



Police and Crime Strategic Board

17 November 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 Brandon Lewis will be visiting Lincolnshire Police on 1 December as part of his nationwide 'Breakfast with Brandon' initiative. Eight officers of inspector rank and below will meet the Minister to talk about policing and pose questions. Following the focus group the Chief Officer Group will have an opportunity for a private discussion into the financial position of the force. His office has also requested a presentation on collaboration between Lincolnshire Police and Lincolnshire Fire and Rescue Service, a tour of key projects pertaining to use of technology and a discussion about increasing diversity within the workforce.

1.1.3 To further consolidate the meeting with the Police Minister, representatives of the force have been invited to the Home Office on 8 December to present in detail the medium term budget forecast and the challenges that we face. This represents an opportunity for Lincolnshire's situation to be fully understood and push our aim of fairer funding at a national level.

1.2.1 NPCC Specialist Capabilities Programme Phase 1

1.2.2 Lincolnshire Chief Officer Group and the regional DCC's Board have discussed the suggested proposals. It was agreed that East Midlands has a model with a level of maturity that others should aspire to. From a force perspective our observations are:

1.2.3 Surveillance Proposals

Surveillance capability is successfully delivered through EMSOU. Further analysis of the data supplied may be required as there is a disparity of our national deployment requirement against the percentage of officers trained.

1.2.4 TSU proposals

Rationalisation of technical support has been achieved through EMSOU TSU.

1.2.5 Armed Policing proposals

EMOpSS collaboration has enabled significant rationalisation of armed policing. Caution should be applied against rationalising further to ensure operational capability is maintained.

We should be open further national collaboration around specialist skill training beginning with Derbyshire.

1.2.6 Major Investigation proposals

EMSOU delivers a successful collaboration which has benefited the force and regional partners by building capacity, resilience and expertise. We are open to the prospect of a virtual HOLMES network which would allow index resources to provide support to investigations without the need for re-location.

1.2.7 Roads Policing proposals

EMOpSS supports the intelligence based proactivity in the area. The national roll out of ANPR is supported and should be facilitated through EMOpSS. There should not be rationalisation of high end roads policing skills such as collision investigation as we have sufficient capability in the region given the high intensity nature of the role.

2 Regional Issues

2.1 Polish Consular General

2.1.1 On 10 November the Polish Consul General Leszek Rowicki attended Nettleham from Manchester to discuss the regional police response to hate crime against members of the Polish community and understand how to strengthen links between the community and police. Mr Rowicki met with the Chief Constable, DCC Simon Torr from Nottinghamshire Police and Chief Superintendent Shaun West. The delegation commented on how impressed they were at the level of community intervention and resulting success of schemes in Lincolnshire, and in particular Boston. It was agreed that moving forwards the Consul would provide field support for initiatives and look to run their own engagement events in partnership with the police and other local agencies.

2.2 Reginal Niche

2.2.1 The Niche Team has successfully secured £2.9m for 2016/2017 from the Police Transformation Fund. This money will be directed to improve service delivery across a number of work streams. This includes additional resources for back record conversions into Niche from existing databases and developing direct interfaces into Niche for external agencies such as Crimestoppers and the NCA suspicious financial activity reporting mechanism.

2.2.2 City of London Police have had a presentation delivered with respect to them on-boarding the East Midlands Platform and tentative indicative costings have been supplied for Northumbria as part of their scoping into Niche.

3 Local Issues

3.1 HMIC

3.1.1 Effectiveness Inspection 2016

3.1.2 The force has now finished the 2016 PEEL effectiveness inspection and a 'hot debrief' was held with the head of the inspection team on 11 November. The headlines from that meeting were that Lincolnshire Police has made strides towards our identified areas for improvement (AFI) from the 2015 inspection. There have been some areas identified of excellent practice likely to be published at a national level around Ops Revive and Repeat, and there are new areas for improvement to be addressed. The timetable for publication of the full report will be for moderation to be completed in January 2017 and for publication in February.

3.2 Recruitment Campaign

3.2.1 The force has commenced its new student officer recruitment campaign by launching applications to internal staff. External applications will be opened in the near future. The force is seeking 30 candidates to begin training in summer 2017, maintaining the flow of new officers into force in addition to the 30 staff that begin training in January 2017.

3.3 Promotion Processes

3.3.1 The force is further cementing succession planning and operational resilience by undergoing three promotion processes to chief inspector, inspector and sergeant. These will conclude with interviews for each in November, December and January respectively.

3.3.2 The processes will be assessed under the current Policing Professional Framework (PPF) criteria. The force is working towards the new assessment model known as the Competency Based Values (CBV) structure, and will be implemented during 2017.

3.4 Priority Bases Budgeting (PBB)

3.4.1 The PBB programme has advanced through the following stages:

3.4.2 **First challenge.** Phase 1 First Challenge meetings were held at the end of July and tested the process, ensuring standardisation and consistency across the departments' submissions, including ensuring a consistent approach to risk scoring. Lessons learned were communicated to phase 2 leads.

3.4.3 **Second challenge.** 2nd Challenge boards for phase 1 were held in early October and resulted in the commissioning of work to further develop a number of options across the departments (and in one case a joint piece of work to consider merging departments). Again, lessons learned have been communicated to phase 2 leads.

3.4.4 **Consideration by COG.** Developed options from 2nd challenge will be considered by COG before being submitted for consideration by CC and PCC in December.

3.4.3 The phase two first challenge meetings will be conducted on 15 November.

3.5 Police Memorial Garden

- 3.5.1 Work has commenced on the long awaited memorial garden situated at the entrance to headquarters. Work is expected to take up to two weeks, however the centre piece sculpture has been commissioned for installation before Christmas. The project has attracted media interest and the Chief Constable will lead a media piece about the project this week.
- 3.5.2 Preliminary discussions have commenced with representatives of Lincolnshire Fire and Rescue around the siting of a memorial space which honours and remembers their fallen colleagues.