

Police and Crime Strategic Board

15 November 2018



Chief Constable's Report



1. Public

1.1 County Cadet Camp

1.1.1 The weekend of 5th to 7th October saw 56 Volunteer Police Cadets from across the County come together at Caythorpe for the County Cadet Camp. The weekend was extremely successful (despite the foul weather) and saw all cadets working together to complete tasks and challenges. The cadets mixed together, supporting and encouraging each other, particularly those who were nervous. There were some fantastic displays of teamwork in activities such as raft building, challenge course, high ropes, abseiling, giant swing and aeroball. They were supported by their Cadet Leaders, many of whom gave up weekends with their own families to ensure that the cadets had a great time.



1.2 Neighbourhood Policing Plan

1.2.1 The Force's Neighbourhood Policing Plan will be launched week commencing 19th November. The plan is a look forward over the coming five years and sets an ambitious vision of the future. The force is committed to supporting the aims of the PCC's Police and Crime Plan. The Force's Distinctively Lincolnshire Strategy and the delivery plans underpinning it are designed to ensure that the force focuses on the four principles of the Police and Crime Plan:

- Community safety and prevention in partnership;
- Listening, responding and being accountable;
- Protecting and supporting victims and the vulnerable; and
- Policing that works

Plans for a Neighbourhood Policing Conference have been for 28th January – all Lincolnshire Police's neighbourhood policing staff will be there and we hope to have a focus around problem-solving.

2. Private

2.1 Data Protection and Quality

2.1.1 In September 2018 the force provided information on 693 occasions to a variety of partner agencies for the protection of children and vulnerable adults, this not only assisting partnership working but ensuring the most vulnerable in society are protected. In October 2018 the Information Management Unit made 9 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. Also in September 2018, under the Freedom of Information Act 2000, the IMU received 1,074 FOI requests from a total of 85 requestors.

2.2 Protecting Vulnerable Persons Unit

2.2.1 Week commencing 5th November 2018 has seen the next steps in the implementation of the Force Crime Review changes with regard to the Public Protection Unit. The Public Protection Unit has been renamed the Protecting Vulnerable Persons Unit and as such has been through formal staff consultation. Following this consultation an agreed shift pattern has been set, which will see all Protecting Vulnerable Persons Unit staff working seven days a week between the hours on 0800 and 2100, an increase from Monday to Friday 0900 to

1700. This will see increased capacity to deal with investigations, with the right specialist resource being at the right place and on duty when needed.

- 2.2.2 The Protecting Vulnerable Persons Unit will have bases at Grantham, Lincoln, Boston and Skegness Police Stations; with omni-competent staff skilled and experienced in dealing with issues of high risk and high harm for those deemed the most vulnerable in our community. The new Unit is due to “go live” on 7th January 2019.

2.3 Public Service Network (PSN) Accreditation

- 2.3.1 The Force has now achieved its PSN accreditation. Accreditation is part of the risk management process of a public sector organisation. The basic idea is to have a formal process to identify the risks, work out how to manage them and finally to assess, if this is within the risk appetite of the organisation. The Force is one of only 12 that have been granted this accreditation, so this is a fantastic achievement. Not only does this leave us in an excellent position nationally and with regard to national systems such as the Police National Enabling Programme (NEP), it has also been achieved without any further requirement around an IT Health Check (ITHC), meaning we now a year until we are required to undertake that process once again, pre-PSN renewal.

3. Democratic

3.1 Disclosure

- 3.1.1 Following the issues around disclosure that were highlighted as a result of various high-profile court cases, the force undertook a programme of work to ensure that officers and relevant staff had the appropriate knowledge to make decisions around disclosure. An on-line training package has been rolled out across the country, and in Lincolnshire over 750 officers and staff completed it. This compares very well regionally and nationally in terms of the percentage completion in relevant roles. Our own interaction with the College of Policing has influenced some changes to the package in relation to its relevancy. Our Disclosure Champion is currently holding workshops across the County. Turn out for these workshops has been very good, and although not mandated and open to all officers and staff, at Boston 29 people attended whilst at Skegness and Grantham there were around 15-20 attendees. The workshops are on-going and a feedback form has been provided, which attendees must complete. This will develop the input and seek outcomes.

3.2 Crime Allocation Policy

- 3.2.1 On 15th October 2018 the Force launched its revised Crime Allocation Policy. The Policy reflects a requirement to allocate resources based on threat, risk and harm and includes consistent guidance on the use of solvability factors to enable effective screening in and out for secondary investigation. The policy will be reviewed in January 2019.

3.3 Move of Lincoln Police Station from West Parade to South Park

- 3.3.1 An initial meeting has been held with the Bluelight Programme Team and West SMT, along with other key personnel, in order to commence the planning of the decant from West Parade Police Station to South Park.

4. Digital

4.1 Cyber Crime

4.1 The majority of the Cyber Crime Investigation Unit will be in post from 12th November 2018 with only one member outstanding. This will enable the Force to provide an investigative capacity into cyber-dependent offences within Lincolnshire and support for officers on the frontline into the investigation of cyber-enabled offences. In addition the Force will have a fully operational Cyber Prevent Unit who will be supported by a Cyber Volunteer to deliver targeted prevention advice and campaigns within the county to raise awareness and target harden groups most vulnerable to cyber offending within Lincolnshire.

4.2 The Firearms Licensing On-line system continues to go from strength to strength with updates being installed each month to improve the service and experience delivered by the portal to applicants.

Current levels of uptake for the system, as of 29th October 2018 are:

- Accounts created – 2846 (Increase of 10% over the previous month)
- Applications submitted – 2555 (Increase of 13% over the previous month)
- Payments made electronically for applications – 1527 (Increase of 12% over the previous month)
- FLO Applications successfully completed – 1938 (Increase of 15% over the previous month)
- Number of photographs uploaded by applicants – 194 (exactly double the number submitted at the start of the month, showing the uptake of this element of the system is going well)

5. Our People

5.1 National Police Wellbeing Service - Update on 2018/19 Pilots

5.1.1 Since commencing the National Police Wellbeing Service pilots on 15th October 2018, 24 Response Officers have taken part in face to face health checks and 70 Public Protection Unit (PPU) officers and staff have taken part in the online health check. So far there have been four interventions for response officers who showed clinical signs of psychological ill health and 30% of the online health checks have indicated that follow-up is required (either exploratory or psychological assessment where the individual has shown clinical signs).

5.1.2 The force was not already aware of issues in the case of the four response officers, so this is seen as the first positive sign of this proactive approach. Had the health check not uncovered these issues the officers may have gone on to suffer significant ill health, be absent from the workplace for a protracted period, and require more expensive intervention.

5.2 Launch of National Wellbeing Service 2019/20

- 5.2.1 The Force has been invited to bid for further Police Transformation Fund support to enhance our own Wellbeing pilot in 2019/20. The bid will be included in the submission to the Police Reform and Transformation Board (PTRB) on 7th November 2018, as part of the draft proposal regarding the live National Police Wellbeing Service (NPWS) in April 2019. The paper will include proposals around infrastructure (including establishing a Centre of Excellence) and will propose how the remaining £3.5m should be used in 2019/20. The bid for Lincolnshire is for £318k which will see the delivery of both face to face and online health checks increase significantly (potentially reaching over 1200 people). Following feedback from the PRTB and discussion at the NPWS Programme Board in December 2018, a final proposal will be presented to the PRTB in January 2019 for formal sign off.

5.3 Sports Teams

- 5.3.1 The Force has now established two new sports teams, both affiliated with the Lincolnshire Police Sports Association and Police Sport UK (PSUK). Sergeant Jon Mellor and DC Clare Brown co-ordinate the Force Rugby team, which has already played two matches and others are lined up throughout the winter. Heidi Ham is leading the force Netball team and already has 14 members who will be receiving coaching support accessed via Active Lincolnshire. Heidi's goal is for the netball team to reach the PSUK Netball Championship in September 2019.

5.4 Physical Health Checks

- 5.4.1 Wellbeing Champions at Sleaford and in the Force Control Room have recently accessed the services of North Kesteven District Council's Health Trainer to undertake physical health checks on staff. These have been extremely successful and the Force is exploring the potential for a collaboration with the Health Trainer to deliver health checks across the Force.

5.5 Mental Health Training

- 5.5.1 Our first training on mental health first aid will be delivered in December 2018, with the cohort of Welfare Support Officers receiving the training as part of preparation for their role. Work is ongoing with Learning and Development to include a session on this in the new Mental Health training being rolled out to all officers in 2019/20.

5.6 Communications

- 5.6.1 The Force's Communications Team continue to support the organisation by publishing public appeals to help police officers with live investigations and also inform residents of important incidents and news which relates to their local community. The team also work with local and national media and documentary producers to give a unique insight into Lincolnshire Police and the challenges it is currently facing. An example of these issues was when the force recently communicated about its Force Management Statement, outlining the budgetary restraints it faces which would see potential cuts to the service Lincolnshire Police is able to deliver if more funding from central government is not forthcoming. Other notable communications over the last month include cooperation with ITV over a new crime-drama called 'Wild Bill', which saw filming start in Boston in November, and 11 arrests within the space of a week to tackle 'county lines'. This is when drug dealers from bigger cities visit smaller areas like Lincolnshire to supply drugs, and often involves recruiting vulnerable and young people to assist them in running a drug dealing operation.

5.7 International Controller Week

- 5.7.1 The Force Control Room (FCR) recently celebrated International Controller Week which commenced on Monday 22nd October through to Friday 26th October 2018. By subscribing to this initiative we received bunting, posters, stickers, sweets, chocolates & biscuits – which obviously went down very well with the staff.
- 5.7.2 The FCR embraced this week which was dedicated to celebrating the achievements of the Force’s highly-skilled staff at the end of the phone when people need them, keeping them calm, reassuring and updating callers through the most difficult of times. Call Takers and Controllers are the people who make sure everyone is where they need to be, at the right time, helping and supporting as the situation unfolds and they ensuring that the relevant resources are dispatched in order to provide a quality of service. The week was an opportunity to highlight and thank these people for the great work that they do, in what is ultimately a challenging and demanding role. The charity “MIND” sponsored the week and promoted it on social media and for every #unsungheroes hashtag used during the week they donated a £1.



5.8 Line Managers’ Seminars

- 5.8.1 The latest round of line managers has concluded recently. There have been six sessions held over October and November, with approximately 180 police officers and staff at sergeant and inspector (and police staff equivalent) levels attending over the series. This included a Saturday seminar to which members of the Special Constabulary were invited.
- 5.8.2 The seminars have focussed on the introduction of the new Crime Allocation Policy, feedback from the recent Staff Survey, updates on wellbeing – in particular the psychological screening pilot, as well as inputs on Crime Recording and Hate Crime.