

# Police and Crime Strategic Board



Date: 28<sup>th</sup> July 2020

## Chief Constable's Report

### 1. Performance by exception

#### 1.1 Op Talla – Response to COVID-19

- 1.1.1 Following the Government announcement of the easing of restrictions around the hospitality sector from the 4<sup>th</sup> July, Lincolnshire Police enacted Operation Unlock. This factored in the likely increase in night-time economy demand and potential for disorder. A command structure was put in place for the weekends and both frontline and supporting resources were adjusted to provide up to 20% additional resilience at the key times. The first weekend was uneventful and since then we have been monitoring patterns of demand. We will continue to offer an enhanced resourcing model throughout the summer as businesses continue to re-open and our public get used to going out in the evenings. Interestingly despite holiday and caravan parks being able to re-open, there doesn't appear to have been a sudden surge in demand across the East Coast.
- 1.1.2 The force is committed to learning from the lockdown period and we continue to capture, analyse and share lessons learned across the force to learn from what has worked as well as areas where we might develop. We are looking at renewing our work with partners to focus on demand post lockdown and re-start projects and core functions that changed as a result of the COVID-19 pandemic. This work is happening both locally and regionally. This has seen some work focusing on key areas that have emerged during lockdown including officer safety and assaults.

### 2. Distinctively Lincolnshire

#### 2.1 Distinctively Lincolnshire Board

- 2.1.1 The Distinctively Lincolnshire Board took place on 1<sup>st</sup> July, which assesses our delivery against the Distinctively Lincolnshire strategy.
- 2.1.2 Updates were provided by the leads of the operational (crime, response, neighbourhoods, specialist operations & partnerships) and enabler (people, assets, technology) delivery plans. It was recognised that despite the impact of COVID-19 a substantial amount of work was being undertaken to improve the delivery of services to the public of Lincolnshire.

## **2.2 Corporate Planning**

- 2.2.1 On 9<sup>th</sup> July 2020, a group of Senior Leaders from across the force, G4S and OPCC came together via video conferencing to collaborate on setting new strategic objectives for Lincolnshire Police from April 2021.
- 2.2.2 This event is an important stage in our annual corporate planning cycle, and is the next step from the previous event in May, where the following priorities were agreed:
- Understanding and reducing demand, maximising our use of technology to do so
  - Understanding our Communities and our effective engagement with them
  - Improving the Effectiveness of preventing and investigating crime (maximising the use of partnerships)
  - Investing in our people (Wellbeing and Leadership)
- 2.2.3 Groups were invited to describe what 'success' would look like for the force in each of these areas and submit suggested objectives that the whole group then voted on, using an online interactive voting tool. This helps us focus on what it is that Lincolnshire Police and our Partners need to achieve in the next year, and beyond.
- 2.2.4 The objectives will be refined and further agreed with the Chief Officer Group. The next step is for the owners of our delivery plans to create the plans for 2021/22 based on those objectives.

## **3. National & Regional**

### **3.1 Black Lives Matter Protests**

- 3.1.1 The shocking death of African-American George Floyd outside a shop in Minneapolis, Minnesota on the 25<sup>th</sup> of May has sent ripples of anger, fear, frustration and sadness across the globe. For many Black people in particular, this is history repeating itself and playing out in real time on both social media and the mainstream media.
- 3.1.2 We are supportive of positive change coming about as a result of this incident and will play our part in continuing to ensure officers uphold the highest standards of behaviour and professionalism. Freedom of speech and peaceful protest are fundamental rights to be upheld and promoted, and whilst acts of violence will not be tolerated, we will continue to police our communities through open engagement.
- 3.1.3 The few protests in Lincolnshire have passed peacefully with no policing issues. National intelligence suggests a weekend of protests on August Bank Holiday focussing on London. This may spread elsewhere around the country although nothing is currently planned for Lincolnshire. As a Force we are monitoring community tensions relating to the protests and actively engaging with our communities.

### **3.2 Impersonation Fraud**

- 3.2.1 Lincolnshire has experienced a small number of impersonation and courier frauds over the last month, where offenders are phoning innocent victims claiming they are police officers. We are working closely with investigators to pursue suspects however, we are also keen to re-enforce the prevention message to our community to be aware of this type of fraud. We continue to work with crime prevention, the banks, the local authority and external media to keep this message at the fore-front of people's minds.

## **4. Good news and Other Points of Interest**

### **4.1 Specialist Operations**

- 4.1.1 Pc Chadwick and Police Dog Flurry have passed the Digital Media course and are now back in Force ready for deployment.
- 4.1.2 New fleet has started to arrive with the first of four new Ford Mondeo dog vans, that were postponed due to lockdown, being delivered. A further two new Ford Focus dogs vans have also been delivered, replacing our aging dog van fleet.
- 4.1.3 From the Armed Response world, officers who have recently successfully completed the Initial Firearms Course have joined the Armed Response Department. We will be sending more officers on the next firearms course which commences in September. A further two BMW X5 vehicles arrived in June and another two BMW 530 vehicles are expected to be delivered in the next 2 weeks as replacements for our aging Armed Response fleet.

### **4.2 Force Control Room (FCR) – Recognition Award**

- 4.2.1 Inspector Michelle Toyne has received an Innovation award and a Chief Constable Commendation for her work in respect of the Concern for Welfare Policy. This piece of work has changed how we deal with medical incidents as we were previously dealing with often complex situations which were tying our officers up and were then unable to attend other incidents. This policy legitimises a push back to those with primary responsibility such as EMAS or social care. This policy has reduced demand in the FCR and is a better service for members of the public as we are ensuring they get the right service.

### **4.3 Safeguarding – Domestic Abuse**

- 4.3.1 The Domestic Abuse (DA) Perpetrator programme, Make a Change, which was due to end in September has been extended for another 3 years thanks to the Big Lottery funding. This will enable DA perpetrators who fall outside the criminal justice process to receive help and assistance surrounding their behaviours. The Make a Change Evaluation has been released by the University of Stirling and can be found here <https://www.respect.uk.net/posts/96-make-a-change-publish-final-report>
- 4.3.2 We are working with the charity EDAN Lincs (<https://edanlincs.org.uk/>) on some promotional videos to provide victims with a greater understanding of their services – we are looking to produce a streamlined referral mechanism for standard and medium risk victims to EDAN outreach services.

### **4.4 Rural Community Safety**

- 4.4.1 An issue that has come to the fore recently has been large-scale fly-tipping. There have been a number of large-scale waste crime incidents in North and South Kesteven following joint enforcement action on the illegal waste disposal site at Long Bennington on 30th April 2020. We are currently supporting the Environment Agency (who are the lead agency) with their investigation in conjunction with North Kesteven District Council, South Kesteven District Council, Lincolnshire County Council.
- 4.4.2 We share intelligence with the Environment Agency on a regular basis and have been jointly undertaking proactive enforcement operations to target illegal waste carriers around the county – we started in West Lindsey and have another planned for Boston.

4.4.3 Lincolnshire Police are members of the Lincolnshire Waste Partnership, supporting education (through the WASTE Campaign) as well as both proactive and reactive enforcement led by the Environment Agency.

**4.5 Putting Victims First**

4.5.1 A five week internal communications campaign has been launched from Monday 6<sup>th</sup> July 2020, utilising the shared experience of a survivor of serious sexual abuse and identifying areas for learning. This has been supported with messages from Chief Officers and direct messaging to all staff. We continue to support victims to the best of our ability ensuring signposting to the Victim Lincs website for every victim.

4.5.2 A Putting Victims First contact card has been developed to ensure officers are leaving their details with victims and that they have information about Victim Lincs and their rights as a victim; ensuring compliance with the Victims Code of Practice.



**5. Forward Look**

**5.1 Horizons Programme - Officer Uplift**

5.1.1 Recruitment is now closed with just over 600 applicants currently in the process and going through shortlisting for SEARCH (National selection Centre). Results of this will be known in September with the intention being that candidates who are successful at force interview stage will make up our double cohort for March 2021. We also have a cohort of 30 students starting their training in November 2020.

- 5.1.2 During the current pause in recruitment, the Horizons team will be continuing to work with Human Resources and Corporate Communications on developing new recruitment material and explore opportunities for targeted recruitment events (including virtual events) which have been paused during the COVID-19 pandemic. Work is also being finalised which seeks to create new pathways for careers in specialist posts, the first of which will be a detective pathway. This will not replace existing pathways for detective selection but will seek to provide an additional option for recruitment into hard to fill posts and open up recruitment opportunities to a new and diverse cohort of future applicants.
- 5.1.3 Work has been completed on reviewing a tutor constable capacity to ensure we have sufficient trained staff to meet the demand of the increase in cohort numbers over the coming years and additional tutor constable training courses have been scheduled. This remains a voluntary role and the take up is positive with approximately 80 officers identified within the cadre.
- 5.1.4 The plans for the refurbishment of the Skegness Magistrates Court site to provide an additional training venue continue to be developed and the recruitment of a second training team has been approved and is ongoing.