



Lincolnshire POLICE & CRIME COMMISSIONER

SAFER TOGETHER

Police and Crime Plan Delivery Update

February 2024

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 **Activity in Quarter**
 - 2.1.1 **'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, was formally opened in January 2024. The centre is open to Lincolnshire students aged 10 – 18 and hosts small groups of students through a variety of rooms to experience and consider the potential ripple effects of carrying a weapon.
 - 2.1.2 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. Mr Clark is Deputy Chair of the Lincoln Prison Employability Board and in this capacity he worked with partners to develop and deliver a Reducing Reoffending Employment event which took place in January 2024. The aim of the event was to highlight the opportunity to work with the prison to train individuals in skills to improve their employability post release, reducing the chance of reoffending and meeting skills gaps for employers. Around 100 people attended the conference, with a mixture of local and national employers presenting from Greene King, Iceland,

The Right Course, Timpson, Twinning Project, FreshLinc, The Priory Hotel (Louth) and Willmott Dixon. The event was well received and is being followed--up with bespoke workshops to work more closely with organisations who want to engage.

2.1.3 The independent county-wide **CCTV review** has completed, and the draft report and findings have been shared with partners. The report will be finalised in February, following checks for accuracy and completeness, after which next steps will be agreed with partners.

2.1.4 In January the PCC opened the official launch event for **Women RISE** (Resilient, Informed, Supported, Empowered), a network of pop-up Women's Centres across Lincolnshire to support women to stay out of the Criminal Justice System. Lincolnshire Action Trust (supported by the Women and Girls Strategy and Concordat delivered through the Reducing Reoffending Core Priority Group) secured pilot funding from the Ministry of Justice to establish the service and the PCC and Probation have provided funding to develop referral pathways and undertake evaluation to secure sustainability.

2.2 Future planned activities/events

Community Remedy Consultation 2024.

3 Listening, responding and being accountable

3.1 Activity in Quarter

3.1.1 In December 2023 the Force and PCC embarked on a new programme of engagement across the county, introducing the first round of online **Parish Council Engagement Sessions**. This provided an opportunity for Parish representatives to hear about the work being done to keep their communities safe, as well as a way to influence the local priority setting for their neighbourhood policing teams. The sessions were attended by the relevant Superintendent, Chief Inspector(s), Inspectors and the Police and Crime Commissioner. Meetings were held over four evenings to provide sufficient time to address local issues and each took the same format:

- An introduction from the PCC on his role and key activities
- A strategic overview of Lincolnshire Police priorities and challenges
- A local policing update, including neighbourhood policing structures and priorities, sharing performance data and key successes
- Where to find community safety and prevention information

- A question-and-answer session

The sessions evaluated positively and feedback is being reviewed to influence future sessions. They will take place 6 monthly, with the next dates planned for June 2024.

Key themes from the Q and A's included anti-social behaviour, visibility of policing and road safety/speeding. As road safety was a common theme across all four evenings, a follow-up session specifically covering this topic has been planned for February 2024.

- 3.1.2 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 as highlighted in the attached report:



Comms Highlights
Sept- Nov 2023.pdf

- 3.1.3 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 December meeting included the **Violence Against Women and Girls (VAWG) Independent Review Panel report**, which was presented a by the panel chair, Caroline Killeavy. The report was discussed and the Force response shared: [item-6b-force-response-to-vawg-panel-report-dec-2023-2.pdf](#) The next meeting is scheduled for 19th March 2024 between 14:00 -16:30.
- 3.1.4 The **Police and Crime Commissioners Crime & Policing survey 2023**, which incorporates the precept question, was live between October and December 2023. Overall a total of 3,434 surveys were completed. All minimum targets were met to ensure the survey was representative of the local population (age, gender, local authority and socio-economic group). Focused activity undertaken by the Safer Together Team saw the number of responses from those aged 16 – 35 surpass those received by the age group 65+ for the first time. Activity in colleges, particularly Boston College, were very successful and will be replicated across the county a during the 2024 survey. Through undertaking targeted work across the county, the Safer

Together Team focused engagement activities on seldom heard communities and those with historically less representation within the survey. This included volunteer forums and community spaces including a local community grocery and café.

In addition to engaging individuals in conversation about the annual survey and associated topic areas, communities also spoke about issues local to them which included anti-social behaviour, drugs or drug use, roads and speeding. Further activities were undertaken with County Care (a specialist support provider to people with learning disabilities and autism) to provide individuals with learning disabilities the opportunity to engage in conversation about topics covered in the annual survey. The development of activities to meet the sensory needs and abilities of such groups allows a broader voice to be heard by the Police and Crime Commissioner, alongside those gathered in the larger scale survey.

- 3.1.5 The PCC commissioned the University of Lincoln to undertake an independent **evaluation of the Safer Together Team**, to identify areas of good practice and opportunities for improvement. The evaluation has been completed and an action plan developed in response to the findings and recommendations.

3.2 Future planned activities/events

Strong Voices event	February 2024
Road safety online event	February 2024
Fraud campaign launch	February 2024
PCC and Victim Lincs websites go-live	May 2024

4 Protecting and supporting victims and the vulnerable

4.1 Activity in Quarter

- 4.1.1 The PCCs in-house **Victim Lincs** service has been re-assessed against the standards within the Victims Choice Quality Mark run by Supporting Justice. The Victims Choice Quality Mark is an independent assessment of the quality of the service provided to victims and witnesses. It is designed to provide confidence to those who may need to access the service in the future and to help commissioners determine if their resources are being targeted and spent effectively. The accreditation involves four elements: a self-assessment, review of evidence, site visit, and report. The final report praised Victim Lincs for “cohesion and thoroughness” and the lead assessor Becky White commented: “The Victim Lincs service is a remarkable example of best

practice. Since the original Quality Mark award, their approach to service development has been characterized by a thorough approach and attention to detail which has resulted in a seamless service for victims of crime.”

4.1.2 The PCCs Independent Custody Visitor Scheme has recently been assessed against the Independent Custody Visitors Association Quality Assurance Framework and has achieved the Silver Award. As part of the scheme, volunteers make unannounced visits to police stations to check on the welfare of detainees and report back any issues to be resolved. The Quality Assurance Framework covers the following areas:

- Recruiting and training,
- Managing volunteers,
- Communications,
- Holding the force to account,
- Transparency and public reassurance,
- Detainee welfare, and
- Investing in and supporting scheme managers

4.1.3 The PCC is working with partners to develop a Domestic Abuse Perpetrator Programme and associated support to victims and survivors. A high level brief has been developed and a preferred commissioning model agreed. The PCC has agreed to fund 50% of the cost (up to £300k per annum) and the DA Perpetrator Group is being convened to consider the financing of this service and development of a detailed specification. A partnership approach will be key to successful delivery.

4.2 Future planned activities/events

Victims’ Services Conference January 2024.

5 Policing that Works

5.1 Activity in Quarter

5.1.1 The Force have launched a new staff **Apprenticeship Academy** which provides career opportunities for anyone aged 18 and above. The first cohort will be for six Business Administration Apprentices. The scheme provides the opportunity to gain highly transferable knowledge, skills and behaviours whilst studying for a recognised Level 3 Qualification in Business Administration. The 37 hours per week apprenticeship scheme will be run Monday to Friday for a 15-month duration. The application

process will open on Monday 5 February 2024, the start of National Apprenticeship Week, and will close on Sunday 3 March 2024.

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 investigators to 69 for the investigation hubs. We are now fully established within PVP.

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 now have a dedicated Detective Inspector for RASSO which will provide greater oversight to RASSO investigations and the implementation of the National Operating Model for Operation Soteria. The Police Safeguarding Hub is now fully established with the majority of newly recruited staff having completed training, and we continue to work on the recruitment and retention of investigators into detective roles.

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.

The recruitment of call takers into the control room has been successful with the establishment of 90 FTE now reached. Work is ongoing to ensure that we do not fall below this number. We have recently recruited two Quality Assurance and Continued Professional Development roles into the control room to help provide support to all the staff within the team but specifically the new staff who are building up their knowledge and experience. The force 101 performance continues to improve, showing significant improvement in November and December 2023, and the focus is to continue with this performance when demand starts to peak again from Easter onwards. There has been significant improvement in the rate of abandoned calls, which is also promising and linked to the average wait time (for answered and abandoned call) being less than 5 minutes in November and December 2023.

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. These individuals are now in place. 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 now filled 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. As part of the Historic Data Wash, Lincolnshire Police submitted details of all serving police officers, staff and volunteers to the national review team so that they could be cross referenced with the Police National Database. These checks did not identify any additional areas of concern; the Force will continue to review employees regularly in line with the College of Policing guidelines. 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) which is due for publication in spring 2024.

The Vetting Unit is now at full strength with the majority of applications being completed within the service level agreement of 28 days. Aftercare reviews will be prioritised over the coming months.

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. The force has seen an increase in incident volumes and requests requiring a police response, the shift pattern has enabled the force to maintain attendance in line with these. The match in resource and demand has allowed an overlap time on shifts to provide the required cover, and furthermore the production of area profiles for neighbourhood officers which has enabled them to pin-point hot spots for crime and disorder, ensuring smart patrolling choices can be made. The investment in our control room staff has also ensured we can answer calls quicker, to communicate with the public, to resource the demand by allocation of officers, or ensuring appropriate updates are passed on to officers in a timely manner.