



POLICE AND CRIME PANEL MEETING

REPORT TITLE	END OF TERM REPORT
REPORT OF	POLICE AND CRIME COMMISSIONER FOR DERBYSHIRE
DATE	21st MARCH 2024

1. PUPOSE OF REPORT

For members of the Panel to review a summary of work conducted by the Commissioner in support of delivery against all six priorities within the Derbyshire Police & Crime Plan 2021-25 since May 2021. This report should be read in conjunction with the attached document, (Appendix A) Strategic Summary of Delivery Against the Police & Crime Plan, which gives a more detailed overview of key performance in the delivery of the Police and Crime Plan, showing progress made during the Commissioner's term of office and and the relevant Performance Scrutiny Meeting reports mentioned throughout.

Appended to this report is a copy of the meeting papers from the Commissioner's Police and Crime Plan 2021-2025: End of Term Report Performance Scrutiny Meeting (PSM) (Appendix B) which was held on 12th March 2024. This provides a detailed summary of work undertaken by Derbyshire Constabulary in respect of delivery against the Commissioner's Plan since May 2021.

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 a summary of the key items of work delivered by the Commissioner, and Constabulary, since May 2021.

3. SUMMARY OF WORK DELIVERED BY THE POLICE AND CRIME COMMISSIONER SINCE MAY 2021

Strong Local Policing

- Recruiting 351 additional officers as part of the Government's target to recruit 20,000 new officers, above and beyond our Derbyshire target of 283.
- Launching the Neighbourhood Policing Charter to ensure there is greater communication and partnership working between communities and their local policing team.

- Investing almost £40k in two new e-bikes for each Local Policing Unit across Derbyshire to improve officers and PCSOs response to crime and increasing their visibility.
- Successfully campaigning to retain the Initial Police Learning and Development Programme (IPLDP) route into policing for non-degree holders.
- £4 million upfront investment into the Contact Centre, with annual £1.1 million investment over the next ten years.
- Over 120 additional officers receiving taser training since May 2021. Introduction of initial phase pursuit training, with 125 officers now trained across the force.
- Creating Illegal Encampment Taskforce groups that work with local authorities, councillors, and the police to provide a rapid response to tackling illegal encampments.
- Significant reduction in call waiting times for 101, with average wait time down 7 minutes over 12-month period – now under 3 minutes.
- Significant reduction in call waiting times for 999, with average wait time down by almost half – now average time 6 seconds.
- £2m of additional funding provided to increase and maintain PCSO establishment numbers.
- The expansion of the Mini Police programme to all local policing units in Derbyshire

Neighbourhood Crime & Anti-Social Behaviour (ASB)

- Reducing ASB by 50% from the year ending May 2021 compared with the most recent 12 months ending January 2024.
- Secured £4.4m to deliver additional policing patrols in hotspot areas and rolling out an immediate justice scheme for perpetrators as part of the Commissioner's Derbyshire Action Against Anti-Social Behaviour Plan.

- Over 3,000 additional patrol hours have been conducted in hotspot areas to tackle ASB across every district, borough and the city since July last year.
- During ASB patrols, 47 extra arrests have been made, 69 stop and searches carried out and 106 intel items have been submitted.
- ASB has reduced by 44 % in hotspot areas which have benefited from additional patrols since the Commissioner's Plan was launched.
- 225 Immediate Justice referrals have been made since July last year seeing perpetrators of ASB carry out reparative work such as litter picking in communities throughout Derbyshire.
- Additional evidence based ASB hotspot training has been undertaken by officers.
- Providing £440k of funding to 56 councils and community groups through the Commissioner's Anti-Social Behaviour Prevention Grant. A range of preventative and diversionary activities have been funded such as CCTV provision, security fencing, youth diversionary programmes and workshops aimed at reducing ASB.
- Pushed for the creation and provided the funding of two internal anti-social behaviour coordinator posts to provide specialist advice and guidance to those dealing with nuisance behaviour and disorder.
- Secured almost £3.5m in funding through the Government's Safer Streets programme to help communities tackle neighbourhood crime and anti-social behaviour. Initiatives funded include CCTV and ANPR cameras, improved streetlighting, target hardening interventions, bystander training, property marking schemes and increased advertisement of Neighbourhood Watch.
- Introduction of new 'Acquisitive Crime' teams in early 2023 to help reduce burglaries, robberies and thefts. A dedicated team of intelligence officers allocated to acquisitive crime research support the teams by identifying trends, hotspots areas and key suspects to enable them to take proactive action. For the year ending March 2020 (pre-covid) to March 2023 burglary has decreased by 31%. Serious Acquisitive Crime has decreased by 21% when comparing March 2020 (pre-covid) up until January 2024.

- Increased support, through the Commissioner's Neighbourhood Policing Charter and funding to support the roll out of more Neighbourhood Watch groups with over 23,000 members, an increase of 1,300 since May 2021.
- Increase in intelligence-led activity to tackle crime through proactive policing and partnership working with key partners.
- Funding a pilot scheme to securely mark tools owned by small businesses and traders across Derby and Derbyshire.

Road Safety

- Working with Derbyshire County Council to create an accessible scheme for communities affected by speeding, introducing a new policy enabling Town and Parishes to purchase and install their own Speed Indicator Devices and providing £226k to help fund the devices through the Commissioner's Road Safety Grant. In total, 92 signs have been funded in communities across the county. An average percentage reduction of 15% in vehicle speeds has been seen since the introduction of SIDs.
- Funding an additional 1,000 hours of road safety enforcement to tackle speeding and dangerous driving through Operation Sparta.
- Investing £10k to support existing and new Community Speedwatch groups.
- Increased Community Speed Watch (CSW) membership by 58.5% since May 2021 with a total of 653 members participating across 90 groups. The number of groups increased during this term by 36.3%, 66 in May 2021 increasing to 90 in January 2024.
- Organising and hosting an annual Community Speedwatch event to share best practice and to better shape how volunteer groups can work.
- 104 new police vehicles including response, off-road and patrol vehicles have been purchased since August 2022.
- Increasing the capabilities of the Roads Policing Unit with an additional 4 extra off-road motorbikes.

- Funding for a further 38 more BikeSafe workshops to be carried out by the Roads Policing Unit in 2024. Over 570 attendees have participated in BikeSafe workshops since 2022.
- Supporting the roll out of Operation Capture to allow residents to submit dashcam footage of dangerous driving incidents. Op Capture received 1370 submissions in 2022, an increase of 50% on the previous year, with a positive outcome rate of over 60%. 2023 saw 1753 submissions, a 27.6% increase on 2022 and 2024 currently sees 287 submissions, which is a 43% increase on the same period last year.
- Increased partnership working within the Derby and Derbyshire Road Safety Partnership Board.
- Providing funding for specific road safety campaigns including Operation Sparta, Operation Close Pass and the December 'Don't Get Wrecked' drink-driving campaign.

Rural Crime

- Launched Derbyshire Partnership Against Rural Crime including a specific Derbyshire Action Plan and online platform for rural residents.
- Funding the first ever Rural Crime Team PCSO. Since their introduction, engagement has been improved which has resulted in Farm Watch sign-ups to increase from 500 in 2022 to over 2,900 in 2024.
- Increasing the rural training for all officers in local policing teams and control room staff across Derbyshire as well as additional training for Rural Crime Team officers.
- The launch of a new online reporting form specifically for rural crime offences.
- Chairing the Peak Park Summit, increasing the partnership working with neighbouring forces and launching the first Memorandum of Understanding to help tackle rural issues in the Peak District.

- 17 more officers now acting as Single Points of Contact for rural issues which is increasing visibility across the county.
- 22 officers have now been trained as Wildlife Crime Officers.
- Funding of the Willow Project, set up to raise awareness around the different challenges faced by victims of domestic abuse in rural areas.
- Publishing a Derbyshire Rural Safety & Crime Prevention Guide booklet with key partners.
- Increased capacity within the Rural Crime Team
- A £15k investment in a property marking scheme by the Commissioner allows farmers and rural business owners to protect their vehicles, machinery, and equipment. So far, £2 million of property has been protected, providing a deterrent against theft and enables the property to be returned to their owner should it be stolen and recovered.
- Funding provided to enable specific operations to tackle Rural Crime throughout Derbyshire. Op Logrey (Agricultural Crime), Op Tilly (Equine Crime), Op Whistler (Wildlife Crime), Op Chronos (Heritage Crime).
- Crime improvements in rural areas have seen residential burglary reduce by 27.7%, business/community burglary by 52.5% and vehicle crime by 7.1%.

Victim Support & Safeguarding

- Almost doubling the investment made in victim support services since 2021. From £4.3 million to £8.3 million.
- Improvements in attendance by officers to residential burglaries. 97% attendance rate.
- Launched a new accessible victims hub website in 2022 which provides signposting information, bespoke to victims who reside in Derbyshire.
- Co-founded the development of a new mobile app 'Derbyshire Voice' which enables victims of crime, including those of domestic abuse and sexual violence

to provide personal testimonies of the support they received in the aftermath of an incident and how these services could be improved in the future.

- Created a Derbyshire-specific Violence Against Women and Girls strategy which was signed by all key partners across Derby City and Derbyshire.
- The Commissioner has Lead on a Violence Against Women and Girls Conference bringing partners and organisations together to develop our action plan.
- Secured over £1m in funding over the next three years to tackle serious violence and knife crime. Over £627,000 has been invested to fund a range of serious violence preventative services, including intensive mentoring, education and awareness programmes for young people, active bystander training, across Derby and Derbyshire. This funding has enabled the creation of the first ever Violence Reduction Unit (VRU) in Derbyshire which will seek to drive down offending further.
- Funded the recruitment of a dedicated Internal Police Stalking Coordinator to help enhance the quality of investigations and providing support to victims of stalking and harassment. Since inception, the number of Stalking Prevention Orders granted has increased from 1.9 per 1,000 cases to 6.45 per 1,000 cases.
- Organised a Victims Services Summit event to share best practice on what more we can do to support all victims of crime.
- Funded the recruitment of two independent Stalking Advocates for Derby and Derbyshire to support victims of stalking and harassment. The Independent Stalking Advocates service has seen 41 referrals to the City service since April 2023 and 17 high-risk cases in the County service, totalling 58 referrals.
- Supported the creation of the Domestic Abuse Review, Missing Person and Criminal Exploitation teams to increase and improve protection and support for vulnerable people. Since these teams have been established, over 47,000 Domestic Abuse Stalking and Harassment (DASH) Public Protection Notices (PPNs) have been reviewed, and the number of repeat missing children has reduced by 8%.

- Formation of Rape and Serious Sexual Offences teams to increase the number of rape cases that receive justice. Since their inception in January 2023, an overall increase of over 2% has already been seen in the positive outcomes of RASSO related offences.
- Bringing Derbyshire school leaders and police together at the Commissioner's Schools Conferences to help improve engagement, data sharing and share best practice to improve safeguarding across key issues including knife crime and county lines. Over 100 designated safeguarding leads and representatives from primary and secondary schools throughout the county attended these events.
- The Commissioner has chaired the Local Criminal Justice Board since 2021. Through her leadership and collaborative work with partners, improvements have seen a new multiagency Children and Young People Scrutiny Panel formed to drive up standards. Police file quality submissions to the Crown Prosecution Service have improved from 30% to consistently over 60%, and funding has been provided by the Commissioner and partners to second a 'Whole System Approach' Manager for Female Offenders to tackle reoffending.

Driving Efficiencies

- In-year savings and underspends of £14m since 2021 which has helped in funding new initiatives and projects.
- Introduced Performance Scrutiny Meetings to monitor and assess the Police's performance against my Police and Crime Plan priorities.
- Improved the Police Estate with new and improved police bases in Derby, Chesterfield, Alfreton, Clay Cross and Killamarsh.
- Provided funding to the mental health 'Street Triage' phone line service which is ensuring residents and victims of crime are getting the most appropriate agency attending calls, lead to saving over 17,000 officers hours since August 2022.

- An increase in drone capacity with 28 drone pilots now trained to support investigations and saving the force £1m per year by utilising drones rather than the National Police Air Service.
- Circa £300k worth of efficiency savings made in Derbyshire by using national procurement with Blue Light Commercial.
- Approximately 2,000 laptops distributed to all frontline officers to ensure they can remain visible and out in communities by reducing their need to return to stations to complete paperwork.
- New technology has been funded by the Commissioner to enable faster processing of forensic evidence to speed up the charging of offenders.

4. **RECOMMENDATION**

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

5. **ATTACHEMENTS**

APPENDIX A - Strategic Summary of Delivery Against the Police & Crime Plan 2021-2024

APPENDIX B – The Commissioner’s Police and Crime Plan 2021-2025 – End of Term Report, Performance Scrutiny Meeting (PSM)

A copy of all the Commissioner’s Performance Scrutiny Meetings which have been held since 2021 can be found online here: <https://www.derbyshire-pcc.gov.uk/public-information/performance-scrutiny-meeting/>

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STRATEGIC SUMMARY OF THE DELIVERY OF THE POLICE AND CRIME PLAN 2021 – 2024

Please note, summary of delivery outlined in this document is up until January 2024.

RAG Rating:

RED – Insufficient progress made, and action required,

AMBER – Progress made, and checks/challenge required

GREEN – Satisfactory progress made in this area as of March 2024.

1. STRONG LOCAL POLICING	
	RAG
1.1 Stronger, more effective neighbourhood policing teams to cut crime, bring more criminals to justice and keep law-abiding citizens safe	GREEN
1.2 Having additional officers recruited as part of the Police Uplift Programme	GREEN
1.3 Increasing our volunteers, Special Constables and other Citizens in Policing who provide great support to the Force and increased visibility in communities	AMBER
1.4 Ensure 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)	GREEN
1.5 Providing officers with the right tools and technology so they can carry out their duty	GREEN
1.6 Improving the 101 and 999 services but also digital and social media engagement	GREEN
1.7 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	GREEN
1.8 Creating greater public confidence in the police and an increase in the reporting of crime and issues of concern	GREEN
1.9 Effective policing to recognise vulnerability and deal with it appropriately	GREEN
1.10 Committing to deliver a Derbyshire Specific Violence Against Women and Girls Strategy	GREEN

2. NEIGHBOURHOOD CRIME AND ANTI-SOCIAL BEHAVIOUR	
	RAG
2.1 A proactive approach to monitor levels of crime and anti-social behaviour to identify “hot spots”	GREEN
2.2 Improving the 101 non-emergency call handling performance	GREEN
2.3 The police and community safety partners working to keep local communities safe together to effectively drive down anti-social behaviour blighting communities	GREEN

2.4 The police and partners working together, using their local area local intelligence, to tackle drug dealing and misuse of drugs	
2.5 The delivery of targeted activity designed to reduce burglary and theft	
2.6 Sustainable solutions to local issues, supporting and resourcing community initiatives that aim to cut crime	
2.7 Supporting the expansion of Neighbourhood Watch schemes across the county and city helping to keep local communities safe	
2.8 Improve communication systems to keep residents better informed of issues and police response in their local area	
2.9 Increasing community confidence in reporting crime and anti-social behaviour	

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

4. RURAL CRIME	
	RAG
4.1 Increasing the number of staff and officers trained to tackle the specific issues facing the rural communities of Derbyshire	
4.2 Commissioning services that understand and can respond to the needs of those living in a rural setting	
4.3 Commissioning crime prevention activities for rural communities to reduce crime, trespass, and theft	

4.4 Providing additional support for volunteer schemes such as Neighbourhood Watch and Farm Watch	
4.5 Doing effective, targeted work with partners to protect the unique and endangered wildlife of the County	
4.6 Improving communication and engagement, using a wide variety of methods, with rural communities	
4.7 Improving partnership working with Parish Councils and local champions	
4.8 Increasing confidence in reporting crime and vulnerability in rural communities	

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

6. DRIVING EFFICIENCIES	
	RAG
6.1 A strong commitment to the provision of value for money for the taxpayer	
6.2 Ensuring the efficient use of resources within the police service and preventing waste or duplication	
6.3 Regular review of spending with frequent and timely performance monitoring	

APPENDIX A

6.4 Strong partnership work with other police forces, blue-light services, and partners to deliver increased efficiency	
6.5 Developing collaboration and co-location opportunities wherever possible	
6.6 Reviewing our police estate and working with the Chief Constable to deliver a fit-for-purpose police estate and infrastructure that aims	
6.7 Efficient and effective commissioning of services	
6.8 Ensuring our contracts are robust and managed effectively	
6.9 Investment in technology to deliver long term efficiencies	
6.10 Recognising the contribution of all our volunteers and an effective attraction and retention strategy	
6.11 Re-investing savings, where possible, to support and improve frontline policing, cutting crime and anti- social behaviour	
6.12 Improving communication and engagement with the public wherever possible	

STRATEGIC SUMMARY OF THE DELIVERY OF THE POLICE AND CRIME PLAN 2021 – 2024

1. STRONG LOCAL POLICING - More policing on our streets and a focus on neighbourhood policing		
	RAG	Delivery
1.1 Stronger, more effective neighbourhood policing teams to cut crime, bring more criminals to justice and keep law-abiding citizens safe		<p>The introduction of the Neighbourhood Community Charter, launched in July 2022, is designed to ensure there is greater communication and partnership working between communities and their local policing team. A review of the SNT shift pattern, the implementation of an abstraction policy and mobile application, protects Neighbourhood Policing Teams, all contribute to ensuring stronger and more effective neighbourhood policing. Further to this, the Commissioner has invested £40k in two new e-bikes for each Local Policing Unit across the county improving PCSOs response to crime and increasing visibility.</p> <p>An increase of over 2427 new members to Farm Watch since December 2022, strengthening community networks and their relationship with the Police. Effective engagement with communities remains key to the delivery of this objective and the continued recruitment into PCSO posts means that as of January 2024, Derbyshire Constabulary has a headcount of 199 PCSOs out of an establishment of 200.</p> <p>This positive work is supplemented by the officer training which explores problem solving which has been delivered to 3000 PCs/PCSOs and all SNTs consult and engage with communities quarterly to set neighbourhood policing priorities to ensure that policing remains focussed on the most pressing issue to communities.</p>

1. STRONG LOCAL POLICING - More policing on our streets and a focus on neighbourhood policing		
	RAG	Delivery
1.2 Having additional officers recruited as part of the Police Uplift Programme		<p>As part of the Police Uplift Programme, Derbyshire has successfully recruited 351 additional officers, this figure exceeded the Home Office target for Derbyshire of 283. Alongside this, support from the Commissioner, the number of Police Officers have risen by 13.8% since May 2021 and the additional recruitment from the Uplift programme means that the Constabulary has been able to employ a workforce of Police Officers that is greater than its planned establishment. Additionally, provisions have been set out in the budget to ensure that the Force is able to increase and maintain PCSO establishment number also complements the work in this area.</p>

1. STRONG LOCAL POLICING - More policing on our streets and a focus on neighbourhood policing		
	RAG	Delivery
1.3 Increasing our volunteers, Special Constables and other Citizens in Policing who provide great support to the Force and increased visibility in communities		<p>Nationally, the number of Special Constables have decreased. In Derbyshire, the Uplift recruitment drive and the IPDLP entry route saw a number of Specials leave to become regular officers and created a challenge to sustain a healthy level of continued Special recruitment. Despite the number of Special Constables in Derbyshire beginning to increase in recent months, the total headcount has fallen by 33%, falling from 109 to 73 Specials as of January 2024. The Force have cohorts planned for February, June, and November 2024. The plan will be for 18 on each cohort. A Police Support Volunteer Coordinator has been recruited to improve and strengthen the support for PSVs, despite this positive step, the number of PSVs have also fallen.</p> <p>The Commissioner's Volunteer Schemes include the Independent Custody Visiting Scheme, Stop and Search Scrutiny Panel, as well as the newly introduced, Police Dog Animal Welfare Scheme. These support schemes increase transparency and increase public awareness and confidence in the police. The Commissioner's Office which facilitates these has actively recruited volunteers across all three schemes and ensures that all volunteers are provided with the knowledge and skills required to carry out the roles. The Commissioner's Office has engaged with young people at the Derby University Refreshers event to increase awareness of the schemes and has made contact with underrepresented community groups across D/S to ensure the volunteers best represent Derbyshire's communities. In February 2024, the Commissioner launched quarterly volunteer meetings with all volunteers, attended by representatives from the Force and supporting external agencies, like the Dog's Trust.</p> <p>Increasing the number of Special Constables and additional Police volunteers is a continued area of focus for the Commissioner.</p>

1. STRONG LOCAL POLICING - More policing on our streets and a focus on neighbourhood policing		
	RAG	Delivery
1.4 Ensure 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)		<p>A range of training has been delivered to officers to ensure this objective is comfortably met. Over 120 additional officers have received taser training since May 2021, including for the first time, to a Special Constable and 125 officers have now participated in Initial Phase Pursuit training. Vulnerability training, which is to be delivered to all relevant Officers and staff members is scheduled. Training has been delivered for Stop and Search, Conflict Management and De-Escalation, Public and Personal Safety Training, and Emergency First Aid - annually re-certified.</p>

		<p>Positively, the number of Stop and Search carried out in Derbyshire and Derby City has increased by 22% since May 2021 and by 44% compared to pre-pandemic figures. (YE March 2020 – 1,718, YE May 2021 – 2,004, YE Jan 2024 – 2,461)</p> <p>To complement these training packages, the Stop and Search Scrutiny Panel and the Independent Custody Visitor (ICV) Scheme, both ran by the Commissioner’s Office, are able to identify areas for improvement, assisting in the development of best practice. The developments in analytical capacities through Power BI support this effort. Pleasingly, the ICV scheme in Derbyshire has been awarded the ICV Quality Assurance Framework Silver Award.</p>
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1. STRONG LOCAL POLICING - More policing on our streets and a focus on neighbourhood policing		
	RAG	Delivery
<p>1.5 Providing officers with the right tools and technology so they can carry out their duty</p>		<p>In order to achieve this objective there has been numerous investments in the technology that officers carry to ensure they can discharge their duties effectively. Project Evolve saw investment in a mobile application which acts as a crime outcome aid to officers, a review of the NICHE system, an upgrade to the HR Gateway system and improvements to data quality improves the software and databases in place to support officers.</p> <p>Investment in new hardware saw the Force increase their drone capacity to 11, issue new body-worn video (BWV) units to Firearms Officers and purchase 90 new police vehicles and four off-road bikes. In order to ensure that Officers can remain active in their communities, all Local Policing Units across the county and city have been issued with laptops. Further to this, 2468 new mobile phones have been issued as part of a full phone refresh.</p> <p>The Commissioner has committed funding for ANPR cameras at eight new sites in Derby City, High Peak and South Derbyshire at a cost of £44k and has already invested £424K into boosting the county’s ANPR coverage to target criminals who use the road network to carry out their activities, this includes additional police cars equipped with ANPR capabilities.</p>

1. STRONG LOCAL POLICING - More policing on our streets and a focus on neighbourhood policing		
	RAG	Delivery
1.6 Improving the 101 and 999 services but also digital and social media engagement		<p>£4 million of upfront investment into the Contact Centre, with annual investment over the next ten years of £1.1 million, has seen investment into a new Interactive Voice Response system, implemented in 2022 and the introduction of a new Crime Resolution and Incident Management team. The Public Contact Improvement Programme includes a communication workstream to raise greater awareness to the public and the introduction a new social media management tool in August 2022 grants the Force effective oversight of the new methods of communication now possible with the police. Recruitment into the Control Room remains a priority to increase and maintain numbers and keep the service to the public running effectively, a budget provision driven from savings has enabled £487k for a staffing increase within the Contact Management Centre. Staffing has been increased with departmental establishment now at 331.2 full time equivalent (FTE) compared to 275 in May 2023. There are now more call takers and despatchers as well as dedicated Performance and Demand Managers. To improve accessibility to the 999 and 101 services for deaf people, the Call Centre has introduced Deaf Text, Text Relay UK, and Sign Video which all aid hard of hearing and deaf people when they contact the force, this is supported by the improvements made to the online reporting portal making it easier to report crimes and anti-social behaviour.</p> <p>As a result of these improvements, the Contact Centre has seen significant reductions in call waiting times for both 101 and 999 services. Waiting times for 101, saw the average wait time down seven minutes over a 12-month period, now sitting at 3 minutes. Waiting times for 999, saw the average wait time down by almost half, now with an average wait time of six seconds. Furthermore, between April 2023 to March 2024, 92.3% of all 999 calls were answered in 10 seconds.</p>

1. STRONG LOCAL POLICING - More policing on our streets and a focus on neighbourhood policing		
	RAG	Delivery
1.7 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		<p>To ensure effective engagement with local communities the Commissioner runs her annual 'Listening to You' survey, which seeks residents' views on crime and community safety to ensure that the policing priorities remain relevant to them, each year has seen a greater number of residents engaging with the survey. Alongside this annual survey, the Commissioner has run several thematic surveys exploring residents' issues surrounding ASB, Rural Crime, and Violence Against Women and Girls. To supplement her consultation work, the Commissioner has attended meetings with Parish Councillors, community groups, organisations, partners, and residents to discuss the priorities of her Police and Crime Plan to take feedback on local views and issues. To communicate this with residents, the Commissioner introduced and regularly publishes a monthly newsletter reporting on that month's work which has a potential audience of over 23000 people.</p> <p>To deliver on this priority, Derbyshire Constabulary has introduced Public Confidence and Engagement Strategies, Neighbourhood Priorities, and Community Engagement Standards. A Community Cohesion Single Point of Contact has also been placed in each Local Policing Unit, with dedicated Youth Engagement Team embedded into the Safer Neighbourhood Teams to ensure that all age groups are engaged with.</p> <p>To address the identified areas of improvement from these engagement activities, we have continued to promote the use of the StreetSafe portal and have developed Neighbourhood Acquisitive Crime Teams in early 2023 to proactively seek to prevent these crimes, and effectively tackle those responsible. The Force have also restructured the fortnightly local policing tasking meetings to improve efficiency and effectiveness.</p>

1. STRONG LOCAL POLICING - More policing on our streets and a focus on neighbourhood policing		
	RAG	Delivery
1.8 Creating greater public confidence in the police and an increase in the reporting of crime and issues of concern		<p>The introduction of the Illegal Encampment Task Force enables collaborative working between Local Authorities, Councillors, and the Constabulary providing a rapid response to tackling illegal encampments to ensure that action can be taken as quickly as possible. Implementing dedicated named neighbourhood police officers for every area enables residents to become familiar with their local police contact to ensure that community cohesion is created between residents and the Constabulary. The Commissioner regularly publishes content via the Derbyshire Alert messaging system that keeps residents informed of the latest updates and her work.</p> <p>The creation of the Community Charter means that communities are directly engaged to identify their priorities. The Victims' Strategy and Victim Improvement Plan and the continuing scrutiny over the Victims' Code of Practice</p>

		<p>delivery also contribute to the delivery of this objective and to ensure that victims feel their experiences are heard victim satisfaction surveys are issues to victims of crime. The force introduced new processes to improve crime recording, which were implemented from May 2019. An interim inspection in late 2019 found good progress being made and significant improvements in recording accuracy.</p> <p>The national platform launched via Derbyshire Constabulary’s website to support reporting of rural and wildlife crime as well as public awareness campaigns on reporting domestic abuse, stalking and sexual violence via social media to highlight how to report, including promoting the StreetSafe Portal to report crime and raise concerns within the night-time economy. The launch of the Derbyshire Rural Crime Prevention Hub in February 2024 also provides a dedicated resource for rural residents to gain information and support on how to report rural-related crimes. The latest Crime Survey for England & Wales estimates overall levels of crime have decreased by 17% compared to the year ending March 2020 (pre-covid), whereas police recorded crime has risen by 11% since March 2020 (excluding fraud) likely due to changes in and improvements to recording practices and an increase in reporting of crime, including historical offences.</p>
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1. STRONG LOCAL POLICING - More policing on our streets and a focus on neighbourhood policing		
	RAG	Delivery
<p>1.9 Effective policing to recognise vulnerability and deal with it appropriately</p>		<p>To address this objective, a Strategic Vulnerability Board was established, and specific vulnerability training modules were created, this training has since been delivered across all officers. To complement this work, the Constabulary have established new processes for recording vulnerability and have established the Safeguarding Hub which has created the capacity and capability to improve timeliness to safeguarding assessments.</p> <p>The improved response to missing persons through the Missing Persons Team, which is co-located with the Exploitation Team, ensure vulnerability is addressed in these cases. Since the team’s implementation, the force has seen an overall 12% reduction of repeat missing persons, one of the best nationally, and the approach have been nominated for national problem-solving award. A 48% reduction in children missing from care. 12 county lines disrupted and significantly thwarting those remaining, resulting in over 50 arrests, 24 children safeguarded, 20 offenders remanded to court and the seizure of large-scale drugs to the value of £250,000. Additionally, further teams have been formed to ensure that vulnerability is recognised, these are the Domestic Abuse Review Team, the Protecting Children Online Team, a Rape and Serial Sexual Offence Team and a Serial, Repeat and Civil Orders Team.</p>

1. STRONG LOCAL POLICING - More policing on our streets and a focus on neighbourhood policing		
	RAG	Delivery
1.10 Committing to deliver a Derbyshire Specific Violence Against Women and Girls Strategy		<p>Both a VAWG-dedicated Focus Group and Survey have been created to explore and consult on the creation of a strategy, and the Commissioner has dedicated a Performance Scrutiny Meeting to VAWG in November 2021, 2022, and 2023. Following this the Commissioner led the launch of a Derbyshire Partnership VAWG Strategy in June 2022, followed by the creation of a Strategic Board and a draft Action Plan put in place. To oversee the implementation of this strategy and action plan, Derbyshire Constabulary has appointed a DCI lead for VAWG. Additionally, the Safer Streets Round 3 secured by the Commissioner funding in Derby City had a specific focus on VAWG at £550k.</p> <p>The Commissioner held the first Derbyshire VAWG Partnership Conference in September 2023 to enable the partnership to review action against the Strategy, the Commissioner launched a follow up VAWG Survey in October 2023 to further monitor women and girls views since the last VAWG survey which was launched two years prior.</p>

2. NEIGHBOURHOOD CRIME AND ANTI-SOCIAL BEHAVIOUR – clamping down on burglary, drug dealing and antisocial behaviour		
	RAG	Delivery
2.1 A proactive approach to monitor levels of crime and anti-social behaviour to identify “hot spots”		<p>The Commissioner secured £4.4 million to deliver the Home Office ASB Hot Spot Policing Pilot across nine districts which provides ‘hot spot’ data to monitor ASB in those areas. Over 3,000 additional patrol hours have been conducted in hotspot areas to tackle ASB across every district, borough, and the city since July last year. During ASB patrols, 47 extra arrests have been made, 69 stop and searches carried out and 106 intel items have been submitted. ASB has reduced by 44 % in hotspot areas which have benefited from additional patrols since the Commissioner’s Plan was launched. 225 Immediate Justice referrals have been made since July last year seeing perpetrators of ASB carry out reparative work such as litter picking in communities throughout Derbyshire. The Commissioner has provided funding for the recruitment of two ASB Coordinators. Training has been delivered to all relevant staff on utilising the Power BI analytics database which provides an opportunity to pull together crime data and identify hot spots. Reducing ASB by 50% from the year ending May 2021 compared with year ending January 2024.</p> <p>To deliver on this, Derbyshire Constabulary has appointed a Strategic Lead for ASB and created Divisional and Force Tasking processes focusing on ASB issues. They have also introduced minimum standards of targeting activity agreed</p>

		for SNTs. This is supported by all Safer Neighbourhood Teams who now consult and engage with communities quarterly to set neighbourhood priorities.
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2. NEIGHBOURHOOD CRIME AND ANTI-SOCIAL BEHAVIOUR – clamping down on burglary, drug dealing and antisocial behaviour		
	RAG	Delivery
2.2 Improving the 101 non-emergency call handling performance		<p>To improve the 101-call handling performance a specific allocation of the budget was made for Contact Management Centre recruitment and the Public Contact Improvement Programme (PCIP) has been put in place. Training has been delivered to all call-handlers on vulnerability and stalking in relation to reports ASB and repeat callers. The Force introduced a switchboard system to replace the triage system and an Interactive Voice Response (IVR) system which diverts calls automatically, efforts improve user experience. Further improvements have been made to the 'Digidesk' which monitors online reports. Social media posts highlighting the work of call handlers have been published to promote recruitment into the Control Room. Recruitment into the Control Room remains a priority to increase and maintain numbers and keep the service to the public running effectively, a budget provision driven from savings has enabled £487k for a staffing increase within the Contact Management Centre. Staffing has been increased with departmental establishment now at 331.2 full time equivalent (FTE) compared to 275 in May 2023. There are now more call takers and despatchers as well as dedicated Performance and Demand Managers. To improve accessibility, the Call Centre has introduced Deaf Text, Text Relay UK, and Sign Video which all aid hard of hearing and deaf people, this is supported by the improvements made to the online reporting portal making it easier to report crimes and anti-social behaviour.</p> <p>As a result of these improvements, the Contact Centre has seen significant reductions in call waiting times for the 101 service. Waiting times for 101, saw the average wait time down seven minutes over a 12-month period, now sitting at 3 minutes.</p>

2. NEIGHBOURHOOD CRIME AND ANTI-SOCIAL BEHAVIOUR – clamping down on burglary, drug dealing and antisocial behaviour		
	RAG	Delivery
2.3 The police and community safety partners working to keep local communities safe together to effectively drive down anti-social behaviour blighting communities		<p>The Commissioner has secured £3.5 million through the Government’s Safer Streets programmes. Safer Streets Round 2 saw £430k of funding allocated to the Chesterfield area. Safer Streets Round 3 saw £550k of funding for Derby City, and Safer Streets Round 4 allocated funding for initiatives in the Erewash area. Alongside this, the Commissioner has funded Community Safety Partnerships (CSPs) at £25k per district or borough and £50k for Derby City each year. The review of CSPs and OPCCs role and relationship was undertaken in October 2021 and seeks to create a more effective method of partnership working. Quarterly meetings are held with the Commissioner’s Office and the CSPs to discuss shared objectives and action plans to ensure these are integrated into the thematic boards. The Commissioner also promotes and raises awareness of ASB-related issues during ASB Week each year. Introducing the Illegal Encampment Task Force schemes are a strong example of where police and partners are working together to keep communities safe and to drive down ASB.</p> <p>The Commissioner has granted £440k of funding to 56 Councils and community groups through her Anti-Social Behaviour Grant as well as providing funding for the Business Crime Reduction Partnership and engagement/awareness raising events across Derbyshire. She is an active member of Derbyshire’s ASB Sub-Group; a forum for all partners within Derbyshire to discuss issues, concerns, good practice, and new initiatives surrounding ASB in Derbyshire. The recently recruited ASB Co-ordinators also work closely with partners.</p>

2. NEIGHBOURHOOD CRIME AND ANTI-SOCIAL BEHAVIOUR – clamping down on burglary, drug dealing and antisocial behaviour		
	RAG	Delivery
2.4 The police and partners working together, using their local area local intelligence, to tackle drug dealing and misuse of drugs		<p>This sub-objective has been delivered on, in part, through the commissioning of 16-25 Service, a harm reduction service, focused in providing support and fact-based information to 16 to 25-year-olds surrounding drug and alcohol use and the associated risks. The Commissioner appointed an Outreach Worker through Change/Grow/Live.</p> <p>County Lines and Drugs Schools Engagement Events were held in June 2022 and April 2023 and facilitated communication between Police and Schools to better understand the landscape of young people and drugs. The Commissioner has also attended the Local Combatting Drugs Partnership and is a member of the Derby and Derbyshire Drugs and Alcohol Strategic Partnership.</p>

		Derbyshire Constabulary has embedded the National 'Harm to Hope' 10-year plan in their operation work and have developed a Derbyshire-specific Strategy and Action Plan for this. They have also implemented a Drug Testing on Arrest policy and the force have a Strategic Lead for County Lines operations. Recent government funding through the Serious Violence duty fund has supported the creation of the new Violence Reduction Unit and has seen the commissioning of several targeted activities, including 'Active Bystander' Training to be delivered to all secondary schools in Derbyshire and Derby City.
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2. NEIGHBOURHOOD CRIME AND ANTI-SOCIAL BEHAVIOUR – clamping down on burglary, drug dealing and antisocial behaviour		
	RAG	Delivery
2.5 The delivery of targeted activity designed to reduce burglary and theft		<p>Derbyshire Constabulary has committed to attend all residential burglaries, the force made this commitment in response to the Commissioner's expectation as part of the Police and Crime Plan and were already working towards this target when the NPCC set the national expectation. Improvements in attendance by officers to residential burglaries means the Force now has a 97% attendance rate. The Commissioner has enabled the creation of the new 'Acquisitive Crime' teams to help reduce burglaries, robberies, and thefts and this is overseen by a Strategic Lead for Burglary. Burglary is monitored by Derbyshire Constabulary daily through the Force Daily Tasking updates.</p> <p>Targeted patrol and crime prevention work from LPU and SNT Officers, increased Roads Policing Unit presence and increased Detective resources all support the delivery of this sub-objective. The Constabulary runs several named operations that target various types of acquisitive crime. Derbyshire's Integrated Offender Management (IOM) Strategy consistent with National Neighbourhood Crime IOM Strategy. Partnership working is underway with the Business Crime Reduction Partnership (BCRP) to develop relationships with SNTs. The Commissioner's secured funding for Safer Streets Round 5 sees several projects receiving investment which are designed to reduce burglary and theft. For the year ending March 2020 (pre-covid) to March 2023 burglary has decreased by 31%.</p>

2. NEIGHBOURHOOD CRIME AND ANTI-SOCIAL BEHAVIOUR – clamping down on burglary, drug dealing and antisocial behaviour		
	RAG	Delivery
2.6 Sustainable solutions to local issues, supporting and resourcing community initiatives that aim to cut crime		<p>Grant funding of £25k per CSP, with £50k for the city, includes diversionary activities and work within ASB hot spot areas, works towards creating sustainable solutions to local issues in the effort to cut crime. This is supported by the £440k of funding issued to 56 Councils and community groups through the Commissioner's Anti-Social Behaviour Grant and the £4.4m ASB Government Grant secured for Hotspot Policing and Immediate Justice Schemes. The Commissioner's Office also provides the administration for the Safer Streets Fund and the Illegal Encampment Task Force. The Force has also put in place a Crime Prevention Strategy and Action Plan. The Commissioner has also funded a pilot scheme to securely mark tools owned by small businesses and traders across Derby and Derbyshire.</p>

		Ongoing work with the Youth Commission on engagement and trust with Young People supplements wider initiatives related to engaging all ages and developing positive relationships with policing which can turn younger people away from criminality. The Commissioner's Office has facilitated an ASB Partnership event in Cotmanhay, Erewash and Clay Cross, North East Derbyshire. The Commissioner is funding a pilot scheme to securely mark tools owned by businesses across Derby and Derbyshire.
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2. NEIGHBOURHOOD CRIME AND ANTI-SOCIAL BEHAVIOUR – clamping down on burglary, drug dealing and antisocial behaviour		
	RAG	Delivery
2.7 Supporting the expansion of Neighbourhood Watch schemes across the county and city helping to keep local communities safe		<p>To support the expansion of Neighbourhood Watch (NHW) schemes across the county and city the Commissioner has provided funding for the promotion of NHW Schemes and through the Safer Streets provides funds for increasing NHW areas and schemes. She has directly engaged with NHW volunteers and has attended the NHW Annual General Meeting where she was joined by an officer from evert SNT. Neighbourhood Minimum Standards of Engagement, achieved through the Community Charter launched by the Commissioner, contribute to strong relations between SNT Officers and every NHW scheme. Each scheme should receive contact from a PCSO every month.</p> <p>The Commissioner promoted the Neighbourhood Community Grant for existing schemes for seldom heard communities and launched the NHW Fund with £2500 allocated to increase resources of schemes that need it. The increase support and funding enables more Neighbourhood Watch groups to form, over the current term of office the number of members has steadily increased, currently there are over 23,000 members, an increase of 1,300 since May 2021.</p>

2. NEIGHBOURHOOD CRIME AND ANTI-SOCIAL BEHAVIOUR – clamping down on burglary, drug dealing and antisocial behaviour		
	RAG	Delivery

<p>2.8 Improve communication systems to keep residents better informed of issues and police response in their local area</p>		<p>The introduction by the Commissioner of the Neighbourhood Community Charter in 2022 was designed to ensure there is greater communication and partnership working between communities and their local policing team. To support this work, the Force have put into place a Public Confidence Strategy and External Communication Plans. The Commissioner, her Office, and the force frequently engages with NHW schemes, Community Speedwatch groups and Parish Councils and often attends their events and meetings. Active promotion of the Derbyshire Alert scheme raises awareness of its ability to keep residents informed with the work the Police are doing in their area. Currently, the force’s Derbyshire Alert has 43023 subscribers which is an increase of 30% since May 2021. The Commissioner’s Derbyshire Alert channel has also seen a significant rise in subscribers, rising from 13177 in May 2021 to 22429 in March 2024, an increase of 70%.</p> <p>The Force website has a dedicated area for ASB which provide guidance and explanations on ASB and how to report it, similarly the Commissioner has funded and developed the Derbyshire Rural Crime Prevention Hub, which provides similar support tailored to Rural Crime and crime in a rural setting.</p>
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<p>2. NEIGHBOURHOOD CRIME AND ANTI-SOCIAL BEHAVIOUR – clamping down on burglary, drug dealing and antisocial behaviour</p>		
	<p>RAG</p>	<p>Delivery</p>
<p>2.9 Increasing community confidence in reporting crime and anti-social behaviour</p>		<p>The Commissioner, in partnership with the force and Derbyshire County Council, launched the Derbyshire ASB Hub, which provides residents with key information on the different types of ASB they may experience and information of reporting mechanisms and the support that is available to them. This information is often disseminated via social media campaigns to reassure the public, especially during thematic awareness weeks, and this information is frequently raised during the Commissioner’s engagement with key groups (NHW, CSW, Parish Councillors/Town Councillors). The ASB Hot Spot Policing patrols provide increased visibility in the community. Evidence that these initiatives and engagements have been successful in delivering on this sub-objective is the increase in the confidence of reporting crime and anti-social behaviour identified by Derbyshire Victim Services, the victim services funded by the Commissioner. The latest Crime Survey for England & Wales states that Police recorded crime has risen by 11% since March 2020 (excluding fraud), however estimates overall levels of crime have decreased by 17% compared to the year ending March 2020 (pre-covid), likely due to changes in and improvements to recording practices and an increase in reporting of crime, including historical offences.</p>

3. ROAD SAFETY – dealing with the Fatal Four (speeding, drugs/alcohol, seatbelts, mobile phones) & ensuring Community Speedwatch is developed further		
	RAG	Delivery
3.1 A robust and efficiently resourced roads policing unit		<p>Several individuals have been assigned to the Roads Policing Unit to strengthen its resources, including a dedicated Tasking and Briefing Officer (abstracted from Division), a dedicated Traffic Management Officer responsible for following up incidents with partner agencies, and a Casualty Reduction Officer for research and trend analysis on roads placed within CREST. In addition, defibrillators have been fitted in all RPU vehicles, four specialist off-road motorbikes have been purchased to assist SNTs, two additional speed detection lasers have been purchased, drone capacity has been increased to 11, and 104 new police vehicles have been purchased since August 2022. The CREST team have also reached full capacity for their establishment. A support staff post has now been funded to take over the 'back-office' functions of CRESTs work, this means that the Officer currently engaged in this work can be released to frontline duties.</p> <p>An additional 1000 hours of road safety enforcement to tackle speeding and dangerous driving has been undertaken via Operation Sparta. Furthermore, the RPU have received training on prohibition powers, and the number of trained Family Liaison Officers have increase to 22, with the number of Pursuit Tactical Advisors sitting at 15.</p>

3. ROAD SAFETY – dealing with the Fatal Four (speeding, drugs/alcohol, seatbelts, mobile phones) & ensuring Community Speedwatch is developed further		
	RAG	Delivery
3.2 Supporting the Force to ensure pro-active speed enforcement activity is conducted on our road network		<p>To ensure pro-active speed enforcement activity is taking place on our road network, several engagement and awareness events took place, including a public engagement exercise on speeding vehicles back in October 2021 and a drink/drive campaigns over each of the festive periods and during the World Cup, these were funded by the Commissioner. The Commissioner is an active member of the Derby and Derbyshire Road Safety Partnership, which has supported the force by funding an additional staff post to release a Police Officer from 'back office' functions. This partnership has also signed off on a New Speed Protocol which has been implemented. Operation Capture, also funded via DDRSP, submissions in 2022 sat at 1370, an increase of 50% on the previous year, with a positive outcome rate of over 60%. 2023 saw 1753 submissions, a 27.6% increase on 2023 and 2024 currently sees 287 submissions, which is a 43% increase on the same period last year.</p>

		<p>As well as raising awareness of Community Speed watch, the delivery of training to these groups supports their work and enables closer relations between members and the SNTs. The Commissioner has funded, through her Road Safety Grant, the Speed Indicator Device (SID) programme which was launched and maintained for Parish and Town Councils to request funding for a SID to be installed in their local area where speeding is a concern but Highways' criteria for intervention are not met. The Commissioner funded a total of 77 Speed Indicator Devices in communities across the county and we have seen an average percentage decrease in speed of 15%. This work is supplemented by the force bringing speed enforcement into mainstream policing, including SNT and LPU teams. RPU Officers now conduct 40 hours of speed enforcement each month and work with partners to identify hot spots, potential traffic calming measures/increase signage. Positively, CREST has reported an increase in the number of offences detected by the team.</p>
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3. ROAD SAFETY – dealing with the Fatal Four (speeding, drugs/alcohol, seatbelts, mobile phones) & ensuring Community Speedwatch is developed further		
	RAG	Delivery
3.3 A tough approach to dangerous driving		<p>A tough approach to dangerous driving has been achieved through the funding of an additional 1000 hours of road safety enforcement which directly tackles speeding and dangerous driving. This has contributed to a total of 166,361 speeding tickets being issued over the last three years (2021 to 2023)</p> <p>A number of named operations are designed to target enforcement to protect vulnerable or high-risk road uses. The purchase of four off-road motorcycles and the collaborative working across borders by the SALCU road crime team strengthened the capabilities of the Roads Policing Unit and enable them to provide a tough and consistent approach to speeding around Derbyshire's borders.</p> <p>The Op. Capture system enables residents to submit dashcam footage of dangerous driving incidents, Op. Capture received 1370 submissions in 2022, an increase of 50% on the previous year, with a positive outcome rate of over 60%. 2023 saw 1753 submissions, a 27.6% increase on 2023 and 2024 currently sees 287 submissions, which is a 43% increase on the same period last year. To support the enforcement work, funding is allocated to numerous awareness campaigns including the drink/drive campaigns, but also regular social media communications are posted to the Commissioner and Force social media pages. The Commissioner has funded the expansion of the IAM Young Driver Project and expanded this to cover the motorbike course, launched in February 2024, this project enables accessible advanced road education to young drivers and motorbike users. The SID Scheme, funded by the</p>

		Commissioner, means that SID are more present in communities and remind drivers of their speeds around local communities in an effort to discourage speeding offences.
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3. ROAD SAFETY – dealing with the Fatal Four (speeding, drugs/alcohol, seatbelts, mobile phones) & ensuring Community Speedwatch is developed further		
	RAG	Delivery
3.4 Creating campaigns with key partners designed to reduce the number of people killed or seriously injured on Derbyshire’s road network		<p>The Derby and Derbyshire Road Safety Partnership’s campaign calendar ensures that road safety remains at the forefront of people’s minds throughout the calendar year. The key promotion of the annual Road Safety Awareness Week also supplements these efforts. Visually shocking campaigns such as the ‘Crashed Car’ demonstrations which took place in Derby, and at the East Midlands Designer Outlet, together with the Derbyshire Fire and Rescue Service, are designed to reduce the number of people killed or seriously injured in the road network. The launch of BikeSafe, similarly to the expansion of the IAM Project, enables bike users to directly access safety and best practice education from experts.</p> <p>The Commissioner has provided funding for Brake Packs and to the BRAKE organisation which supports bereaved families following a road traffic accident, additionally campaigns to raise awareness of the organisation have been facilitated. She has also provided funding for an extra 5-week social media campaign by the Force over the festive period, a successful example of this is the ‘Don’t Get Wrecked’ impaired driving social media campaign. Supporting this work are the Mini Police schemes, which have been given road safety inputs in schools.</p>

3. ROAD SAFETY – dealing with the Fatal Four (speeding, drugs/alcohol, seatbelts, mobile phones) & ensuring Community Speedwatch is developed further		
	RAG	Delivery
3.5 Targeted initiatives, developed with the biking community, to keep bikers safer		The Commissioner launched and provided funding for the BikeSafe scheme, which has seen in excess of 570 people participating in BikeSafe workshops since 2022, this work was recognised with a National BikeSafe Award for outstanding service. The Commissioner is on the Governance Board of the Derby and Derbyshire Road Safety Partnership, which continues to fund the BikeSafe initiative. The Commissioner has supported the Biker Down initiative with an investment of £1k and supports the Upright campaign, which is undertaken together with the Derbyshire Fire and Rescue Service. The biking community are additionally supported with the recent expansion of the IAM Road Safety Project, which now includes the Biker safety course for all ages, which riders are able to enrol in for a reduced cost, subsidised using funding from the Commissioner. The Commissioner will fund a further 38 more BikeSafe workshops to be carried out by the Roads Policing Unit in 2024. Over 570 attendees have participated in BikeSafe workshops since 2022.

3. ROAD SAFETY – dealing with the Fatal Four (speeding, drugs/alcohol, seatbelts, mobile phones) & ensuring Community Speedwatch is developed further		
	RAG	Delivery
3.6 Increasing and supporting volunteer Community Speedwatch to support the work of the Force		<p>Community Speed Watch (CSW) has increased its membership by 58.5% since election in May 2021 with a total of 653 members participating across 90 groups. The number of groups also increased during this term of office by 36.3%, 66 in May 2021 increasing to 90 in January 2024. In order to achieve this, several awareness campaigns have been run. The Commissioner has facilitated two CSW Conferences, in November 2022 and September 2023, to enable best practice to be shared and to better shape how these volunteer groups can work.</p> <p>The Commissioner has provided funding for the recruitment for a new CSW Coordinator to further support the work of the groups, she has also allocated precept funding which provided £100k in equipment for CSW groups and invested £10k into the expansion of existing groups and the launch of new ones. Further support was also achieved for the CSW groups as the Commissioner made the resources and funding available for the SID project, funding a total of 92 Speed Indicator Devices, to the value of £226k, in communities across the county for which we have seen an average percentage decrease in speed of 15%, supporting CSW schemes in hard-to-reach</p>

		locations. The Force have now implemented a mapping system to highlight gaps across the county which are not covered by a CSW group and they also ensure that all new PCSOs receive CSW training to ensure that they facilitate local support for CSW enhancing local communication and support at the same time.
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3. ROAD SAFETY – dealing with the Fatal Four (speeding, drugs/alcohol, seatbelts, mobile phones) & ensuring Community Speedwatch is developed further		
	RAG	Delivery
3.7 The use of intelligence from enforcement activity, including schemes such as Community Speedwatch, to inform the work of the Roads Policing Unit		Critically, the intelligence that is fed back from the CSW groups supports the work of CREST and the RPU and enables them to receive continuous intelligence and identify possible hot spot areas. Secondary, CREST and CSW databases are used to provide a clear escalation process and inform policing speed enforcement operations, this is supported by an officer in place within the RPU to perform the role of gathering intelligence and disseminate best practice. Further intelligence is gathered from the submissions to the Op. Capture portal. Additional improvements have been made to the way data is recorded, including extending analysis to include cyclist submissions, and the introduction of the ‘warning’ and ‘educational’ letters support delivery of this priority.

3. ROAD SAFETY – dealing with the Fatal Four (speeding, drugs/alcohol, seatbelts, mobile phones) & ensuring Community Speedwatch is developed further		
	RAG	Delivery
3.8 Work with partners to deliver community-based road safety programmes		The Road Safety Grant including the Speed Indicator Device (SID) Scheme, was open to all Town and Parish Councils to apply for, this saw £189k in funding made available to create an accessible scheme for communities affected by speeding to instal SIDs in their local areas. Further funding initiatives include the BRAKE initiative, which supports bereaved families following RTAs, and the IAM Young Driver project, which delivery safe driving programmes to young people and to the biking community. The dedicated media officer to promote campaigns and RPU activity ensures that public engagement is always a priority for this objective and assists in facilitating the numerous road safety campaigns ran by Force or the Commissioner’s Office, this has supported the CSW’s increased membership, where they have seen a 58.5% increase in members since election in May 2021 with a total of 653 members participating across 90 groups, which has also increased during this term of office by 36.3%, 66 in May 2021 increasing to 90 in January 2024.

3. ROAD SAFETY – dealing with the Fatal Four (speeding, drugs/alcohol, seatbelts, mobile phones) & ensuring Community Speedwatch is developed further		
	RAG	Delivery
3.9 Working with local partners, to improve safety measures for vulnerable road users such as cyclists, pedestrians, horse riders and bikers		<p>The Commissioner met with the equine community in North East Derbyshire as part of consultation work to understand the needs of vulnerable road users. She has supported the NPCC Vulnerable Road User campaigns, the Upright, Biker Down, and BikeSafe campaigns, as well as the annual drink driver awareness campaigns during the festive period.</p> <p>Working with the Derby and Derbyshire Road Safety Partnership, the Op. Capture scheme supports efforts to improve safety for vulnerable road users and can increase accountability for dangerous and careless drivers. To address speeding, several investments into initiatives that support the reduction of speed on Derbyshire’s roads, including the IAM Project funded by PCC to deliver safe driving programmes to young people and to biking community and the Road Safety Grant including the SID Scheme. The Commissioner is working with Council partners to increase and improve cycle lanes and consultations on proposed new schemes.</p>

4. RURAL CRIME – having more officers trained to deal with rural crime and ensuring specific support services are available for victims		
	RAG	Delivery
4.1 Increasing the number of staff and officers trained to tackle the specific issues facing the rural communities of Derbyshire		<p>The Rural Crime Team (RCT) has now reached full capacity in relation to its establishment and is larger than ever before. The RCT comprises of nine Police Officers, one Sergeant and eight PCs, as well as, for the first time ever, one dedicated Rural Crime PCSO and one police staff Wildlife and Rural Coordinator. In addition to the officers placed within the RCT, 22 Officers have now been trained as Wildlife Crime Officers and 17 more Police Officers are now Single Points of Contact (SPOCs) for rural issues further increasing visibility across the county. Additional training focusing on rural and wildlife crime awareness has been delivered to officers and staff and this will be held annually. Contact Centre call handlers and staff have also received on rural crime.</p> <p>The RCT have also reviewed and implemented a new shift patten which has enabled them to deliver better services and be more available to residents, all officers in the RCT have received Heritage Crime training from Historic England. To ensure that the additional vulnerabilities of living in a rural area are identified by data, Derbyshire’s rural areas have been mapped across the LPU. Training across the LPU is being delivered by RCT Officers to ensure rural crime is understood across the force area. Crime improvements in rural areas have seen residential burglary reduce by 27.7%, business/community burglary by 52.5% and vehicle crime by 7.1%.</p>

4. RURAL CRIME – having more officers trained to deal with rural crime and ensuring specific support services are available for victims		
	RAG	Delivery
4.2 Commissioning services that understand and can respond to the needs of those living in a rural setting		<p>The Commissioner has provided funding for several services, including funding for the Willow Project, which included a film screening event and awareness campaign and funding for the 16-25 Service in rural areas. The Commissioner’s Office has built rural crime and rural communities into the commissioning framework, this ensures that grant recipients consider Derbyshire’s rural residents. As speeding is often a blight on rural communities, the Commissioner’s SID programme has been actively promoted in rural areas. The Force are working to identify over 4800 farms across the County in order to understand and engage them. The Force is also engaging with the Peak Park Ranger Service to monitor situation reports and they are supporting the Willow Project and Rural Action Derbyshire by enforcing this message and raising awareness in rural communities. Membership of Farm Watch has increased by 2427 members since December 2022, this service means people living in rural areas can access police information that helps protect themselves and their property from criminals.</p>

		The Commissioner has developed and chairs the Derbyshire Partnership Against Rural Crime (DPARC), bringing together key rural-focussed partners to tackle and prevent rural crime in the county. As part of her funding for DPARC, she has led in the development of an online hub called the Derbyshire Rural Crime Prevention Hub, to provide a 'one-stop-shop' for rural residents to access rural crime-based guidance and support that addressing the priority crime areas as identified by rural residents.
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4. RURAL CRIME – having more officers trained to deal with rural crime and ensuring specific support services are available for victims		
	RAG	Delivery
4.3 Commissioning crime prevention activities for rural communities to reduce crime, trespass, and theft		The existing £25k provided to Community Safety Partnerships, which includes rural areas, means investment into activities to prevent crime, trespass, and theft. A £15k investment in a property marking scheme by the Commissioner allows farmers and rural business owners to protect their vehicles, machinery, and equipment. So far, £2 million of property has been protected, providing a deterrent against theft and enables the property to be returned to their owner should it be stolen and recovered. The Commissioner's Illegal Encampment Task Force scheme brings together key partners to address instances of trespass where an illegal encampment has been set up. As the Commissioner is Chair of the Peak Park Summit, she regularly works with the Peak District National Park Authority (PDNPA) on campaigns targeting rural areas in order to increase engagement and awareness in these communities. To support this work, the Commissioner published a refreshed Rural Crime Prevention Guidance booklet and ran a targeted rural crime survey in July 2023.

4. RURAL CRIME – having more officers trained to deal with rural crime and ensuring specific support services are available for victims		
	RAG	Delivery
4.4 Providing additional support for volunteer schemes such as Neighbourhood Watch and Farm Watch		The Commissioner has provided additional support to these volunteer schemes by providing funding to the NHW schemes and attending the NHW Annual General Meeting and visiting NHW grant recipients. The Commissioner's Office has also facilitated engagement events at several rural community events to promote Derbyshire Alert, which shows currently has 2927 registered members for Farm Watch, within the Derbyshire Alert, which is an increase of 2427 since December 2022, this work was supported by the Force's first-ever Rural Crime PCSO. Volunteer groups will also benefit from the Development of the Derbyshire Rural Crime Prevention Hub. Furthermore, there has also been an increase in Community Speed Watch groups in rural areas to tackle speeding. In the period August 2022 to August 2023, 6890 letters were sent. The vast majority of these letters are "first letters", which highlights a positive impact of the scheme as there is a significant decrease of second and third (home visits) after the initial letter.

4. RURAL CRIME – having more officers trained to deal with rural crime and ensuring specific support services are available for victims		
	RAG	Delivery
4.5 Doing effective, targeted work with partners to protect the unique and endangered wildlife of the County		As Chair of Peak Park Summit, a forum which brings together partners with a focus on rural crime including PDNPA and neighbouring forces and Police and Crime Commissioners, and Chair of the Derbyshire Partnership Against Rural Crime, the Commissioner has been able to ensure that partners focus on all areas of rural crime, including wildlife crime. This work includes the launch of the Derbyshire Rural Crime Prevention Hub which has a dedicated area for wildlife crime and provides key information and guidance to residents. There are a range of dedicated Operations addressing all types of specialist rural crimes: Operation Whistler (wildlife), Operation Tilley (equine), Operation Chronos (heritage), Operation Logrey (rural). Additionally, the Rural Crime Team attend the National Wildlife Crime Unit meetings and have had several successes in combatting this type of crime. Positive collaborative working between the RCT and partners meant that the RCT were able to support a Peregrine Falcon nesting site and successfully prosecute the perpetrator following an egg theft.

4. RURAL CRIME – having more officers trained to deal with rural crime and ensuring specific support services are available for victims		
	RAG	Delivery
4.6 Improving communication and engagement, using a wide variety of methods, with rural communities		<p>In order to improve communication and engagement in this area, the Commissioner and the Force have regular attendance at shows and markets, including Chatsworth Country Fair, Derbyshire Country Show and at National Rural Crime Network working group meetings. The Commissioner has also held meetings with Parish Councils and residents meetings in rural areas to discuss Police and Crime Plan priorities and feedback on issues directly from rural communities. A refresh of the Rural Crime Prevention Booklet provides an update from partners and had been distributed across Derbyshire including being placed in local libraries.</p> <p>The Rural Crime Team has a strong social media presence, with their Facebook currently standing at 20k followers, and they provide regular updates on their work through this platform, to supplement their social media work, RCT Officers carry out meet and greet events in rural areas. The national platform launched to support reporting of rural and wildlife crime in November 2022 is available to access via the Derbyshire Constabulary's website. Additional awareness raising campaigns include promoting the Rural Crime Prevention week for 2022 and 2023, and a campaign video for road safety with a rural crime element. The recent launch and communications around the Derbyshire Partnership Against Rural Crime and the new Derbyshire Rural Crime Prevention Hub also supports the delivery of this sub-objective.</p> <p>The recruitment of the first ever dedicated Rural Crime PCSO helps increase and improve engagement with rural communities. Including driving up the number of registered members of Farm Watch from 500 in December 2022</p>

		to 2927 in March 2024, a 30% increase in subscribers to the Force's Derbyshire Alert channel since May 2021, and a 70% increase to the Commissioner's alert channel, rising from 13177 in May 2021 to 22429 in March 2024.
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4. RURAL CRIME – having more officers trained to deal with rural crime and ensuring specific support services are available for victims		
	RAG	Delivery
4.7 Improving partnership working with Parish Councils and local champions		<p>To improve partnership working with local Parish Councils and local champions, the Commissioner has held meetings with Parish Councils and residents in rural areas to discuss Police and Crime Plan priorities and feedback and issues specifically from rural communities. She has also had meetings with all CSP Districts to discuss her priorities and feedback and issues, including rural communities, with MPs at Gamesley, Erewash and High Peak, and with Rural Action Derbyshire, Derbyshire Young Farmers and the National Farmers Union (NFU).</p> <p>The Memorandum of Understanding between the Force and the Peak District National Park Authority set outs a framework for their partnership working. The Rural Crime Team have provided a briefing document to all local Officers and SNT to aid their response by covering key knowledge of specific law and offences.</p>

4. RURAL CRIME – having more officers trained to deal with rural crime and ensuring specific support services are available for victims		
	RAG	Delivery
4.8 Increasing confidence in reporting crime and vulnerability in rural communities		<p>As part of efforts to increase the confidence in reporting crime and addressing vulnerability in rural communities the Commissioner maintains regular engagement with key community groups like Neighbourhood Watch, Community Speed watch and New Farmers this is coupled with social media campaigns and the recent launch of the Derbyshire Rural Crime Prevention Hub which aids residents with issues around reporting as the hub is designed to direct users to the appropriate reporting mechanism or support services related to rural crime and anti-social behaviour. Additionally, the Commissioner has funded the Willow Project with an aim to increase confidence and reach vulnerable communities, and to ensure residents are heard the Commissioner ran a dedicated Rural Crime Survey in July 2023 to explore rural residents view on crime and anti-social behaviour, this work has informed the Commissioner work and has also been used as part of the consultation work for the Derbyshire Partnership Against Rural Crime upcoming Derbyshire specific Strategy. The launch of a new online reporting form specifically for rural offences further increase access for residents to report crime.</p> <p>Force specific improvements include the introduction of a dedicated PCSO with a role to engage the public to increase confidence, successfully increasing the number of Farm Watch members by 2427 since December 2022.</p>

		<p>The Force has introduced new incident closure codes within the Contact Management Centre for rural crime related incidents and all Officers have received vulnerability training.</p>
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5. VICTIM SUPPORT & SAFEGUARDING – ensuring all victims of crime have access to appropriate support services the most vulnerable and protected		
	RAG	Delivery
<p>5.1 All victims of crime, regardless of the type of crime and location, being treated fairly and to receive appropriate support from the Force</p>		<p>The Force has implemented an Action Plan for the Victim Code of Practice (VCoP) and victims are part of the strategic direction for the Community Charter, promotion and awareness raising. The experience of victims is also key to the Force’s work to address this sub-objective. The letters sent by the Witness Care Unit now contains a link to the Criminal Justice Journey survey. This victim satisfaction data is recorded to better inform the service provision and can ensure that victims are being treated fairly and a Power BI Dashboard has been launched to monitor this. Furthermore, VCoP training has been delivered to all officers and investigative staff and Control Room staff. The Commissioner has attended the National User Insight Group looking at victim satisfaction and monitors victim support performance. Victims of Burglary are also receiving a better service than ever before, improvements in attendance by officers to residential burglaries means the Force now has a 97% attendance rate. The Commissioner has co-founded the development of a new mobile app ‘Derbyshire Voice’ which enables victims of crime, including those of domestic abuse and sexual violence to provide personal testimonies of the support they received in the aftermath of an incident and how these services could be improved in the future.</p>

5. VICTIM SUPPORT & SAFEGUARDING – ensuring all victims of crime have access to appropriate support services the most vulnerable and protected		
	RAG	Delivery
5.2 Improving support for, and communication with, all victims of crime - including improvement to 101 and 999 systems and online channels		<p>To improve the 101 and 999 systems, the Force introduced a 101 Online Survey, in July 2021, to collect feedback from users' using the 101 service. The force have also introduced the Crime Resolution and Incident Management into the Call Centre to create a more efficient service for residents. In September 2023, IVR was implemented in the Call Centre and recruitment into the Control Room remains a priority to increase and maintain numbers and keep the service to the public running effectively. To improve accessibility to the 999 and 101 services for deaf people, the Call Centre has introduced Deaf Text, Text Relay UK, and Sign Video which all aid hard of hearing and deaf people when they contact the force, this is supported by the improvements made to the online reporting portal making it easier to report crimes and anti-social behaviour. The Contact Centre has seen significant reductions in call waiting times for both 101 and 999 services. Waiting times for 101, saw the average wait time down seven minutes over a 12-month period, now sitting at 3 minutes. Waiting times for 999, saw the average wait time down by almost half, now with an average wait time of six seconds. Furthermore, between April 2023 to March 2024, 92.3% of all 999 calls were answered in 10 seconds. The Constabulary has introduced an opt-out model for victim referral and are aligned with their statutory responsibilities towards the Victims Code, with training delivered for Call Centre staff. The Force has introduced a Most Appropriate Agency policy with partners that ensures service users receive the right care from the right agency, this policy has freed up around 1,000 officer hours every month.</p> <p>The Commissioner refreshed the commissioned victim services provision, formally known as CORE, into the Derbyshire Victim Services (DVS) service and has facilitated a DVS Victim Services Event and services network meetings to develop effective relationships and partnership working. The Commissioner has jointly funded the development of the Victims mobile app to support her work to improve the care of victims of crime. She has facilitated the first-ever Derbyshire VAWG Conference and has funded the development of the Derbyshire Rural Crime Prevention Hub providing a support page to direct users to the correct support they may need.</p>

5. VICTIM SUPPORT & SAFEGUARDING – ensuring all victims of crime have access to appropriate support services the most vulnerable and protected		
	RAG	Delivery
5.3 Commissioning appropriate top-quality services to support those who are victims of crime and help them to cope and recover		<p>In order to ensure that the commissioned services were top-quality, the Commissioner reviewed the Derbyshire Victim Services provision and refreshed the services including the signposting to appropriate services in order to self-refer. The Commissioner’s Office contact monitors all of the Commissioner’s funded services for all victims of crime to ensure delivery action each grant agreement. These services are tendered for in an open market place where possible and based on service specifications which rely on effective needs assessments, partnership work and value for money considerations which are built into the commissioning and procurement processes. Since the Commissioner has been in office, she has almost doubled investment in initiatives to support victims and reduce crime going from £4.3 million to £8.3 million. She has funded a range of victim services as part of her Derbyshire Victim Services provision. The Commissioner has funded PEGS to provide a bespoke package of support which individuals can pick from a suite of services to ensure they have the best support for them and, starting April 1st, has funded a new scams and fraud prevention initiative run by Rural Action Derbyshire, committing £40k per year for two years.</p> <p>Competition is introduced in both grant and contracting processes to ensure we achieve the best programmes and services for the funding envelope available. Partnership work with other agencies is also the foundation of securing joint resources for services. All service contracts are managed through a strong process involving a minimum of quarterly contract meetings with providers of service. This process considers such aspects as good financial management, Performance data, KPIs, outcomes reporting and the management of risks.</p>

5. VICTIM SUPPORT & SAFEGUARDING – ensuring all victims of crime have access to appropriate support services the most vulnerable and protected		
	RAG	Delivery
5.4 Joint work with police and partners to prevent violence against women and girls		<p>Both VAWG-dedicated Focus Group and Survey were created to explore and consult on the creation of a strategy, and a Performance Scrutiny Meeting has been dedicated to VAWG in November 2021, 2022, and 2023. Following this a Derbyshire Partnership VAWG Strategy was launched by the Commissioner in June 2022, followed by the creation of a Strategic Board and draft Action Plan put in place. To oversee the implementation of this strategy and action plan, Derbyshire Constabulary has appointed a DCI lead for VAWG. Additionally, the Safer Streets Round 3 funding in Derby City had a specific focus on VAWG at £550k, this funding facilitated interventions such as increased CCTV in public spaces, improved street lighting in areas of concern and active bystander training delivered to members of the public to increase awareness.</p>

		<p>The Commissioner held the first Derbyshire VAWG Partnership Conference in September 2023 to enable the partnership to review action against the Strategy, the Commissioner launched a follow up VAWG Survey in October 2023 to further monitor women and girls views since the last VAWG survey which was launched two years prior. The Commissioner has provided funding for DEAF-initely women and facilitated secondary schools’ engagement events to raise awareness of VAWG directly in schools. To address Stalking, the Commissioner has funded an Internal Police Stalking Coordinator role and has recruited new Independent Stalking Advocates for the County and City, being one of very few Commissioners to do so in the Country.</p> <p>To deliver on this objective the Force have introduced gender-based hate recording, adopted a new Threat Desk Model to assist with intelligence gathering, opened Safeguarding Co-ordination Hubs established in night-time economy locations. They have also formed three new teams that address areas of VAWG, these are: the Missing and Exploitation Team, Protecting Children Online Team, and the Domestic Abuse Review Team.</p>
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5. VICTIM SUPPORT & SAFEGUARDING – ensuring all victims of crime have access to appropriate support services the most vulnerable and protected		
	RAG	Delivery
<p>5.5 A targeted and sustained effort by the police and partners to tackle and reduce knife and violent crime</p>		<p>The Commissioner has secured over £1 million to be received over 2023, 2024, and 2025 for funding to tackle serious violence and knife crime. Over £627,000 has been invested to fund a range of serious violence preventative services, including intensive mentoring, education and awareness programmes for young people, active bystander training, across Derby and Derbyshire. This funding has also enabled the creation of the first ever Violence Reduction Unit (VRU) in Derbyshire which will seek to drive down offending further. Knife Crime Trauma Packs have been distributed and training delivered to relevant officers. A strategic profile of SVaKC (Strategic Violence and Knife Crime) was actioned in partnership with Derbyshire County and City councils and the Commissioner has taken a lead role in Serious Violence Strategic Board. In June 2022 and April 2023, the Commissioner facilitated communication between Police and schools to better understand the landscape of young people and exploitation with engagement events in primary and secondary schools. The Constabulary have introduced Knife Crime weekly tasking meetings to monitor and report back accordingly.</p>

5. VICTIM SUPPORT & SAFEGUARDING – ensuring all victims of crime have access to appropriate support services the most vulnerable and protected		
	RAG	Delivery
5.6 Having a partnership approach to safeguarding children and adults at risk of exploitation and abuse, including online criminality		<p>In order to deliver on this sub-objective, the Force have created a Missing and Exploitation Team, which saw the Force refresh its standard operating model for both missing persons and exploitation. They created a Safeguarding Co-ordination Hub and invested in the Protecting Children Online Team; the Police Uplift programme has enabled the Force to expand this team from one Sergeant and nine Officers to two Sergeant and 18 Officers. The Crime Resolution and Incident Management Team are now using Vulnerability Assessments through the THRIVE acronym within the Contact Management Centre. PCSO have engaged all schools to deliver a Sexting input. The Commissioner is a member of Derbyshire Safeguarding Adults and Childrens Boards, including a partner on subgroups focussing on exploitation of young/vulnerable people and education. The Commissioner has facilitated communication between Police and Schools, including a Schools Conference with school Headteachers and Safeguarding Officers, to better understand the landscape of young people and exploitation and attended Derbyshire’s Online and Cyber Crime Sub-Group. She has funded iVengers projects across the county and city and it’s a partner of Derbyshire Safeguarding Adults and Childrens Boards. The Commissioner’s Office run the Independent Custody Visitor Volunteer Scheme.</p>

5. VICTIM SUPPORT & SAFEGUARDING – ensuring all victims of crime have access to appropriate support services the most vulnerable and protected		
	RAG	Delivery
5.7 Providing help for all victims of domestic abuse and violence, sexual abuse and violence, harassment, and stalking, alongside a robust approach to protection for those at risk and the apprehension of those who commit these crimes		<p>The Commissioner has funded the recruitment of a dedicated Internal Police Stalking Coordinator to help enhance the quality of investigations and providing support to victims of stalking and harassment. She has also funded the recruitment of two Independent Stalking Advocates for Derby and Derbyshire to support victims of talking and harassment. The Independent Stalking Advocates service has seen 41 referrals to the City service since April 2023 and 17 high-risk cases in the County service, totalling 58 referrals. Additionally, the Commissioner has ran procurement for an Adult SARC, Adult ISVA Service, Children’s CHISVA Service and awarded contracts for Restorative Justice, 1625 Substance Misuse Service, Young Victims of Crime, DRIVE, the Willow Project.</p> <p>The Commissioner has also awarded grant funding to Derby Women’s Centre to deliver a range of Domestic and Sexual Abuse related service including a Domestic Abuse Support Worker and a trauma-informed ‘Teen’ support programme. To achieve this sub-objective, the Force introduced DART, the Domestic Abuse Review Team, Serial and Repeat Domestic Abuse Team and the Missing Person and Criminal Exploitation Teams to increase and improve protection and support for vulnerable people. Since the Missing Person and Criminal Teams implementation, the force has seen an overall 12% reduction of repeat missing persons, one of the best nationally, and the approach have been nominated for national problem-solving award. Positively, they have also seen a 48% reduction in children missing from</p>

		care. The Force have also refreshed their performance framework regarding the Management of Sexual and Violent Offenders and have a dedicated officer assigned to provide Victim Personal Statements.
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5. VICTIM SUPPORT & SAFEGUARDING – ensuring all victims of crime have access to appropriate support services the most vulnerable and protected		
	RAG	Delivery
5.8 Increasing engagement between the police, partners, and members of the public to provide reassurance and encourage the reporting of crime		<p>The Community Charter sets out minimum standards for engagement for the force and covers engagements such as the ‘Cuppa with a Coppa’. The Commissioner has led a Victims Services Summit event to share best practice on what can be done to support all victims of crime and has participated in and promoted annual awareness weeks, such as the ASB Awareness Week and Rural Crime Awareness Week. Engagement events for both primary and secondary schools to help improve engagement have also aided conversations around data sharing and sharing best practice to improve safeguarding across key issues, including knife crime and county lines. The Commissioner’s partnerships with SV2, Catch 22 and Safe and Sound, sharing information and promoting the recording of incidents and crime aid public confidence. The Commissioner has introduced a Youth Commission Initiative to gather the views of young people and discuss how the police can improve how they engage with and protect young people.</p> <p>Additionally, the Commissioner has co-founded the development of a new mobile app ‘Derbyshire Voice’ which enables victims of crime, including those of domestic abuse and sexual violence to provide personal testimonies of the support they received in the aftermath of an incident and how these services could be improved in the future. The Commissioner has chaired the Local Criminal Justice Board since 2021. Through her leadership and collaborative work with partners, improvements have seen a new multiagency Children and Young People Scrutiny Panel formed to drive up standards. Police file quality submissions to the Crown Prosecution Service have improved from 30% to consistently over 60%, and funding has been provided by the Commissioner and partners to second a ‘Whole System Approach’ Manger for Female Offenders to tackle reoffending. The Derbyshire Partnership Against Rural Crime also has as key priority to improve engagement with rural residents and to increase confidence in reporting, the online hub starts to remedy this and there upcoming Strategy pledges to continue this work.</p>

5. VICTIM SUPPORT & SAFEGUARDING – ensuring all victims of crime have access to appropriate support services the most vulnerable and protected		
	RAG	Delivery
5.9 Providing a proactive approach to reducing re-offending		To provide a proactive approach to reducing re-offending the Commissioner has funded a Domestic Abuse Perpetrator Programme which contributes to IOM (Integrated Offender Management) Programme, she has also awarded contracts for Restorative Justice work. As part of the Commissioner engagement work related to this sub-objective, the Commissioner’s Office has facilitated a Perpetrator Sub Group and has engaged with victims as part

		<p>of the Victims Code of Practice. The Commissioner has also contributed to the funding of Youth Justice Service for the city and county.</p> <p>Several schemes have been introduced to reduce re-offending, Project Nova provides a coordinator role to support vulnerable ex-armed forces veterans, some of whom may have offended, Safe Space is a project providing support and accommodation to vulnerable, some of whom may be perpetrators, and HIRO is an Accommodation Project supporting high risk offenders. The Force have a dedicated female offending action plan in place as well as a Girls in Criminal Justice project, also funded by the Commissioner. Out of Court Disposals, including Restorative Justice, offers education for offenders and compensation/repatriation for victims. The Serious Violence Board, including the Commissioner, has funded £160k for initiatives targeted at high-risk individuals. The Commissioner provided funding to Remedi to deliver the Home Office Immediate Justice pilot scheme which is a form of restorative justice.</p> <p>The Commissioner has also funded a county-wide roll out of SmartWater. This is a type of forensic liquid that is invisible to the naked eye but glows fluorescent yellow under ultraviolet lamps. SmartWater shows up on skin for up to six weeks and on clothing for much longer, categorically linking the perpetrator to the specific batch of SmartWater that was used on places such as door handles, gates, and automatic traps that spray the liquid if someone approaches the house. Feedback via a survey from women already using the device reports 75% would recommend it to other women and 75% also have had no contact with the perpetrator since having the device. Plans are in place to widen participation.</p>
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6. DRIVING EFFICIENCIES – ensuring tax-payers money is being spent wisely and resources are being managed effectively		
	RAG	Deliver
6.1 A strong commitment to the provision of value for money for the taxpayer		<p>Internal processes such as the budget monitoring process and the Financial Assurance Board, which was introduced by the Commissioner to increase scrutiny of the force, means that the Commissioner and the Force are able to ensure value for money and track budgets. In-year savings and underspends of £14 million since 2021 has helped in funding new initiatives and projects. In order to maintain a strong commitment to the provision of value for money for the taxpayer, the Commissioner held Budget Assurance Meetings in January 2021, 2022, and 2023, to hold the Chief Constable to account on spending and savings. The Commissioner comprehensively reviewed the Commissioning Strategy to explore co-commissioning and sharing of resources with partners where possible to provide value for money.</p>

		The Commissioner's launched an annual Budget Consultation for each financial year where residents were asked for their views on the police and the amount of council tax they wish to pay as the policing precept. In the 2024/25 Budget Consultation 77% of respondents supported an increase funding.
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6. DRIVING EFFICIENCIES – ensuring tax-payers money is being spent wisely and resources are being managed effectively		
	RAG	Delivery
6.2 Ensuring the efficient use of resources within the police service and preventing waste or duplication		Assurance for this sub-objective is provided by JARAC, an independent body which ensures the Commissioner and Chief are providing the best possible use of resources across the establishment. The Commissioner introduced the Performance Scrutiny Meeting (PSM) to monitor and assess the Police's performance against the Police and Crime Plan priorities, including a PSM focussed on the budget in January 2022, 2023, and 2024. Additional monitoring comes from the regular finance reporting to the Finance Assurance Board and the Strategic Estates Board which ensures that Police property remains fit for purpose. A multi-year £4m investment in Contact Centre to enable them to deal with crimes faster and provide extra capacity via recruitment and extra training will also contribute to this sub-objective. Internal reporting on finance also takes place via Derbyshire Constabulary's Chief Finance Officer.

6. DRIVING EFFICIENCIES – ensuring tax-payers money is being spent wisely and resources are being managed effectively		
	RAG	Delivery
6.3 Regular review of spending with frequent and timely performance monitoring		The JARAC also provides assurance for this sub-objective, as well as regular finance monitoring undertaken by the Commissioner's S151 Officer. To further this, there is regular finance reporting to Financial Assurance Board introduced by the Commissioner and regular meetings with budget holders to review spending. The Productivity and Efficiency Board commissioned a Savings Review Programme for 2023 and the Force has developed a finance dashboard to improve transparency and visibility across the Force.

6. DRIVING EFFICIENCIES – ensuring tax-payers money is being spent wisely and resources are being managed effectively		
	RAG	Delivery
6.4 Strong partnership work with other police forces, blue-light services, and partners to deliver increased efficiency		Strong partnership working with other blue-light services has seen joint funding of police estate buildings and utilisation of the Blue Light Commercial and other pathways has delivered efficiency savings through national procurement. Updates have been made to contracts put in place in relation to removal and disposal of seized cannabis plants. The Commissioner has provided funding to the mental health ‘Street Triage’ phone line service and Mental Health Triage car resulting in better care for individuals. This forms part of the work to move policing away from these incidents so they can be dealt with by the appropriate agency. The Most Appropriate Agency Policy is ensuring residents and victims of crime are getting the most appropriate agency attending calls, saving over 17,000 officer hours since January 2024. A custody agreement with Gtr. Manchester Police has meant that Officers don’t have to travel for long distances from the north of the county to the custodies further south. The Commissioner has joined other regional Police and Crime Commissioners to commit to collaborate regionally.

6. DRIVING EFFICIENCIES – ensuring tax-payers money is being spent wisely and resources are being managed effectively		
	RAG	Delivery
6.5 Developing collaboration and co-location opportunities wherever possible		To achieve this sub-objective, further collaboration with the Fire Service has meant that the new building at Ascot Drive is shared with the Fire Service Control Room. Further to this, co-location now includes non-blue light buildings. In 2023, the Office of the Derbyshire Police and Crime Commissioner was relocated into the new building at the Joint Police and Fire Headquarters in Ripley. Further colocation saw the Commissioner agreeing to a new partnership with Bolsover District Council which has seen the local Safer Neighbourhood Team (SNT) move into office accommodation at its contact centre on Cotton Street, similar work has taken place in Ripley which saw the police move into accommodation with the Town Council.

6. DRIVING EFFICIENCIES – ensuring tax-payers money is being spent wisely and resources are being managed effectively		
	RAG	Delivery
6.6 Reviewing our police estate and working with the Chief Constable to deliver a fit-for-purpose police estate and infrastructure that aims to deliver long term efficiencies		The Commissioner has received and scrutinised a long-term estates plan covering the entire police estate, this, along with force-based oversight from the Strategic Estates Board, has meant that the police estates have been assessed and improvements identified to increase efficiency and safety. These include improving the police estate with new and improved police bases in Derby, Chesterfield, Alfreton, Clay Cross and Killamarsh. New colocation opportunities also enables greater efficiency and increases partnership working. A review of capital financing for a significant capital build programme.

6. DRIVING EFFICIENCIES – ensuring tax-payers money is being spent wisely and resources are being managed effectively		
	RAG	Delivery
6.7 Efficient and effective commissioning of services		To deliver on this sub-objective, services are tendered for in an open market place, where possible, and based on service specifications which rely on effective needs assessments, partnership work and value for money considerations which are built into the commissioning and procurement processes. Competition is introduced in both grant and contracting processes to ensure we achieve the best programmes and services for the funding envelope available. Partnership work with other agencies is also the foundation of securing joint resources for services. Utilising the Blue Light Commercial and other pathways to deliver efficiency savings through national procurement, circa £300k worth of efficiency savings made in Derbyshire by using national procurement with Blue Light Commercial.

6. DRIVING EFFICIENCIES – ensuring tax-payers money is being spent wisely and resources are being managed effectively		
	RAG	Delivery
6.8 Ensuring our contracts are robust and managed effectively		All service contracts are managed through a strong process involving a minimum of quarterly contract meetings with providers of service. This process considers such aspects as good financial management, Performance data, KPIs, outcomes reporting and the management of risks. Terms and conditions of all contracts and grants are clearly identified and providers are held to account on these aspects through regular meetings with partners and suppliers with the Commissioner’s Office.

6. DRIVING EFFICIENCIES – ensuring tax-payers money is being spent wisely and resources are being managed effectively		
	RAG	Delivery
6.9 Investment in technology to deliver long term efficiencies		Budget setting allocated resources to the acquisition of more laptops and mobile phones, approximately 2000 laptops and 1800 mobile phones have now been distributed to all frontline officers and relevant staff to ensure they can remain visible and out in communities by reducing their need to return to stations to complete paperwork. Further investment include an increase in drone capacity with 28 drone pilots now trained to support investigations and saving the force £1m per year by utilising drones rather than the National Police Air Service. Identified savings

		<p>from the 2021/22 budget enabled a £442k investment to increase the Force’s Digital Forensic capability. The Force are currently in the designing and planning stage for a purpose-built hub to house internal forensic units.</p> <p>In August 2023 the Commissioner agreed a £20m contract with Saab Safe to improve communications and efficiency. This contract will see all the technology within the control room replaced with a state-of-the-art Command and Control System, telephony platform and call recording solution. Further investment in technology will also see the introduction of Rapid Video Response, which will improve the victim journey in relation to how quickly we respond. It serves as a first response to calls for service and will enable officers to video call victims of Domestic Abuse almost immediately where appropriate.</p>
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6. DRIVING EFFICIENCIES – ensuring tax-payers money is being spent wisely and resources are being managed effectively		
	RAG	Delivery
6.10 Recognising the contribution of all our volunteers and an effective attraction and retention strategy		<p>In order to recognise the contributions of all our volunteers, the Commissioner has celebrated our volunteers at events held at her Office and at the Police Headquarters for all OPCC Volunteers, as well as attending the Citizens in Policing Thank You Event held in June 2023. To ensure effective attraction and retention, training is delivered to volunteers by national bodies to ensure they feel supported during their service. The Commissioner and Force have increased and enhanced promotion, including via social media, to promote volunteer recruitment. To aid in the retention of Special Constables a quarterly Training Programme for Specials is delivered and an assessment centre approach on the experience of candidates during recruitment for Specials ensures the best candidates are identified and recruited. Increasing the number of Special Constables and additional Police volunteers is a continued area of focus for the Commissioner.</p> <p>The Commissioner’s Volunteer Schemes include the Independent Custody Visiting Scheme, Stop and Search Scrutiny Panel, as well as the newly introduced, Police Dog Animal Welfare Scheme. These support schemes increase transparency and increase public awareness and confidence in the police. The Commissioner’s Office which facilitates these has actively recruited volunteers across all three schemes and ensures that all volunteers are provided with the knowledge and skills required to carry out the roles. In February 2024, the Commissioner launched quarterly volunteer meetings with all volunteers, attended by representatives from the Force and supporting external agencies, like the Dog’s Trust.</p>

	<p>The Commissioner has provided funding for the recruitment for a new CSW Coordinator to further support the work of the groups, she has also allocated precept funding which provided £100k in equipment for CSW groups and invested £10k into the expansion of existing groups and the launch of new ones. The Commissioner has promoted the Neighbourhood Community Grant for existing schemes for seldom heard communities and launched the NHW Fund with £2500 allocated to increase resources of schemes that need it.</p>
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6. DRIVING EFFICIENCIES – ensuring tax-payers money is being spent wisely and resources are being managed effectively		
	RAG	Delivery
6.11 Re-investing savings, where possible, to support and improve frontline policing, cutting crime and anti- social behaviour		<p>The Commissioner has provided funding to Foundation Derbyshire to manage the Commissioner’s Community Investment Fund. Using the proceeds of crime to fund the e-bikes project, funded from the proceeds of selling seized property. In the Commissioner first year of office, she made savings within her own office and reinvested this into victim support initiatives.</p> <p>The Commissioner restructured her office on a cost-neutral basis, saving money early in her term of office by reducing unnecessary office expenditure and consistently year-on-year has invested more in to victim services and perpetrator programmes. We have also realised additional grant funding from Government covering Domestic Abuse and Sexual Violence, ASB and Safer Streets initiatives.</p> <p>The force saved £7.433m against the Revenue Budget in 2021/2022 and a further £6.689m in 2022/23. The savings from 2021/2022 allowed for a direct increase in investment which saw £500k to fund an increase in the number of laptops deployed by the force, enhancing the agile working capability and £500k for workforce resilience and well-being this has been used to support initiatives to promote the attraction, recruitment, and retention of new and existing employees. £1m savings from the Design Board budget was set aside to fund the future costs of PCIP and reduce future borrowing costs. £1.2m to fund new initiatives arising from the planning day held in March 2022, included a £442k increase in our Digital Forensic capability, a £487k increase in staffing for the Contact Management Centre, £125k to increase staffing in the HR Service Centre. £0.5m saving from the Productivity and Efficiency Board budget, used to fund new initiatives in 2022/2023. £2m increase in our reserves to reflect a more prudent level of financial stability and bring our reserve levels in line with recommended practice. £0.950m of local investment to fund: vulnerability training, additional resources in Criminal Justice to deal with backlogs and demand, Trauma Prevention training and, additional funding to tackle Neighbourhood and Cross Border Crime.</p>

6. DRIVING EFFICIENCIES – ensuring tax-payers money is being spent wisely and resources are being managed effectively		
	RAG	Delivery
6.12 Improving communication and engagement with the public wherever possible		<p>To improve communication and engagement with the public, the Commissioner has refreshed the Derbyshire Victim Services website and services to making it easier for residents to access support. Frequent Councillor briefings are created by the Commissioner’s Office and distributed to all local Councillors providing up to date information. To further keep local communities aware of the work of the Commissioner, she has published a monthly newsletter and issued frequent social media posts on her work and the work of partners. Active promotion of the Derbyshire Alert scheme raises awareness of its ability to keep residents informed with the work the Police are doing in their area. Currently, the force’s Derbyshire Alert has 43023 subscribers which is an increase of 30% since May 2021. The Commissioner’s Derbyshire Alert channel has also seen a significant rise in subscribers, rising from 13177 in May 2021 to 22429 in March 2024, an increase of 70%.</p> <p>The Commissioner’s annual ‘Listening to You’ survey, which seeks residents’ views on crime and community safety to ensure that the policing priorities remain relevant to them, has seen a greater number of residents engaging with the survey each year. Alongside this annual survey, the Commissioner has run several thematic surveys exploring residents’ issues surrounding ASB, Rural Crime, and Violence Against Women and Girls. To supplement her consultation work, the Commissioner has attended meetings with Parish Councillors, community groups, organisations, partners, and residents to discuss the priorities of her Police and Crime Plan to take feedback on local views and issues. To communicate this with residents, the Commissioner introduced and regularly publishes a monthly newsletter reporting on that month’s work which has a potential audience of over 23000 people.</p> <p>The Neighbourhood Community Charter is designed to ensure there is greater communication and partnership working between communities and their local policing team. Derbyshire Constabulary has introduced Public Confidence and Engagement Strategies, Neighbourhood Priorities, and Community Engagement Standards. A Community Cohesion Single Point of Contact has also been placed in each Local Policing Unit, with dedicated Youth Engagement Team embedded into the Safer Neighbourhood Teams to ensure that all age groups are engaged with.</p>

PERFORMANCE SCRUTINY MEETING

AGENDA

DATE OF MEETING	12 MARCH 2024
TITLE OF MEETING	THE COMMISSIONER'S POLICE & CRIME PLAN 2021-2025: END OF TERM REPORT
TIME OF MEETING	10:30 AM
LOCATION	VIRTUAL
CONTACT	OFFICE OF THE POLICE & CRIME COMMISSIONER FOR DERBYSHIRE 0300 122 6000
DISTRIBUTION	POLICE & CRIME COMMISSIONER DEPUTY POLICE & CRIME COMMISSIONER CHIEF CONSTABLE DEPUTY CHIEF CONSTABLE ASSISTANT CHIEF CONSTABLES ASSISTANT CHIEF OFFICER (RESOURCES) 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: END OF TERM REPORT



AGENDA ITEM

4

PERFORMANCE SCRUTINY MEETING

REPORT TITLE	END OF TERM REPORT: THE COMMISSIONER'S POLICE AND CRIME PLAN 2021-2025
REPORT BY	CHIEF CONSTABLE
DATE	12 MARCH 2024

PURPOSE OF THE REPORT

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

ATTACHMENTS

None

RECOMMENDATIONS

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

CONTACT FOR ENQUIRIES

Name: C/Supt Hayley Barnett

Tel: 101

Email pamenquiries@derbyshire.police.uk

1. **OVERVIEW**

- 1.1. This report provides a summary update on the Derbyshire Constabulary's delivery of the Commissioner's Police and Crime 2021-2025. It should be considered in conjunction with the relevant Performance Scrutiny Reports (PSM) from the past 12 months, which provide more relevant detail for each section of the Police and Crime Plan.
- 1.2. The Chief Constable's commitment to deliver against the priorities and objectives outlined in the Police and Crime Commissioner's Police and Crime Plan, is set out in the Derbyshire Constabulary's Police and Crime Delivery Plan 2021-2025. Throughout the term, the Chief Constable has overseen and monitored the force's progress against the deliverables set out in the plan, through the Chief's Assurance Board and associated governance across the force. The Chief Constable is held to account by the Commissioner, through her public Performance Scrutiny Meetings as well as an internal weekly meeting.
- 1.3. The force is proud of the many achievements which are set out in this report, representing delivery against the plan. There has been significant change and progress over the past three years, and this is reflected in this report. It is through these achievements, that we continue to make Derbyshire one of the safest counties to live, work and visit. Central to this has been the force's continuing commitment to local policing. A strong Neighbourhood Policing Strategy, supported by technology, ensures that officers and staff in our Safer Neighbourhood Teams (SNTs) are visible, equipped to solve community problems, reduce crime and Anti-Social Behaviour (ASB), and deliver on locally agreed priorities. This strategy also recognises the needs of our rural

communities, supported by an increase in the capability of the force's dedicated Rural Crime Team (RCT).

- 1.4. To ensure the very best service right from the outset, the force has invested in its Contact Management Centre to reduce waiting times, recognise vulnerability at the earliest opportunity and allocate the most appropriate officer or indeed agency, to meet the needs of the person contacting the force. The force has also revised its operating model to improve how vulnerable people are identified and safeguarded. Approaches have been standardised whilst ensuring appropriate specialist resources are in place to tackle those who cause most harm in our communities.
- 1.5. Underpinning all of this has been the successful recruitment of an extra 351 police officers, through the Police Uplift Programme (PUP). This Uplift target was delivered by 31 October 2022, six months ahead of schedule. With investment, this number has been maintained into 2024.
- 1.6. The ability for the force to successfully deliver its policing priorities and tackle new threats, has been enabled through exercising good budgetary control and sound financial management. Alongside a focus upon productivity and efficiency, the force continues to provide good value for money in how it delivers policing services, identifying efficiencies, and seeking to reinvest these or use them to meet financial gaps.
- 1.7. The force recognises that there is still more to do. This year the Chief Constable set out her ambition to be an outstanding force within five years, delivering a service that the people of Derbyshire know and trust, based on strong local

policing, fighting crime, bringing offenders to justice, and protecting the most vulnerable from harm.

2. SUMMARY OF KEY ACHIEVEMENTS 2021-2024

2.1 Strong Local Policing

2.2 We have celebrated the delivery of extra officers for Derbyshire. Chief Constable Swann and Police and Crime Commissioner Angelique Foster were joined by PC Nathan Todd at 10 Downing Street, to celebrate the extra officers working to keep the people of Derbyshire safe. Operation Uplift was a national drive to recruit 20,000 extra police officers between April 2020 and April 2023. This is in addition to the normal recruitment undertaken every year to replace people retiring or leaving the force, resulting in 351 extra police officers in Derbyshire. The force has been able to support the national Police Uplift Programme (PUP) and recruit additional officers as part of the 'overshoot' programme. In year three of the PUP, we recruited an additional 50 police officers and for the 2023/24 financial year, we continue to not only maintain our Uplift numbers but again are supporting the national programme by taking on an additional 45 new police officers.

2.3 Through Government funding secured by the Police and Crime Commissioner (PCC), Derbyshire Constabulary have worked with the Office of the Police and Crime Commissioner (OPCC) to deliver Derbyshire Action Against ASB which includes Hotspot Policing and ASB Immediate Justice (IJ). This is a two-year programme over which there will be a full evaluation. Early results show clear improvements in public confidence and a reduction in ASB.

- 2.4 Officers and staff from Derbyshire Constabulary are frequently recognised for outstanding service and bravery. Once such example was a Derbyshire police officer, who alongside a PCSO from Leicestershire, received a BBC Radio Leicester award for bravery. The award was given for their courageous actions in preventing a man, who had doused himself in petrol from setting himself on fire, preventing serious injury to himself and other members of the public.
- 2.5 A new Despatch model has been developed and implemented through the Public Contact Improvement Programme in conjunction with Contact Management, both Divisions, Operations Division, and the Crime Directorate, with a view to:
- Enabling better management of incidents, particularly those graded as 'Priority'.
 - Reducing non-resourced incidents, speed up attendance and improve the victim experience.
 - Reducing risk and potentially create more capacity for response teams.
- 2.6 The force (with the support of the Commissioner) has successfully reintroduced the non-degree entry route, Initial Police Learning and Development Programme (IPLDP), as well as the introduction of the new Detective Constable Degree Holder Programme (DHEP). These have helped deliver Uplift and improve detective numbers.
- 2.7 Derbyshire Constabulary is one of the best performing forces for gender representation, ranked third of 43 forces in March 2022. As of October 2023, overall female representation was 51% with female police officer representation at 40% compared with 34.4% nationally. A high number of female candidates

continue to be attracted through the various recruitment campaigns. The recent DC DHEP campaign attracted 73% female candidates.

2.8 **Neighbourhood Crime and Anti-Social Behaviour**

2.9 The importance of continued communication with our communities is a core part of local policing. To support this a commitment was made between the force and Commissioner in the form of a Neighbourhood Policing Charter. This gives a clear expectation of the engagement and communication our SNTs will offer their local communities and key partners.

2.10 Implementation of a Strong Neighbourhood Policing strategy and supporting performance framework focusing on outcomes, engagement and problem solving. This is supported by 'in house' developed Apps to help record and monitor both engagement and abstractions.

2.11 Despite financial pressures, working with the Commissioner, the force was able to fund two new ASB Coordinator posts. These posts help ensure a consistent approach to tackling ASB across the force, maximising the use of Civil Orders available to us, so that the force is tackling ASB in the most effective way possible

2.12 Burglary has consistently been an operational priority for the force over the past three years. It is a concern for communities who want to feel safe in their homes. To provide a better service to victims and tackle burglary more effectively, the force introduced Neighbourhood Acquisitive Crime Teams in January 2023. These dedicated Teams of detectives and uniform officers, investigate all offences of home burglary, robbery, and some vehicle crime. The force has also always endeavoured to attend all home burglaries, with an average of 98.1% of home burglaries attended between January-December 2023. This put us in a strong

position following the Home Secretary's commitment to this attendance. This has been delivered through increased governance and scrutiny in force.

2.13 Through a problem-solving monthly report, the Prevention and Partnership Team highlight high demand locations which would be suitable for a problem management approach. The Team then support frontline officers and staff to work with partners to achieve long term positive results.

2.14 **Road Safety**

2.15 Operation Sparta, funded by the Police and Crime Commissioner, was launched in May 2022 as a new road safety scheme to help target speeding, predominantly using speed enforcement at community concern sites, and using intelligence to target offenders. During 2023 officers covered 7,309 miles, during a dedicated 847 total hours, during which they attended 89 enforcement locations and identified 255 additional offences. This included 365 vehicles being stopped for speeding with 296 given advice and education and 75 prosecutions. An additional 180 offences were detected including 26 for having no insurance, 10 had no driving licence, 10 for using a mobile phone, 12 for not wearing a seatbelt, 20 drug/driving offences, 2 tyre faults and 26 dangerous driving.

2.16 Derbyshire Constabulary is one of the leading regional forces for the management of abnormal loads on the road network, a statutory requirement for the safety of all road users. A dedicated Abnormal Loads Officer is now responsible for managing in the region of 250 abnormal load notices a day.

2.17 Throughout December 2022, officers from the RPU worked with our social media team to create an impactful and emotional video under the theme 'Don't get wrecked' showing the impacts and consequences of driving whilst impaired. The

campaign utilised Facebook, X (Twitter), Instagram, LinkedIn, and billboards in prominent public locations to reach a wide demographic. Insights show that the video was viewed 63.7K times on Facebook with 367 likes, 82 comments and 1.1K shares. Instagram received an impressive 91.6K views, 1,034 likes and 42 comments, which was also shared by local influencers on social media. The campaign resulted in 180 drink drivers arrested.

2.18 The force continues to maximise funding streams to reinvest in road safety and other priorities, including those from; Traffic Cops (£200k) and Abnormal Loads (£500k).

2.19 **Rural Crime**

2.20 Following funding from local councils and the Commissioner, the force has worked to protect farmers and rural business owner's vehicles and machinery by promoting and increasing the number of vehicles and farm machinery protected with Datatag property marking and identification technology. In September 2023, the Commissioner provided £15,000 towards Datatag property marking. Since then, over £0.5m pounds worth of equipment has been protected, making them less attractive to thieves, and increasing the likelihood of recovery if stolen. Since 2021, over £2m of machinery and vehicles across Derbyshire has been protected using Datatag.

2.21 The Rural Crime Team take responsibility for crimes within the priority areas, of agriculture, heritage, wildlife and equine. This generates a varied and diverse workload in terms of criminal investigations and in the previous 12 months 286 investigations have been identified within these priorities with several positive outcomes, including:

- 15 Dog Control Orders issued to dog owners with compensation paid to farmers following dog attacks on livestock.
- two separate convictions at court that led to custodial sentences for wildlife crimes. These charges related to the killing of a wild bird in Chesterfield town centre and the disturbance of a peregrine falcon nesting site and taking of peregrine falcon eggs from a quarry in Bolsover. These were high profile convictions and achieved recognition from wildlife groups across the country.

2.22 The RCT has an active social media presence, with their Facebook page currently having over 19,000 followers (a 5% increase over the last 12 months) with the top post reaching over 200,000 people. Similarly, the RCT X (Twitter) account has almost 3,000 followers with the top Tweet receiving almost 15,000 impressions. This provides numerous opportunities for contact and communication with rural communities and helps build familiarity and trust, key factors in increasing confidence in reporting. This is alongside the engagement events and mechanisms employed by the SNTs who also police the rural communities.

2.23 In 2023 the Rural Crime Awareness Week ran from 18 to 24 September and saw a series of operations led by the RCT supported by local officers, running alongside a range of engagement events promoting the work of the force in rural areas, engaging with communities and partners, as well as directly targeting criminals.

2.24 **Victim Support and Safeguarding**

2.25 The new Serious Crime and Intelligence Directorate operating model, saw amongst other things, the creation of a dedicated Missing Persons Investigation

Team (MPiIT) co-located with the Exploitation Team. By the end of November 2023, the force had responded to over 5,500 reports of missing people. Whilst the number of persons reported missing continues to rise annually, there has been a 10% reduction of repeat missing children from residential care, and a 12% reduction of missing children assessed as being at risk of child criminal or sexual exploitation. Much of this reduction is attributed to the new Team taking a problem-solving approach to 'repeat' cases and working more closely in partnership.

- 2.26 The Serial and Repeat Team which commenced in 2023, focuses on cases of high harm repeat victims and serial offenders of sexual offences, stalking and harassment and domestic abuse. Since implementation, there has been a 22% decrease in crime committed by the cohort and an 81% increase in positive outcomes.
- 2.27 The Civil Orders Team maximise the use of protective Orders whilst ensuring any breaches are proactively enforced to reduce risk and harm. To date, the Team have also converted 3,800 records ensuring all individuals subject to Orders have appropriate flags. During September 2023 alone, this new more targeted approach identified 97 breaches of Orders which were subsequently enforced.
- 2.28 The force has launched its first Clear, Hold and Build (CHB) initiative at Buxton under Project Unity. A launch event took place in July 2023 at which over 90 people attended. All partners, charities and faith groups, pledged to work collaboratively to make Buxton a better, safer, and more prosperous place to live, work and visit. By November 2023, over 30 arrests of key individuals had been made, two Closure Orders granted and various weapons and drugs seized. This innovative approach to tackling Serious Organised Crime within communities, is

championed through the Home Office, and is rolling out to forces across the country. Derbyshire Constabulary is the first force within the East Midlands region to embark on the project.

- 2.29 Derbyshire Action Against ASB is delivering Immediate Justice. This is a programme that focuses on the voice of the victims of ASB, ensuring that perpetrators understand the impact of their behaviour and complete reparative work that paybacks to the community and/or victim.
- 2.30 To deliver further improvements to the service we provide to victims of crime, we have developed a Force Victim Strategy and accompanying Victim Improvement Plan which are being delivered by the Force Victim Improvement Group. This brings together Criminal Justice, Divisions, various police departments and the OPCC to improve services to victims from the police, including police attendance at burglary incidents.
- 2.31 **Driving Efficiencies**
- 2.32 The force recognised the demand placed upon it, which should have fallen to colleagues within the health sector. As a result, we introduced the Most Appropriate Agency Policy (MAA) ahead of the national Right Care, Right Person Strategy. This ensures that call takers determine from the outset, the agency which can offer the best care or response for the person or situation. This change saved approximately 17,000 officer hours between August 2022 to January 2024, enabling them to instead focus on matters more closely related to policing.
- 2.33 The force has recently commenced a programme of investment in vehicle telematics to deliver both operational and financial benefits. It will deliver benefits such as a reduction in fuel usage and maintenance costs, potential fleet reduction

through improved utilisation and better planning, reduced carbon emissions, and improved driver behaviour.

2.34 In October 2021, the force approached the Chartered Institute of Public Finance and Accountancy (CIPFA) to undertake a review. The institute found that the Derbyshire Constabulary performs better than other force averages and significantly outperformed other forces for income generated per officer. Their review concluded that overall, the force gains more total income than the average force. A further review in 2022/2023 resulted in an increase in budgeted Income of £1.059m in 2023/24.

2.35 The force continues to demonstrate good budgetary control and sound financial management, helping to achieve in-year savings and underspends of over £16.5m since 2020. The force is consistently below the average net spend per head of population.

3. DELIVERY OF POLICE AND CRIME PLAN PRIORITY 1: STRONG LOCAL POLICING

3.1 The force has benefited from an additional 351 officers delivered through the Police Uplift Programme (PUP). This number, in addition to those officers who reached the end of their service and retired provided a significant challenge for the force to recruit, train and equip, at a time when all forces were competing to recruit higher officer numbers. The force invested in resources to deliver this, in Recruitment, Learning and Development, and Human Resources. It also used some of the PUP posts to create additional supervision and leadership positions

recognising the challenges of so many new recruits requiring effective leadership and supervision.

- 3.2 The non-degree entry route had been previously phased out; however, the Chief Constable made the decision to reinstate the non-degree entry route early in 2022. This was strongly supported by the Police and Crime Commissioner, who lobbied for change. This ensured the target was met and the recruitment of a more mixed workforce in terms of experience and skill set. The College of Policing has now re-established and updated this programme as a fourth entry route and the force is well placed to continue with this non-degree route as its primary joining programme, supported by some Police Constable Degree Apprenticeship (PCDA) degree entry cohorts. The force has been able to recruit above the PUP target, benefiting from additional Home Office funding to maintain numbers over this baseline of 2,110 in 2023 and into 2024-2025.
- 3.3 The force has established a 'One Derbyshire Plan' to deliver cultural and organisational improvement through five key work streams: leadership, internal communication and engagement, wellbeing, learning and development, and standards and behaviours.
- 3.4 The force has also introduced a new set of vision and values with a view to being an outstanding force utilising the 'One Derbyshire' ethos. The values were developed and chosen by the workforce. They have an expectation of high standards of behaviour, central to improving trust and confidence in our communities.
- 3.5 The force has recognised the need to improve leadership and has invested in a weeklong supervisor course on an annual basis for all first line supervisors. This

is consistent with the College of Policing supervisors' development training content and includes a strong element around standards of behaviour and effective supervision and leadership.

- 3.6 SNTs work as part of the local community safety partnerships to tackle community-based crime and ASB in line with identified issues and local priorities which are set quarterly. All activity is governed through the Neighbourhood Policing Board to ensure consistent delivery in line with the Neighbourhood Policing Charter and associated strategy.
- 3.7 The force seeks to maximise visibility, recognising how important it is to communities and feelings of safety. It has a strong performance framework to monitor key aspects related to visibility such as vacancies and abstractions within all SNTs. It also monitors community engagement understanding the importance of tackling local issues. To increase visibility there has been continued investment in technology, with the additional roll out of laptops. This includes SNTs, as well as all response officers, reducing the need for them to return to stations and enabling them to stay out and be more effective and visible within their communities.
- 3.8 One of the challenges is ensuring our officers and staff can get to locations across their areas. The force has invested in a telematics programme which will help ensure we are maximising our fleet, and in addition, the Commissioner has invested £40,000 in providing two new e-bikes for LPUs (Local Policing Unit) across Derbyshire to improve officer and PCSO (Police Community Support Officers) response to crime and increasing their visibility and mobility.

- 3.9 The Public Contact Improvement Programme (PCIP) went live in January 2022, focussing upon delivering enhanced technology, increased staffing and improving performance. The capital investment into PCIP is just under £4m, with ongoing revenue costs for the next ten years estimated at just over £1.1m per year. This will see enhanced technology, increased staffing, and buildings upgrades.
- 3.10 The programme has already revised the Contact Management Centre operating model, including the introduction of the Crime Resolution Investigation Management Team (CRIMt) in January 2022 and an Incident Management Team (IMT) in May 2023, both of which support the provision of a more prompt and efficient response to the public.
- 3.11 Staffing has been increased with departmental establishment now at 331.2 full time equivalent (FTE) compared to 275 in May 2023. There are now more call takers and despatchers as well as dedicated Performance and Demand Managers.
- 3.12 The operating model was the first significant change introducing new functions to ensure Contact Management successfully manages key functional areas within its business, performance, recruitment and training, and resource management. The approach to how recruitment and training is carried out has been changed. The force now runs regular recruitment drives and assessment centres. Training is delivered through classroom and one to one tutoring, with a view to having operators on the floor more quickly and who are more proficient in their role.
- 3.13 In August 2023 following a detailed tendering exercise, the Police and Crime Commissioner signed a £20m contract with Saab Safe to improve communications and efficiency. This contract will see all the technology within the

control room replaced with a state-of-the-art Command and Control System, telephony platform and call recording solution. Saab has a proven track record of delivering improved operational and business benefits and increased customer satisfaction.

- 3.14 Further investment in technology will also see the introduction of Rapid Video Response, which will improve the victim journey in relation to how quickly we respond. It serves as a first response to calls for service and will enable officers to video call victims of Domestic Abuse almost immediately where appropriate.
- 3.15 The force's new Digital, Data and Technology (DDaT) Directorate has brought together key teams to continually develop and improve efficiencies and maximise technological and digital capabilities. The DDaT Change and Digital Transformation team, works with business leads to review and develop strategic capabilities to improve efficiency and address changing risk and demand. The Force Improvement Team (FIT) undertake reviews of all business changes to ensure that they are delivering their aims, reporting into the Productivity and Efficiency Board.
- 3.16 Programme Evolve has sought to maximise the force's use of the Microsoft Power platform by developing in house solutions such as apps to improve processes and efficiencies. Since fruition, the force has saved £39,460 through cost avoidance of the need to acquire and use third party providers. Furthermore, efficiencies across a number of applications has to date saved 684 officer hours, with savings continuing month on month.
- 3.17 The force's Design Board coordinates and prioritises design recommendations and new strategic change proposals. One such proposal was the new Dispatch

model, introduced in autumn 2023, incorporating a new dispatch process, a new grading policy for incidents and a new call protocol for operators. This has culminated in a change being adopted across the entire force and which provides a strong base for better managing demand and providing an improved response to the public.

- 3.18 We are currently reviewing our Digital First Public Contact offering. Digital demand is growing, 30% in a 12 month period, so we need to be able to provide the level of service which best meets the needs of the public. This will involve enhancing the Digi-desk Team and having dedicated digitally trained staff on hand to respond to the public, whether using Live Chat, Single Online Home, or any social media platform.
- 3.19 We are moving the recording of crime away from call operators. They will continue to record an incident and deal with the call; however, calls will now be crimed by a separate dedicated team. This will improve our 101 service to the public as operators will be 'freed' up to answer more calls.
- 3.20 Further improvements have been made with the introduction of the Incident Management Team (IMT) who review and manage priority incidents that are suitable for resolution via the telephone. Early risk assessments are completed, with the incident being resolved or allocated to the most appropriate resource for further investigation, with the victim updated.
- 3.21 Derbyshire Constabulary currently has 546 officers who are taser trained. Numbers do fluctuate month to month due the timings of requalification and general attrition, but overall since the end of 2020, there are now 123 more taser

trained officers. We are also one of the first forces in the country to start training special constables in the use of taser.

- 3.22 Initial Police Pursuit (IPP) training commenced in February 2023 as an initial pilot, with 21 local policing unit officers trained at High Peak and Swadlincote. This was supported through funding by the Police and Crime Commissioner. It ensures that officers are more able to respond to the criminal use of our roads and attend priority incidents more promptly and safely. The pilot has since been expanded, with a further 20 officers trained and supported by the ongoing roll out of new vehicles which have the necessary performance and handling requirements. By the end of 2024, the force will have 44 IPP ready vehicles on its fleet. The aim is to have 103 officers trained by the end of the 2023/2024 financial year, with another 100 training places allocated into 2024/2025.
- 3.23 The force recognises the impact of rural crime on our communities and has worked to increase the number of officers who are trained in rural affairs. Those who work on the dedicated Rural Crime Team (RCT) are trained in the investigation of Heritage crime. All are specialist wildlife crime investigators, three of who are specialists in relation to the control of endangered species. Additionally, there are now 17 Rural Crime SPOCs (single point of contact) across six LPUs containing rural or semi-rural areas. These SPOCs are undergoing specific training developed by the RCT to upskill them in matters impacting rural communities, such as equine and wildlife crime. The first training event for these officers was opened by the Commissioner in May 2023.
- 3.24 The force has worked with the Commissioner in supporting her Illegal Encampment Taskforce pilot scheme working in partnership with local authorities

and councillors to provide a rapid response to illegal encampments, recognising the concerns these can cause to local communities. The taskforce works to establish clear roles and responsibilities for different agencies, and communicate these to the public, along with expected action, when and by whom. This provides reassurance in the work that is underway and demonstrates responsibility in partnership rather than it all being directed towards the police force.

3.25 The force has seen a year-on-year increase in calls for service which result in both an incident requiring action or a record of contact, for which a crime results or no police action, for example information only.

3.26 A Crime Management Support Unit (CMSU) is being implemented. The team are focused on improving crime recording, in areas such as Anti-Social Behaviour (ASB). Some of the early work has identified that our compliance has improved since the 2022 HMICFRS inspection in respect of ASB crime recording. The aim is to streamline and improve the end-to-end crime management process for the force for the benefit of the public and our workforce.

3.27 **Incidents and records of contacts (ROCs) October 2022 to September 2023**

Incidents & ROCs	287,336		8.8% ↑ from 2021/2022
Incidents only	212,372		1.02% ↑ from 2021/2022
ROCs only	74,964		39.17% ↑ from 2021/2022

- 3.28 In the year ending September 2023, the force recorded 287,336 incidents and ROCs, an 8.8% increase on the previous year. Analytical forecasting indicates that the upward trend will continue at a similar rate.
- 3.29 Despite the increase in demand, between 2019 and the end of October 2023, the force has improved the time in which it answers 999 calls. In 2019, 64% of 999 calls were answered within 10 seconds. This was associated with 0.90% of all calls being abandoned. Through improvements to performance management arrangements, including the introduction of performance managers and increased staffing, between April and October 2023, the number of calls answered within 10 seconds had increased to an average of 91%. The abandonment rates have been less than 1% of calls for the past four years; the highest level was in 2019/20 at 0.9% and since then it has been between 0.6% and 0.7%.
- 3.30 Several changes have been made in relation to non-emergency calls. Many have been recent introductions. Between April and October 2023, non-emergency 101 calls abandonment rates reduced to 17.5%, from 20.3% the previous year and from 28.4% in 2021/2022.
- 3.31 In September 2023, the force introduced a switchboard system to replace the triage system and an interactive voice response (IVR) system which diverts calls automatically.
- 3.32 The force continues to prioritise its response to 999 and 101 calls but recognises that more needs to be done to improve the switchboard performance. This is a key priority for PCIP with an ongoing review to identify ways to improve.
- 3.33 In October 2023, following a full review, a new grading structure for incident management was introduced. The new structure is aligned with national

terminology, enables better management of incidents, speeds up attendance at incidents graded Emergency or Priority and improves the victim experience.

3.34 999 Calls

Period (April – March)	Total number of calls recorded	Avg. Ring Time (Seconds)	% Calls Answered in 10 Seconds	% Abandoned calls (against total calls)
2019-2020	152,944	10	64%	0.90%
2020-2021	138,575	8	71%	0.70%
2021-2022	167,506	8	70%	0.61%
2022-2023	166,288	7	88%	0.71%
Apr 2023 – Jan 2024	154,666	5.6	92.3%	0.5%

3.35 101 Calls (Control Works)

Period (April – March)	Total number of calls recorded	Average. Ring Time (Seconds)	% Calls Answered in 60 Seconds	% Abandoned calls (against total calls)
2019-2020	315,625	237	30%	23.19%
2020-2021	285,351	378	25%	29.10%
2021-2022	250,234	393	23%	28.43%
2022-2023	169,699	366	31%	20.32%
Apr 2023 – Jan 2024	191,241	225	40.8%	15.5%

3.36 Triage/Switchboard

Period (April – March)	Total number of calls recorded	Average. Ring Time (Seconds)	% Calls Answered in 60 Seconds	% Abandoned calls (against total calls)
Jan 2022 - Mar 2022	54,762	36	78%	4.11%
2022-2023	235,230	66	64%	5.96%
Apr 2023 – Jan 2024	94,366	80	49.6%	15.13%

- 3.37 PCSOs are at the heart of our SNTs. They are the constant presence, and we recognise their importance to our communities. In the past three years we have invested in these to mainstream a temporary increase in numbers, equating to approximately £2m. We have found that many have sought to stay in the force becoming officers as part of our Uplift and their experience in our communities is welcome. The force has therefore continued to recruit to bring us back to our PCSO establishment of 200. Since the height of police uplift in 2022, the number of PCSOs has been increasing month by month from 133 in May 2022 to 191 at the end of December 2023 with recruitment and courses continuing throughout 2024, taking us beyond the 200 establishment early in the new year.
- 3.38 The Mini Police Programme was introduced in 2021, initially with three schools and 174 children, and following successful implementation has since expanded across all ten local policing areas to 18 schools and approximately 980 children. In January 2024, a further two schools joined the programme which predominantly engages with schools in socially deprived areas. Amongst other initiatives, Mini Police volunteers assisted SNTs with public engagement at speed check sites, by communicating their thoughts on hazardous driving in their communities. The initiative received a commendation at the National Crimebeat awards and has grown in popularity, with a list of 23 schools now waiting to join.
- 3.39 Evaluation of the impact of the programme on our young people is generally through qualitative surveys with school heads and parents, from who the feedback has been overwhelmingly positive. Children are reported to be more engaged in school generally and interested in issues affecting their communities, such as

crime and ASB. Children see the police in a more positive light with an increasing number discussing policing as a career. One school also noted an increase in attendance from 89% to 94.3% in one term of engagement.

- 3.40 Our Wellbeing Strategy aims to bring together those health and wellbeing initiatives already in place and deliver a consistent wellbeing provision that is accessible for all.
- 3.41 In April 2023, Derbyshire Constabulary moved away from a regional Occupational Health model and set up a dedicated Occupational Health and Wellbeing Service. The service delivers a range of support for individuals 'in-house' through dedicated advisors, screening advisors, and a senior occupational health physician.
- 3.42 In April 2021 we began working with Therapy Dogs Nationwide whose volunteers regularly come into force with their wellbeing dogs, providing opportunity for officers to decompress.
- 3.43 Introduction of Trauma Impact Prevention Techniques in conjunction with Police Care UK. Alongside this, our peer support networks are OK peer support trained and/or Mental Health First Aider trained or have undergone other training such Trauma Risk Management (TRiM). TRiM is a support scheme to assist officers and support staff members who have been involved in traumatic incidents or investigations to help reduce the effects of post-traumatic stress.
- 3.44 Introduction of a post incident welfare process, where utilising the Traumatic Events checklist, an automatic email is sent to the individual and their line manager prompting a welfare check or debrief where relevant support mechanisms are discussed and utilised.

- 3.45 The force has recently rebranded the Check-in process to call it the Performance Development Review (PDR) whilst replacing the current Excel objectives form with a more versatile PDR App.
- 3.46 Following a successful pilot, the PDR App will go live for each officer and member of staff on their work anniversary. Once the App is live, supervisors will be able to update the content at any time for team members to view and acknowledge the content.
- 3.47 The development of a Skills Matrix enables the force to capture and centrally hold all the skills our people possess and where they are located, improving analysis and identification of gaps to use resources more effectively.
- 3.48 The force has made several improvements to its promotion process based on feedback from the workforce. Officers are now required to submit a portfolio to evidence their development prior to applying for a board. Focus is given to standards of behaviour, strong leadership, and performance delivery.

4. DELIVERY OF POLICE AND CRIME PLAN PRIORITY 2: NEIGHBOURHOOD CRIME AND ANTI-SOCIAL BEHAVIOUR

- 4.1. The Commissioner secured £4.4m of funding and commissioned the force to deliver Hotspot Policing to tackle ASB and Remedi to deliver the Immediate Justice programme, as part of the Derbyshire Action Against ASB Plan.
- 4.2. There were 21 Wards initially identified across the county as having heightened levels of ASB incidents and associated crimes with 23 specific hotspots selected for additional patrols. Using evidence-based policing approaches, regular patrols were put in place from the end of July 2023, with dedicated officers at specific

times for specific time periods. Local authorities have recruited ASB wardens through the additional funding secured by the Commissioner. Evidence suggests this methodology has the most impact on tackling ASB and increasing community confidence.

- 4.3. Launched in July 2023, Operation Shango targets and disrupts street based ASB by uniformed police constables and police community support officers (PCSOs) in marked vehicles conducting Hotspot Policing patrols. Hotspots in every local authority area in the county and city have been defined by the Partnership and Prevention Team through analysis of crime and incident data. Where appropriate, partner organisations will also assist with these patrols, including (but not limited to) public protection officers, council wardens and local authority ASB officers.
- 4.4. In addition, two vans have been purchased with visibility signage to raise awareness of the force's action against ASB.
- 4.5. There have been 2,370 double crewed high visibility patrols in hotspot areas from 31 July 2023– 31 January 2024, with 10,736 engagements with the public, local community, or local businesses, with positive feedback received as to the increased visual presence. Early analysis indicates that ASB incidents in hotspot areas have fallen by 46% since July 2023.
- 4.6. The creation and subsequent expansion of a Prevention and Partnership Team coordinates the work of our Action against ASB plan, performance of our Safer Neighbourhood Teams, maximising prevention and partnership opportunities and ensuring that our officers and staff have the right skills and knowledge to perform their roles.

- 4.7. Additional staff have been recruited to support the Immediate Justice work, including an Immediate Justice facilitator, and charge manager to assist in progressing relevant cases, supported by four ASB investigator role. Police and partners can refer ASB offenders to Immediate Justice as part of the multi-agency response to intervene early and divert their activity. The offender is required to carry out reparative activities directly for the victims or in their community.
- 4.8. There has been a substantial amount of awareness raised regarding Immediate Justice using a variety of comms strategies, already resulting in 158 Immediate Justice referrals to end of January 2024. Parents of the young people committing ASB have been positive about providing their children an educational and diversionary route to give back to the community.
- 4.9. The importance of tackling ASB for community confidence and feelings of safety has been recognised by the force. Despite financial pressures, working with the Commissioner, the force was able to fund two new ASB Coordinator posts. These posts help ensure a consistent approach to tackling ASB across the force, maximising the use of Civil Orders available to us, so that the force is tackling ASB in the most effective way possible. One Coordinator started in April 2023 with internal recruitment underway for the second post.
- 4.10. In addition to increasing knowledge of ASB Powers and Orders through training, the Coordinator is also working to create a text message service to signpost victims for help as well as exploring options for the development of an online ASB diary for victims.
- 4.11. During her term, the Commissioner has secured almost £3.5m in funding through the Government's Safer Streets programme to help communities tackle crime and

ASB. Under Safer Streets round five the Commissioner secured £1m for three multi-agency projects. This is funding to tackle neighbourhood crime, ASB and Violence Against Women and Girls (VAWG) over the next 18 months.

4.12. Some of this funding is being used by police and partners to recruit a community organiser who will work with the community in Buxton to understand local priorities, as well as a community caretaker to make environmental improvements. It is also being used to increase high visibility patrols by police and community led crime and ASB prevention activity, such as in the Fairfield and Buxton area where a youth engagement group run through Chesterfield Football Club Community Trust, 'Boots on the Ground' provide a safe welcoming space where young people gather and can engage in sports such as pool and table tennis. They also arrange events for young people to help them feel valued, build confidence, and engage in positive activities to encourage them to make positive choices. This will be supported by the Local Neighbourhood Team. Outreach activities are focussing upon providing support and targeted educational products to lead behavioural change and awareness of ASB on local communities.

4.13. In line with the force's Neighbourhood Policing Charter, the force has worked to help and encourage volunteer schemes such as Neighbourhood Watch (NHW), Farm Watch and Community Speed watch. All SNTs have actively worked to encourage people to sign up to and get involved with the NHW scheme. Through increased focus and funding, the number of NHW members has increased by nearly 8,000 since May 2021 to 27,667 in September 2023. The Commissioner continues to fund a NHW Coordinator to support a force funded project administrator.

- 4.14. Maximising the use of the mapping facility on Derbyshire Alert to understand where our gaps are to take a more targeted engagement approach. In December 2022, we saw 500 new members added to Derbyshire Alert during the Anti-Violence Bee Campaign. As of November 2023, there were 41,483 members, an increase from 34,411 in January that year.
- 4.15. The force continues to tackle crime through proactive policing and partnership working. Operation Blofeld is a vulnerability led, partnership approach to tackling county lines criminality. Launched in Chesterfield, the initial operation, supported by funding from the National County Lines Coordinator Centre, concluded with a six-week enforcement phase in the summer of 2022. The enforcement phase comprised 41 warrants and 46 arrests, 10 children were safeguarded, with the operation resulting in eight county lines drugs operations being dismantled. Large quantities of heroin and crack cocaine were seized as well as more than £500,000 of criminal property. Several trials have been held with some ongoing, but to date, 30 of 51 suspects have pleaded guilty, 11 of whom have been sentenced totalling 38 years imprisonment. The Operation Blofeld blueprint is directly aligned to the Government's 10-year Harm to Hope Strategy.
- 4.16. Project Unity is a multi-agency initiative launched in July 2023 to tackle drugs supply in Buxton. The project follows the Home Office model of Clear, Hold, Build which seeks to tackle Serious Organised Crime (SOC) and support communities in building a strong foundation to deter and prevent SOC on their streets. We have a dedicated team at Buxton who are working daily on targeting those who supply drugs. One workstream is focussed on improving access to drug recovery and support services, in acknowledgment that police enforcement alone will not solve the problem.

4.17. A strong example of where we have effectively used problem solving was in tackling ASB on Doncaster Recreation Ground in Sandiacre. The park was suffering a high level of ASB and Erewash SNT commenced a problem solving plan to tackle the problem. The PMP owner scanned the problem and discovered who the main offenders were and when the main problems were occurring. Established and strong partner relationships ensured that the approach to the concern was multi-faceted with other agencies providing support with interventions on the park and education about the impact of their actions. A structured response to manage the behaviour of the main offenders took place. Ongoing engagement with the community detailed the work that was taking place and the positive impact it was having in the area. Calls for service to the police reduced and the community feedback was positive demonstrating the success and sustainability of problem management for ASB.

5. DELIVERY OF POLICE AND CRIME PLAN PRIORITY 3: ROAD SAFETY

- 5.1 Operation Sparta was launched in May 2022 to help tackle speeding and dangerous driving. The Commissioner funded 1,000 hours for road safety, which was predominantly used to conduct enforcement at community concerns sites. All 1,000 hours were used in 2022. In 2023, between January and the end December, 847 hours were dedicated to Operation Sparta activity with 89 enforcement locations attended, 7,309 miles covered, and 255 offences identified.
- 5.2 Community Speed Watch (CSW) groups play a vital role in keeping the road network safe. CSW is a national initiative where members of local communities, with the support of the SNTs monitor vehicle speed using speed detection devices.

There are now 91 schemes within Derbyshire and 636 volunteer members who between January and December 2023 conducted over 800 roadside hours helping to reduce speeding through their presence and the education of 7,104 drivers who subsequently received advisory letters. SNTs actively work in their communities to encourage new groups and membership, with 25 new groups under development and 22 new members awaiting training by the CSW Coordinator in preparation for them joining existing groups. The police also support the OPCC's annual CSW event to share best practice.

- 5.3 The force continues to enhance its fleet to ensure that it meets the evolving needs of the organisation. In October 2022, the core fleet (excluding the East Midlands Special Operations Unit) was 543 vehicles. With investment, this grew to 602 in October 2023. By the end of the 2023/2024 financial year, 35 new response cars will join the fleet, allowing the force to maintain overall numbers of around 600. These new vehicles have been specifically designed and implemented in conjunction with the end users and senior officers, considering any future vehicle requirements and changes to driver standards, such as the introduction of Initial Phase Pursuit (IPP).
- 5.4 Investment has been made in telematics which has now been installed across the vehicle fleet. This allows effective monitoring of the fleet usage, enabling vehicles to be moved to the right places, in the right numbers as well as being used to help inform and improve driver standards. The information is also used to inform future fleet requirements.
- 5.5 Automatic Number Plate Recognition (ANPR) technology is an effective tool used by the force to help deny criminals the use of the roads and prevent and detect

crime. There are currently 46 vehicles installed with ANPR capability across the force. These are tactically deployed to give the best coverage and response in line with information and intelligence.

- 5.6 The force's capability to target ASB, nuisance bikes and dangerous driving has also been enhanced through the creation of an off-road bike team. This was supported by funding from the Police and Crime Commissioner. The team currently consists of four off-road bikes and six trained riders, who work alongside SNTs and partners in taking a problem-solving approach to address the issues. There are also currently 10 All-Wheel Drive (AWD) capability response specification vehicles on order to go to local policing teams.
- 5.7 In March 2022, Derbyshire BikeSafe was launched using funding provided by Derbyshire and Derby Road Safety Partnership Board (DDRSP) and the Police and Crime Commissioner. BikeSafe courses have since been delivered to 490 attendees across 109 sessions and covering 54,941 miles between March 2022 and October 2023. Subject to funding, courses will resume in April 2024, in the meantime, the feasibility of providing cold weather specific courses is being explored.
- 5.8 In October 2022 Derbyshire received a National BikeSafe award for 'outstanding service' and the scheme has continued with success throughout 2023. Through community events and social media, RPU (Roads Policing Unit) bikers have also been able to engage with a broad and diverse range of groups such as Women in Moto, elderly drivers, and off road-bikers to increase road safety awareness.
- 5.9 Operation Close Pass is aimed at educating road users about safe passing distances for vulnerable road users including cyclists and horse riders. This

operation promotes safer driving, patience, and awareness of others on the roads, and aims to promote a shared space to help reduce the number of people killed or seriously injured.

5.10 Derbyshire Capture was launched in 2019, enabling members of the public to submit to the police, videos from dash or headcams of alleged road traffic offences or dangerous driving incidents. A qualified Roads Policing officer is responsible for viewing and actioning submissions, liaising with submitters, offenders and investigating officers, and producing warning letters to drivers where prosecution is not suitable, but education is still required.

5.11 The number of public submissions has been increasing year on year since 2019 with nearly 1,700 videos submitted to Capture in 2023. The percentage of submissions which results in a positive outcome, for example prosecution, fine or points awarded has also increased and now stands at 64%.

Year	Total Capture submissions	Total warning letters	Total requiring further action/ investigation	Positive outcome average %
2019	689	No data	259	38%
2020	623	No data	271	43%
2021	905	287	221	56%
2022	1370	543	280	60%
2023	1669	574	390	64%

6. DELIVERY OF POLICE AND CRIME PLAN PRIORITY 4: RURAL CRIME

- 6.1 The Rural Crime Team (RCT) provides specialist skills and support to a wider pool of resources who collectively police the rural communities of Derbyshire. The RCT establishment has been increased, to include the addition of Derbyshire's first Rural Crime PCSO in late 2022.
- 6.2 The PCSO supports the development of engagement strategies and leads on the crime prevention and problem-solving initiatives. A key priority for the force's Rural Crime Team PCSO is promoting Farm Watch via Derbyshire Alert. Working with the National Farmers Union (NFU) and other partners, farmers have been encouraged to join WhatsApp groups through which their members are able to share information and intelligence between one another and pass to police through Farm Watch. From 500 members in August 2022, Farm Watch membership currently sits at 2,912 members, which is a significant increase.
- 6.3 Derbyshire Alert, which also covers Horse Watch, now has over 1,200 users, and is used to communicate and educate members about crime prevention methods, provide updates on police activity, and appeals.
- 6.4 The RCT PCSO also leads on engagement activities for the RCT, releasing police officers to focus more on pursuing offenders and investigating crime. Between December 2022 and December 2023, the PCSO has arranged and attended 36 events, ranging from crime prevention, visiting victims of crime, school inputs, and rural events. The RCT PCSO also leads on the property marking initiative for combatting theft from equine premises, significantly expanding the Team's impact in this area, as well as working closely with PCSOs on other SNTs in rural communities, supporting other local initiatives.

- 6.5 The force will be a member of the Derbyshire Partnership Against Rural Crime, which was set up by the Commissioner.
- 6.6 To improve responsiveness and flexibility, a new shift pattern was trialled in November 2022 and has since been made permanent. This has proven successful in extending coverage and addressing crime types which are more prevalent during the hours of darkness.
- 6.7 The dedicated RCT now comprises of one sergeant, seven police constables and one PCSO. The Team is also supported by a dedicated police staff Wildlife and Rural Coordinator. The force is planning to uplift the RCT by an additional officer, commencing early 2024 for a total of eight police constables.
- 6.8 There are 18 officers across the force who since the end of 2021 have undergone the Wildlife Crime Officer (WCO) National Training Course, provided by the National Wildlife Crime Unit (NWCU), and who are available to respond to any reports of wildlife crime should they be required. Complimenting the WCO role are 17 Single Points of Contact (SPOCs) to increase visibility across the county. The SPOCs were specifically selected for the role and have received training by the RCT to upskill them in rural affairs.
- 6.9 The first training event for these officers was opened by the Police and Crime Commissioner in May 2023. The training gives officers working in rural areas the knowledge they need to help support the RCT with their priorities of agriculture, wildlife, heritage, and equine crime.
- 6.10 All officers who work on the RCT are specialist wildlife crime investigators having undertaken a course provided by the National Wildlife Crime Unit (NWCU) and who have also completed training with Historic England regarding the investigation

of heritage crime. Three of the Team are also specialists in relation to endangered species legislation.

- 6.11 The force has several Community Cohesion PCSOs who help to identify and better understand seldom heard communities within their policing areas. It is recognised that individuals, families, and groups within remote communities can often feel vulnerable and find it harder to access the support they require. This is reflected in their training helping them to proactively engage with and address issues affecting them.
- 6.12 Rural and Wildlife crime training is now also part of the core training course provided to all new call centre staff, helping earlier identification and action with regards such issues.
- 6.13 As part of a national operation, Operation Thunder which ran throughout October 2022, was a Derbyshire RCT led initiative to highlight the trade of endangered species and ivory through auctions and antique centres. During this initiative RCT officers visited numerous sales outlets and seized various items and specimens that were being offered for sale without the appropriate documentation. Nine suspects were identified and dealt with by way of restorative justice, with seized items submitted for destruction and similar items removed from sale.
- 6.14 Between May 2021 and October 2023, the force has been responsible for the recovery of a large and varied amount of stolen farm and agricultural machinery, including trailers, tractors, and accessories with a total estimated value of £375,000 has been recovered.
- 6.15 In recognition of their work in protecting farmers and rural business, in November 2023 it was announced that Derbyshire's RCT were the winners of the 2023

Rob Oliver Award. This is a prestigious national industry award given annually to the most productive crime team in the UK based on the use and support for the Construction Industry's Official Security Marking and Registration Scheme CESAR database.

- 6.16 In early 2022 the force introduced an online reporting tool for rural and wildlife crime accessible via the Derbyshire Constabulary website. From 21 October 2022 to 26 September 2023, this mechanism was used to report 71 crime related incidents demonstrating the demand for an online option.
- 6.17 The force participated in production of the Commissioner's guide to Rural Safety and Crime Prevention, and the RCT distributes this at engagement events.
- 6.18 The Peak Park Summit, jointly chaired by the Chief Executive of the Peak District National Park Authority (PDNPA) and the Commissioner brings together several agencies to work together to coordinate efforts to tackle rural and wildlife crime.
- 6.19 Driven through the Peak Park Summit, in March 2022 Derbyshire Constabulary signed a Memorandum of Understanding (MOU) with the Peak District National Park Authority to help tackle rural issues in the Peak District. The MOU continues to provide for regular meetings and protocols involving both agencies, along with other community partners to share information and identify emerging issues. This includes joint Peak Park Rangers and RCT patrols at crime hotspots and work to prevent and detect wildlife and heritage offences, for example at Stanton Moor during the summer solstice celebrations.
- 6.20 The RCT have assisted at several policing operations supporting neighbourhood problem management plans or tackling issues such as burglary hotspots and tackling ASB as raised by the SPOCs through the monthly rural crime tasking.

Similarly, the SPOCs have supported the RCT with several policing operations, including at vehicle checkpoints for stolen plant, trailers etc alongside numerous engagement events.

- 6.21 The RCT work closely with the Willow Project who are funded by the Commissioner and which was set up to raise awareness around the different challenges faced by the victims of domestic abuse in rural areas. The Willow Project provide training and awareness to help people identify the signs of domestic abuse and increase reporting. They often join the RCT at engagement events and have delivered training to Derbyshire officers at the Rural Crime Awareness training day.

7. DELIVERY OF POLICE AND CRIME PLAN PRIORITY 5: VICTIM SUPPORT AND SAFEGUARDING (INCLUDING VIOLENCE AGAINST WOMEN AND GIRLS)

- 7.1 Tackling and reducing Violence Against Women and Girls (VAWG) requires a true partnership approach. In 2022, supported by the Office of Police and Crime Commissioner (OPCC), a Derbyshire Violence Against Women and Girls (VAWG) Strategy was developed and signed by all key partners across Derby City and Derbyshire. This joint Strategy brings a partnership approach to deliver sustainable change and ensures we listen to survivors and give future victims the confidence to step forward for help and support. Following the initial focus group facilitated by the OPCC and the Force to inform the development of the Derbyshire VAWG strategy, a further VAWG engagement event was held in September 2023, to obtain feedback and share practice with both professionals and those with lived experience, to shape the future of support services.

- 7.2 The three-year Strategy and accompanying Delivery Plan consists of four key areas of focus against which the VAWG partnership board continues to make good progress against. These areas are understanding violence against women and girls, prioritising prevention, supporting victims, pursuing perpetrators, and reducing reoffending.
- 7.3 Derbyshire saw a 20% increase in VAWG reported crime in 2021/22, in line with national trends, which can be attributed to the local and national awareness raising across the VAWG agenda, more reporting of historical offences and improved recording processes from the force. As a third of VAWG reported crime related to stalking and harassment (35%), a new role of a Stalking Coordinator was introduced by the force. The force recognised that it must do more, working in partnership, to build confidence in reporting, reduce stalking and protect victims through safeguarding and effective investigations.
- 7.4 To help enhance the quality of investigations and provide support to victims of stalking and harassment, the dedicated Stalking Coordinator was recruited in spring 2023. They review and risk assess all non-domestic related stalking offences, provide investigative guidance to officers and support Stalking Protection Order (SPO) applications. An increased focus on stalking and the use of protective measures has seen the number of SPOs being granted at court from five in 2022 to 28 in 2023. The Coordinator also supports training and works closely with partners (including, Victim Services and the newly commissioned Stalking Advocates who are funded jointly by the Police and Crime Commissioner and the Ministry of Justice) to enhance our approach to stalking investigations.

- 7.5 In November 2021, the force established a Domestic Abuse Review Team (DART). The Team are enhanced trained in undertaking secondary risk assessments on all Domestic Abuse, Stalking and 'Honour' based violence Domestic Abuse, Stalking and Harassment (DASH) Public Protection Notices (PPNs). Their review ensures cumulative risk is considered, forming a risk level which in turn identifies the most appropriate resource to lead the investigation and safeguarding. Since inception the Team have reviewed 47,442 DASH PPNs. Following review, emotional and psychological harm is considered within the risk assessment.
- 7.6 The force also implemented dedicated Missing Person and Exploitation Teams in February 2022, consisting of police constables, detectives, intelligence officers and coordinators who effectively join up the dots to identify and tackle exploitation, reducing harm. A newly formed strategic Serious and Organised Crime and Exploitation (SocEx) tasking has been introduced to coordinate disruption across agencies and maximise impact. Since inception, utilising this problem-solving approach there has been a sustained reduction in children missing from care.
- 7.7 72% of missing person investigations are now resolved solely by the Missing Person Investigation Team. During 2023, 86% of all missing people are found within a 24-hour period compared to the same period in 2022 where 84% of people were located within 24 hours. Utilising a problem-solving approach and multiagency working there has been a sustained reduction in children missing from care. Between April 2022 and April 2023 there has been an 8% reduction in repeat missing children.

- 7.8 Working practice is now better aligned to national Authorised Professional Practice (APP). Partnership risk assessment tools for identifying risk of Child Sexual Exploitation (CSE) and Child Criminal Exploitation (CCE) have been refreshed, to better recognise the different indicators between CSE and CCE. A County Lines Coordinator was also embedded within the Exploitation Team providing links with the National County Lines Coordination Centre (NCLCC) and proactively contributing to coordinating the force's responses to County Lines Intensification Weeks.
- 7.9 Since inception there has been the identification of 25 additional county lines, with 19 disrupted and significantly thwarting those remaining, resulting in 24 arrests, 38 victims of County Lines safeguarded, 20 offenders remanded to court and the seizure of large-scale drugs to the value of £250,000.
- 7.10 Significant improvements have been made in the way that the force identifies and responds to rape and serious sexual violence, to increase the number of cases that receive justice. A dedicated Rape and Serious Sexual Offences (RASSO) Unit provides for consistency in risk management and investigations, ensuring the most appropriate resource is allocated with the right skills and training to provide a quality of service to support the victim and to deal with increased demands. Since the introduction of dedicated RASSO teams, the force has seen a steady increase in the positive outcomes of RASSO related offences from 8.7% in January 2023 to 13% in December 2023.
- 7.11 The force is also an early adopter of the RASSO National Operating Model (Op Soteria Bluestone), which ensures that rape investigations are suspect focussed.

As well as having a dedicated RASSO unit, the force has trained 1,072 front line officers in the first response to reports of rape.

- 7.12 The Witness Care Unit has improved the processes and circumstances in which victims are referred to supporting agencies for additional support to victims and witnesses who are struggling with their mental health due to the ongoing delays in the court system.
- 7.13 A Special Measures Advocate is in place to provide a new and improved approach to how applications for special measures to support them giving evidence in court are made. This has resulted in over 150 applications being completed for special measures, increasing the support to the most vulnerable victims and witnesses.
- 7.14 For all crime except domestic abuse and sexual offences, victims now have to opt out, rather than opt in to referral to victim services, therefore the referral rate for general crime is now 100%.
- 7.15 During 2022, the force reviewed and refreshed its approach to the Management of Sexual and Violent Offenders (MOSOVO) to streamline processes, and better manage risk and demand. The focus on the proliferation of indecent images of children through investment in a dedicated Protecting Children Online Team (POLIT) created in 2021, underlines our commitment to protecting children both on and offline, providing for an average of 50 additional offenders each year who require proactive management.
- 7.16 Increased productivity in the online and wider safeguarding arena has increased the demand (up 23% in 2023) in the Digital Forensic Unit (DFU). More efficient practices and performance management changes reduced unmet demand by 61% in 2023, with activity prioritised to reduce waiting times yet further in 2024.

Investment through precept in Cellebrite software has been supporting this approach by improving capability to interrogate locked mobile phones.

- 7.17 The force has invested in Quality Assurance Thematic Testing (QATT) to provide quality assurance and reporting on the quality of investigations. This provides a consistent approach across all investigations, enabling improvements to be targeted across victim care, suspect management, and effective supervision.
- 7.18 The force has introduced a new crime management policy to improve consistency in crime allocation, ensuring that investigations are assigned to the most appropriate investigative resource with the appropriate skills. The policy is aimed at improving victim care by minimising handovers through an improved single officer allocation model.
- 7.19 We have also developed our analytical capability, through Microsoft 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.
- 7.20 Operation Wildflower was a tri-force, Home Office funded, County Lines investigation into an Albanian Organised Crime group responsible for the supply of Cocaine from Greater London into South Derbyshire, West Leicestershire, and East Staffordshire. The successful investigation resulted in 10 members of the group being convicted to more than 71 years in custody.
- 7.21 In 2023, Operation Oakridge was the force's response to an organised violent disorder at a national Kabaddi wrestling tournament involving an attempted murder, multiple firearms discharges and recovery of weapons. The event was being live streamed when the incident occurred and received immediate

international news coverage. Following a complex and far-reaching investigation there were multiple arrests and charges up to and including attempted murder, as well as links established to a homicide investigation in West Mercia.

8. DELIVERY OF POLICE AND CRIME PLAN PRIORITY 6: DRIVING EFFICIENCIES

- 8.1 The Chief Constable is held to account for performance against the Police and Crime Plan, by the Commissioner, through her introduction of public Performance Scrutiny Meetings as well as an internal weekly meeting. Alongside this, the Head of Corporate Services tracks delivery by business leads reporting into the force Performance Assurance Board chaired by the Deputy Chief Constable.
- 8.2 Improved force governance, aligning priority Boards with a rolling annual planning cycle to better manage the delivery and use of key products, including the Force Management Statement (FMS), Organisational Risk Assessment (ORA), Strategic Assessment and budget/precept monitoring. This is in parallel with a rolling programme of productivity and efficiency reviews across departments.
- 8.3 Significant investment is required into the aging estate. Alongside this challenge the Commissioner has been able to ensure the force continues to have a strong SNT local estate footprint. There are 95 Safer Neighbourhood Areas (SNAs) across Derbyshire, each of which is allocated a named responsible officer. Locating each team within or local to their areas is central to the force's Strategic Estates Strategy. In 2023 a new SNT office was opened at Horsefair House Alfreton, the purchase of which represents exceptional value for money. Office space has also been secured in Bolsover town centre, where we are awaiting

confirmation of an opening date. Killamarsh station will be rebuilt in 2024, whilst planning permission is awaited for a new police station at Clay Cross. SNTs also occupy office space at fire station premises in Shirebrook, Long Eaton, Ashbourne, and Bakewell. Precept funding has contributed to these buildings, most notably the Killamarsh redevelopment.

- 8.4 On South Division, the new Joint Police and Fire Station on Ascot Drive opened in 2022, providing officers at Derby East with an improved base to effectively service their local communities. Also in 2022, the Derby City Centre SNT started working out of their new office at the Council House; a prime location that allows a faster response to issues in the city centre.
- 8.5 There are significant challenges in terms of the force custody facilities with those at Chesterfield no longer fit for purpose. The force is advancing its plans for a new suite in the North along with the complete redevelopment of the Beetwell Street North Division Headquarters. On the South options are being explored in relation to the long-term plans for the PFI (Public Finance Initiative) building at St Mary's Wharf, which houses the South Division custody suite and divisional headquarters. The force also provides custody facilities to those in the High Peak through utilisation of Greater Manchester Police custody facilities which are a short distance away.
- 8.6 All frontline officers, including those working on SNTs now have a laptop. A total of 1,950 laptops are deployed across all ranks within the force. Officers can remain working out in their communities, having immediate access to a mobile office environment, rather than needing to return to the station to complete statements and reports. This supports our priority of strong and visible policing but will

continue to require investment, as laptops and associated equipment need reviewing and updating over time.

8.7 Information Services, Business Change and Innovation, and Information Management have been merged as a single Digital, Data and Technology (DDaT) Directorate. The purpose of DDaT is to bring together services and reinvent how the force collaborates and invests in its future. Working with a clear Digital Transformation Strategy, aligned with the priorities of the force, DDaT will deliver customer centric solutions, whilst leading the way with new and emerging technologies.

8.8 The force saved £7.433m against the Revenue Budget in 2021/2022 and a further £6.689m in 2022/23. The savings from 2021/2022 allowed for a direct increase in investment in the following areas:

- £500k to fund an increase in the number of laptops deployed by the force, enhancing the agile working capability.
- £500k for workforce resilience and well-being this has been used to support initiatives to promote the attraction, recruitment, and retention of new and existing employees.
- £1m savings from the Design Board budget was set aside to fund the future costs of PCIP and reduce future borrowing costs.
- £1.2m to fund new initiatives arising from the planning day held in March 2022, including £442k increase in our Digital Forensic capability, £487k increase in staffing for the Contact Management Centre, £125k to increase staffing in the HR service Centre

- £0.5m saving from the Productivity and Efficiency Board budget, used to fund new initiatives in 2022/2023
- £2m increase in our reserves to reflect a more prudent level of financial stability and bring our reserve levels in line with recommended practice. £0.950m of local investment to fund: vulnerability training, additional resources in Criminal Justice to deal with backlogs and demand, Trauma Prevention training and, additional funding to tackle Neighbourhood and Cross Border Crime.

8.9 The £6.689m savings from 2022/2023 provided for £1.8m carry forward to maintain funding for the Police and Crime Commissioner/Chief Constable Investment Fund – including £425k to continue funding 20 PCSOs, £200k for new/replacement laptops, mobile devices/Airwave for new uplift officers and increase in software licence costs

8.10 A further £1.5m saving from the Design Board Budget was set aside for the PCIP Implementation

8.11 £2.8m continued investment in the Police and Crime Commissioner/Chief Constable Investment Fund, which included £1.1m to bring forward the build of a new SNT; £150k for the development of a violent person's suite; £75k to upgrade vehicles for initial phased pursuit; £83k to establish a force Missing Persons and Exploitation Investigation Teams.

8.12 The 2021/2022 Budget included over £1.3m for investment in a number of initiatives increasing visibility, addressing Anti-Social Behaviour and community crime, reassuring our rural communities, and tackling speeding vehicles.

8.13 We have also increased the number of Financial Investigators (funded through additional Proceeds of Crime Act (POCA Income). This essentially means self-funding posts who utilise their skills to remove criminally gained funds and other assets from offenders and organised crime groups.

8.14 In 2022/2023 the force set aside £3m for the Police and Crime Commissioner's investment plan, funded through the £10 increase to the council tax (precept). This ensured the following:

- Permanent funding for 20 PCSOs with additional training to deal with anti-social behaviour and a focus on crime prevention. These were only previously funded through to July 2022, but the investment now enables the force to maintain its commitment to addressing neighbourhood crime and anti-social behaviour. These also supported our Citizens in Policing and Mini Police Programmes, enabling closer work with our communities and early positive engagement with young people. We also utilised these posts to coordinate our approach to tackle ASB, and ensure we work effectively with partners, utilising all tools available such as Civil Orders. We undertook training for PCSOs in crime prevention and ensured all Safer Neighbourhood Staff are training and equipped to undertake this role.
- Increased resourcing to the Rural Crime Team.
- Provided additional resources to protect the vulnerable through a dedicated Missing Persons and Exploitation Unit.
- Providing a greater pursuit capacity and capability across the county, increased off road capability and continual support and commitment to fatal

four initiatives to target both the criminal use of our roads and to make our roads safer.

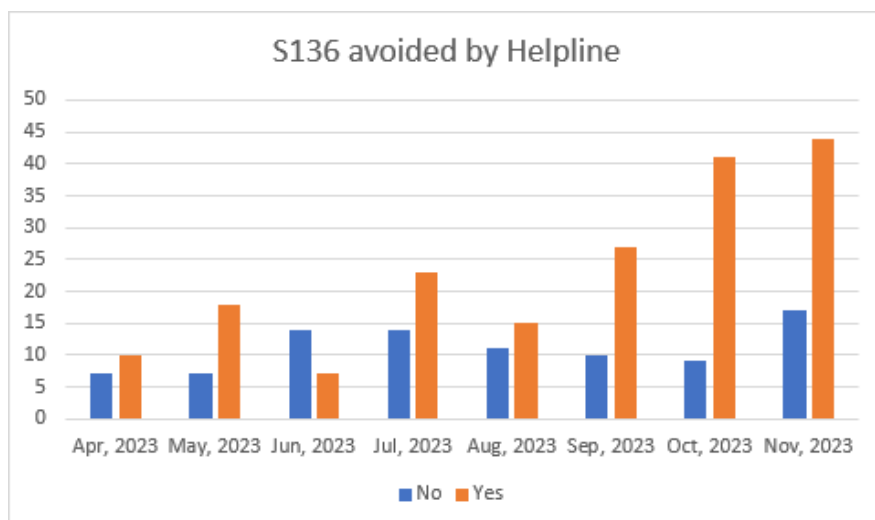
- Increased investment in our Control Room staffing and technology to improve public access and reduce 999 and 101 call waiting times.
- Continued work with partners to tackle VAWG through increased night-time economy patrols and providing officer training in this area.
- Further work with our partners and the creation of dedicated roles, we invested in services to protect the vulnerable, support victims and safeguarding and target criminals to maximise Civil Orders and interventions, focusing on those who breach such interventions with a particular focus on stalking.
- Additional funding and resources to our workforce and facilities to help manage the national Police Officer Uplift Programme to support strong visible local policing and to optimise the retention of key skills and resources across the force.
- Continued investment in our estates programme to ensure that our buildings are fit for purpose, based within our communities with over £1.1m of funding directed to provide new locations for Safer Neighbourhood Teams.
- Increase police officer training in the use of tasers to ensure that our workforce is equipped to deal with the threats and risks they face.

8.15 We have directed resources into 'spend to save' initiatives such as vehicle telematics, to monitor our fleet usage, improve its utilisation, reduce operating

costs, and reduce our carbon footprint. In addition to bringing back Occupational Health into the force, away from a collaborative function, to focus on reducing absenteeism and maintaining a healthy workforce.

8.16 A 24/7 Mental Health Triage service was introduced in 2020, to support the assessment of people who present with or are known to suffer with poor mental health. The service is part funded by the Police and Crime Commissioner. The calls to the helpline support officers in determining whether the person should be taken to a hospital emergency department or whether Section 136 powers under the Mental Health Act should be used to take a person to a place of safety. The below chart illustrates how working with mental health practitioners is increasingly negating the need to utilise Section 136 powers providing a better outcome for the person and reducing time spent by officers at hospital.

8.17 In April 2023, the force started a trial of a mental health triage car as an interim measure to help support people encountered by the police in the street or their homes, where Section 136 powers might not be available but where help is still required. In 2024 this responsibility will pass to the Mental Health Trust under the Right Care Right Person arrangements.



- 8.18 The force now has 28 trained drone pilots supported by two full time staff. In 2022 we invested in two smaller all-weather drones that can be carried in cars by armed response vehicles and roads policing units. In the last 12 months the drones have been deployed 1,359 times, 486 of which were to pre-planned jobs, such as drugs warrants and 873 spontaneous requests, for example, searches for suspects who have made off from police. The use of an App developed in house to record flight logs and pilot hours has negated the requirement to purchase a third-party solution and also provides a more efficient records system, reducing recording time by 15 minutes per flight.
- 8.19 The force operates a strong approach to procurement and utilises the national procurement options under Blue Light Commercial. This year £300,000 of efficiency savings was delivered through this. There is continued focus on driving through all available efficiency savings.
- 8.20 To increase visibility, with officers able to complete a greater number of activities and tasks whilst out in the community, nearly 1,950 laptops have been issued to all Response and Safer Neighbourhood Officers, Sergeants, Roads Policing Unit Officers and some PCSOs, with the aim to provide all officers with personal issue laptops by 2025. Additionally, 1,800 new generation Samsung mobile data devices have been rolled out, future proofing software and security requirements for several years. This means that officers and staff can be more visible in communities, by reducing the need to return to the police station to complete activities requiring a computer.

9. FUTURE PLANS

- 9.1 Derbyshire Constabulary's ambition is to be assessed as an outstanding force within five years, through the HMICFRS Inspection process increasing confidence from our communities in the force through the service we deliver. Our core mission remains unchanged – to fight crime, bring offenders to justice and protect the most vulnerable from harm. We will do this through being visible, engaging, and responsive in our communities and dealing with the issues that matter most to them. Through robustly tackling those who are often unseen but bring the most harm and threat to our communities. Swiftly bringing offenders to justice and supporting victims throughout.
- 9.2 The force 'One Derbyshire' plan focuses upon developing a culture where leaders and staff take accountability and support each other in the delivery of our priorities. This plan's areas of focus for 2024 and beyond are leadership, internal communication and engagement, wellbeing, learning and development, standards, and behaviour.
- 9.3 The Control Room is an area of continued focus for the force under this overarching aim. As documented earlier, calls, notably non-emergency have increased significantly and continue that trajectory. In addition, many people expect a greater digital contact offering. The force has undertaken a procurement process for a new telephony and command and control system which will enable it to do far more. This is due to be implemented in mid-late 2025.
- 9.4 The continued ambition is to answer more calls, more quickly and to resolve them at the earliest opportunity, as well as enhancing access through digital contact. This then supports ensuring a timely and appropriate police response from officers and staff attending incidents, along with more resolution by telephone where

appropriate. Critical to this is the investment in the Crime Management Support Unit who will record all crimes reported, removing this function from the control room, thus freeing up capacity for call volume.

- 9.5 Investment in digital and automation is a continued enabler and focus. This includes GoodSAM application/rapid video response with an initial application in domestic abuse and missing persons cases. The initial £30k investment presents a potential to save £1m a year using video appointments and statements with victims, but importantly will provide a swifter response.
- 9.6 The force will continue to maintain its commitment to neighbourhood policing, recognising the vital role this has in community confidence. There will be increased activity around engagement with our communities and tackling the issues that matter most to them. This will be supported by the continuation of the additional ASB patrols and Immediate Justice options available through the funding secured by the Commissioner from the Home Office. These patrols and Immediate Justice action have already delivered a positive impact.
- 9.7 Our Teams will continue to focus on neighbourhood acquisitive crime, seeking to prevent these crimes, and effectively tackle those responsible. These offences include home burglary and street robbery, and it is known the impact these crimes have on feelings of safety in the home or in the street. The Neighbourhood Acquisitive Crime Teams established early 2023 will remain with this focus. The Commissioner has secured over £3.5m Safer Streets funding for partnership work. Supporting this work will be new dedicated proactive teams.
- 9.8 Shop theft has emerged in 2023 as a crime which has increased significantly. The force will continue its work, in partnership, seeking to prevent these crimes and

provide a proactive response, recognising the impact this crime has on local businesses.

- 9.9 The confidence of women and girls in policing remains a challenge. The force has undertaken significant change over the past three years. However, there is still more work, change and investment needed in the associated areas of crime such as rape and serious offences, along with all crimes under the VAWG headline. Domestic abuse being a continued significant demand for the force.
- 9.10 The force will continue to implement and embed the Operation Soteria Bluestone operating model and processes, which is recognised as making a positive impact for victims in the areas of rape and serious sexual offences. Whilst the force will continue to remain victim focussed, continuing to foster an investigative mindset, will ensure that offenders are actively sought and brought to justice.
- 9.11 During 2024 detectives engaged in the investigation of rape and serious sexual offences will undertake a new College of Policing RASSO Investigators Skills Development Programme. The new programme also includes a module to be rolled out to all front-line officers to improve the initial response which victims receive.
- 9.12 Additionally, the force's stalking lead is working in partnership to develop and introduce a new stalking clinic to discuss individual cases of concern regarding the perpetrator's actions and behaviour.
- 9.13 The safety of our road users continues to be an operational priority. The force has a very proactive Roads Policing Unit who work well alongside its partners in this area. This attention and dedicated resource, and associated operations, will

continue. The force will also build on the success of the Community Speed Watch Scheme through a dedicated Coordinator post.

- 9.14 The force will also invest this year in a team to develop Artificial Intelligence (AI) and automation as a way of generating efficiencies and cashable savings. Long term efficiencies and value for money need to be driven through this route and the force is committed to using this approach as a way of meeting future funding gaps.
- 9.15 A new Digital Evidence Management System will be launched, improving the ability for the public and business to submit CCTV evidence as well as the wider management of body worn video and digital interview material. The reduction in officer travel time alone, to collect digital evidence is forecast to save over 23,000 officer hours annually.
- 9.16 The force is investing to increase analytical capability to improve further its use of data and performance management arrangements, whilst developing simulation methodology to enhance its ability to allocate the right resources, with the right skills to meet changing demands.
- 9.17 The force is currently in the designing and planning stage for a purpose-built force accreditation hub to house internal forensic units to facilitate the maintenance of existing accreditation and the development of future demand. Derbyshire Digital Forensics Accreditation has already been transferred back in force through the implementation of an internal quality unit and the procurement of the Black Rainbow Quality Management and Case Management System.
- 9.18 A review of the force operating model for fraud and associated vulnerability has resulted in a planned investment of a further six investigators, supported by an increase in 2023/2024 of three financial investigators. This will see all fraud

investigations undertaken by a single function to improve consistency and outcomes for victims.

- 9.19 The force is hosting a partnership-based Violence Reduction Unit, funded by the Commissioner, which will consist of a Programme Manager and Analyst, who started in October 2023, with start dates waited for a young person engagement officer and communication and engagement officer. Government funding supports the delivery of the statutory duty we and partners have towards serious violence and with the introduction of the unit, we will focus on a multi-partnership approach to reducing serious violence in Derbyshire.
- 9.20 To support the work of the unit, part of the funding stream has been aligned to serious violence interventions. The evidence-based interventions are being delivered via Remedi, following a robust procurement process.
- 9.21 The force has delivered strongly against the priorities of the Commissioner's Police and Crime Plan as well as ensuring significant develop in other areas of its business. It has strong foundations to continue this development and improvement in the services it provides to its communities.