



Police and Crime Strategic Board

15 September 2016

Chief Constable's Report

1 National Issues

1.1 'A fair deal for the people of Lincolnshire'

1.1.1 Funding Formula

1.1.2 Steve Hickman, who is the Head of the Efficiency and Resources Unit at the Home Office attended Nettleham Headquarters on Thursday 1st September. He was accompanied by Charlotte Albone, Head of Police Funding Reform. They were shown a detailed presentation on the current and future financial outlook of the force.

1.2 Budget Setting

1.2.1 FCFO will give the panel a full update on the budget report and targets during this meeting.

2 Regional Issues

2.1.1 There are no updates by exception this month.

3 Local Issues

3.1 The Policing Model Project

3.1.1 The project is in an advanced stage with the recruitment work stream finalised and the vast majority of the positions identified have been filled. This has been achieved due to the deliberately steady approach designed to minimise the impact on resilience in other business areas. There are still a small number of challenges that remain to release certain individuals but this work is ongoing. The change control has been agreed, and funding is secured for move of the iCAT department to Grantham, and the uplift in technical hardware capability in high tech crime. These two key areas of the programme are scheduled for completion in November 2017.

3.2 Blue Light Collaboration

3.2.1 The programme has up to this point been in the planning stage, however it is expected that contractor design options and feasibility analysis will be completed this month. This will enable

true costings to be known and allow a transition to the delivery phase of the projects across the work streams. The formal collaboration agreement will be constructed in support of this and facilitate and increase in the pace of programme realisation.

3.3 Mobile Data Project

- 3.3.1 The project is entering the final phase of training for front line officers with approximately 50 left to attend courses. The project has recently integrated mental health reporting into the platform. Issues surrounding aspects of the device functionality have been resolved which had prevented some officers from realising the full benefits. This has caused uplift in user activity. The project team are now looking to identify other areas of the front line that could be suitable for training and issue. Additional operational benefits have been included in the latest upgrade with further advancements planned for October 2016. The project is now being governed alongside body worn video under the agile working programme.

3.4 The Talent Management Strategy

- 3.4.1 The Edge program – the selection process has been completed with the successful candidates having been informed. These officers have now been booked onto specialist leadership training courses in January and February 2017. The programme will commence with an introduction day on 26th September and a graduation ceremony has been booked for 7th September 2017.

3.5 1st and 2nd Line Manager Seminars

- 3.5.1 These take place over the next month and began on Monday 12th September. They enable officers in key supervisory roles to be updated on key issues and be able to put questions to the Chief Officer Group. In addition it is an opportunity to invest in the officers by the use of workshops to promote a deeper understanding of important areas. The focus this year will be mental health, the policing vulnerable people and thoughtful policing.

3.6 Women in Policing

- 3.6.1 This year's conference took place on 8th September 2016 and was the seventh time the event has been held. The main theme running through the day was that of fear, both personally and professionally. The event was well attended with a number of key note speakers. As in previous years there is a strong charity element to proceedings with funds being raised for a young boy suffering a terminal illness.

3.7 Victims and Citizens Channel Board

- 3.7.1 Following a change in working arrangement at the OPCC it is proposed that the VCCB is transferred to police oversight and governance lead by DCC Knighton. The board will continue to pursue the existing victim and citizen channel strategy. The work on channel shift will continue, which is a key consideration of the demand management strategy.
- 3.7.2 Specifically the board will seek to enhance the delivery of THRIVE and review the way scheduled appointments can be adapted to further meet public demand. This is in addition to promoting channel shift with the aim of reducing demand while at the same time providing an appropriate service. The use of track my crime and online crime recording are fundamental to this.

3.8 Challenges in availability of deployable resources

- 3.8.1 The force is currently experiencing challenges with respect to deploying sufficient officers to meet preferred staffing levels. The main departments that are at greatest risk at local response policing and local CID. ACC Gibson has established terms of reference, commissioning Supt English to look at short term recommendations that could be applied to assist improving resilience within response departments. This work will look at a range of options at local at force level and has been scheduled to report by 16th September.