

DERBYSHIRE POLICE AUTHORITY

BUSINESS PLAN – Our Vision, Priorities and Objectives

2010/11



1. INTRODUCTION

In the last 12 months there has been a great deal of change in the policing environment, particularly involving police authorities. A single confidence target has been set by the Home Office and a national Policing Pledge has been endorsed by all forces. Police authorities are being inspected by the HMIC and Audit Commission and there is a renewed focus on how police authorities consult with their communities ensuring that consultation and feedback are combined and that policing priorities are established through a medium of dialogue. Continued effort is being placed on collaboration and value for money.

2. BACKGROUND

On 31 March 2010 the joint Derbyshire Police Authority and Derbyshire Constabulary Policing Plan will be published. This document sets out our plan for achieving the aims of our 3 year policing strategy 2010-2012 together with our Annual Report for 2009/10.

The purpose of this Business Plan is to establish how the Authority wishes to conduct its business for 2010/11. It details our vision and mission, our values and beliefs, and our priorities and objectives. This will enable the Authority to focus on and achieve our statutory duties in a measured and co-ordinated manner ensuring that the Force delivers to policing to the communities of Derbyshire meeting their needs and in a timely, valued and tailored way.

3. VISION

All our communities feel safe and have confidence in policing in Derbyshire.

4. MISSION

To deliver public confidence and trust in the police to all our communities through the provision of a transparent and accountable governance framework providing an efficient and effective police force for Derbyshire.

5. STRATEGIC PRIORITIES AND OBJECTIVES. 2010/11

Our five strategic priorities and objectives are outcome focused, demonstrate value for money and are designed to make a difference.

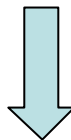
Strategic Priorities

How will DPA add value?

Strategic Objectives

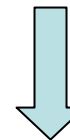
What must the DPA achieve by the end of 2010/11?

1. Hold the Chief Constable rigorously to account for improving the operational performance of Derbyshire Police.



- a. Has set clear and ambitious priorities for policing as set out within the Policing Plan and ensured that they have been delivered. *Corporate Governance Committee*
- b. Has ensured through a rigorous approach to performance monitoring and data analysis that the force has delivered significant improvement to operational performance. *Performance Management and Targeting Panel*
- c. Has ensured that that the force and the authority have fully responded to all inspection and internal and external audit reports. *Corporate Governance Committee*
- d. Has ensured that the force has built on capacity and improvements to protective services and other areas of identified risk. *Strategic Policing Committee*
- e. That the force remains fully engaged with collaboration and joint working between forces and other local public service partners. *Strategic Policing Committee*

2. Build on our community engagement and our work with our Partners to help the people of Derbyshire secure more responsive policing.



- a. Has secured and understood the views of local people about policing in Derbyshire especially the hard to reach groups and the vulnerable. *Citizen Focus and Partnership Committee*
- b. That community concerns have been addressed by local teams at neighbourhood level leading to improvements in public confidence. *Citizen Focus and Partnership Committee*
- c. Has developed a sustained programme of engagement, research and consultation that helps the force and the authority to understand the policing needs of the communities. *Citizen Focus and Partnership Committee*
- d. Has contributed towards achieving community safety priorities with stakeholders through effective partnerships, including with all CDRPs. *Citizen Focus and Partnership Committee*
- e. Has provided feedback on how issues raised through consultation and communication have been considered. *Citizen Focus and Partnership Committee*

3. Work with the force to continuously develop the service so everyone in Derbyshire can have confidence in policing.



- a. Has monitored the development of initiatives that impact on the capability and public profile of the force and public confidence including the Policing Pledge, the Single Confidence Target and the force's Professional Judgement initiative. *Citizen Focus and Partnership Committee*
- b. Has monitored HR initiatives that impact on the recruiting, retention and absence of police officers and staff to ensure that they have a positive impact on performance and the organisation. *HR Committee*
- c. Has monitored the force's all encompassing approach that has led to a reduction in bureaucracy. *Corporate Governance Committee*
- d. Has set the force's 'local employment targets' following consultation with partners and has monitored their achievement. *HR Committee*
- e. Has ensured that the force continues to rigorously address professional standards and behaviour which can bring the force into disrepute. *Professional Standards Panel*

4. Work with the force to make sure it is making the most efficient and cost effective use of all its resources and ensuring value for money.



- a. Has monitored the force to ensure that they have used resources in line with identified risks and threats and resulting priorities and that they have achieved the appropriate balance between the force's four policing domains. (Neighbourhood policing, protective services, responsive policing and support services). *Finance, Administration and Resources Committee*
- b. Has regularly reviewed costs and overheads working within constraints ensuring value for money. *Finance, Administration and Resources Committee*
- c. Has ensured that the force has achieved local targets leading to greater efficiency and productivity. *Performance Management and Targeting Panel*
- d. Has delivered to the three-year financial plan that taking into account the budgetary constraints. *Finance, Administration and Resources Committee*
- e. Has provided authority influence and feedback on the major force project boards including the 'Moving Forward' project boards. *Corporate Governance Committee*

5. Deliver a fit for purpose efficient and effective Police Authority serving Derbyshire.



- a. That it is a fully engaged and skilled authority able to deliver its governance responsibilities. *Standards Committee*
- b. That there is a capacity and capability within the executive office to support members of the authority. *Committee and Panel Chairs.*
- c. Has collaborated and benchmarked with other authorities to deliver improved efficiency and effectiveness. *Corporate Governance Committee*
- d. Has ensured that high professional and ethical standards are set and maintained. *Standards Committee*
- e. Has delivered a robust approach to health and safety. *HR Committee*
- f. Has embedded risk management into the Authority's decision making processes. *All Committees*

6. OUR VALUES AND BELIEFS

Our values mirror those of the Constabulary and describe how we will act while achieving our vision and mission.

- Integrity – we are open and honest, reliable; we support and respect each other and are accountable through transparent governance processes.
- Respect – we value difference whilst striving to understand and to learn from each other.
- Performance - acting as a critical friend to the Force, we are dedicated to excellence and to fulfilling the decisions of the police authority
- Responsibility – We accept responsibility for holding the force to account, fulfilling our statutory duties, and working as a team, and individually, representing our communities.
- Innovation – We continuously seek out ways to improve and add value.

7. OUR SPECIFIED TASKS AND THE WAY AHEAD

Our specified tasks which will deliver our strategic objectives will be delegated to either the committees or the Executive Office and Secretariat and will be taken forward within their action plans. Regular progress and update reports through the year will be provided to the Authority Chairman.

25 March 2010