

Police and Crime Strategic Board



Date: 16th November 2020

Chief Constable's Report

1. Performance by exception

1.1 Op Talla – Response to COVID-19

- 1.1.1 As of the 5th November 2020, further new restrictions and legislation came into force placing the Country back into National Lockdown. This was brought in by the Government due to increasing infection rates of COVID-19 across the country. As a result, locally we have stepped up our Op Talla team and our Major Incident Room (MIR). We have also closed our Tier 2 and 3 Town Enquiry Offices (TEOs) and our on-site gyms. We will continue to follow the 4 E's approach around this legislation and continue to Engage, Explain & Encourage, however there is now a shifting emphasis towards taking Enforcement action.
- 1.1.2 We continue to work closely with all our partners in the Lincolnshire Resilience Forum (LRF) in our response to the pandemic and are a very active participant in supporting this partnership, with Supt Timmins now posted as the Tactical Chair. Our message is very much that the public need to abide by this legislation taking personal responsibility to prevent infections and the need for more severe restrictions.
- 1.1.3 Currently Lincolnshire remains in a reasonably good place regarding the number of infections, with the infection across the County below the National average. Our hospitalisation rate from those with positive tests is also below the national average.

1.2 Violence

- 1.2.1 Our response to Violence in Lincolnshire is still led through a regular Gold Group meeting chaired by ACC Wilson and comprises of key thematic leads taking a holistic long term approach to tackling an issue that rightly concerns the public and police alike. It is important to stress that Lincolnshire is a safe place and this is evident from where Lincolnshire sits when compared to other forces in England & Wales – Latest Office of National Statistic (ONS) crime figures show our Violence Against the Person offence rates ranked as 18th lowest in the Country (12 months to end June 2020).
- 1.2.2 For the 12 months to October 2020 our Violence Against the Person offences have reduced by 4% (865 offences) compared to the previous 12 months. Violence with Injury offences have reduced by 7% (415 offences) and Violence without Injury offences have decreased by 10% (834 offences)
- 1.2.3 We are currently working with the Violence Reduction Information Network in mapping regionally what each force is doing to tackle violent crime in their area (focus on public space at the moment) and they have provided us with details of a number of Violent Crime

Reduction Units that we intend to engage with; though it must be noted that each of the units received significant Government funding.

- 1.2.4 In October, we launched Operation Raptor force wide, with the focus being on East Division, having launched on West earlier in the year. Though we launched it with some enforcement activity, the 2nd phase is developing a safeguarding and prolific offender approach, to identify who has regularly been a victim or perpetrator across the County. We are also developing a “landing page” on the force internet for parents concerned about knife crime and their children or their friends either carrying, or the risk of them becoming a victim. This page will provide referral opportunities to us and partner agencies, as well as providing practical advice and will be available in the next 4-6 weeks.
- 1.2.5 A weapons amnesty was launched on 8th October, specifically aimed at removing weapons from communities. The amnesty means that people can deposit weapons or imitations and remain completely anonymous – there will be no questions asked or repercussions. In the first three weeks, 116 weapons had been handed in including kitchen knives, bowie knives, machetes and cleavers. The amnesty sees secure bins at our police stations in Lincoln, Grantham, Boston, Skegness and Spalding and these will remain in place until 18th December.
- 1.2.6 The amnesty will contribute to our commitment to the National Operation Sceptre which we launch in November. We will target patrols and enforcement work in areas that analysis has shown to be at higher risk of weapon offences and target those persons currently wanted for weapons offences.

1.3 HMICFRS National Child Protection Inspection (NCPI)

- 1.3.1 The Force underwent a virtual HMICFRS National Child Protection Inspection between 12th – 16th October involving an inspection of cases, interviews, documents and reality checks with staff and partners to monitor our progress on the 2018 child inspection Areas For Improvement (AFI)
- 1.3.2 HMICFRS said the force has made improvements against the recommendations made in the 2018 report and since the post inspection review. The force has committed a considerable amount of time and energy into making sure that officers and staff within the Protecting Vulnerable Persons Unit had the necessary skills to investigate child abuse.
- 1.3.3 The areas the force had improved on were: -
- Good use of risk assessments in the Force Control Room when managing risks to children
 - Good examples of longer-term safety planning around frequently missing children with the use of trigger plans
 - Good partnership problem solving demonstrated through Multi-Agency Child Exploitation (MACE) meetings
 - Interesting initiative with the introduction of the Offender Management Unit to bring together the work of MOSOVO team (Management of Sex Offenders & Violent Offenders) and other ancillary orders, making them more visible and accessible to neighbourhoods
 - Continued good work to keep the number of sex offender visits that are overdue to a manageable level
 - The forces demonstrated good partnership working in diverting children from being criminalised
 - The force demonstrated good sharing practices and escalation processes with partners

- 1.3.4 The areas the force needed to continue to improve on were: -
- Ensuring there is an overall qualitative audit to investigations and processes.
 - The force needs to do more in capturing the voice of the child and understanding the accumulative risk to children.
 - The meaningful supervision of investigations was not evident in all cases. There was a lack of supervisors recognising cumulative risk when reviewing material.
 - A number of technical enhancements had not yet been implemented, significantly the changes to the Police Protection Orders where the current forms do not cover all the relevant information.
- 1.3.5 The review findings will be subject to an action plan led by D/Supt Parker. The full HMICFRS report will be published early 2021.

2. Distinctively Lincolnshire

2.1 Distinctively Lincolnshire Board

- 2.1.1 The Distinctively Lincolnshire Board took place on 20th October, which assesses our delivery against the Distinctively Lincolnshire strategy.
- 2.1.2 Updates were provided by the leads of the operational (crime, response, neighbourhoods, specialist operations & partnerships) and enabler (people, assets, technology) delivery plans.
- 2.1.3 Key areas of delivery were noted as follows:
- A revised engagement strategy to improve communication with our diverse communities
 - Movement of PCSOs to ensure adequate coverage across the County
 - A new Intelligence structure which supports operational policing with 24/7 intelligence coverage
 - Work underway to launch Operation Snap - a secure online facility which allows submissions of video and photographic evidence relating to driving incidents that members of the public have witnessed
 - The introduction of solar energy across a number of stations to reduce our carbon emissions
- 2.1.4 It was recognised that a substantial amount of work was being undertaken to improve the delivery of services to the public of Lincolnshire.

2.2 Corporate Planning

- 2.2.1 On 16th October 2020, Senior Leaders from across the force, G4S and OPCC came together via video conferencing to continue the collaboration on setting new strategic objectives for Lincolnshire Police from April 2021.
- 2.2.2 This event looked to identify the critical activities and interdependencies which should underpin the following priorities and objectives:

Understanding and reducing demand

- *We will have the management information required to have the resources and capability in the right place at the right time*
- *We will collaborate with partners to manage demand, using the data and resources available to us*

Understanding and engaging communities

- *We will better understand the differing needs of our diverse communities, enabling Police, community and partners to proactively work together to address problems and issues earlier*
- *We will seek flexible solutions around how we engage with communities, based on how they wish to engage with us*
- *We will ensure we keep our communities updated and show them how the information they provide to us helps us deliver policing that has a positive effect on their lives*

Crime and harm prevention & investigation

- *We will review, improve and develop partnership pathways to identify early intervention and diversionary opportunities to reduce re-offending and entry into the Criminal Justice system*
- *We will protect the most vulnerable and repeat victims of crime by focussing on perpetrators who cause significant threat, harm and risk*
- *We will put victims at the heart of our investigations*

Wellbeing and Leadership

- *We will have a happy, healthy, valued, engaged and safe workforce, who will have a voice in telling us their needs and expectations*
- *We will seek to make Lincolnshire Police an exemplary employer that will focus on the needs of its people; they will be well led, fully supported, well equipped and developed to enable them to excel in the workplace*
- *We will have wellbeing support for our workforce that is preventative, rather than being at the point of crisis*

- 2.2.4 The next step is for the strategic owners to create their delivery plans for 2021/22. The next corporate planning day is scheduled for February 2021.

3. National & Regional

3.1 Criminal Justice

- 3.1.1 As a result of the initial COVID-19 lockdown and the closure or reduced capacity of our courts we experienced a significant backlog of trials awaiting hearing, at both Crown and Magistrate Courts. This reflects the national position. In Lincolnshire we continue to see an increase in court slots to manage business and reduce the backlog.
- 3.1.2 The opening of nightingale courts by the Government, to tackle the impact of coronavirus on the justice system, has not had any impact upon Lincolnshire but conversations continue to identify and prepare additional premises to create more capacity.
- 3.1.3 Police Led Prosecution (PLP) courts for minor traffic offences are being heard on Saturdays and also at Loughborough Magistrates court using virtual technology until the end of this year. That will have a significant impact upon the backlog of those cases.
- 3.1.4 First hearings for priority one cases are being conducted in real time through dedicated Domestic Abuse and Juvenile courts. Other cases are now being bailed (including postal requisitions) into February 2021.
- 3.1.5 We are currently recruiting Evidence Review Officers to improve the investigation and submission of evidential files to the Crown Prosecution Service which will reduce some

demand for both agencies and improve efficiency. We have also increased the capacity of the Witness Care Unit who continue to support the increasing numbers of victims and witnesses awaiting trial.

- 3.1.6 Lincolnshire have created a new body called the Lincolnshire Criminal Justice Assurance Board who will meet shortly and review the whole criminal justice journey ensuring efficiency, value for money and victim focus.

4. Good news and Other Points of Interest

4.1 Crimestoppers Campaign Success - Gainsborough

- 4.1.1 As part of Operation Forge where six people were arrested on 5th May on suspicion of conspiracy to supply Class A drugs in the Gainsborough area, in one of our largest operations of recent years, a crimestoppers campaign was undertaken to empower members of the community to speak out about suspicious activity and crimes, which can have a damaging and emotional impact on their everyday lives. The campaign aimed to raise awareness of the impact and increased chance of exploitation for vulnerable people, gain crucial intelligence on perpetrators, encourage reporting, reduce and disrupt future crimes, suppress criminal activity and provide police with actionable information.
- 4.1.2 Gainsborough Town was targeted by social media posts, leaflets and posters, an E-Newsletter and local media press releases.
- 4.1.3 During the campaign, 194 crimestoppers reports were disseminated to Lincolnshire Police, with 22 relating specifically to Gainsborough, which is an increase of 69% compared to prior to the campaign. Drug trafficking and supply offences saw a 160% increase during the campaign which shows the public are willing to share what they know.
- 4.1.4 Work continues with the community of Gainsborough through a place based approach, working with Mutual Gain.

4.2 Preventing Romance Fraud

- 4.2.1 Lincolnshire Police supported a national campaign during October, in conjunction with local and national partners, aimed at raising awareness of Romance Fraud.
- 4.2.2 Romance Fraud occurs online where money is fraudulently obtained from victims who genuinely believe they are in a personal relationship when, in fact, they are being tricked. The average financial loss per victim is approximately £18,000 and the impact of the fraud on a victim's social, financial and personal wellbeing can be life changing.
- 4.2.3 Last year, in Lincolnshire we saw a loss in excess of £2 Million, a 35% increase on 2018. Research has shown that many victims do not report the matter for varying reasons e.g. embarrassment, meaning that the number of victims and loss is probably significantly higher.
- 4.2.4 This type of fraud is often initiated by organised crime groups with many of the suspects operating outside of the UK. Traditionally dating sites were used by the fraudsters but any social online platform can be used where direct contact with victims is available.

4.3 A proactive Approach to Officer and Staff Assaults

- 4.3.1 A robust process to investigate all crimes against our officers and staff, combined with an enhanced welfare package to support those affected, has been launched by Lincolnshire Police working with the Police Federation.
- 4.3.2 We will put the employee at the centre of the investigation, treating them as a victim of crime and continuing to thoroughly investigate offences including physical assaults, sexual assaults, racial abuse or hate crime.
- 4.3.3 They will also be given a full care package starting directly after the incident, through their recovery, and up to and sometimes beyond any court case. We are looking at increasing our support to officers including the paying of compensation directly to officers, and opportunities for counselling, training or medical support.
- 4.3.4 Latest figures show that there are more than 400 assaults on officers and staff each year in Lincolnshire, with kicking, spitting and biting among the most frequent types of attack. More recently, we have seen incidents of coughing and spitting at our officers during the Covid-19 outbreak.

4.4 Response Officers at Holbeach Police Station

- 4.4.1 From Monday 26th October, response officers are based at Holbeach Police Station providing 24 hour response cover to the communities of Holbeach, the Suttons and surrounding villages. This is a change to our previous operational set up, which saw officers deployed from Spalding.
- 4.4.2 The area of South Holland is vast, almost 300 square miles in size. Travelling distance can prove a real challenge when responding to incidents, conducting crime enquiries and targeting criminals. By basing officers at Holbeach we expand our coverage in South Holland and spread our resources better across the district. A trial period, during which we assessed the impact of one team of officers working at Holbeach, has demonstrated an improvement in response times to incidents, a closer working relationship with local neighbourhood officers and improved local knowledge.
- 4.4.3 We recognise there is still much to do and it is anticipated that our new engagement strategy will support our connection with communities.

4.5 International Control Room Week

- 4.5.1 Monday 19th October saw the start of International Control Room Week where organisations across the world highlight the varied and vital work that goes on inside each and every control room. Lincolnshire Police Force Control Room (FCR) operates 24 hours a day, seven days a week. They receive around 35,000 non-emergency (including 101 and switchboard calls) and around 8000 emergency 999 calls a month.
- 4.5.2 Operational Lincolnshire Police Inspectors lead teams of support staff who are employed under the strategic partnership with G4S. While these staff are often the first port of call for the public, the sheer range of what they do is not often fully understood, and they don't necessarily get the recognition they deserve. They coordinate our live response to all calls for service from anti-social behaviour to a major incident. They do all this with little praise and much criticism from members of the public who are often understandably experiencing a range of emotions when they call including fear, frustration, anger and grief.

4.5.3 The week showcased what staff in the FCR do and conveyed our gratitude for it. It was an excellent opportunity to celebrate all the great work and how staff use their knowledge, skills and expertise to quickly mobilise the appropriate resources required – while also providing a reassuring voice to those in greatest need.

4.5.4 This year's campaign highlighted the importance of mental health support and awareness and for every mention of #UnsungHeroes across social media channels, the event organisers, APD Communications donated £1 to the Mind Charity.

4.6 Telematics

4.6.1 Telematics is now fully operational in all fleet vehicles and is already providing some useful data regarding the use of vehicles which will ensure the most effective use of our fleet. Telematics has also been used by our Professional Standards Department (PSD) to investigate any complaints of bad driving by officers.

4.7 Roll out of Office 365

4.7.1 As the need for some of our employees to work away from the office continues due to the national lockdown guidance, we continue to equip our staff with the necessary tools. As of the end of October there are 1466 active users of Office 365, rolled out as part of the National Enabling Programme (NEP). From July 31st to 28th October 2020 there has been:

- 3836 meetings on Teams
- 142,199 chat messages
- 305,058 hours of audio calls
- Over 87,000 hours of screen sharing

5. Forward Look

5.1 Horizons Programme - Officer Uplift

5.1.1 Recruitment remains strong with 233 applicants still in the pipeline and the previous blockage at assessment centre has now been removed with a high number of candidates being successful at this stage (72%). We are currently also undertaking a further round of final interviews with a healthy pass rate being seen.

5.1.2 A new recruitment window opened on 12th October 2020 for 8 weeks and saw the launch of the DC FastTrack Scheme. A full media strategy is now underway in an effort to target our recruitment priorities. The force continues to report recruitment data into the national Police Uplift Programme (PUP) which at this time is on track to meet requirements for March 2021.

5.1.3 The latest attraction and recruitment strategy has been implemented, and initial data is extremely positive with over 56k views of our virtual online open day. The recruitment pages of the force website have been reviewed and updated to be more diverse, we have also secured the opportunity to work with "Story UK" in making further website improvements, nationally funded by the PUP.

5.1.4 We also used some of our own employee 'stories' about a career in policing to reach out to diverse communities, which also supported Black History month in October.

- 5.1.5 The next Cohort of 30 Students commence their training this month and whilst some delays have been forecast for the completion of our new second training venue at Skegness, contingencies are being identified to enable us to progress with our planned double cohort in March 2021 (60 student officers)