

Police and Crime Strategic Board

Chief Constable's Report



Date: 15 October 2018



1. Public

1.1 PCSO Powers

1.1.1 The Chief Constable has designated additional powers to PCSOs that revolve around their ability to enforce on certain traffic-related issues. These compliment the fatal four. The spirit behind this is for enforcement being linked to problem-solving methodology and priorities locally. It is important to note that this is NOT replacing or substituting existing enforcement activity from the local authority. Over the course of the next 6 weeks, PCSOs will be trained in the use of these additional powers. There will then be a period of analysis over the impact the use of these powers have had.

- 1.1.2 The public have been briefed via the Force statement published this week. An implementation plan is in place with Chief Superintendent Paul Timmins being accountable for it.

1.2 Lincoln Pride

- 1.2.1 Lincoln Pride took place on Saturday 29th September in Lincoln City Centre. This was a fantastic event which was supported by Lincolnshire Police Officers and PCSOs who joined the parade. It was a great turnout from all members of the community to celebrate diversity and inclusivity.

1.3 Demand

- 1.3.1 There has been a steady decrease in the number of incidents created by the FCR over recent weeks. The summer peak has declined but furthermore there is an average of approximately 5% reduction in demand when compared to 2017 figures. However the number of crimes per incident has risen and this has had a significant impact in relation to the demand faced by the Crime Management Bureau. This increase in crimes was anticipated following the recommendations of the Crime Data Inspection and the increase in figures demonstrates officers acting on the findings of that report. We are looking at how we can help the CMB to meet their daily demand and to this end there is a presentation to the Chief Officer Group on Wednesday, 3rd October 2018, whereby one of the recommendations will be to re-allocate some of the audit burden they currently carry in order that they can divert resources to reflect the increased work load.

2. Private

2.1 Data Quality

- 2.1.1 In September 2018 the Force's Information Management Unit made 10 disclosures under the Common Law Police Disclosure process. This was to a variety of Governing Bodies and Employers to allow them to consider any risks posed by an employee or volunteer who was working in a particular role in relation to safeguarding concerns that needed to be mitigated.

2.2 Rural Crime

- 2.2.1 Taking a Preventative approach to Hare Coursing has been supported by Partners in Lincs, and as a result we have seen a significant fall in the number of incidents reported to the Force. Listening to feedback from the National Farmers Union (NFU) and the Country, Land and Business Association (CLA) we are satisfied that the reduction is real and not as a result of victims/witnesses not reporting.
- 2.2.2 We have utilised a number of new tactics within Op Galileo over recent weeks and these are being evaluated and we are working with the East Midlands Police Academic Collaboration (EMPAC) and De Montford University to develop effective Rural Crime Prevention tactics.

2.3 Heritage Crime

- 2.3.1 Working with Neighbouring Forces, it is clear that they have experienced a rise in the number of metal thefts, lead from churches in particular – a national issue highlighted by Heritage England (HE) with their Operation Crucible which is a police-led, multi-agency investigation into the organised theft and unlawful trade of metal in England and Wales. At this time it is not clear when the offences have occurred – and it may have been some months ago, but they have only come to light with the late-summer rainfall. Because of previous work undertaken in Lincolnshire with the Diocese of Lincoln around preventative measures, it is possible that we have seen fewer offences than neighbouring forces, but we will continue to work with partners to prevent this type of crime.

2.4 Child Exploitation Multi-Agency Operational Plans

- 2.4.1 Work has continued with partners under the Local Safeguarding Children’s Board (LSCB) to develop a Child Exploitation screening tool and review process. This has seen our current Multi-Agency Child Exploitation (MACE) meetings paused to ensure they can be as effective as possible in identifying risk and safeguarding those identified as potential victims of exploitation. The plans were presented to a strategic management group of the LSCB in September with Board feedback being received to aide further consultation and development. The intended outcome is to develop a screening tool that will inform the identification of risk, supported by partnership intelligence under the branding of Operation Insignia and to then enable a full partnership response to tackling Child Exploitation with focus on the victim, offender and location. This has progressed to a revised plan being produced and is currently under further consultation. Plans are this will be returned for sign off through the LSCB within the next month.

2.5 Domestic Abuse Outreach Services

- 2.5.1 WLDAS (West Lindsey Domestic Abuse Service) has now embedded as our support service for victims of Domestic Abuse. This has continued to develop as a countywide service with plans to develop further in support of those who may not wish to report to the police, but still need support from services in breaking the cycle of abuse. Sadly one of the managers for the service passed away in the last month which has seen some of the developments paused for a short while, however the service has been maintained and is performing in support of those at highest risk of harm through Domestic Abuse. The close liaison with the service is continuing particularly through the Police Domestic Abuse Coordinator.

2.6 Domestic Abuse Perpetrator Panel

- 2.6.1 Development of the Domestic Abuse Perpetrator Panel continues with the delivery team having been recruited. The aim of the project is to develop processes to support perpetrators of domestic abuse away from that behaviour, with structure and plans in place.

2.7 Protecting Vulnerable Persons Unit Development

2.7.1 Following a recent review, development of the Protecting Vulnerable Persons Unit to replace the current Public Protection Unit, is well underway. Consultation has started with staff to move towards specialist staff working seven days a week from 0800 hours until 2100 hours. This will see the implementation of a new shift pattern; with three hubs based at Boston, Lincoln and Grantham. The teams will all be omni-competent, focussed on those most vulnerable who are at risk of high harm. Current plans should see these changes in place from early January 2019.

2.8 HMICFRS Inspection of Child Protection

2.8.1 September saw a two week Child Protection inspection visit from the Her Majesty's Inspector of Constabulary, Fire and Rescue Services (HMICFRS). Although not a graded inspection, it gave the Force an opportunity to consult with the HMICFRS on current processes and future plans. There was a finding of strong leadership in this area from the top down, however a number of areas were identified for focus. Although finding areas for focus there was a clear understanding of where Lincolnshire Police is heading and that we have clear plans in place to achieve this. The HMICFRS have recognised areas of good work and practices and that with the plans being implemented under the crime review this will bring about the areas of improvement sought. Focus on the voice of the child need to be addressed throughout local practices and this is very much at the fore of the review plans and process changes. An action plan is being formalised from all of the findings from the review to ensure they are all addressed straight away.

2.9 Suspect Management

2.9.1 Suspect management is subject of ongoing scrutiny for the Public Protection Unit. All crimes are undergoing full management review with appropriate challenges of staff to move to a more proactive approach with regards to identified suspects, ensuring early arrest considerations to then better utilise bail conditions to ensure protection of the vulnerable and any further potential risk suspects may pose. This is an ongoing piece of work following the implementation of a suspect prioritisation model and is already seeing positive outcomes. There remains work to do in this area and appropriate focus is continuing to drive this change in culture with staff.

3. Democratic

3.1 Community Alcohol Partnership Scheme (CAP)

3.1.1 On 9 October 2018 Inspector Andy Morrice was awarded the prestigious CAP (Community Alcohol Partnership) Hero of the Year Award. The CAP Scheme was introduced in Boston (the first town in Lincolnshire to be involved in the Scheme) in February 2017. The Scheme encourages local partnership working to tackle underage alcohol misuse and associated anti-

social behaviour and is unique in that it recognises that retail is part of the solution and has been shown to be more effective than enforcement alone. CAP activity is locally determined and encourages a focus on education, enforcement, public perception, communication, diversionary activity and evaluation. Neighbourhood Policing Teams and local partners (including our own Licensing Department) have worked extremely hard and have been committed to the cause and the action plan and we have made significant inroads into underage alcohol misuse and ASB in the local area. The nomination for this award recognises the hard work and dedication in firstly getting the project off the ground and secondly for achieving the aims and objectives of the action plan – making Boston a safer place.

3.2 Bluelight Collaboration

3.2.1 The work continues around the South Park build with the outline of the structure now complete and work starting on the internals of the building. Close collaborative working continues to take place with East Midlands Ambulance Service and Lincolnshire Fire and Rescue on the project. We are now starting the plans of decanting personnel from all three current operational stations into the new build during 2019. This period has also seen the holding of a Symposium involving key strategic leaders from the police and partner agencies analysing and reviewing opportunities for ongoing collaboration. This day was successful in providing key thoughts and ideas which will be beneficial to our ongoing and committed service delivery to the public in Lincolnshire. Police representatives on the collaboration programme have also been in contact with other force areas to discuss opportunities and challenges around collaboration and have meetings to visit areas to discuss best practice and key concepts.

3.3 Disclosure

3.3.1 The recently appointed Disclosure Coordinator (reported previously) for the Force has made strong progress in improvements to Disclosure matters. Highlights of which are as follows:

- As of 25th September 2018, 739 staff had completed the full NCALT Disclosure training programme. It is broken down into seven chapters with as many as 780 completing the chapter on Relevancy – Disclosure Test.
- Supt Squires (Disclosure Coordinator) has held three Disclosure Workshops in Grantham, Lincoln and Boston with further workshops taking place during October throughout the County. In excess of 65 staff have attended so far and feedback forms indicate that the workshops have made a difference to them in their understanding and application, particularly in respect of correct scheduling.
- Disclosure Champions have now been appointed across the force and a shared drive has been created on the network for them, where all relevant documentation and guidelines can be easily found.
- Advice has been given to members of staff currently engaged on two current large operational investigations. In consultation with staff in the Learning and Development we have revisited the Pocket Book Guide to Disclosure which has

previously been given to staff and identified areas that need amending and updating. Staff are contacting the Disclosure Coordinator with queries which is very positive.

3.4 Crime Allocation Policy

3.4.1 The Crime Allocation Policy has been reviewed and updated and the updated policy will go live with effect from 15th October 2018. Supervisor briefings have been incorporated into the Line Management Seminars for Sergeants, Inspectors and equivalent police support staff.

3.5 Management of Bail and RUI

3.5.1 New processes have been introduced in custody to support the management of Bail and Released Under Investigation (RUI). The authority of an Inspector will now be required in cases where RUI is being considered for suspects involved in Domestic Violence, Sexual Offences and Knife Crime incidents.

4. Digital

4.1 Firearms Licensing Online

4.1.1 Use of the Firearms On-Line system continues to expand, and Lincolnshire Police continue to be the only force in the Country to allow electronic payment, electronic signature and photograph upload for applicants.

4.1.2 The FLO take-up levels, as of 1st October 2018, were:

- Accounts created – 2582 (Increase of 10% over the previous month)
- Applications submitted – 2264 (Increase of 13% over the previous month)
- Payments made electronically for applications – 1362 (Increase of 14% over the previous month)
- FLO Applications successfully completed – 1690 (Increase of 17% over the previous month)
- Number of photographs uploaded by applicants – 97

5. Our People

5.1 National Police Communicators' Course

5.1.1 The 60th National Police Communicator's Course took place week commencing 08 October 2018 in Lincolnshire with 30 people from all over the country attending. The course has

been run by our Tony Diggins, Head of Communications and Public Affairs Department for the last 20 years and is nationally renowned for the

5.2 National Police Wellbeing Service Pilots

- 5.2.1 The force is running two pilots, starting week commencing 15th October, to provide psychological 'check-ins' for officers and staff. The first pilot is aimed at Response Officers in Boston and Spalding and will be a face to face session with a trained counsellor. The second is an online psychological questionnaire, which is already used nationally for the officers who are trained as negotiators. This will be aimed at PPU officers and staff as well as Family Liaison Officers. Both types of assessment will provide a full report that is confidential to the individual and the counsellor, with thematic and high level reports being provided to the force.

5.3 Communications

- 5.3.1 The Wellbeing Programme Team is developing a 'campaign' to better promote the wellbeing agenda in the Force. The first product from this is a Wellbeing newsletter, the first edition of which was produced in September. Consultation is taking place through the Line Managers Seminars (mentioned at 3.3 above) regarding the best way to make wellbeing support information available to managers and staff and intranet news items, discussions and features are being planned for the next 6 months.

5.4 Active Lincolnshire Awards

- 5.4.1 The force has been shortlisted for the Active Lincolnshire 'Active Workplace' award. The winner will be announced at the awards event on 1st November 2018.