



# Police and Crime Strategic Board

18 May 2017

## Chief Constable's Report

### 1 National

#### 1.1 General election

A 'snap' general election has been called and will take place on the 8<sup>th</sup> June 2017. As we are currently in a state of Purdah decisions in relation to future finances and policies are on hold.

#### 1.2 Strategic Partnership

- The Police Benchmarking Programme Board aims to generate key benchmarking data to support Forces in maximising their value for money. It will be undertaking data collection, analysis and reporting against 12 modules. The initial areas for review include; Back-office, Fleet, Criminal Justice and Control Rooms with timelines in the process of being established.
- Belgium Police representatives attended the Home Office on 30<sup>th</sup> March on a fact finding mission regarding opportunities to outsource some of their services. They were very interested in Lincolnshire Police's arrangements and interested to learn of our experience.
- We are continuing to implement the NICHE ICT platform in the City of London Police linked to the Regional network. Completion date is set for October 2017.

### 2 Regional

#### 2.1 Policing Qualifications

The force is working with the East Midlands Collaborative Human Resources (EMCHRS) to prepare for the Policing Education Qualifications Framework (PEQF) and Apprenticeships. Of particular interest, and where the main focus currently lies, is the Police Constable Degree Apprenticeship (PCDA). This is scheduled to commence nationwide in September 2018. Also of interest is the Superintendent Masters in Police Leadership programme scheduled to commence in September 2019. At the inaugural regional programme board a number of key issues were identified including:

- There is uncertainty around timescales for the necessary changes to Police Regulations following the announcement of the general election. This could have an impact on the proposed September 2018 launch for the PCDA.
- Transition planning from the current IPLDP student officer programme to three new entry routes.
- Ability to access apprenticeship levy if launch dates slip.

## **2.2 Emergency Services Network (ESN)**

### **2.2.1 High Level Project Plan:**

A High Level Emergency Services Mobile Communications Programme (ESMCP) Project Plan has been produced working to the current National Programme milestones, towards ESN Service Readiness in April 2018, National Trials and Pilots through May and June 2018 and Transition Ready in July 2018. North West region look likely to be the first to transition with East Midlands currently working towards a transition start date of January 2019. Transition is likely to take up to 12 months per region with the current Airwave provision ceasing in Dec 2019. Chief Constables have agreed to support the growth of the Regional ESN Team to support transition across the East Midlands Forces under the SRO, DCC Knighton.

### **2.2.2 Control Room Upgrades:**

The PCC decision paper around the funding for ICCS and DNSP has been approved. The Local ESMCP Project Board has approved the DNSP option 3 as our chosen solution. The ICCS Business Case was approved at the Local ESMCP Project Board and engagement between ICT and the supplier is currently ongoing. A Technical Sub Group chaired by Richard Cariss (Derbyshire) has been formed with Terms of Reference issued. They will initially focus on IT Health Check, Code of Connection, ICCS and DNSP, engagement with suppliers.

### **2.2.3 Work stream Sub Groups**

A number of Regional Sub Groups have been set up to manage the various work streams including Learning and Development, Control Room Upgrades and Vehicle Installation. The Regional Programme Board is seeking to approve a new governance structure which will appoint regional leads for each work stream. A Regional Airwave/ESN User Group has been formed.

### **2.2.4 Partners and Stakeholder Engagement**

The Regional Programme Team are working up a Communications Strategy based on the one used by the Devon and Cornwall Police. The Local Project has provided an initial ESMCP overview session with local government CCTV and Community Safety Managers. Staff Associations have been invited to Local project Boards and a Local ESN User Group formed to dovetail the Regional User Group. An overview of ESMCP has been posted on the Force.

### **2.2.5 Airwave Audit**

A local audit of current Airwave devices is underway which includes identifying serial numbers, owners, locations and role profile configuration. Work to identify 'in vehicle' requirements is also underway.

### **3 Local**

#### **3.1 Assistance Chief Constable Vacancy**

Interviews for Assistant Chief Constable took place on 12 May 2017 and Craig Naylor was appointed.

#### **3.2 Apprenticeship Levy Funding**

In addition to the work the being undertaken with the East Midlands Region in relation to policing qualifications, the Force is also working closely with the University of Lincoln to develop a Masters programme which will allow the force to have early access to Apprenticeship Levy funding. Although this is a separate workstream, there may well be some overlap with, and lessons to be learnt from, the regional work.

#### **3.3 Police and Crime Act**

The Citizens in Policing programme is in development. This includes using the new Police and Crime Act powers for Volunteers and identifying specialist volunteer roles particularly in community policing and specialist crime. A gap analysis will be conducted against the Policing Vision 2025 and Force capacity and capability to inform the mix of roles and powers required.

#### **3.4 Mobile Data**

Work is continuing to embed mobile data, including developing new forms to enable faster recording and sharing of information and preventing officers from having to return to stations. Progress continues to be made resolving outstanding technical issues and a Mobile Data Summit will be held in early July to review progress and ensure that the intended business benefits are being delivered, along with considering longer term opportunities to integrate with ESN.

#### **3.5 Evidence Based Policing**

The Evidence Based Policing Steering Group has recently commissioned research in 3 areas:

- Staff engagement in change. This is a national research project which was originally commissioned by South Yorkshire Police.
- Understanding the use and impact of Tasers
- Modern Slavery (together with Derby University).

#### **3.6 Career Pathways**

Work into the development of detective career pathways continues. This includes consideration of a Detective specific promotion board trial.

A review of the in-force talent management programme, EDGE (Evolve, Develop, Grow, Excel), is currently underway as the first cohort will finish at the end of August. Any adjustments will be introduced into future programmes.

### **3.7 Wellbeing**

In response to feedback from the staff survey and the work of the Wellbeing Board, the Cycle2Work scheme has been re-launched.

Wellbeing checks and workshops will continue to be delivered (for free) across the force by Police Mutual.

Chief Officer Group is holding a Wellbeing Day on 23 May for Chief Officers, Chief Superintendents, and various others to discuss ways in which the Force can increase the wellbeing of officers with a view to making Lincolnshire Police “the healthiest force in the country”. The products from the day will be a clear wellbeing ambition and strategy and an audit of where we are. This will start the ‘to do list’ for the coming months/years.