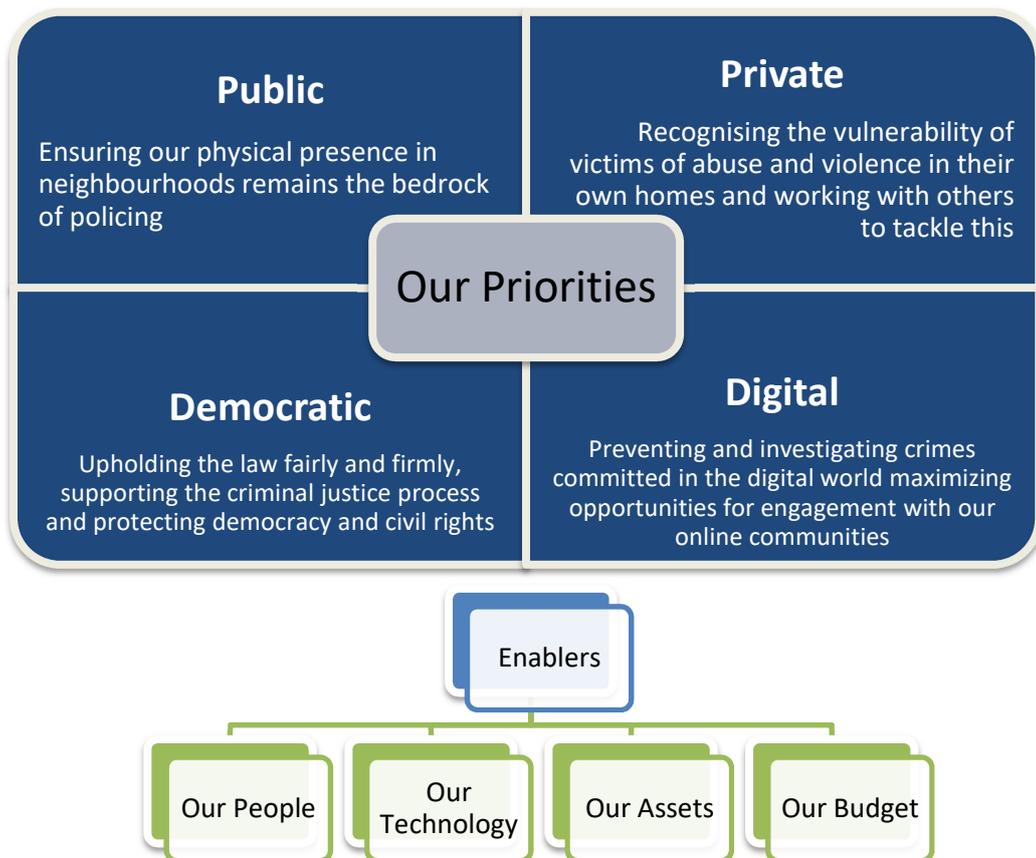


Police and Crime Strategic Board

Date: 16th May 2019



Chief Constable's Report



1. Public

1.1 Channel 5 Documentary

1.1.1 Mentorn TV began the filming for the Channel 5 Documentary on Friday (3rd May) and will continue throughout May. This is being co-ordinated and facilitated by Judith Kent from Corporate Communications.

1.1.2 The series will show incidents from multiple angles and perspectives as the different departments of the Police respond with very limited resources. This is policing as it happens from inside the station to out on the street.

1.2 Operation Redstone

1.2.1 The Senior Investigating Officer (SIO) for Operation Redstone, D/Supt Rick Hatton, was interviewed as part of the Panorama programme on historic child abuse in the Church of England which was transmitted on Monday 29th April.

1.2.2 The programme was very positive for Lincolnshire Police who have successfully prosecuted three former Clergy. As a result of the programme more information has been provided for the investigators.

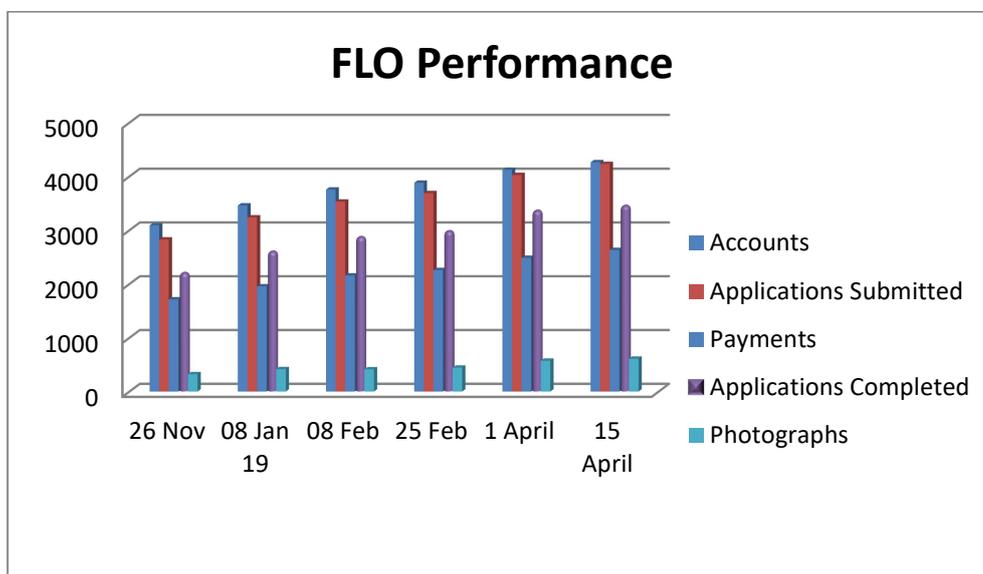
1.3 Firearms Licensing Online (FLO)

1.3.1 Firearms Licensing performance has continued to be very positive in the last period. Compliance with all Key Performance Indicators (KPIs) has remained at 100% for several months.

1.3.2 In April the Firearms Licensing Team processed 53 Grants, 140 Renewals, 33 Variations and 701 Notices of Sale.

1.3.3 Between February and April 2019, the Firearms Licensing Team finalised the following licenses:

- 12 Refused
- 8 Revoked
- 22 Withdrawn
- 46 Cancelled



1.4 Rural Crime

1.4.1 The theft of metal from churches has continued – Currently at 12 offences across 11 locations. Though this is fewer than other neighbouring forces, it is clearly a significant concern. There has also been a number of cable-theft offences, predominantly from the electricity supply network, although at this stage not specifically linked to the church offences.

1.4.2 General licences (GL04, GL05 and GL06) for controlling wild birds either by killing or removal were withdrawn by Natural England on 25 April 2019 following legal challenge by the Wild Justice.

1.4.3 Department for Environment, Food and Rural Affairs (DEFRA) is now collating evidence from farmers on the impact of this. In meetings with the farming community this issue has dominated their concerns, though the impact on the force at this stage is limited.

1.4.4 Work to lead on a national approach to Hare Coursing continues and meetings will take place with the other high-volume forces later this month. Following the initial scoping of “Project E03” to understand the national picture, further analysis has meant a re-adjustment of the figures supplied by some forces and the picture is now;

- High Volume - Cambridgeshire, Humberside, Lincolnshire, North Yorkshire
- Medium Volume - Dorset, Essex, Hampshire, Kent, Norfolk, Suffolk, Thames Valley, Wiltshire

1.4.5 The level of support across the “Top 12” is very positive and there is a clear appetite to avoid displacement of offending by coordinating work across all forces.

1.5 Reduction in long term hire vehicles

1.5.1 The Force is currently reducing the demand for long term hire vehicles by committing existing capital budget to the purchase of suitable new and second hand vehicles which will deliver fit for purpose vehicles at a reduced cost.

1.6 Special Grant Payment

1.6.1 The Office of the Police and Crime Commissioner (OPCC) were successful in their recent application for a one off Special Grant Payment. The Chief Constable and the OPCC are in discussion with regards to where the Home Office award of £1.8m will be best utilised.

2. Private

2.1 Protecting Vulnerable Persons Unit (PVP)

2.1.1 Her Majesty's Inspectorate of Constabularies (HMICFRS)

Following up on the recent report from HMICFRS and the updated action plan, HMICFRS officers have been invited back into the Force for a couple of days to discuss plans relating to our commitment to tackling child protection matters. This was an informal visit to ensure our readiness for future inspections and also to enable us to test some of our continual thinking and developments around this important area and other matters relating to protecting vulnerable persons. The feedback received has been particularly helpful and demonstrated we are progressing in a positive direction.

2.1.2 Protecting Vulnerable Persons Unit Review

The review for the Protecting Vulnerable Persons Unit has been continuing in a positive manner throughout this month. All staff across the Force have had opportunity to inform the review along with our partner agencies, ensuring we have as informed a picture of the changes as possible. All of the responses and outcomes have now been received and are being worked through to see where further improvements can be made. This will be finalised by the end of this month, with positive areas highlighted following the changes made and some areas to consider to support these further.

2.1.3 Police Safeguarding Hub

The Police Safeguarding Hub continues to be very much under development. This month has seen a decision to recruit a substantive Inspector for the Hub and recruitment to that post is underway. This is a positive step in ensuring the best processes can continue to be developed and built for our interface internally with officers and staff and externally with our partner agencies, all working together to protect those deemed most vulnerable. Building plans have been developing to ensure we can house the whole hub in a single location, with some additional police staff posts being reallocated into the Hub to support the increased workload these changes have brought.

2.2 Crime Recording

- 2.2.1 HMICFRS inspected the forces compliance with National Crime Recording Standards (NCRS) in March-April 2018 using data from late 2017. They published their Crime Data Integrity (CDI) report for the Force in July 2018.
- 2.2.2 The report's highlight estimated Lincolnshire to be under-recording crime by some 9,400 (18.8%) per year, based on the data they examined and the rules in effect at the time. It provided a set of recommendations and Areas for Improvement (AFI's). These can be found in the **CDI appendix**.
- 2.2.3 Broadly speaking they focussed on better decision making processes through improved supervision, more comprehensive training provision and appropriate provision of audit capacity to understand where errors may be being made and provide remedial action.
- 2.2.4 The force created an action plan linked to the recommendations and AFI's. A Gold group governed the actions. Stakeholders are considering if all the actions have been addressed amongst these were:
 - 2.2.4.i Comprehensive training programs targeting specific roles have been delivered. This included a full E-Learning package rolled out in April 2019.
 - 2.2.4.ii Various processes have been re-evaluated to provide an enhanced overview. Recorded supervision of crime recording decisions continues, such as Force Control Room Inspectors reviewing incidents on a risk and harm basis before they are closed as non-crime.
 - 2.2.4.iii A risk based audit with full feedback at strategic and tactical levels has been instigated, focussing heavily on the areas of violent crime and crime associated to Domestic Abuse.
- 2.2.5 The effect on the level of recorded crime has been dramatic. Some of this has been coupled with a change in the rules brought about in April 2018 where certain offences require two crimes to be recorded when previously only one was needed. Currently year on year crime increase is showing about 33%.
- 2.2.6 The Deputy Chief Constable (DCC) commissioned a replica HMICFRS Audit to give assurance that this increase was largely due to an increased compliance with recording standards rather than an actual increase in crime. This was completed using HMICFRS methodology.

2.2.7 The results, for data Nov 2018 to Jan2019 showed:

	HMICFRS Audit of 2017 data		Recent Audit of 2018/2019 data		Change
	Accuracy of recording	Confidence interval	Accuracy of recording	Confidence interval	
<i>Violent offences</i>	72.67%	3.30%	94.55%	2.60%	21.88%
<i>Sexual offences</i>	91.10%	2.54%	95.30%	2.60%	4.20%
<i>All other offences</i>	83.69%	2.86%	95.91%	2.32%	12.22%
<i>Overall accuracy (weighted)</i>	81.17%	1.93%	95.32%	1.52%	14.15%

2.2.8 Proxy measures have also been developed to corroborate the change in compliance over time, shown in the **CDI appendix**. This shows a steady increase in compliance over the last 9 months of the action plan.

2.2.9 The Force appears to have been successful in increasing its compliance with Crime Recording due to its application of a thorough action plan. HMICFRS will return, unannounced, in the future to assess the full extent found on the data sample they will ask for.

3. Democratic

3.1 Vulnerability: Everyone’s Business

3.1.1 A significant amount of work has been undertaken to develop an officer’s guide to vulnerability. This will be linked to internal and external communications plans with the guide being named as “Vulnerability: Everyone’s Business” and the strap line of the campaign being “See Past the Obvious”. This has been progressed to a draft format at this time and is being reviewed before completing the final product. This will ensure a practical support guide for officers and staff and also members of the public in what different areas of vulnerability are and what they can do to support those in crisis.

3.1.2 Specialist Domestic Abuse Courts

3.1.3 Working with partners for Her Majesty’s Court Service and the Crown Prosecution Service, alongside other key partners across Lincolnshire, we have developed a Specialist Domestic Abuse Court which sits every Wednesday. This started on the 17th April with our resident District Judge sitting every fourth week. The feedback is excellent with the benefit of a

dedicated prosecutor and all benches receiving training in Domestic Abuse. Whilst we are still in the early stages we are expecting to have more cases resolved at the first hearing.

- 3.1.4** This is a positive step in ensuring the most appropriately trained specialists from each organisation are involved in the court process for this crime type, supporting victims throughout and providing reassurance in the commitment of all organisations in bringing those perpetrators to justice whilst supporting victims and survivors throughout.

4. Digital

4.1 HMICFRS Thematic Inspection

4.1.1 Cyber Dependent Crime (CDC)

4.1.2 Between the 29th April – 2nd May HMICFRS visited the force to inspect on the force on its response to cyber dependent crime. The inspection was not a graded inspection, but for the benefit of the UK and not forces selected to participate and identify regional and national key issues around how forces investigate and deal with Cyber Dependent Crimes.

4.1.3 Once all forces participating have been inspected a report will be published covering this thematic area. Although it would be inappropriate to comment ahead of the published report, it was pleasing to receive acknowledgement that Lincolnshire Police have completed a great deal of work on cyber dependent crime and made positive improvements to its responses. There will inevitably be further work to do and further consultation with the region but overall a positive inspection. The force looks forward to the full report in due course.

4.2 Information Management Unit – IMU

4.2.1 In March 2019 under the Freedom of Information (FOI) Act 2000, we received 2,079 FOI requests from a total of 109 requestors. In March 2019 we provided information on 825 occasions to a variety of Partner Agencies for the protection of Children and Vulnerable Adults, this not only assisting partnership working but ensuring the most vulnerable in society are protected.

4.2.2 In April 2019 we made 6 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.

- 4.2.3** Lincolnshire Disclosure & Barring Service (DBS) team have for the last three years been graded as a GOOD force re the performance against the Quality Assurance Framework for the applications processed for Enhanced Certificates on behalf of Disclosure and Barring Service (DBS).
- 4.2.4** This year 2018/19 our performance at this level has now been recognised as OUTSTANDING by DBS Liverpool. Being given an Outstanding grade is recognised to have standards that are consistently met and thus Outstanding represents a ‘beacon’ of consistent high standards for other forces.
- 4.2.5** The team prides itself on this high level of performance and also the fact that we consistently have no aged applications and regularly return applications as completed to DBS within 1 day of receiving them thus allowing the process for the public to be completed within a short timescale, hence allowing their employment opportunities to be realised sooner.

5. Our people

5.1 Protecting Vulnerable Persons Unit (PVP)

5.1.1 Domestic Abuse - Everyone’s Business

Being committed to ensuring the wellbeing of our staff, we have started work this month with an external provider to ensure as employers we are at the heart of tackling domestic abuse by providing the necessary tools to recognise the signs and play an active role in prevention. This was an extremely positive first workshop and would clearly benefit all staff across the organisation. This work will be ongoing for the next few months to produce a bespoke approach to supporting our staff and managers in tackling internal Domestic Abuse matters.

5.1.2 Crime Investigation – Detective Academy

- 5.1.3** On the 5th April 2019 the Detective Academy hosted the force’s first PIP2 CPD event focusing on the support of on call investigative roles. The event was attended by officers and staff from CID (Criminal Investigation Department), PVP (Protecting Vulnerable Persons), SCIU (Serious Collision Investigation Unit), PSD (Professional Standards Department), Intelligence and Training. Guest speakers covered the role of the Coroner, Health and Safety and deaths in the work place, the investigation of Child deaths and the role of the FLO (Family Liaison Officer). The event also provided opportunity to discuss the role of “on call”, its challenges and providing a support network for those new to role. All attendees were accredited with CPD time.

- 5.1.4** The academy is hosting future events including a regional disclosure champion CPDS event on the 23rd May 2019 and an FLO Conference in September 2019.
- 5.1.5** The Academy is undertaking a detailed review of PIP2 roles across the force in order to update the force establishment, which in turn will inform future plans for recruitment and investigative resilience. An assessment of the essential PIP2 roles will form the baseline position for our accreditation across all ranks. This work will be completed by the end of May and will provide data on the PIP2 accreditation of our investigative workforce.

5.4 Wellbeing

5.4.1 Force Gyms

Gyms around the county have now been officially opened at Grantham, Skegness and Boston. Further gyms are planned in the coming months.



5.4.2 Wellbeing Conference

- 5.4.3** Over 200 delegates heard from Paula Riella, Psychological Therapies and Research Manager at Gwent Police and Dr Roger Bretherton, Senior Lecturer in Psychology at the University of Lincoln – both provided fascinating insights and advice on the importance of, and how to maintain your wellbeing.
- 5.4.4** This year saw the addition of workshop options which allowed delegates to choose a particular practical session on a theme of interest. Options included yoga, optimising exercise, managing medication and wellbeing exercises. All delegates also heard a session on Stress Management from Dr Tom Waller.

5.4.6 Lincolnshire Police's Lisa Bailey, who has been a Switchboard Operator for the last 8 years and is based in the Force Control Room, was announced as the winner of the Lincolnshire Fire and Rescue and Police Wellbeing Hero award for 2019 for her tireless efforts and inspirational ideas to improve wellbeing in her department.



Lisa Bailey accepting her Wellbeing Award.

5.5 Savings Plan

5.5.1 The organisational change programme underway which has seen a reduction in police staff roles in order to balance the budget for 2019/20 has now concluded. As a result of the programme it has been regrettable to have to make some redundancies. We are able to confirm that there will be no reductions in numbers of the current PCSO staffing at this time.