

Community Safety, Policing and Criminal Justice Plan for Lincolnshire 2021 – 2025



Marc Jones
POLICE & CRIME COMMISSIONER
LINCOLNSHIRE - SAFER TOGETHER

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INTRODUCTION

I am delighted the public of Lincolnshire have supported my election for a second term as the county's police and crime commissioner (PCC).

Much work has already been done to transform Lincolnshire Police into one of the most effective and efficient forces in the country but I know more must be done to build on those solid foundations.

Thankfully we have emerged from the worst ravages of the pandemic – but the legacy of the lockdown has meant an increased demand on mental health services and, in turn, policing.

We will build on the ground-breaking work we delivered in my first Plan and the positive relations fostered across the public sector during the covid crisis to work together effectively with local authorities and wider criminal justice partners to prevent crime, respond to vulnerability and find joined-up solutions. I will ensure that every effort is made locally to support our communities in preventing, tackling and reducing crime and I will, where appropriate, align our delivery of service with published national documents.

The appointment of a Chief Constable was a key decision to keep our communities safer and I will work tirelessly alongside the Chief Constable over the coming years to see a reduction in crime, deliver enhanced policing to protect our communities and to make residents both feel and be even safer.

The expected impacts of climate change have come into sharper focus and I will work with the force to ensure that a robust and sustained approach is taken to support our environment.

I intend to work with National Government to make the case for Lincolnshire getting an appropriate share of the national funding, as well as continuing to maximise opportunities to bring additional funding into the county.

That work will be aided by my election as Chair of the Association of Police and Crime Commissioners until 2023. The role involves representing all Police and Crime Commissioners in discussions with national organisations and Government to influence policy and policing priorities across the country.

This will also provide the opportunity for me to ensure that the issues important to Lincolnshire are voiced at a national level.

I believe in meaningful consultation and have consulted extensively with the public and partners to inform the Plan.

I will continue to engage with communities to ensure the objectives of the Plan remain up to date and relevant because collectively we have a better chance of being Safer Together.

Marc Jones
Police and Crime Commissioner for
Lincolnshire



Community safety and prevention in partnership



Listening, responding and being accountable



**KEY
PRINCIPLES**



Protecting and supporting victims and the vulnerable



Policing that works

Community safety and prevention in partnership



I am committed to building on and strengthening collaborative working with all our partners – across policing, local and national government, health, parliamentarians, criminal justice, and the voluntary sector. It is only through working together that we can successfully tackle some of the big system wide issues and make a real difference to the communities we serve.

I plan to bring all partners together to work towards reducing crime. This includes councils, health services, probation, voluntary and community organisations, the courts and the public. Resources are limited and the more we do together the safer we all will be. Prevention is critical to success. Spending time and money after a crime is committed and harm has been done is less effective than working to stop crime through good prevention. We need to focus on those crimes and offenders that cause the most harm and reduce their impact. I will also work with communities to increase active citizenship and reduce dependency and demand by engaging them in identifying the issues and providing funding to pilot community led solutions.

Listening, responding and being accountable



Effective engagement with all sections of the community, partners and the public is a fundamental part of my role as PCC; representing the public and their voice in policing. I recognise that the needs and concerns of communities differ and that we cannot adopt a 'one size fits all' approach to consultation and engagement. Everyone deserves a say in what we do and I will listen and respond to voices across the county and will engage with all communities. I will ensure that engagement is fair and representative in terms of geography, demography, and identity, and includes those who may be underrepresented, seldom heard or disengaged.

I will undertake ongoing engagement, recognising that need, opinions and perceptions change over time. I also recognise that public expectations of how they interact with policing and the wider Criminal Justice System are changing and we need to be responsive to this, providing a range of mechanisms for communication in both the real world and the virtual. I will use my role to hold partners as well as the police to account for what they do so that all public money is used wisely to provide effective, responsive services. I will explore opportunities to work collaboratively with partner agencies to minimise duplication and share skills, resources and the results of consultation and engagement activity across partner agencies.

Protecting and supporting victims and the vulnerable



I will continue to place victims of crime at the heart of my thinking, my policies and my actions. Working in partnership with Lincolnshire Safeguarding Adults Board and Lincolnshire Safeguarding Children's Partnership we will maximise the opportunities we all have to safeguard the vulnerable of all ages from abuse and criminal exploitation and to improve community safety. I will provide supportive leadership and transparency for the criminal justice system at a local level, whilst respecting prosecutorial and judicial independence. The new probation model offers an opportunity to further develop joint working with the Probation Service to take forward work on preventing offending and reducing re-offending which I will fully embrace.

Policing that works



Effective enforcement, help and assistance when you need it are critical to policing that works. I will hold the Chief Constable to account for the services he provides and ensure he continues to innovate and transform the service and gives the frontline officers the "right tools for the job" to respond to the diverse needs of our communities. I will continue to champion the need for appropriate funding for all Lincolnshire public services but especially for policing to support community safety and effective prevention, tackling and reducing crime across our county. Policing is about so much more than crime and I will continue to work with the force and communities to ensure that the wide range of duties placed upon the police are resourced and delivered.

COMMUNITY SAFETY AND PREVENTION IN PARTNERSHIP

Promote and support road safety in conjunction with Lincolnshire Police and Lincolnshire Road Safety Partnership

- Hold a Lincolnshire Road Safety Summit, building on the success of the 2017 summit, to consider what has been achieved to date and the next steps in working together to make the roads safer for all.
- Support Community Speed Watch to reach all communities that wish to participate.
- Adopt an intelligence led approach to supporting driver training initiatives for those cohorts identified at most as risk.
- Increase enforcement with a new roads policing team.
- Evaluate the effectiveness of Op Snap in making our roads safer for all users.
- Lobby for a review of the exceptional hardship defence, which allows motorists with more than 12 points to avoid disqualification.

Ensure the business community receives information and support to assist them to protect their businesses from becoming victims of crime

- Help reduce crime against local businesses by establishing a Business Crime Forum at which concerns can be raised, emerging risks captured and best practice shared. Use this input to develop the PCC and Lincolnshire Police Crime Against Business Strategy.
- Consult with people who work in retail to better understand their experiences of crime, feelings of safety and their understanding of the support available to them should they experience crime in the workplace.



Work in partnership with local authorities to prevent all forms of Anti-Social Behaviour (ASB)

- Bring together local organisations to discuss and tackle specific ASB problems and issues that require action beyond policing alone through an ASB task force.
- Fight fly tipping through the use of technology to map intelligence which will inform co-ordinated enforcement in partnership with local authorities, the Community Safety Partnership, Environmental Waste Partnership and Environment Agency through the Lincolnshire Environmental Crime Partnership Group. Recognise that this is a cross border issue and engage with our neighbouring forces and local authorities on a regional approach, as well as lobbying nationally for tougher sentencing.

Break the cycle of reoffending by working with partners to develop intervention and diversion initiatives

It is right that people who commit crime are punished for those crimes and that we keep our communities safe. But, to prevent further harm to victims and to our communities we must also support them to address factors that may contribute to their offending or how they engage and respond to interventions.

- Following the successful evaluation of the youth diversion scheme in Lincolnshire (Joint Diversionary Panel), diversionary opportunities will be provided for adult cohorts, including 18 – 24-year-olds and domestic abuse perpetrators. This will be achieved by working with partners to commission evidence-based, meaningful interventions which reduce offending behaviour.
- Adopt a whole system, early intervention approach to identify and respond to the needs of women at risk of contact with the criminal justice system through the introduction of a Lincolnshire-wide Women's Strategy and Concordat. Work with partners, including Liaison & Diversion services, to take a gender informed approach to ensure that the needs of female offenders are assessed and women are either diverted into support, where appropriate, or are supported to address issues that may underlie their offending.
- Reduce burglary, robbery and theft by introducing an Integrated Offender Management model for the most prolific perpetrators of neighbourhood crime, providing joint supervision and access to rehabilitative services.
- Work with partners across the criminal justice system and health to identify gaps and opportunities to improve pathways out of prison.
- Work with Probation to develop an approach to unpaid work programmes which focuses on education and employment and evaluate the impact of unpaid work on offending behaviour.

Increase active citizenship

- Provide opportunities for young people to be heard, support their community and develop skills to become active citizens through the Mini Police and Cadet Programmes, aiming to introduce junior cadets and provide a seamless journey from mini police to adulthood (8 – 18) for young people wishing to volunteer.
 - Support people to stay safe online by raising awareness and understanding of the risks people can encounter in the online world, the resources available to protect them and how to report should you be a victim of online crime.
- Use the information gathered through previous public consultation on fraud and scams to inform targeted prevention activity, providing individuals with the knowledge and awareness to identify and report scams with the aim of reducing the number of victims. Work with Trading Standards to deter unscrupulous traders and bogus callers through a review of 'no cold call' zones.
 - Create more opportunities for the public to support road safety initiatives such as Community Speed Watch.
 - Work with communities to raise awareness and understanding of unpaid work programmes and how to propose potential schemes.

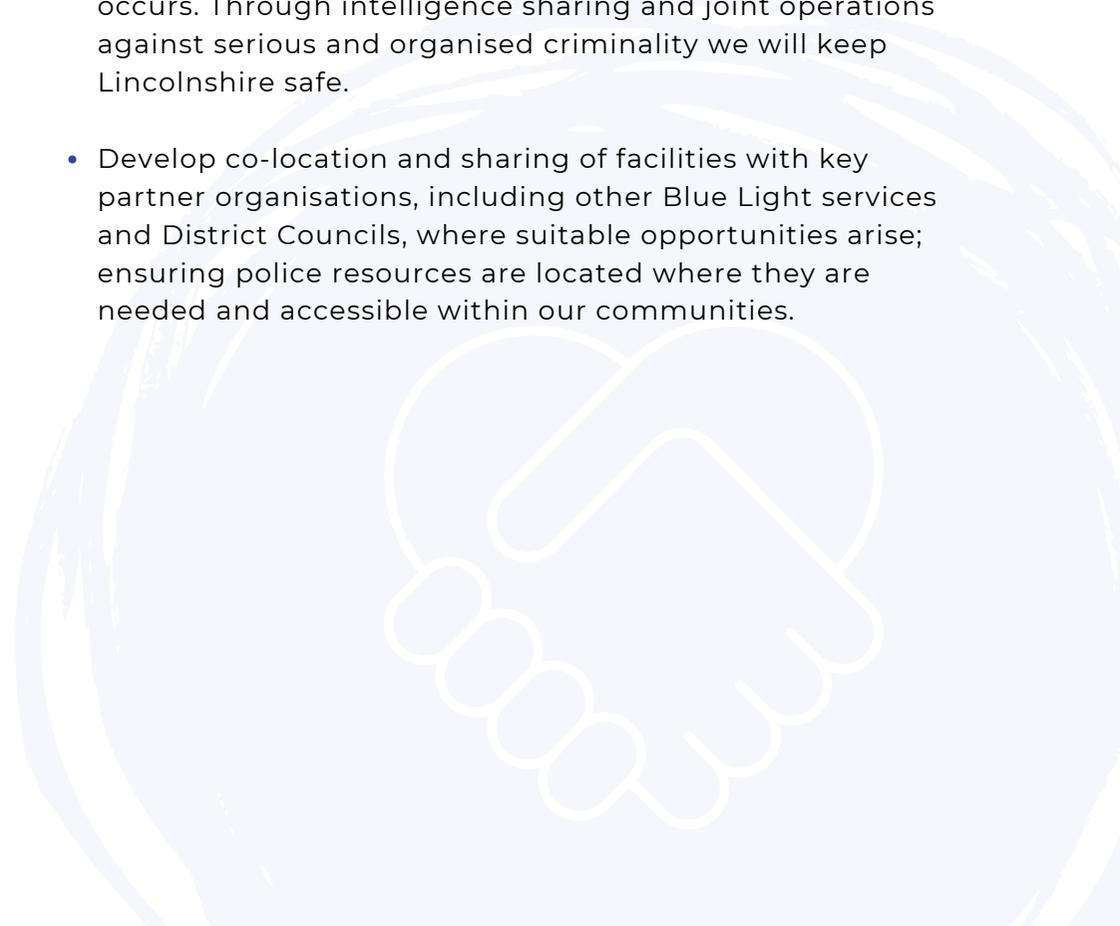


Violence Reduction Programme

- Working with policing, health, local government, organisations and community groups we will develop a programme of early intervention and prevention to address violent crime and the drivers of criminality and vulnerability.
- Provide strategic leadership and co-ordinate multi-agency collaboration locally and regionally.
- Share anonymised, aggregated data and intelligence to inform a Strategic Needs Assessment, identifying the drivers of serious violence and the cohorts of people most affected.
- Commission interventions based on the findings of the Needs Assessment and learning from nationally funded Violence Reduction Units about 'what works'.

Collaboration

- Work closely with the Safer Lincolnshire Partnership, maximising opportunities to reduce crime and improve the safety of people and their communities, ensuring that those living in, working in and visiting the county feel safe.
- Collaborate with the police forces around us, where it is appropriate and beneficial to do so, to ensure that we have the resources to tackle criminality from wherever it occurs. Through intelligence sharing and joint operations against serious and organised criminality we will keep Lincolnshire safe.
- Develop co-location and sharing of facilities with key partner organisations, including other Blue Light services and District Councils, where suitable opportunities arise; ensuring police resources are located where they are needed and accessible within our communities.



LISTENING, RESPONDING AND BEING ACCOUNTABLE

Empower and involve communities, working with them and partners to prevent and reduce harm

- Actively engage at a local level through the Safer Together Team to better understand the issues, concerns and needs of the public, partners and stakeholders. Respond to and act on what we hear to improve public confidence.
- Continue to raise awareness of the value to communities of the role of PCC and the work of the Office of the PCC.
- Consult on the link between public feelings of safety and the visibility and perceptions of policing.
- Establish online community meetings with the PCC and partners, including police where appropriate, through which they can update and be held to account by the public.
- Give young people the chance to have their say about policing and crime in their area and enable them to support, challenge and inform the work of the Police and Crime Commissioner and Lincolnshire Police.
- Provide victims with a say in the way offenders are dealt with when they commit low level and minor crimes or anti-social behaviour (ASB) by consulting on the existing Community Remedy.

Give the public easier and simpler access to the police to report crime and answer questions by investing in new technology

- Replace the existing Lincolnshire Police website with an online platform which offers the public an easy-to-use, national digital contact service where they can communicate effectively with the Force.
- Introduce the 'Digital Desk' which will provide members of the public the opportunity to contact the Force in live time via social media platforms.
- Continue to explore emerging technological solutions to improving contact between the public and the police to report, prevent and tackle crime as well keep victims of crime updated.



PROTECTING AND SUPPORTING VICTIMS AND THE VULNERABLE

Continue to ensure all victims of crime receive the support they need to cope and recover

- Raise awareness of the range of support services available to victims and survivors and how they can be accessed, whether a crime has been reported to the police or not.
 - Monitor compliance with the Victims Code of Practice to ensure victims and survivors receive appropriate, timely support from all relevant agencies during their journey through the criminal justice system.
 - Actively promote and listen to the needs of those with lived experience, through satisfaction surveys, needs assessments and direct engagement, using this intelligence to improve services and to inform the re-commissioning of victim support services.
 - Ensure all victims have equal and fair access to victim support services by monitoring equality of access for all victims regardless of their protected characteristics (sex or gender, sexuality, ethnicity, culture or religion, illness or disability, age, socio-economic status, and/or their personal history).
- Work with the Chief Constable to ensure officers attending domestic incidents have undertaken 'Domestic Abuse Matters' training.
 - Continue to commission and promote an effective restorative justice programme.



Support the vulnerable

- Work with partners in health and social care to raise awareness of mental health issues and get local communities involved in helping to prevent suicides in the county and raise awareness of what we can all do to support our friends, family, colleagues and neighbours.
- Support health partners to integrate mental health pathways and services to those in the criminal justice system so that re-offending is reduced.
- Develop a Policing and Crime memorandum of understanding with partners for supporting people at risk of mental health crisis. Working together to prevent crises happening where possible through prevention and early intervention.
- Commit to continue as a signatory to the Armed Forces Covenant and to working with specialist agencies to support veterans.
- Support the commissioning of 'appropriate adult' services to safeguard the welfare, rights and effective participation of children and vulnerable people who are detained or interviewed as suspects.
- Work with statutory and non-statutory partners to galvanise actions to protect the vulnerable, focused on early intervention and prevention opportunities.

Combat Violence against people of all genders

- Develop a Lincolnshire Violence Prevention Strategy focused on education and early intervention to combat violence against people of all genders, which recognises and reflects that certain crimes disproportionately affect women and girls – including sexual crimes, domestic abuse, stalking and harassment.

The COVID-19 pandemic has posed some unprecedented challenges for policing and the criminal justice system

- Maximise opportunities to secure and allocate additional funding for policing and other local services to respond to the COVID-19 pandemic.
- Highlight the impact on victims and witnesses of COVID-19-related pressures on the criminal justice system – notably court backlogs – providing a voice nationally and leadership of local criminal justice boards.

POLICING THAT WORKS

Targeted and prioritised visibility

- Maximise police officer numbers through delivery of the Police Uplift Programme and through Council tax precept, working with the Chief Constable to ensure that the officers are directed where they are most needed to prevent, tackle and reduce crime and ASB, help those in need and protect people from harm:
 - Maintaining and enhancing the visibility of policing across the county.
 - A dedicated Roads Policing Team will be established who will provide pro-active capacity to help reduce serious incidents, deter criminal use of the roads and support local policing response.
 - Establish a new multi-disciplinary Rural Crime Action Team to provide problem solving, proactive capability and investigative support to reduce community and rural crime. The team will be linked to and support our Neighbourhood Policing (NHP) teams. There will be greater commitment to tackling crime in rural neighbourhoods, a greater flexible capability to support NHP problems, and capacity to investigate wider criminality of travelling criminals as well as providing reassurance and confidence to our rural communities on issues such as heritage crime and hare coursing.
- Support the Chief Constable in his aims and objectives to improve equality and diversity in the workforce so that it reflects the people we serve; hold the Chief Constable to account for the exercise of duties relating to equality and diversity.
- Recognising that the widespread use of the internet has created a new and increasingly unregulated space for crime to take place and the need to balance policing presence in the physical and virtual world.



- Increase the number of Special Constables and identify opportunities for enhanced training and specialisms where appropriate, such as the Safer Together Roads Team or cyber-crime.
- Support and hold to account the Chief Constable in meeting the Strategic Policing Requirement nationally by working in partnership with regional and national agencies (security services, National Crime Agency etc.) and resourcing appropriate capability locally to ensure that the serious threats to our communities from serious and organised crime, terrorism, sexual exploitation and e-crime are met with capable and effective policing from well organised and effective specialist units.

Funding

- Improving productivity and achieving a fairer share of government funding for Lincolnshire remain key to maintaining safe levels of policing into the medium term. I will continue to lobby government for fair funding for Lincolnshire and maximise opportunities to secure additional funding into policing and community safety through bidding opportunities.
- Make criminals pay by maximising opportunities to remove assets and monies from those who have benefited from illegal activities and reinvesting that funding to reduce crime, anti-social behaviour and improve community safety.

Legitimacy

- Maintain public confidence in policing by overseeing a complaints system which delivers impartial and timely outcomes for all, ensures the police are accountable for their actions and that lessons are learnt through a focus on continuous improvement. Provide assurance to the public by ensuring that requests for a review received from complainants who are dissatisfied with the outcome of their complaint made against the police are impartial and carried out independently.
- Ensure that people detained in police custody are treated in a transparent, lawful and ethical way by continuing to run an independent custody visiting scheme, in which local members of the public volunteer to serve as Independent Custody Visitors (ICVs) making regular, unannounced visits to police custody to check on the rights, entitlements and wellbeing of detainees as well as the conditions they are held in.



Enabling Business Delivery

- The need to predict and plan effectively will be a critical tool to support Lincolnshire Police in meeting its mission in stopping crime and criminals, protecting communities and individuals from harm and helping those in need. Invest in a Business Intelligence (BI) system which will modernise the Force's ability to understand demand and target resources so that we are there when you need us.
- Work with the Chief Constable to transform and restructure policing and corporate business support functions to best support operational frontline services, ensuring a positive and smooth transition from the Strategic Partnership with G4S to an affordable, sustainable operating model for Lincolnshire Police.
- Right Tools for the Job - Ensure staff have the right equipment and appropriate training to address capacity and capability issues and encourage innovation such as personal issue body worn video, additional vehicle ANPR availability and technology which enables the transfer of material in a digital format to the criminal justice system.
 - Review the PCC and Force Carbon Reduction Plan annually to ensure investment maximises progress towards the Government's CO2 and vehicle emissions targets.

- Provide a sustainable carbon efficient property portfolio. LED lighting has been introduced across the estate and we will now develop schemes to deliver innovative and sustainable heating solutions.
- Continue the investment in alternatively fuelled vehicles by introducing 10 alternatively fuelled vehicles per year and developing the forces electric vehicle charging infrastructure.



HOW WILL WE WORK?

The plan has been developed and rests upon a number of important foundations.

Considering the evidence

The plan is evidence-based drawing on local, regional and national needs assessments, including the Lincolnshire Joint Strategic Needs Assessment and the Joint Police and Community Safety Partnership needs assessment. These important pieces of work draw together assessed needs in a structured way from across the County and provide compelling evidence to support the priorities. In addition, the Joint Health and Wellbeing Strategy for Lincolnshire produced by partners in health and social care is important to this plan. As well as taking an evidence-based approach to the development of this plan, I will evaluate the projects and services which result from it to ensure we are delivering the desired outcomes and achieving value for money.

Assessing Threat and Risk

The threats facing the people of Lincolnshire are many and varied. A detailed threat and risk assessment is constantly undertaken and refreshed by Lincolnshire Police to inform how resources are deployed. On an annual basis the Force produce a Force Management Statement which comprehensively sets out the demand that it is likely to face, and its ability to meet that demand, both in terms of the resources required to do so, but also their condition and

capability. It should also set out the Chief Constable's plans for improving the efficiency and effectiveness of the Force over the same period; it is critical that this Plan remains relevant and reflective of the changing threats and available resources and I am therefore committed to reviewing this Plan as a minimum on an annual basis.

Listening to people

During my time in office I have talked to individuals and communities up and down Lincolnshire. I will continue to meet as many people as I can and listen to their views and represent them to the police and other criminal justice organisations. I offer many ways to contact me and my office and have consulted on this plan and my budget proposals.

Open and transparent

I am committed to being open and transparent in all that I do, and as such progress against the plan is reported regularly to the Police and Crime Panel, as well as within my Annual Reports. This approach has been independently acknowledged in the award to my office of the CoPaCC Open and Transparent Quality Mark each year since its inception in 2013.

I will publish my Commissioning Strategy and annual commissioning intentions on the OPCC website, setting out the principles and framework by which commissioning decisions will be undertaken and the services which I fund. This ensures that decisions are taken fairly, are supported by evidence and that an appropriate balance is achieved between cost and quality. Any significant decisions that are made will be published on the site.

Equality and diversity

To ensure this plan is fair, equitable and complies with the law in our diverse society it will be subject to an Equality Impact Assessment. The assessment will be published on my website along with my Equality Objectives, progress against which will be reported in my Annual Report.

<https://lincolnshire-pcc.gov.uk/your-pcc/equality-and-diversity>

Delivery plan

For those services I directly fund, like the police force, I will set clear objectives and targets and hold them to account. The force will develop an operational delivery plan setting out how and what the police force will deliver. As part of that delivery, we will set key performance indicators in consultation with the Chief Constable.



PERFORMANCE AND ACCOUNTABILITY

I will assess, support and challenge the overall performance of the Force against the priorities agreed within this Plan. I draw on information gathered from a variety of sources to form a view about the Force's overall performance, including independent assurances via Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS), internal and external auditors and national databases.

I meet formally with the Chief Constable and his command team on a regular basis to specifically monitor and review how well the Force is delivering policing in the county. I make my assessment through a Governance Framework which covers the main functions of the Force:

- Performance (e.g. levels of crime, anti-social behaviour incidents, solving crimes, confidence in police, road safety).
- Resources (e.g. how money is spent and finances, workforce and human resources, ICT, learning and development, procurement and managing assets).
- Professional Standards (complaint and conduct issues and ethical standards of policing through the embedding and use of the Code of Ethics).

In addition, written briefings are provided by the force on a regular basis in other areas such as serious crime, counter terrorism, children and young people and equalities; follow up meetings are organised if there are particular concerns or issues.

I answer to the public on the delivery and performance of the police service in the county. I will hold a Public Assurance Meeting with the Chief Constable four times a year where he will present an accessible, public facing performance report covering key areas for improvement and providing updates on progress against my priorities. Prior to the meeting, the public will have the opportunity to submit a written question on the performance of Lincolnshire Police. Audio or video media of the meetings will be publicly available through my website together with the written reports and supporting papers.

<https://lincolnshire-pcc.gov.uk/transparency/public-assurance-meetings>

Chief Constable

As PCC I have a vital role in holding the Chief Constable to account for operational delivery on behalf of the people of Lincolnshire. The Chief Constable must answer to me in terms of delivering efficient and effective local policing to the people of Lincolnshire, and the way resources and spending are managed, as well as ensuring that the Force is contributing to ensuring that policing capabilities are available to address national crime threats and cross-border criminality.

The three 'Pillars' of Effectiveness, Efficiency and Legitimacy will be used as an organising framework to hold the Force to account. The national Police and Crime Performance Measures will be published at <https://lincolnshire-pcc.gov.uk/transparency/what-our-priorities-are-and-how-we-are-doing> and reported each year within the Annual Report.

View the framework:

<https://bit.ly/lincperformanceframework>

The Police and Crime Panel

My work as Commissioner is scrutinised and supported by a Police and Crime Panel (PCP) made up of ten councillors from the county's eight local authorities and two independent 'co-opted' members. They have the ability to

review my decisions and the opportunity to question me. They have the power of veto over my precept proposal, the choice of a new Chief Constable, and will also be required to review the Police and Crime Plan before it is published. The Panel ensures that information is available to the public so I am accountable for my decisions. I report my progress in delivering the Police and Crime Plan to a public facing meeting of the Police and Crime Panel on a quarterly basis. Members of the public have the opportunity to attend and pose questions.

In addition, I formally report progress made in delivering the Police and Crime Plan in each financial year through the publication of my annual report. This will be presented at a public meeting of the Panel and will set out how I have fulfilled my statutory duties, and the progress which has been made in meeting my police and crime objectives.

Local crime figures

Local crime, policing and criminal justice information for Lincolnshire can be viewed via the 'crime mapper' website - www.police.uk. This is a nationally run website with street-level crime and outcomes maps and data, and details of local policing teams.

THE LOCAL AREA AND LOCAL NEED

The evidence used to support this plan is drawn from an analysis of work undertaken by local councils, community safety partnerships, the police and a variety of other organisations.

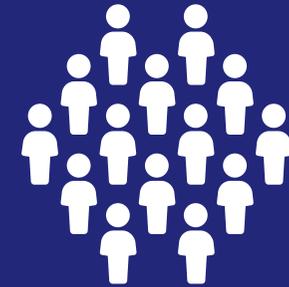
We cannot do everything but we have gathered evidence and listened to what the public are saying to us so that we can use the resources at our disposal for maximum impact. We will adapt and change as we have successes and as new threats and challenges emerge but we will do it together and with an unrelenting focus on making Lincolnshire safer and reducing crime.

Lincolnshire is the 4th most sparsely and largest populated county in England covering an area of 5,921 sq. km. It is predominately rural, with no motorways, little dual carriageway and 80km of North Sea coastline. There is significant seasonal fluctuation in population, influenced by the student population in Lincoln and the influx of visitors to the east coast in the summer months. These defining characteristics provide fundamental challenges in the provision of services.

Population of Lincolnshire

766,300

Population predicted to grow to around 844,000 by 2041



population increased 25,000 since 2017



75 and over age range predicted to increase by 60% between 2021 - 2033

The latest mid-year population estimate released by the Office for National Statistics (ONS) in June 2020 for Lincolnshire is 766,300 which is an increase of 25,000 since my 2017 plan was issued. The population of Lincolnshire is expected to continue to rise at a similar rate between now and 2025 with the largest proportion of the population growth expected in the 10 to 19 and 75 and over age ranges. The rate of growth is projected to slow over the next 20 years, however the population is predicted to grow to around 844,000 by 2041. Over this period the largest proportion of the projected growth will be in the 75 and over age range, with this age group predicted to increase by approximately 60% between 2021 and 2033.

Inequality/Deprivation

The Indices of Multiple Deprivation 2019 provide a set of relative measures of deprivation for small areas across England, based on seven different domains of deprivation: Income Deprivation, Employment Deprivation, Education, Skills and Training Deprivation, Health Deprivation and Disability, Crime, Barriers to Housing and Services, Living Environment Deprivation.



Lincolnshire's coast stands out as being amongst the most deprived 10 percent of neighbourhoods nationally. Pockets of the major towns and the East Coast of Lincolnshire show relatively higher levels of multiple deprivation in comparison with the rural areas of the county.

Migration

The latest figures for the movement of people into and out of Lincolnshire (mid-2018 to mid-2019) show a net balance increase i.e. more people entered than left. The diversity of the population has increased in recent years as a result of new and emerging communities. As of the 2011 Census, around 93% of residents identify themselves as White British with a significant 4% identifying as White Other. This 4% is primarily made of Eastern European communities, which represents much in the agricultural, hospitality and tourist industries. The non-white population makes up 2.4% of the total population in 2011 compared to 1.4% in 2001 and although slight increases are becoming apparent since 2011, the proportions remain small in comparison to the national non-white population of 14%.



Housing

In 2019 the Central Lincoln Planning Unit which includes members from the City of Lincoln and Lincolnshire County Council, West Lindsey and North Kesteven District Councils announced that between 2012 and 2036, 36,960 new homes are to be provided of which 47% (17,400) will be in the affordable housing sector. The overall aim is to develop sustainable growth and meet a diverse housing need in both urban and rural locations across the county.

Road infrastructure

Lincoln's eastern bypass is now in place, allowing traffic from the south of Lincoln to reach the north without travelling through the city centre. This road is the second-to-last step towards creating a complete ring road around the city. In other areas of the county work has commenced on a western relief road for Spalding and the Grantham southern relief road is expected to be completed by winter 2023.

Unemployment

Local crime, policing and criminal justice information for Lincolnshire can be viewed via the 'crime mapper' website - www.police.uk. This is a nationally run website with street-level crime and outcomes maps and data, and details of local policing teams.

RESOURCES

I have set out the resources available for police and crime in my budget. Resources includes people, buildings and other assets like vehicles and technology. The available funding is summarised below.

My spending plans are summarised on the next page.

Funding	Original Budget 2021/22	Budget 2022/23	MTFP 2023/24	MTFP 2024/25	MTFP 2025/26
	£m	£m	£m	£m	£m
Police and Council Tax Grants	(74.387)	(78.163)	(78.163)	(78.163)	(78.163)
Pension Top Up Grant	(1.175)	(1.175)	(1.175)	(1.175)	(1.175)
National Uplift Funding	(0.832)	(1.100)	-	-	-
Victims' Services Grant	(0.884)	(0.884)	(0.884)	(0.884)	(0.884)
Council Tax	(62.513)	(66.527)	(68.637)	(71.399)	(73.191)
PCC Regional Income	(0.104)	(0.104)	(0.104)	(0.104)	(0.104)
Proceeds of Crime Income	(0.120)	(0.120)	(0.120)	(0.120)	(0.120)
Contribution from Reserves	(0.022)	(3.418)	(3.666)	(2.579)	(2.418)
Total	(140.036)	(151.490)	(152.748)	(154.423)	(156.054)

Expenditure	Original Budget 2021/22	Budget 2022/23	MTFP 2023/24	MTFP 2024/25	MTFP 2025/26
	£m	£m	£m	£m	£m
Police Officers	64.366	69.753	69.708	70.770	71.543
Police Staff	11.550	29.585	29.946	30.196	30.455
Pay Awards and Other Contingency	0.000	0.317	1.181	1.181	1.183
Coroners	0.310	0.310	0.310	0.310	0.310
OPCC	1.145	1.325	1.348	1.338	1.358
Recurrent Funding Requirements	1.030	4.351	4.635	4.635	4.635
Joint Services	1.428	2.525	2.591	2.671	2.761
Corp Communications	0.062	0.072	0.072	0.072	0.072
Volunteers	0.105	0.097	0.097	0.097	0.097
Local Policing	4.507	4.540	4.594	4.731	4.796
Crime Command	1.292	1.421	1.428	1.438	1.438
Operations Command	0.031	0.031	0.031	0.031	0.031
Regional Collaboration	4.061	4.390	4.475	4.560	4.650
Major Incidents	0.599	0.564	0.564	0.564	0.564
Strategic Partnership	25.416	0.000	0.000	0.000	0.000
Custody & FME	1.155	3.174	3.297	3.320	3.320
Lincs Road Safety Partnership	(0.763)	(0.792)	(0.792)	(0.792)	(0.792)
Victims' Services Expenditure	1.009	1.031	1.037	1.043	1.049
Community safety grants and contributions	0.556	0.556	0.556	0.556	0.556
Organisational Support	12.604	18.936	19.321	19.784	20.107
Capital Financing & Other	7.413	7.199	8.530	8.596	9.096
Apprentice Levy	0.306	0.306	0.306	0.306	0.306
Wellbeing	0.096	0.096	0.096	0.096	0.096
Horizons	1.149	0.067	0.067	0.067	0.067
East Coast Model	0.460	0.000	0.000	0.000	0.000
Proceeds of Crime Expenditure	0.020	0.020	0.020	0.020	0.020
PCC Regional Expenditure	0.130	0.132	0.135	0.138	0.141
Future Services Programme	0.000	1.484	1.195	1.195	1.195
Efficiency Savings	-	-	(2.000)	(2.500)	(3.000)
Grand Total	140.036	151.490	152.748	154.423	156.054

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POLICE & CRIME COMMISSIONER

LINCOLNSHIRE - SAFER TOGETHER