

# Police and Crime Strategic Board

Date: 21<sup>st</sup> March 2019



## Chief Constable's Report



### 1. Public

#### 1.1 Brexit

1.1.1 The force has been diligently planning for Brexit, working closely with partners to ensure we are as prepared as possible. We have representation on the Local Resilience Forum with a strong internal structure in place with DCC Naylor sitting on the National Group as the Regional Lead.

- 1.1.2 We are aware communication is vitally important and the media strategy will reflect an awareness of the diversity of our county with all efforts being made to ensure the messages are received.

## **1.2 Fleet Management**

- 1.2.1 The Fleet Management Department continue to work towards a 10% fleet reduction with minimal operational disturbance by identifying poorly utilised vehicles.
- 1.2.2 A business case for the introduction of a covert vehicle fleet is being considered with an objective of reducing the reliance on external long term hire vehicles. This will involve the purchase of approximately 10 unmarked vehicles of varying ages and vehicle manufacturers for rotation around the force.
- 1.2.3 Fleet maintenance technician training is progressing prior to the introduction of 7 BMW I3 electric vehicles in March. This preparatory work is reinforced with a driver's familiarisation package at time of vehicle release into the fleet.

## **1.3 Body Worn Video**

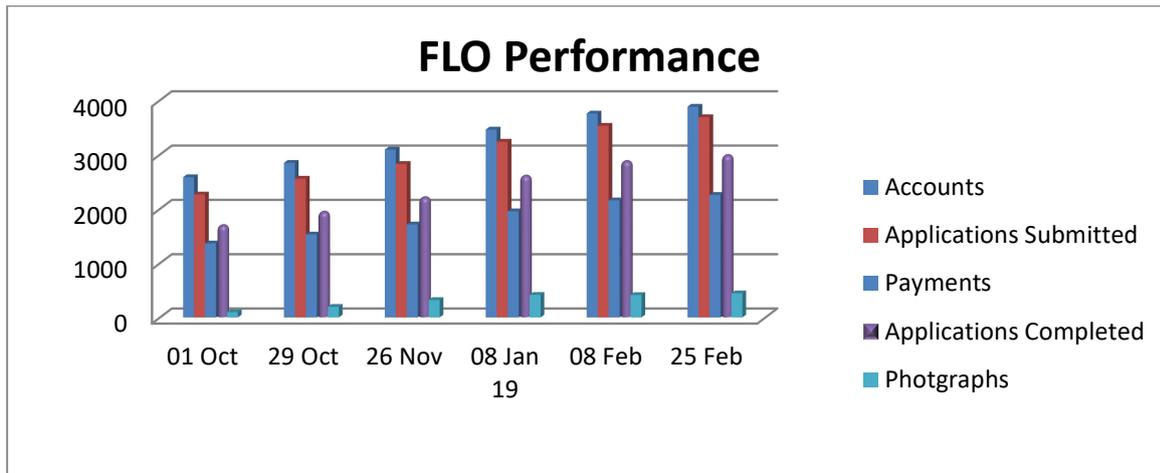
- 1.3.1 We have enhanced our support for the Body Worn Video provision to ensure all officers are equipped with cameras at all times and that they are fit for purpose, to ensure the public are protected and relevant evidence is collected if necessary.

## **1.4 Rural Crime**

- 1.4.1 The first stage of the piece of work to ensure a national approach to Hare Coursing is now complete – 35 forces are engaged and have been separated as recording High, Medium or Low volumes of incidents.
- 1.4.2 The second stage involves working with the National Wildlife Crime Unit (NWCU) to complete analysis of the national picture – it is anticipated this will take some months, but in the meantime, we are working with the other High Volume forces to ensure we are all making use of best practice. This work has also led to liaison with a subject matter expert on the impact of viruses on the hare population over coming months and its implications for our work.
- 1.4.3 Work with partners on issues such as fly-tipping and metal theft continues, along with academic collaboration (with EMPAC) on Rural Crime.

## **1.5 Firearms Licensing Online (FLO)**

- 1.5.1 The system continues to see good usage with the application developing. There is work on-going for the GP Portal element of the application. In February the Firearms Licensing Team processed 44 grants, 125 renewals, 32 variations and 734 notices of sale.



## 2. Private

### 2.1 HMICFRS Child Protection Inspection Report Published

2.1.1 On Thursday 14th February 2019 Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) published their report following a full inspection within Force during September 2018.

2.1.2 The report details some excellent work taking place in this important area, including dedicated staff, good leadership and effective partnership working. A clear plan had been developed to demonstrate significant changes across the Force on how we would future proof ourselves to ensure we do all we can to tackle vulnerability.

2.1.3 This plan has now been implemented through the development of the Protecting Vulnerable Persons (PVP) Unit. There were a number of recommendations for Lincolnshire Police and meetings have been taking place to ensure these are not only responded to, but further changes are made to manage and develop our response to continue to protect those deemed the most vulnerable.

### 2.2 Launch of new Missing Persons Manual of Standards

2.2.1 Recognising the need to evolve our approach to managing reports of Missing Persons, and ensuring the ongoing safeguarding for some of these individuals in crisis or forced into a position of increased vulnerability and risk of harm, there has been a full revision of the force Manual of Standards for Missing Persons.

2.2.2 This Manual has been developed in consultation with all departments across the Force, supported by the development of further technology within the Force Control Room, and working with our partner agencies.

2.2.3 On 4<sup>th</sup> March 2019 the Manual was launched and has seen previous good practice continuing and some other fundamental changes in how we manage Missing Persons. This makes sure we continue to manage Missing Persons in the best way possible, with these changes seeing closer working with our partner agencies and recognising those deemed most at risk through frequent missing episodes.

### **3. Democratic**

#### **3.1 Management of Sexual Offenders and Violent Offenders**

3.1.1 This month has seen the start of a full review of the Management of Sexual Offenders and Violent Offenders Team. This team of specialist officers are committed to working with those who have been subject to court orders and are at risk of harm, to prevent them from further offending and if necessary dealing robustly with any offences that are committed.

3.1.2 The review is to ensure we have the best processes with staff in the right place focussed on this high risk area. The review will incorporate looking at national best practice and ensuring Lincolnshire Police remain a lead for other Forces to follow. It is expected to be concluded at the end of May 2019.

#### **3.2 Custody Detention Officers (CDO)**

3.2.1 The Agreement to extend, until September 2019, the provision of G4S (CDOs) to Leicestershire and Northamptonshire Police via the main Lincolnshire Police G4S Strategic Partnership Contract has now been signed.

3.2.2 Notification has also been received from the two forces to take-up the option of a further one-year extension until September 2020. The successful provision of CDOs to the two forces has been in operation since 2015.

3.2.3 The provision of G4S CDOs in Lincolnshire, Northamptonshire and Leicestershire allows procedures and performance levels to be aligned and provides increased resilience in custody by enabling G4S the flexibility to deploy appropriately designated CDOs across all three forces



## **4. Digital**

### **4.1 Information Change Technology (ICT)**

4.1.1 Following significant work by ICT and the Commercial Partnership Team (CPT), in conjunction with the Tech Futures Team, an ICT refresh plan has now been established. This has identified which assets need to be replaced, which can be managed through to 2022 and any changes required reflecting current technology requirements to support planned business change.

4.1.2 The objective of this is to ensure a robust ICT platform is maintained along with the provision of updated hardware and related software licencing until at least 2022/3. This plan has focussed on existing expiration of licencing agreements, end of life server / infrastructure needs, front end user requirements and consideration of potential future changes and opportunities.

### **4.2 Vehicle Telematics**

4.2.1 The business case for the introduction of vehicle telematics across the Lincolnshire Police fleet which describes the benefits, effects and costs is currently being evaluated pending a final strategic decision.

4.2.2 A pilot is currently underway of an electronic based procedure for the submission of vehicle weekly check sheets. If successful this electronic process will replace the current paper submissions.

### **4.3 Automated Number Plate Recognition (ANPR)**

4.3.1 Roll out of the forces new ANPR system continues with the first divisional response vehicles now fitted with the new system.



4.3.2 The National ANPR Service (NAS) is a national police technology programme, led by the Home Office, delivering a new platform to support ANPR operations in forces in England and Wales. It introduces modern technology, enables a single way of working and provides policing, and wider law enforcement, with a unified national data set.

4.3.3 The director of NAS has thanked Lincolnshire for their support and leadership when the force successfully connected to NAS. They specifically wanted to thank a member of Lincolnshire Police staff for the work they had undertaken as the Lincolnshire ANPR lead – Tony Pike, stating this contribution had been invaluable and instrumental to the success of the programme.

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

4.4.1 ESN is the replacement for the current police radio system, Airwave. ESN is dependent on the strength of mobile telephone signals. Lincolnshire Police have been selected to assist with the surveying of mobile phone signal strengths in vehicles by fitting two vehicles with the appropriate surveying equipment.

#### **4.5 Information Management Unit (IMU)**

4.5.1 During February the IMU Security Team have been completing the NIST Framework, which is a pre-requisite for Forces to be permitted to join the National Enabling Programme (NEP) 50 User pilot.

4.5.2 This Framework consists of standards, guidelines, and best practices to manage cyber security-related risk and has been agreed by the National Senior Information Risk Owner, Commissioner Ian Dyson as the method for Forces to improve their cyber security maturity, for storing police information in the cloud.

4.5.3 In January 2019 under the Freedom of Information (FOI) Act 2000, the IMU received 1,799 FOI requests from a total of 146 requestors.

4.5.4 Information was provided on 697 occasions to a variety of Partner Agencies for the protection of Children and Vulnerable Adults, this not only assisting partnership working but ensured the most vulnerable in society are protected.

4.5.5 In February 2019 we made 8 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.

## **4.6 Technology Futures**

- 4.6.1 The force has completed the roll out of fingerprint devices to include EMOPPS. This technology has enabled the identification and prosecution of a disqualified driver refusing to provide details to officers.
- 4.6.2 With the use of the fingerprint technology the individual was identified, arrested and their car removed from the road. This technology will enable officers to make better and more timely decisions resulting in protecting the public more effectively.
- 4.6.3 The force has also completed the roll out of Pronto Mobile Data Terminals to EMOPPS following the withdrawal of the Nottinghamshire solution. All 90 members of EMOPPS have been provided with either a mobile data terminal or a laptop in order to work effectively and efficiently in their role.

## **5. Our people**

### **5.1 Wellbeing Conference**

- 5.1.1 Plans are well underway for the 2<sup>nd</sup> Annual Wellbeing Conference on 1<sup>st</sup> May at the Everyday Champion Centre with a Self-Help theme this year. The day will consist of 2 guest speakers and a number of 'self-care zones' where attendees can participate in a number of difference activities and hear speakers on a variety of wellbeing topics. We will also be presenting the Wellbeing Award and of course seeking to retain the Wellbeing Shield for a 2<sup>nd</sup> year!

### **5.2 Oscar Kilo Awards**

- 5.2.1 The force has been successful in its nomination in the inaugural Oscar Kilo awards to be presented at the Upbeat! Conference on 19<sup>th</sup> March. ACC Wilson will be attending to receive the award on behalf of the force in the Leadership category.

### **5.3 Psychological Screening**

- 5.3.1 As part of the preparation for improving our proactive service on mental wellbeing the force is undertaking a risk assessment for every role in relation to psychological trauma. The intention is for these assessments to be used to ensure we focus the highest level of proactive support to the roles that carry the highest risk.
- 5.3.2 This is in addition to recognising the risk presented for individual and incident-related circumstances, for which line manager education and support and the 'reinvigoration' of the Trauma Risk Management (TRiM) process are underway.

## **5.4 Staff Wellbeing**

5.4.1 Work is ongoing to ensure the development of welfare provisions for staff across Lincolnshire Police. This will initially be focussing on those within the PVP Unit and other high risk teams as a priority, recognising the nature of work these staff are involved in and the personal impact this can have.

5.4.2 It is recognised that we need to support our staff in the best way possible and ongoing developments will see this managed in a very different way. The work being undertaken in this area is being watched nationally, with a number of Force areas visiting Lincolnshire to understand what we are doing and how we are doing it.

## **5.5 Force Gyms**

5.5.1 Skegness police station gym will be fitted with equipment the week commencing 18<sup>th</sup> March with a formal opening shortly after. Boston and Grantham police stations are also having gyms fitted and these will both be ready in early April.

## **5.6 Force Control room (FCR) – Call Taker of the Year!**

5.6.1 Following the awards for ‘Call Taker of the Year’, Lincolnshire Police and G4S are proud to say this was won by one of our own FCR call takers. Huge congratulations to Gemma for winning this prestigious award.

## **6. Budget**

### **6.1 Force Savings**

6.1.1 Over the last few months Chief Officers have been considering options and scenarios to meet a potential funding shortfall of between £2m and £7m.

6.1.2 In doing so they sought to answer three questions:  
1. What changes can we make which will have the least impact on service?  
2. Is there any service that is no longer affordable/justifiable?  
3. Where can management levels be reviewed to make savings?

6.1.3 It is inevitable that any significant change will have an impact on the organisation’s capacity, but we are hopeful that this approach will, as far as possible, protect the front line tactical and operational delivery of policing services.

6.1.4 As a force we have been working to enable plans to be made to achieve these savings. This was based on not having the detail of government plans for finances until late December 2018.

- 6.1.5 The force has now received confirmation of the finalised budget for 2019/20 and has clarity that the funding shortfall is just over £3m in 2019/20, which will rise by a similar amount in the following year. This position became clear following the PCC's decision to maximise the increase in the police precept for council tax.
- 6.1.6 In order to make these savings, the implementation of the Savings Plan started on 27th February when formal consultation began with Unison on proposed changes to police staff posts. Subsequently, all police staff likely to be directly affected as a result have been notified.
- 6.1.7 A number of activities will also follow across the force, and local commanders have started communicating with officers affected as a result of the changes in their area. Recruitment has also begun for PCSOs wishing to become police officers, with Assessment Centre's and fitness tests under way.
- 6.1.8 Chief Officers have shown their commitment to protect the front line by making significant changes in the Executive department, including the removal of the second ACC post, disestablishment of the Chief of Staff post and removal of a sergeant Staff Officer post. We have also reduced the Chief Inspector Staff Officer post to an Inspector rank.
- 6.1.9 Work has also taken place to better understand our demand, capability and capacity. This ongoing programme will enhance our ability to predict future demand and work is ongoing to find ways to reduce demand or work to minimise the impact of the demand.
- 6.1.10 The Executive team have commissioned work to achieve £1m of savings through changing and potentially extending the G4S contract. A formal programme has now begun with changes being implemented from the start of 2020/21.
- 6.1.11 We have built our plans to allow us to achieve the savings this year and next year with the expectation that 2019/20 will be the hardest year. It is our hope that the implementation of these plans will allow us to reduce uncertainty about the future.