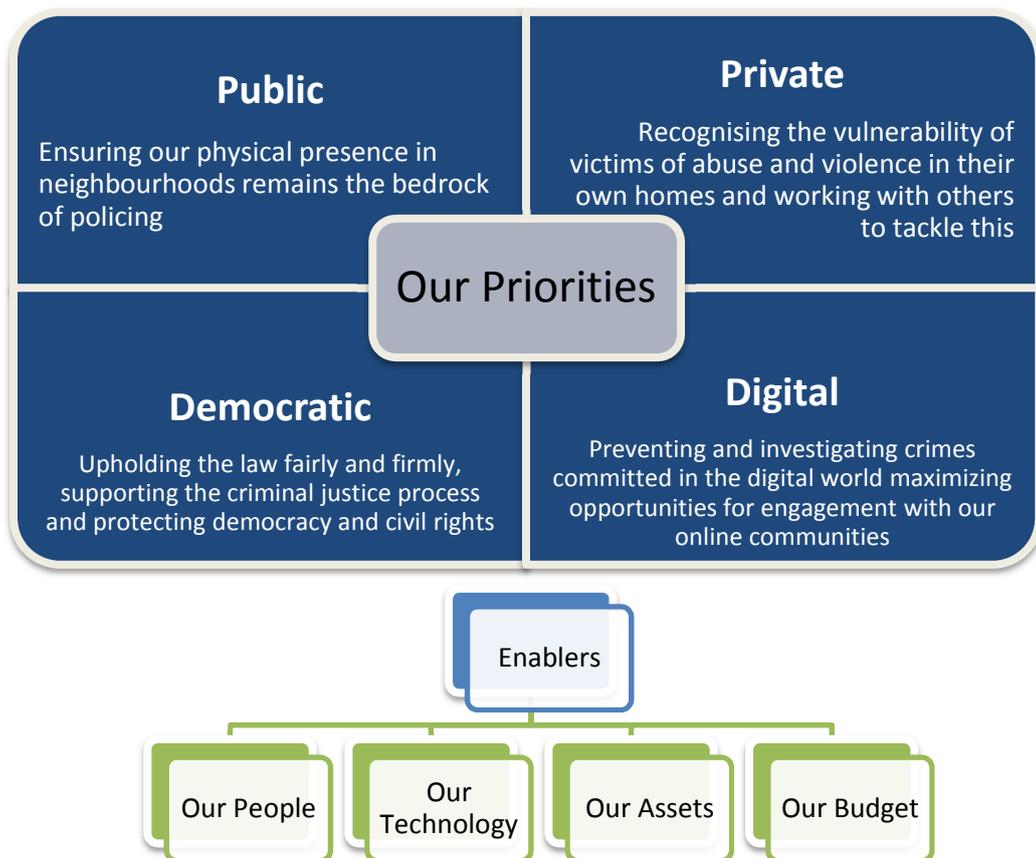


Police and Crime Strategic Board

Date: 21st February 2018



Chief Constable's Report



1. Public

1.1 Bluelight Wider Estates project

With a view to maintaining a visible presence in our communities, the Commercial Partnership Trust (CPT) has been heavily involved in the Bluelight Wider Estates project. Having undertaken significant engagement with operational managers, discussions have progressed with colleagues in LCC Property Services and the 'One Public Estate' forum to consider options on the future of our estate. A proposal is in the final stages of completion and will be submitted to the Assistant Chief Officer (ACO) during February.

1.2 Community Engagement

1.2.1 Mini Police

The programme for Mini Police has been finalised and has been well received in schools. This is now generating interest from other Forces who are looking to adopt our programme. We have had interest from Nottinghamshire, Humberside and West Yorkshire to date.

1.2.2 Safer Neighbourhoods

Neighbourhood Policing Teams on the east of the county have been working with partners to tackle underage drinking and in particular the sale of alcohol to teenagers. Recent operations have resulted in one store having had their licence revoked. It is anticipated that close engagement with local businesses and partners, along with media coverage of the licence revocation, will send out a strong message to other off-licences regarding the illegal sale of alcohol.

1.2.3 Quick wins

- Efforts are continuing to free up demand on officers' time in order to serve our communities more efficiently with the finite resources at our disposal. We have now reached agreement with Lincolnshire County Council on 'Mud on the Road' issues which will see a reduction in the calls to the Force Control Room. In cases where there are aggravating factors and where road conditions indicate a danger to road users, Lincolnshire Police will still attend.
- Pilot schemes to review police response to social media harassment and fuel thefts have seen significant decreases in demand on officers' time, while ensuring that proper advice is given to callers on ways in which the matter can be dealt with.

2. Private

2.1 Concern for Safety

There are numerous occasions where police are called to attend incidents where other agencies or families cannot access premises to check the health and welfare of an individual. These are usually elderly members of our community who are in their own private homes, and police attendance is usually required to assist with securing entry. The use of police resources in such cases is being reviewed as part of a larger project examining demand for attendance at 'Concern for Safety' incidents, in which the public may better be served if other agencies were to attend rather than the Police.

3. Democratic

3.1 Victim's Strategy

A member of the CPT team is working alongside members from the Office of the Police and Crime Commissioner (OPCC) in support of the PCC's Victim's Strategy. Information has been provided regarding all the current commissioned services which support victims of crime, and work ongoing to integrate these services. This has included initial discussions with our

Strategic Partner as the aspiration includes potential changes in how the Witness Care Unit operates. This is a service delivered by G4S.

4. Digital

- 4.1 On the 6th of February, Lincolnshire Police showed their support for Safer Internet Day (SID2018). The aim was to promote the safe and positive use of digital technology, particularly among children and young people. Each year on Safer Internet Day millions of people unite to inspire positive change and raise awareness of online safety issues.

5. Our people

5.1 Recruitment

Interviews have been completed for a new Head of People Services (previously known as L&D Manager) and a successful applicant has been identified. The CPT Manager sat in on the interview panel with the G4S Service Delivery Director and HR Director. All are confident the successful candidate will bring a refreshed level of management and direction to the department.

5.2 Assaults on Police Officers

The process for 'Impact Statements' has been finalised with the Chief Constable now submitting a statement on each case file for a person charged with assaulting a member of Lincolnshire Police. This serves to highlight the impact of assaults on officers, their colleagues, the Force and the public. The intention is that these statements will influence the judiciary into treating assaults on our staff as an aggravated crime, when considering sentencing. In the first week of going live, four statements were submitted.

5.3 Appearance Standards

A review of the Appearance Standards policy has been completed with a draft proposal being considered for final sign off later this month. The policy covers areas such as facial hair, tattoos, jewellery and make-up. The new standards are in line with College of Policing guidance with changes aiming to be more representative of the community we serve.

5.4 Police uniform

Agreement has been obtained to trial some alternative outerwear in line with the national police uniform standards. The trial will commence later this month and will last for four weeks. This will involve twenty volunteers who will test the uniform and provide feedback in relation to its comfort and fitness for purpose.

5.5 Police stations

The South Park build is progressing which will allow officers and staff to move into a modern new police station, vacating West Parade. The Blue Light Programme Team is discussing cultural challenges with a view to enhancing integration and interoperability across all services. Further consultation will take place in due course with officers and staff at West Parade.

5.6 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 Force's Emerald Team, who deal with serious sexual assaults, are trialling the scheme. Sessions are booked directly with Supporting Minds by the officers who have now started attending their appointments. Following a review of the initial uptake, there may be opportunities to make this more widely available to officers from other departments. Current feedback on this pilot is extremely positive with all allocated Counselling slots being utilised.

5.7 Mental Health Research

Participants deemed to be at risk of having mental health problems will be invited to participate in a survey and interviews with Lincoln University. This will provide rich data concerning current support provision; current health issues individuals' face whilst working; and cultural organisational stressors experienced. This study will provide vital information to inform development of future interventions to improve mental wellbeing support provision. Discussions are currently taking place to finalise the detail, however it is hoped that the survey will run 1st to the 23rd March 2018

5.8 Fitness Mentors

Five fitness mentors were appointed last month who have now started studying towards their bespoke Level 2 and Level 3 Personal Training Diploma. This is being done in conjunction with the YMCA, who are being flexible around training delivery and exam dates to minimise any disruption to operational policing. Once fully trained, the fitness mentors will be in a position to offer group sessions and one to one advice to individuals with a view to improving fitness and preventing injury.

5.9 After Work Health and Fitness Classes

After Work Circuit sessions and Beginners Ballroom and Latin American dance classes are continuing to grow in popularity. Discussions are on-going with Active Lincolnshire which includes specific discussions on providing opportunities across the county for officers and staff to attend after work fitness activities/classes.

A survey conducted in the latter part of last year, also reported a desire from individuals for relaxation type classes. Mindful Yoga, (a mix of mindfulness and yoga) is currently being considered.

6. Our Technology

6.1 Learning and Development (L&D)

Key members of the L&D team attended workshops at Grantham Police Station and are soon to commence storyboarding with Droman Immersive Solution who are designing applications that will enable the force to revolutionise how learning is delivered to officers as part of a blended approach.

6.2 ICT

Engagement has been made with a consultant to review our ICT Futures Plan and ICT Roadmap to provide assurance that all ICT solutions and supporting infrastructure will provide a resilient and future proof service.

6.2 Driver Training records

The implementation of the Driver Training module of Chronicle is on-going and expected to go live by Spring 2018. This will ensure that detailed driver training records are maintained in a more efficient manner than is currently the case and enable a variety of management information to be provided with ease.

6.3 Human Resources (HR)

Following receipt of a business case from HR, approval and funding has been provided to progress with the digitalisation of HR and Payroll files. This will reduce duplication, release space within the Estate and enable information to be more accessible (within the boundaries of data protection protocols).

6.4 The Firearms On-Line system

The on-line system for Firearm registration has seen an increase in usage by licence holders and is working well. The next development of this system is to progress with the registered firearms dealers' portal.

6.5 South Park

The Blue Light Programme Team within Lincolnshire Police is working closely with the Technological Futures Project with regards to the ICT design for South Park. This will ensure that it reflects the future direction of policing. We will work closely alongside all departments on the plans to meet all our requirements on technology.

7. Our Assets

7.1 West Parade Police Station

Work has commenced on the development of a disposal plan for West Parade Police Station. This will include a timetable for the decant to South Park, the decommissioning period and the options for future use, whilst ensuring the best capital receipt is obtained.

7.2 Vehicle fleet

The Force is looking to introduce vehicle telematics with a view to enabling significant savings in fuel and costs arising as a result of accidents. Recent industry experience using vehicle based telematics systems has shown that the ability to monitor and address both driver behaviours and vehicle use will provide opportunities to achieve substantial savings in a number of areas over a period of time. Vehicle telematics are now being considered and introduced within Police Forces. The business case is now complete and will be submitted to the PCC's Office for consideration.

8. **Our Budget**

8.1 Learning and Development (L&D)

L&D have been reworking training schedules and workloads to support the force's changing focus. The recent PCSO induction is an example of this. By reworking the schedules and workloads, L&D were able to save the force approx. £6000

8.2 South Park

The Police Innovation Funding has allowed for the development of South Park. Continued funding from Lincolnshire Police and other partner agencies allows all services to realise their core requirements within the build and to analyse new concepts for interoperability.