



**DOCUMENT CONTROL SHEET**

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# Police and Crime Plan 2017-21 – Update 2019

## Introduction

As Police and Crime Commissioner my role is to ensure that the people of Wiltshire and Swindon are kept safe, that Wiltshire Police delivers an efficient, effective and trusted service and that the justice system meets the public's needs.

My ambition is to provide extra protection and support to the most vulnerable people, whether they are at home, at work, on the street or online.

This document is an update for my police and crime plan 2017-21, incorporating the progress outlined in my annual report 2018. This update should be considered alongside the performance scorecard, which sets out how I will know this plan continues to be delivered.

### My priorities are:

1. Prevent crime and keep people safe
  - 1.1. Effective Wiltshire Police
  - 1.2. Community Policing is the best it can be
  - 1.3. Reduce Violent Crime
  - 1.4. Tackle Cybercrime
  - 1.5. Support rural communities
  - 1.6. Make our roads safer
2. Protect the most vulnerable people in society
  - 2.1. Tackle domestic abuse and sexual offences
  - 2.2. Reduce Violent Crime
  - 2.3. Support those in Mental Health Crisis get the help they need
  - 2.4. Protecting children and young people from harm
  - 2.5. Preventing offenders from offending
3. Put victims, witnesses and communities at the heart of everything we do
  - 3.1. Giving victims the support they need
  - 3.2. Investigating crime
  - 3.3. A justice system that works for all
4. Secure a quality service that is trusted and efficient
  - 4.1. An efficient police service
  - 4.2. Our Workforce
  - 4.3. A trusted and professional police service
  - 4.4. A digital police service

## **Priority 1. Prevent crime and keep people safe**

The primary function of a policing service is to keep people safe. To achieve this the service must be a collaboration with partners and local communities. It needs not only to respond, investigate and enforce the law, but work to reduce harm and the risk of crime.

### **1.1 Effective Wiltshire Police**

I am responsible for ensuring that Wiltshire Police provide an effective service to the public. The Chief Constable is responsible for ensuring the police are professionally able to meet these demands. Wiltshire Police protect the public against crimes such as criminal damage and theft, but complex cases such as sexual offences, domestic abuse and fraud. I will continue to ensure that Wiltshire Police:

1. Are rated 'good' by HMICFRS for effective policing
2. Record all crime ethically, so the public trust that they will be listened to
3. Fully understand crime and work with others to achieve long term reductions in crime and anti-social behaviour
4. Develop a policing model that prevents crime as well as responds to it.

### **1.2 Community Policing is the best it can be**

Policing is an integral part of our communities, and needs the support and concept of the public to succeed. Policing in Wiltshire must be visible, of a high standard and be trusted by our communities. I will continue to ensure that Wiltshire Police:

1. Place community policing teams at the heart of its policing model
2. Protect frontline community police officer numbers and PCSOs at 2019/20 levels
3. Deliver an outstanding community policing service and fully meet national guidance on community policing
4. Prioritise community policing for additional resources during 2019/20

### **1.3 Reduce Violent Crime**

Wiltshire is a very safe place, but serious violence does occur. I do not want this crime to become a presence in our communities. I will make sure Wiltshire Police work with partners to prevent organised crime and gang violence becoming a feature of our communities. I will continue to ensure that Wiltshire Police:

1. Are good at tackling serious and organised crime threats across Wiltshire and Swindon
2. Work with partners to achieve sustained reductions in serious violent crime, including knife crime

## **1.4 Tackle Cybercrime**

More crimes are being committed online. We must make sure we are protected and offenders are brought to justice. Most cybercrime is not reported to the police. In order to tackle this problem people must be confident that they will be listened too. I will keep making sure Wiltshire Police:

1. Use the investment I made to establish a digital crime team to bring more offenders to justice
2. Increase understanding and intelligence to protect our communities from cybercrime

## **1.5 Protect rural communities**

Wiltshire is a rural community, with some communities feeling extremely isolated. Rural communities need to be protected from the distinct threats they face. I expect Wiltshire Police to protect these communities as well as those in our towns. I will continue to make sure that Wiltshire Police:

1. Protect the dedicated rural crime team
2. Deliver all five recommendations of the National Farmers Union's five point plan
3. Record rural crime as a specific crime to enable the police to focus improvements

## **1.6 Make our roads safer**

Speeding and road safety affects all our communities. Anti-social driving and speeding will be tackled in order to keep both road users and pedestrians safe. I will continue ensure Wiltshire Police and partners:

1. Support Community Speedwatch schemes and ensuring it provides both education and intelligence for enforcement operations
2. With partners improve the safety of our roads through engineering and safety improvements
3. Increase mobile enforcement and use of driver safety awareness education programmes

## **Priority 2. Protect the most vulnerable people in society**

Police and other public services must protect vulnerable people. They are at the greatest risk of being victims of crime and so need more support from a range of services to cope with, and recover from, the impact of crime. Vulnerable people are at greater risk of exploitation as both victims and offenders. Working with partners to find more effective and innovative ways of protecting the most vulnerable people and dealing with their sometimes complex needs will reduce demand on policing and other services.

### **2.1 Tackle domestic abuse and sexual offences**

I will make sure that victims of domestic abuse and sexual offences have the confidence to seek help, are listened too and are supported. We must stop abusive and controlling behaviour and enforce and deter offenders. I will keep working with partners to ensure that:

1. Victims are have confidence to report domestic abuse and sexual offences
1. Provide tailored support to the most vulnerable victims, including victims of domestic abuse and sexual offences
2. The criminal justice system supports victims to deliver as many successful outcomes as possible
3. Develop and fund work with perpetrators of domestic abuse to address their behaviour

### **2.2 Support those in Mental Health Crisis get the help they need**

The police are at the frontline in supporting those in mental health crisis. Those in mental health crisis need support from healthcare professionals, not the police. We have made big strides in improving the work between police and mental health services but we need to do more to prevent mental crisis reaching the point where police intervention is needed. I will work with partners to ensure that we:

1. Deliver the local mental health concordat with the NHS
2. Stop the use of police cells as a place of safety

### **2.3 Protecting children and young people from harm**

Young people are inherently vulnerable due to their age. We will continue to work with both Wiltshire Council and Swindon Borough Council to protect children and young people. We will focus on those at risk of police intervention, as a victim, offender or both. I will continue to work with partners to:

1. Ensure that young people are diverted from the criminal justice system with appropriate interventions that address their needs
2. Protect vulnerable children and young people, particularly those at risk of being victimised when missing or at risk of child sexual exploitation

### **2.4 Preventing offenders from offending**

We need swift and effective action that punishes offenders on the one hand, and also prevents future victims. I will make sure the criminal justice system is tough on for those who do not reform, and offers the best support available to turn offenders away from criminality. This includes:

1. Working with the national probation service and community rehabilitation company to prevent offending
2. Developing an offending prevention strategy for Wiltshire and commission services with justice partners to delivery reductions in offending
3. Working with the Ministry of Justice to shape the future probation service and ensure the system works for Wiltshire

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## **Priority 3: Put victims, witnesses and communities at the heart of everything we do**

### **3.1 Giving victims the support they need**

All victims should be informed and supported by police and criminal justice services. All justice agencies in Wiltshire should comply with the [Code of Practice for Victims of Crime](#). Crime affects everyone differently and we need to provide tailored support to help people cope and recover. I am responsible for victim services and will continue to make sure that:

1. Criminal justice agencies are meeting their obligations to victims
2. There are high quality services to help victims of crime and reduce harm
3. Victims are satisfied with the support they have received
4. Out of court disposals, including restorative justice are used effectively

### **3.2 Investigating crime**

When crime does occur the public expect it to be investigated to a high standard. Regardless of the outcome, quality investigation is vital to preserve trust in policing and victim confidence and to prevent future crime. *Specific Improvements to reduce domestic abuse and sexual offences are set out under 2.1.* I will continue to ensure Wiltshire Police:

1. Are good at investigating crime
2. Conduct investigations in a timely manner
3. Are effective at catching criminals and use bail effectively

### **3.3 A justice system that works for all**

The administration of a swift, fair and efficient criminal justice system is a fundamental pillar of British society. An effective justice system relies on good crime reporting, good investigation quality and file preparation, good victim and witness support, good prosecution, as well as good administration of the court itself. This is regardless of the eventual community or court outcome.

This needs all justice agencies to work together, and understand their link in the chain. This is the responsibility of the Wiltshire Criminal Justice Board, which I chair. We have a detailed strategy to improve all aspects of criminal justice efficiency. Under this strategy we keep working with partners to ensure:

1. That every criminal case has the best possible outcome
2. Partners manage cases through the criminal justice system as effectively as possible
3. That justice is as swift as possible for both victim and defendant
4. That community orders are effective and trusted

## **Priority 4: Secure a quality police service that is trusted and efficient**

The changing demands faced by the police, alongside the financial challenge, means we must continually improve. I will make sure that police officers, staff and volunteers have the tools to keep the public safe and, as far as possible, I will protect frontline services. This will involve:

### **4.1 An efficient police service**

The public pay for policing and should have confidence that their taxes are being used efficiently. I will keep making sure that:

1. Wiltshire Police responds to the public swiftly and arrive when they are needed
2. Wiltshire Police is good at using its resources to meet the demand it faces
3. Policing works with other organisations locally, regionally and nationally to maximise tax payers' money
4. The Police estate is efficient and effective at supporting policing today and in the future

### **4.2 Our Workforce**

Our workforce is our biggest asset. Wiltshire Police and the OPCC are services provided by highly skilled professionals. They help set the tone and feel of policing and have the most contact with our communities. They are critical to delivering this plan. I will keep working with the Chief Constable to ensure that we have:

1. A positive workforce with high morale where good performance is encouraged
2. A healthy and safe workforce which is supported in the physical and emotionally demanding roles it performs
3. A workforce that reflects the diversity of our communities

### **4.3 A trusted and professional police service**

Police officers and staff hold positions of trust and authority. With that comes individual responsibility for all officers and staff, regardless of rank or position to uphold the values and ethics of policing. I will continue to ensure that:

1. The public can trust the Chief Constable, police officers and staff to act within the police code of ethics
2. All complaints against the police or specific officers will be listened to and investigated properly
3. New complaints legislation is implemented and we develop a system that resolves problems as soon as possible



4. Officers and staff are protected

#### **4.4 A digital police service**

Digital technology underpins how policing and justice are delivered. We need to embrace opportunities new technology brings. It will be delivered in a way that prevents crime, makes policing more efficient and provides the best evidence to secure justice. I will ensure that we continue to:

1. Deliver the national police ICT strategy and meets all national security and ICT requirements
2. Have agile technology that enables officers and staff to work in communities
3. Deliver all evidence to criminal justice partners digitally
4. Deliver a new finance, HR and resourcing system that enables a more efficient and effective use of the policing workforce