

Police and Crime Strategic Board

Date: 21st January 2021



Chief Constable's Report

1. Performance by exception

1.1 Op Talla – Response to COVID-19

- 1.1.1 As of the 5th January 2021, the government returned the whole of England into lockdown in favour of the previous Tier system. Under the new restrictions, all non-essential shops including pubs/clubs and restaurants must remain closed to customers, although they can provide takeaway services, deliveries, and click and collect. We continue to follow the 4 E's approach around this legislation and continue to Engage, Explain & Encourage, however the emphasis is now towards taking Encourage and Enforcement, and there has been a marked upsurge in the number of fixed penalty notices being issued.
- 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 T/Ch. Supt Timmins as the Tactical Chair.
- 1.1.3 There are 3 vaccines that have been developed for vaccination of the public, and both the Pfizer and the Astra Zeneca vaccinations are being rolled out across Lincolnshire. Priority is currently being given to persons over 80 years of age, and care home staff. Lincolnshire Police have undertaken all crime prevention/Counter Terrorism advice, so that all proposed sites can be opened immediately as soon as the national framework can deliver the vaccines/facilities. 8 sites are currently open, in addition to local GP surgeries. Lincolnshire is performing well and at the forefront of the vaccination programme.
- 1.1.4 Lincolnshire's infection rate has increased over recent weeks, but not to the same exponential growth seen elsewhere, and our current rate is now below the national average. There is however mounting pressure on our local hospitals, with Lincoln Hospital declaring a critical incident a number of times over the last few weeks due to staff shortages. Funeral directors and crematorium facilities are also stretched, and mortuary facilities at RAF Woodhall Spa have had to be stood up. Police are currently assisting with resourcing this facility.
- 1.1.5 Lincolnshire Police is seeing a consistent rise in the numbers of staff off sick or in isolation, and although we are at 'blue' status (less than 10% abstraction), we are moving towards 'green' (10-20% abstraction rate). This figure includes those working from home due to being clinically extremely vulnerable.
- 1.1.6 Due to the lockdown status, we have closed all but four of our police station front desks (Town Enquiry Offices) with the exceptions being Lincoln South Park, Boston, Grantham, and Skegness. All other stations will all stay fully operational but with the front counter service closed to the public.

- 1.1.7 The decision has been taken with upmost concern for the safety of the public and our staff whilst making sure we continue to deliver our service in the most effective way. With four stations open, it means that there is an opportunity to attend if you absolutely need to.
- 1.1.8 You can still call us at any time on 101 (or 999 in an emergency) but please do check our website as your query might be answered by the information provided there.

1.2 Violence

- 1.2.1 For the 12 months to October 2020, Violence with injury has reduced by 13.6%, Violence without injury has reduced by 7%, Robbery of personal property has reduced by 23% and of business property by almost 48%. In November, Operation Raptor was adopted force wide with an enforcement campaign that targeted those areas and people linked to weapon enabled crime, this was further complimented by Operation Sceptre, a national campaign that focusses upon knife offences. Even with higher levels of proactive Operation Raptor enforcement, which has removed large numbers of weapons from our streets, recorded possession of weapons has actually reduced by almost 4% in Lincolnshire.
- 1.2.2 COVID-19 restrictions within Lincolnshire increased in December to Tier 4 and more recently, the introduction of a new National Lockdown. Lincolnshire Police rightly prepared additional resources for the traditionally busy festive period of the 18th, 24th and 31st December, but with a focus away from the traditional night-time economy policing hours and locations as a consequence of licensed Premises being fully closed. This approach allowed resources to increase visibility on our roads, targeting drink and drug drivers, carry out Operation Raptor patrols to increase intelligence led stop and searches and increased our capability in responding to and investigating Domestic Abuse.
- 1.2.3 An area of concern for the force has been violence, especially with weapons, associated to County Line Gangs who have predominantly targeted Grantham, Skegness and Lincoln, which led to a number of incidents whereby weapons were either brandished, or more concerning, were used to inflict injury. As a consequence, the force has carried out significant work to build information and intelligence to identify gangs and specific offender profiles. Working in partnership with British Transport Police and Nottinghamshire Police the exceptional work of our analysts, intelligence and local poling officers, we have been able to identify and target all of the active gangs within Lincolnshire, leading to large numbers of arrests and the seizure of drugs and weapons; as well as a number of offenders being charged or bailed out of the County.

Weapons Amnesty

- 1.2.4 A weapons amnesty was launched on 8th October for 10 weeks, specifically aimed at removing weapons from communities. The amnesty meant that people could deposit weapons or imitations and remain completely anonymous – no questions asked or repercussions.
- 1.2.5 Secure bins were in place at police stations in Lincoln, Grantham, Boston, Spalding and Skegness and in total 315 weapons or items that could be used as one, such as an old unwanted kitchen knife, were handed in. Amongst these were various knives, machetes, knuckledusters an imitation firearm and a crossbow. Two shotguns and an air rifle were also surrendered to us during the amnesty.

- 1.2.6 We will continue to take every opportunity to reduce the number of weapons in Lincolnshire and educate people about the dangers of choosing to own one, even if there isn't an intention to use it in any way.

Operation Larch

- 1.2.7 On 13th December a murder investigation was launched following the discovery of a body in Fishtoft. The victim who lost his life in this tragic incident was identified as 12-year-old Roberts Buncis. A 14-year-old boy has been charged with his murder and remanded into custody whilst the investigation continues.
- 1.2.8 Due to the ages of those involved, the incident has received local and national attention. Any speculation about suspects in media reporting, or posting of names and footage on social media by individuals, is hugely upsetting to those affected and potentially undermines our investigation.
- 1.2.9 We would like to thank the community for their support with our investigation. Our investigations continue and we are continuing to appeal for any witnesses or anyone with CCTV footage of this area to contact us. If you have any information, please contact us on 101 or visit our dedicated portal by following this link:
<https://mipp.police.uk/operation/33EM20C70-PO1>
- 1.2.10 To ensure that language is not a barrier to engaging with all our communities, our statements have been translated into Bulgarian, Latvian, Polish, Lithuanian and Romanian.

2. Strategic Delivery

2.1 Chief Constable Haward's Vision

- 2.1.1 New Chief Constable, Chris Haward, took up position on 19th December following his role as head of the East Midlands Special Operations Unit (EMSOU) where he led on Major Crime Investigations, tackling Serious and Organised Crime, covert policing and Counter Terrorism.
- 2.1.2 The Chief Constable has started to get out and about in Lincolnshire's communities in order to understand what is important to people who live and work here; prioritise resource in order to improve our fight against crime; listen to officers and staff about ways to improve public safety; and consider processes around rehabilitation so we ensure we are helping those most in need.
- 2.1.3 The Chief Constable met his Senior Leaders on 12th January to discuss his vision, mission and priorities for Lincolnshire Police for the next 5 years. The next corporate planning day on 26th February will focus on their development.

2.2 Wellbeing Board

- 2.2.1 The Wellbeing Board took place on 17th November, which assesses our commitment to having a happy, healthy, value and engaged workforce.

- 2.2.2 The Wellbeing strategy has been refreshed with our vision to:
- Develop a healthy, happy, valued, engaged and safe workforce to meet the operational demands of policing the county of Lincolnshire.
 - Encourage a positive and supportive workplace, empowering our people to talk about issues with confidence.
 - Provide appropriate support to our workforce, allowing them to engage with relevant services designed to improve physical and mental wellbeing.
 - Reduce levels of sickness absence through creating a better, more supportive working environment.
- 2.2.3 An update was provided on the short, medium and long term plans for the Wellbeing Structure including the recruitment of a wellbeing lead role, as well as ensuring referral access to counselling services, particularly for those working in high risk areas.
- 2.2.4 Results of last year's national wellbeing survey were discussed which saw a fantastic response rate from Lincolnshire Police, far exceeding the national average, with 31.2% of the organisation participating. The results highlighted that poor quality of sleep and depression were higher than the national average. Further work will be undertaken to explore these areas further.
- 2.2.5 The Police Federation of England & Wales (PFEW) Pay and Morale survey results have also been released, with 38% of Lincolnshire officers contributing. The force is highlighted as having the joint second lowest rate of morale, for the second year running. 'How the police as a whole are treated' and 'workload and responsibilities' are the two greatest contributing factors having a negative impact on morale. Lincolnshire Police continues to be the lowest funded force in the Country, which results in not having sufficient resourcing to deal with the level of incident and crime demand. The extra resources recruited as part of the Governments Uplift programme will make communities safer, provide resilience and have a positive impact on wellbeing.
- 2.2.6 Wellbeing remains a key priority and work is being undertaken to get the relevant services in place, at the right quality.

3. National & Regional

3.1 Criminal Justice

- 3.1.1 The Lincolnshire courts continue to increase their listings across the board but still operate on a reduced capacity and the new lockdown period will undoubtedly have an impact upon capacity and recovery.
- 3.1.2 At Magistrates, an additional judge, supported Lincoln, over the Christmas period which had a positive impact on listed work. Domestic Abuse and Youth cases are listed and prioritised as business as usual with dedicated courts. Traffic cases continue to be heard at weekends at Loughborough Magistrates and virtually all trials now have a live court listing date. Her Majesty's Courts & Tribunals Service (HMCTS) report that they are on track to have dealt with all the backlog by the end of the year.
- 3.1.3 At Lincoln Crown Court, a second court room is now in operation which will help to reduce the growing backlog of trials. Regionally we await information concerning Nightingale courts and extended hours working which will both have a positive impact if successful.

- 3.1.4 We continue to work closely with local HMCTS to ensure we make best use of all available court space and listings.

4. Good news and Other Points of Interest

4.1 Op Vigilance

- 4.1.1 Operation Vigilance is a partnership based response to concerns around child exploitation in Lincoln city centre (High Street, Rumbold Street, Sincil bank and Portland Street area) and is co-ordinated and overseen within the Strategic Multi Agency Child Exploitation group. The operation is founded upon the principles of contextual safeguarding and will work with residents, schools, colleges and businesses to develop capable guardians in the community who are able to monitor, challenge and report concerns when they arise.
- 4.1.2 In addition, we are collaborating with the city council to provide safe spaces for children whilst also using enforcement, awareness campaigns and education to promote an ambition for sustained change and ensure thriving and safer communities. Operation Vigilance is being supported by numerous agencies including Lincolnshire County Council (Trading Standards, Children's Service, Education and Positive Futures) Lincoln City Council (Neighbourhood Management, ASB Team, Housing), Immigration, Health, Lincolnshire Police, The Children's Society and Barnardos.
- 4.1.3 Formally launched on the 9th December 2020 with a day of action that saw the Police, Trading Standards and Environmental Health simultaneously execute 7 warrants and detain 6 people. Two people were arrested and others are being supported as potential victims. In total approximately 24,000 illicit cigarettes and 3200g of tobacco were seized along with illicit alcohol and controlled drugs.
- 4.1.4 To date over 80 officers and 40 partners have been trained by The Children's Society and Barnardos to better understand Child Sexual Exploitation and how to support the victims of it. The work continues to educate the community, schools, peer groups and families about the risk, to gather intelligence and to deter, disrupt and prosecute offenders with the ultimate aim to make the areas identified safer for all the community.

4.2 Lincolnshire Most Wanted

- 4.2.1 Lincolnshire Police have started to release a monthly appeal to help locate ten of our most wanted suspects as part of our ongoing approach to target outstanding offenders across the county.
- 4.2.2 We are using this new 'top ten' approach in the hope that it reaches a wide audience and that members of the public who have information which may assist our efforts decide to share this with us. This can be in confidence via Crimstoppers or via our local 101 reporting process. We also encourage anybody who features on our most wanted list to immediately hand themselves in.
- 4.2.3 Since its launch, 12 wanted suspects have been located and arrested (at the time of writing).

4.3 Domestic Abuse – 16 Days of Action

- 4.3.1 The 16 days of action against domestic abuse campaign ran from 25th November to 10th December.
- 4.3.2 Lockdown has presented challenges to those facing abuse, in some cases trapping them with their abuser and cutting off their support network. However, the lifting of restrictions can also be a trigger for abuse when the abuser loses the control they have had over their victim. During the first lockdown Lincolnshire recorded on average 34 domestic related incidents in a single day. In the first 24 hours of lockdown ending we saw an increase to 60 reports in a single day.
- 4.3.3 We supported the campaign along with partners across the County including the Council, Health and Domestic Support Services. The Lincolnshire campaign also ran in conjunction with the international UN Women 16 days of activism.
- 4.3.4 Vital messages during the campaign included the signs of abuse, coercion and control; awareness of stalking and harassment; promoting “safe spaces” available in participating pharmacies and the “silent solution” if you call 999 but speaking would put you in danger; addressing perpetrators and urging them to seek help to change their behaviour; as well as raising awareness of the health and support services available.
- 4.3.5 One such support service is End Domestic Abuse Now (EDAN) Lincolnshire. Each victim of domestic abuse we come into contact with will be presented with an EDAN Lincs business card (these cards are multiple languages), each victim will be shown a jointly produced video explaining what EDAN Lincs is and how the service can benefit the victim. The officer will then record that the victim wants a referral and the police safeguarding hub will ensure the referral is completed.
- 4.3.6 On the 8th December 2020 Lincolnshire changed how they refer information to End Domestic Abuse Now (EDAN) Lincs to improve victim’s access to DA services. During the first 5 weeks of the trial there has been a 71% increase in referrals overall to EDAN Lincs.

4.4 Domestic Abuse – Hollie Guard Trust

- 4.4.1 A Domestic Abuse initiative with the Hollie Guard Trust took place in December, it’s aim being to reduce Domestic Abuse through the delivery of programmes in schools and colleges. The “Hollie Guard Extra” initiative is a free smartphone app, which transforms a smartphone into a personal safety device and comes with a 24/7 monitored service by trained personnel and includes such features as a shake facility to raise alerts, support page for victims, duress pin, journey feature – allowing users to set start and end points, and a meeting function which sets a timer for the meeting, with an alert being raised unless deactivated by the user.
- 4.4.2 This service is UK police approved and in use by a number of forces. Lincolnshire Police have been provided with 30 Hollie Guard Extra voucher codes which we can provide to victims to offer additional safeguarding where appropriate. This initiative will compliment other safeguarding measures that we already have in place.

4.5 Road Safety – Drink & Drug Driving Campaign

- 4.5.1 During December we undertook Operation Blackwater and increased our enforcement of people who were driving while under the influence of drink or drugs.

- 4.5.2 A total of 139 people were arrested, with 62 arrests for driving or being in charge of a vehicle while over the legal alcohol limit and 77 arrests for driving while impaired through controlled drugs. Many of the arrests will lead to drivers being disqualified and this affects their employment and life in general.
- 4.5.3 Drivers who take the risk are 23 times more likely to be involved in a fatal collision if they are under the influence of alcohol and drugs when driving. We focus on the #Fatal4 all year and our December drink/drug campaign is part of our work to keep people safe on Lincolnshire's roads.

4.6 Rural Crime

Hare coursing

- 4.6.1 October and November saw a significant rise in Hare Coursing incidents, with over 400 reported to the force in October (compared to 168 in 2019) and over 350 reported in November (compared to 172 in 2019), along with a rise in risk-taking by offenders including three pursuits in the South of the County during November resulting in 10 arrests and dogs seizures, but also a review of our approach.
- 4.6.2 The significant number of incidents has understandably caused alarm amongst the farming community, though feedback on the Policing response has been positive. We have been able to make use of the National Police Air Service (NPAS) fixed-wing capability, which appears to offer opportunity to gather evidence of Coursing and to take action to prevent pursuits taking place – This is a tactic currently being developed.
- 4.6.3 Operation Galileo, the response to hare coursing, received praise in Parliament during a Debate on Hare Coursing on 1st December and received local and national media coverage from the BBC. The Operation encompasses 21 other forces (up from 12 last year) and seeks to develop an effective approach to preventing Hare Coursing nationally.
- 4.6.4 Work with Partners to secure a change to the Criminal Justice outcome for Hare Coursing is progressing, with the Department for Environment, Food & Rural Affairs (DEFRA) indicating a willingness to support a change to Sentencing Guidance that would lead to forfeiture of seized dogs and recovery of Police kennelling costs. Partners involved include National Farmers Union (NFU), Country Land & Business Association (CLA), Countryside Alliance (CA), National Trust and Kennel Club.

Operation History – Theft of Lead from Church Roofs

- 4.6.5 On 6th January, four men were jailed for a combined 22 years 7 months for the theft of lead from 36 churches across the country.
- 4.6.6 The four defendants stripped tonnes of lead from a mixture of Grade 1 and Grade 2 churches across Derbyshire, Leicestershire, Cambridgeshire, Dorset, Wiltshire, Avon and Somerset, Suffolk, Yorkshire, Humberside and Lincolnshire between May 2018 and March 2020 - costing 36 churches a combined total of almost £2.1m.
- 4.6.7 Working in partnership with other forces and agencies including the Diocese of Lincoln and Historic England, our dedicated Operation History team worked tirelessly to ensure justice was served.

- 4.6.8 The impact of these offences goes well beyond the significant financial cost. Communities have felt a great sense of loss at the damage caused to their heritage, and increased vulnerability due to the rural nature of many of the premises.

4.7 Terrorism Offences & Prevent Programme

- 4.7.1 A Lincoln man was arrested on 18th November and charged with seven offences under Section 58 of the Terrorism Act relating to possessing a record of information likely to be useful to a person committing or preparing an act of terrorism. He had previously been arrested as part of a pre-planned operation carried out by force Special Branch officers from Counter Terrorism Policing East Midlands (CTPEM) on 7 January 2020 and was released under investigation while the case was investigated. He appeared at the Old Bailey in London on 4th December where his next Plea and Case Management hearing was set for 12th March 2021 and a trial set for August 2021. He remains on police bail with conditions.
- 4.7.2 As part of the Home Office's Prevent programme we ask the public to pay attention to changes in behaviour of family and friends, for signs of radicalisation. Radicalisation is the process by which a person comes to support terrorism and extreme ideologies, often through grooming. Between January 2019 and June 2020, 17 children were arrested in relation to terrorism offences, with some as young as 14.
- 4.7.3 Specially trained police Prevent officers, alongside professionals in health, education, local authorities and charities, as well as faith and community groups, seek to help vulnerable people move away from extremism. Together they put the right package of support in place to help them find a new direction.
- 4.7.4 As vulnerable people have been further isolated during the COVID pandemic, their susceptibility to negative influence, particularly online, may increase. At the same time, families who share the same household are spending much more time together. This offers an important opportunity to take note of anything untoward. By acting early they can get the support they need before the situation escalates into something more serious.
- 4.7.5 Visit www.actearly.uk for more information or call the national Police Prevent Advice Line on 0800 011 3764, in confidence, where our specially trained Prevent officers will listen carefully to your concerns.

4.8 Chief Constable's Commendation and Annual Recognition Award for Innovation

- 4.8.1 Inspector Michelle Toyne, from the Force Control Room (FCR) received a Chief Constables Commendation for her self-initiated work in respect of the Concern for Welfare Policy as it was clear that these incidents were placing a considerable demand both within the FCR and with local policing. The police are not specialists or trained as paramedics or mental health practitioners so the new policy ensures that after the right questioning and triaging by the call taker that the right agency is aware and will deal with the issue.
- 4.8.2 Inspector Toyne ensured that extensive engagement took place with core partner agencies, in which issues and concerns were addressed in order for the policy to be agreed by all parties. Additionally, Humberside Police were so impressed with the approach that Lincolnshire have taken that they are also looking to implement a similar policy based on Inspector Toyne's work.

4.9 Former Chief Constable and ACC recognised in New Year's Honours list

- 4.9.1 Former Chief Constable Bill Skelly and serving Assistant Chief Constable Kerrin Wilson were recognised in the New Year's Honours list and will receive the Queen's Police Medal.
- 4.9.2 Mr Skelly is described as "a visionary and inspirational leader, driven by a strong sense of justice" and someone who "made a real difference to the communities that he served". He is commended for investing in the wellbeing of officers and staff at Lincolnshire Police which helps them to deliver the best possible service to county residents. It is recognised that Mr Skelly developed creative and innovative concepts during his time as Lincolnshire's Chief Constable which included introducing drones to the force which were used to tackle rural crime, help find missing people and, ultimately, keep people safe from harm. He also introduced new technology to allow police officers to be out-and-about in their communities for longer including an investment in mobile data terminals. This meant that officers no longer needed to return to a police station to record data and instead have all the technology they need at their fingertips. This saw communities benefit from hundreds of extra hours of policing.
- 4.9.3 At the time of nomination for this honour, ACC Kerrin Wilson was the only female Chief Officer in the UK from an ethnic minority group. She is recognised for "inspiring others to greatness" and "placing diversity at the heart of her work". ACC Wilson is described as having been "instrumental in developing women and people from minority backgrounds in policing, helping them to realise their potential and reach senior ranks".
- 4.9.4 Having previously developed networks affiliated to the National Black Police Association (NBPA) at force's in Durham, North Yorkshire and Cleveland, ACC Wilson founded Supporting Minorities in Lincolnshire through Engagement (SMILE) at Lincolnshire Police which is also linked to the national body. This network supports officers and staff from minority groups, celebrates diversity and drives positive change. Kerrin is also commended for co-founding GLOW (Greater Lincolnshire Outstanding Women), a network of strong female leaders from across the public and private sectors of Lincolnshire who have come together to celebrate other great women in the County and inspire the next generation of young women and girls to achieve their dreams.

5. Forward Look

5.1 Horizons Programme - Officer Uplift

- 5.1.1 The current cohort of 30 Students commenced their training in November 2020 with a further 2 cohorts of 30 starting in March 2021. 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.
- 5.1.2 During the latest recruitment window, which ran from the 12 October to 6 December, the recruitment pages of the force's website received 45,029 visits. The new DC Fast Track scheme received just over 10,000 hits on its web page over the duration of the campaign.
- 5.1.3 As well as the DC Fast Track Scheme, Lincolnshire police focused on recruiting more people from the east of the county, more people with second language skills and increasing the diversity of the organisation.

5.1.4 338 new applications were received and of those 41% were from people who have expressed interest in the DC Fast Track scheme, this means that currently we have 413 applicants moving through various stages of the recruitment pipeline, with sufficient numbers either progressing to, or having completed final pre-employment checks to fill the 2 x cohorts of 30 students due to start in March 2021.

5.2 Mutual Gain & Place Based Policing

5.2.1 The initial meetings with partners, communities and training schedules have commenced for the Placed Based intervention, commissioned to be delivered by Mutual Gain.

5.2.2 The model seeks to build 'social capital' across the community, helping communities come together to address local problems supported by partners. The model has four phases:

- Phase 1 - We engage and recruit partners to become involved (we are in phase 1 now);
- Phase 2 - We train our people, partners and community in the methodology;
- Phase 3 - We hold a 'World Café' to which we encourage the widest community representation to come into one meeting (COVID compliant) to talk, discuss, and debate current issues and priorities;
- Phase 4 - The community groups bid for funds to tackle the issues raised by the world cafe. The Community decide what to fund. Mutual Gain will then review performance against established benchmarks.

5.2.3 The Pilot areas are: Sleaford Town; South West Ward Gainsborough, Skegness Town Centre and The Suttons in South Holland.

5.2.4 There has been a reasonable response from across communities and partners, despite the significant challenge of COVID and lock down. Plans to hold a 'virtual' World Café have been developed but concerns exist in respect of how effective this might be, therefore these may be delayed until later in 2021 when we are able to run the World Café with physical attendance.

5.3 Offensive Weapons Act 2019

5.3.1 We are preparing for the implementation of the Offensive Weapons Act 2019 in April 2021 which will involve a national surrender scheme for certain firearms and offensive weapons, including a Home Office run compensation scheme ahead of enacting prohibitions on the possession of rapid firing rifles, bump stocks, knives and other offensive weapons under the act. We are currently reviewing over 4000 records within the Firearms Licensing Team to identify and then contact those who will be affected by the change in law. As well as the national media programme, we will also be running internal and external communications to ensure people are aware that change is coming.