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<b>Author</b>	Richard Bradley
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## POLICE AND CRIME PLAN PRIORITIES - QUARTERLY HIGHLIGHT REPORT

### 1. Aims and Priorities

The aim and priority to fulfil the Police and Crime Plan is to achieve 'Less Crime, More Peace and Good Order.'

The Police and Crime Plan is being delivered through:

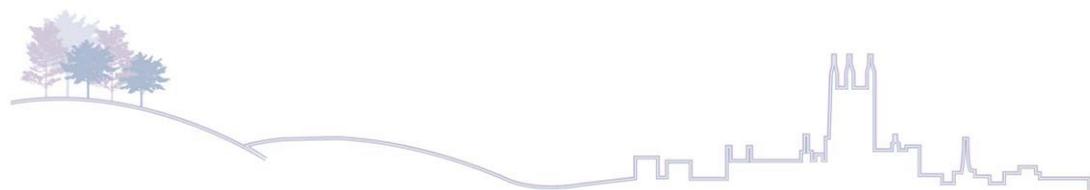
- **Priority 1 – Accessibility and accountability**
- **Priority 2 – Older but not overlooked**
- **Priority 3 – Young people becoming adults**
- **Priority 4 – Safe days and nights for all**
- **Priority 5 – Safe and social driving**
- **Priority 6 – Safer cyber**

Delivery plans for the above Priorities will be continually developed throughout the period of the Police and Crime Plan 2013 to 2017 and will aim to deliver value for money.

The purpose of the Police and Crime Plan Priorities Quarterly Highlight Report is to provide all stakeholders with an update that monitors progress in respect of each of the Priorities, to include:

- activities achieved during the current quarter;
- activities expected during the next quarter;
- any risks or issues identified will be managed through the risk and issue registers;
- overview of budget.

This report is a summary against activities. Members should note that this **information is retrospective** for the reporting quarter mentioned; as such it is an executive summary. Due to report production timescales, information and updates may have since been superseded and will be updated in future reports.



## 2. Quarterly update on progress for period October 2014 to December 2014

### 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. The ideal of the local officer working the beat needs to be realised in Gloucestershire

#### 1 To get the right resources to the right situation or problem first time, every time, on time and dealing with the matter appropriately and effectively

The changes that have been made to the telephony system together with process changes that have altered how calls are delivered to operators have seen a significant improvement in our ability to answer 101 calls. October statistics indicated that 76.2% of calls were answered within 40 seconds (previous month was 54.7%) the maximum wait time for callers was down and the abandoned call rate had halved to 7.4%.

The 999 service continues to be good with 91.8% of calls answered within 10 seconds and none abandoned.

Members of the public have been invited into the Force Control Room with over 100 people wanting to attend so visits will continue to be booked in 2015. At the end of each session feedback is provided, which will be used to amend the content of the visit. Questions being raised during the visits are being collated to create a frequently asked questions (FAQ) document that will be placed on the Force external website.

In addition all visitors have been asked if they would like to be part of a wider community consultation group. This group will be asked to challenge and hold the Force Control Room Senior Management Team to account for changes being bought in to improve service delivery.

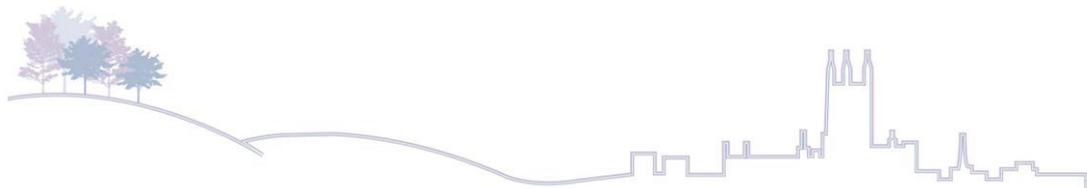
We have created a corporate response template for all 101 emails with clear ownership aligned to individuals within departments. The messaging also signposts those who contact us to available crime prevention and support services. Messages will be answered as soon as possible.

We have introduced a "call back" system which enables us to monitor, update or deal with incidents where information has been taken but, further action is required. This also includes the ability to update callers who have rung incidents in who now receive a call back to advise them of the outcome.

#### 2 We will work to identify the most vulnerable in our communities and ensure they receive the best possible service

The Force Call Grading Policy has been rewritten to ensure that there is a focus on vulnerable people when making a decision around grading and attendance. The operators will be utilising a threat, harm and risk matrix which they have all been trained to assist their decision making. In the event that someone is considered to be vulnerable then attendance will be urgent or given a priority.

This work is linked to that being undertaken by the Public Protection Bureau.



## **Public Protection Bureau Update**

### **Proactively contacting vulnerable communities**

Detective Inspector Joanne Mercurio has assumed Chair of the Gloucestershire Safeguarding Adults Board, Quality Assurance Audit Group, with audit work continuing. The Gloucestershire Take a Stand: 'What is a Healthy Relationship?' was a cross agency campaign that lasted for 16 days in December and included a range of activities aimed at vulnerable groups in the community and professionals. Its aim was to raise awareness of Domestic Abuse, Sexual Violence and other related issues. This campaign was led by Gloucestershire Constabulary and co-ordinated by the County Strategic Lead.

### **Exploring ways in which to receive feedback from vulnerable service recipients**

The Constabulary commissioned Gloucestershire Domestic Abuse Support Service (GDASS) to undertake a Victim Satisfaction Survey regarding Domestic Abuse. The results have been compiled and analysed. Detective Inspector Joanne Mercurio will update the Domestic Abuse Improvement plan with appropriate action.

Constabulary staff have also assisted Gloucestershire Safeguarding Adults Board in the completion of a number of surveys through the pilot system.

### **Implementation of safeguarding through the Multi Agency Safeguarding Hub (MASH)**

The MASH is now functioning although still with limited capacity issues. In January Adult Safeguarding will come into the MASH and vulnerable adults will be included in the process soon after. In January 2015 Health will be included into the MASH and this will provide added scope for further Safeguarding information to be shared.

Child Protection issues concerning new referrals within in Gloucester City are currently being dealt with by the MASH. Child Protection issues from other areas will be incorporated into the system dependant on social care capacity. The current plan is for all Child Sexual Exploitation cases to be introduced into the MASH in December 2014.

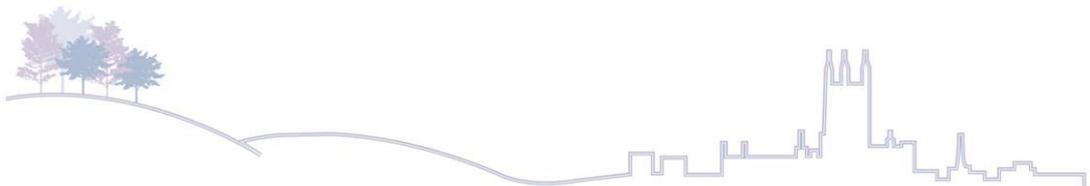
## **3 To tackle threats to communities from serious and organised crime, terrorism and sexual exploitation**

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 Association of Chief Police Officers (ACPO) National CSE Action Plan, the CSE National Working Group (NWG) network 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.

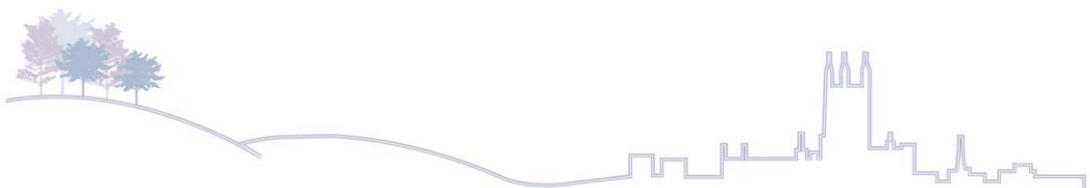
The action plan has also been quality assured by both the County Missing Children and CSE sub-group, and the independent chair of the Local Safeguarding Children Board (LSCB).

The Police CSE team continue to deliver preventative and educational work around internet safety, online behaviour and CSE to school children and youth groups. These presentations are based on products from the Child Exploitation and Online Protection Centre (CEOP) and are extremely well received.

Gloucestershire County Council has now dedicated a qualified social worker to fulfil the role of CSE coordinator, working alongside the existing Police CSE Team. This resource is



	<p>extremely valuable in terms of enhanced multi-agency working, safeguarding and communication.</p> <p>Since the Police CSE Team was set up in 2013 there have been 235 referrals, 245 children identified as 'at risk' of CSE' (229 female, 16 male), 75 criminal investigations, 160 safeguarding concerns, with 9 pending investigations and 18 suspects on bail.</p> <p>Referrals are identified in a number of ways; cases can be identified following intelligence gained during the multi-agency referral process, or during analytical research. For example, the Police Public Protection Bureau analyst conducts enhanced screening processes across all Constabulary information systems to identify potential victims, offenders or locations or intelligence.</p> <p>A significant player in Gloucester's drugs scene has been jailed for five years after being found in possession of high purity cocaine. Gary Waugh was given the sentence at Gloucester Crown Court in November. His associate in Wales, Ahmed Khan, cried as he was also given a six year and eight month sentence for his part in the deals.</p> <p>Waugh was being watched by Police from the Constabulary's Serious and Organized Crime Unit over the course of four months as he made trips to Cardiff to pick up packages of drugs worth thousands of pounds, which were destined for the County's streets. He was observed getting a taxi from his home city of Gloucester to meet Khan in Cardiff around a dozen times during the operation. Through careful investigation of calls and text messages between the pair it was demonstrated that these trips related to the supply of drugs.</p> <p>When officers stopped Waugh on a journey back from the city in July they discovered two packages of cocaine, which totalled 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.</p>
4	<p><b>To keep neighbourhood policing at the heart of Gloucestershire Constabulary, with local teams of Officers and Police Community Support Officers dedicated to geographic areas that are visible, accessible, and locally known.</b></p> <p><b>Cotswolds Safer Community Team and the Royal Agricultural College</b></p> <p>The Cotswolds Safer Community Team have linked in with the Royal Agricultural University and as part of the student induction week the local beat officer and Police Community Support Officers have given talks to all the students.</p> <p>The Safer Community Team is working with the Student Liaison Officer and the Student Union and are included in the planning for 'Raising and Giving' (RAG) week and other similar events.</p> <p>The Safer Community Team will be supporting the use of the sober chaperone system for student events organised by the Student Union, who act as chaperones to get their fellow students home safely.</p> <p>Student Officers are also learning about communities in the County. As a part of their training programme, student officers are undertaking work with underrepresented communities in Gloucestershire and in communities in the Barton Street and Tredworth areas of Gloucester, resulting in two officers attending community placements in January and a further two or three in March 2015. In addition to the placements, community</p>



members will be working with student officers on cultural awareness, before students attend a community meeting. The Staff Development Department are looking at ways to extend the community link in coming months and introduce further links in to learning and development for Officers.

#### **Forest of Dean Police developing cross border co-operation**

Meetings are currently being held with Neighbourhood Policing Teams in Gwent to discuss any ongoing issues of anti-social behaviour in the Tutshill, Sedbury and Chepstow areas. These meetings will develop a more coherent response to those criminals who travel across the border and cause harm to both communities in Gloucestershire and in Gwent.

December will see the first joint cross border operation involving local policing staff from both this Constabulary and Gwent.

The Local Policing Team from Coleford will be undertaking a number of operations designed to impact on poaching which will take place during the month of January.

Local Police have attended the two main further education colleges: Forest of Dean College and Hartpury College during their Fresher events. At Hartpury College Paul Bowman (Office of the Police and Crime Commissioner) took the Police and Crime Commissioner's exhibition van and set up a liaison stand. The attending officers also promoted Safe and Social driving events.

#### **Paws on Patrol - Gloucester**

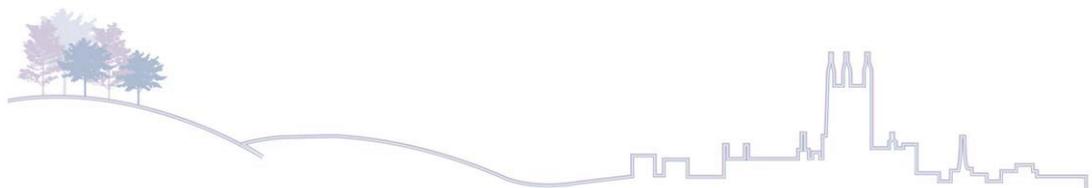
Dog owners are being encouraged to join the very successful Paws on Patrol scheme and report any issues they may see whilst walking their dogs. It is recognised that they spend a lot of time out and about in their community and are likely to notice when something out of the ordinary is happening.

Patrollers are asked to report any suspicious activity to help reduce crime and issues such as fly tipping, graffiti, litter and anti-social behaviour, thus improving the quality of life for all. Mascots, Ace and Holly from the Police Dog Section assist with messages to residents on Twitter and make appearances at community events to encourage membership further. To date we have over 1,100 members, but we would like to recruit more. Safer Gloucester and the Gloucester policing area are committed to another PAWS in the Park event during the summer of 2015.

PAWS continues to develop as other policing areas take on the principals behind the scheme, widening the opportunities for crime prevention / detection and forming links with local communities.

### **5 To improve how we receive information from the public and deliver our Corporate websites**

Good progress has been made to provide a new website for the Constabulary. With an aim to complete phase one of this work in February 2015, by which time a 'road map' of service requirements for the web project will have been completed. This will be the 'brochure website' with some additional feedback capacity and signposting to self-service options. Following this, the facility will be developed to become a transactional website to provide a platform for wider e-policing work, so that we can deliver our services on line as well as other ways in an effort to give people a choice in the way they communicate and work with us.



### **Improvements within the Force Control Room**

A range of work is underway to ensure the Force Control Room can improve its service to the public. This includes improvements to the 101 contact number where changes have been made to the emails used to include a corporate template. This means people can send an email rather than phone 101 if they prefer.

We have identified group numbers and voice mail for all local policing areas, which means easier call routing. We have also changed our call grading policy to focus front end question sets on determining whether the caller or victim is vulnerable.

An Improving Accessibility project is underway, with Superintendent Emma Ackland as Project Executive and Martin Lake as Project Manager. Detailed deliverables have yet to be agreed, but the project will enable the Force Control Room to plan and co-ordinate resources effectively and respond to any contact, incident or event in the right way, with the right resource, providing the best possible service. A project board has been set up, led by Superintendent Emma Ackland and brings together colleagues from across the organisation. The work will be overseen by the Strategic Change Board (SCB). The project will not look at the wider issues of corporate accessibility - that work is being considered through e-policing and the Serving the Public Group, which is looking at how we can improve the confidence and satisfaction the public have in and with us.

### **Public access and Police presence**

Since the end of November, we have been seeking the public's views about public access and Police presence in Cheltenham and Gloucester. This will help inform our estates strategy and our wider work to provide effective access for them. In doing this, we used the Neighbourhood Engagement Vehicle (NEV) so that we could talk to the public directly in Cheltenham and Gloucester. We expect to have the results of this work by the end of December for Cheltenham and January for Gloucester.

### **Other use of NEV**

In recent weeks and days, NEV has also been out and about in the County supporting various initiatives:

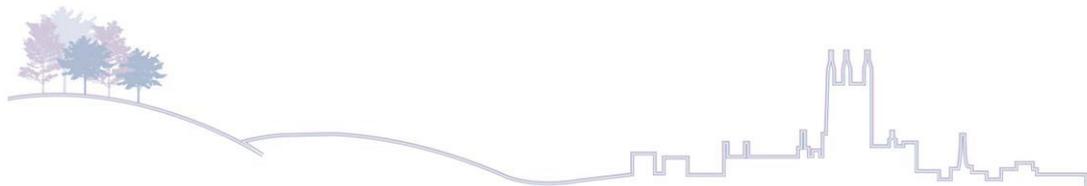
- part of our consultation on police uniforms
- the community engagement element of Operation Themis the policing response to the pilot badger cull
- campaigns to target burglary and theft by giving information about keeping property safe during darker nights
- and as part on our ongoing investigation into the murder of Shaun James in 2002.

### **Increased accessibility**

It is clear that NEV is a valued resource which is used by both the Force and the Office of the Police and Crime Commissioner. As part of the review of the Communications and Engagement service and linked to the Operating Model, we are working to 'police the County as one' by ensuring that NEV and our two mobile police stations work together to serve the whole of the County rather than just specific parts of it. This will ensure more people and communities across Gloucestershire have access to our staff and services than currently.

### **More effective use of social media**

Our use of social media has developed and improved over recent months. We are now having more two way communications and engagement with local people through our corporate Facebook account and Twitter accounts. As well as day to day issues, we are



using Facebook as part of our newly launched inquiry into the murder of Shaun James and have run a series of live web chats on a range of subjects, including Operation Themis. We are taking a more robust approach to Twitter accounts across the Constabulary to ensure that people using them have training and are aware of their responsibilities in using them. We are also aiming to have better co-ordination of these accounts and are developing a social media policy to encourage use of approved accounts within a clear framework and safeguards. In keeping with their 24/7 availability, we are embedding use of social media within the Force Control Room so that local people can also use this as a channel of communication outside normal 'office' hours.

**Working with the media**

In the interests of accountability, we continue to have a professional and good relationship with the local and regional media. We are always looking for ways to improve this to ensure we can meet increasing demand from the media and from colleagues within the Constabulary and Office of the Police and Crime Commissioner. Quarterly meetings with local Editors/Head of News work well.

**6 Develop capacity by encouraging growth in the Special Constabulary and the use of volunteers**

**General - Special Constabulary**

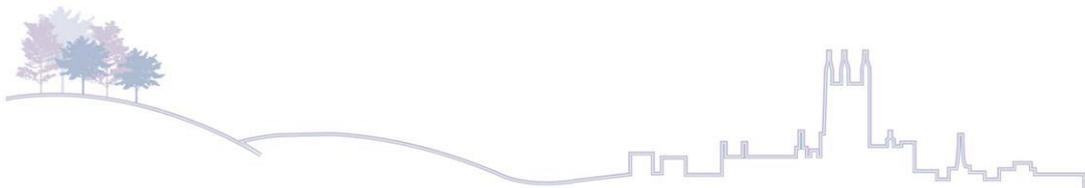
Special Constabulary Establishment (as of 1 December 2014):

Rank Abbreviation	Rank	Active	LOA	Non Operational	Total
SC	Special Constable	84	4	9	97
A/SO	Acting Section Officer	4	0	0	4
SO	Section Officer	3	0	0	3
T/SI	Temporary Inspector	5	0	0	5
SCI	Chief Inspector Special Constabulary	1	0	0	1
CO	Chief Officer	1	0	0	1
		<b>98</b>	<b>4</b>	<b>9</b>	<b>111</b>

*\*Note the A/SO & SO grades will be replaced in January by T/Special Sgt's*

**Number of hours from 1 April 2014 – 30 November 2014:**

	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Total Hours
Total Duty Hours	1,350	1,494	1,275	1,276	1,358	1,485	1,659	1,713	<b>11,610</b>



### **Special Constabulary Structure update**

Following on from the previous quarterly updates, further work has taken place around the development of the Special Constabulary (SC) structure, which follows on from the appointment of the first Chief Officer, Gloucestershire Special Constabulary, David Pedrick-Friend in March of this year.

Following on from that, a rigorous and competitive process was undertaken for the appointment to the post of Chief Inspector, Special Constabulary. SC Steve Lindsay MBE, was successful and was appointed in September. A selection process was also then undertaken for the rank of Temporary Inspector, Special Constabulary. The below officers were successful and will now join David and Steve as part of the Gloucestershire Special Constabulary Management Team.

A management development workshop for the newly promoted staff, which includes inputs on Professional Standards, Operational and Major Incidents and Staff Development will take place in January 2015.

Next steps in the restructure process will be the appointment of Temporary Special Sergeants. Recruitment into these positions will be made in December, so the complete structure will be in place for 1 January 2015.

The adoption of a new rank structure, aligning itself to the rank structure of 'regular' colleagues will also compliment the ongoing work to implement the New Operating Model, with an engagement process being put into place in relation to ensure full involvement and integration into the New Operating Model.

The below positions were effective on 1 December 2014.

T/SI Sam Rigelsford	Stroud and Dursley
T/SI Rich Godfrey	Gloucester/Forest
T/SI Mark Francis	Cheltenham, Tewkesbury and Cotswolds
T/SI Oliver Antonious	SDU, Operational Support and mentoring
T/SI Andrew Wingham	SDU, Operational Support and mentoring

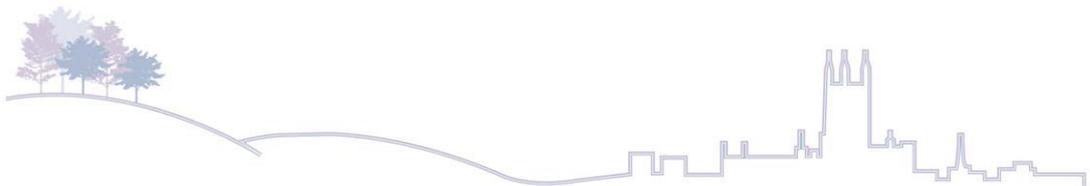
Special Constables are volunteers, they are recognised for their dedication to serving the people of Gloucestershire and in policing this County in support of officer colleagues. They also lead their own initiatives in support of the Police and Crime Plan objectives of 'Safe and social driving', 'Safe days and nights for all' and 'Young people becoming adults'.

A new intake of ten Special Constables started their induction training in September 2014 and will become operationally deployable in February 2015.

The Duty Sheet software mentioned in previous updates is now being used to its full potential; the system is already proving to be an excellent resource with a large improvement in monitoring and quality assurance of the Special Constabulary resources.

### **Special Constabulary led activities**

- Whilst off duty, Special Constable Sue Oliver was first on the scene at a road traffic accident where she provided first aid and initial scene management prior to arrival of other emergency services.



- Members of the Special Constabulary in Stroud were winners of the Regional Arthur Ellis Awards Trophy for their contribution towards Road Safety. The event was hosted by Avon and Somerset on Sunday 2 November 2014.
- The Special Constabulary took the lead on Christmas Drink Drive Campaign in December 2014. Together with the Road Safety Partnership a large scale operation in Gloucester was run on Saturday 6 December 2014.
- Special Constables supported the Major Crime Unit for the Crime Watch reconstruction of the Shaun James murder on Tuesday 18 November and Thursday 4 December 2014.
- Special Constable Mark Francis (Cirencester) was awarded the Lord Lieutenant's Award on Sunday 5 October 2014 for his outstanding contribution to the Special Constabulary, which was presented by Dame Janet Trotter.
- Teams have supported burglary operations using Automatic Number Plate Recognition (ANPR) equipment, which gives vehicle keeper information that can be used to identify and develop intelligence on suspect vehicles. Similarly, they have been supporting the burglary operation, Operation Samson in the Stroud Local Policing Area, where all recent victims of crime are visited and provided with information on what the Police have been doing in relation to pro-active work and how they follow up incidents. This has received very positive feedback from Victims.

A significant number of the Specials Constabulary represented the Force and also supported Remembrance Parades Countywide on Sunday 9 November 2014.

**7 Work effectively with all partnerships in the County to deliver more peace and good order**

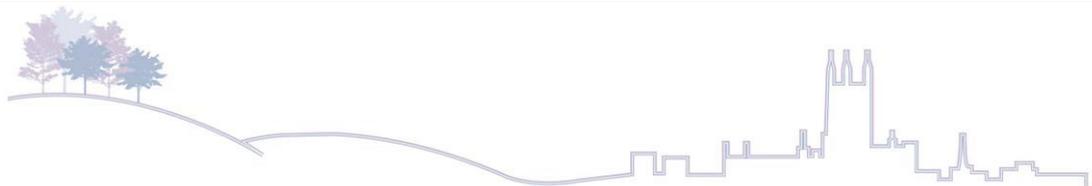
Restorative Gloucestershire volunteers were shortlisted for the Police Support Volunteer Awards. Unfortunately the Team did not win on the night. However, the event provided an opportunity for the volunteers to be recognised for all of their hard work.



**Annual Conference**

The second annual conference for Restorative Gloucestershire was held on the 31 October 2014 and was well attended by partner agencies and staff from other force areas. The day involved input from Assistant Chief Constable Sally Crook and Police and Crime Commissioner Martin Surl.

Attendees also heard from Ray and Vi Donovan who were invited to share their experiences of restorative justice processes. Their son Chris Donovan was beaten and then dragged into the road, where he was then hit by a car and killed in Ewell, (Surrey) in 2001. They



explained how they responded to the tragedy, not only by setting up a charity, The Chris Donovan Trust, but also by meeting and forgiving their sons killers.

In the afternoon there were workshops facilitated by partnership staff. There was very good feedback from the day.

### **BTEC Accreditation**

Following on from the previous update facilitators are now working towards their BTEC. This includes Restorative Gloucestershire volunteers, probation officers and police officers.

### **New Administrator**

A new administrator started in September and as well as helping to organise the conference, has already put in place enhanced processes, included a new and updated case management system and a skills register for facilitators.

### **Develop meaningful information sharing mechanisms with Community Rehabilitation Companies (CRC) and the National Probation Service (NPS) to identify and manage offenders**

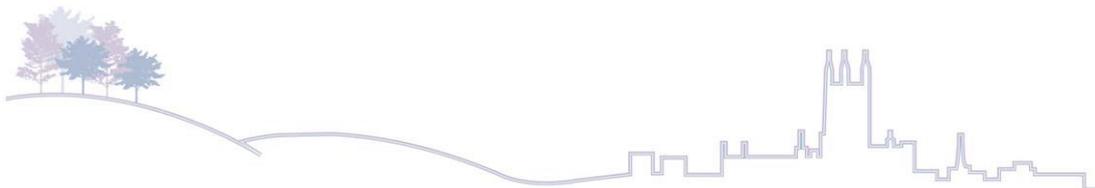
Under the banner of Integrated Offender Management (IOM) there is now a tripartite agreement that is centred on a schedule of engagement meetings occurring every six weeks throughout the year and into 2015/16. This will focus on operational practice for IOM and include both the CRC and NPS amongst other partnership agencies working within the IOM arena.

Gloucestershire IOM as a partnership attended a workshop entitled 'IOM Model Peer Review' hosted by Avon and Somerset IOM. This was an opportunity to give some focus on how the IOM teams across Wiltshire, Gloucestershire and Avon and Somerset are currently delivery an IOM multi-agency approach to managing those offenders who pose the highest risk of re-offending/harm. This is in part a review of how IOM is currently operating across the newly formed Bristol, Gloucester, Somerset and Wiltshire CRC taking into account the new organisations and how this will work in future.

The key purpose of the workshop was to spend time on the design and delivery models of each IOM area and to share learning and to consider what can be adopted across the CRC that will result in a more improved IOM model taking into account local priorities, but recognising that a peer review provides that final opportunity and better outcomes.

### **Support officers and partners to make innovative use of the civil remedies and injunctions to reduce harm caused by those who present the most risk of serious harm**

The Domestic Violence Disclosure Scheme has been widely adopted within the Force with both 'Right to Ask' applications being made by members of the public and 'Right to Know' applications being received from other agencies, police officers and from within the Multi Agency Risk Assessment Conference (MARAC) process and the Central Referral Unit. To date there have been a total of 64 applications which breaks down to 48 "right to knows" and 14 "right to ask". A Detective Sergeant within the Safeguarding Team has been appointed as the point of contact for the scheme, to ensure that they are being processed in a timely manner in accordance with the stringent disclosure code. The process of delivering the results with a Gloucestershire Domestic Abuse Support Service (GDASS) worker has been adopted in order that the appropriate agency is on hand as soon as a disclosure is made,



providing immediate support and guidance to the person on the receiving end of the disclosure.

Domestic Violence Prevention Notices/Orders (DVPN/O) were introduced during the summer. A Domestic Violence Protection Notice (DVPN) is a notice served by the Police against a person who is aged over 18, where the Police reasonably believe that he or she has been violent or has threatened violence against someone and that they need to be protected from him or her.

A DVPO is an order applied for by the Police and made by the Magistrates' Court. If an order is made it will last for a minimum of 14 days and a maximum of 28 days. The order may:

- stop him/her from entering, and being
- within a certain distance, of your home;
- stop him/her from making you leave or
- exclude you from your home;
- require him/her to leave your home.

There have been a number of applications made and at the time of compiling this update in December, four notices have made it as far as the court application process. There have been two DVPOs granted out of those applications and there has been one breach of a DVPO, which has been successfully upheld at court. This is an evolving project and it continues to be monitored and encouraged around the Force in conjunction with the local Domestic Abuse Teams and the Detective Inspector Public Protection Bureau.

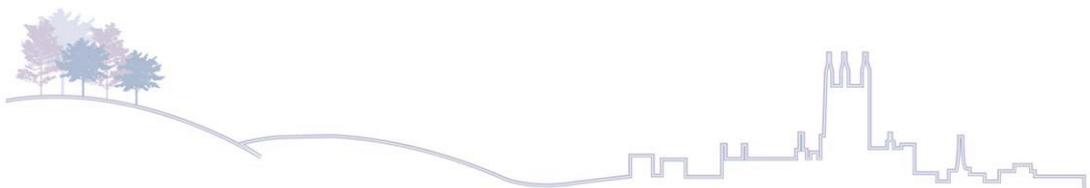
Contact has been made with the National Centre for Domestic Violence (NCDV). This is a company who will take perpetrators to court on behalf of the victim to obtain civil orders to protect and safeguard them within 24 hours of an incident being reported. The Force will arrange for the Company to attend and give a presentation that will increase awareness of their services, initially to the Public Protection Bureau and local Domestic Abuse Teams as another form of safeguarding option.

**Work with partners to deliver new approaches to community problems, for example the introduction of Asset Based Community Development (ABCD)**

Offender Managers are proactively implementing strategy meetings with the appropriate partner agencies, with the outcomes being the implementation of a multi-agency prevention plans (MAPPA) that all agencies agree to and work towards.

The meetings and plans are aimed at better information sharing, and ensuring a consistent approach to offender management.

Also during the quarter, to raise awareness of Multi Agency Public Protection Arrangements processes and procedures, staff from the Force have taken an active role in the Gloucestershire Safeguarding Children's Board annual roadshows. The roadshows included information boards, bespoke leaflets and engagement with Police and Probation Senior Managers.



8

**Standards - Embed our Values and Principles to promote the Code of Ethics holding staff to account to deliver a professional service against which we will be accountable**

Work to fully integrate the Code of Ethics into the daily practices and procedures has continued throughout the quarter. The Professional Standards Department has an input onto all induction courses, where the Code of Ethics is reinforced. The Staff Development Unit also cover it and its use throughout their training courses and the National Decision Model, which is widely used to help officers and staff with decision making, has the Code of Ethics at its core.

In other areas, the Code of Ethics also features on selection and recruitment processes and as a standard agenda item in departmental management meetings.

**Ethical Decision Making – Prosecution and Out of Court Disposals**

The County has a panel that meets quarterly to view and scrutinise a range of investigation outcomes, for those cases that are dealt with 'Out of Court', for example where an offender is given a Caution or a Restorative Justice disposal.

The aim of the panel is to ensure that there is a fair and proportionate use of these outcomes. Therefore a number of these cases will be anonymised and the circumstances and facts of each case will be subject to scrutiny.

Recent findings have shown that in 45% of cases the outcomes were not in line with Force Policy, or the Crown Prosecutors Code. To improve this, evaluation has been undertaken of the decision making process, the recording of rationale and the practices currently in place regarding those outcomes.

The evaluation found that the forms in use were not fit for purpose, for example they did not specify that the recording of any rationale was necessary and they were overly complicated in their format and content, therefore not aiding the compliance rate. This has resulted in a redesign of the templates used to record decisions, which are now set out to support the decision maker through the Force and other legal requirements.

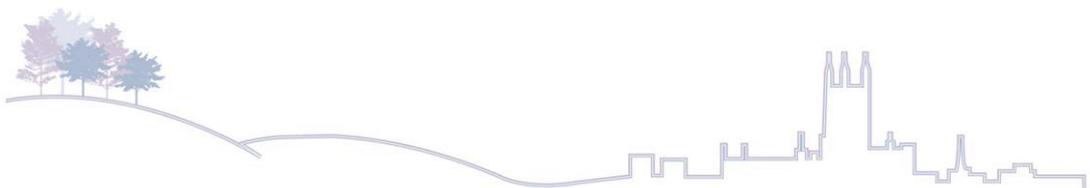
Importantly this is pre-emptive work at this stage, which will place the Force in a better position to meet the requirements of the Victim Right to Review Legislation, due to be enacted during 2015.

**Audit and Inspection Recommendations**

The Chief Officer Group have commissioned a revised process to be implemented in relation to the capture and assessment of recommendations arising from inspection and audit or learning from local and national reports.

With the aim of ensuring that the Force is considering all salient points from a range of national bodies, the process will include assessment by the relevant head of the relevant business area concerned as to the Force's current position, the relevance of the requirement, its achievability and any associated risk or resource requirement. The process will ensure that there is a documented response to decisions made.

It is anticipated that the proposals will be submitted to the Force Senior Leaders' Board Meeting in January 2015.



## Accessibility and accountability – planned activities in next quarter

### **To get the right resources to the right situation or problem first time, every time, on time and dealing with the matter appropriately and effectively**

Within the next 3 months the focus in the Contact Centre will be on:

- Introduction of a departmental Well-Being board (December)
- Development of an Appointments System (January)
- Start formal consultation with staff on the New Shift Pattern (February)

### **We will work to identify the most vulnerable in our communities and ensure they receive the best possible service**

Within the next 3 months the focus in the Contact Centre will be on:

- Implementation of the Call Grading Policy
- Implementation of new question sets linked to all opening codes to ensure that appropriate questions are asked to highlight any areas or issues of vulnerability.

### **To keep neighbourhood policing at the heart of Gloucestershire Constabulary, with local teams of officers and PCSOs dedicated to geographic areas that are visible, accessible, and locally known**

In January two officers will begin a community placement and a further two or three in March 2015.

### **To improve how we receive information from the public and deliver our corporate websites**

We will also be working with the Police and Crime Commissioner to let the public know about plans for the future of policing in Gloucestershire (the Operating Model) with a news conference and webcast in Stroud on Monday 15 December 2015. Webcasting, this will mean that as well as journalists, a variety of people across the County will be able to watch the event.

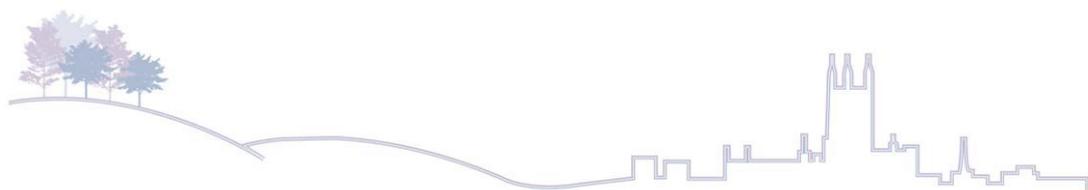
### **Develop capacity by encouraging growth in the Special Constabulary and the use of volunteers**

A new intake of ten Special Constables started their induction training in September 2014 and will become operationally deployable in February 2015.

Next steps in the restructure process will be the appointment of Temporary Special Sergeants. Recruitment into these positions will be made in December, so the complete structure will be in place for 1 January 2015.

### **Standards - Embed our Values and Principles to promote the Code of Ethics holding staff to account to deliver a professional service against which we will be accountable**

It is anticipated that the proposals relating to the monitoring and assessment of national reports and publications will be submitted to the Force Senior Leaders' Board Meeting in January 2015.



## 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. Both should be part of the police beat with the local officer being visible and proactive with all vulnerable groups

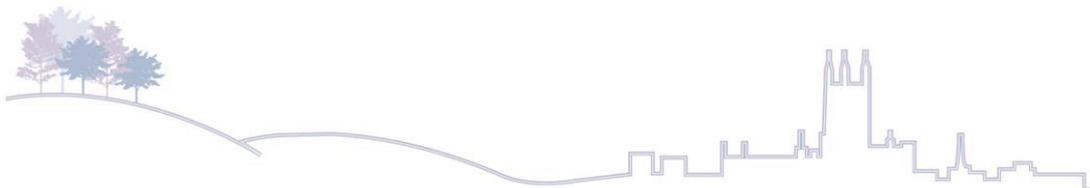
1 Phil Sullivan as the newly appointed lead for “Older but not overlooked” has visited a number of events related to this Priority, which have been supported by the Police and Crime Commissioner.  
They include the following:  
A) Wise and Well at St Matthews Church, Cheltenham. Organised by the Police, the event was well attended by agencies who work with the older people and the wider community. There appeared to be strong net-working with real benefits to the older people present.  
B) Guest speaker at the Silver Sunday Event organised by Stroud Older People's Forum at the Church Hall in Stroud Town Centre. This was one of a number of similar events being held throughout the County. The event was well-attended with good net-working between agencies.  
C) The Chantry Centre Dursley event organised by World Jungle. Again, a net-working event for agencies providing services to older people with over 200 people attending including a large number of service providers. It was a great success and identified the need to sustain such a service provision for the older people of Dursley, Cam, Wotton-Under-Edge and Berkley.  
D) Event lead by Sarah Sheasby of Lloyds Bank, held at Gloucester Rugby Club. The day demonstrated the benefits of business and the voluntary sector working together, the new service on the M5 at Matson being a case in point. This development has provided many benefits including work for previously unemployed people.  
E) Meeting with senior management of Gloucestershire Fire Service to examine opportunities to work together to ensure the safety and well-being of the older and vulnerable members of our community. Hoarding, smoke alarms and escape routes in the event of fire are examples of such work.  
F) Cotswold District Council event on Loneliness Project funded by the Police and Crime Commissioner. The event enabled a wide range of agencies to be briefed on the opportunities to work together for the benefit particularly of the older community.

## 2 Gloucestershire Action for Refugees and Asylum Seekers

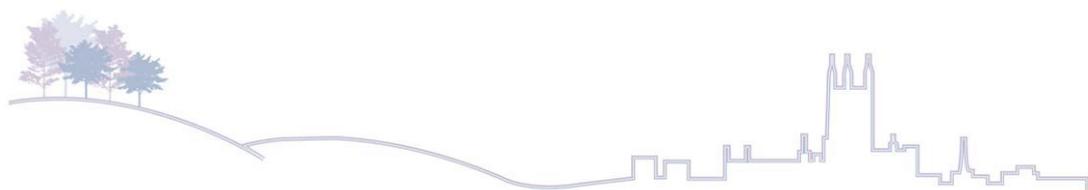
Gloucestershire Action for Refugees & Asylum Seekers (GARAS) is leading on Third Party reporting of Hate Crime and Incidents. The appointment of a lead worker has made good progress to date, developing contacts with appropriate organisations in Gloucester City where the model is to be developed.

## 3 Fair Shares

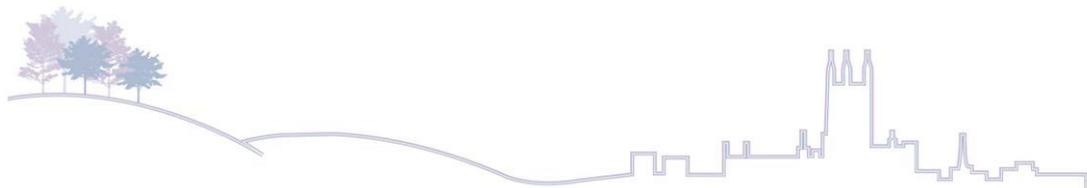
Fair Shares led by Jez Spencer, examined the various strands of this work within the County. Looked at actual examples of work which prevents loneliness and isolation, benefitting both the people delivering and receiving the work on projects. The organisation has been strengthened - Learning Sights and partner organisations are seeing the



	<p>community workers monthly meeting grow and now include community builders, local area co-ordinator, Village Agents, Independence Trust, Alzheimers Society, Keep Safe Scheme, Tewkesbury Day Centre, Green Square, Connect, Turning Point and Community Health trainer.</p> <p>Five more participants signed up in Tewkesbury (total of 25 older members) and 6 more participants in Newent (total 66 older members). A range of social events have taken place in Newent and Tewkesbury such as coffee mornings, craft taster sessions and trips out.</p>
<b>4</b>	<p><b>Gloucester Rural Community Council</b></p> <p>The project is designed to prevent loneliness and isolation amongst older people. Numbers of volunteers are coming forward to provide this service.</p>
<b>5</b>	<p><b>Kingfisher Church and the Treasure Seekers Project</b></p> <p>Funding has been provided by the Police and Crime Commissioner through an application by Chief Supt Gary Thompson, plus a further bid by Treasure Seekers themselves. This project at the shop in Gloucester City centre (known as Treasure Seekers) and at Kingfisher Church in the Barton area is a very strongly developed Community Provision to older people, those with impairment and to young people. This is an excellent example of opportunity providing meaningful activities to people across these minority groups.</p>
<b>6</b>	<p><b>Keep Safe</b></p> <p>Keep Safe - This is a first class project providing support to vulnerable people. The extra staffing provided by the Police and Crime Commissioner has seen the scheme rolled out even further with cover across the County in a range of business outlets, public service premises and the voluntary sector services.</p>
<b>7</b>	<p><b>Social Engagement Programme</b></p> <p>Amanda Howard has done a tremendous amount of work on the Social Engagement Programme (Older People) in the Moreton area. Innovative approaches to forming groups for older men, for example organising licensed premises to provide lunchtime meals followed by the watching of sporting events in the premises.</p>
<b>8</b>	<p><b>“Tea and Tell” sessions – Gloucestershire Older Person’s Assembly</b></p> <p>“Tea and Tell” sessions are being conducted by Jim Rollinson of GOPA ,across various parts of the County to give voice to those people who might otherwise not be heard. Their opinions, concerns and views are presently being collated.</p>
<b>9</b>	<p><b>Cotswold District Council</b></p> <p>Cotswold District Council research work into loneliness and isolation. Excellent work carried out in the research phase and in this quarter a report on the findings has been presented and shared with a range of agencies within Gloucestershire.</p>



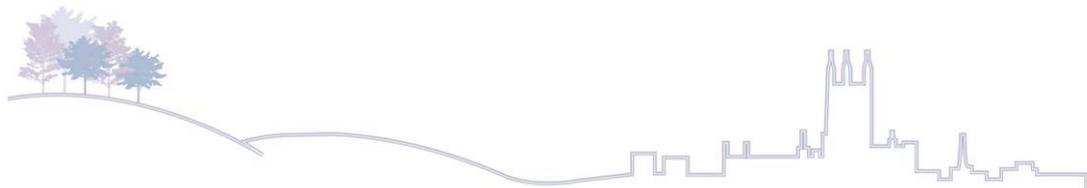
10	<p><b>World Jungle</b></p> <p>Excellent work being carried out to connect older people to service provision in Cam, Dursley, Wotton-Under-Edge and Berkley.</p>
11	<p><b>G11 Project Cam</b></p> <p>The G11 Project Cam provides services to older people. The post of Community Developer was filled at the start of November. The café income is steadily growing and has staged themed lunches. Local groups continue to use G11 as a meeting place, with a new Hard of Hearing group to be launched in January 2015. The Community Development worker has established new links with the local Police, neighbourhood wardens, sheltered housing staff from Stroud District Council and potential project users.</p>
12	<p><b>Community Safety</b></p> <p>Contact made with the following leads on Community Safety for Cheltenham, Stroud, Forest of Dean, Cotswolds and Gloucester City examining opportunities to enhance, develop and build on good work across the County.</p>
13	<p><b>Safe at Home</b></p> <p>Safe at Home lead by Paul Riddick. This service is a hands-on provision of labour and equipment safeguarding the most vulnerable, particularly victims of domestic violence.</p>
14	<p><b>Gloucestershire Association for Voluntary and Community Action</b></p> <p>A number of meetings have taken place with Gloucestershire Association for Voluntary &amp; Community Action (GAVCA) relating to handover and the organisation of a net-working event in January 2015.</p>
15	<p><b>Care Home Whisperers</b></p> <p>The project is now well underway. The consultants have visited nine homes and have already gathered rich and useful information.</p>
16	<p><b>Together in Matson Project</b></p> <p>Employing community builders has seen more relationships built within the community, with a whole range of activities for different age groups.</p> <p>Liason with local police. Work has been undertaken relating to road safety and domestic violence.</p> <p>Opportunities for placements from Probation Service.</p> <p>Redwell Centre working with the new Gloucester Epilepsy Group.</p> <p>Learning disability groups at Redwell have been taught a range of skills from cooking to pottery.</p>



17	<p><b>Dementia awareness</b></p> <p>Dementia awareness training has been delivered by the Police Staff Development Unit as a roll out lesson to front line response officers in collaboration with the Dementia Education Nurses from the 2Gether Trust NHS mental health services team. This has been extremely well-received. An enhanced version of this training package has now been developed for Police Community Support Officers.</p> <p>BBC Radio Gloucestershire ran a week of articles focusing on dementia in October 2014. A serving Police Community Support Officer and a Police Sergeant from the Police Staff Development Unit were interviewed in order to raise awareness of the issues in relation to dementia and policing, talk about their own personal experiences and provide crime prevention advice to those affected.</p> <p>The 'Mental Health and Disability awareness' module is now available as part of the National Centre for Applied Learning Techniques Police online training system.</p>
18	<p><b>Public Protection Bureau</b></p> <p>The Public Protection Bureau are leading a Vulnerability Task &amp; Finish group. A Vulnerability screening tool is being devised to improve early identification of affected individuals with a view to an enhanced multi-agency response to meet their needs and keep them safe from harm. This will be processed through the Multi-Agency Safeguarding Hub.</p> <p>The Adult Safeguarding team from Gloucestershire County Council will be joining the Multi-Agency Safeguarding Hub in January 2015. This will provide an enhanced service and improved inter-agency communication and information sharing in relation to vulnerable adults.</p>

**Older but not overlooked – planned activities in next quarter**

- The intention of the strategic lead for “Older but not overlooked” is to visit appropriate events in the next quarter and re-engage with as many projects as possible. To this end, an event is being organised for 30 January 2015 at City Works, where the Police and Crime Commissioner and some of his team will meet project leads from across the County. This will allow for networking opportunities for agencies to strengthen their work to make older and vulnerable people more Confident, Cared for and Connected. In turn, the fear of crime within the community should be reduced and resilience to crime increased.
- Further liasion with Gloucestershire Action for Refugees & Asylum Seekers (GARAS) tying in the Hate Crime Group and the oppurtunities for third party reporting centres.
- On going liasion with Fair Shares, helping to build on the good work already being carried out. Next quarter Time Bank will share more information about successes, raising awareness within the community.
- Further meeting with Kate Darch at Gloucester Rural Community Council to examine further oppourtunities to support this initiative and it is anticipated that the project will continue to go from strength to strength.
- Kingfisher and Treasure Seekers will further develop their community initiatives in this quarter with further work on the facilities at the rear of the Treasure Seekers shop in Westgate Street.
- Keep Safe will see agencies being revisited having been identified as Keep Safe sites to



ensure staff in those organisations are aware of their roles and responsibilities and appropriate signs are displayed.

- Community Volunteers North continue to build on the wide range of services provided.
- Collated views once the report has been completed will be shared with appropriate agencies within the County.
- Continue to share findings and recommendations from the research carried out into loneliness.
- Further bid made to build on the success of the launch event which was funded through the Police and Crime Commissioner. If successful this will see the start of regular strengthened service provision to older and vulnerable people within the southern half of the Stroud District.
- G11 project:
  - A) Planning of staff training with South Gloucestershire and Stroud College for staff and volunteers to complete Level One Community Volunteer Qualification.
  - B) The Commissioner's Fund will be officially launched on 26 February 2015. The Police and Crime Commissioner has been invited.
  - C) It is intended that new groups will continue to be established, creating greater use of the Hub.
  - D) In the next quarter the café will be open three days a week. There will be an increase in street level work and greater links established with the local Food Bank.
- Continue to work with the Community Safety Partnerships within the County to ensure every opportunity is taken to build on good work in respect of provision of services to older and vulnerable people as it relates to crime and the fear of crime.
- Safe at Home with recently acquired further funding will continue to provide practical crime prevention to victims of domestic violence and abuse and other forms of victimisation.
- Excellent working relationship seen with division of responsibilities as a result in the change of lead in respect of the "Older but not overlooked" Priority Lead.
- It is planned to visit up to 4 more care homes in the New Year. Progress has also been made in setting up the opportunity to consult with carers.  
In the fourth quarter the report of the findings will be produced.
- Redwell Centre will continue to deliver on a range of projects as described in the quarterly report.

## Young people becoming adults

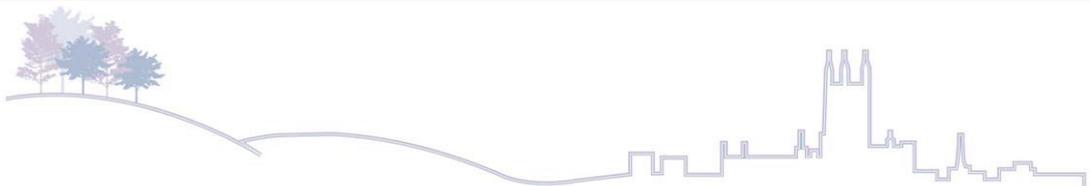
**We need sensitive, relevant and effective policing to ensure our young people become law-abiding, productive members of society. The 'system' must work for them, not against them**

**1 To deliver sensitive, relevant and effective policing ensuring our young people become law-abiding productive members of society.**

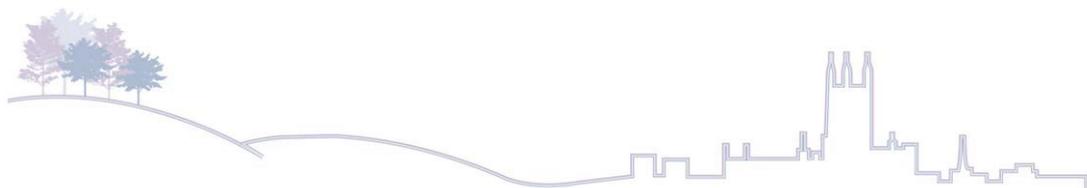
**To understand how young people view the Police and their role in their communities to identify what steps could be taken to improve relationships.**

A number of the community projects funded through the Police and Crime Commissioner are working closely with Police Community Support Officers to deliver programmes for young people. Including:

- Sexting Seminar delivered as part of the Triple E project in Dursley



	<ul style="list-style-type: none"> <li>• Mini Bike Project aimed at encouraging young people to drive safely</li> <li>• Aston Project with 61 young people engaged in positive activities.</li> </ul>
2	<p><b>Promotional campaigns to get key safety and risk management messages through to young people including internet safety, sexting, drug and alcohol use and driving safely.</b></p> <p>Following the death of a young person in Cheltenham due to domestic abuse the Youth Support Team have been targetting work with young girls in the area to explore sex and relationships. As a result of this work the group have produced a series of posters to highlight the need to report abuse and to promote positive relationships. Posters have now been distributed to schools and the young people have presented their work in their schools. Feedback from the school has been exceptionally positive.</p> <p><i>"I wanted to say first of all what an amazing project the workers have been doing with the young people around domestic violence issues after Ks death. The young people have been inspired and empowered by it so thank you to you and your team."</i></p> <p>Young Gloucestershire have developed resources to support voluntary youth clubs deliver sessions around risky behaviour. Twenty three groups have attended introductory sessions and it is hoped materials will be used in the next quarter.</p> <p>Youth Support Team have produced an information leaflet 'Safe &amp; Well' for Police to distribute when a young person is found following a missing episode. The leaflet outlines the support available and free information line to the charity Missing People.</p> <p>Triple E project in Stroud have undertaken sessions on Cyber Safety and Domestic Violence with young people.</p>
3	<p><b>Development of our understanding and work with young people engaged or at risk of becoming involved in gang crime, building on the work undertaken by Avenger Task Force</b></p> <p>The Avenger Task Force (ATF) has continued to achieve significantly positive results throughout 2014. Strong partnership work has blossomed with diversity programmes (Great Expectations) being delivered regularly. Girls groups have now been added.</p> <p>Gloucestershire Constabulary has recognised that ATF, Project SOLACE and the Aston Project are three main programmes that should be available across the whole County.</p> <p>To this end resources have been placed into creating &amp; implementing these programmes across Gloucestershire in 2015.</p> <p>Meetings have taken place with Key Strategic Stakeholders, further work is ongoing, vulnerable communities will have access to these programmes next year.</p>
4	<p><b>To ensure that the 'system must work for them, and not against them'</b></p> <p><b>To review how young people are policed, including use of out of court disposals and the effectiveness of restorative justice practice.</b></p> <p>Eighty-four young people have received a restorative disposal from officers in the last three months.</p>



Since training staff at Gloucestershire college they have used restorative approaches to deal with four disciplinary issues.  
 A representative sits on the youth conditional cautioning panel every week to assess cases for the suitability of restorative justice.  
 Restorative Gloucestershire facilitators have held community forums between young people in the black community and police officers to discuss any issues or problems with the aim of breaking down barriers in the community.  
 In the future we are looking to engage with more educational establishments.  
 All Youth Support Team Youth Justice Staff and Volunteer Panel Members have completed restorative justice training and work with victims has increased.

**5 Work with the Gloucestershire Safeguarding Board to ensure the safety of children and young people in Gloucestershire including how we work with young people that go missing, child sexual exploitation and young people that are the victims of domestic abuse.**

The Multi Agency Safeguarding Hub (MASH) is now functioning although still with limited capacity issues. On 5 January 2015 Adult Safeguarding will come into the MASH and vulnerable adults will be included in the process soon after. In January 2015 Health will be included into the MASH and this will provide added scope for further safeguarding information to be shared. Child protection issues concerning new referrals within Gloucester City are currently being dealt with in the MASH. Child protection issues from other areas will be incorporated into the system dependant on social care capacity. The current plan is for all child sexual exploitation cases to be introduced into the MASH as of 10 December 2014.

The Child Sexual Exploitation (CSE) team have now been in place just over a year and have travelled the first twelve months very well and have a much better understanding of the work involved with CSE as well as improvements that are required to progress in the second year.

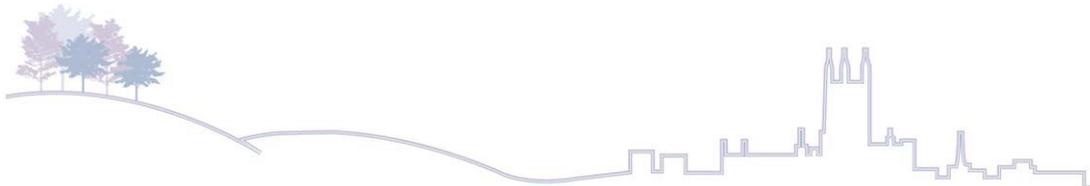
Figures show that 250 referrals were obtained over the first twelve months, which is almost four times as many as the year before. Seventy-five referrals relate to crimes that were investigated some of which are pending Crown Prosecution Service decisions and court. 160 referrals were of a safeguarding nature that still required action jointly with partner agencies.

The five staff on the team and supervisor are currently managing a number of Investigations as well as safeguarding concerns. The two detectives are currently progressing criminal investigations to the Crown Prosecution Service and court for criminal offences ranging from Child Trafficking, Child sexual Offences and Indecent images of Children.

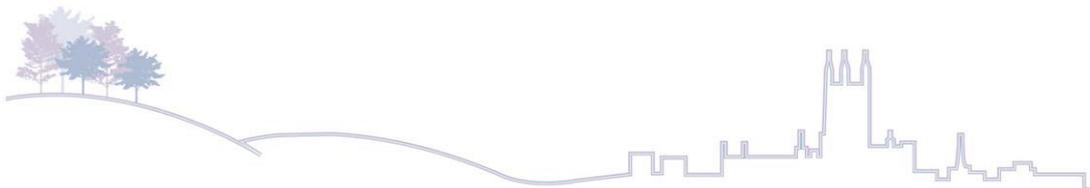
As well as the investigation ongoing awareness training is being delivered to partner agencies and police internal departments and a process of delivering e-safety and sexting has been proposed to senior managers within the Public Protection Bureau.

The CSE County strategy has now been approved as well as the County CSE action plan focusing on Prevention, Protection, Pursuing Offenders, Early Intervention and Intelligence.

A CSE co-ordinator employed by the local authority has been seconded onto the Police CSE team for six months to implement both the CSE strategy and action plan. This implementation will also be looking at a new operating model for the County, which will



	<p>include more partner agency resources and will be aimed at improving the services to children at risk of CSE.</p> <p>The Youth Support team will be seconding two workers to support engagement of young people at risk of CSE / engaged in CSE in the New Year.</p> <p>In Cheltenham the Youth Support team, Social Care Targeted Support team and Police have undertaken a project with fifteen young women considered at risk of CSE. Work has been undertaken around risky behaviour, relationships and seeking to build trust with this group to gain disclosure (if appropriate into CSE). We found that the majority of the group lacked the ability to define a good relationship and many were in abusive peer relationships. Two young people were identified as potential CSE victims.</p> <p>Gloucestershire Police have now appointed a missing person coordinator working with the Youth Support Team and Social Care. A new protocol is now in place across the partnership that reflects the changes to the Missing / Absent definition.</p> <p>296 young people have been reported missing this year.  Cheltenham - 43  Cotswolds - 21  Forest - 56  Gloucester - 89  Stroud -48  Tewkesbury - 29  Out of County - 10</p> <p>86 young people have been reported missing for over 18 hours. 39 Male and 47 Females aged 13 to 17.</p>
<p><b>6</b></p>	<p><b>To develop a new approach to working with young people who are prolific offenders to reduce reoffending rates and the number of young people becoming adult offenders.</b></p> <p>The Youth Support team and Police have agreed to support a national Youth Justice Board Reoffending Pilot to enable us to understand reoffending rates in Gloucestershire. This work is now underway and will be report in future reports.</p> <p>Reoffending is rising nationally and we have seen a small rise in Gloucestershire. However, the Gloucestershire rate (binary rate 29.4%) is the lowest in the South West (32.2%) and average for England (35.6%).</p>
<p><b>7</b></p>	<p><b>Youth Offending Information</b></p> <p>First Time Entrants to the criminal justice system continues to decline with FTE's for the 12 months to the month of June 2014 - 209 in comparison to 254 for the same period in 2013 (Youth Justice Board figures).</p> <p>Custody Rates have fallen this year with 5% of offenders (6 young people) receiving a custodial sentence in comparison to 13% in the same period last year.</p>



## Young people becoming adults – planned activities in next quarter

- Review of Community Projects and outcomes that support the Police and Crime Commissioner' Priorities.
- Reoffending Pilot Programme to commence
- Work with Social Care on Children in Care that Offend

## 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. Everyone should be able to go out to our parks, pubs and streets without fear

### 1 Anti-social Behaviour Crime and Policing Act 2014 – Countywide

The new legislation went live nationally on the 20 October 2014, with the exception of the civil injunction that has been delayed by the Home Office.

Neighbourhood Policing staff and their partners have all attended a bespoke training package delivered by the Staff Development Unit. This reflects the opportunity to involve a number of partners in its work to develop the new powers. This is important as it is not just the Police who will be able to exercise the powers under the legislation.

There is a further delay in understanding the final processes involved in prosecuting offenders. This is as a result of further consultation being undertaken at a national level between the Crown Prosecution Service, Local Government and the Association of Chief Police Officers.

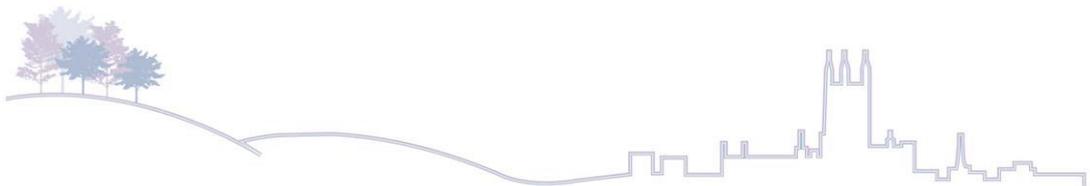
This has not stopped staff using these new powers to make our communities safe. In December 2014 the Cotswolds Safer Community Team obtained the first Criminal Behaviour Order in Gloucestershire against a persistent offender who was acting in an anti-social manner when committing his offences.

The Anti-social Behaviour Case Review is now in place across the County (further information can be found at <http://www.restorativegloucestershire.co.uk/anti-social-behaviour-case-review/> as is the Community Remedy document that is produced by the Office of the Police and Crime Commissioner.

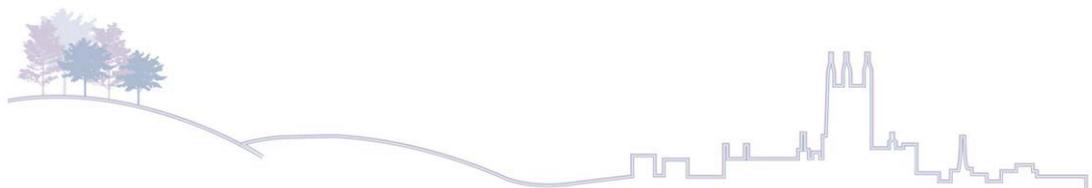
### 2 Positive Socialising - Cheltenham

The Positive Socialising campaign was a joint approach by the Cheltenham Local Policing Team and partners from Cheltenham Borough Council, University of Gloucestershire, the University of Gloucestershire Student Union and Gloucestershire Rape and Sexual Abuse Centre. The messages for the two weeks were centred on personal safety and the need to respect the wishes and concerns of persons in personal relationships.

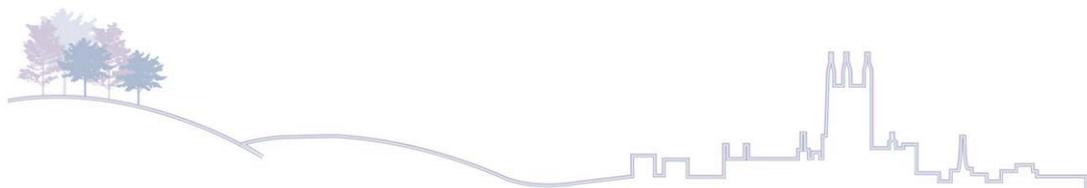
A number of events were attended throughout the Fresher period to pass on the messages



	<p>relating to personal safety. These included meeting students during the evening when they were attending various night clubs.</p> <p>The positive socialising messages will continued to be used throughout the year to reinforce the joint activity already undertaken during the Freshers' period.</p>
<p><b>3</b></p>	<p><b>Late Night Levy Advisory Group – Cheltenham</b></p> <p>The levy is now fully implemented. The first meeting of the Late Night Levy Advisory Group has taken place where the relevant funding procedures, forms, evaluation and spending outcomes were agreed.</p> <p>The window for funding applications opened on 1 December 2014 and will remain open until 30 January 2015. The Late Night Levy Advisory Group is due to meet again on 23 February 2015 to evaluate applications for funding and put together recommendations for the Police and Crime Commissioner and relevant Cabinet Member.</p> <p>There are scheduled quarterly meetings of the Late Night Levy Advisory Group to evaluate the progress of projects.</p>
<p><b>4</b></p>	<p><b>Cotswolds District Council and Local Police Crime Prevention Week</b></p> <p>The District Council and Safer Community Team have joined together to deliver a Crime Prevention week in December.</p> <p>Activity includes a test purchase operation that will test the understanding of off license premises in their responsibilities in relation to selling alcohol to those under 18 years. If it is identified that an off license is breaking the law then officers can issue a Fixed Penalty Notice.</p> <p>This particular operation resulted in identifying four premises that failed the test. Further work is being undertaken to remedy these failures with their respective management teams.</p> <p>The team also undertook a number of joint licensing visits with the Cotswolds District Council Licensing staff and supported the Crime reduction stall at the Cirencester Market.</p> <p>Staff will be attending the new Custard/ Mustard under 15's and under 18's nights at ReVA nightclub in the town centre. This will enable the officers to engage with the young people and pass on positive messages relating to personal safety.</p>
<p><b>5</b></p>	<p><b>The impact of the Child Sexual Exploitation Team in Gloucestershire</b></p> <p>Currently the Child Sexual Exploitation Team have a number of ongoing investigations with 19 people currently on bail.</p> <p>In the first year of the Team's operation, 239 referrals have been made leading to 245 children being identified as being at risk. The Team are working with other agencies to reduce or mitigate the threats to these children.</p>



6	<p><b>Force Crime Operation Teams continue to impact on criminality within Gloucestershire</b></p> <p>Several examples of operational successes have been reported which include the conviction of several individuals for gang related criminality in Gloucester. A notable feature was that throughout the investigation the safety of the victims was paramount for the investigating officers. The victims were afforded the necessary support throughout the period the court proceedings were pending and this led to further arrests being made for witness intimidation.</p> <p>Another example relates to the alert response of two of the Force Crime Operation officers who were on plain clothed patrol in the Hatherley area of Cheltenham due to the high number of dwelling burglaries that had been reported in that area.</p> <p>They were able to apprehend a person who was observed to be in the act of committing a dwelling burglary and was later found in possession of property from the address. Investigation revealed evidence of involvement in several other similar offences.</p>
7	<p><b>Cheltenham Safer Community Team are targeting those offenders causing harm to the communities</b></p> <p>The Cheltenham Safer Community Team have been targeting those offenders who have been having greatest impact on local communities. On a lot of occasions the information that leads to police activity has come from the community themselves.</p> <p>Over the past four months the team have:</p> <ul style="list-style-type: none"> <li>• Undertaken an operation to identify and arrest a male exposing himself in parks in Cheltenham. The operation resulted in the arrest, charge and remand of a male for these offences.</li> <li>• As a result of information from residents in Charlton Kings a drugs warrant was executed at a local address. At the property three persons were arrested and a large quantity of cash and drugs were recovered. The investigation is ongoing.</li> <li>• An increase in theft from and criminal damage to motor vehicles led to the team deploying a trap vehicle in Cheltenham. The operation resulted in an offender being arrested and a subsequent drop in offences.</li> <li>• A male in Cheltenham town centre has been given a prison sentence as a result of his anti-social behaviour. Further to the sentence was the granting of an Anti-social Behaviour Order that will curb his behaviour when he is released.</li> </ul>
8	<p><b>The arrest and conviction of Anthony Poole – Protective Services</b></p> <p>Anthony Poole was convicted of manslaughter and wounding on Friday 28 November 2014. The offence occurred when Poole attacked two victims after drinking together.</p> <p>Detective Chief Inspector Mather said <i>“This was a great combined effort between local policing and specialist investigative units. Poole was identified within minutes on the night from CCTV work in Gloucester city centre and was arrested the following day.”</i></p>



## 9 Positive Relationships – Gloucestershire Takes A Stand campaign

Gloucestershire has taken a stand to promote healthy relationships and raise awareness of domestic abuse, sexual violence and other related issues across 16 days of action.

Between Tuesday 25 November 'Elimination of Violence against Women and Girls International day' and Wednesday 10 December 'Human Rights' day organisations, groups and communities right across the County have been joining forces and taking action.

A number of events for public and professionals have been held throughout the County, backed up by a marketing campaign encouraging people to seek help if they have any doubts that they are in a healthy relationship.

Those supporting the campaign were asked to display a poster or wear a purple ribbon.

The campaign had three objectives:

1. To raise awareness of domestic abuse, sexual violence, child sexual exploitation, forced marriage, female genital mutilation and honour based violence.
2. To educate people on the steps they can take to keep themselves and others safe from these issues, and to raise awareness of healthy relationships.
3. To inform people of the work public sector organisations, partners and voluntary groups in the County are taking to address these issues

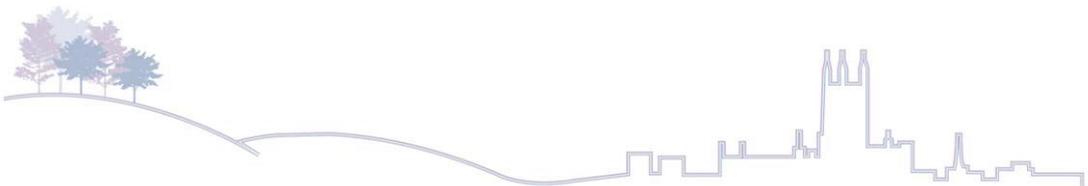
The campaign had the following objectives:

- Launch [www.glostakeastand.com](http://www.glostakeastand.com). A new website which explains what these issues are and where people can access help, support, advice and information locally and nationally.
- Distribute posters and ribbons which support and symbolise the key message that Gloucestershire is joining forces to stand up and take a zero tolerance approach to domestic abuse and sexual violence.
- Hold events for professionals to increase their knowledge of these issues and to inform them of what they can do to help identify and signpost individuals and families who need help.
- Hold events to engage the public about these issues.
- Gain media coverage to promote these key messages.

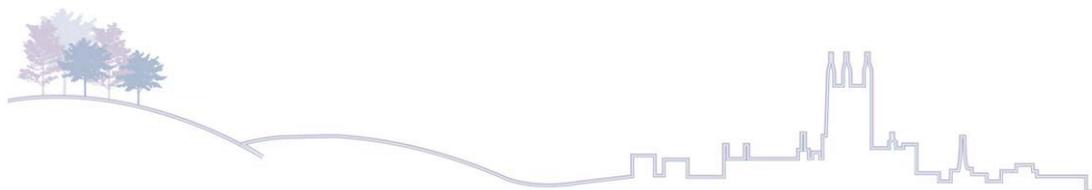
Faye Kamara, Strategic County Domestic Abuse and Sexual Violence Co-ordinator, said:

*"The Reclaim the night March on 25 through Cheltenham made the local ITV news that evening with a live broadcast, lots of media interest and nearly 500 individuals joined this march - children, young people and youth clubs, community members, professionals working in the sector, survivors."*

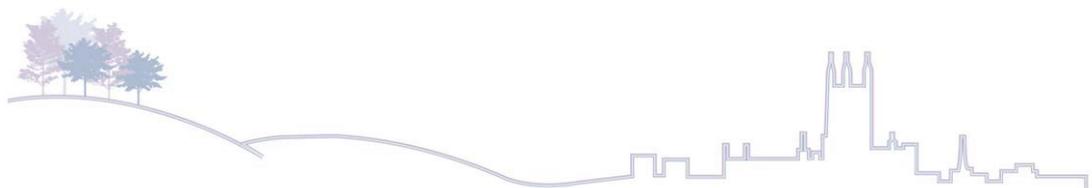
There were in the region of 40 survivors present at an event arranged for them.



	<p>Purple ribbons have been worn by police officers, social workers, teachers, young people, survivors, councillors, religious leaders, football players etc. during the course of this campaign. 1000 ribbons were distributed within the first 2 days of the campaign and more were ordered!</p> <p>There has been a wide range of media coverage- including key messages from Gloucestershire County Council and the Police communication department being re-tweeted, articles in the local newspapers, live radio interviews - Heart, Breeze, BBC Radio Glos and the ITV TV news coverage on the first day.”</p>
<p><b>10</b></p>	<p><b>Stroud to introduce “StroudSafe”</b></p> <p>Funding has now been agreed and released from the Police and Crime Commissioner’s Fund to introduce the Gloucester City Safe scheme to Stroud.</p> <p>The “StroudSafe” scheme will mirror that of the Gloucester scheme using the same information sharing internet site; the services of an experienced co-ordinator; yellow and red card warning and exclusion scheme and a new digital radio network to link members of the scheme to the Stroud Police CCTV office.</p> <p>The radio network has been ordered and recruitment to members of the scheme from within the business community is underway. The aim is to launch the StroudSafe scheme in time for Christmas.</p>
<p><b>11</b></p>	<p><b>City Safe - Gloucester</b></p> <p>Safer Gloucester has concentrated on making the city centre safer and feeling safer on Friday and Saturday evenings, with new improved lighting in Eastgate Street, a renewed city centre CCTV system and the pedestrianisation of Eastgate Street on Friday and Saturday nights. This work has expanded to include the daytime economy and the introduction of a Yellow Card scheme to reduce anti-social behaviour. Many city centre businesses have joined City Safe and operate the yellow card scheme; anyone receiving two such cards is banned from all operating premises and some public transport. A number of individuals have been successfully banned from the city centre by use of the yellow card scheme ensuring that both the day and night time economy continues to develop and create a safe and secure environment.</p> <p>Safer Gloucester has also raised awareness of low cost means of crime prevention at all community events and in specific campaigns e.g. Operation Switch to combat the increase in domestic burglary in the autumn when the clocks change and evenings are darker, Sheduction, a crime prevention initiative targeting shed and garden crime in the Springtime, student advice in the autumn and holiday and Christmas crime prevention targeting domestic burglary and car crime.</p> <p>The Team have continued with their education talks to the schools on drugs, sexting, Facebook bullying and even traffic offences. With a high number of schools in the Gloucester area and incidents involving pupils. The beat officer’s conduct monthly “consequences” chats to pupils with various behavioural issues in schools such as Beaufort Secondary School and Severnvale. These close links with schools allow for better safeguarding work and referrals to take place. Regular school patrols by Police Community Support Officers in the morning and afternoon show presence to families reducing any fear</p>



	<p>of crime.</p> <p>Gloucester Community Team have on-going work at Gloucester College with input in students' classes. Officers have now had the Child Exploitation and Online Protection (CEOP) accredited training and have provided e-safety talks around Cyber safety and delivered alcohol awareness presentations and separately Drugs/Knife crime talks at Freshers' Fayre to those new to the college.</p> <p>Gloucester Community Team are also assisting the rejuvenation of the Bakers Field (Skateboard Park area of Gloucester Park) and have set up a group to manage the necessary changes that need to take place at this location. The group consists of the local authority, police and resident association chairs. It is hoped that by regenerating this run down area which is used by inner city children we can promote a nicer environment and encourage better use and reduction in fear of crime; although in its first stages of development the project looks to be positive.</p> <p>Safer Gloucester has purchased some car air fresheners which say "Stop! All valuables have been removed" and "Stop! Please remove all valuables" to support a police operation in the city centre car parks. Any car that is found with valuables on display inside is sent a letter advising them to empty their vehicle when leaving it and also a car air freshener. On average the police are sending out 50 each day of the operation.</p>
<p><b>12</b></p>	<p><b>Operation Vivien</b></p> <p>This operation is targeted at reducing the activities around prostitution in the Barton area of Gloucester. Visible evidence of prostitution reduces confidence and feelings of security amongst residents of the area, and promotes a negative image of the ward as a whole.</p> <p>Recognising the delicate and convoluted issues that result in prostitution in a community, Operation Vivien has been running to target the kerb crawlers who try to engage women for sexual services, whilst working with partner agencies and specialist departments to provide outreach work and lasting solutions to support those caught in a spiral of drug abuse and prostitution to fund their addiction. This provides reassurance and increased feelings of security for local residents.</p>
<p><b>13</b></p>	<p><b>The Domestic Abuse – Everyone's Business Masterclass</b></p> <p>The Masterclass took place in the Civic Suite Gloucester on 3 December 2014 with speakers Jane Monckton Smith, Frank Mullane and Nick Gazzard. Approximately 75 professional people attended who, from the nature of the questions for the speakers, found the event very worthwhile, relevant and helpful.</p>
<p><b>14</b></p>	<p><b>'Hello Gloucester' Community Van</b></p> <p>The Partnership between Gloucester City Council, the Office of the Police and Crime Commissioner, Gloucester City Homes and Green Square took possession of the 'Hello Gloucester' van at the beginning of October.</p> <p>Safer Gloucester has used the 'Hello Gloucester' van to publicise the 'BIG (Believe in Gloucester) Knit', a project developed to reduce loneliness and isolation in older people.</p>



The van has also been used at community engagement events with residents in various locations across the city, including the city centre, for Crime Prevention advice and information, promoting anti-social behaviour advice around Halloween and Bonfire Night, “Stay safe, be seen” advice at Gloucester Fireworks display in the docks, anti-social behaviour evening patrols, “Meet the People” events, “Have your say” consultations, the Kingsway Big Clean and Kingsholm Big Clean (with volunteer residents assisting to clean their area in partnership with the council and police).

**15 Cotswold Community Safety Partnership**

Respect in the Cotswolds Steering Group is redrafting the project plan following a meeting with the Gloucestershire Road Safety Partnership and Office of the Police and Crime Commissioner. This will be signed off at the next meeting in January 2015 and will focus on what is reasonably within the influence of a district group – including a local pledge that can be signed up to by town and parish councils, local businesses, the media and local leaders.

**Cyber Safety Courses**

Cyber Safety is now being delivered within the Churn Project’s IT classes.

**Safe days and nights for all – planned activities in next quarter**

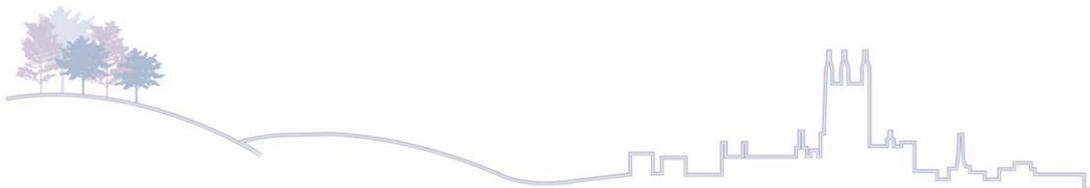
- Positive Relationships – Gloucestershire Takes A Stand campaign - Follow up from the 16 days of action – further activities are being planned for 2015 that builds on the success of this campaign.
- The continued development of Aston and Avenger Task Force.
- The announcement of the successful bids under the Late Night Levy.
- The development of StroudSafe.
- Safer Gloucester is planning to introduce a “Best Bar None” scheme in the city centre licensed premises.
- Respect in the Cotswolds - Sign off new project plan at steering group meeting on 8 January 2015 and commence delivery.

**Safe and social driving**

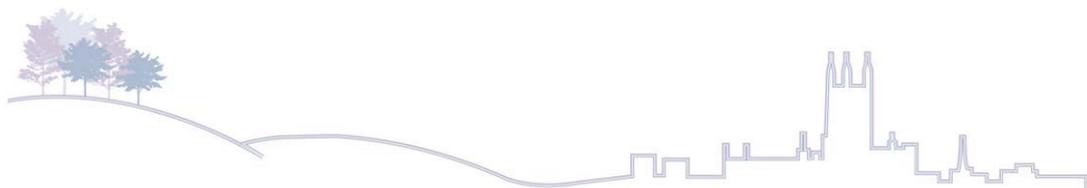
**People should be able move around our communities in safety and with as much ease and convenience as possible. The police will enforce the law when necessary, but we will all work to reduce offending and antisocial driving**

**1 Drive For Life - Safe and Social Driving**

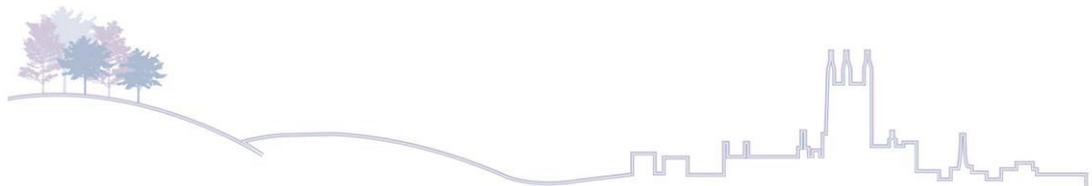
This event took place on 2 October at Hartpury College and proved to be a great success. There is now a ‘Drive4Life – Safe and Social Driving’ model for use in other colleges. KLB School will host a young drivers’ day in February 2015 and we are being encouraged to work with Stroud, Newent and Cirencester colleges. The aim of these events is to provide young people with the most appropriate information and advice before they embark on their driving futures and the content of the day is based on the findings of the Road Safety



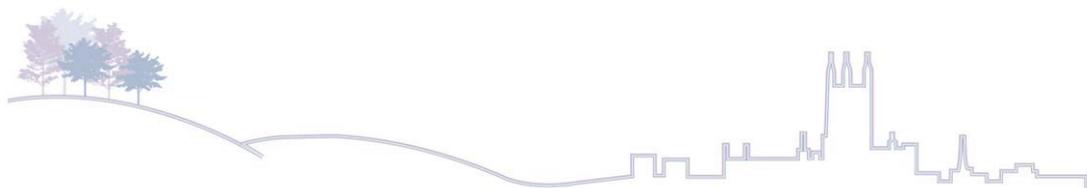
	<p>Partnership research into the needs of young people and pre-drivers.</p> <p>Two bereaved mothers joined us for this event and they were both overwhelmed to see what is possible when people work together. They are now working on events in their own home towns and already appointments are being made with their local schools.</p> <p>An unsolicited comment was received from a local resident commenting that the driving behaviour of Hartpury students was much improved. An online evaluation is being delivered and an evaluation will be provided in due course.</p>
<b>2</b>	<p><b>The risk profile for 'those who drive later in life'</b></p> <p>This is anticipated to grow over the next 25 years. The research and evaluation manager in the Road Safety partnership has presented a report looking at the social demographics of this target group so that they can be targeted more efficiently in the future.</p>
<b>3</b>	<p><b>Working in partnership with Gloucestershire University</b></p> <p>A degree plus intern has been appointed for a role in the anti-social driving project. The undergraduate student will prepare problem profiles for urban and rural local policing areas and suggest resources from the toolkit accordingly.</p>
<b>4</b>	<p><b>Drink/Drug Driving Campaign - 50<sup>th</sup> Anniversary</b></p> <p>The winter drink drive campaign aims to drive a downward trend in the number of motorists identified as and prosecuted for drink or drug driving. It combines police enforcement, engagement and education to achieve this aim.</p> <p><b>Education:</b></p> <p>During the month of December the Road Safety Partnership were engaged in an anti-drink and drug drive presentation tour. Thirty-one 'Wrecked' presentations were delivered to 1000's of students across the County in a unique collaboration between Fire, Police and Road Safety Partnership staff – the presentation was loosely based on the Charles Dickens 'A Christmas Carol' [1843] - the story of the ghost of Christmas past, Christmas present and the ghost of Christmas future.</p> <ul style="list-style-type: none"> <li>• The Fire Officer presented the ghost of Christmas past – what happened last year, how many drivers were prosecuted, how many were killed or injured</li> <li>• The Police Officer presented the ghost of Christmas present – what will happen on the roads this season, how are drivers dealt with, etc</li> <li>• The Safe and Social Driving Co-ordinator presents the ghost of Christmas future – it doesn't need to be this way, avoidance strategies, exploding the myths, what is a unit, etc</li> </ul> <p><b>Engagement:</b></p> <p>The Road Safety Partnership targeted drivers using various media streams based on specific drink drive data and intelligence in key hot spot areas. The approach was to recognise the achievements of 50 years of anti-drink drive campaigning and to support the work of the Department for Transport. The key messages targeted drivers whilst purchasing fuel, whilst driving and whilst purchasing alcohol.</p> <p><b>Enforcement:</b></p> <p>"See It, Stop It, Check It Out" was the policy amongst tri-force officers during this campaign.</p>



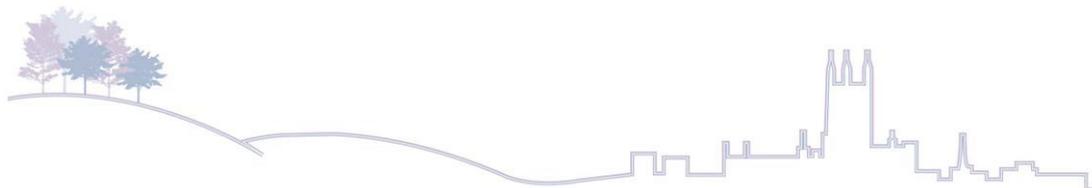
	<p>Deployment for the drink drive campaign was focused and targeted (night time economy hotspots) and the enforcement was also integrated into daily local policing duties. An evaluation of the operation will take place upon conclusion of the campaign.</p>
<b>5</b>	<p><b>Full of Life Event</b></p> <p>Safer Driving with Age (SAGE), the Road Safety Partnership award winning scheme that provides a medical screening process and practical driving assessments for people who drive later in life, was promoted at the National Older Persons Day hosted at the SkillZONE, Gloucester on the 1 October 2014.</p> <p>Following this event a tour of 'drop-in' sessions for older people were organised across the County during October and again SAGE was promoted to the visitors. Members of the Road Safety Partnership driver training team volunteered to support these events and several invitations to give presentations to groups and individual requests were received.</p> <p>The SAGE Scheme was also presented to the Arthritis Care Group in Stroud on 27 October 2014, aimed at supporting the sufferers of the condition and also their carers to keep mobile, active and safe.</p>
<b>6</b>	<p><b>EDF HQ at Barnwood</b></p> <p>EDF arranged a health and safety event on 22, 23 and 24 October 2014. They are a nuclear based business and yet driving is the most risky thing that the staff do. The 1000 staff at EDF were given the chance to find out more about stress, health and safety over the three days. The Road Safety Partnership and Police and Crime Commissioner supported the event by promoting cycling, safe and social driving, speed detection and drink and drug driving.</p> <p>A presentation was delivered by a driver trainer and his son who holds the World Land Speed record by a blind driver. The underlying themes were about risk management, training, vehicle maintenance and expecting the unexpected.</p> <p>Following the road safety event at EDF the company agreed to fund 'Cirkitz' [the Go-Kart team who demonstrate impairment using the booze goggles] to deliver a practical demonstration at a local school. The staff at EDF voted for which school should receive the input and over 800 staff voted. The winning school was Churchdown.</p> <p>This demonstration coincided with the 'Wrecked' presentation on 16 December 2014 (the anti-drink/drug drive education piece) This event was covered by BBC Radio Gloucestershire and the Citizen Newspaper.</p>
<b>7</b>	<p><b>Fire and Rescue Road Safety Academy</b></p> <p>The first academy about approaches to deliver suitable input for young drivers and passengers was delivered at Cheltenham Fire Station on 30 November 2014. The aim is to network across the Fire and Rescue Service to encourage a co-ordinated response to road risk reduction and collision prevention and also to illustrate the support and resources available from the Road Safety Partnership to help.</p>
<b>8</b>	<p><b>The Arthur Ellis Award</b></p> <p>The regional Arthur Ellis Memorial Trophy focuses on team initiatives put forward by the Special Constabulary, where Officers have made a significant contribution to the policing in</p>



	<p>their areas. Gloucestershire was represented superbly by the Chief Inspector of the Special Constabulary and his team from Stroud at the ceremony on 2 November 2014. They received first place based on the road safety initiatives that they have delivered successfully across their patch.</p>
<p><b>9</b></p>	<p><b>School Gate Campaign</b></p> <p>The safety of children arriving and leaving school can be compromised by drivers who inconsiderately park, but this risk can be significantly reduced when the school, parents and the local police can work together to find a solution. The Tewkesbury, Stroud and Forest Local Policing Area Teams were met by the Police Marketing and Communications Advisor and the Road Safety partnership to launch the school gate campaign. It was met with interest and enthusiasm and it is hoped the first school to launch this new approach will be Hopebrook Primary School. Police will act as lead on this project working with the Road Safety Partnership providing expert support and advice, as well as ensuring all materials are produced with appropriate logos and branding. A data base will be set-up to ensure records are kept of key contacts and schools involved around the County.</p>
<p><b>10</b></p>	<p><b>Road Safety Week</b></p> <p>Road Safety week was launched on Monday 17 November 2014 and the Partnership supported the national campaign which highlighted the dangers of not looking out for each other.</p> <p>To celebrate the start of Road Safety Week, the Gloucestershire Road Safety Partnership offered businesses free 'Coming to a junction near you' workshops for their employees. The free workshops were made available to all Gloucestershire businesses and could accommodate up to thirty employees. The interactive sessions are designed to help reinforce the importance of looking out for each other when using the roads and will continue to run into 2015.</p> <p>Alongside this, pupils from Churcham Primary School and Ashleworth Church of England Primary School in Gloucester learned the rules of the road at the County's SkillZONE. They were taught top tips for keeping themselves and others safe on the road including:</p> <ul style="list-style-type: none"> <li>• Take the time to look out for cars, cyclists, pedestrians and children on scooters on their journey to school.</li> <li>• Always 'Stop, Look and Listen' for traffic before crossing the road safely with parents or guardians.</li> <li>• Be extra careful at this time of year because drivers have less chance of seeing you in darker mornings and evenings.</li> <li>• Always cross where you can be seen and wherever possible use controlled crossings and to wear something bright when walking near roads in the dark.</li> <li>• Don't be distracted by mobile phones, chatting to friends or listening to music near roads, particularly when you are about to cross a road.</li> </ul> <p>Tri Force assets were also involved in the recent BRAKE (road safety charity) initiative both from a standalone perspective and as a support asset to local policing. The operation focussed on dangerous vehicles and the 'fatal four' behaviours, which are - not wearing a seatbelt, speeding, drinking &amp; driving and distractions, such as using a mobile phone when driving. The targeting was based on hotspot locations provided through the Collision Investigation Unit.</p> <p>Officers stopped 1096 vehicles for fatal four offences, resulting in 455 enforcements and 641 education interventions at the roadside. In terms of arrests the Operation yielded 14 all</p>



	of which were drunk drivers.
<b>11</b>	<p><b>Operation Unity</b></p> <p>Operation Unity was an initiative undertaken by Tri Force officers across the Strategic Road Network throughout the Gloucestershire border. The focus of the initiative was to target fatal four offences. There were 124 vehicle interventions resulting in nine arrests. Operation Unity II is due to take place over the weekend of the 12 December 2014 where the focus is toward drink and drugs driving.</p>
<b>12</b>	<p><b>Operation Trivium III</b></p> <p>The Operation was predominantly focussed across the M5 network through the Gloucestershire Border with Avon and Somerset and West. In Gloucestershire the focus was a traffic operation using Automatic Number Plate Recognition technology (ANPR). This involved the stop checking of vehicles believed to be operated by illegal drivers, in a dangerous condition and/or linked to organised crime. The operation ran for five days and Tri Force Officers stopped over 200 vehicles, prohibited 36 illegal commercial vehicles and made an arrest for an early morning drink driver.</p>
<b>13</b>	<p><b>An update from the Road Safety Partnership Safety Camera Team</b></p> <ol style="list-style-type: none"> <li>1) The best options for improving back office processing capacity have been identified and a print management solution has been purchased. Implementation is likely to be February 2015. As well as allowing for more efficiencies it will enable us to use the data input to 'segment' our clients and provide bespoke messages or literature to any target audiences that we chose, for example, clients with Gloucestershire postcodes or 17-24 year olds or drivers/over 60.</li> <li>2) The review of our mobile enforcement capability is still in progress. There is a raised awareness of initiatives in other forces where motor bikes have been used rather than vans allowing better access to 20mph zones and rural locations that are presently inaccessible to our current mobile units.</li> <li>3) An intelligence led monthly targeting regime of priority sites is being published in the local newspapers and via the road safety website. We have seen a substantial increase in the Road Safety Partnership website traffic as people are accessing the information on where the priority sites are for the month.</li> <li>4) Offenders attending the traffic courts in the County, as at the end of October 2014, only 2.4% of cases entered not guilty pleas, 6.1% of cases were adjourned, 52.5% pleaded guilty, 36% were proved in absence and 3% were withdrawn.</li> <li>5) An example of recent prosecution through the traffic courts; an 18 year old driver was recently banned for 12 months, given 18 points on his licence and fined a total of £870 for committing 4 speeding offences in a 16 day period all captured on the same static camera. The highest recorded speed at this 50mph site was 100 mph. The unit was able to identify and prepare an urgent file for prosecution, summons and court appearance followed shortly afterwards. The court commented on the 'abysmal' nature of the individual's driving and the severity of the ban and fine reflected this.</li> </ol>
<b>14</b>	<p><b>Drive IQ</b></p> <p>Drive IQ is an on-line training resource which aims to educate drivers on their attitude and</p>



	<p>behaviour.</p> <p>The Drive IQ project team concluded the review of the modules for Gloucestershire and have now commissioned the originating company to complete the work ready for the County launch and promotion in 2015. This will provide a localised version of the IT platform for all pre-drivers and their parents in the County at no cost to the users. Monitoring and evaluation is built in to the programme.</p>
<p><b>15</b></p>	<p><b>Training Courses</b></p> <p>During the last quarter 4738 drivers have attended training courses delivered by the Road Safety partnership as follows:</p> <ul style="list-style-type: none"> <li>• National Speed Awareness Course      4236</li> <li>• National What's Driving US Course      317</li> <li>• National Driver Alertness Course      26</li> <li>• Driving4Change Course      5</li> <li>• Safer Driving with Age [SAGE]      30</li> <li>• TAXI/Private Hire Drivers      57</li> <li>• MiDAS [Minibus Drivers]      60</li> <li>• Company Drivers      7</li> </ul>
<p><b>16</b></p>	<p><b>Road Safety Partnership Presentations</b></p> <p>The Road Safety Partnership were invited to deliver presentations on anti-drink and drug driving to the British Army Regiments at Beachley Barracks and also at the Duke of Gloucester Barracks at South Cerney. 1 Rifles and 29 Regiment of the Royal Logistics Corps received a presentation delivered by the officers from the Road Safety Partnership, Police and Fire &amp; Rescue. Sgt Major Grimes is the Army Master Driver &amp; Road Safety Officer at the 160th Infantry Brigade and Headquarters in Brecon attended the presentation. He was highly complementary about it and wrote: <i>"The presentation was really good. The team were fantastic, they knew their business and quickly got the troops onboard"</i>.</p>

**Safe and social driving – planned activities in next quarter**

**KLB 'Drive For Life - Safe and Social Driving' Event Day (Katherine Lady Berkeley School)**

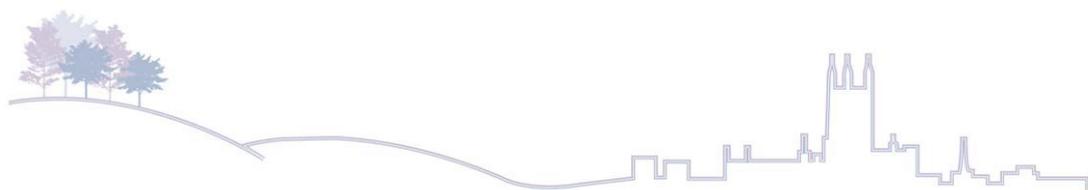
The core of this day is prevention. It will be supported by eight themed lectures and a range of exhibitors from all sectors - public, private and voluntary.

**The launch of Drive IQ**

Drive IQ has now been localised to meet the needs of Gloucestershire Young People. A work schedule for the project has been developed by a2om. The funds have been commissioned and the plan is to launch the pilot in February with the official launch being in March.

**The Anti-Social Driving Project Toolkit**

Post offence education will be under development along with the formation of a toolkit for Local



Policing Area problem profiles.

### **The completion of the 'Wrecked' workshops**

Due to popularity and demand, these workshops have been offered until the end of January. An evaluation of the workshops has been commissioned and this will be reported on in the next quarter

### **Drive4Life Safe and Social Driving Day**

The development of a 'Toolkit' to assist senior schools to organise a Drive4Life Safe and Social Driving Day based on the model delivered at Hartpury College and KLB.

### **Single Point of Contact**

Identify a Road Safety 'Single Point of Contact' in all Neighbourhood Police Teams and provide training as required

### **Fire and Rescue Prevention Plans**

To ensure that opportunities to support the Road Safety Partnership and Safe and Social Driving is built into the new Fire and Rescue prevention plans and provide training as required.

### **Road Safety Partnership Business Plan**

To incorporate Safe and social driving in the Road Safety Partnership business plan for 2015/2018.

### **Working in partnership with Gloucestershire University**

To guide and support the intern to the conclusion of the anti-social driving project.

### **Occupational Road Risk Conference**

To deliver a presentation to local businesses at the Occupational Road Risk Conference in Gloucester.

## **Safer Cyber**

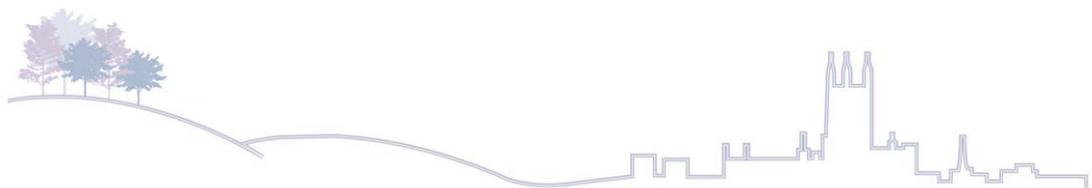
To ensure Gloucestershire is safer as people, commerce and other organisations increasingly live, trade and work on-line. It underpins personal safety, economic growth and prosperity, in urban and rural environments, by supporting people of all ages, organisations and businesses

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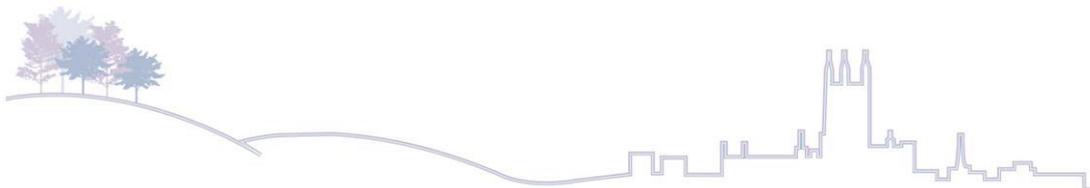
**Gloucestershire Constabulary will recruit and appoint or where appropriate realign a variety of key people with the right skills to investigate and offer crime prevention advice within cyber crime**

Key personnel are now in post, in the past quarter:

1. PC Mark Godsland has been appointed as the Cyber Crime Harm Reduction Advisor (CCHRA)
2. Ian Maxted, took up his post in December as the Safer Cyber Co-ordinator
3. Damian Newrick will work with the Force as a volunteer advising on cyber



	<p>exploitation and security</p> <p>4. The Force has trained an additional counter terrorism Security Co-ordinator</p> <p>5. An additional staff member has been recruited into the Digital Forensics Team</p>
<b>2</b>	<p><b>Gloucestershire Constabulary will endeavour to create and effectively run cyber crime capabilities that reflects the communities it serves.</b></p> <p>In line with the Protect part of the cyber strategy we have made the personnel changes as detailed above. This creates capacity and capability. The CCHRA is already very active within our communities. This is helping to prevent cyber crime whilst also serving to inform and shape our cyber crime capability, from the community perspective.</p> <p>Software has been published to assist in this area and will be coming on line during the next few quarters.</p>
<b>3</b>	<p><b>Gloucestershire Constabulary is committed to developing and training colleagues to better understand and investigate cyber crime</b></p> <p>The National Mainstreaming Cyber Crime Training (MCCT) has commenced. Identified detectives across the Force are to be trained by April 2015. All officers across the Force have been requested to complete the four online (NCALT) training packages with further packages being suggested. In addition to the training, a draft policy on investigations and best use has been written to support both the training and colleagues across the Force.</p> <p>A pilot is being undertaken on digital forensics and advanced threat methodology training, which is being tested in conjunction with a private sector provider.</p>
<b>4</b>	<p><b>Identify and work with the Regional Organised Crime Unit (ROCU) on high priority investigations and members of the Local Resilience Forum (LRF) to ensure preparedness for cyber threats</b></p> <p>The Constabulary's intelligence function and the South West ROCU have established a strong working relationship, which was evidenced by the response to a recent high profile cyber incident affecting a public sector organisation. The Regional Cyber Crime Unit have attended and presented to the Local Resilience Forum.</p>
<b>5</b>	<p><b>Gloucestershire Constabulary will deliver crime reduction advice and support victims of cyber crime within all communities.</b></p> <p>The CCHRA is already proving to be adding value in respect of this aspect of the Police and Crime Plan. Sometimes on a daily basis the Force is reacting to incidents of cyber enabled and occasionally cyber dependent crime. This includes together proactively engaging with businesses and key partners across the County. It is intended this work will continue and be further completed by significant work that has already been completed by the cyber volunteer.</p>
<b>6</b>	<p><b>All documentation, either internal or external will use nationally accepted terminology to improve understanding and awareness of cyber crime.</b></p> <p>Guidance has been given to officers on the definition of cyber crime and how it should be recorded on Force systems and Safer Cyber pages, that contain information on personal</p>



safety, have been included as part of the design of the Office of the Police and Crime Commissioner's new website.

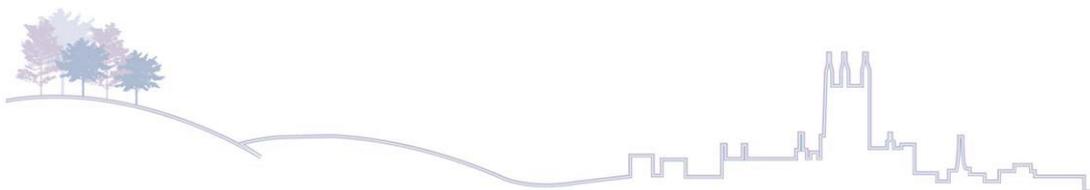
### Safer cyber – planned activities in next quarter

**Gloucestershire Constabulary will recruit and appoint or where appropriate realign a variety of key people with the right skills to investigate and offer crime prevention advice within cyber crime.**

A Detective Sergeant is currently being recruited for the new Digital Intelligence Unit. This will see the commencement of implementation of the Pursue part of the strategy.

**Gloucestershire Constabulary will endeavour to create and effectively run cyber crime capabilities that reflects the communities it serves.**

Having examined various solutions and identified a preferred provider, procurement of selected open source internet investigation software is underway.



### 3. Overview of Budget

Commissioner's Fund (£2M) at 7 January 2015		
Priority	Projected Spend 2013/17	Awards to date
Accessibility and accountability	83,541	83,541
Older but not overlooked	616,476	616,476
Young people becoming adults	541,852	541,852
Safe days and nights for all	605,930	121,308
Safe and social driving	123,362	123,362
Safer cyber	100k in community fund	
Other	112,199	112,199
Projected Expenditure	2,080,370	1,456,738
<b>Total Budget</b>	<b>£2,000,000</b>	

