends. Since April 2022, we have trained 56 of the 100 extra officers planned for this year. The remaining 44 are scheduled to be trained before April 2023, providing a total of 546 taser trained officers.
- 6.15 Key issues/emerging risks regarding taser
- 6.16 The high proportion of officers who are young in service on shifts, can impact on the distribution of taser trained officers across different sections which requires careful logistical considerations. A pre-cursor to taser training is successful completion of Officer Safety Training and First Aid.
- 6.17 Whilst the budget is to train 100 per year, this does not include attrition through people moving into specialisms or retiring, so the 100 uplift will be slightly less every year.
- 6.18 There was a supply issue regarding the supply of taser cartridges during Covid-19 and this issue has now been resolved.

6.19 Stop and Search

6.20 The police powers of stop and search have been in existence since the introduction of the Police and Criminal Evidence Act 1984 (PACE). Stop and search activity should be conducted in line with guidance provided by Authorised Professional Practice (APP). Stop and search is an important power for protecting the public and tackling crime, but we do not underestimate the impact that it can have on communities and individuals. In order to maintain public confidence in its use, the power must be used in a fair, legitimate, and effective manner. We welcome scrutiny and continue to work with our communities and stakeholders to improve the quality of our interactions and to ensure our legitimate use of stop and search to protect the public.

6.21 All new students receive stop and search training during their initial training. The package developed by the College of Policing, covers both a theory and practical element. Force wide stop and search training is delivered annually to all operational officers. This includes any recommendations from His Majesty's Inspectorate of Constabulary and Fire and Rescue Service (HMICFRS), the Independent Office for Police Conduct (IOPC) or any College of Policing updates.

6.22 In addition to this, and to support the appropriate use of stop and search, Derbyshire have a comprehensive internal and external scrutiny process. Monthly external scrutiny panels are chaired by the Independent Advisory Group (IAG) and the Office of Police and Crime Commissioner (OPCC), in addition to Youth Scrutiny Panels with the Youth Commission. These groups have full unedited access to body worn video. Any learning is fed back to officers and is also used to shape training.

6.23 Year to date 7,636 stop searches have been conducted over the past four years. The legal power most used is the Misuse of Drugs Act 1971 followed by PACE 1984 and thirdly, S1 Firearms Act. Controlled drugs are the highest search reason followed by bladed article, articles for use in theft and going equipped and then offensive weapons. The overall positive outcome rate over the past four years is 34%, placing Derbyshire above the national positive outcome rate of 23%.

6.24 The past four years data is broken down as:

- Oct 2018 – Oct 2019 = 1,594 searches. Misuse of Drugs Act (MDA): 1,009, PACE 1984: 545, Firearms Act: 12
- Oct 2019 – Oct 2020 = 1,921 searches. MDA: 1,240, PACE 1984: 617, Firearms Act: 17
- Oct 2020 – Oct 2021 = 2,255 searches. MDA: 1,350, PACE 1984: 813, Firearms: 45
- Oct 2021 – Oct 2022 = 1,866 searches. MDA: 959, PACE 1994: 840, Firearms Act: 33

6.25 There are many examples where stop and search has been used effectively to remove weapons from the street to protect the community and those who are vulnerable. Recent examples include where police responded to a number of reports regarding a male behaving erratically. He had self-harmed and also told a member of the public that he intended harming someone and that he was carrying a large knife. Officers located a male fitting the description and conducted a search under S1 Police and Criminal Evidence Act 1984. Although no knife was recovered, the male was found in possession of controlled drugs. The male was suffering with his mental health which was aggravated by drug misuse. He was arrested, treated as a vulnerable person and an adult safeguarding referral was submitted to ensure he had access to relevant support services. With regards to the offence, he received an adult caution.

6.26 Another example followed a traffic stop by the Roads Policing Unit, initially due to the condition of a vehicle's tyres. The officers could smell cannabis on the occupants and further intelligence provided grounds to search them. All were arrested following the recovery of a substantial quantity of drugs with one of the occupants found to be in possession of a large knife. The male in possession of the knife and drugs was charged and sentenced to six months imprisonment for possession of the knife, to run concurrent to a 12-month sentence for various drug offences and an assault.

7. SUB-OBJECTIVE 5: PROVIDING OFFICERS WITH THE RIGHT TOOLS AND TECHNOLOGY SO THEY CAN CARRY OUT THEIR DUTY

- 7.1 In the summer 2022, a workforce survey identified that there were numerous benefits in constables and many sergeants utilising a laptop to complete their role. A programme has since started to issue many roles with a laptop, starting with all local policing officers and sergeants. Funding for this programme has been made through savings that are now being re-invested into frontline policing.
- 7.2 We are equipping all LPU officers with a personal issue laptop. We will also seek to provide all student officers joining the force with a personal issue laptop which they will retain for the remainder of their career. This will start a process which will eventually see all police officers using a personal issue laptop by 2025. This will increase visibility, with officers being able to complete a greater number of activities and tasks whilst out in the community.
- 7.3 The force is purchasing over 1,800 Samsung X Cover Pro 6 devices as the replacement product for operational roles, including many uniformed police staff roles, for example PSCOs. For other roles, the force is purchasing the Samsung A53. The use of enterprise level devices, means they will stay up to date with software and security updates for several years, maintaining our overall force security stance. The rollout is expected to commence in October 2022, during which all operational officers will continue to have the use of personal issued Mobile Data Terminals.
- 7.4 The current position regarding the national Emergency Services Mobile Communications Programme is uncertain and facing further delays. The move to Samsung X/Samsung A53 mobile phones will mean that we are able to assess the need for further refreshes once the national picture is clearer.
- 7.5 Derbyshire currently have 26 drone pilots trained with investment to train a further four. This is a full-time role for two officers with the remainder working within our armed response, uniform task force and rural crime teams, allowing the force to have full geographical coverage, 24/7.
- 7.6 Drones have been deployed 969 times over the past 12 months (requested on 1,291 occasions). In the last 12 months we have increased our drone capability to 11 drones, investing in two smaller all weather drones supporting flight in wet

weather conditions.

7.7 Drones are deployed to support a number of incident types including increasing search capability for missing persons, public order situations including football matches and firearms deployment. Drones are now used for incidents where we would have previously requested helicopter support allowing us to be more effective in our response and reducing overall cost to the force.

7.8 Project Evolve has developed the forces investment in the National Enabling Programme (use of Microsoft products such as Teams). During 2022 the following have been created for officers:

- Crime Outcome Aide – Power App reduces time spent by police staff addressing incorrect outcome codes and increases first time compliance with National Crime Recording Standard (NCRS), improving the compliance rate and reducing the energy put into corrections.
- Drones PowerApp – reduction in time taken to update drone information through cloud-based resources, accessible from anywhere via desktop or mobile devices. This allows pilots to record and update the logs, regarding their deployment and flying hours using a streamlined process via the cloud. This approach avoids costs by removing the need to buy a third party solution by utilising the Microsoft 365 tools.
- DVLA Number plate submissions - Improved processing of mis-represented number plates. The manual process of submitting DVLA mis-represented number plates is improved using PowerApps and Power Automate and issued direct to the DVLA.
- Streamlined Forensic Reporting (SFR) Medical Consent App – Improved process through PowerApps for SFR medical consent capture.
- DPIA Screening questions – Utilising Power Automate and Forms the Data Protection Impact Assessment (DPIA) screening process has been updated so that a consistent approach is used.
- Voluntary Interviews – the App ensures a digital and readily accessible record is kept for subsequent audit and use by Criminal Justice.

- 7.9 The force has invested in a small team of people, headed by a Superintendent, to review our approach to Niche (the force's crime recording system) to ensure that we are maximising opportunities to make it the most effective and efficient it can be.
- 7.10 The force has a small local team working on the National Law Enforcement Data Programme, which is the replacement of the Police National Computer (PNC) and are fully engaged with the national co-ordinators.
- 7.11 The regional collaboration with Leicestershire on HR, implemented an upgraded system of Gateway in June 2022 which includes our Duty Management System. The joint team are working through some of the post implementation issues to improve performance and efficiency.
- 7.12 Derbyshire Constabulary are investing in 90 new vehicles, 66 of which will arrive in the coming weeks to be deployed to local response, Roads Policing and the Rural Crime Team. A number of vehicles will be configured for prisoner transport, and some will provide specialist Automatic Number Plate Recognition (ANPR) capability. An additional vehicle for the drone team is also being delivered. To ensure that we are making the best use of our vehicles and that they are in the right places to respond to the public, telematics will be deployed across the fleet in early 2023 with trials currently underway.
- 7.13 The force has purchased three off-road bikes and by January 2023 we will have six officers trained to use them. This will help target ASB and dangerous driving caused by off-road bikes across the County.

8. SUB-OBJECTIVE 6: IMPROVING THE 101 AND 999 SERVICES BUT ALSO DIGITAL AND SOCIAL MEDIA ENGAGEMENT

- 8.1 The Public Contact Improvement Programme (PCIP) is in the process of implementing a new operating model. Within that model there is the introduction of Performance Managers to assist with monitoring performance across the Control Room and ensuring the service provided is as required. There is also an increase in establishment at supervisor level, providing increased capacity to support operators. In addition, the introduction of dedicated functions such as Training and

Recruitment and Resource Planning prevent the need for abstracting operators, therefore providing more capacity to service demand.

- 8.2 The PCIP has overseen enhancements to Single Online Home such as the Foreign Force Request offering and including more diverse categories for easier public reporting in the Contact Us facility.
- 8.3 Under PCIP, there is a communications workstream, which includes an 'education' piece aimed at the public, advising what the police will deal with the channels of contact and the most appropriate channel for the circumstances, as well as what partners deal with. There is also additional work ongoing with partners to reduce unnecessary demand.
- 8.4 A workstream under PCIP is a well-being programme. Areas of work have included regular well-being meetings with team leaders and the senior leadership team highlighting concerns so they can be reviewed and resolved in a timely manner. Refurbishment of rest areas has been completed providing a suitable area for staff to take their breaks.
- 8.5 Investment into PCIP is estimated capital costs of just under £4 million and ongoing annual revenue costs for the next ten years estimated at just over £1.1 million per year. This will see enhanced technology, increased staffing, and upgrade of estates.
- 8.6 With regards to digital and social media the new operating model implements a dedicated digital contact function with a view to expanding as the force shifts demand to digital contact channels to meet internal and societal needs. This work supports our SNTs, allowing our officers and staff to maximise use of social media to contact the public. It is also directly linked to our engagement standards for SNT, which sets out standards regarding social media engagement.
- 8.7 The force has recently invested in a Social Media Management Tool called Orlo to provide a unified platform to administering social media accounts across the force. This will also provide management information we do not currently have, and a robust management platform for all social media contact. Following the implementation of Orlo the August/September 2022 figures for SNT social media comments are 9,871 with an estimated 59,226 over the next 12 months. This is through Twitter and Facebook.

8.8 999 Call Data over last five years

Period (April – March)	Total number of calls recorded	Total number of calls longer than target	% Calls longer than target (against total calls)	Total Number of Abandoned Calls	% Abandoned calls (against total calls)
2017-2018	131,113	22,168	17%	2,196	1.16%
2018-2019	138,406	27,666	20%	1,003	0.72%
2019-2020	152,944	49,311	32%	1,392	0.9%
2020-2021	138,575	35,880	26%	966	0.7%
2021-2022	167,358	42,848	26%	949	0.56%

8.9 999 Call Data Average Wait time over last 5 years

Date	Average Wait Time
February 2017	7 sec
February 2018	7 sec
February 2019	6 sec
February 2020	8 sec
February 2021	6 sec
February 2022	7 sec
August 2022	9 sec

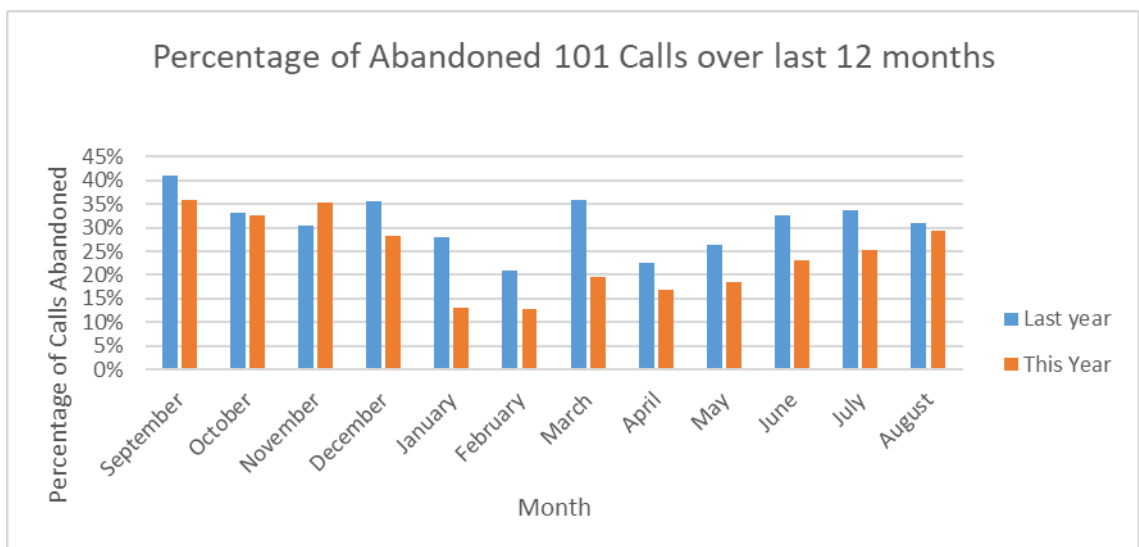
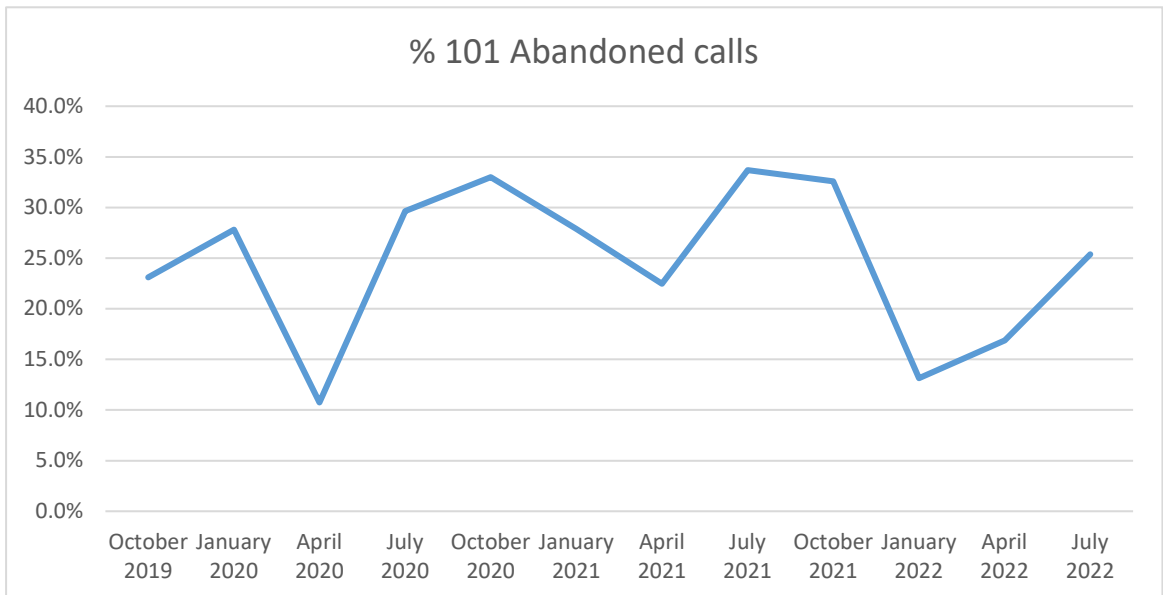
8.10 999 Call data has increased over the past five years. There has been an increase in the number of calls received and a reduction in abandonment rates. In the six months to October 2022, the force ranked 12th of 43 forces for 999 waiting time.

8.11 101 Call Data. The force has a new team called the Crime Resolution Incident Management Team (CRIMt). They assist with crime recording which was previously undertaken exclusively by operators and this frees up operators to handle more calls.

8.12 Context is important around changes in performance. The late 2019 through to late 2022 period reflects the introduction of Threat, Harm, Risk, Investigation,

Vulnerability and Engagement (THRIVE) and vulnerability assessment and the fact that crime recording at first point of contact was introduced to the 101 call handling process with no significant increase in staffing, resulting in longer processing times which in turn led to longer wait times and higher abandonment rate.

- 8.13 The force value the importance of an effective non-emergency response and in late December 2021, a change was made to 101 call handling. An initial triage service was introduced which has allowed calls to be assessed and processed more quickly with a proportion of calls requiring complex action to be transferred to specialists thereby improving our Service Level Agreement (SLA), wait times and abandonment rates as a result.



- 8.14 As can be seen in the above graph, the percentage of abandoned calls has decreased significantly since the introduction of the triage system in December 2021. Staffing shortages August through to October had however impacted performance but there is a plan to improve this through ongoing recruitment and the PCIP workstreams.
- 8.15 This initial triage service is handled through Alcatel telephony system and has managed two thirds of the 101 calls received since December 2021. Of the calls received into the triage system 80.81% were answered within 60 seconds in December 2021 and 76.55 % in March 2022.
- 8.16 The calls are either resolved at this point (two thirds of all calls) or are re-routed to the control room function. (This may be because the caller is reporting a crime or incident). Callers can have their expectations managed at this stage and it is explained that they are being transferred to a second queue. The caller at this stage has already spoken to somebody so a level of risk assessment has already been undertaken and the caller knows the reason for being transferred. The time from the transfer to the call being answered is also monitored against the 60 second SLA.
- 8.17 The average wait times have decreased significantly for 101 calls and are now at a level which has been consistent for the past three months. There is seasonal fluctuation in calls for service with higher wait times experienced in June to August due to an increase in demand that we see over the summer months.

Month	Average Triage Wait Time (hh:mm:ss)	Average Controlworks 101 Wait Time (hh:mm:ss)
Nov-21	N/A	00:08:52
Dec-21	N/A	00:06:49
Jan-22	0:00:37	00:03:42
Feb-22	0:00:34	00:03:32
Mar-22	0:00:37	00:04:52
Apr-22	0:00:39	00:05:28
May-22	0:00:49	00:06:15
Jun-22	0:01:21	00:07:55
Jul-22	0:01:15	00:08:47
Aug-22	0:01:37	00:09:56
Sep-22	0:01:35	00:08:29
Oct-22	0:01:21	00:08:08

- 8.18 Over the past few months clear improvements have been made. This has been an organisational priority set by the Chief Constable to improve the service and performance in this area and the changes have seen this achieved. The average call waiting times are now fairly static and significantly reduced from previous years.
- 8.19 Interactive Voice Recognition (IVR) telephony system is due to be delivered to the Contact Management Department before the last quarter of 2022 which will support the 101 functionality.
- 8.20 This system will allow service users to direct their call from the outset to the department/staff member or officer without having to wait for their call to be answered by an operator. This IT solution will further support the improvement of the 101 Service Level Agreement (SLA) whilst improving service to the public. This will be monitored via dashboards which will have the functionality to export effectively into Power BI. This will enable an effective monitoring process and continual evaluation will be undertaken.

9. SUB-OBJECTIVE 7: AN EFFECTIVE ENGAGEMENT AND COMMUNICATION STRATEGY TO MAKE SURE LOCAL COMMUNITIES ARE LISTENED TO AND PRIORITY IS GIVEN TO THE CRIMES THEY ARE MOST WORRIED ABOUT

- 9.1 A number of PCSOs have applied and been successful in joining Derbyshire Constabulary as part of the PUP. This is recognised as a risk and increased PCSO recruitment has taken place in force, with intakes in November 2022, January, and February 2023 which we hope will see 58 new PCSOs join the force.
- 9.2 We are working to improve our engagement with our less heard communities. We understand the importance of engaging with all our communities. Work through Neighbourhood Watch, Derbyshire Youth Commission and engaging communities minimum standards will all support progression in this area.
- 9.3 Our minimum standards for engagement have been launched and communicated through our SNTs. This is very much in line with the force's Neighbourhood Policing Charter which sets out how our policing teams will engage with local residents, groups, and key stakeholders. Both initiatives are designed to improve the standards, frequency, and effectiveness of communication with our

communities.

- 9.4 The minimum standards include directions around the use of Derbyshire Alert as a quick method of updating communities as well as seeking feedback on local issues through Derbyshire Talking Surveys. The standards and charter set out the expectation to have regular contact with Neighbourhood Watch, Farm Watch and Community Speedwatch co-ordinators. They also place an emphasis on police attending local meetings and community groups to feedback on police activity that has taken place to tackle the local crime, ASB or community safety issues.
- 9.5 Derbyshire Constabulary recognises the impact that neighbourhood crimes have on communities. We are therefore in the early stages of developing Neighbourhood Acquisitive Crime Teams that will specifically focus on investigating offences of burglary and robbery, seeking to bring offenders to justice, provide expert prevention advice and reassurance to victims.
- 9.6 A restructure of our fortnightly local policing tasking meetings has also prioritised the discussion of local priorities and neighbourhood issues (including drug dealing and ASB) at the start of these meetings. This allows police and partners to prioritise a multi-agency problem solving approach to the main causes of local concerns.
- 9.7 Key to the success of this engagement is two-way communication between the police and public. To make our local priorities clear, we will show these on the police website for each Safer Neighbourhood Team (SNT) area.
- 9.8 The priorities are set on a quarterly basis based on crime data, survey feedback, local knowledge, and community consultation.
- 9.9 The website will also have details of the dedicated officers allocated to each neighbourhood policing area. These officers will update communities on their plans and success in tackling these priorities through a variety of communication methods including newsletters, social media, and direct contact at local meetings.
- 9.10 Youth Engagement is promoted through the work that we do. The Force has a Youth Commission that have provided valuable scrutiny and feedback on stop search and use of force, as well as representing the voice of hundreds of young people in Derbyshire (through surveys and workshops) on issues such as substance misuse and sexual harassment. The work has helped develop our youth

Instagram account ensuring it is supportive of the needs of young people.

- 9.11 Youth Engagement Teams are being embedded in all SNTs to allow for dedicated officers to work with young people, communities and partners (such as Education and Community Safety managers) improving engagement and providing early intervention opportunities for those young people at risk of harm or criminality.
- 9.12 A recent example of a problem-solving approach being implemented took place in Ilkeston, following numerous reports of bricks and stones being thrown at moving traffic. This overlapped with other forms of ASB taking place around the Market Place and Bath Street. After scanning and analysing the issues in detail, the response phase of the management plan included Hot Spot Policing patrols, Section 34 dispersal powers, ASB letters and visits to parents/schools, referrals to social care and joint working with community safety partners to improve CCTV and lighting. Young individuals found to be committing ASB were prioritised for intervention through the local authority. This included letters to parents and Acceptable Behaviour Contracts. The CSP also funded overtime for police officers to carry out early intervention patrols and issue dispersal orders. This allowed the high visibility presence to last for months and show those in the community that the issue was being treated seriously. The joint approach supported a consistent approach across all agencies. Feedback to the local community took place in person and via Derbyshire Alert. Following the implementation of these actions the issues completely stopped. Feedback was sought from victims and local business who reported no further problems.
- 9.13 A further example of strong partnership working is demonstrated through the Boots on the Ground (B.O.G.) project.

Following Covid-19 restrictions being removed, Chesterfield parkland became an area attended by high numbers of young people who were gathering, causing ASB, concern and intimidation to local residents and users of the parkland. Police worked with their Community Safety Partnership (CSP) to put together a rota of park patrols that SNTs would carry out alongside Council Enforcement Officers. This stretched through the summer of 2021 every weekend on parks across Chesterfield local policing area. It was clear that many of the young people were happy to engage with services but due to the lack of regular engagement and

planned activities there was a disconnect causing the young people to occupy their time with drinking alcohol, which resulted in ASB and safeguarding issues.

9.14 Recognising the need for more structured Youth provision, Chesterfield CSP sought funding and submitted a 'Safer Streets' bid which was successful. In early 2022 the B.O.G. project was set up.

9.15 B.O.G. is a combination of youth services which includes the following agencies:

SNT Officers, CSPs and Enforcement Officers (Council Rangers), Spire Trust (Chesterfield Town Football Club Youth workers), Blend (charity who provide a premises and staff to safely host large groups of youths), Derbyshire County Council Early Help Children's Social Care workers.

9.16 SNTs are paired up with Enforcement Officers from the Council, Youth workers or Social Care workers and patrol key ASB areas. Engagement takes place with the young people, and they attend Blend as a safe place to socialise. Blend is open on Friday evenings where an average of 100 young people attend the location on a weekly basis. Further to this, Spire Trust Youth Workers hot spot patrol between 1800-2200 on Thursday, Friday, and Saturday alongside SNT and Council enforcement officers.

9.17 Overall, the project has been a real success with ASB figures reduced in the area. Through a problem-solving partnership approach young people are redirected to safe places to socialise and supportive intervention has reduced concerns that were being raised by the community. Importantly funding has been secured for a further 12 months.

9.18 Improving the way which we engage with all of our communities, including those often seldom heard and diverse communities is a key focus for the force. A range of targeted engagement methods will be used to ensure the greatest reach and representation when setting local priorities by identifying what matters most to the public and importantly communicating the action we take.

10. SUB-OBJECTIVE 8: CREATING GREATER PUBLIC CONFIDENCE IN THE POLICE AND AN INCREASE IN THE REPORTING OF CRIME AND ISSUES OF CONCERN

10.1 Public confidence in the police is crucial to maintaining law and order. We

recognise that recent national and local events have had an impact on public confidence therefore we have prioritised work to understand the communities concerns and improve confidence in the police. The force regularly seeks feedback from the public and partners around what is working well and what requires improvement. We conduct local surveys, hold scrutiny panels, and arrange Independent Advisory Group (IAG) meetings for a range of areas including hate crime, stop search, use of force, taser and ASB.

- 10.2 The force review victim satisfaction surveys so we can understand how our service can improve across all demographics in Derbyshire, working with our Safer Neighbourhood Teams to ensure engagement is tailored to meet the needs of all our communities, two-way communication improved and public confidence increased.
- 10.3 If the public are not happy with a service, our website has clear details of how to make a complaint. We have a range of options to deal with complaints, dependent on the severity. Officer, departmental and organisation learning is always a key consideration within the process.
- 10.4 Our website also gives members of the public opportunity to thank the force for good work carried out. Each month we internally showcase the numerous letters and emails of thanks we get from members of the public who are happy with the service our police officers and police staff have provided.
- 10.5 A variety of national reporting mechanisms also support the work of the police. These include Action Fraud, Crimestoppers, the Anti-Terrorist Hotline and StreetSafe. We work with these organisations and use partnership data to build a holistic picture of the issues in each neighbourhood. We recently used police data, local officer insights and evidence based policing ideas to support bids through the National Safer Streets Fund. This resulted in Derbyshire receiving over £1 million to spend on crime prevention, diversionary activity and intervention work in Derby City and Erewash. Our local Safer Neighbourhood Teams (SNT) are working with partners and the OPCC to ensure these funds are used as effectively as possible.
- 10.6 On the 24th November 2022 a national platform will be launched on Derbyshire Constabulary's website to support the reporting of rural and wildlife crime. It is hoped the platform will help direct more relevant information to our Rural Crime

Team and encourage residents to report crimes in this area. The launch will be promoted through our social media channels, Derbyshire Alert and at events attended by the Rural Crime Team.

- 10.7 The minimum standards of engagement have been designed to increase community trust and ensure the public have confidence to report their concerns. They have placed an emphasis on SNT officers communicating with local contacts to understand not only what has happened but what issues are emerging and affecting confidence in the police. Feedback on our efforts to tackle these issues are provided through local newsletters, attendance at parish council meetings, social media, and Derbyshire Alert. A monthly SNT engagement meeting has been set up to share good practice across local policing areas and identify any blockages to achieving our expectations when it comes to community engagement.
- 10.8 The HMICFRS inspection in 2018 identified that Derbyshire Constabulary were significantly under recording crime. We recognise that this meant numerous victims of crime were left without access to victim services and potential crime trend information was being missed. A project was set up in response to ensure that the force adhered to the national standards of Crime Data Integrity (CDI). We have since seen a significant rise in the number of crimes recorded. In 2018 our CDI compliance was recorded at 67%, rising to 92.5% in 2022, demonstrating the positive work that has taken place in force.
- 10.9 The Crime Resolution Investigation Management Team (CRIMt) has recently been established to help meet key demands around crime recording and management. This approach has already been seen to reduce demand on 101 call handlers and relieve pressure on local officers.
- 10.10 Reducing the investigative requirements of SNTs allows them further time to service the needs of the community and pro-actively tackle the key priorities for their area. A new crime allocation policy has now also been agreed to ensure the most appropriate department, with the correct expertise, is allocated the crime for further investigation.
- 10.11 As a service we understand the impact that local and national events can have on public confidence to report crime, particularly in areas such as Violence Against

Women and Girls. We recognise the need for additional effort to build confidence to report in these areas. Throughout 2022, the force has focused on public facing campaigns to encourage reporting Domestic Abuse, Stalking and Sexual Violence, reinforcing that we take these matters seriously and are committed to undertaking thorough investigations to protect the public and bring offenders to justice.

10.12 To broaden our accessibility, the force has online reporting mechanisms as well as ensuring visibility in key locations, for example, during night-time economy patrols and in response to StreetSafe portal. The force also works in partnership to encourage reporting of those who reach out for support through their services, for example SV2 and Mountain Health in relation to sexual violence, as well as having established reporting mechanisms for referrals from partner agencies. As a force we recognise the need to continue to build confidence to report such crime and remain committed to do so.

10.13 The force is developing a Victims App which will be an online space that highlights and signposts all victim services that are available within Derbyshire, provides easy access to explaining victims rights (in line with the National Victims Code), answers frequently asked questions, provides crime prevention advice and an opportunity to survey. This will allow the force to understand concerns and look towards continual improvement in this area.

11. SUB-OBJECTIVE 9: EFFECTIVE POLICING TO RECOGNISE VULNERABILITY AND DEAL WITH IT APPROPRIATELY

11.1 The force is committed to protecting vulnerable people and has made concerted efforts to improve its understanding of vulnerability and its responses. A Strategic Vulnerability Board provides clear governance arrangements, chaired by the Deputy Chief Constable, providing leadership for the performance and improvement activity within this area.

11.2 The force identifies vulnerability through a variety of means. First and foremost is the ability of staff and officers being able to accurately recognise vulnerability. Building upon established training programmes, the force has developed a suite of vulnerability training modules, which reinforces risk factors when identifying vulnerability. Force wide roll-out is due to commence in November 2022.

- 11.3 To support officers and staff to identify vulnerability, the force utilises the nationally recognised Threat, Harm, Risk, Investigation, Vulnerability and Engagement (THRIVE) assessment model. This provides a decision-making framework that seeks to ensure consistency when assessing for risk, threat, and harm, including vulnerability, to ensure appropriate mitigation. THRIVE is applied to all incidents and throughout subsequent investigations.
- 11.4 The force's tasking arrangements provide effective operational management of risk and vulnerability. For example, a daily force tasking and new missing persons tasking, ensures incidents and operational demand is effectively risk assessed and resourced, tasking extra resources where required from across the force. The missing person tasking is also attended by local authority personnel, to ensure wider intervention opportunities are considered upon safely locating the missing person.
- 11.5 The force has established processes for recording vulnerability concerns, through the submission of Public Protection Notices (PPNs) which are assessed by the Force Safeguarding Coordination Hub (SCH) for appropriate action. Demand within this area of policing has over recent years seen an increase, that is 30% increase between 2019/20 and 2018/19 and a further 12.5% increase in 2020/21. There has been an increase across the various types of vulnerability submissions, however there is a noticeable increase in child safeguarding referrals (31% in 2020, 29% in 2021 and 7% in 2022) which is anticipated following the focus the force has made within this area since 2021.
- 11.6 In response to the increasing demand, the force has proactively responded to ensure it can meet demand. The Safeguarding Coordination Hub (SCH) has been formed, which has seen the force merge two previous functions, namely the Neighbourhood Safeguarding Teams and Risk and Referral Unit. The restructure went live in May 2022. Processes have been streamlined and staff upskilled to provide a consistent approach. 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.

- 11.7 In addition, the introduction of the Domestic Abuse Review Team (DART) 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.
- 11.8 Referrals are subsequently made to Local Authorities where there are concerns regarding a child's welfare, Education as part of intervention opportunities under the Derby and Derbyshire Safeguarding Children Partnership's (DDSCP) 'Stopping Domestic Abuse Together' initiative and Health, where appropriate. The force recognises the importance of the partnership, to continue to ensure an effective response to children living and impacted by domestic abuse.
- 11.9 Since inception, DART have undertaken 17,007 assessments, which averages at 436 per week. Previously this function was undertaken by frontline sergeants, which is no longer the case, affording sergeants more capacity to focus on wider duties and responsibilities, whilst also providing an improved level of consistency to risk assessments. On average, DART are making the following amendments to risk levels based on wider research undertaken; standard risk escalated to medium/high (4.6%), medium risk escalated to high (1%) and high risk de-escalated to medium/standard (55.3%). The proportion of de-escalated risk assessments has been an area of focus for the force, concentrating on improving the accuracy of risk assessments.
- 11.10 Quality Assurance has been undertaken within DART providing confidence in the accuracy of risk assessment levels. This has provided insight for the force to focus effort on improving the quality of initial assessments across the frontline, by ensuring risk factors are better understood and to avoid risk aversion. The previous 5 months has seen an improving picture across the force, with further improvements anticipated as the vulnerability training rolls out, which commenced 17th Nov 2022. It is important to stress that DART undertake secondary risk assessments, and in doing so undertake broader research to provide an enhanced assessment of risk, which will invariably result in a degree of changes to risk levels.

- 11.11 The force has also developed its analytical capability, through Power BI. This provides immediate access to information which is available across the force. This includes performance reporting and insight into various areas of vulnerability, including individuals who pose the greatest risk, for instance repeat offenders. The force is now utilising this information to inform strategic profiles, such as a Child Sexual Exploitation (CSE) profile. A new Serious Organised Crime and Exploitation (SOCEX) tasking is in development, which will seek to be the forum for utilising such profiles to focus and coordinate activity.
- 11.12 The force has improved its response to missing persons and exploitation through the introduction of a force wide Missing Persons Team, co-located with an Exploitation Team. New working practices ensure systems and trigger plans are up to date and accessible to frontline officers, to ensure they have the relevant information to inform their decision making when responding to incidents.
- 11.13 In addition, the formation of a Protecting Children Online Team (PCOT) has refreshed the force's operating procedures to ensure safeguarding is prioritised and demand is met, through streamlining internal systems as well as investing additional resources into this area of vulnerability.
- 11.14 Structures continue to be aligned to ensure that the force achieves its plan to improve our response to vulnerability. This will see the formation of a dedicated Rape and Serious Sexual Offences Investigative Unit and a new Serial, Repeat and Civil Orders Team, which will focus on the cases of high harm repeat victims and serial offenders of sexual offences, stalking and harassment and domestic abuse. This will maximise the use of protective orders ensuring these are proactively enforced to reduce risk and harm. The Commissioner has granted £25,000 of the precept to support this improvement, offering greater protection to victims. Changes to intelligence structures shall improve data collection, tasking mechanisms as well as briefings, with a clear focus on ensuring frontline staff and officers continue to be equipped with meaningful, timely and relevant information about risk and vulnerability.
- 11.15 Finally, to complement the new structural changes, a new crime allocation policy has a vulnerability assessment embedded to ensure that crimes of increased risk are appropriately assigned to a specialist investigator. This will be monitored

through the force's Improving Investigations Board, which is focused on improving investigative standards across the force and has a key focus on vulnerability.

12. SUB-OBJECTIVE 10: COMMITTING TO DELIVER A DERBYSHIRE SPECIFIC VIOLENCE AGAINST WOMEN AND GIRLS (VAWG) STRATEGY

- 12.1 With the support of the Commissioner, the force invested in the leadership and delivery of Derbyshire Constabulary's VAWG Action Plan introducing a dedicated Detective Chief Inspector for VAWG. Given the scale of opportunity and work contributing towards the Derbyshire-specific partnership VAWG Strategy, an assessment is currently underway as to the value of an additional tactical co-ordinator.
- 12.2 This 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 Deputy Chief Constable. Furthermore, a regional VAWG group now sits, providing an opportunity to share practice and identify lessons learned across the East Midlands forces, providing further opportunity to co-ordinate, where appropriate, regional activity.
- 12.3 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, which is reflected nationally.
- 12.4 Force wide operating models have been reviewed to ensure we are maximising our opportunities to prevent and detect crime, reducing harm and VAWG, such as the creation of a Missing and Criminal Exploitation Team and review of our night-time economy arrangements, seeing bespoke operations put in place.
- 12.5 The force recognises the importance of a partnership response to have a collective

impact on VAWG. A Derbyshire-specific partnership strategy, which was informed by the public survey conducted by the OPCC in November 2021, has been developed and the force is an active partner. Derbyshire Constabulary recognises our unique position in the pursuit of offenders, bringing those to justice who commit VAWG offences, as well as working closely with statutory partners to protect and safeguard. Established governance arrangements are in place across statutory partners, with relevant strategic and operational arrangements with the Crown Prosecution Service to ensure coordinated and targeted activity

- 12.6 Derbyshire Constabulary is committed to role modelling high standards and the force deals robust internal processes when addressing unacceptable behaviour such as misogyny, sexual harassment, and abuse of authority.
- 12.7 The continuing work on VAWG is detailed further in the Performance Scrutiny Meeting report dated the 3 November 2022.

13. CONCLUSION

- 13.1 Strong Local Policing is not just about visibility but about tackling crime and ASB, understanding the needs of our communities and aligning our workforce to meet those needs. Through the priorities set by Derbyshire Constabulary and the Commissioner's Police and Crime Plan we are working with our communities and partners to maximise opportunities of safeguarding, prevention, and engagement.
- 13.2 Through an ongoing review on efficiency and effectiveness Derbyshire Constabulary have assessed current processes, realigned staff, and invested in technology to ensure our structures and framework meet the demands of policing today. This is demonstrated through our investment in technology and development of the Public Contact Improvement Programme.
- 13.3 Police Support Volunteers are a valued discipline within our Organisation bringing skills, experience, and enthusiasm to the force. Our five-year strategy clearly sets out our ambition to increase our Specials, PSVs and Cadet numbers providing greater resilience to our Organisation.
- 13.4 Derbyshire Constabulary are committed to providing a strong neighbourhood presence, tackling and preventing community crime, recognising vulnerability and dealing with it appropriately. Through the structural changes taking place in force,

we will ensure that crimes are investigated by suitably trained officers and staff, supporting victims and bringing offenders to justice.

- 13.5 As part of the Police Officer Uplift Programme, Derbyshire Constabulary are committed to employing a workforce that is representative of our communities. Work continues to increase B.A.M.E representation with officers and staff dedicated to the role of Positive Action and retention.