

# Police and Crime Strategic Board



Date: 25<sup>th</sup> November 2019

## Chief Constable's Report

### 1. Performance by exception

#### 1.1 Crime Data Inspection

- 1.1.1 HMICFRS informed the force on the 30<sup>th</sup> September that they would be returning to carry out a re-inspection of the Forces crime data integrity. They last conducted this in early 2018 based on data from June to Nov 2017, which resulted in the force being graded as Inadequate. The current inspection is using data from May to July 2019 and is due to be released as a public report sometime in early February 2020.
- 1.1.2 After the last inspection the force formulated an action plan covering all the main aspects of supervision, leadership, learning and audit. HMICFRS will now determine how effective this action plan has been, as well as determining to a statistically significant accuracy how compliant the force is with crime recording requirements in the data set they looked at.
- 1.1.3 From the 4<sup>th</sup> November eight Inspectors from HMICFRS spent two weeks listening to nearly 1300 call records and reading the logs and investigation records of each. They have also looked at Modern Slavery records, Vulnerable Adults and Child referrals and Crime cancellations.
- 1.1.4 Early results from this data audit suggest that the force has made a marked improvement, but HMICFRS have yet to officially release any figures. The 'failures' to record crime, or potentially adequately safeguard, are currently being looked into by the force to ensure that they are agreed with, and not data that HMICFRS may have been unable to find at the time. Once this reconciliation has been completed the figures will be available.
- 1.1.5 The second half of the Inspection consists of field work which will take place in the first week of December 2019. Interviews and reality testing will be conducted across the force by four HMICFRS Inspectors. This will then be combined with the data audit to give an overall grading, followed by a de-brief in late December.

#### 1.2 Police Effectiveness, Efficiency and Legitimacy Report

- 1.2.1 The force is in receipt of its draft PEEL inspection report, which provides the judgements following our inspection in June 2019. The report is provided in draft form only at this point for the force to check that it is factually accurate prior to publication, which is expected to be in December 2019.

- 1.2.2 As the report is yet to be finalised, it is too early to report on the gradings that the force has received. The DCC has spoken to HMICFRS's Force Liaison Lead (FLL) prior to publication, to discuss their findings.
- 1.2.3. The force is currently graded as Good in both Legitimacy and Effectiveness, and Requires Improvement in Efficiency. These gradings were received in 2017.
- 1.2.4 HMICFRS will release Lincolnshire's report at the same time as a number of other forces, this being the third and final tranche of the 2019 HMICFRS PEEL Inspection Programme. HMICFRS have used the previous two tranches to create additional 'spotlight reports'; which highlight common features found as a result of the PEEL inspections; and further spotlight reports are expected to accompany the release of the tranche 3 reports in December 2019.

### **1.3.1 Operation Raptor**

- 1.3.2 The Operation Raptor initiative which aims to tackle weapons offences predominantly in the west of the County has continued.
- 1.3.3 A press release on 4<sup>th</sup> November announced that the public could surrender any unlicensed or unwanted weapons to make sure that weapons don't fall into the hands of criminals.
- 1.3.4 So far over 30 arrests have been made and numerous warrants executed. In addition to 100 weapons being recovered. This includes 64 seized weapons and 36 voluntarily surrendered.

## **2. Distinctively Lincolnshire and Corporate Planning**

### **2.1 Neighbourhood Policing (NHP)**

- 2.1.1 We have conducted a self-assessment against the College of Policing Neighbourhood Policing guidelines and sent that back. It shows us "amber" in most areas with areas of development required, which is broadly in line with other forces from the East Midlands region. We will be building these recommendations into the broader Distinctively Lincolnshire (DL) plans.
- 2.1.2 We have abstracted an Inspector (Gareth Boxall) to work on the NHP DL Plan – our aim is to have an overarching manual of guidance for how we complete NHP completed by the end of March 2020.
- 2.1.3 Abstraction of NHP staff to backfill for response gaps continues to be an issue experienced by our NHP staff. This is an area the Senior Management Team (SMT) is looking at for options to remove this issue.
- 2.1.4 For our Problem Solving Hub, two PSCOs have been selected and will soon be released to work with Insp Constantine. We have obtained assistance from other forces, notably Durham and Warwickshire and will be reinvigorating our Problem Solving approach. We are working on a revised training package now, which will be delivered to our NHP staff in early March 2020.

- 2.1.5 On the East Division, we have provided feedback to the Chief Officers regarding the “Summertime Policing Project” which we ran on East Lindsey. This saw a new shift pattern which better aligns staff to our requirements on the coast over the summer.
- 2.1.6 The project was supported by a live “app” which allowed officers to feedback thoughts and observations: it was received very warmly by the majority of staff. This shift pattern will remain in East Lindsey for another year to gauge efficacy over another summer.

## **2.2 Shop Thefts**

- 2.2.1 The force has moved to a new approach into the investigation of shop thefts. This provides a proportionate response and will see an opportunity to reduce demand and increase productivity of officers.
- 2.2.2 If there are no offenders identified, then we will record the crime and ask the shop to submit any offender images from CCTV. These are then processed by the Incident Resolution Team and put up into ID Sought. This is a database that allows officers to share images of offenders.
- 2.2.3 In the meantime, the offence is filed as undetected and is re-opened should any ID be forthcoming. At that point this is then allocated to a divisional officer to proceed with arresting the now identified offender.
- 2.2.4 It is estimated that this approach will continue to allow us to fully investigate reports appropriately and proportionately and ensure that offenders are prosecuted when identified, yet will also ensure that front line operational staff are only deployed where necessary.
- 2.2.5 This saves in total around 90 minutes of time per report and we are currently managing approximately 30% of reports centrally.

## **2.3 Crime – Child Protection Inspection**

- 2.3.1 7<sup>th</sup> October saw Her Majesty’s Inspectorate of Constabularies and Fire and Rescue Service (HMICFRS) return to inspect our actions and processes with regards to child protection.
- 2.3.2 This was a welcome review of the Force, with the significance of this visit being it follows the whole Force changes to our specialist investigation teams and the development of the Protecting Vulnerable Persons Unit.
- 2.3.3 The findings demonstrated that the changes had brought about improvements, however due to the timing of the inspection it was too soon to be able to demonstrate these fully.
- 2.3.4 Improvements have been made on the previous recommendations made of the force, with further work recognised as continuing to fully implement changes made and to realise the improvements in protecting those deemed most vulnerable. There is likely to be a further visit from HMICFRS in about 6 months time.

## **2.4 Vulnerability Delivery Group**

- 2.4.1 Ensuring governance and overview of developments in our response to incidents and crimes involving vulnerability, this quarter has seen the launch of the Vulnerability Delivery Group.
- 2.4.2 This group is focusing on ensuring appropriate support and guidance for all staff responding to these report types. Working with the national Vulnerability Knowledge and Professional Practice Hub work is ongoing to define a force vulnerability action plan to clearly underpin the work of this group and develop best practice to deliver the best service possible in this important area.
- 2.4.3 Ensuring continued improvements in crime investigations within the Protecting Vulnerable Persons Unit (PVP), a PVP Managers Crime Scrutiny Panel has been launched through October.
- 2.4.4 This is a quality assurance meeting involving peer reviewing of crimes, seeking to identify good practice and shared learning to raise standards. The first feedback meeting was held this month, identifying key themes for focus and developing plans to improve service delivery in vulnerable person's crime investigations.

## **2.5 Crime – Intervention**

- 2.5.1 Working to develop an innovative approach to complex vulnerability crime types such as Child Exploitation on 1<sup>st</sup> October we launched a research and development project, having secured additional funding from a Government scheme Innovate UK, working in partnership with a research and development company Tri-Lateral Research and subject matter experts the National Working Group.
- 2.5.2 This project is to develop Artificial Intelligence and Machine Learning to produce a risk assessment tool, enabling partners to respond to issues of Child Exploitation according to those people of highest risk of harm or those people highest risk of causing harm.
- 2.5.3 Ensuring our staff are equipped with the right information to understand what specific reports of vulnerability are and what the specific needs and expectations for a response are.
- 2.5.4 This month has seen the launch of previously reported interactive officer's vulnerability guide named Vulnerability: Everyone's Business.
- 2.5.5 This is now available to all staff across the Force through the intranet or whilst they are out and about through their personal issue Mobile Data Devices (MDT's).

## **3. National and Regional Issues**

### **3.1 EU Exit**

- 3.1.1 As has been widely reported, the UK sought an extension to leaving the EU. This was granted until the 31<sup>st</sup> January 2020.

- 3.1.2 Police preparedness and planning is still continuing. The last national meeting was held on the 30<sup>th</sup> October and it is envisaged these meetings will continue on a monthly basis to continue to ensure Police readiness.

### **3.2 General Election**

- 3.2.1 The 12<sup>th</sup> December has been agreed as the day the country goes to the polls to elect a new government.
- 3.2.2 Superintendent Paul Timmins is the force Gold for Operation Biennia, and covers the response of Lincolnshire Police to any incidents during this period, in line with national protocol and policy. A jointly produced national guidance document has been sent out to all candidates.

### **3.3 Horizons 2023 – Community Engagement**

- 3.3.1 Over the last 24 months there has been significant discussion about how the Force ensures it is able to provide visible policing and engage with the public in the most suitable manner to understand and meet the needs of our communities. This has included:-
- A review of the Neighbourhood Policing Strategy
  - Corporate Planning and review of strategic priorities
  - A review of the Force Estate to ensure our physical presence is retained where it is required and this meets both the public and organisational needs;
  - A review of the Town Enquiry Office (TEO) service to ensure the best use of resources is being achieved
  - A review of demand, particularly in respect of vulnerable locations, socio-economics and demography
  - Developments and investment in technology to maximise telephony and virtual contact channels of engagement
- 3.3.2 It was agreed by the PCC and Chief Constable that there is a need to develop a wider strategy for Public Contact to include communications and engagement along with a connectivity plan for each location / area of the County as public needs are different across the county. It was agreed that a project be established to deliver the overall engagement strategy of the Force.
- 3.3.3 In October 2019, as a result of two Corporate Planning days it was accepted that the force needed to better understand community need. Our priorities include working with our community and recognizing and responding to community need.
- 3.3.4 The senior leadership team identified that in starting to engage our communities more effectively, understanding their need, (adopting a problem solving approach Scanning; Analysis; Response and Assess) we can better develop our capability and capacity and focus our resource where it can be most effective.

### **3.4 Police Federation Survey**

- 3.4.1 The Police Federation of England and Wales conducted a nation survey into Police Officer's Pay and Morale. This report was released to the public on the 18<sup>th</sup> November.
- 3.4.2 123 (approximately 11%) of Lincolnshire Police officers who were eligible to respond completed the survey.
- 3.4.3 The headlines that came out of the survey are contained in the report below:



Lincolnshire Pay and  
Morale Force Report :

- 3.4.4 The force is working with the Federation and wider workforce to understand and respond accordingly to these results.

## **4. Good news and Other Points of Interest**

### **4.1 Lord Ferrers National Awards**

- 4.1.2 The Lord Ferrers Awards, currently in its 26<sup>th</sup> year, celebrates the contributions of Police Support Volunteers, Special Constables, Volunteer Police Cadets and volunteers supporting the work of Police and Crime Commissioners.
- 4.1.3 A police volunteer has won a national award in technical innovation by helping police officers capture digital evidence with a new app.
- 4.1.4 Cyber Crime Special Constable Greg Stevenson was recognised at the Lord Ferrers Awards, held in London on October 15<sup>th</sup>.
- 4.1.5 Greg won the award after developing a mobile application along with DC Tara Owens of the Metropolitan Police Service. The app is called Cyber Tools and aims to enhance the way Response officers deal with the cyber-related crimes they might attend or crimes in which there might be digital evidence that needs preserving.
- 4.1.6 The app has been rolled out to various forces around the UK including the Metropolitan Police, Lincolnshire Police and Police Scotland.

### **4.2 Operation Tarlac**

- 4.2.1 On October 7<sup>th</sup>, Imtiaz Khoda who had been convicted of fraud offences against Lincolnshire NHS Foundation Trust amounting to £1,280,814.11 had 9 years 8 months added to his sentence for failing to meet his proceeds of crime obligations.
- 4.2.2 The enquiry, which began in Lincolnshire in 2011 led to similar offences against other public bodies being discovered across the country and resulted in 12 offenders being sentenced for a fraud which exceeded £12m in value.

### **4.3 Information Management Unit**

- 4.3.1 The Information Management Unit (IMU) have prioritised security and vetting checks for both Trilateral Research premises and staffs, enabling Project CESIUM (STRIAD child exploitation risk identification tool using artificial intelligence) to commence in a timely manner.
- 4.3.2 We have also been integral in relation to the Data Protection element of the project which will allow making full use of the funding provided.
- 4.3.3 The Disclosure and Barring Team (DBS) within the Information Management Unit (IMU) have recently been graded as OUTSTANDING by the Home Office.
- 4.3.4 The grade reflects the positive decision making on DBS applications and the high performance of the Lincolnshire Team.
- 4.3.5 This results in the public having high confidence in the disclosures we share with employers in order for them to protect children and the vulnerable.

## **5. Forward Look**

### **5.1 Policing College**

- 5.1.1 On 29<sup>th</sup> October the new policing college was announced as a joint venture with the Lincoln College, Lincolnshire Police and G4S. Chief Constable Bill Skelly and Lincoln College Group CEO Gary Headland launched the initiative.
- 5.1.2 Bill Skelly said it was a fantastic opportunity for the force to be able to nurture and develop people with an interest in policing. Gary Headland said it was the start of a really exciting partnership journey with Lincolnshire Police and G4S.

### **5.2 Press Engagement and Media Campaigns**

- 5.2.1 December sees the launch of the Christmas period media engagement. Various messages will be launched throughout the month. These will focus on:
- Drink and Drug driving
  - Crime Prevention – Burglaries and Thefts
  - Consent and Domestic Abuse at Christmas time
  - Comparing Christmases – Police and the Community
  - Positive Stories – Reducing Offending and Rehabilitation.
- 5.2.2 The launch of the Christmas Drink/Drug Drive campaign will include external and internal communications to highlight the dangers, risk and irreversible harm caused through drink and drug driving.
- 5.2.3 The media campaign will also aim to change behaviours of those drivers who do driving under the influence of drink or drugs.

- 5.2.4 In addition to the education piece, enforcement and bringing offenders to justice will also form part of the key message.
- 5.2.5 The key messages regarding the Burglary and Theft piece will cover personal and home security and not leaving high value items or packaging that would look appealing to potential offenders.
- 5.2.6 Consent and Domestic Abuse campaign will focus on improving on behaviours relating to sexual consent and offering support for those living with domestic abuse.
- 5.2.7 At this time of year, with people out celebrating and drinking alcohol to levels higher than usual, the key message will be there is no room for perceived and pressured participation and that sex without proper and true consent is rape and offenders will be brought to justice.