

Deputy Mayor of Dursley Clare Nelmes on Dursley's new youth centre.

*"We would like to thank the PCC for contributing to the development of the Vibe. It is a good example of how the new youth centre is working with a range of partners to support young people in our community".*

PC Lea Butcher on the Aston Project winning a national award from the Howard League.

*"It is a tribute to the hard work of our young people and our team over the past 2½ years, and we would all like to say thank you to our funders, the PCC Martin Surl, and all our many and varied supporters".*

The Commissioner's Fund has formed a partnership with the Kingfisher Treasure Seekers Community Hub in Westgate Street, Gloucester to help break down barriers and build relationships between the police and people with learning difficulties. These are some of the comments.

*Lisa said, "My dad said if I was naughty he'd call the police on me. Now, I've met them at Kingfishers and I was good with them".*

*Tanya said "When I got lost .... two police officers stayed with me, took me to Treasure Seekers and I danced with them on the stage. It was the best day of my life".*

*Leo said, "Being at the [police] headquarters was quite something. It sort of made me feel like I was someone".*

*Katie Tucker, Business Director said, "We are grateful for the help and support of the Police and Crime Commissioner.*

A parent who joined his son on a Pathfinder safe driving course supported by the PCC.

*"Many thanks. My son went from no driving experience at all to relaxed competence behind the wheel and I'm now considerably more confident about him taking driving lessons on the road having already overcome the small issue of actually controlling the vehicle beforehand!"*

## Police and Crime Plan Priorities

**Accessibility and accountability** – Getting the right resources to the right situation or problem first time, every time, on time and dealing with the matter appropriately and effectively.

**Older but not overlooked** – Older people need to feel and remain an active part of our communities whether they live in their own homes or are in residential care.

**Young people becoming adults** – We need sensitive, relevant and effective policing to ensure our young people become law-abiding, productive members of society.

**Safe days and nights for all** – Gloucestershire has a strong night-time economy but it needs to be better managed, with alcohol related crime and disorder being reduced.

**Safe & social driving** – People should be able move around our communities in safety and with as much ease and convenience as possible.

**Safer cyber** – I want the Constabulary to be better equipped to protect us all from internet based criminality and anti-social behaviour online.

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# ANNUAL REPORT

of the Police & Crime Commissioner



1 April 2014 to 31 March 2015

I have now been in the role for a little more than two and half years and this is my third annual report. In other words, I am just over halfway through my term of office - a good time to reflect on what has been achieved so far and focus a little on what lies ahead.

Above all, I am pleased to report that:

- The Constabulary is in a good financial position, though out of necessity mindful of the potential scale of continuing austerity.
- With that in mind, we are implementing fundamental changes to the way we work strategically and operationally – what's commonly referred to as the 'Operating Model'. In other words, how the county will be policed for the foreseeable future.
- There are now well over 100 community and voluntary organisations linked to the Police and Crime Plan.
- A new custody suite, widely reported as the finest facility of its kind in the country, opened in January. At last, we have been able to replace ageing cells in Gloucester and Cheltenham.
- A new investigation hub is scheduled to open this year.
- Having made a commitment to improving our capacity for tackling cybercrime this time last year, there are ground breaking developments in the Constabulary's capability for confronting crime and anti-social behaviour on the internet (Cyber Crime).
- New – and long overdue – investment in new technology is underway.

I believe we all have a stake in a Gloucestershire which is safer, where there is less crime, more peace and good order. For that reason, the police working in partnership with the public, private, community and voluntary sectors is essential to the success of my Police and Crime Plan. Here is one of many examples in 2014:

More than 2,000 post 16 students across the county benefited from anti-drink/drug drive presentations delivered by partners Gloucestershire Fire and Rescue Service (GFRS), Gloucestershire Road Safety Partnership (RSP) and the Police.

The school visits were part of the wider Christmas drink drive campaign in Gloucestershire which was also supported by the Special Constabulary. The visits were so popular they continued into this year.

That is just one of the highlights of the past 12 months. There have been many more as you'll see in this report.



*Martin Surl*

### Compass House (new custody facility)

The Constabulary's new state of the art custody facility became operational in January. It has been recognised as the finest of its kind in the country and was delivered on time and on budget. It can house up to 50 detainees and replaces ageing cells in Gloucester and Cheltenham.



### Force Control Room

Changes to the telephony and operating systems have resulted in a significant improvement in the ability of the police to answer 101 whilst at the same time maintaining the high standard of the 999 service. The service is still not where we want it to be but it is making good progress and people are beginning to understand the problems we face. When members of the public were invited into the Force Control Room, the tours proved so popular they are continuing this year.



### Forensic Services

Gloucestershire Forensic Services has had a year of unprecedented demand for serious and major crime type enquiries. Despite going through one of the biggest change programmes and cost reduction initiatives in police history there was no time when it failed to provide a service or was unable to cope. The quantity of murders and serious crime has been far higher than would normally be expected and the service has dealt with it all with far fewer resources.

### Serious and Organised Crime Unit

A significant player in Gloucester's drugs scene was jailed for five years after being found in possession of high purity cocaine. When officers stopped him in July they discovered two packages of cocaine totalling 55 grams in weight, with 78 per cent purity. This would have been cut down, turned into crack cocaine and sold on the streets of Gloucestershire. His associate was also given a six year and eight month sentence for his part in the deals.

### Open Day

Thousands came to Waterwells for our first family open day. It was a very enjoyable and popular occasion and we plan to make it a regular event.



### In the local community

The number of initiatives aimed at reducing crime and anti-social behaviour in local communities increased to more than 100 last year. It's expected that number will continue to rise in the current year.

### 'Operation Tundra'

On Friday 5 September 2014 Proceeds of Crime Act proceedings concluded against the Connors family following their convictions for holding people in forced and compulsory labour. Their benefit was assessed to have been £5,077,225 and they were ordered to pay £2,272,435 of which £149,824 is to be paid to the victims as compensation.

### Domestic Violence Prevention Notice/Order

The Domestic Violence Prevention Notice/Order project was implemented to follow new national guidance. The project went live in June and provides protection for victims before the case becomes a criminal charge. Combined with other changes made within the Public Protection Bureau, it contributed towards improved audit results from Her Majesty's Inspectorate of Constabulary (HMIC).



### Tri-Force Collaboration

A significant development in operational policing designed to deliver cost effective and efficient services across three forces areas (Wiltshire, Avon & Somerset and Gloucestershire) providing borderless policing within the areas of Roads Policing, Firearms and Dogs.

### Mobile Front Line Policing (MFLP)

MFLP is a project designed to harness key technological developments in mobile applications which enables officers to conduct operational requirements remotely. This is an incredibly exciting opportunity to deliver services more efficiently and provide frontline officers with tools to serve members of the public. The project has been carefully researched and designed and will deliver in 2015/2016.



### Operating Model Programme

I have already mentioned the Operating Model. This programme is using good quality evidence, demand analysis and research to design and implement:

- Command and communication structures
- Processes and workflows
- Organisational behaviour and culture

These are focussed on policing the county as one, placing the public at the heart of what we do. The programme is built upon design principles that provide a consensus view of the most desired attributes of the whole organisation and how it should work.

### Child Sexual Exploitation (CSE)

The county multi-agency Child Sexual Exploitation (CSE) Action Plan has been reviewed and updated to incorporate recommendations and best practice from a number of national sources, including the revised National Police Chiefs Council (NPCC), National CSE Action Plan, the CSE National Working Group (NWG) recommendations and recommendations from independent inquiries, such as the Jay report into CSE in Rotherham and the 'Real Voices' report into CSE in Greater Manchester by Anne Coffey M.P. The action plan has also been quality assured by both the Missing Children and CSE sub-group, and the independent chair of the Local Safeguarding Children Board (LSCB). Since the Police CSE team was set up, there have been 235 referrals, 245 children identified as 'at risk' of CSE' (229 female, 16 male), 75 criminal investigations, 160 safeguarding concerns, with nine pending investigations and 18 suspects on bail.

