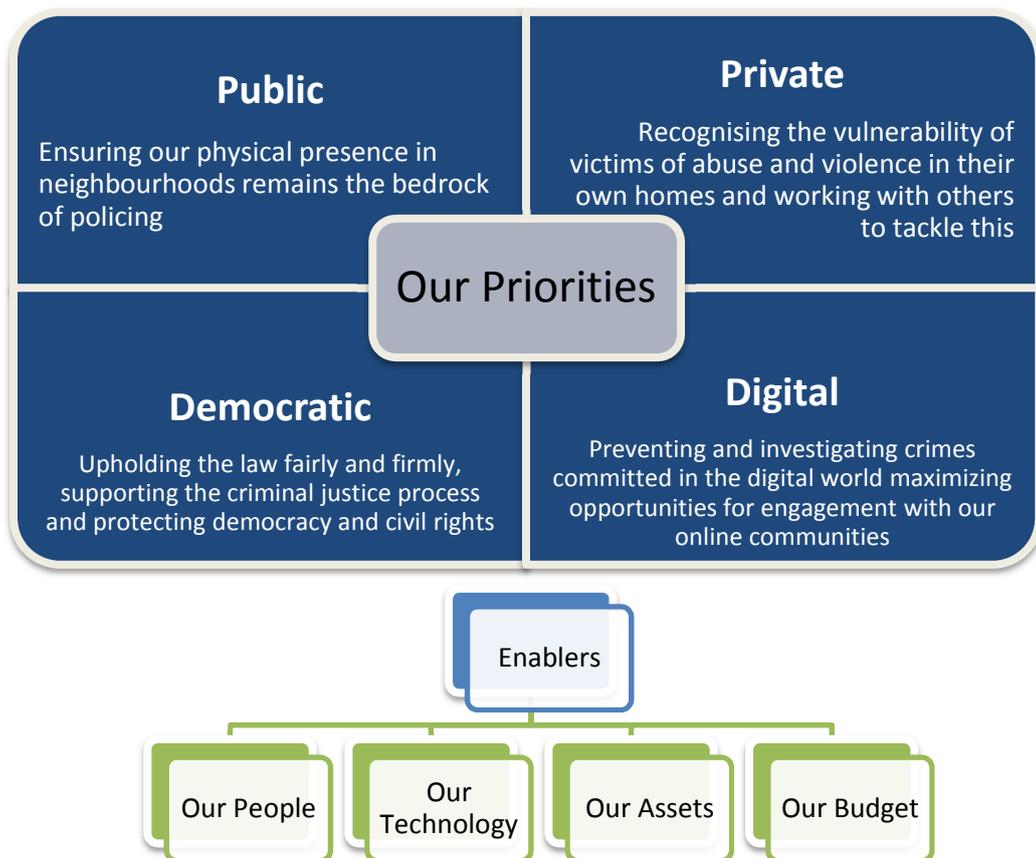


Police and Crime Strategic Board

18th January 2018



Chief Constable's Report



1 Public

1.1 Using a Mobile Phone whilst driving campaign

The 'Using a Mobile Phone Whilst Driving Campaign' will run in the UK for a one-week period, from Monday 22nd January to Sunday 28th January 2018. This is the first of two planned campaigns in 2018, following on from the July 2017 campaign when 8,358 motorists were stopped and 2,509 mobile phone offences detected. Intelligence gathered by the National Roads Policing Intelligence Forum (NRPIF) from previous campaigns, highlighted 80% of offenders were male and 72% of all motorists who committed an offence were over the age of 25.

Objectives of the campaign are to:

- Target irresponsible and dangerous drivers in a bid to improve road safety.
- Draw drivers' attention to the risks posed by being distracted by mobile phones while in control of a vehicle.
- Address the alarming rise in the number of people making calls, texting and recording videos illegally when they should be paying attention to the road.
- Highlight to the public that illegal phone use is as socially unacceptable as drink-driving or the non-wearing of seat belts.

1.2 Community Engagement

1.2.1 Community Cohesion project

A community cohesion project on the East of the county has attracted some attention from the College of Policing and looks set to make National best practice. The project was set up to break down community barriers where English nationals were complaining about feeling intimidated by all the foreign national shops in Boston. The shop owners in turn agreed to put on taster days, where people could come in try some foods, and take away some recipe cards. This helped to develop a better understanding between individuals from different backgrounds.

1.2.2 Mini Police

A meeting was held on the 3rd of January 2018 to discuss the Mini Police Project and how to take it forward in 2018. This included how it aligned to other schemes such as the Junior Police Community Support Officers (JPCSOs). As a two year programme, six national priorities were set, these being Road Safety, Bullying, Diversity, Scams, PhoneSmart (a version of online safety) and Petty Crime/ASB. In support of these National priorities, local priorities will be set where schools will be allowed to select their own from a range of options such as Water safety, Park and Stride, Safe Stranger, Save a life, Forensics and Crime Prevention. The Children that make up mini-police will be selected democratically by their peers. All children will be able to apply to become a member of the mini police, having to deliver some form of presentation to their peers who will then cast their votes.

1.2.3 Quick Wins

Pilots have started on social media in relation to harassment and making off from petrol stations without paying for fuel. This is in an effort to save officer time and utilise resources in a more effective and visible manner. This will initially be for a three month period in the Stamford area, after which the scheme will be evaluated. Other work streams include Road Traffic Collisions and Concerns for safety to see where efficiency savings can be made.

1.2.4 Safer Roads Team (SRT)

Initial scoping work has begun in Force looking at the possibility of setting up a Safer Roads Team made up of Special constables, similar to schemes run in other Forces such as Northants. Although the planning is in the early stages there is already interest from a number of Special Constables wishing to take part. This will be progressed further at the next Special Constabulary Steering Group in January with a launch date set by Assistant Chief Constable West and Inspector Baxter, for February 2018.

1.2.5 Community Events

As part of The Chief Constable's commitment to supporting organisers of St. Georges Day and Remembrance Day parades, the Force is in the process of arranging several training days to assist organisers in planning safe and legal events. These training days will be in early summer and will cover areas such as obtaining Temporary Traffic Regulation Orders (TTROs) for road closures, safe traffic management and identifying the best and safest parade routes.

1.2.6 Community Speed Watch

Work continues to identify and train members of the community to volunteer as part of the community speed Watch initiative. The new scheme is being proposed to support the existing scheme by empowering communities to carry out speed checks in a controlled and authorised manner, educating motorists to moderate their speed.

2 Our People

2.1 National and Regional Wellbeing Collaboration

The force continues to work with the national Oscar Kilo team and regional wellbeing leads to share good practice and develop wellbeing initiatives.

2.2 Wellbeing Working Group

The Wellbeing Working Group continues to meet on a monthly basis, providing an opportunity for feedback from officers, staff and volunteers and acting as the delivery arm for the Wellbeing Board. This meeting is well attended, with representatives from a broad spectrum of roles across the Force. There are some new Wellbeing champions now in place, taking the total number of champions to 23 ensuring learning and good practice continue to be disseminated at a local level.

2.3 Emerald Team Supporting Minds Pilot

The purpose of this pilot is to explore the extent to which targeted counselling can alleviate mental and physical ill health within high risk units. The pilot began on 15th January and was preceded by a number of presentations by Supporting Minds to provide an overview of the service and process of self-referral. Officers and staff will be offered the opportunity to access free, confidential counselling with a Supporting Minds psychotherapist. The pilot will initially be open to officers from the Emerald Team but if the uptake is lower than expected it will be expanded to other high risk units within the Public Protection area. The pilot will run for six months, with initial evaluation at four months.

2.4 Mental Health Research

The force has recently commissioned research by Lincoln University which will provide an overview of mental ill-health risk across the organisation. Through surveys and interviews the university will build data concerning current support provision, health issues individuals face whilst working, and cultural organisational stressors experienced. This study will provide vital information to form the basis of developing future interventions to improve the forces mental wellbeing support provision. The evaluation will also identify particular 'hotspots' (for example; specific teams/management levels/geographical areas) for preventative intervention and strategy. Discussions are currently taking place on the detail and the research will commence shortly.

2.5 **Wellbeing Conference**

The Force's first Wellbeing Conference will be held on 12th April 2018, with the focus on personal resilience; 'Humans not Machines'. The event has been promoted locally on the intranet to gauge the level of interest. Planning is well underway with a number of speakers including the NPCC lead for Wellbeing and Engagement, CC Andy Rhodes.

2.6 **Fitness Mentors**

The first cohort of Fitness Mentors has been recruited and the scheme will be formally launched at the Wellbeing Board on 18th January 2018. The Mentors will undertake bespoke training designed and delivered by the YMCA which will equip them for delivery of mentoring in force and provide them with levels 2 and 3 Personal Training Diploma course. The Mentors are expected to be available to commence their services by May 2018.

2.7 **Health and Fitness Classes**

2.7.1 With a view to encouraging the workforce to be more active, 'After Work Workout' sessions are now up and running in the gym at Force Headquarters. The sessions are aimed at all levels of ability and experience and are free to attend with the most recent class attracting 16 participants.

2.7.2 Beginners Ballroom and Latin American dance classes are commencing on the 18th January for a 10 week pilot. These classes are open to all staff and their partners, and offered at £10:00 per couple payable directly to the dance instructor. If the pilot is successful, there are plans to offer these classes in several other locations across the force.

There is a meeting planned later in January with Active Lincolnshire, to discuss and identify opportunities for working more collaboratively. This will also include a specific discussion on providing opportunities across the county for Officers and staff to attend after work fitness activities/classes, and the possibilities of linking with Active Lincolnshire.

2.8 **Wellbeing Campaign – It's OK**

Working closely with Media and the Graphics department, planning has started, on the 'It's Okay' campaign, encouraging the workforce to be more open about, and aware of, their own mental health. The campaign will launch in January 2018 and start with three general messages to encourage people to start talking:

- It's ok to.....ask for help
- It's ok to.....talk about mental health
- It's ok to.... show someone you care.

2.9 **Learning and Development**

2.9.1 The current PCSO intake have completed their training and were each presented with their 'Powers Card' by the Chief Constable before embarking upon their journey in Community Policing.

2.9.2 The current student officer intake has returned following their break over Christmas and have started phase three of their training programme.

2.9.3 A new cohort of transferees joined the Force in the New Year, and is currently undergoing their induction training. As with all new recruits and officers to the Force they have been met by the senior command team as part of their welcome and introduction.

2.9.4 The internal and external training plans are currently going through their authorisation process and work is underway to schedule in the relevant courses according to Force requirements.

2.10 **Recruitment**

2.10.1 On Monday 18th December 2017 the Force launched a language skills recruitment campaign specifically looking to recruit those who can speak Polish, Lithuanian or Latvian. The campaign is still running and closing date for applications is January 19th. This campaign is aimed at recruiting from within the Boston / South Holland community itself. Communications and Media strategy is in place. Points of challenge have been covered by the legal department and are defensible. Thus far, there has been a huge interest – it is understood that in the first 2 days there were 68 expressions of interest. The closing date for applications is the 19th January with shortlisting being completed in house to save on time and cost using an external agency week commencing 22nd January.

2.10.2 A recruitment process is underway for a new Head of Learning and Development (L&D) and a new Director of People Services. Interviews are planned for late January/late February.

2.10.3 Progress continues in the scheduling of driver courses along with the management of attendance. Following the recruitment drive for a Senior Driving Instructor, a credible applicant has been successfully identified and will be appointed.

2.10.4 Following a positive experience with the Force last year some members of the Civil Nuclear Constabulary have opted to transfer to Lincolnshire Police. The officers are already experienced and trained to a high level. They are scheduled to commence their in-force training in March with a view to being fit for deployment by the end of the year.

3. **Our Assets**

3.1 **Bluelight Collaboration**

The work on contracts is reaching a final conclusion with a move to signing by the end of the month and then the building process will commence. EMAS, Lincolnshire Fire and Rescue and Lincolnshire Police are considering close collaboration working across numerous project strands.

3.2 **Force Control Room**

FCR continues to experience a high level of call volume, particularly on the 999s. The performance level required has continued to be maintained (as a priority) but this continues to impact on the resource available to manage the 101s. This continues to be closely monitored and resources are under constant review to ensure they are deployed at an optimum level.

3.3 Crime Management Bureau (CMB)

The workload of CMB continues to be closely monitored. Following the workshop which was held 31st Oct 2017, and a further workshop is planned for the 16th January to review performance and progress. Additional resources have been identified (both Force and G4S) to undertake a review of all processes linked to how the incoming demand to the Force is handled. Temporary Chief Superintendent Housley will be leading on this work.

4. Our Technology

4.1 ICT

A review of the ICT resources has commenced to ensure satisfactory provision of the required level of service for both business as usual, but also for the ambitious ICT transformation / Technology Futures plan.

5. Democratic

5.1 Police and Crime Act 2017

5.1.1 Section 136 Detainees

Changes introduced under the new Police and Crime Act came into effect in December 2017. This included stopping those under the age of eighteen from being detained in a police station, and restricting the detention of adults at police stations. The reforming of police powers also places new limitations on when a police station can be used as a place of safety for adults detained under the Mental Health Act 1983. At the time of writing a police station has not been used as a place of safety in Lincolnshire in over a month.

5.1.2 Pre-charge Bail

Provisions made under the Police and Crime Act 2017 also included changes to Pre-charge bail, also known as police bail, enables those under investigation to be released from custody, potentially subject to conditions, while officers continue their enquiries. The Force have been successful in implementing a reduction in bail, with figures from last year showing that only 2% of persons were bailed in September 2017 as opposed to nearer 30% before the Act. The number of persons Released Under Investigation (RUI) appear to be growing week on week at rate of approximately about 3%. To ensure this is being managed robustly weekly reviews are conducted by local Inspectors, and further reviews conducted by Sergeants during monthly workload checks.