



Lincolnshire POLICE & CRIME COMMISSIONER

SAFER TOGETHER

Police and Crime Plan Delivery Update September 2023

1 Commissioners Update

- 1.1 The purpose of this report is to provide Members of the Lincolnshire Police and Crime Panel (PCP) with an update in relation to delivery of the Police and Crime Plan 2021 – 2025.
- 1.2 The report updates against each of the ‘Key Principles’ within the Plan:
- Community Safety and Prevention in Partnership
 - Listening, responding and being accountable
 - Protecting and supporting victims and the vulnerable
 - Policing that Works
- 1.3 The PCC has a duty to keep the **Police and Crime Plan** under review and has taken the opportunity at the mid-point of the term of the Plan to refresh it in light of changes to the Strategic Policing Requirement and other national developments. As such, the Plan was refreshed in August 2023:



Police and Crime
Plan 2021-2025 Upda

2 Community Safety and Prevention in Partnership

- 2.1.1 Four competitive bidding rounds of the **Safer Streets Fund** have been completed to date and the PCC has successfully secured funding in each round. Round 5 of the fund was launched earlier this year and will run for 18 months from 1 October 2023 to 31 March 2025. The focus of this round is to reduce levels of neighbourhood crime, Violence Against Women and Girls (VAWG) and Anti-social Behaviour (ASB) significantly in disproportionately and persistently affected areas, and to develop the evidence base to inform future investment and commissioning decisions. The PCC has submitted a bid and the outcome is expected to be announced by 18th September.
- 2.1.2 Further to the completion of the **serious violence** needs assessment and strategy, a public survey was commissioned to investigate the views, experiences and ideas of residents across the county, with regard to violence

of all kinds and how it might best be prevented. The survey received 2,917 responses and the findings, alongside the needs assessment and strategy, will support prioritisation of bids into the serious violence fund and development of the delivery plan.

Some initiatives have already been piloted in support of the summertime policing plan on the east coast, including deployment of a portable knife arch and handheld metal detectors in conjunction with a drug itemiser. In addition, St. John Ambulance were funded to deliver a night-time economy service in Skegness over the August Bank Holiday providing services including preventative engagement, medical intervention (following assault or injury) and a safe place for those who are vulnerable. The pilots are being evaluated to inform future funding decisions.

- 2.1.3 The county-wide **review of CCTV** commissioned by the PCC is well underway. The scope has been extended to include Highways cameras and the project is now due to report by the end of October 2023. This will include a comprehensive review of the existing provision and consideration of opportunities around future models.
- 2.1.4 The **Deputy Police and Crime Commissioner** (Mr Philip Clark) continues to represent the PCC at local and national events, as well as chairing a number of local forums on behalf of the PCC. The range of activities engaged in reflects the varied work of the OPCC; the full list of meetings/ events attended is published on the PCC website.
- 2.1.5 In relation to the **Women and Girls Strategy**, the PCCs officers are supporting Probation colleagues in the development of the specification for women's Community Rehabilitation Services which will be recommissioned from 2025. An operational group has been formed under the Women and Girls Strategy Group which is taking forward the mobilisation of the women's centre model for Lincolnshire: Women RISE. This group is chaired by Lincolnshire Action Trust and is utilising grant funding secured from the MoJ.

2.2 **Future planned activities/events**

East and East Mids Road Safety Summit	September 2023
CCTV Review Report	October 2023
Annual precept survey	October – December 2023
Community Remedy Consultation	2023
Business Crime Forum	November 2023
Reducing Reoffending Employment event	2024

3 Listening, responding and being accountable

3.1 Activity in Quarter

3.1.1 The OPCC Communications Manager produces **Communications Highlights** documents to provide an overview of the online campaigns and social media activity undertaken by the Office. The most recent update below demonstrates the range and reach of the activity being undertaken:



Comms highlights -
May - August 2023 fir

3.1.2 The **Public Assurance Meetings** continue to be held. They are one of the primary mechanisms by which the PCC meets his statutory responsibility to hold the Chief Constable to account. The meetings focus on the performance of Lincolnshire Police and provide assurance regarding the effectiveness and efficiency of policing services. Members of the public are able to submit questions in advance of the meeting and the meeting is recorded and uploaded to the PCC's YouTube account. The next meeting will take place on 19th September 2023 and will include a briefing on the Neighbourhood Policing model.

3.1.3 As well as attending larger scale summertime events, throughout the last two months the **Safer Together Team** have attended a variety of community groups representing their local areas in a voice to the Police and Crime Commissioner. In order to target 'harder to reach' communities, enhance relationships with partnerships and provide opportunities for information to be stored and distributed at a local level, August saw the Safer Together Team commence pilot activity in libraries in Boston and Grantham. Presence in such community spaces provides opportunity to target key demographics through groups hosted at the libraries.

During July and August, the Safer Together Team attended events where they were able to engage with local residents at:

- Community Groups with over 230 attendees
- Meetings with over 40 professionals
- Public events with over 380 community members

2023 / 2024 has seen the implementation of the Lincolnshire Strong Voices project, designed to empower young people to have an interest and voice in

local policing and community safety matters. Work has been ongoing within education settings, where activities to highlight local issues and the voice of young people in solutions have been undertaken, providing feedback to the Police and Crime Commissioner, the visited education setting, local Neighbourhood Policing Team and relevant partnership agencies. Bookings for the 2024 / 2025 academic year have begun, taking on board lessons learnt from the previous year, as well as targeting areas who did not previously request participation.

In addition, engagement continues through a core group of young people who meet on a regular basis with members of the Safer Together Team to discuss the topics of; anti-social behaviour, relationships with the Police, violence and drug and alcohol use.

The start of August saw the Lincolnshire Strong Voices core group attend Lincolnshire Police Headquarters, engaging in a session to discuss elements of relationships between young people and the Police. Activities included learning about county lines, visiting the force control room and discussing engagement opportunities. The project has allowed young people to build upon the views of peers from activities undertaken within schools and speak with decision makers and key persons of influence within partnerships to ensure that the voice of young people is considered across community safety activity. Work with the core group will continue through the latter part of the year before a conference in early 2024.

- 3.1.4 The Commissioner has a statutory responsibility under the Police Reform and Social Responsibility Act to produce an **Annual Report** as part of the public holding the Commissioner to account. The 2022/23 Annual Report is included on this agenda as a separate item.
- 3.1.5 Lincolnshire Police and the PCC will be hosting new **online strategic sessions with Parish Councils** from December 2023. These sessions will provide an opportunity for the Force to update on local and force wide operational matters and to seek input from the Parishes to inform local policing priorities. They will also allow the PCC to hear the concerns and comments of import local community representatives directly to aid improving services and holding the Chief Constable to account.
- 3.1.6 The PCC and a member of the Chief Officer Team are delivering **presentations to each District Council area on policing and community safety matters**. This ensures councillors are well informed about crime and policing in their local area and able to cascade information to the public as

well as ask important questions on behalf of the community. To date there are two Districts that haven't confirmed their willingness to take part. It is hoped that as in previous years all areas will choose to engage in these important sessions.

3.2 Future planned activities/events

Safer Together Team evaluation	2023
PCC and Victim Lincs websites	March 2024

4 Protecting and supporting victims and the vulnerable

4.1 Activity in Quarter

4.1.1 July saw the publication of the PCCs **Victim and Survivor Services Impact Report**. The report outlines how 12,991 people have been referred to Victim Lincs in the year from April 2022. This is an 'in house' service put in place by the PCC who provide advice and support to victims and survivors, including making referrals to specialist support services. 865 people received Outreach Support and 2045 survivors of sexual violence were referred to specialist services – with 82% reporting they were better able to cope and recover as a result.

[Victims and Survivor Services Impact Report 2022-23 \(lincolnshire-pcc.gov.uk\)](https://lincolnshire-pcc.gov.uk/victim-and-survivor-services-impact-report-2022-23)

4.1.2 Funding has been secured from NHS England and Improvement (NHSEI) to commission an independent specialist organisation to undertake **research with adult victim/survivors of rape and sexual abuse about their experiences of the criminal justice system and the services they have accessed**. The consent-based research will capture key stages of the victim/survivor's journey:

- Making a report
- Experience of the Sexual Assault Referral Centre (SARC)
- Being informed of the progress of the investigation
- Experience of the Independent Sexual Violence Advisor (ISVA) service (and other services)
- Communication of the outcome of the investigation
- Experience of the court process (support/communication pre, during and post court)

Findings from the research will inform the future commissioning of the SARC and ISVA services in 2025.

NHSEI have also committed an additional £50k towards broadening the scope of the fast-track crisis counselling from the SARC.

4.1.3 Following notification from the Ministry of Justice (MoJ) of an increase to the PCCs core victims grant, an **uplift** has been given to voluntary, community and social enterprise (VCSE) victim service providers in recognition of the impact on their staff caused by the increase in the cost of living.

4.1.4 The **Lincolnshire Criminal Justice Board** is co-chaired by the Deputy PCC and ACC Davison. The work being taken forward by the Board has been summarised within a Delivery Plan which will be published on the PCC's website.

4.2 Future planned activities/events

Victims' Services Conference January 2024

5 Policing that Works

5.1 Activity in Quarter

5.1.1 The PCC has **secured an additional £3.8 million from the Government**. The funding has been provided in two separate payments – one of £1.8m specifically to support the Force in meeting the challenges presented by the Home Office decision to utilise RAF Scampton, and a further £2m to invest in the ongoing digital transformation of Lincolnshire Police.

5.1.2 In July 2023 a national 'Right Care, Right Person' (RCRP) partnership agreement (<https://www.gov.uk/government/publications/national-partnership-agreement-right-care-right-person/national-partnership-agreement-right-care-right-person-rcrp>) was published which set out a collective national commitment from the Home Office, Department of Health & Social Care, the National Police Chiefs' Council, Association of Police and Crime Commissioners, and NHS England to work to end the inappropriate and avoidable involvement of police in responding to incidents involving people with mental health needs. The agreement acknowledges that, whilst there will always be cases where the police need to be involved in responding to someone in mental health crisis (for example, where there is a real and immediate risk to life or serious harm, or where a crime or potential crime is involved), police are increasingly involved when they are not the most appropriate agency to respond, and they are not able to handover care to a more appropriate professional in a timely manner. This impacts on the ability of the police to carry out their other duties effectively, and importantly, can result in people with mental health needs experiencing greater distress and having poorer

experiences of the mental health care pathway. The strategic approach described within RCRP provides a framework for assisting police with decision-making about when they should be involved in responding to reported incidents involving people with mental health needs. The College of Policing has now published a toolkit to support Forces to implement RCRP and ACC Davison is chairing a meeting with partners to take forward implementation of the model.

- 5.1.3 The **Violence Against Women and Girls (VAWG) Independent Review Panel** has now been in place for a year. The 6 month report was presented at the last meeting of the Panel, and an annual report is currently being produced.

6 Precept Commitments

- 6.1 **The PCC, in consultation with the Chief Constable, made a number of commitments in relation to the use of the extra council tax raised through the precept from April 2023. These are summarised below alongside progress against delivery of these commitments.**

- 6.1.1 **Maintaining police officer numbers; Retaining our police officer numbers at 1186, bolstering local neighbourhood teams, preventing and tackling crime, and protecting our communities.**

The force has successfully achieved and exceeded the national uplift programme requirements and is committed to maintaining these numbers in the coming year. At the start of this financial year (2023/24), the force had 1205 officers so had exceeded the uplift position due to the increased numbers recruited in the last financial year. The force is forecast to be in a similar position at the end of 2023/24, with two student officer intakes planned for September 2023 and March 2024, a number of transferees with specialist skills have also joined the force, and for the first time, a cohort of 10 'Police Now' students (<https://www.policenow.org.uk/>).

The workforce planning forecasts show we can expect to see a number of officers leave (for reasons of retirement or other reasons) which will reduce the total number of officers at points throughout the year, however this planning enables us to ensure we continue to meet, and, wherever possible, exceed the national target set. Retaining the workforce is also a key area of focus, to ensure the number of officers leaving is minimised wherever possible. A number of initiatives are currently being explored to improve the retention.

The fourth entry route is being developed under the Police Education Qualification Framework (PEQF) and therefore the force will work towards

utilisation of this during 2024/25 once it is available, to ensure the uplift is continually maintained moving forwards.

6.1.2 Extra officers and staff into specialist sexual assault/abuse units; Commitment to greater protection and justice for children and adults across Lincolnshire who experience some of the most harmful crimes.

The Priority Based Budgeting exercise supported the growth of PVP (Protecting Vulnerable People Dept) by 1 Detective Inspector (DI), 3 x Detective Sergeant (DS) and 12 x Detective Constable (DC) for the investigation hubs. This takes the total number of DC posts as investigators to 69 for the investigation hubs. The force were running with vacancies before the PBB growth and with promotions and lateral movement this has meant the net gain from incoming staff has been lessened and there are vacancies remaining, but there is steady progress. All of the DI and DS posts will have been fully recruited by the end of October 2023.

It should be noted that the PVP department deals with numerous offences in addition to RASSO (Rape and Serious Sexual Offences) so these staff are not purely investigating sexual offences.

6.1.3 Improving 101 call response times; Lincolnshire has one of the best 999 answering records in England. An additional 15 call handlers will boost the 101 service to give residents the service they deserve.

Lincolnshire has maintained being one of the best forces for 999 call performance (even in the summer months which can be challenging for all forces) and is the lead force in the country for July. There have also been improvements in the speed of answering 101 calls as well as reducing the number of calls which are abandoned. This is still an area of significant focus with more call takers being recruited in September. The new recruits will be trained and tutored within the control room to show further improvements in this area by the start of 2024.

6.1.4 Making our roads safer; Investment in the Serious Collisions Investigation Unit will help deliver crucial answers and justice to victims and families of tragic incidents on our roads.

Lincolnshire has 5500 miles of roads, ostensibly consisting of single carriageway and rural in nature. Sadly just over one person is killed or seriously injured every day on these roads. These tragic and often avoidable events have a significant and life-long impact on the families affected, and on the individuals who must live with their injuries.

Lincolnshire Police recognises the significant impact serious road harm has upon the victim, their family, friends, and our wider community and with the intention of “*Making Lincolnshire’s Roads Safer for Everyone,*” the force has invested in the creation of Roads Policing Team and increasing resources within the Serious Collision Unit to help deliver crucial answers and justice to victims and their families.

6.1.5 Increasing community confidence; We are determined to keep the confidence of the public and raise it even further with investment into the Professional Standards Department to maintain and raise standards of conduct and behaviour within the service.

The Professional Standards Department plays an important role in the maintenance of trust and confidence. Trust and confidence can be undermined by a failure to vet and manage misconduct and complaints or investigate counter corruption activities effectively. It is therefore essential that such issues are dealt with openly and robustly.

As part of the PBB process it was recognised there had been no growth in the department in recent years and we were struggling from an increase in demand across the board, which was impacting on resilience and timeliness of investigations.

While it is clear that the overwhelming majority of police staff are committed and professional, and that corruption is in no way endemic in the police service, there is a small but pernicious element whose corrupt actions have a negative effect on public confidence. We need the ability and resilience to be able to deal with officers/staff who commit crimes and or serious breaches of the Standards of Professional Behaviour. In addition Carrick/Couzens and the Baroness Casey report meant that PSDs over the country were under pressure and scrutiny from the Home Office to improve working practices and to root out corrupt officers/staff from the organisation. The uplift has meant the introduction of 2 x detective constables (PIP level 2 trained, able to deal with serious and complex investigations) and 1 x case officer into the Anti-Corruption Unit which will provide much needed capability and capacity to be able to deal robustly with matters of this nature. The detectives are now in place and will be going on the relevant courses to equip and upskill them and we anticipate the case officer will join around October time.

The Police Complaints & Misconduct Regulations 2020, came into Force on the 1st February 2020, requiring all complaints to be formally logged and recorded, but permitting certain lower level complaints to be resolved outside

the requirements of Schedule 3 of the Police reform Act 2002. Previously lower-level complaints which could be resolved “there and then” were not logged as complaints and in certain circumstances a complaint was not always recorded, for example if the complaint was repetitious or vexatious. As a result of this we saw a large increase of complaints and investigations and were struggling to deal with the increase in demand. The uplift has meant the civilian appropriate authority role has now become permanent rather than on a fixed term contract and the introduction of 1 x police officer (again PIP 2 trained to deal with serious and complex conduct matters) and 1 x case officer. We anticipate that these positions will be filled by November at the latest and we will look at relevant courses to equip and upskill. These additions will provide much needed capability and capacity and will improve overall performance.

The vetting standards and interval periods are determined by the Vetting Code of Practice 2023 and associated Authorised Professional Practice (APP). The APP Vetting states that “everyone within, working alongside or delivering service on behalf of the police service must maintain high ethical and professional standards, and must act with the utmost integrity. They must also be seen to maintain and promote such standards. A thorough and effective vetting regime is a key component in assessing an individual’s integrity. It helps to reassure the public that appropriate checks are conducted on individuals in positions of trust. Vetting also identifies areas of vulnerability that could damage public confidence in a force or the wider police service”.

Vetting has very much been in the police spotlight in the last 18 months due to the horrific crimes committed by serving Met Police Officers Wayne Couzens and David Carrick. This has resulted in a lack of public confidence in policing with Home Secretary involvement to ensure that Police vetting and continuing aftercare is robust by mandating a national ‘Historic Data Wash’ check of all existing officers and staff. The National Police Chief’s Council (NPCC) and College of Policing Leads have been working tirelessly to draft an updated Vetting Code of Practice, which was signed off by Parliament and published in July 2023. This code will be accompanied by an updated APP, which is due for publication by 31st October 2023.

The HMICFRS report ‘An inspection of vetting, misconduct, and misogyny in the police service’ was published in November 2022 following the Sarah Everard Inquiry. There was a total of 43 recommendations, 10 of which specifically relate to vetting. Whilst the recommendations in their entirety have been managed by PSD, the Vetting staff have been working extremely hard

over the last few months, on top of their day jobs, to implement some of the recommendations by the required deadlines.

6.1.6 More officers on shift when you need them; Investment in a revised deployment model to place more officers on duty in peak demand periods thereby improving incident response times

The work on the new policing model, which is due to be in place in October 2023 will ensure that officers are deployed at peak times of demand. Work to evaluate the changes made earlier in the year to the response shift patterns, alongside changes to the Crime Department, is being evaluated, and will report back.