



Lincolnshire POLICE & CRIME COMMISSIONER

SAFER TOGETHER

Police and Crime Plan Delivery Update

November 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

2 Community Safety and Prevention in Partnership

- 2.1.1 The PCC has been successful in his application to **round 5 of the Safer Streets Fund**. Just under £1 million has been secured to reduce levels of Neighbourhood Crime, Violence Against Women and Girls (VAWG) and Anti-social Behaviour (ASB). This funding round runs from 1st October 2023 to 31st March 2025. Projects will be delivered in Lincoln, Skegness, Grantham, Spalding, Sleaford and include:
- The replacement, upgrade and repositioning of seven CCTV cameras in Sleaford Town Centre and placement of four additional cameras. The new cameras will provide sufficient screen resolution for effective police incident response, suspect tracking and court evidence.
 - The installation of two new cameras in Spalding
 - Two new ASB wardens in Lincoln
 - Increase CCTV staffing over weekends and evenings in Grantham and Lincoln to help prevent and detect crime within the night time economy
 - Instillation of 15 additional CCTV cameras in Lincoln to cover blind spots
 - Increase warden patrols by an additional 28 hours a week in Grantham to cover the night time economy

- Creation of a Safer Streets Violence Against Women and Girls co-ordinator to develop public information boards and manage and extend the Ask Angela project in Grantham
- Work with PubWatch, Street Pastors and a local taxi firm on an initiative called 'Home Safe' which includes the Home Safe Token to ensure people can get home safe in Grantham.
- Install new barriers, bollards, fencing and CCTV cameras at Princes Parade, Festival and North Parade car parks in Skegness to tackle ASB and "car cruising"

2.1.2 The PCC has contributed funding to develop and deliver '**The Happening**' which is an immersive, educational experience that aims to prevent and divert young people away from carrying a knife and being involved in serious violence. It will challenge thinking and dispel myths around knives. The project has been built within Sleaford Police station's old custody suite and has seen a number of rooms converted into state-of-the-art spaces. Each room utilises real world props, videos, graffiti, posters, written content and more to help educate and inform young people. Local pupils from Lincolnshire have piloted the sessions to inform the content and delivery, and the centre will formally go-live in January 2024.

2.1.3 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.

2.1.4 The PCC held an **East and East Mids Road Safety Summit** in September. The event, held at the Epic Centre in Lincoln, was an opportunity for PCCs, road safety experts and law enforcement agencies from around the region to look at how they can tackle road safety together. PCCs and their representatives from Humberside, Derbyshire, Bedfordshire, Cambridgeshire, Northamptonshire, Leicestershire and Nottinghamshire attended – and have all now agreed to collaborate on road safety projects in the future.

It involved workshops on support to road victims and road user conflicts, provided an opportunity to share best practice and PCCs and highlighted the benefits of 'Vision Zero' - a strategy and set of principles that work from the

point of view that no road death is inevitable and that we should strive to see everyone arrive home safely from their journey.

2.2 Future planned activities/events

Business Crime Forum	23 rd November 2023
CCTV Review Report	December 2023
Reducing Reoffending Employment event	January 2024
Community Remedy Consultation	2024

3 Listening, responding and being accountable

3.1 Activity in Quarter

3.1.1 The **OPCC Communications Manager** promotes online campaigns and activity undertaken by the Office on social media. In the period since the last report this has covered a range of subject areas including hate crime awareness week, support to victims, fraud and scams prevention advice, mental health support and promotion of Lincolnshire Alert.

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 September meeting included a presentation on the new model for neighbourhood policing. The next meeting will take place on 18th December between 13:30-16:00.

3.1.3 The **Police and Crime Commissioners Crime & Policing survey 2023**, which incorporates the precept question, launched at the end of October. The survey can be accessed at the following link: bit.ly/annualpccsurvey and will be open until 6th December. As in previous years, the survey results will be shared with Lincolnshire Police and the Safer Lincolnshire Partnership to help inform priority setting.

In promoting the survey, the Safer Together Team are anticipated to undertake over 100 engagement activities (digital and in person) across Lincolnshire. In addition, the Safer Together Teams community contacts and strong partnership relationships allow for others to promote the survey to those they engage with, widening the reach.

Activity will include (but is not limited to)

- Sharing digital information across partnerships and community groups, including 16+ education placements, local authorities, and third sector contacts who support communities across the county.
- Attending local police stations to promote the importance of the survey to staff, as well as put information in local spaces
- Attending community groups including rotary clubs, community coffee mornings, family days, libraries and children's centres.
- Attending partnership boards and activities, including community walk arounds, discussions at partnership meetings (virtual and face to face)

Throughout the work there is targeting of seldom heard communities with attendance at community initiatives and groups that target groups including (but not limited to); mental health (Night Light Cafes), families on low income (Childrens Centres), armed services (RAF – HIVE), 16 – 35 (education placements) and religious groups (Centre for Reconciliation).

3.2 Future planned activities/events

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

4 Protecting and supporting victims and the vulnerable

4.1 Activity in Quarter

4.1.1 **Victim Lincs** are undertaking re-accreditation of their Victims Choice Award with Supporting Justice. This independent, external accreditation involves four elements: a self-assessment, review of evidence, site visit, and report. The self-assessment stage has commenced and the outcome is anticipated in January 2024.

4.2 Future planned activities/events

Victims' Services Conference	January 2024
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5 Policing that Works

5.1 Activity in Quarter

5.1.1 The Force continue to take forward the implementation of 'Right Care, Right Person' (<https://www.gov.uk/government/publications/national-partnership-agreement-right-care-right-person/national-partnership-agreement-right-care-right-person-rcrp>). Tactical and strategic groups

have been established with partners, and a phased implementation is due to commence in early December 2023.

- 5.1.2 The **Violence Against Women and Girls (VAWG) Independent Review Panel** has now published their final report, which has been shared with the PCC and Force. The findings and recommendations are being reviewed and appropriate actions will be taken.



VAWG Report
October 2023 (Final).pdf

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 to date and has also successfully secured additional funding for 10 more officers from the national uplift programme since the last update was provided. The force is forecasted to meet this requirement at the end of 2023/24 due to the recruitment taking place. A number of transferees with specialist skills have also joined the force this year, a cohort of 10 “Police Now” students and further transferees due to join throughout the rest of the year.

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 2 investigators to 69 for the investigation hubs. We will have fully recruited all the DI and DS posts 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.

We continue to support our officers for the National Investigators Exam (NIE). We are also planning to recruit additional police staff for the Police Safeguarding Hub which supports PVP and the wider Domestic Abuse, vulnerability and exploitation work and we are now in the final stages of achieving our full establishment within the Police Safeguarding Hub.

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.

There have 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 recruited in September. The new recruits will be trained and tutored within the control room to show more improvements in this area by the start of 2024, with additional recruitment for the January intake to reach establishment.

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 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 who continue to develop and complement our Armed Roads Policing Team in tackling high harm offenders and reducing KSIs on our roads through Operation Excess. This uses data sets to task the team daily to locations and routes that see the most harm caused to our communities. The RPT now have our full complement of vehicles,

equipment and enhanced training required for the role. Unfortunately, collisions and incidents still occur, and we have increased our 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.

Through its priority-based budgeting exercise, the Force has agreed to increase the establishment within the Anti-Corruption Unit in the Professional Standards Department by 2 detective constables and 1 case officer. This will enhance the capability and capacity to be able to deal robustly with issues of concern. The detectives are now in place with the case officer to follow shortly. A further uplift by 1 police officer and 1 case officer has been agreed for the wider Professional Standards department to assist in managing complaint caseloads. These positions are being recruited and will provide enhanced capability and capacity.

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 HMICFRS report 'An inspection of vetting, misconduct, and misogyny in the police service' was also published in November 2022 following the Sarah Everard Inquiry. 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 authorised professional practice (APP).

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 evaluation of the impact of the new policing model has taken place and the Force is currently reviewing and identifying recommendations to continue to refine the model. Overall incident volumes have increased since January by approximately 4,000 additional requests that require a police response. This represents an increase of approximately a third. The shift pattern has enabled the force to keep pace with this increase in demand with a small reduction in those attended within target (down 2%) during this time period. Work is ongoing to recruit civilian investigators to provide additional support to victims, and to improve the timeliness of our follow up investigations.