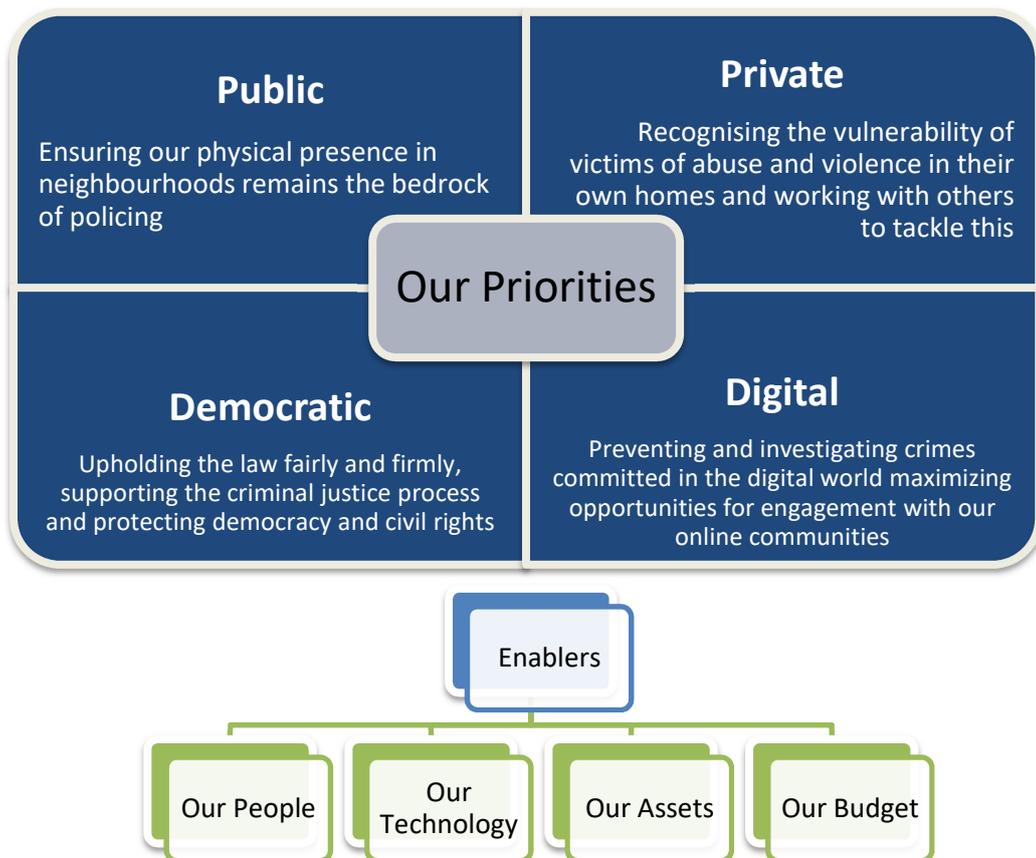


# Police and Crime Strategic Board

Date: 19<sup>th</sup> September 2019



## Chief Constable's Report



### 1. Public

#### 1.1 Specialist Operations

**1.1.2** Since the return of Specialist Operations to Lincolnshire ownership, the department is beginning to flourish with operational delivery and increasing levels of morale and staff well-being. Work within Specialist Operations continues in order to reach full establishment, particularly Authorised Firearms Officers and to develop the Roads Policing function.

**1.1.3** Two Police Dog Handlers have successfully completed the General Purpose dog course and are now both operational. With another officer starting on the section this month, we will now be up to full establishment for the first time. We have ordered 4 new vehicles to update our fleet and 2 further vehicles will be converted to Dog vans.

**1.1.4 Armed Response**

**1.1.5** We have 6 officers commencing their Initial Firearms Course in Northamptonshire this month as part of our continued regional training collaboration. We have taken delivery of the first of our X5's which are being configured into Armed Response Vehicles and 2 further vehicles are on order.

**1.1.6 Roads Policing Unit (RPU) and Serious Collision Investigation Unit (SCIU)**

**1.1.7** SCIU - the unit continues to be busy with 4 fatal collisions in this reporting period. Work is ongoing to develop the capability of the Stolen Vehicle Examiner role within the force.

**1.1.8** 6 officers have successfully completed their Standard Motorcycle Course increasing our Roads Policing capacity in this area. The use of motorcycles and presence on social media is really positive.

**1.1.9** Lincolnshire Police Roads Policing Unit took part in Operation Tramline for the first time in August, for three days they used an unmarked HGV supplied by Highways England spotting offences on Lincolnshire's roads.

**1.1.10** During the three days of action, 41 vehicles were stopped; 25 HGVs, 4 LGVs, a Public Service Vehicle, and 11 cars. All 41 vehicles had committed a motoring offence, with some committing two offences. There were 49 offences identified in total, which were dealt with in the most appropriate way with consideration to the offence committed.



## 1.2 Firearms Licensing Online (FLO)

**1.2.1** In August the Firearms Licensing Team processed 59 Grants, 125 Renewals, 29 Variations and 707 Notices of Sale.

### 1.2.2 Breakdown of applications submitted:

Change of Address = 360

Firearms Renewal= 102

Shotgun Renewal = 1287

Coterminous Renewal = 519

Gun Transfer = 1520

Transfer in = 6

Firearms Grant = 92

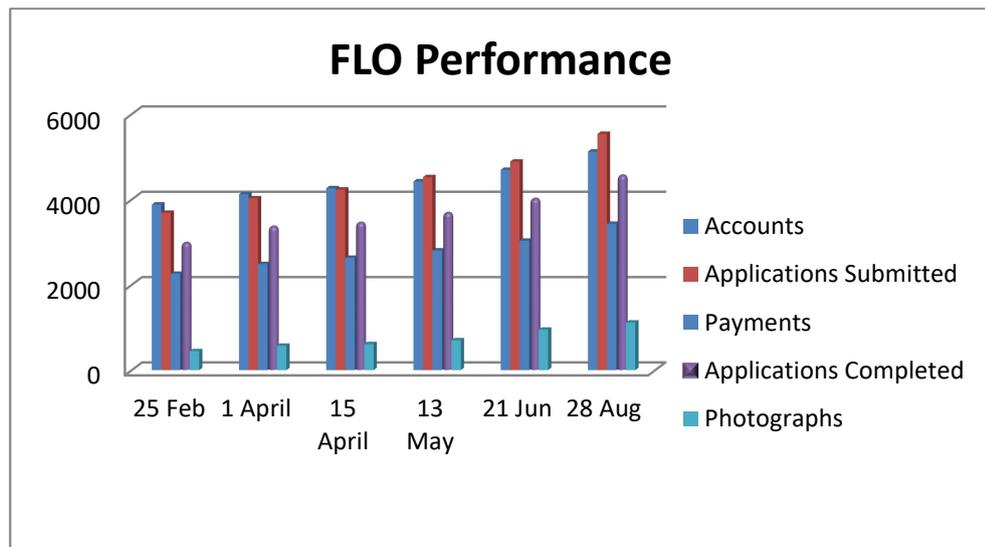
Shotgun Grant = 771

Coterminous Grant = 209

Variation Additional = 494

Variation = 137

Transfer out = 38



## 1.3 Fleet

### 1.3.1 Telematics

**1.3.2** The Force has now signed a contract for the provision of vehicle telematics which will assist with the efficient and proactive approach to fleet management. Initial meetings have taken place with the chosen provider with expected implementation over the next few weeks and an anticipated switch on date of early 2020.

### **1.3.3 Fuel Sharing**

**1.3.4** The force continues to discuss the potential for the sharing of Lincolnshire Police's bunkered vehicle fuel at the soon to be opened South Park facility in Lincoln with the Ambulance and Fire Service.

### **1.3.5 Hire Vehicles**

**1.3.6** An initiative to reduce the number of vehicles the force hires from external car hire companies continues with the purchase of fourteen additional fleet vehicles.

### **1.3.7 Electric Vehicle Evaluation**

**1.3.8** It is approximately 3 months since the force introduced its first batch of alternatively fueled vehicles to the fleet. Fleet Management is currently seeking feedback from end users of their initial observations.

## **1.4 Economic Crime Unit**

**1.4.1** A joint media campaign is being planned to run at some point during week commencing 23/09/19 which concerns Fraud. This has been designed by Lincolnshire Police Media Department but will be launched as a joint Safer Lincolnshire Partnership campaign which will support a further campaign by Young Friends against fraud which is due to launch week commencing 09/09/19. We plan to launch from a local secondary school and will engage with local media and this will include a new Tag4 hashtag which has been developed by media to help launch all future media campaigns/ appeals via social media sites.

**1.4.2** Following the agreement of the Head of Crime there will be an additional officer post established within the ECU (Economic Crime Unit). This post will increase the investigative capacity of the team in relation to financial crime and safeguarding the vulnerable but also allow the continued screening, assessment and triage of fraud reports to identify opportunities to maximise the outcome of investigations allocated to local policing teams.

## **1.5 Rural Crime**

### **1.5.1 Operation Galileo**

**1.5.2** Lincolnshire's Operation Galileo for 2019/20 was launched on 29<sup>th</sup> August – Lincolnshire Police has taken the national lead and coordinating the work of the 12 forces involved. Building on a national Op Galileo meeting in Grantham earlier this year, we commissioned analytical support from the National Wildlife Crime Unit (NWCU) and have a much better, detailed understanding of the key offenders involved in Hare Coursing across the UK.

- 1.5.3 There will be national days of action and we are sharing tactics that impact on the offenders who cause greatest harm in our rural communities.
- 1.5.4 Following recognition in both the House of Lords and House of Commons over recent months for our efforts, we are working with partners to seek a change in legislation and sentencing powers to recover the cost of seizing Hare Coursing dogs and allow for the forfeiture of dogs to prevent further offending.
- 1.5.5 We are supporting the national Operation Owl Weekend (combatting Raptor Persecution on 21<sup>st</sup> & 22<sup>nd</sup> September).

### Operation Galileo Strategy 2019/20



## 1.6 Blue Light Collaboration

### 1.6.1 South Park

- 1.6.2 Fire and EMAS are fully operational at the new Tri Service station at South Park and feedback from the staff working together has been positive. The main building and outside areas are still being completed and due to the finding of a collapsed drain there is a slight delay to the final completion of

the site. This is now late October and the Police will commence their move from West Parade on the 11<sup>th</sup> November which will take 4 weeks.

- 1.6.3** The project team are busy planning for this move, training has begun on the new systems operating in the building for Police Staff and familiarisation visits with staff are beginning to take place prior to occupation.
- 1.6.4** An Evaluation of the Blue Light Programme has been commissioned with the University of Lincoln acting as a critical friend. Work has begun on the evaluation which will report in Spring/Summer 2020.
- 1.6.5** This is an exciting time for the Blue Light Project to see all the planning and hard work coming to fruition and the operational benefits of sharing a site being realised.

## **1.7 Media**

### **1.7.1 National Police Communicators Course**

**1.7.2** Hosted by the Media Department, the 62<sup>nd</sup> national Police Communicators Course will operate at Belton Woods Hotel near Grantham from Sunday September 29<sup>th</sup> to Friday October 4<sup>th</sup>. 33 communication officers from all over the country will be attending.

### **1.7.3 Operation Tramline**

**1.7.4** In conjunction with the Roads Policing Unit, we have contributed to filming and photography to gain coverage for the initiative using a HGV to detect drivers using phones or committing other offences where they would not expect observations to come from a passing HGV.

### **1.7.5 Police Educational Qualifications Framework (PEQF)**

**1.7.6** Corporate Communications is part of the Gold group formed to oversee the internal and external communications issues relating to the application for a judicial review of the College of Policing decision to impose a degree requirement recruitment scheme on the police service. There has been widespread national publicity about the action and the whole concept of new officers needing academic degrees or having to study for one on appointment.

**1.7.7** This has included a 50 minute national broadcast on LBC radio which included an interview with DCC Jason Harwin and much public phone-in chatter largely supporting the Force's position.

**1.7.8** Other national publicity has included an article in Police Professional and positive coverage in the Daily Telegraph, The Times and the Daily Mail. There has been significant local media coverage and also much chatter on social media, also largely in support of our position.

#### **1.7.9 Chief Constable's Video Log**

**1.7.10** The external and internal versions of the Chief Constable's September VLOGs have been recorded, edited, transcribed and uploaded to the Intranet and Web Site. Both of these cover a range of subjects including the officer uplift, PEQF, operational policing during the Wainfleet flooding and public reassurance and policing plans for Brexit.

## **2 Private**

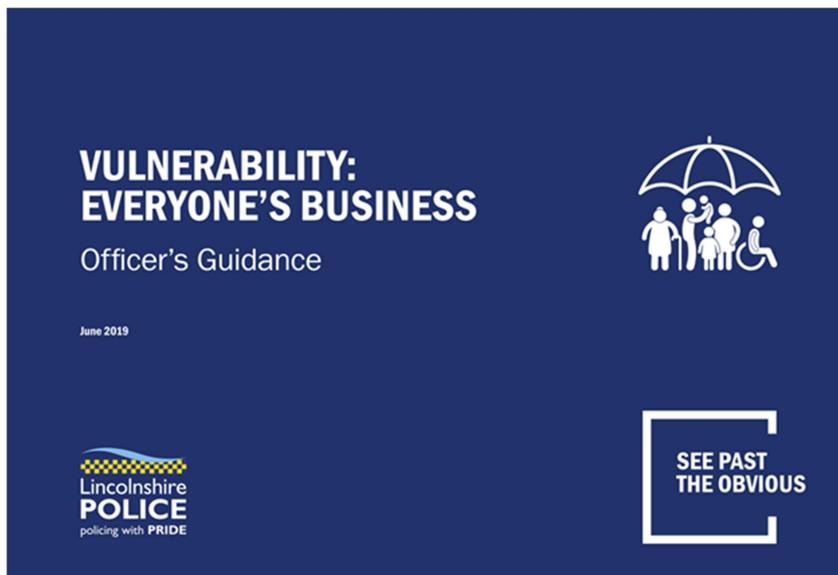
### **2.1 Protecting Vulnerable Persons Unit (PVP)**

#### **2.1.1 Vulnerability: Everyone's Business**

**2.1.2** There has been ongoing development to produce an officer's guide to vulnerability. This is to ensure all of our staff understand some of the wider impact factors and considerations needed when dealing with vulnerable people and crime situations and what is expected of them in seeking to support those deemed at highest risk of harm.

**2.1.3** This is underpinning all of the vulnerability agenda for Lincolnshire Police and is being produced and managed through subject matter experts within the Protecting Vulnerable Persons Unit. Maximising our use of technology, this is to be accessible to all staff through their mobile data terminals and via the internal intranet systems.

**2.1.4** Within the launch of this guide there is work ongoing to ensure we are also raising the effect of unconscious bias and ensuring our staff challenge any preconceived bias' that may exist when dealing with matters involving vulnerable persons.



### **2.1.5 Protecting Vulnerable Persons Unit Review**

**2.1.6** Having changed our specialist function for managing, supporting and investigating crimes against vulnerable persons from the Public Protection Unit to the Protecting Vulnerable Persons Unit, there has been a full review of the new structure and processes to test the overall impact and effectiveness; ensuring we are able to provide the best service possible to protect those most vulnerable in Lincolnshire.

**2.1.7** This has involved a range of consultation from staff engagement, performance review, budget considerations, workloads, outcomes for victims and engagement with our partner support services.

**2.1.8** Following this review the findings have shown this was the right change to be made and that we are far more capable to investigate these crime types. There still remains a significant amount of work to do to ensure we have the best model going forward, but after 8 months of working in the new structure this is already showing the benefits.

### **2.1.9 Vulnerability Delivery Group**

**2.1.10** Following the successful implementation of the Protecting Vulnerable Persons Unit there is a need to ensure we have the right governance in place to drive the wider vulnerability agenda across Lincolnshire Police, ensuring the best possible service for those deemed the most vulnerable.

**2.1.11** In support of this there has been an inaugural meeting of a newly formed Vulnerability Delivery Group. This group is now to meet monthly within the Force and ensure we have plans to manage the feedback and recommendations from HMICFRS, identified areas for improvement in our overall service and the right direction and support for our staff to deliver the service the public expects of us. This was a very positive first meeting.

#### **2.1.12 Police Safeguarding Hub**

**2.1.13** The Police Safeguarding Hub has been developed to provide a single point of contact for partnership engagement; with particular focus on child abuse, child exploitation, adult abuse, adult exploitation, domestic abuse, and missing persons.

**2.1.14** The development of this hub has continued over the months, with a newly established Inspector having started with the team and the estates development plan progressing to anticipated completion throughout September 2019.

**2.1.15** This will ensure we have all the resources co-located, and able to ensure a clear focus on supporting those deemed most vulnerable, working closely with our partner agencies. Further development work is underway with the structure of the Hub and will be able to be reported on in coming months.

## **2.2 Safer Lincolnshire Partnership**

The logo for the Safer Lincolnshire Partnership. It features the word "Safer" in a large, bold, red sans-serif font. Below it, the words "Lincolnshire" and "Partnership" are stacked in a smaller, bold, dark grey sans-serif font. The entire text is centered on a white background.

**Safer  
Lincolnshire  
Partnership**

### **2.2.1 Safer Together Project**

**2.2.2** In July 2019 the Safer Together Project, which is a partnership between the Police and Safer Communities Service at Lincolnshire County Council was delivered. This project involved the Crime Prevention Department, Licensing and the Assisting Rehabilitation through Collaboration (ARC) team within the Police and they are now part of one service with Safer Communities.

**2.2.3** The aim of this was to provide a more joined up approach in the arena of community Safety, creating better information sharing between teams, avoiding duplication of work and increasing capability and capacity.

**2.2.4** This new collaboration will particularly enable us to enhance our ability to safeguard some of the most vulnerable people in our communities and prevent them from being victims of crime. It also will ensure we improve the Police engagement with young people and our role within the Stay Safe Partnership which delivers education into Secondary Schools.

**2.2.5** The Core Priority Group continues to progress well against the tasks allocated to them. Areas of discussion at the last Strategy Board meeting included:

- The new domestic abuse support service for children (delivered by EDAN Lincs) has been in operation since August 2018. There is good evidence of the one to one support being offered and the difference that it is making for children receiving the service.
- A task and finish group has been established under the Domestic Abuse Core Priority Group to take forward work to address child/parent abuse.
- A communications plan has been drafted for domestic abuse which includes a co-ordinated approach to the 16 days of action in November.
- Following discussion at the Strategy Board, the tasks current sitting under the remit of the Reducing Offending Core Priority Group in relation to ARC will be considered by the Police & Crime Commissioner and Lincolnshire County Council.
- The Anti-Social Behaviour Core Priority Group (CPG) have a task assigned to them regarding tackling anti-social behaviour in partnership with environment protection departments. Having liaised with the Waste Partnership, it has been agreed that the CPG will lead and communications and enforcement activity. Work continues to develop the communications plan.
- A sustainability options paper was presented to the Board in respect of E-CINS (an IT system procured on behalf of the partnership for anti-social behaviour management [but with the capability to expand to other areas of

business]). Partners around the table were unable to commit additional resource to the project management, including development, of E-CINS however tasked with author to give consideration to another couple of options.

- In respect of Modern Day Slavery, as updated in the last report, a training package has been developed for businesses and front line workers. Four awareness sessions (in blocks of two hours) have now been scheduled and will take place on the 18<sup>th</sup> October 2019.
- A communications strategy has been drafted for the Fraud priority. This includes key actions such as rapid alerts for current scams affecting Lincolnshire.
- A Scam Champion training session is booked for the 15<sup>th</sup> October 2019. This will aim to create more Friends Against Scams organisations as well as secure identified Scam Champions in organisation to take the work forward.
- The partnership had good representation from LPFT at the meeting who is going to assist in the development of the mental health aspects of the delivery plan.
- Partners were reminded of the routine scanning undertaken by the analysts within the Safer Communities Service. This has produced findings which has informed activities under existing priorities. Partners were reassured that the analysis, to date, has not identified a need to question the current SLP priorities for the period 2018-21. It was agreed that scanning will feature more heavily in the partnership agenda going forward.

#### **2.2.6 Other Business**

**2.2.7** The Board received an update in respect of Domestic Homicide Reviews. To date, the partnership have published five reviews, there are seven ongoing reviews, one with the Home Office awaiting appraisal and one pending a decision making panel.

**2.2.8** Key findings from the MARAC (Multi-Agency Risk Assessment Conference) review were presented to the Partnership. This identifies areas for improvement such as inconsistency of MARAC Chairs, escalation processes and child to parent abuse. An action plan is being development to address these areas.

**2.2.9** A briefing was provided in respect of Police Cadets and a discussion held around opportunities to utilize the Cadets.

**2.2.10** North Kesteven District Council shared the toolkit they have developed which enables them to consider data at a ward level which in turn assists the targeting of interventions.



### **3 Democratic**

#### **3.1 Officer Assaults**

##### **3.2.1 Health and Safety**

**3.2.2** As a result of the recent local and national concerns regarding assaults on police officers, a priority review has been commissioned to determine the number, types and causes of such assaults with the aim to identify mechanisms to reduce them.

#### **3.2. Force Control Room (FCR)**

##### **3.2.1 Contact Management Transformation Project**

**3.2.2** As part of the Contact Management Transformation Project, two significant initiatives are about to be implemented which will ensure that the public are provided with appropriate advice and assistance at the earliest possible opportunity and that front line officers are dispatched only when required.

##### **3.2.3 Concern for Welfare**

**3.2.4** There has been a 25% increase in calls relating to concern for welfare in the past 4 years, which now equates to over 10% of our daily demand, yet much of the calls relate to circumstances which are within the remit of other agencies, such as Social Services or EMAS.

**3.2.5** To this end, a new process is to be introduced in October where such calls are more rigorously THRIVED and where necessary, details are passed to the agency best equipped to respond. Training of FCR staff is underway and briefings have been held with partner agencies to make them aware of the changes and enable them to prepare for any potential rise in demand.

**3.2.6** Feedback to date has been positive with several agencies acknowledging that they were calling the police more than perhaps they should.

**3.2.7** In all cases, where there is an immediate and significant threat to life, officers will continue to be dispatched, ensuring that the public are protected above all other considerations.

### **3.2.8 Shoplifting**

**3.2.9** A new process has been devised which will shift the initial investigation process from front line officers to the Incident Resolution Team within the FCR. Divisional officers will be deployed only where a suspect has been detained or identified, or when there is an additional aggravating factor such as an assault or hate element to the incident.

**3.2.10** Otherwise, following telephone investigation, the crimes will be finalised at time of receipt. If there is CCTV evidence available, retailers will submit stills of the offender via an online portal where they will be quality assessed and uploaded to the force ID Sought system to see if an identification can be made. Should an ID be forthcoming, the crime will be re-opened and allocated to a divisional resource for investigation.

**3.2.11** It is anticipated that this will lead to a substantial reduction in unnecessary attendance at shops to simply collect and process CCTV downloads where no offender has been detained.

## **4 Digital**

### **4.1 Information Management Unit – IMU**

**4.1.1** In July 2019 under the Freedom of Information (FOI) Act 2000, we received 1238 FOI requests from a total of 100 requestors.

**4.1.2** In July 2019 we provided information on 934 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.

**4.1.3** In August 2019 we made 3 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.

**4.1.4** In May 2019 we made 11 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.

## **5 Our people**

### **5.1 Crime**

#### **5.1.1 Investigative Standards and Detective Resilience**

**5.1.2** On 27<sup>th</sup> September 2019 the force will hold an FLO/FLC CPD (Family Liaison Officer/Family Liaison Coordinator) conference for both Crime and Roads Policing FLO, a number of guest speakers will be presenting case studies and current good practice. This event will also support the introduction of the latest successful cohort of FLOs into force.

**5.1.3** In July 2019, 10 D/Sgt and T/D/Sgts completed the IMSC (Investigative Supervisors Accreditation) course and will now, over the next 12 months, be working towards the completion of their portfolio.

#### **5.1.4 PIP 2 Accreditation in Force – Update**

**5.1.5** The Detective Academy has undertaken a full review of the PIP2 role profiles across the force and will now complete the process of mapping the finding into the force's blue book establishment with the assistance of Human Resources.

### **5.2 People Development**

#### **5.2.1 Mental Health First Aid**

**5.2.2** Providing quality training and development for our officers continue to be a focus for the Force. We have recently launched our Mental Health First Aid and Mental Health First Aid Champions courses which are accredited by

Mental Health First Aid England. This is part of our continuing belief in the importance in supporting our Officers overall Wellbeing.

### **5.2.3 People Services – Futures 2023**

**5.2.4** Following on from the national announcement regarding uplift in police officer numbers, work has been undertaken to launch an external recruitment campaign which went live on 5 September 2019 alongside a national campaign.

**5.2.5** In support of the national uplift in officers, our People Development Team has prepared a comprehensive plan to deliver initial police training as a Level 4 Diploma in line with the recruitment strategy.

**5.2.5** We are working innovatively as a strategic partnership to meet this opportunity and deliver high quality officers to Lincolnshire while ensuring minimal impact on current operational divisions.