

Integrity

Respect

Performance

Responsibility

Innovation

Derbyshire Police Authority

Policing Plan

Policing Plan 2010-2013

Integrity ■ Respect ■ Performance ■ Responsibility ■ Innovation ■



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Welcome



Janet Birkin JP
Chairman
Police Authority



Mick Creedon
Chief Constable

The Derbyshire Police Authority and Derbyshire Constabulary are pleased to present this document, which sets out our plan for achieving the aims of our three year Policing Strategy 2010-13, together with our Annual Report for 2009/10.

Derbyshire is still one of the safest counties in the country. We are currently in our 7th consecutive year of crime reductions, seeing crime reduced by 33,000 incidents since 2002/03. Burglary and vehicle crime are at the lowest levels in over 25yrs and we have seen significant reductions in offences of violence.

However, we again face some difficult financial challenges over the next few years, as do all other police Forces and the whole of the public sector. We have been looking at ways to find savings of up to £3m for the forthcoming financial year and starting to think how we will achieve the even tougher target of up to £10m for 2011. To enable us to achieve these targets, we need to make some very difficult decisions including changing how we carry out some of our internal processes, changing our geographic structures and sadly we will be reducing our overall staff numbers. At the moment we are broadly able to maintain the numbers of police officers but if we do start to face budgetary cuts of 10% or even 15%, this will become increasingly difficult.

One of the major changes we are making during 2010 will see the Force move away from the current and long standing 4 Divisional structure to a new 3 Divisional structure. There will be no change to the current 'B' Division of the Derbyshire Dales and High Peak. 'C' Division will now be made up of Amber Valley, Bolsover, Chesterfield and North East Derbyshire and 'D' Division will be made up of Derby City, Erewash and

South Derbyshire. The new model is based upon the current 13 policing sections within the county. This will not change our frontline policing structure or the Safer Neighbourhood teams which are an essential part of our core service. Importantly, the public will not see any change to the service we deliver.

A key part of this change is that it will enable us to reshape the service we deliver at a divisional level to free up our police officers to deal with more of the risks that we face and deliver a better service to the public. In addition we are taking a hard look at our internal processes and departments.

Over the last year (2009/10) the implementation of Professional Judgement has given trust and empowerment to our police officers to **“do the right thing”**. This has enabled them to achieve an appropriate solution to local crime, which assists in raising public confidence, reducing crime and the fear of crime, reducing bureaucracy and improving efficiency. Professional Judgement means officers have the discretion to listen to the views of the victim, take appropriate action with the offender and ensure there is a resolution to the offending that is victim focused. This approach is not universally popular, but puts the wishes of the victim at the very heart of the investigative and decision making process. We only use these solutions for suitable lower level crimes and in the last year over 4000 of these were completed. The use of these local resolutions is leading to high levels of victim satisfaction and significantly reducing re-offending; at the same time this approach gives officers the opportunity to address minor issues appropriately, reduce bureaucracy and free up time to concentrate on those serious problems which also affect our communities. Victim surveys are being carried out and we are now seeing victim satisfaction rates well in excess of 90% and offenders having to face up more to the consequences of their actions.

Though we face some tough challenges in this year and the coming years, we will not let these distract us from our absolute commitment to delivering a high quality policing service to everyone in our county and continue to address the policing risks we face.



Janet Birkin JP
Chairman
Police Authority



Mick Creedon
Chief Constable

Our commitment is to deliver a high quality policing service for everyone in Derbyshire

In order to keep this commitment we will keep to our core values, which are:

■ ■ ■ Integrity

We are open and honest. Trust is at the foundation of all our relationships.

■ ■ ■ Respect

We respect everyone at every level of the organisation. We thrive on our differences.

■ ■ ■ Performance

We strive for the highest standard. We seek to do the right thing everytime. We work to get the best out of all that we have. We celebrate achievements.

■ ■ ■ Responsibility

We take responsibility for our actions, as individuals and team members. We work together and support each other to put our communities at the heart of everything that we do. We enjoy what we do.

■ ■ ■ Innovation

We are innovative and courageous in meeting the most difficult challenges and continue to push ourselves in new and exciting directions.

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POLICING PLEDGE

The Derbyshire Constabulary is fully committed to the national Policing Pledge.

The Pledge is about the police service meeting the expectations of the public from the first point of contact. It is also about the public having a greater understanding of and involvement with policing through their local Safer Neighbourhood Team (SNT).

It is ultimately about improving public confidence by providing a high quality customer focused policing service to everyone. All members of the Force will be expected to meet the Pledge which links closely with our core values.

National Policing Pledge

The Police Service in England and Wales will support law abiding citizens and pursue criminals relentlessly to keep you and your neighbourhoods safe from harm and:

1. Always treat you fairly with dignity and respect ensuring you have fair access to our services at a time that is reasonable and suitable for you.
2. Provide you with information so you know who your dedicated Neighbourhood Policing Team are, where they are based, how to contact them and how to work with them.
3. Ensure your Neighbourhood Policing Team and other police patrols are visible and on your patch at times when they will be most effective and when you tell us you most need them. We will ensure your team are not taken away from neighbourhood business more than is absolutely necessary. They will spend at least 80 per cent of their time visibly working in your neighbourhood, tackling your priorities. Staff turnover will be minimised.
4. Respond to every message directed to your Neighbourhood Policing Team within 24 hours and, where necessary, provide a more detailed response as soon as we can.

5. Aim to answer 999 calls within 10 seconds, deploying to emergencies immediately, giving an estimated time of arrival, getting to you safely, and as quickly as possible. In urban areas, we will aim to get to you within 15 minutes and in rural areas within 20 minutes.
6. Answer all non-emergency calls promptly. If attendance is needed, send a patrol giving you an estimated time of arrival, and:
 - If you are vulnerable or upset aim to be with you within 60 minutes
 - If you are calling about an issue that we have agreed with your community will be a neighbourhood priority and attendance is required, we will aim to be with you within 60 minutes
 - Alternatively, if appropriate, we will make an appointment to see you at a time that fits in with your life and within 48 hours
 - If agreed that attendance is not necessary we will give you advice, answer your questions and / or put you in touch with someone who can help
7. Arrange regular public meetings to agree your priorities, at least once a month, giving you a chance to meet your local team with other members of your community. These will include opportunities such as surgeries, street briefings and mobile police station visits which will be arranged to meet local needs and requirements.
8. Provide monthly updates on progress, and on local crime and policing issues. This will include the provision of crime maps, information on specific crimes and what happened to those brought to justice, details of what action we and our partners are taking to make your neighbourhood safer and information on how your Force is performing.
9. If you have been a victim of crime agree with you how often you would like to be kept informed of progress in your case and for how long. You have the right to be kept informed at least every month if you wish and for as long as is reasonable.

10. Acknowledge any dissatisfaction with the service you have received within 24 hours of reporting it to us. To help us fully resolve the matter, discuss with you how it will be handled, give you an opportunity to talk in person to someone about your concerns and agree with you what will be done about them and how quickly.

Local Policing Pledge

In support of the National Policing Pledge, each Neighbourhood Policing Team will distribute local information by newsletters and posters to places such as doctors' surgeries, community centres, libraries and other areas that people visit regularly. Information will also be published on the Derbyshire Constabulary website – click on the attached link <http://www.derbyshire.police.uk/>

This will include:

1. Names and photographs of your Neighbourhood Policing Team.
2. Telephone number and e-mail address to contact the Neighbourhood Policing Team.
3. Names and telephone numbers of other service managers involved in managing your neighbourhood e.g. local council Anti Social Behaviour unit.
4. Details of public meetings/locations – at least monthly meetings.
5. Top three agreed local crime and anti-social behaviour priorities for action in your neighbourhood.
6. Details of when and how your monthly crime information and neighbourhood action updates will be provided.
7. Details of how to make a complaint.

PLANNING TO DELIVER: The Policing Priorities

Since April 2009 we have had just one target, to increase public confidence in local policing. A target we share with our key partners.

It reads: *“Percentage of people who agree that the police and local councils are dealing with the anti-social behaviour and crime issues that matter in their area”.*

The target for Derbyshire is 55.4% by the 2011 and 60.4% by 2012, more challenging than the national targets of 55% and 60% respectively.

Her Majesty’s Inspector of Constabulary (HMIC) is also monitoring our performance in relation to public confidence and satisfaction, local crime and policing, protection from serious harm, value for money and productivity. They will publish their findings on the new HMIC website. HMIC will also be contributing to the Audit Commission’s Comprehensive Area Assessments (CAA) which covers public sector partnership working. This new assessment framework will provide a snapshot of how effectively local partnerships are working together to deliver local priorities identified in Local Area Agreements (LAA).

The Derbyshire Partnership Forum, to which the Derbyshire Constabulary is a key contributor, aims to improve understanding, communication and co-ordination across the county in relation to making communities safer, reducing harm from alcohol and drugs and reducing the risk from terrorism.

Delivering Increased Confidence

Although there is now only one measure of performance, we will still be very concerned with reducing crime, bringing offenders to justice, tackling serious organised crime and delivering protective services. We will also be tackling the risk from extremism locally, regionally and nationally with our partners.

A key part of increasing public confidence in our service is our aim to deliver the standards within the Policing Pledge.

We have made, and will continue to make changes to the Force website to:

- Meet with national standards
- Make it easier for members of the public to find the information they want about their local team, as well as providing expanded opportunities and signposting to get involved in the policing of their communities
- Identify local officers with up to date photographs
- Support the **'We asked, You said, We did'** dialogue as part of the local policing campaign, with increased feedback on the results of the priorities that have been set for each area
- Link to the Policing Pledge with a message on what it means for local policing
- Update crime maps for each Safer Neighbourhood area (Crime mapping was introduced in December 2008 to provide localised crime information)

National Policing Priorities for 2010/11 set by the Home Secretary:

Increase public confidence	<ul style="list-style-type: none"> ▪ By March 2011, 55.4% of the public agree that the Police and local council are dealing with anti-social behaviour and crime issues that matter in the community
Reduce and prevent crime and anti-social behaviour and help tackle youth offending and the problems caused by drug and alcohol misuse	<ul style="list-style-type: none"> ▪ To minimise community harm from anti-social behaviour and delinquent peer groups putting the needs of victims first
Deliver effective protective services, including tackling serious and organised crime	<ul style="list-style-type: none"> ▪ To reduce the threat from dangerous offenders particularly towards persons susceptible to harm and vulnerability in our society ▪ To deal with organised criminal groups and their activity
Tackle terrorism and violent extremism	<ul style="list-style-type: none"> ▪ To deal with those involved in terrorism and violent extremism
Provide value for money ensuring that best use is made of resources	<ul style="list-style-type: none"> ▪ To sustain and improve organisational performance whilst being efficient and providing a high quality service

Assessment of Risk in Derbyshire: Local Policing Priorities

Whilst delivering local policing and the Policing Pledge, we have also had to consider some of the serious risks that face our communities. Our risk and threat assessment process looks at all the threats that we and our communities experience now and could face in the future. No one threat is deemed to be more significant than the other.

Local Policing Priorities as approved by the Police Authority:

Ensure teams are visible in neighbourhoods at least 80% of their time	<ul style="list-style-type: none"> Patrol strategies and engagement plans for each SNT with local target set at 90% monitored by a database
Organised Crime Groups	<ul style="list-style-type: none"> Regional collaboration, use of asset seizures and intelligence sharing
Alcohol Related Harm	<ul style="list-style-type: none"> Prevention, education and enforcement initiatives, treatment and support with our partners
Possession of Drugs	<ul style="list-style-type: none"> Prevention, education, enforcement and treatment work with partners
Public Protection	<ul style="list-style-type: none"> Partnership work, IT investigations, offenders brought to justice, aftercare
Anti-Social Behaviour	<ul style="list-style-type: none"> Partnership reduction activity, repeat victim, location and offender identification, legislation enforcement
Persons Susceptible to Harm	<ul style="list-style-type: none"> Identification and partnership management, new IT solution

These are underpinned by priorities identified through public consultation:

Improve on Slow / Poor Response to Enquiries	
Making Teams More Visible	Anti-Social Behaviour
Youths Causing Annoyance	Alcohol Related Harm
Drug Dealing / Taking	Vandalism

MANAGING CRIME and RISK IN DERBYSHIRE

From the threats identified, the following section provides a summary of the most significant areas and demonstrates how the Force intends to address them.

National Priority - Increase Public Confidence

Local Priority - Pledge Point 3 - making teams visible at least 80% of their time

The Policing Pledge states the police aim to:

“Ensure your Neighbourhood Policing Team and other police patrols are visible and on your patch at times when they will be most effective and when you tell us you most need them. We will ensure that your team is not taken away from neighbourhood business more than is absolutely necessary. Officers will spend at least 80% of their time visibly working in your neighbourhood, tackling your priorities. Staff turnover will be minimised.”

What does the threat involve?

All police Forces have committed themselves to the aims of the Policing Pledge which can be seen as a service level agreement between the police and the public. To raise confidence in the police even further, it is important that our Safer Neighbourhood Teams provide a highly visible presence in neighbourhoods, and that they are not taken away to other duties. They need to be accessible to local people, and to work with partner agencies and the community on the issues that matter most in the neighbourhood.

What are we doing about it?

We have:

- An impressive track record of keeping our SNT resources dedicated to their neighbourhoods, and in the recent inspections by HMIC we achieved a grading of Good for this pledge point

- Developed a system for monitoring and reviewing the amount of time our SNT officers are taken away from their neighbourhood duties. We have set a target of 90% of time dedicated to the neighbourhood and we routinely achieve, and exceed this
- Applied a vacancy control measure which aims to ensure that anyone permanently vacating a SNT post is replaced within one calendar month
- Formulated local patrol strategies to direct our staff to the areas where they will be most visible and effective
- Engagement plans which set out how we intend to engage with the communities and the various key individuals, groups and organisations that exist there. We publicise our local meetings, surgeries and other events on the Force website and in the local media
- Used newsletters and posters in neighbourhoods to increase awareness of our officers and the work they do

What does the future hold?

We will:

- Increase our opportunities to share facilities with some of our partner agencies in the neighbourhoods, and will spend even more time being visible and spreading reassurance
- Develop the use of mobile data technology to assist our officers to carry out essential computer based tasks without returning to the police station
- Work to increase the awareness of our SNT's in the neighbourhoods, and we aim to increase the volume and quality of newsletters and posters to keep people informed of our officers and the work they do

National Priority - Tackling Serious and Organised Crime

Local Priority - Organised Crime Groups (OCGs)

An Organised Crime Group is a group of two or more people who engage in continuing organised criminality. OCGs exist mainly for financial gain and status, taking advantage of new technological trends and the economic climate to commit crime. These groups

will use violence, intimidation and corruption in order to sustain their criminal activities and enterprises.

The total estimated cost of the social and economic harm caused by serious organised crime is in the region of £40bn a year in the UK.

Derbyshire Constabulary has identified a number of OCGs who are involved in a wide range of multi-commodity criminal activities including: burglary, immigration crime, money laundering, robbery, sexual offences and vehicle crime. Nearly 50% of them are believed to be involved in the illegal drugs market and 11% have links to firearms. The identified OCGs operate within Force, regionally and throughout the UK. In addition, there are 14 other OCGs outside of Derbyshire which are impacting on the County. The way Derbyshire has dealt with OCGs has resulted in a reduction in their threat and activities.

To deal firmly and effectively with OCGs, the Force has taken advantage of the opportunities listed below:

- Utilising all Police and Partnership powers, especially the Proceeds of Crime Act (POCA), to prevent OCGs from leading their criminal lifestyles
- Maximising intelligence sharing opportunities with other Forces and agencies
- Delivery of a consistent approach to the management of OCG's
- Continued regional work to share policing resources

National Priority - Drug and Alcohol Misuse

Local Priority - Alcohol Related Harm

Alcohol, used responsibly and in moderation, is a normal and enjoyable aspect of everyday life for many people. Everyone is familiar with the wide variety of social settings in which it is consumed and equally familiar with the harm that can arise from alcohol misuse.

What does the threat involve?

Harm begins with the health and social wellbeing of the individual drinker but can and often will affect family and friends, colleagues, employers and strangers. At its worst, alcohol misuse kills more people directly than illegal drug use, is directly linked to violence and crime and contributes to mental illness. It is also a factor in many accidents, on the roads, at work and in the home. Society carries the costs of illness, accidents, violence and premature death and these costs are very significant.

The performance indicators for alcohol related harm are:

Assault with injury crime rate	NI 20
Repeat incidents of domestic violence	NI 32
Rate of hospital admissions per 100,000 for alcohol related harm	NI 39/LAA 26
Perceptions of drunk and rowdy behaviour as a problem	NI 41
People killed or seriously injured in road collisions	NI 47
Substance misuse by young people	NI 155
Alcohol related crime	DCSP AHRS 1
Alcohol related ambulance pick-ups	DCSP AHRS 2
Street drinking complaints	DCSP AHRS 5

Key to indicators:	NI	National Indicator
	LAA	Local Area Agreement
	DCSP AHRS	Derby Community Safety Partnership/ Alcohol Harm Reduction Strategy

What are we doing about it?

We are employing a wide range of tactics to tackle the problems associated with the misuse of alcohol. These include:

Prevention and Education initiatives such as:

- B Safe project
- Targeting underage sales through education and enforcement
- Monitoring of alcohol related hospital admissions
- Education around binge drinking

Treatment and Support programmes such as:

- Alcohol Diversion Scheme
- Interventions in the custody suites
- Street drinking initiatives
- Targeting repeat offenders
- Homelessness initiatives for Priority and Persistent Offenders

Community Safety initiatives to reduce alcohol related ASB and crime:

- Night time economy initiatives
- Drink driving campaign
- Domestic violence campaigns and multi agency work
- Analysis of alcohol related crime data
- Sharing of good practice

Enforcement activity:

- Policing of the night time economy and incident hotspots including arrests, Penalty Notices for Disorder, licensing enforcement and use of appropriate legislation such as the Violent Crime Reduction Act
- Violence and alcohol and licensing group meetings
- Partnership licensing enforcement activity

What does the future hold?

We will work with the Derbyshire Drug and Alcohol Action Team (DAAT) to tackle the following priorities:

- Reduce the availability of illicit drugs and the illegal supply of alcohol to young people
- Work together to reduce drug and alcohol related crime and anti-social behaviour, making our communities safer
- Ensure that those with substance misuse problems are identified and offered help as soon as possible
- Contract with services that:
 - Provide advice, support and treatment to drug and alcohol users to help them reduce the negative impacts these substances can have, and ultimately to be able to live drug free and to drink alcohol safely
 - Help to reduce the harm caused by drugs and alcohol, such as the transmission of disease, poor health and overdose or alcohol poisoning
 - Support people to access secure housing, education, employment and training in order to be able to play a full role in their community
 - Communicate the potential risks of alcohol and drug use, so that young people and adults can make informed choices about the substances they consume
 - Engage with people in the criminal justice system, including in prisons, to encourage the take-up of treatment and support
 - Support families, carers and friends - of all ages - affected by other people's substance misuse

National Priority - Drug and Alcohol Misuse

Local Priority - Possession of Drugs

The manufacture, supply and possession of controlled drugs cause significant harm within our communities. This is not just a regional but a global problem which has a national and international response.

We continue to identify those involved in supplying drugs both at a regional and street level. Our approach to this threat will be relentless over the coming years.

In order to combat possession offences and reduce the number of users, we take a three strand approach around enforcement, education and treatment. We have a

strategic approach with the Drug and Alcohol Action Team and the Community Safety Partnership to raise awareness within schools and the community, to prevent vulnerable people becoming users. We have targeted enforcement campaigns to tackle those who persist in possessing controlled drugs whilst we work with the National Treatment Agency to divert users away from a life of crime and drugs.

National Priority - Protective Services

Local Priority - Public Protection

Public Protection is a critical policing activity to identify, assess and manage the risks posed by the most dangerous to those most vulnerable in society. The most vulnerable people in our society often become victims of crime. We will ensure that these people are protected and those who commit such crimes are dealt with robustly and positively.

Our response to Public Protection includes dedicated specialists in the areas of Domestic Abuse, Honour Based Violence, Child Abuse, Child Exploitation, Rape, Missing Children, Vulnerable Adult Abuse, Hi-Tech Crime and Dangerous Offenders.

Threat to Vulnerable People - what does the threat involve?

- Domestic abuse takes many forms and includes physical, sexual, psychological, financial and emotional abuse. It is a crime perpetrated predominantly but not exclusively against women. Derbyshire Constabulary deal with 19,000 such incidents every year. Domestic abuse within the home has a significant emotional impact on children who are also living in that home
- Honour based violence is a fundamental abuse of human rights. It is a collection of practices which are used to control behaviour within families to protect perceived cultural and religious beliefs and honour. It is an area of under reporting and Derbyshire Constabulary are working closely with our partner agencies to identify vulnerable individuals and to protect them from such abuses
- Child abuse is the neglect or physical, sexual or emotional abuse of a child under 18 years of age. Derbyshire Constabulary deal with 800 cases of significant harm to children each year and more than 2000 referrals of concerns about children. We work very closely with our partners to identify and protect children and to prosecute offenders

- Child exploitation involves children and young people being drawn into circumstances where they are sexually exploited by others. This often occurs whilst missing but also includes grooming of the child on-line and internal trafficking of children within the UK
- Rape is a crime that both children and adults can struggle to come to terms with as a victim. Derbyshire Constabulary responds positively to allegations of rape and has a dedicated Sexual Assault Referral Centre (SARC) which is victim focused and offers immediate medical care and therapeutic aftercare services for each victim
- Derbyshire Constabulary deals with 980 reports of missing children every year. Fortunately most children do not run away more than once and are found safe and unharmed. The Constabulary works closely with the Runaways Service and the Safe and Sound Project who provide specialist advice and support to children who regularly runaway from home
- Derbyshire Constabulary provide a central point of contact for all agencies that have concerns for vulnerable adults who are suffering from abuse. The team provides specialist advice for both officers and other agencies dealing with abuse investigations
- The High-Tech Crime Unit, which incorporates the Internet Child Abuse Investigation team, has increased its staff numbers to manage the increasing workload. The Unit provide specialist support and advice to officers investigating crimes involving mobile phones and the digital recovery of evidence
- The Dangerous Persons Management Unit deal with convicted sexual and violent offenders who are subject to monitoring under the Multi-Agency Public Protection Arrangements (MAPPA). They are specially trained to interview sex offenders and carry out risk assessment of such offenders to prevent re-offending

What are we aiming to achieve?

- The Force has dedicated trained specialists in all the areas who identify risk and manage the risk. We aim to take a more proactive and robust approach to offenders
- We aim to provide a high quality service to protect victims of these crimes and to keep them safe from harm
- We aim to maintain and improve our partnership working relationships

- We aim to maintain a co-located multi-agency team at Force Headquarters to manage referrals and investigations in a timely manner. We currently have a full time child protection manager and probation staff and are working with the Local Safeguarding Children Board (LSCB) with the aim to have a health representative and an education representative on the team
- We have established Multi-Agency Risk Assessment Conferences (MARAC's) across the Force area. Those victims assessed as 'high risk' of domestic abuse are monitored in a multi-agency environment and further protective interventions are arranged. We aim to provide a high standard of support to victims
- We aim to utilise all available legislative means to protect the vulnerable. For example, the new Forced Marriage (Civil Protection) Act offers better protection for any individuals who feel they may be forced into a marriage against their will. To date we have obtained two such orders to protect girls and young women
- We are currently reviewing our response to rape crimes and aim to provide an enhanced service to victims and robustly pursue perpetrators of such crimes

Working in partnerships and targets

- Local Safeguarding Children Boards (LSCBs) are a statutory requirement. We have two LSCB's operating in Derbyshire where there is good partnership working to respond to and protect vulnerable children. We are currently reviewing procedures following Lord Laming's recommendations after the tragic death of Baby P
- National Indicator 71 covers data collection for young runaways (home and care). Missing children data is proactively shared with City and County Runaways Teams to identify very early intervention opportunities. Specialist services are available to those children who are sexually exploited which is then linked with children who go missing
- A Family Justice Centre opened in May 2009. The Centre is based in Derby and it provides a single point of contact where victims of domestic violence, stalking, harassment and honour based violence can receive help and support from specialist agencies. The Centre is a result of effective partnership working
- National Indicator 32 covers the number of repeat referrals to MARAC. This indicator monitors all those high risk victims of domestic abuse. We aim to tackle serial perpetrators of domestic abuse much more robustly and work with our partners to protect those victims

- The Local Criminal Justice Board monitors the Serious Sexual Violence Action Plan which aims to improve the services and response to crime such as rape - (National Indicator 26). The aforementioned SARC is supported by agencies providing an individual service to victims
- The results of national consultation on vulnerable adult abuse is awaited and all agencies are working together to improve procedures and services required to deal with an ageing and diverse population

National Priority - Reduce and Prevent Crime and Anti-Social Behaviour

Local Priority - Anti-Social Behaviour (ASB)

Anti-social behaviour has the potential to have a negative impact on all people and can adversely affect the quality of life for many people in Derbyshire.

Anti-social behaviour has been defined by Section 1 Crime and Disorder Act 1998 as:

“acting in a manner that causes or is likely to cause harassment, alarm or distress to one or more persons not of the same household”

Anti-social behaviour can take many forms but some examples are:

- Noise nuisance
- Criminal damage/vandalism
- Drunken behaviour in the streets
- Intimidation/harassment
- Litter/rubbish, dog fouling of public areas, fly tipping
- Drug/substance misuse and drug dealing
- Street prostitution

What does the threat involve?

Anti Social Behaviour is a key concern for members of the public, the police and partners. Public confidence in our service is strongly linked to the police and partners understanding and ability to deal with ASB. We are determined to work with our

partners to tackle ASB in all forms and to provide a high quality service to those who are victims. The performance national indicators relating to ASB are:

- Perceptions of ASB (NI 17)
- Reduce ASB - understanding of local concerns about anti-social behaviour and crime issues by the local council and police (NI 27)

What are we doing about it?

- We are enforcing the law, prosecuting offenders and providing reassurance to victims
- We are listening to the communities we serve, and working in partnership to achieve lasting solutions, focusing the use of Safer Neighbourhood Teams on local areas with persistent problems of anti-social behaviour and disorder
- We are using teams to provide a highly visible presence in the neighbourhoods and to engage with the community to identify the key priorities for their area. The Safer Neighbourhood Teams work with partner agencies and the community themselves to tackle these problems
- We are aware that anti-social behaviour is not the sole responsibility of the Police. To achieve success it should be tackled through a partnership problem solving approach that must involve other statutory agencies. In Derbyshire, partnership working to tackle anti-social behaviour takes place at two levels:
 - Strategic - Ensuring that the structures and processes are in place for information sharing, consultation and problem solving
 - Operational - Ensuring joint working and ensuring that Designated Officers have the tools, training and competence to fulfil their role in tackling anti-social behaviour

What does the future hold?

- We will work to make our processes even more effective and joined up with partner agencies. We will take a citizen focused approach and make it a priority to keep the community informed about the work we are undertaking

- We will ensure that there is a continuing focus on making timely and effective interventions to deal with ASB
- We will make use of the appropriate tools which include, but are not limited to:
 - Nuisance Letters - ASB Nuisance/Advice Letters
 - ABC's - Acceptable Behaviour Contracts
 - ASBO - Anti-Social Behaviour Order for individuals aged 10 and over
 - Injunctions
 - Closure of premises where Class A Drugs are produced, used or supplied and where it is associated with serious public nuisance
 - Dispersal of Groups – Section 30-36 Anti-Social Behaviour Act 2003
 - Removal of Motor Vehicles – Vehicles used in a manner causing alarm, distress or annoyance Section 59 Police Reform Act 2002

National Priority - Protective Services

Local Priority - Persons Susceptible to Harm

We want everyone to feel safe in their community, but this is especially true of the most vulnerable members of society who have the right to live their lives free from fear and intimidation. The term Persons Susceptible to Harm (PSH) is a national term created to identify these people.

What does the threat involve?

Persons Susceptible to Harm is defined as: *individuals or groups, who by the nature of their characteristics and circumstances are susceptible to physical, psychological, financial or material harm.* Characteristics may include, but are not exclusive to; Race, Gender, Age, Religion, Transgender, Sexual Orientation and Disability.

Circumstances which are contributory factors to social exclusion, and potentially make persons increasingly susceptible to harm include; material/economic resources, equality of access to public and private services, social resources, economic participation, social participation, culture education and skills, political and civic participation, health and well-being, living environment and crime harm and criminalisation.

The identification and appropriate management of all Persons Susceptible to Harm is becoming a national issue.

What are we doing about it?

- We are working with partners to ensure that all crimes, incidents and reports recorded by the police and partnership agencies are used to identify and manage individuals and/or groups who are susceptible to harm
- We are the lead agency for PSH and work has commenced to assess and identify current criteria, procedures and intervention programmes used to recognise those susceptible to harm
- We are working with the partnership agencies to produce effective protocols, freedom of information sharing, and to develop robust identification criteria
- We are carrying out work with partners to safeguard those identified as susceptible to harm. For example:
 - The 'Stay Safe at Home' project targeting vulnerable groups
 - The Derbyshire County Council Young Victims of Crime consultation process to identify concerns, level of victimisation and reporting of crimes by victims between the ages of 11 to 19
 - Establishment of the Family Justice Centre within Derby City, as previously highlighted in this report
 - A number of initiatives have been established to raise awareness, identification and prevention of hate crime. This includes the Stop Hate UK 24hr helpline where calls are referred to the police or Victim Support for further action
 - A county wide project delivering Hate Crime awareness and Staying Safe training to all persons with learning disabilities has been established

What does the future hold?

- We will develop a 'common understanding' of vulnerability and the appropriate actions required to support such individuals

- We will work with partner agencies assessing the capability of Force and partners' computer recording systems and reviewing the resources available to effectively identify and manage PSH
- We will establish clear points of contact and lines of communication for managing PSH, which will ensure front line officers and partnership agency employees know who to contact and that their referrals will be progressed
- We will ensure that the Contact Management Department are better placed to identify PSH and to help manage associated incidents in the early stages of reporting
- We will ensure that all methods of public contact with the police are reviewed to maximise our opportunities to correctly identify and manage incidents involving PSH
- We will review opportunities to develop and deliver training/awareness raising on vulnerability and PSH issues
- We will ensure the Force progress the National Police Improvement Agency (NPIA) Guidance on policing response to persons with mental health problems and learning disabilities as soon as possible
- We will review the Force Hate Crime policy to incorporate any new vulnerability procedures
- We will review the Repeat Victimisation policy to take account of any new vulnerability procedures
- We will scope the feasibility of a technological solution to identify and manage PSH both within Force and across partnership arrangements
- We will encourage partner agencies to incorporate PSH arrangements into their key policies and procedures

National Priority - Tackle Terrorism and Violent Extremism

What does the threat involve?

Terrorism is a major threat to the security of the UK. Threats come from various groups and individuals responding to local challenges and grievances. Four factors have led to the emergence of the international terrorist networks that pose a threat to the UK: conflict and instability, ideology, technology, and radicalisation. We must protect the critical national infrastructure, crowded places, the transport system, our borders, and

our interests overseas, the misuse of hazardous substances, any severe economic impact or large scale loss of life.

What are we doing about it?

We are working to achieve the aim of the UK Strategy for countering international terrorism known as CONTEST. Its aim is to reduce the risk (reducing the threat and our vulnerability) from terrorism so that people can go about their daily lives freely and with confidence. The strategy is divided into four principal strands:

- Prevent - to stop terrorist attacks
- Pursue - to stop people becoming terrorists or supporting violent extremism
- Protect - to strengthen our protection against terrorist attack
- Prepare - where an attack cannot be stopped, to mitigate its impact

Our response involves stakeholders from across government departments, the emergency services, voluntary organisations, the business sector and local partner agencies.

How will the delivery of these priorities be measured and judged?

- Periodic reports to the Police Authority
- Local surveys
- Actions arising from the outcomes of internal monitoring
- Action plans
- Public consultation
- Reports to strategic partnership boards
- Performance and data analysis

COLLABORATION WITHIN THE EAST MIDLANDS

Overview

Over the last three years, continuing leadership and commitment from chief constables, their chief officer teams, police authority chairs, members and officers has ensured that collaboration between the five police Forces in the region has increased. Collaboration is unquestionably a sustainable way of delivering a wide range of policing services to people in the East Midlands.

Leadership of collaboration has been strengthened with the appointment of a Deputy Chief Constable for regional collaboration. This post combines the direction and control of the existing East Midlands Special Operations Unit and East Midlands Counter Terrorism Unit. The role also includes leading new regional operational teams yet to be established and the East Midlands Police Collaboration Programme.

Progress is being made to collaborate further on services such as human resources, information technology, procurement and areas of operational support. In future, there will be greater emphasis on finding savings. These changes in the collaboration programme are a direct response to the tightening financial position that the police service faces and the particular financial pressures on police authorities and Forces in the region.

Widespread collaboration is here to stay. Measures within the Police and Crime Act 2009 make collaboration easier and at the same time, the Act gives the Home Secretary powers to mandate collaboration in certain circumstances. The proposals to ensure increased collaboration set out in the Her Majesty's Inspectorate of Constabulary report "Getting Together: a better deal for the public through joint working", have been implemented by the Home Office. The region will continue to work closely with the National Policing Improvement Agency as it supports the police service to make the best use of collaboration.

A Regional Vision

There is a vision for collaboration on policing in the East Midlands, which emphasises the importance of improving public confidence in policing:

“By working together we will help to improve public confidence in the police by improving public safety and improving our productivity”

Public confidence in the police will be improved through successful delivery and communication of the productivity and public safety improvements, together with local policing delivery by local police Forces.

Public safety will be improved through the shared delivery of protective services where appropriate reducing threat, harm and risk.

Productivity will be improved by how Forces work more easily together, sharing best practice and with a shared delivery of services. This includes making better use of resources.

Regional and Sub-regional Collaboration

The approach to collaboration in the East Midlands is one of maximising the benefit to the region. Collaboration within the region will sometimes involve fewer than all five of the region's Forces (called sub-regional collaboration). This has always been part of the collaboration model for the East Midlands and will continue to play an important role as some policing services are best delivered locally. Geography sometimes makes delivering services at a sub-regional level appropriate and in some circumstances sub-regional change can be implemented more quickly than change at a regional level.

However, it is important to remember that sub-regional collaboration ultimately may not deliver the economies of scale that can be achieved through full regional collaboration involving all five Forces. Where this is the case, work may still start at a sub-regional level before being rolled-out more widely across the region. In some cases, elements of a service will be delivered sub-regionally, with other elements of the service being delivered regionally.

Areas of Work

East Midlands Police Collaboration has had some notable successes (details can be found in East Midlands Annual Report for Policing). These have raised the regional profile around collaboration.

The region has identified eight strategic areas of work that will be taken forward over 2010 - 2011. Several of these have existing projects, whilst other projects will be developed and proposed to reduce costs and enhance capacity and capability.

The eight strategic areas are:

- Crime
- Specialist Operations
- Local Policing
- Operational Support Services
- Human Resources
- Finance and Resources
- Information Technology
- Corporate Support

Further information

If you require more information about the East Midlands Collaboration Plan for Policing, or if you have any suggestions regarding collaboration, please contact the East Midlands Collaboration Programme Team.

Email: eastmidlandscpt@nottinghamshire.pnn.police.uk
By phone: 01636 685208

Copies of the plan will be found on Derbyshire, Leicestershire, Lincolnshire, Northamptonshire and Nottinghamshire Police and Police Authority websites.

A printed version is available from Mr Simon Bate, Chief Executive at Derbyshire Police Authority.

Email: simon.bate.3639@derbyshire.pnn.police.uk
By phone: 01773 733771
In writing: Derbyshire Police Authority, Constabulary Headquarters,
Butterley Hall, Ripley, Derbyshire DE5 3RS

MANAGING THE ORGANISATION

In much the same way as we have assessed the risks to communities and individuals, we have also assessed the risks to the organisation. In doing so we can ensure that we get the best performance from the resources provided and ensure that these are secured for the future.

Professional Standards

The Professional Standards Department has a responsibility for ensuring that all public complaints against police officers and police staff are handled efficiently and in accordance with legislation and the Independent Police Complaints Commission (IPCC) guidance.

New standards of professional behaviour, misconduct and unsatisfactory performance procedures were implemented during 2009. These are aimed at distinguishing between positive misconduct as opposed to failings as a result of poor or ineffective performance.

To maintain the trust and confidence of the public it is important that we are effective in addressing both. Equally, in order to be fair to the officer or staff member, opportunities should be afforded to them to learn and improve from mistakes, with disciplinary outcomes of written and final written warnings and dismissal reserved for the most serious cases.

To achieve this, the most serious matters of complaint are retained in the department for investigation. Complaints of poor performance or misconduct which can be properly and effectively addressed without the necessity for formal misconduct proceedings are allocated to local supervisors. In some cases this will involve the local supervisors agreeing with the complainant a plan of action to be taken to address the complaint. This is referred to as 'local resolution'. It will involve giving an explanation of police processes, taking action to put things right where they have gone wrong, an apology, or conveying to an officer the thoughts and feelings of the complainant and vice versa so each party can appreciate the others perspective. The Anti Corruption Unit conducts covert investigations into allegations of police corruption and infiltration in order to maintain organisational integrity.

Information Management

The Information Management Section manages the Force's legal obligations in respect of data protection compliance, records management, Freedom of Information (FOI) and services for the national Criminal Records Bureau and Independent Safeguarding Authority. In addition, the Central Disclosure Unit supports public protection arrangements through the proper disclosure of information to Social Care, Courts, the Children and Family Court Advisory and Support Service (CAFCASS) and other professional regulatory bodies.

Managing Business Continuity

We ensure that effective arrangements are in place to reduce vulnerability and maintain our essential core critical functions. We have robust business continuity planning and by continually emphasising the need to work together internally and collaboratively with partners, to draft, test and maintain business continuity as a 'business as usual' standard.

Managing our People

In line with Force values and to achieve excellent levels of service provision, there is a requirement to concentrate on maximising our resources and developing our people.

We will continue to develop organisational change initiatives to deliver efficiencies whilst implementing a robust workforce plan. This ensures we have the right people and skills to provide operational resilience and meet the emerging areas of threat and risk.

The Forces' 'People Plan' will continue to support the development of our staff to improve their ability to deliver or contribute to operational policing. This includes management and leadership training with career development strands.

Health, Safety and Risk Management

Health, Safety and Risk Management are fundamental to the wellbeing of our staff as this helps establish robust corporate governance arrangements and ensures that the Force safeguards its resources, reputation and success.

There are various levels of risk in the organisation from local to executive level and these are recorded on a strategic risk register. To manage strategic risks, each is assigned to one of ten strategic risk categories which are used by the Chief Constable to ensure that mitigation of risks is balanced across the areas of potential vulnerability. This allows informed decisions to be made about the prioritisation of resources in addressing our risks; to improve the analysis on new and emerging risks and to increase the effectiveness of risk management by focusing on ownership with our key partners.

Health and safety management enables the Force to undertake its work in a safe manner and, therefore, sickness absence due to accidents and injuries are minimised ensuring that financial resources are not diverted away from our service provision. The Force continues to strengthen its safety culture by continually improving its health and safety performance in key risk areas of operational police activities. During 2009 personal injury rates fell by 22% with the Force attaining a 57% reduction in accidents and injuries since the implementation of the Police (Health and Safety) Act 1997.

Confidence and Equality

The Force has a dedicated unit which includes a diversity manager, analyst, outreach workers and staff network co-ordinators. The unit focuses on the delivery of policing service both externally to our communities and internally as a police Force, to the equality strands of race, gender, disability, age, sexual orientation, transgender and religion or belief.

Derbyshire Constabulary is committed to equality, both as an employer and in delivering a community based policing service. The Confidence and Equality team work towards:

- Improving levels of public confidence and trust in the policing of Derbyshire

- Delivering a policing service that is fair and proportionate to all our communities, delivered by officers and staff the make up of whom reflect, wherever possible, the diverse communities we serve
- Successfully dealing with crime and in particular, 'hate crime'
- Demonstrating that we have provided leadership to other organisations to enhance their appreciation of diversity issues
- Monitoring public and staff feedback to ensure that they have been treated fairly and equitably

Contact Management

The Contact Management Department is responsible for handling all incoming emergency and non-emergency calls from the public, for managing incidents requiring a police response and for the face to face contact with the public at Enquiry Offices throughout the county. The department answers around one million calls each year and are at the forefront of first contact with the public. The department performs very well against national performance indicators and delivers a high quality service to the public.

The ability to deliver further improvements and efficiencies in call handling was constrained by an infrastructure where the service was delivered from five different sites. This was recognised by Her Majesty's Inspector of Constabulary in 2006 who stated that "...a single integrated facility would generate significant efficiencies and economies in scope and scale".

In March 2010, a new more efficient single Centralised Contact Management Centre came into operation that brings together all call reception and incident management functions. This building provides modern critical incident management facilities and improves the Forces' capability to provide a high quality policing service to everyone in Derbyshire.

Criminal Justice

The Criminal Justice Department works with partners, internal and external, to reduce crime, increase the number of offenders brought to justice and public confidence in the

Criminal Justice System. In order to deliver these targets, the department is proactive in implementing change and driving standards across the whole Criminal Justice process.

Starting in 2008, the department implemented several recommendations following a Simulation Modelling review that will save the Force around £3.3m in opportunity savings (the equivalent of 53 officers on front line patrol). Running parallel to this, the department also re-structured its management structure and processes which has resulted in increased efficiency and monetary savings.

The department has also introduced systems to better utilise information technology as well as developing better partnerships. We will ensure offenders are dealt with promptly and fairly in order to develop safer communities as well as improved citizen-focussed support for victims and witnesses.

To this end, in 2009 the department introduced a new national process of file building called the 'Streamlined Process'. The main aims were to reduce bureaucracy and ensure greater visibility of patrol officers by delivering:

- A file containing minimum evidence to enable simple volume guilty plea cases to be sentenced in Magistrates' Courts
- A file sufficient for the first hearing in more complex or likely contested cases that enable the court to make effective case management decisions

Following national independent evaluation of the process, the Force received 'sign off' in January 2010 with the following benefits being realised:

- A reduction in police officer and administrative staff time taken to prepare a prosecution file
- A reduction in obtaining unnecessary statements for anticipated guilty plea cases
- Fewer court attendances for police officers as evidence is agreed between the Crown Prosecution Service and the defence lawyer at the first hearing
- An expected 15% reduction in officer and administration time taken to prepare guilty plea files with a saving of 48% for not guilty cases

The department will continue to lead in this area and develop systems and processes that benefit the Force and the communities we serve.

Effective Communications

Effectively communicating to the community

It is our aim to engage and communicate clearly, honestly, consistently and in the way that is required by the community of Derbyshire. To ensure that we reach as many residents and visitors as we can, we employ a large selection of communication methods including marketing, public relations, electronic communication, use of the media, partnership communications and a broad range of consultation methods. Of note, every household in Derbyshire will have received a Policing Summary, which outlined important information about your Police Authority and police Force.

The Authority and the Force ensure the best use of combined Force and partner resources and communications channels so that it provides best value for money.

Communicating the important information

The link between a well informed public and a satisfied public is well documented. Much work has been carried out over the last year to help ensure that the public know the important things about the Authority and the Force.

These include:

- How to contact us
- Who is the local Safer Neighbourhood team and how to contact them
- When the Police Authority and Force meetings are held
- What the priorities are for each Safer Neighbourhood
- The Policing Pledge

This information has been communicated by leaflet drops, posters, via the Internet, through neighbourhood newsletters and in the newspapers. By ensuring that the

Derbyshire community is able to access this information they need, it helps when either they wish to be involved in consultation or they need to use the services of police Forces.

Consultation with a purpose

The Authority and the Force actively seek the views of the Derbyshire community to ensure that a good cross section of views is obtained. This includes postal and electronic surveys, Police Authority committee meetings, neighbourhood meetings and an extensive face-to-face consultation programme called 'Have Your Say'.

This year 17 'Have Your Say' events have been held focusing on neighbourhood policing and public confidence in the police service. Venues such as supermarkets, shopping centres, railway stations and market places were chosen to make it easy and convenient for people to take part. Local Safer Neighbourhood officers attended the events with members of the Police Authority along with other staff and members of partner organisations.

We wish to build on the programme each year with new venues being visited, greater involvement with the business community and a tailored interactive programme specifically designed for children and young people.

WHAT'S NEW

Operation Relentless - Safe and Confident

Operation Relentless – 'Safe and Confident' ran for six weeks from 28 September to 8 November 2009. The operation was a joint partnership initiative with the key aims of improving communities, making people feel safer and increasing confidence in the police service and partner agencies. This was achieved by identifying and dealing with anti-social behaviour and other local neighbourhood problems. It was the largest multi-agency operation ever held in the county and tied in with the traditional historical increases in ASB during school half term week, Halloween and bonfire night. The initiative involved over 120 different statutory and voluntary partners.

As part of the operation, people were asked what they felt were the priorities in their own area, such as nuisance behaviour, drug dealing, fly tipping, speeding or graffiti. Local Safer Neighbourhood Teams worked with organisations across the county to tackle these problems, with more than 3,200 events taking place.

These included positive activities for young people, such as football coaching, street dancing sessions and fishing lessons; litter picking days and graffiti removal to clean up streets and parks; burglary reduction projects to improve home security and test purchasing operations to stop people selling alcohol and tobacco to young people.

Compared with the same six week period in 2008/09, criminal damage fell by 18 percent or, 384 offences during Operation Relentless. That means 64 less victims each week. Similarly, recorded levels of ASB also dropped by over eight per cent, or 700 incidents. By working in Partnership we prevented over 110 people suffering from ASB every week throughout the County and City during Op Relentless.

With new local partnerships, increased problem solving ideas and reinforced community links, the initiative is a strong example of the effective partnership working that continues to take place across Derbyshire. We will continue to use this experience to enhance confidence levels over the forthcoming period.

Crime Mapping

In December 2008, Derbyshire Constabulary was one of 43 Forces to launch a crime mapping portal, which allowed members of the public to view the crime figures for their postcode area and neighbourhood. Figures include crime statistics for the previous 15 months. This data is also overlaid on highly-detailed Ordnance Survey maps, giving the users a visual way of understanding the boundaries of our Safer Neighbourhood areas and, using a colour-co-ordinated scale, how it compares to other areas within the county.

In October 2009, a new version of the crime mapping was launched. This allows members of the public to view, within the same website, the crime figures from every Force in England and Wales, and compare their performance. It also features more information about the neighbourhood policing teams in every area, including the officers who make up the teams, the dates of their next meetings, and the locally set priorities for their area.

Challenge Website

Derbyshire Constabulary has launched an internal website that enables all members of the Force to 'challenge' processes, procedures or anything where they believe improvements can be made. This includes efficiency, cost saving and suggestions to improve the service we provide to the public and within the Force. The website enables anyone within the Force, irrespective of rank, role or position, to query how we operate.

These challenges are posted on the website for the whole Force to view, including prompt responses from the relevant department with their comments on the idea and ways to enact the changes outlined if deemed necessary and appropriate.

Automatic Number Plate Recognition (ANPR)

Automatic number plate recognition is a technology that automatically reads vehicle registration plates, allowing these details to be compared against database records. ANPR is an established technology used not only by police Forces but also by other government agencies, such as the Highways Agency, and commercial companies including petrol stations, shopping centres and car parks.

We have undertaken a project to successfully roll out ANPR capabilities across the Force area and CCTV cameras have been located at a number of fixed sites around the county, supplemented by mobile cameras fitted to police vehicles.

A back office facility enables connection to the National ANPR Data Centre. Connection to other Forces, including all those within the East Midlands region, gives us the technical facility to search all ANPR data thereby providing real time information for the Force.

Police use of ANPR provides tactical options in many areas of police work to disrupt, deter and detect criminal activity. Using ANPR to its full potential will help to increase public confidence in the police service. Below are a few examples of the benefits of installing ANPR capabilities within Derbyshire:

- Increase in arrests of criminals
- Interrogation of systems during 'live' incidents
- Reduction in surveillance time
- Increase in vehicle seizures
- Increase in volume of intelligence information
- Improved management of dangerous / vulnerable persons
- Increase in disqualified driver arrests
- Greater ability to identify witnesses / suspects in major investigations

Taser Expansion

Following public support for a proposal to increase the number of Taser stun guns available to police officers, Derbyshire Constabulary has introduced 250 additional Tasers funded by the Home Office. 62 armed response police officers have been using Tasers in the county since 2005 and now a further 83 officers from the Force's Road Policing Unit are trained to use them. These officers are based across the county and are available 24 hours a day. Taser improves both public and police officer safety in incidents involving serious violence.

Mobile Data Development

Derbyshire Constabulary launched a mobile data project in May 2008 and this project continues in 2010 to refine and develop the access to information that officers have whilst away from the station.

Over 500 Mobile Data Terminals have been in use since the summer of 2009. Whilst being developed, the mobile data terminals are being used to undertake 130,000 data transactions per year that would otherwise require a return to station or utilise the time of a control room operator via a police radio. As more databases and systems are linked to the device, Derbyshire officers will be able to spend even more time working locally in their communities.

Emergency Planning for Pandemic

Swine flu has spread across the world since emerging in Mexico in 2009 and is now officially the first flu pandemic for 40 years. The UK's planning and preparedness for a pandemic situation is as good, if not better, than many other countries in the world. A Deputy Chief Constable from Derbyshire leads the Police National Emergency Procedures Committee on behalf of the UK police Forces. The Derbyshire Local Resilience Forum ensures that there is a co-ordinated approach to the impact of the pandemic across all agencies operating in the county. Local planning has been undertaken, specific to Derbyshire, which has resulted in the Derbyshire Flu Plan. Derbyshire has participated fully in numerous exercises and training events and ensured that learning has been reflected in the local plan.

There are two distinct aspects to the impact a pandemic could have on policing services, namely the added operational requirements placed on the Force as a result of the pandemic and the ability for the Force to maintain business continuity in the face of increased absenteeism.

The Force has a developed and tested plan for all parts of the organisation. Within the Force, the pandemic has yet to impact sufficiently to disrupt "business as normal" but this will continue to be monitored in order that any remedial action can be taken at the earliest opportunity.

FUNDING LOCAL POLICING

The Budget

The breakdown of the 2010/11 revenue budget and the projections for 2011/12 and 2012/13 are set out below.

INCOME	2010/11	2011/12	2012/13
	£m	£m	£m
Home Office Grant	67.057	67.057	67.057
Business Rates and General Grant	49.096	49.096	49.096
Council Tax	53.869	55.449	57.405
Net	170.022	171.602	173.558
Specific Grant and Other Income	21.116	21.213	21.313
TOTAL INCOME	191.138	192.815	194.871
COSTS			
People Costs	155.781	158.223	159.614
Premises Costs	9.439	9.623	9.810
Transport Costs	4.011	4.090	4.069
Supplies & Services	16.184	16.758	17.083
Agency and Contracted Services	2.148	2.190	2.251
Borrowing Costs	1.011	1.122	1.215
Other Costs	0.946	0.964	0.983
Contribution to Reserves	1.618	-0.155	-0.155
TOTAL COSTS	191.138	192.815	194.871

Over 80% of all police spending is on people and the budget funds 2,057 police officers, 191 Police Community Support Officers and 1,345 police staff. A high proportion of police staff perform roles that would previously have been undertaken by police officers. This has helped the Force to boost the proportion of time officers spend on front-line operational police work.

Police Precept

Just like all other Police Authorities and Local Authorities, Derbyshire faces the prospect of real cuts in spending from 2011/12 onwards. This has influenced the Authority's budget decision for 2010/11.

The Government has borrowed heavily to reduce the impact of the severe global recession. The national budget deficit will have to be corrected in future years, largely by severe restraints on public spending.

In addition, the Government placed specific restrictions on Derbyshire Police Authority's budget for 2010/11 via its capping regime.

The Constabulary is already taking prompt action to put itself in the best possible position to meet the financial challenges that it faces and at the same time continue to improve the policing services it delivers to local people and the most vulnerable in our community.

The Moving Forward Programme is a fundamental review of how the Constabulary is organised and how it provides its services to the people of Derbyshire. In 2010/11 the Constabulary plans to make savings of some £3.207m, rising to £5.7m in the following year and beyond. The main changes contributing to these savings will be a reduction in the number of territorial divisions from four to three, a 5% reduction in police officer overtime and the deletion of 88 police staff posts. See page 44 for more details.

The savings identified by the Moving Forward Programme allowed the Police Authority to approve a budget for 2010/11 of £170.2m. This equates to a 3% increase over the 2009/10 budget and meant that the police element of the council tax increased by 1.5%. Wherever possible the Constabulary is seeking to maintain and improve existing services although the reductions may impact on service levels in some cases. The Police Authority and the Constabulary continues to bear a considerable amount of policing risk, mainly linked to policing Organised Crime Groups and protecting vulnerable people. A further £7.2m would have been needed to fully address these risks.

Capital

The Capital Programme is the Constabulary's spending plan for its fixed assets such as land and buildings, vehicles and major IT systems.

The current programme covers the five year period 2009/10 to 2013/14 and includes investment in:

- A new Central Contact Management centre
- Mobile Data capability – which will allow Police Officers to remain on the streets for longer
- National police information systems

Approved Capital Programme

Area of Expenditure	<u>2009/10</u>	<u>2010/11</u>	<u>2011/12</u>	<u>2012/13</u>	<u>2013/14</u>	<u>2014/15</u>
	<u>£m</u>	<u>£m</u>	<u>£m</u>	<u>£m</u>	<u>£m</u>	<u>£m</u>
Land and Buildings	10.0	2.6	0.7	0.7	0.7	0.7
Vehicles and Equipment	3.4	1.8	1.5	1.4	1.4	1.4
IT and Communications	1.8	8.2	1.0	1.3	1.1	1.1
Total Planned Expenditure	15.2	12.6	3.2	3.4	3.2	3.2
Capital Grant / Contributions	8.2	5.6	2.3	1.7	0.9	0.4
Borrowing	6.7	3.4	1.0	1.0	1.0	1.0
Capital Receipts	0.1	0.2	-	-	-	-
Use of Reserves	3.8	4.0	-	-	-	-
Funding required	-3.6	-0.6	-0.1	0.7	1.3	1.8
Total Capital Funding	15.2	12.6	3.2	3.4	3.2	3.2fs

MOVING FORWARD and VALUE FOR MONEY STATEMENT

Over the past several years, the Force has faced significant financial challenges which have arisen from a number of issues including the failure of the Home Office to implement the funding formula in full and the unmitigated risk following the comprehensive risk and threat assessment in 2007. In recent months this has been further exacerbated by the decision by the Communities and Local Government to set a notional budget for 2009/10, which is significantly smaller than the budget that the Force requires to maintain business at its current level.

Furthermore, the global recession has seen the UK Government borrowing to its highest ever level. The national deficit will almost certainly result in a significant reduction in public spending across the board.

This suggests that the Force will face challenging financial restrictions over the coming years. Therefore, there is a need to examine the Force structure, resources and business processes to make substantial savings. This review also presents an opportunity to consider how the organisation can build upon its move towards a cultural change that increases discretion, responsibility and confidence and satisfaction with the services we provide.

MOVING FORWARD PROGRAMME

Delivering More For Less

The scale of the budget deficit and policing risks that the Authority and Force face, means that there is a need to fundamentally challenge the way that we deliver Policing Services. Derbyshire Constabulary has established the Moving Forward Programme, which aims to deliver an even better service in a more cost efficient way by:

- Freeing up police officer posts to be redirected to areas of greater policing risk
- Delivering substantial real cash savings across the whole Force to close our budget gap

The Chief Constable leads a strategic board that includes Police Authority members who are fully engaged in the Moving Forward programme.

Our Immediate Target is to deliver savings of £3m in 2010/11 by:

- A 5% reduction in police overtime spending
- Transferring responsibility for overseeing evidence gathering and case preparation back to sergeants with the removal of 26 evidence review officer posts
- Procurement savings including a significant reduction in catering facilities across the Force. The Force will support Home Office procurement plans and frameworks
- Rationalisation of the vehicle fleet in line with changing operational needs
- Aligning future IT investment with national and regional solutions wherever possible. This will include the development of Mobile data Terminals
- Further streamlining the criminal justice process on the basis of an in-depth process review
- Streamlining the number of staff in support functions in line with the Home Office recommended level of 7% of the overall workforce by 2013/14. To include Divisional Support, Courier Services and Finance
- Reducing our spending on forensics submissions and services to bring the cost of the service more into line with other Forces
- Reviewing and reducing the range of on-call payments for police staff members to ensure that they meet the Force's needs
- Reduce bureaucracy - the Force will work hard to adopt Home Office recommendations whilst looking for ways to eradicate locally developed bureaucracy in the interest of efficiency and cost reduction

There is still room to reduce the Force's overheads and expenses to become even more efficient and make further savings. Plans are already in place to reduce expenditure in the following essential areas:

- Meetings
- Conferences
- Travel costs
- Police buildings
- Advertising
- Property storage
- Energy
- Telephony
- Uniform
- Training

We aim to redirect the equivalent of 50 Police Officer posts towards areas of high Policing risk high risk areas by:

- Implementing a new 3 Divisional policing structure which will release police officers to be deployed into areas of greater risk as well as generating significant cost savings in criminal justice and administrative services
- Reviewing shift systems to maximise officer visibility and ensure officers are deployed to areas of greatest risk. We continue to recognise the physiological and welfare stresses of those officers working to cover 24 hours a day, 7 days a week shift patterns
- Centralising the Crime Management function to a single unit to rationalise the officer and staff resources required to record and manage crime
- Centralising the Probationer Development Units to release officers back to divisions to train new recruits as well as reducing overall officer numbers involved in training and development as police officer intakes become smaller
- Reviewing the level of analytical capacity – to rationalise the way we collect and analyse data
- The opening of the new central Contact Management Centre at Headquarters

VALUE FOR MONEY STATEMENT

We are committed to delivering Value for Money.

Derbyshire Police is already an efficient Force:

- We are a low spending Authority – our spend per head is the ninth lowest nationally
- We manage our resources well – over the last seven years we have delivered total efficiency gains of £42m
- We deliver strong performance - crime has fallen by over 30% over the last 7 years

Derbyshire is committed to making the best use of its resources:

- In 2008, the Force redirected and invested in 100 posts to improve our protective services to prevent and investigate crime against some of the most vulnerable in our community (e.g. child protection)

- We had to make tough decisions to enable this redirection – we have reduced the number of policing sections to provide these resources

Derbyshire is already collaborating to deliver services at lower cost:

- Derbyshire established formal collaborative arrangements with the other five East Midlands Forces in 2008
- The East Midlands Special Operations Unit is a national model that enables all Forces across the region to pool resources and tackle organised crime across the region
- Derbyshire is the regional lead for the East Midlands Counter Terrorism Intelligence Unit
- Derbyshire has arranged regional contracts to the value of over £50m on behalf of the East Midlands region

We realise we now face an even tougher financial environment with:

- The prospect of real grant reductions in 2011
- Tighter controls over police precept increases
- Diminishing resources to fund major investment to maintain our buildings and replace our vehicle fleet
- A prediction that we face an annual funding shortfall of between £6m and £10m by 2011

We still face considerable policing risks:

- Derbyshire Police carries some £8m of policing risk from criminal activity
- This is how much it would cost to recruit the extra police officers and staff we need to tackle some key areas of policing demand
- These include the growing risk of e-crime, the need to enhance further our protective services (for crime protection, rape and domestic violence)

**ALL OF THIS MEANS THAT WE FACE THE CHALLENGE
OF DELIVERING MORE FOR LESS**

Efficiency Plan

For 2010/11 our aim is to achieve £6.3m efficiency savings including those identified by the Moving Forward Programme.

This is summarised in the following table:

Efficiency Plan 2008/09 to 2010/11

Project	Actual 2008/09 £m	Estimated 2009/10 £m	Planned 2010/11 £m
Procurement	0.015	0.050	0.050
Regional Collaboration Initiatives	-	0.250	0.500
Reduction in Sickness	0.518	0.263	0.100
Mobile Data	-	0.510	0.510
Section Review / Roads Policing	1.600	1.600	-
Centralised Contact Management	-	-	0.825
Improvements in Custody Process	-	1.354	1.280
Restorative Justice Initiative	-	0.873	-
Moving Forward Programme *	-	-	2.701
Other Initiatives	0.099	0.635	0.324
Total	2.232	5.535	6.290

* Moving Forward savings are net of initial investment costs of £0.506m

ANNUAL REPORT

The following pages highlight some examples of the great achievements of the last year from each of our territorial policing divisions and departments. They include details of performance against a range of performance indicators.

'A' Division

Partnership Success

The partnership encompasses Derbyshire Constabulary, Derbyshire Fire and Rescue Service, licensing authorities, Environmental Health departments, Community Safety Partnerships for Erewash and Amber Valley Borough Councils, Trading Standards and the Primary Care Trust.

By having regular meetings, liaising and communicating on a daily basis, the partnership has identified and addressed issues that have been raised with regards to problematic licensed premises then encompassing all licensed premises within the 'A' Division area.

This has been achieved by visiting the licensed premises as a partnership, initially led by 'A' Division Licensing Department, Fire Enforcement Officer and the local Licensing Authority Officer. This has been assisted by the purchase of a highly visible marked partnership licensing vehicle. Significant achievements in 2009 include:

- Over 600 licensing visits and meetings with representatives of licensed premises
- Closure of problematic premises and prosecution of supervisors of designated premises including those selling and allowing unlawful alcohol consumption
- Numerous licensing panel reviews conducted leading to either revocation of licence or implementation of stringent conditions on licensees
- Joint operation leading to arrest of illegal immigrants, civil prosecution of owner for employing illegal immigrants and revocation of premises licence
- A 28% reduction in recorded calls for service and crime linked to licensed premises over the festive period (31% in Amber Valley and 25% in Erewash). Reduction achieved for the fourth consecutive year

'B' Division

Special support to Safer Neighbourhood Teams

Safer Neighbourhood teams across the Force are enhanced by members of the Special Constabulary who volunteer to be part time, unpaid police officers. This unique partnership with members of the public has helped to provide a visible and reassuring presence within communities, often at times of high demand and during anti-social hours. In order to offer this opportunity to more members of the public who might wish to become Specials, and to provide even greater support to policing within the Derbyshire Dales and High Peak areas, a recruitment campaign was held in 'B' Division.

The interest from members of the public was overwhelming, with a large number of applicants going through a rigorous and demanding selection process before 18 successful applicants were able to start their training.

The training for a Special Constable has to be comprehensive, and in many ways mirrors that completed by their regular police officer colleagues. In the past this training, which initially takes a total of 10 weekends, was held at our Force headquarters and proved problematical for Special Constables from 'B' Division who had to travel a significant distance to attend. This year, due to the number of applicants, we were able to deliver most of this training at Buxton.

In December 2009 our new Special Constables were sworn in at Force HQ with friends and family in attendance. They have all now started work with Safer Neighbourhood teams, in locations from Glossop to Ashbourne. Some of them were able to provide their first support to regular colleagues on New Years Eve 2009. The success of this project is one that 'B' Division would aim to repeat in 2010, and something that the communities of this area will continue to benefit from.

'C' Division

B Safe

Since July 2009, police officers and PCSOs from 'C' Division have been working with our partners in an exciting new project aimed at reducing the harmful consequences of alcohol abuse by teenagers. Operation B Safe is a preventative and educative project that works with young people who use and abuse alcohol in key hotspot areas throughout 'C' Division.

It is a multi agency project involving Derbyshire County Council Youth Service, Derbyshire Constabulary, Chesterfield, Bolsover and North East Derbyshire Community Safety Partnerships, Connexions Service, Youth Offending Teams, Young Peoples Sexual Health Service, local schools and school nurses. B Safe has had a dramatic effect in reducing anti-social behaviour in general and in particular that related to alcohol consumption.

Although operating slightly differently on each local authority area, all involve police officers and other partners engaging directly with young people who have been drinking alcohol, are in possession of alcohol or are likely to be causing anti-social behaviour. The young people are approached and challenged by police officers or youth workers and are given an appropriate level of intervention such as advice, support, taken home, escorting to a safe centre, taken to hospital if in need of medical intervention, or in some cases arrested. In all cases where any alcohol is found it is confiscated.

The scheme within Chesterfield Borough operates a safe centre which is staffed by youth workers and other specialist workers. Police officers and PCSOs can remove young people to the centre. Once there, they are offered a variety of interventions and advice. Their parents or carers are also contacted to attend the centre and take part in the intervention. On the North East Derbyshire District, intervention, help, advice and guidance takes place on the streets rather than at a dedicated centre.

Bolsover run a slightly different version again, initially involving use of the "Booze Busting Bus" which transports young persons back home if they were under the influence of alcohol. Operation B Safe is planned to run until March 2011.

'D' Division

A year in the City

2009/10 was another challenging year that saw a number of significant convictions in the Crown Court such as the three men involved in the murder of Kadeem Blackwood in November 2008 and more recently the conviction at Preston Crown Court of Krenar Lusha. He was found guilty of terrorism charges concerning items found in his house in Normanton in August 2008.

This year our staff have concentrated on reversing last years trend where the division suffered an increase in house burglary. The team responsible for managing house burglary and our more prolific offenders have worked closely with the Community Safety Partnership to produce a 27% reduction, a tremendous achievement.

In June 2009 the division introduced a new process for managing drug related and other real time intelligence. Detectives from CID have worked closely with the Safer Neighbourhood teams and Divisional Intelligence Unit to deliver this change. Below is a summary of their achievements:

- 109 search warrants executed with a 72% success rate
- 123 people arrested for offences. Whilst the majority of those arrests have been for drug offences they have also supported enquires to locate and arrest some of our more dangerous and prolific offenders responsible for sexual offences, armed robbery, assault, burglary, handling stolen goods and money laundering
- 45 stop searches with a 28% success rate
- Seized £22,100 in cash
- Recovered drugs with a street value of £1,683,000

The process change has ensured that we have improved our proactive capability and performance.

We continue to monitor and manage gang related activity across the City with an emphasis on the two groups who during 2007/8 caused our communities the most harm. A substantial reduction was seen in 2009 in this type of group offending.

This work will continue to be delivered in 2010 through Operation Redshank and the Multi Agency Gangs Unit based within the Community Safety Partnership.

Gang members in the City jailed

On 11 November 2008 a confrontation between two rival gangs took place in the Caxton street recreation ground at Derby. This had been a pre-arranged fight between certain members of the A1 and BCT gangs relating to an issue of disrespect some weeks earlier. One of the gang members from the A1 produced a sawn off shotgun and shot a 15 year old boy, Kadeem Blackwood who died from multiple injuries.

A large scale murder investigation (Operation Mint) was undertaken involving a persistent and relentless pursuit of those involved, either offenders, witnesses or otherwise, ensuring that those responsible were quickly arrested. This not only ensured vital evidence was seized, but that community reassurance was maintained.

One critical line of enquiry was to identify and recover the weapon used, not only for evidential reasons, but also to remove it from circulation within the gang. The continued police activity meant that no one was prepared to keep the weapon and so very quickly the gun was left for police to find.

This was the first gang related murder of this nature within Derbyshire, clearly the local community was affected but the coordinated manner in which the police, City council and other support agencies interacted and responded ensured the community were supported throughout and further violence was eliminated.

There is no doubt that without the communities support the enquiry would have been very difficult, but the revulsion of what had happened united them in condemnation of the attack and provided the police with many lines of enquiry.

Following the investigation, two men were charged with murder and one with assisting offenders. The latter and one of the murderers pleaded guilty at the first opportunity, the second murderer pleaded not guilty, but after a three week trial at Nottingham Crown Court he was found guilty. Both murderers were given life sentences with a recommendation that one should serve at least 21 years and the other 23 years. The other man received a sentence of two and a half years.

Cross Force Reports

What does 'Prevent' mean to you?

The Prevent agenda continues to be delivered in partnership in Derbyshire. Prevent is part of the Governments 'Contest' strategy. Prevent was introduced to support and divert people from becoming or supporting terrorism or violent extremism through intervention and diversion.

The Police Community Engagement Team has been aligned to Safer Neighbourhood teams across the county. This team focuses on education, Muslim women, new communities and young people.

A dedicated schools officer has implemented an innovative animated Prevent lesson plan for primary schools supported by the Derby Quad animation team. "All Communities Together (ACT) Now" interactive lessons are also being delivered in secondary schools throughout Derby City. It has been planned and regionally funded to take 160 young people from a Derby school on a two day ACT Now residential in May 2010.

A women's empowerment course has been completed with excellent feedback comments. Forums for young people and women are ongoing in both Derby and Chesterfield. Relationships have been developed with many of the new settling communities in Derbyshire. Awareness briefings are continuing.

Policing Protestors in Denby

The Force faced its most challenging operation since the G8 conference in 2005 when the British National Party (BNP) decided to hold its annual family festival in Denby.

Operation Dagenham policed the local area over the weekend 14-16 August 2009. The event is known as the Red, White and Blue Festival. Organisers estimated an attendance of 2,400 people. The event attracted protests from various groups, the majority of which were peaceful, but other groups including Anti-Facism activists came to the area intending to create disruption to both the event and the policing operation.

On 15 August 2009 approximately 1,500 to 2,000 protesters arrived in opposition to the BNP event. Approximately half complied with the arrangements previously negotiated and agreed with the event organisers in relation to designated protest points. The remainder sought to block local roads to the site to prevent BNP supporters' access.

Derbyshire Constabulary worked closely with the local community and policed the event with assistance from other police Forces including West Yorkshire, Nottinghamshire, Lincolnshire, Northamptonshire and Leicestershire. 19 arrests were made for a variety of minor offences, the majority of arrests being made using Public Order legislation.

Operation Dagenham was a success by balancing the rights of people to protest with preventing public disorder and working towards minimising community disruption.

Payback Time

The Proceeds of Crime Act (POCA) allows the Force to pursue criminals through the courts to confiscate their ill-gotten gains. Anyone who profits from crime runs the risk of losing the financial and lifestyle gains that they have enjoyed. Those that have been stripped of their assets face a future of further confiscations should they ever return to crime. The Act gives police the power to seize and detain cash valuing £1,000 or more.

Between April 2009 and January 2010, the Force made 87 seizures of cash holding a total of £333,118 for the purposes of forfeiture. Restraint powers under the Proceeds of Crime Act 2002 allow the Crown Prosecution Service, acting on behalf of the Derbyshire Constabulary, to apply for a restraint order at Crown Court either before or after charge.

A restraint order freezes a defendant's assets so that these assets may be used to satisfy a future confiscation order. Between April 2009 and January 2010 the Force has secured a total of 26 Restraint Orders, equal to assets to the value of £1,790,914.

FORCE PERFORMANCE

Public Confidence

In 2009 all police forces in England and Wales were set a single top-down numeric target by the Home Office to increase public confidence. This target has been set against the performance indicator “Percentage of people who agree that the police and local councils are dealing with the anti-social behaviour and crime issues that matter in this area”.

Progress towards the confidence target will be measured over the three year period 2009/10 to 2011/12 using data from the British Crime Survey (BCS). The British Crime Survey reaches approximately 1,000 residents within Derbyshire each year and asks residents a variety of questions relating to Police and Community Safety.

The target that has been set for Derbyshire to reach is 60.4% of people who agree with the target statement by March 2012. Current performance for Derbyshire based on the survey for the twelve months ending December 2009 was 48.4%.

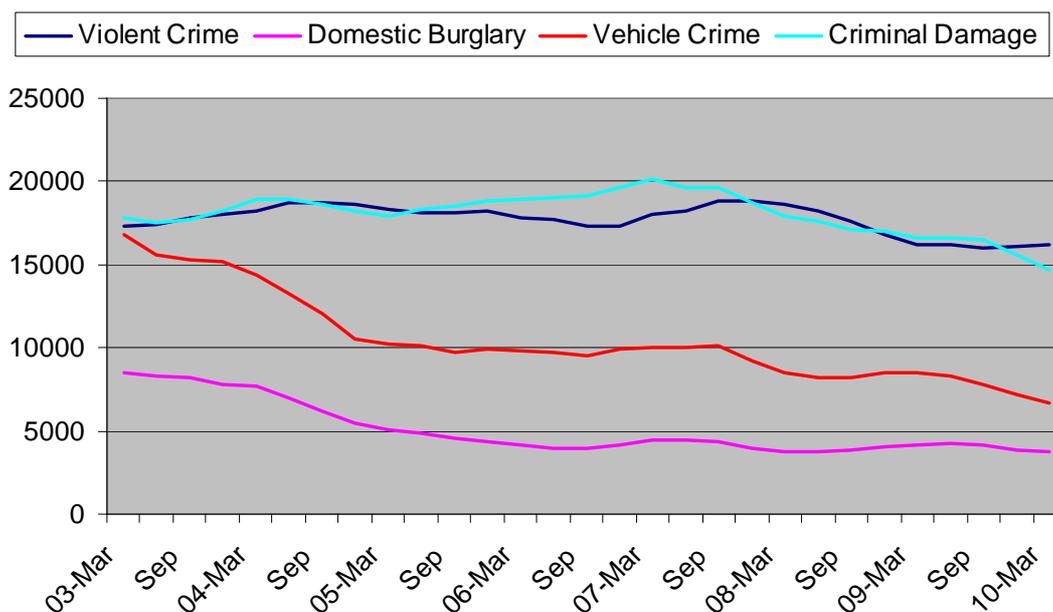
Crime and Anti-Social Behaviour (ASB)

Derbyshire Constabulary continue to work tirelessly to reduce crime and anti-social behaviour. 2009/10 saw the 7th consecutive year of crime reduction in the County.

The following table shows the reductions that have been seen in a number of key crime areas:

	2008/09	2009/10	Change	% Change 2008/09 to 2009/10
All Crime	73660	68005	-5655	-7.7%
Domestic Burglary	4129	3772	-357	-8.6%
Vehicle Crime	8512	6673	-1839	-21.6%
Violent Crime	16147	16243	96	+0.6%
Criminal Damage	16642	14635	-2007	-12.1%

During recent years there have been substantial reductions across the County in a number of crime types. Between 2002/03 and 2009/10, overall crime in the County has reduced by 34.1% (35,175 fewer victims) with significant reductions for offences such as dwelling burglary and vehicle crime, 55.9% (4,779 fewer victims) and 60.3% (10,119 fewer victims) respectively. The following chart shows the number of recorded offences for Violent Crime, Domestic Burglary, Vehicle Crime, and Criminal Damage over the last 7 years:



In addition to reducing crime, Derbyshire Constabulary has also been intensely targeting anti-social behaviour across the county and has just seen the third consecutive year of reduction. The following table shows the total number of ASB incidents recorded over the last four years:

	No. of ASB Incidents	Change on previous year	% change on previous year
2006/07	83589		-
2007/08	75335	-8254	-9.9%
2008/09	73793	-1542	-2.0%
2009/10	67841	-5952	-8.1%

CONTACT US

In case of emergency, always dial 999.

You can provide information anonymously about crimes or people involved in criminal activity, by calling Crime Stoppers on **0800 555 111**.

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Feedback

You can give us feedback on a variety of policing topics through the 'Contact Us' pages on Derbyshire Constabulary or Derbyshire Police Authority websites.

These websites also contain useful information about your local policing service, including:

- Your local Safer Neighbourhood Team and local priorities
- Latest news and appeals
- Crime prevention advice
- Young peoples pages
- Freedom of Information releases

The website includes links to:

- Crime Stoppers
- Neighbourhood Watch Scheme
- Safer Car Parks
- Think You Know – a link to the Child Exploitation and Online Protection Centre
- Frequently Asked Questions (FAQ) regarding policing

Integrity ■ Respect ■ Performance ■ Responsibility ■ Innovation ■

Summaries of this document are available in other languages and formats from

[Derbyshire Police Authority](#)

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