

# STRATEGIC PRIORITIES ASSURANCE BOARD AGENDA

<b>DATE OF MEETING</b>	26 NOVEMBER 2018
<b>TIME OF MEETING</b>	2:00M
<b>LOCATION</b>	JOINT TRAINING CENTRE CONFERENCE ROOM, FOR HQ, RIPLEY
<b>PCC CONTACT OFFICER</b>	MRS LIZ KELLY (0300 122 6007)
<b>CONSTABULARY CONTACT OFFICER</b>	C/SUPT S PONT (0300 122 4140)
<b>DISTRIBUTION:</b>	<p>PCC H DHINDSA  DPCC K GILLOTT  CC P GOODMAN  DCC G KNIGHTON  ACC K MEHMET  ACC P GIBSON  MR D PEET  MR A DALE  MR T NEAVES  C/SUPT. S PONT  MRS L KELLY  OPCC PERFORMANCE OFFICER</p>

ITEM	SUBJECT	PURPOSE OF REPORT
<p><b>OPEN QUESTIONS</b></p> <p><b>MEMBERS OF THE PUBLIC ARE INVITED TO ASK QUESTIONS OF THE PCC OR THE CHIEF CONSTABLE. THESE CAN BE PRE-SUBMITTED IN WRITING, BY EMAIL, VIA SOCIAL MEDIA OR CAN BE ASKED ON THE DAY</b></p>		
1.	APOLOGIES FOR ABSENCE	
2	DECLARATIONS OF INTEREST	
3	ANNOUNCEMENTS FROM THE COMMISSIONER	
4	ANNOUNCEMENTS FROM THE CHIEF CONSTABLE	
5	MINUTES AND MATTERS ARISING	
6	REVIEW OF ACTIONS	
7	FORWARD PLAN	

**STRATEGIC PRIORITY 6 DIVERSITY**

**“WORKING WITH THE CONSTABULARY TO DEVELOP THE POLICING FAMILY TO BE MORE REPRESENTATIVE OF THE DIVERSE COMMUNITIES IT SERVES”**

**STRATEGIC PRIORITY 7 DEVELOPMENTS IN TECHNOLOGY**

**“WORKING WITH THE CONSTABULARY AND PARTNERS TO MAXIMISE THE OPPORTUNITIES FROM DEVELOPMENTS IN TECHNOLOGY”**

**(EACH PRESENTATION WILL HIGHLIGHT THREATS, RISKS, OPPORTUNITIES, GOOD PRACTICE, EMERGING THEMES. EACH OF THE 3 CONTRIBUTORS WILL HAVE A MAXIMUM OF 15 MINUTES TO PRESENT)**

8A (SP6)	FORCE REPORT AND PRESENTATION	ASSURANCE
8A (SP7)	FORCE REPORT AND PRESENTATION	ASSURANCE
<b>DECISION REPORTS</b>		
9A	INDEPENDENT CUSTODY RECORD REVIEWING UPDATE	DECISION
9B	POTENTIAL REPLACEMENT OF COTTON LANE POLICE STATION	DECISION
<b>PERFORMANCE ISSUES</b>		
10A	PERFORMANCE REPORT	ASSURANCE
<b>FINANCE UPDATE</b>		
11A	FORCE FINANCE BRIEFING	ASSURANCE
11B	UPDATE ON TREASURY MANAGEMENT AND PRUDENTIAL INDICATORS 2018/19	ASSURANCE

11C	ANNUAL AUDIT LETTER	TO NOTE
11D	REVISED FEES AND CHARGES	ASSURANCE
<b>REPORTS TO NOTE</b>		
12A	INDEPENDENT CUSTODY VISITING UPDATE	ASSURANCE
12B	DOG WELFARE SCHEME UPDATE	ASSURANCE
12C	LISTENING TO YOU UPDATE	ASSURANCE
12D	PUBLIC SECTOR EQUALITY UPDATE	ASSURANCE
<b>DECISIONS TAKEN</b>		
13A	DECISIONS TAKEN BUT NOT YET REPORTED TO THE STRATEGIC PRIORITIES ASSURANCE BOARD	TO NOTE
<b>ANY OTHER BUSINESS AND/OR CLOSING REMARKS</b>		
	NONE	



# STRATEGIC PRIORITIES ASSURANCE BOARD

## MINUTES

<b>DATE OF MEETING</b>	24 SEPTEMBER 2018
<b>TIME OF MEETING</b>	6:30PM
<b>LOCATION</b>	CONFERENCE ROOM 3, FORCE HQ, RIPLEY, DERBYSHIRE.

**In attendance:**

**Office of the Police and Crime Commissioner:** PCC Dhindsa, DPCC Gillott, Mr D Peet, Mrs E Kelly, Ms D Rimell

**Constabulary:** PCC Goodman, DCC Knighton, ACC B McWilliam, Mr T Neaves

Agenda No.	Item	Decision (including Dec No.)/ Action
	<p><b>Ask the SPA</b>            A number of questions had been submitted prior to the meeting. A note of the full questions and the responses can be found at <a href="https://app2.sli.do/event/ftomzpn0">https://app2.sli.do/event/ftomzpn0</a></p> <p>After the 'Ask the SGB' session had closed a question was received about Police presence (or lack thereof), the Chief Constable advised that a response would be drafted and the question would be answered in due course, a note off the question and the response can be found by clicking on the link above.</p>	
1.	<p><b>APOLOGIES</b>            Mr A Dale, ACC Gibson</p>	
2.	<p><b>DECLARATIONS OF INTEREST</b>            No declarations of interest were received.</p>	
3A.	<p><b>ANNOUNCEMENTS FROM THE COMMISSIONER</b>            Noting that ACC McWilliam would soon be retiring from his position as ACC, the Commissioner thanked ACC McWilliam for his valuable contribution to policing Derbyshire. The Commissioner stated that he had enjoyed working with ACC McWilliam and he wished him a very happy retirement.</p> <p>Taking over the ACC responsibilities on a temporary basis would be T/ACC Mehmet, the Commissioner welcomed him to the Chief Officer team and looked forward to working closely with him in the future.</p> <p>The Commissioner reminded the meeting that the Hate Crime Awareness week would take place between 13-20 October. As the PCC portfolio lead for Hate Crime, PCC Dhindsa would be attending the service of hope and remembrance in St. Paul's Cathedral on Sunday 14 October. PCC Dhindsa advised that nationally, PCCs are co-ordinating activities for this week and there will be different announcements each day for each of the hate crime characteristics, promoting #No2hate.</p>	

	<p>ACC McWilliam announced that the Constabulary will also be supporting this event.</p> <p>Finally the Commissioner made reference to the National Audit Office Review of Policing and Review for Policing Demand. The Commissioner was pleased to note the findings of the review which provide an independent verification that the cuts of policing budget over the last eight years have led to an impact on policing which reduce the spread of policing across the country as a whole.</p> <p>The Commissioner hoped that the Government would take note of the review and consider an increase in police funding at the next budget. The Commissioner reflected that an increase would be welcome as the Grant for policing has not changed in recent years (representing a cut in real terms) which has been difficult to manage alongside the changing nature of policing.</p>	
3B	<p><b>ANNOUNCEMENTS FROM THE CHIEF CONSTABLE</b></p> <p>The Chief Constable thanked ACC McWilliam for his work at ACC to the Derbyshire Constabulary and he wished him every success for the future.</p> <p>The Chief Constable also announced that DCC Knighton would also be retiring next year, with an official leave date of March 2019.</p>	
4A	<p><b>MINUTES</b></p> <p>The minutes were noted.</p>	
5.	<p><b>REVIEW OF ACTIONS</b></p> <p><b>Strategic Governance Board 19 March 2018</b></p> <p><b>PCC Performance Report</b></p> <p>DPCC Gillott announced that he had liaised with Ch. Sup. Wilson to get an understanding into the downward trend for prosecutions in violence. DPCC Gillott was content with the quality of information received, however, he recognised that further work was needed which would take time to fully understand the reasons for this trend. DPCC Gillott recommended that work continue in this area, which he would oversee, but in the meantime this be removed from the actions which was agreed.</p> <p><b>Strategic Governance Board 21 May 2018</b></p>	

	<p><b>OPCC Report and Presentation</b>          It was noted that the action to update the Police and Crime Plan was complete.</p>	
6.	<p><b>FORWARD PLAN</b>          Noted.</p>	
8A	<p><b>OFFICE OF THE POLICE AND CRIME COMMISSIONER REPORT AND PRESENTATION</b>          Mr Peet provided a presentation giving an overview of the work undertaken by the OPCC in relation to progressing the Police and Crime Plan Objective 5 ‘Working with Young People including those who have been either victims of crime or offenders, to understand their needs and prevent them becoming involved in criminal activities’ (presentation available on the Commissioner’s website).</p> <p>Mr Peet outlined the headline results of the Listening to You Survey 2017-2018. It was noted that a full report will be presented to the next meeting of the SPA Board in November.</p> <p>Referring to Sub-Objective 2, Mr Peet outlined that £325,000 worth of Community Safety Funding has been made available for all Community Safety Partnership’s (CSPs) for the financial year 2018-2019. In addition, grants have been awarded to four projects which specifically aim to work with young people to keep them safe online and prevent them from being involved in knife crime and gangs, outlined at paragraph 5.</p> <p>Working toward subjective 3, Mr Peet highlighted, as detailed at para 6, that the Commissioner has commissioned a three year Children &amp; Young People’s Independent Sexual Advisor (ChiSVA) service.</p> <p>The PCC commissioned Remedi in 2016 to deliver a targeted support service for young who have been a victim of crime. Ms J Reynolds joined the meeting to provide an update on the work that they have been doing.to support young victims.</p> <p>Finally, Mr Peet highlighted the work ongoing with the Safer Together through Sport Programme as detailed at para 8.</p>	

	<p><b>RESOLVED:</b>          Direct assurance was gained that this area of business is being managed efficiently and effectively.</p>	
<p>8B</p>	<p><b>FORCE REPORT AND PRESENTATION</b>          Ch Insp. M Cooper provided a presentation giving an overview of the work undertaken by the Constabulary in relation to progressing the Police and Crime Plan Objective 5 (presentation available on the Commissioner’s website).</p> <p>Ch Insp. Cooper highlighted as detailed at para 2.2 the findings from the research conducted by the National Police Chief’s Council in 2017. The Commissioner was shocked that only 2.5% of young people knew of 101. The Chief Constable considered that this was due to the differences in methods of communication for young people.. Ch Insp. Cooper reaffirmed this, highlighting that young people’s view of engagement is different to the traditional methods and as such an engagement action plan has been created, outlined at para 2.3.</p> <p>Ch Insp. Cooper highlighted the work ongoing in relation to Sub-Objective 2, which included:</p> <ul style="list-style-type: none"> <li>• Specific support for victims of crime</li> <li>• Support for general public</li> <li>• Online safety advice</li> <li>• CEOP Ambassadors</li> <li>• Online training for all officers and;</li> <li>• Input into schools (all outlined in para 3 of the report).</li> </ul> <p>Work to support young people who have been a victim of sexual exploitation was highlighted, as detailed at para 4 and the Commissioner queried how all the agencies can work together better to ensure a better service is given to young victims. He suggested that this area should be examined further to identify if there is any duplication or there are gaps which can be supported through commissioning.</p> <p>DPCC Gillott added that all the partners speak very highly of the Force and the work they do which makes a real difference to young people.</p>	<p><b>Further work be undertake to examine how all agencies can work together better to ensure a better service is given to young victims.</b></p>

	<p>Detailed at para 7.1 was that there has been a 43% increase in crime of a CSE nature, the Commissioner questioned why the increase was so high and was informed that this was due to better recording.</p> <p>Noting, as detailed at para 2.5 that SNTs are the primary method of engaging with young people face to face, the Commissioner added that he will be working more closely with schools to understand if there is a consistency in approach and to understand how resources can be used more effectively. DPCC Gillott added that there is a desire to work smarter with schools and Local Authorities to identify to top priorities for commissioning agreements.</p> <p>Noted at para 2.8 were the options for the public to contact the force via social media. The Commissioner referred to the recent funding for a Single Online Home (SOH) solution, adding that this solution will allow greater digital contact, specifically around engagement with young people.</p>	
	<p><b>RESOLVED:</b>          Direct assurance was gained that this area of business is being managed efficiently and effectively.          To create a civilian coordinator role to monitor, assess and publicise diversionary schemes.</p>	
<p>8C</p>	<p><b>PARTNER REPORT AND DISCUSSION</b>          Mr Peet provided a presentation giving an overview of how Partners are making progress towards the Police and Crime Plan Objective 4 (presentation available on the Commissioner’s website).</p> <p>Mr Peet thanked all the partners who had provided a submission outlined at para 1.2.</p> <p>The Commissioner thanked both Ch Insp. Cooper and Ms J Reynolds for attending the meeting and providing their updates.</p>	
	<p><b>RESOLVED:</b>          Direct assurance was gained that this area of business is being managed efficiently and effectively.</p>	

11A	<p><b>REVISED CAPITAL PROGRAMME</b> Mr Neaves presented the report and explained the update to the Capital programme which reflected the re-profiling of projects, virements and variations to schemes.</p>	
	<p><b>RESOLVED:</b> The changes to the capital programme 2018/29 to 2021/22 were approved.</p> <p>The latest capital funding position (outlined at para 2.12) was noted.</p>	
12A	<p><b>JARAC ANNUAL REPORT</b> The JARAC Annual Report attached at Appendix A was presented for noting.</p>	
	<p><b>RESOLVED:</b> The contents of the JARAC Annual Report were noted.</p>	
12B	<p><b>OPCC ANNUAL REPORT</b> The OPCC Annual Report was attached at Appendix A to the report and was noted as now being published via the PCC's website.</p>	
	<p><b>RESOLVED:</b> It was noted that the Annual Report will be published via the PCCs website.</p>	
12C	<p><b>JARAC MINUTES (MAY AND JULY)</b> The JARAC minutes from May and July were attached at Appendices A &amp; B respectively</p> <p>Mr Peet highlighted minute 38.8 which stated that the External Auditor had been impressed with Derbyshire's forward planning, stating that what Derbyshire did with the reserves showed impressive forward thinking.</p> <p>Noting this, the Commissioner thanked Terry and the team for the excellent work undertaken in getting to this position.</p>	
	<p><b>RESOLVED:</b> Direct assurance was gained that this area of business is being managed efficiently and effectively.</p>	

12D	<p><b>STRATEGIC POLICING REQUIREMENT</b></p> <p>The Chief Constable presented the report which provided an overview of the Strategic Policing Requirement.</p> <p>The Chief Constable advised that the SPR has changed over time as more granularity has been added around CSE and Cyber-Crime and it is indeed, under review again.</p> <p>The Chief Constable did highlight his concerns around the ability to respond nationally to wide-scale civil unrest and he advised that representations to the government have made in this regard. The Chief Constable did advise however, that the Local Resilience Forum will make a local assessment for any civil contingencies that might arise for the future and an event has been planned to take place in October.</p> <p>The Commissioner advised that he would feed this concern back to three PCCs who are focussing on Brexit issues currently.</p>	
	<p><b>RESOLVED:</b></p> <p>Direct assurance was gained that this area of business is being managed efficiently and effectively.</p>	
13A	<p><b>DECISIONS REPORT</b></p> <p>All decisions made by the Commissioner are published on the Commissioner’s website as soon as possible after the decision is made and are therefore available as public information at <a href="http://www.derbyshire-pcc.gov.uk/Public-Information/PCC-Decision-Making.aspx">http://www.derbyshire-pcc.gov.uk/Public-Information/PCC-Decision-Making.aspx</a></p> <p>To ensure full transparency, attached at Appendix A to the report is the Decision Log 2018 which contains hyper-links to all decisions made for the year to date.</p>	
	<p><b>RESOLVED:</b></p> <p>Direct assurance was gained that this area of business is being managed efficiently and effectively.</p>	

Meeting closed at 20.05

**REVIEW OF ACTIONS**

Decision No.	Agenda Item	Report Title and Action Required	Responsible Officer	Progress
<b>STRATEGIC GOVERNANCE BOARD 24 SEPTEMBER 2018</b>				
	8B	<p><b>FORCE REPORT AND PRESENTATION</b>  <b>Police and Crime Plan Objective 5</b>            Further work be undertake to examine how all agencies can work together better to ensure a better service is given to young victims.</p>	Constabulary	<p><i>The Constabulary are exploring specific aspects of the wider Criminal Exploitation of Children which includes Child Sexual Exploitation to see where the gaps are in terms of what is delivered to victims and their families. There is currently the specific services that Safe and Sound provide and that is within the scope of the review. We are working with the OPCC and have met Kevin Gillot. Once the report is completed further updates will be provided. It is requested that any meeting which explores the commissioning of services in this area includes the supervision of the CSE department.</i></p>

<b>STRATEGIC PRIORITIES ASSURANCE BOARD Forward Plan</b>		
26 November 2018	<p><b>STRATEGIC POLICING PRIORITY 6</b></p> <p><i>Working with the Constabulary to develop the policing family to be more representative of the diverse communities it serves.</i></p> <p><b>STRATEGIC POLICING PRIORITY 7</b></p> <p><i>Working with the Constabulary and partners to maximise the opportunities from developments in technology.</i></p>	<p>Public Sector Equality Update Listening to You. ICV Scheme Dog Welfare Scheme Performance Report</p>
21 January 2019	<p><b>BUDGET AND PRECEPT MEETING</b></p> <p>Budget and Precept Report Reserves Strategy Capital Strategy</p>	
28 January 2019	<p><b>STRATEGIC PRIORITY 1</b></p> <p><i>Working to keep the most vulnerable in our communities safe from crime and harm and supporting those who unfortunately find themselves a victim of crime</i></p>	<p>JARAC Minutes (November) Distribution of Police Property Act Fund CJ Update Large Grants Awards</p>
18 March 2019	<p><b>STRATEGIC PRIORITY 2</b></p> <p><i>Working to tackle the emerging threats of cyber and cyber-enabled crime on individuals, businesses and communities</i></p>	<p>OPCC Consultation &amp; Engagement</p>

# STRATEGIC PRIORITIES ASSURANCE BOARD

<b>REPORT TITLE</b>	STRATEGIC PRIORITY 6: WORKING WITH THE CONSTABULARY TO DEVELOP THE POLICING FAMILY TO BE MORE REPRESENTATIVE OF THE DIVERSE COMMUNITIES IT SERVES
<b>REPORT BY</b>	CHIEF CONSTABLE
<b>DATE</b>	26 NOVEMBER 2018

## **PURPOSE OF THE REPORT**

To provide assurance to the Police and Crime Commissioner that the Constabulary are making progress towards the Police and Crime Plan Objective 6: Working with the Constabulary to develop the policing family to be more representative of the diverse communities it serves.

## **ATTACHMENTS**

1. Appendix A: Police Workforce, Derbyshire Constabulary: Workforce Data
2. Appendix B: Background Information of Career Pathways

## **RECOMMENDATIONS**

To determine if the PCC can gain direct assurance that this area of business is being managed efficiently and effectively

## **CONTACT FOR ENQUIRIES**

Name:	Chief Superintendent Steve Wilson
Tel:	0300 122 4140
Email	spaenquiries@derbyshire.pnn.police.uk

## 1. OVERVIEW OF THE STRATEGIC PRIORITY

- 1.1. The Police and Crime Plan Objective 6, directly links to Objective 5 of the police force's Equality Action Plan 2016 – 2020 and a comprehensive Valuing People Valuing Difference (VPVD) Plan 2017 - 2020. The VPVD Plan has been developed with reference to good and developing practice nationally. Both objectives are currently driven through the VPVD Governance Board, chaired by the Deputy Chief Constable, meeting on a quarterly basis. The objectives are additionally supported through legislation under sections 158 and 159 of the Equality Act 2010.
- 1.2. S.158 allows Positive Action (PA) in respect of employment. It allows action to be taken, to support those with a protected characteristic such as age, disability, race and sex (gender), as long as it is a 'proportionate means to achieving a legitimate aim'. This may include training to support individuals to obtain employment.
- 1.3. In areas under recruitment and promotion, S.159 permits an employer to take into consideration a protected characteristic when deciding who to recruit or promote, providing individuals who fall into the particular characteristic are disadvantaged or under-represented. This action can only be taken where candidates are 'as qualified as' each other.
- 1.4. The Home Office removed the requirement for forces to have in place targets to address under-representation some years ago. Consequently, police forces now work to the national census (2011) and the local demographic information contained therein, to assist in ensuring representation is reflective of local communities.
- 1.5. According to the Census 2011, the population of Derbyshire (including the city) is recorded at 1,018,438. This placed the Black and Asian Minority Ethnic (BAME) at 6.7%.
- 1.6. Nationally, police officer numbers have continued to fall each year, and are now at their lowest level since comparable records began in 1996. There has been a loss of over 21K officers nationally since their peak in 2009. There is a lack of data nationally in the areas of disability and lesbian, gay, bi-sexual and transgender (LGB&T).
- 1.7. Below provides a breakdown of all 43 forces (excluding British Transport Police). It does not include Police Support Volunteers (PSVs) or designated officers who are those staff given additional powers. Their roles and the information provided vary considerably across forces.

<b>Police Officers</b>	<b>122,404</b>	<b>Police Staff</b>	<b>62,820</b>	<b>PCSOs</b>	<b>10,622</b>	<b>Specials</b>	<b>11,690</b>
<b>BAME</b>	7,850 6.6%	<b>Ethnicity</b>	4,272 6.8%	<b>Ethnicity</b>	1,009 9.5%	<b>Ethnicity</b>	1,321 11.3%
<b>Sex</b>	36,417 30%	<b>Sex</b>	38,320 61%	<b>Sex</b>	10,123 45.3%	<b>Sex</b>	3,390 29%

**2. SUB-OBJECTIVE 1: THE PCC WILL WORK WITH THE CHIEF CONSTABLE TO ACTIVELY ENCOURAGE AND SUPPORT THOSE FROM UNDER-REPRESENTED GROUPS TO SEE DERBYSHIRE CONSTABULARY AS AN EMPLOYER OF CHOICE**

- 2.1. As at 1 July 2018, 1178 females (49%) of the workforce made up Derbyshire Constabulary. This closely reflects Derbyshire's population of 51.8%. Female workers made up 70% of police staff within the force and 54% of new starters were female.
- 2.2. As at 1 July 2018, 98% of the workforce had recorded their ethnicity. 151 in the workforce (4.2%) identified as BAME. 3.4% of the workforce identified as BAME police officers, slightly less (3.5%) than recorded last year. For police staff this representation improves to 4.5%. Under-representation for BAME officers against local representation is an issue for all forces. Whilst the Met Police has the highest proportion of BAME officers (14%) it is still below the proportion of the BAME population in the capital (40%). It is worth noting however that Derbyshire's recent 2017/18 recruitment campaigns will see an increase in BAME representation for officers to just under 6%. Derbyshire has a higher level of female and BAME officer leavers when compared to national figures and the force is mindful of the need to understand the reasons for this. The rank of sergeant is also low for females in Derbyshire at 16% compared to 22.8% nationally.
- 2.3. Appendix A, Police Workforce, Derbyshire Constabulary: Workforce Diversity provides further information in this area, as well as a more detailed breakdown of data in the areas of joiners, leavers, rank and promotions. Improvements in our exit interview process, work/life balance and wellbeing practices are being driven through the force Wellbeing Board chaired by the Deputy Chief Constable.
- 2.4. To address the gaps of under-representation within the force, the Chief Constable and Deputy Chief Constable with support from the Police and Crime Commissioner (PCC) has appointed a strategic lead for Inclusion, at Chief Inspector rank, and a Police Constable on secondment as tactical support. This is in addition to existing resources, a Police Community Support Officer (PCSO) and an apprentice, who are working in this area. Responsibility for PA will sit under Inclusion, linking closely with HR, Equality and staff support networks, to bring additional value in delivering this important objective by building long-term relationships within all communities.
- 2.5. The strategic leads for Workforce Planning (HR) and Equality meet quarterly with the PCC to provide a progress report and consider joint initiatives to support workforce representation and equality business areas. The strategic lead for Inclusion will form part of these meetings going forward. Further, the Office of the PCC (OPCC) is represented on the VPVD Governance Board.
- 2.6. Examples of joint initiatives have included engagement activities such as Gay Pride, Derby Caribbean Carnival and supporting the OPCC Listening to You campaign. Mutual benefit has been gained through gaining the views of the public in terms of how we gauge public confidence, and its impact on those

considering joining the police. The OPCC supported the LGB&T Role Models Booklet and its launch event at the University of Derby. This empowered individuals from an LGB&T background to put themselves forward as role models and mentor others within the organisation.

- 2.7. As part of the Government's drive to professionalise policing, several career pathways to becoming a police officer have been introduced. From 2020 all new officers will be required to have a degree qualification. In addition to the traditional ways of joining as a police officer, career pathways currently being used by Derbyshire are Direct Entry, Fast Track, Police Constable Degree Apprenticeship (PCDA), pre-join scheme and Police Now (see Appendix B). Our strategic lead for Inclusion is now engaged with the College of Policing to improve the local promotion of the Direct Entry scheme to underrepresented communities and to support the College in developing their approach.

**3. SUB-OBJECTIVE 2: THE PCC WILL WORK WITH COMMUNITIES TO UNDERSTAND THE BARRIERS TO PEOPLE JOINING DERBYSHIRE CONSTABULARY AND TRY, WHEREVER POSSIBLE, TO REMOVE SUCH BARRIERS**

- 3.1. A number of initiatives have taken place, which have included the PCC, the force and other stakeholders in providing a deeper insight to the policing family and exploring real and perceived barriers.
- 3.2. Regular updates and feedback is provided through the forces Independent Advisory Group; made up of members of the public who act as 'critical friends' to the organisation.
- 3.3. Derbyshire Constabulary are the first police force in the country to work with Job Centre Plus (JCP) on joint Work Based Academies (WBA), aimed at getting JCP service users back into the workplace. The WBA runs over a two week period, providing service users from under-represented groups an opportunity to find out about the role advertised, meet members of the organisation and access training. This was used as a positive action initiative to support recruiting towards a representative workforce for our PCSO campaign in June 2018. Out of the six BAME participants, 2 successfully passed the interview and have since started their PCSO careers.
- 3.4. In order to evaluate its success and viability for future campaigns, it is currently being used for the force Contact Management recruitment campaign to recruit call handlers. On 7<sup>th</sup> November 2018, 34 individuals attended an awareness event. Following presentations, 17 are currently on the programme, 11 of which are BAME, 3 LGB&T and 2 having a disability. Traditional recruitment methods remained, and continue to remain in place. A member of the Inclusion team attends JCP twice weekly. Evaluation of the WBA will be through the VPVD Governance Board.
- 3.5. Diversity Watch, commissioned by the PCC, have been supported by the Chief Constable, both strategic leads for Inclusion, Equality and the Black Police Association. A PCC/Diversity Watch community event with inputs from all took place on 20 October 2018. It enabled the Chief Constable and PCC to make clear our organisational commitment to having a representative workforce. It also

provided the strategic leads the opportunity to speak about their own personal journeys, network and explore future partnership working.

- 3.6. Further research projects have been commissioned through the East Midlands Policing Academic Collaboration Co-operative and University of Derby, whose PCDA students will look at different barriers to joining the police service as part of their degree apprenticeship. The involvement of our PCDA students in this work will support our desire to develop a culturally competent workforce. Interim findings will be presented at the VPVD Governance Board in July 2019, with a further update at the National Black Police Association Conference, hosted by Derbyshire in October 2019.
- 3.7. The Black Police Association (BPA) 20 year anniversary gala dinner in June 2018, saw a number of partnership opportunities formed, notably Chesterfield African Caribbean Association, CEI Consultancy, Motorpoint and Open Doors Forum. All seek to explore/support mentoring opportunities for young people with police personnel, as well as deliver on joint projects. Additionally, the event yielded a number of community ambassadors who have all become positive advocates for the police service, which is a key priority in our VPVD Plan.
- 3.8. During October to present date, the Equality Unit and Inclusion team have arranged and attended the Eastern European Communities Network Centre, St. James' Centre and local Faith establishments in Normanton, Derby. Support was provided by community leaders, local officers, staff and volunteers. As a result there has been a surge in expression of interests for the PCDA from under-represented groups of 30+ potential candidates. Further events are arranged throughout November with support from the Muslim community and University of Derby. Current projections predict this figure will rise to 50+.

4. **SUB-OBJECTIVE 3: THE PCC WILL CHALLENGE THE CHIEF CONSTABLE TO ENSURE THAT, WHERE POSSIBLE, THE DIVERSE COMMUNITIES THE FORCE SERVES ARE REPRESENTED THROUGHOUT THE WORKFORCE AND ACROSS THE RANK STRUCTURE**

- 4.1. National charter marks such as the Government's Disability Confident, the MIND mental health charity Blue Light initiative and Stonewall, the LGB&T charity, help to ensure barriers to recruitment, retention and progression are monitored, and appropriate measures put in place. The Equality Unit, HR and staff support networks are actively involved in these areas. Further scrutiny is given through the Wellbeing Board, chaired by the Deputy Chief Constable which provides oversight of sickness levels, grievances, exit interviews and ensures wellbeing initiatives are in place. All have an impact on the retention and development of staff.
- 4.2. Our Equality Information 2017 – 2018, which provided a detailed breakdown of protected groups within the workforce, which includes rank and departments, can be found on the Derbyshire Constabulary website, under our Equality and Diversity pages. It is also referred to in the SPA Board PSED paper.
- 4.3. In May 2018 the VPVD Governance Board commissioned an independent peer review of recruitment, retention and progression. As a result, a number of recommendations made have been acted on. Strategic leads for Vetting and Equality now meet to scrutinise applications from under-represented groups

where anomalies arise. Measures are in place to address the diversity of panels for promotion boards and an intense mentoring process is in place to support internal and external candidates.

- 4.4. Development days and development programmes have taken place throughout the year to support all protected characteristics. These have resulted in an increase in our mentoring pool, applications for police staff roles and the promotion process.
- 4.5. The three year PCDA accepts individuals with a level 3 qualification, whereby from day one they receive a salary as a student officer, study for a degree paid for by their chosen police force, and benefit from a mix of practical and theoretical training.
- 4.6. Derbyshire is an early adopter force, working in partnership with the University of Derby; taking its first cohort in September 2018. Evidence of prior learning for SCs and PCSOs already in the organisation will now be accepted in place of a level 3 qualification.
- 4.7. Of those currently on the programme who completed the diversity monitoring form, their makeup is made up of the following protected characteristics:

Age		Ethnicity		Religion		Sex		Sexual Orientation		Transgender	
18-24	9	Indian/Asian British	1	Christian	6	Female	9	Bisexual	1	Intersex	1
25-34	8	Bangladeshi/ Asian British	1	Hindu	1	Male	9	Gay/lesbian	1		
35-44	2	White British	16	Muslim	1	Prefer Not To Say	1	Heterosexual	16		

- 4.8. Early contact has been made by other police forces, to seek areas of good practice and learn the lessons prior to their own implementation. The next PDCA intake campaign will commence on 5 January 2019.
- 4.9. A range of methods have been used to market the PCDA. These have included recruitment events, application support sessions, a range of social media platforms, community contacts and the force internet. Considerable success has been achieved through radio interviews and the community relationships already in place. This has ensured additional support from those communities where there is under-representation. Previous recent applicants have been contacted and informed of the new recruitment process, as well as the assigning of mentors to those who have expressed an interest. Due to its early stage, it has not been possible to monitor the effectiveness of the PCDA, but this will be done through the PCDA Steering Group.
- 4.10. Discussions have taken place between the Deputy Chief Constable and the university lead for the policing programme about the need for the university element of the PCDA to be culturally competent. This will be monitored through the PCDA Steering Group.
- 4.11. Recruitment will open in January 2019 for Direct Entry and later in the year for Fast Track. Derbyshire will be offering two places per programme. Applications

are also currently being accepted for Police Now. Derbyshire is offering 10 places. For all three programmes, awareness workshops have already taken place which has seen strong interest from a range of protected characteristics, including BAME, LGB&T and sex.

**5. SUB-OBJECTIVE 4: THE PCC WILL SEEK TO INFLUENCE THE NATIONAL DEBATE AROUND ISSUES OF DIVERSITY WITHIN MODERN POLICING**

- 5.1. The PCC, through the Association of Police and Crime Commissioners is the national deputy lead for diversity and national lead for hate crime. Both portfolios enable the PCC to shape the national agenda.
- 5.2. The National Police Chief's Council (NPCC) have devised a diversity strategy and toolkit to support all forces. Derbyshire has mapped their own plans against this and are reassured its content supports what is in place locally. Both of Derbyshire's strategic leads for Inclusion and Equality are part of the National BPA working group to provide ongoing scrutiny of the strategy.
- 5.3. Further, both force strategic leads work closely with the College of Policing. The Inclusion lead has been contacted by the college and will have a direct input into shaping the new police officer assessment centre process. The Equality lead sits on the College of Policing Professional Development and Leadership Board, is a College of Policing Assessor, and represents the force at equality and diversity national forums.

**6. SUB-OBJECTIVE 5: THE PCC WILL CHALLENGE THE CHIEF CONSTABLE TO CONTINUE TO DEVELOP THE VOLUNTEERING OPPORTUNITIES AFFORDED BY THE FORCE, BOTH AS SPECIAL CONSTABLES AND POLICE SERVICE VOLUNTEERS, AND ENCOURAGE PEOPLE FROM ALL BACKGROUNDS TO VOLUNTEER WITH DERBYSHIRE CONSTABULARY**

- 6.1. Representation across all strands of volunteering is positive. The most ethnically diverse area of the workforce is for PCSOs and police support volunteers (PSVs) both reporting just under 7%. Special Constables (SCs) stands at 5.9%. There is a significantly higher percentage of those in the age category '25 and under' for Derbyshire (60%) and nationally (37%). This may reflect individuals using this route to assist in gaining employment with the force. Derbyshire is one of a small number of forces who use the Pre-Join Scheme as one of their career pathways. Run jointly with the University of Derby it permits university students to work as SCs during years 2 and 3 of their Policing Degree, with a view to joining as a regular officer on completion.
- 6.2. The volunteering route is seen as an attractive option to experience policing in police officer and police staff roles before committing to a career. This business area sits under the forces Operational Support Department; however, collaboration and restructuring opportunities are currently being explored.

**7. RISKS AND THREATS**

- 7.1. The key area of risk and threat is ensuring that our investment in PA delivers a representative and culturally competent workforce, through which a better quality of service is delivered to all of our communities. The continued resourcing of the PA business area, along with the Equality Unit and Volunteering Unit will be

necessary in the long-term to achieve our aim as there are many interdependencies between these business areas.

- 7.2. Given that the current national and local demographics are generally based on the 2011 census, it is likely that the 2021 census will describe a different demographic in our communities which will provide a renewed challenge in attaining a representative workforce. The Inclusion lead is working on a long term strategy to address the implications of the next census and how this may impact on new and emerging communities.
- 7.3. Ongoing evaluation of this business area will continue to take place through the VPVD Governance Board, Wellbeing Board and partners through the PCDA Steering Group.

## **8. SUMMARY**

- 8.1. Having a representative workforce is a key strategic aim of the Derbyshire Constabulary. Progress is being made, however, there is more to be done. In recognising the importance of providing a culturally competent service to our communities and being an employer of choice, this report demonstrates that we have set out comprehensive plans, now peer reviewed, to meet this aim and have recently increased resourcing to provide a greater impetus in delivering this aim.

HR – Workforce Planning

# Police Workforce, Derbyshire Constabulary: Workforce Diversity

Gender, Age and Ethnicity

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# 1 INTRODUCTION

This report provides an analysis of the changes that have occurred to the Derbyshire Constabulary workforce over a period of 12 months (1 July 2017 to 1 July 2018). It is designed to help strategic decision-makers:

- Improve their understanding of the current workforce profile
- Identify significant trends that are emerging
- Identify where support or resources may be needed to influence the future workforce profile. The organisation aims to have a diverse workforce that reflects the local population.

## Workforce Profile

The workforce profile is based on different worker types and also demographic information such as gender, age, and ethnicity.

The worker types are police officers, police staff, police community support officers (PCSOs), special constables, and police support volunteers (PSVs). The report only considers people in these posts at Derbyshire Constabulary on 1 July 2018.

## About the Data

This report uses data collected from the Gateway system on 1 July 2018. When looking at trends the report considers data that was collected on 1 July from four previous years (2014-2017)

The data in this report relates to the workforce headcount rather than FTE (full-time equivalent) (national figures use a mix of FTE and headcount data). It also focuses on the actual people in the workforce rather than the established posts. As a result there are notable issues with how workforce movement/turnover is recorded and reported in a 12 month period.)

It is difficult to match the numbers of leavers and starters in a 12 month period against the difference in total workforce numbers. For example, one worker may have two posts in the organisation and therefore could be counted twice in the worker type category, but only once as a starter or leaver. Further consideration will be given to how data is collected and reported to present a more useful set of figures.

Some parts of the report make comparisons to national (England and Wales) workforce data, where appropriate. National data was collected on 31 March 2018 and so there is a difference of 4 months when compared to Derbyshire Constabulary's data. Although this means we cannot make direct comparisons, the workforce changes over short periods are often minor, and so it is still useful to compare the trends in the data.

As we are not making direct comparisons, any percentage values are rounded up or down. This is because the use of decimal places could infer a level of accuracy that is currently unavailable.

## Changes for Next Year's Report

Next year's report will contain an analysis of data collected on a financial year basis, which will allow for direct comparisons to national police workforce data.

FTE as well as Headcount data will be used to match calculations used by the national data set.

There will also be an additional category in the report looking at workforce wellbeing. This category will allow us to analyse data relating to the number of deployable officers and the level of long-term sick leave.

It is acknowledged that some data labels and categories may be unhelpful. For example, Black, Asian and Minority Ethnic (BAME) is a category that may not represent people in the way that they wish to be identified. For this reason, some categories/titles may change in the future.

## 2 KEY FINDINGS

### Police Workforce

The workforce in Derbyshire Constabulary rose by 135 in the last year. A significant proportion of this rise is because Police Support Volunteers (PSVs) were included in the workforce figures for 2018. The workforce in Derbyshire was recorded at its lowest level in 2016 (from the previous five reporting periods).

At a national level, police officer numbers have continued to fall each year and are now at their lowest level since comparable records began in 1996. In Derbyshire, police officer numbers had also been declining. However, on 1 July 2018 there was a shift in the outlook, with a recorded overall increase of seven officers. This is the first recorded year-to-year increase in police officer numbers over the last four years.

There are also recorded increases to other worker types in July 2018. Police staff numbers are at the highest recorded level in the last four years. Special Constables are the only worker type to have fallen in numbers in the period between July 2017-18.

**Table 2.1 Police Workforce as at 1 July 2018 – Derbyshire Constabulary**

Worker type	2017	2018	Percentage change (%)
Police Officers	1754	1761	0.4
Police Staff	1375	1391	1.2
Police Community Support Officers	149	162	8.0
Special Constables	239	224	-6.7
Police Support Volunteers	N/A	114	N/A
<b>TOTAL</b>	<b>3517</b>	<b>3652</b>	<b>3.7</b>

The national recorded figure for the percentage of police officers in the paid<sup>1</sup> workforce is 61%. In Derbyshire Constabulary the percentage of police officers in the paid workforce is lower, at 53%.

If we look at the total workforce in Derbyshire Constabulary, which includes non-paid workers, the ratio of police officers is 48%.

<sup>1</sup> Excludes worker types that are unpaid, for example Special Constables

## Workforce Diversity

### Gender

On 1 July 2018, 33% of all Derbyshire Constabulary's officers were female. This is the highest recorded proportion over the last four years and is higher than the national percentage of female officers (30%).<sup>2</sup>

In Derbyshire, the proportion of female officers is lowest in the ranks of Sergeant (16%) and Chief Officer (0%).

In 2017/18, 42% of all new police officers were female. If this pattern continues, we could expect a change in the overall gender ratio of established police officers.

Leavers: The reasons for leaving the Force are notably different between male and female officers. The main reason for female officers leaving the force between 1 July 2017 and 1 July 2018 is resignation (44%). Only 13% of male officers resigned within this time period. The main reason for male officer leavers was retirement upon reaching their 30 year service point. This accounted for 34% of all male officer leavers and 9% for female officer leavers.

(For further information see page 8)

### Age

Derbyshire Constabulary is recording a slightly older workforce than the national police workforce figures.

There is a significantly higher percentage of people aged '25 and under' recorded for Special Constables in Derbyshire (60%). This is a trend which is also reflected in the national data.

(For further information see page 1414).

### Ethnicity

Workforce data relating to ethnicity excludes those who did not state their ethnicity.

As of 1 July 2018, 3.4% of police officers in Derbyshire Constabulary stated their ethnicity identified as BAME. This is a slight decrease from the figure of 3.5% recorded on 1 July 2017. PCSOs and PSVs have the highest recorded proportion of workers identified as BAME (both at approximately 7%).

Between 1 July 2017 and 1 July 2018, 401 people left the organisation. 6.5% of leavers stated their ethnicity identified as BAME. In the same period 419 people joined the organisation, of which 4.4% stated their ethnicity identified as BAME.

(For further information see page 16)

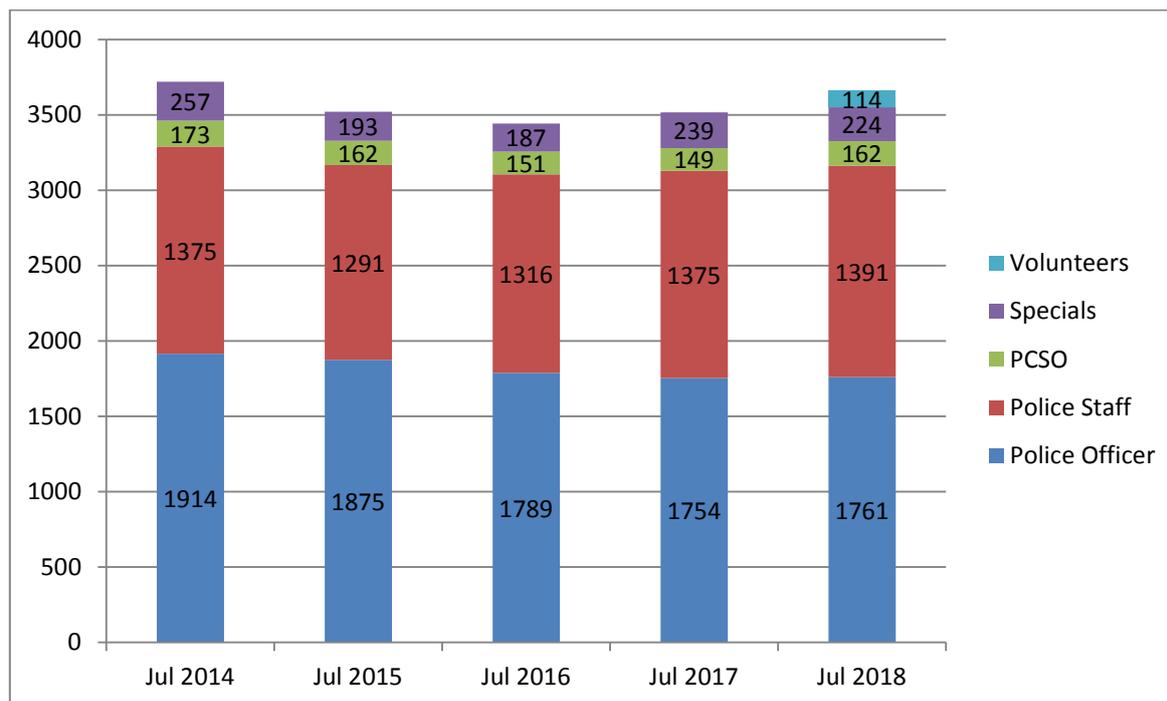
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<sup>2</sup> National data uses FTE rather than headcount; using FTE data the percentage of female officers in Derbyshire is 32% which is still higher than the national figure.

### 3 WORKFORCE COMPOSITION BY WORKER TYPE:

As of 1 July 2018, Derbyshire Constabulary had a headcount workforce total of 3652, an increase of 135 from 1 July 2017. Overall workforce numbers had been declining reaching their lowest levels in recent years in 2016. However, in both 2017 and 2018 there are recorded increases. The inclusion of volunteers into workforce figures in 2018 has enhanced the trend of increasing numbers.

**Figure 3.1: Workforce composition by worker type**



Police Officer numbers were declining in the period 2014-17; reaching their lowest numbers in July 2017. There is a slight increase recorded on 1 July 2018, albeit not reaching the highs of previous years. Police Staff numbers have generally increased each year and are now at their highest level in the last five reporting periods. PCSO numbers have followed a similar pattern to police officers with a general decline in numbers each year but a recorded increase in 2018. There is an increase of 8% for PCSOs from the 2017 data.

Police Officer numbers currently make up 48% of the current total recorded workforce (including non-paid workforce). While this is the lowest recorded percentage in the last five reporting periods, the inclusion of PSVs this year has impacted on the figures. Police Officer numbers have remained near the 50% mark of total workforce composition; with the highest recorded ratio of 53% in 2015.

## National picture:

Although national figures are not yet directly comparable as the data was collected on different dates, the figures have not changed significantly over a 3 month period. Nationally, 2018 has the lowest recorded officer numbers since comparable records began in 1996. There has been a loss of over 21K officers nationally since their peak in 2009. However, approximately half the forces in England and Wales increased their officer numbers in the 2017-18 period, including Derbyshire.

Nationally, there is a higher percentage of police officers to other paid workers. In 2017-18 this increased to 61% of the total workforce. In the same period, police staff numbers fell from 33% to 31% and PCSOs numbers fell from 7% to 5%.

The picture in Derbyshire Constabulary is different; we experienced an annual increase in both Police staff numbers (1%) and PCSOs (8%). Police officers currently make up 53% of the paid workforce in Derbyshire. Looking at the whole workforce, including non-paid workers, 48% are police officers.

## Starters:

Between 1 July 2017 and 1 July 2018, 419 people joined Derbyshire Constabulary in the following worker types:

Worker Type	Police Officer	Police Staff	PCSO	Special Constable	PSV	TOTAL
Number	119	168	28	61	43	419

## Leavers:

Between 1 July 2017 and 1 July 2018, 409 people left Derbyshire Constabulary in the following worker types:

Worker Type	Police Officer	Police Staff	PCSO	Special Constable	PSV	TOTAL
Number	111	136	12	75	67	401

## 4 WORKFORCE DIVERSITY

This chapter presents information on the diversity of the workforce, with a specific focus on gender, age and ethnicity.

### GENDER

There were 1778 females in the workforce on 1 July 2018, making up 49% of the total recorded workforce. This closely reflects the gender split of the local Derbyshire population (51.8%). If gender ratios are considered within different worker types the picture is less equal, for example in police staff, 70% of workers are recorded as female.

**Figure 4.1: Gender by worker type as of 1 July 2018**

Gender	Female	Male	% Female	% Male	Total
Police Officers	588	1173	33%	67%	1761
Police Staff	972	419	70%	30%	1391
PCSO	76	86	47%	53%	162
Specials	76	148	34%	66%	224
Volunteers	66	48	58%	42%	114
<b>Total</b>	<b>1778</b>	<b>1874</b>	<b>49%</b>	<b>51%</b>	<b>3652</b>

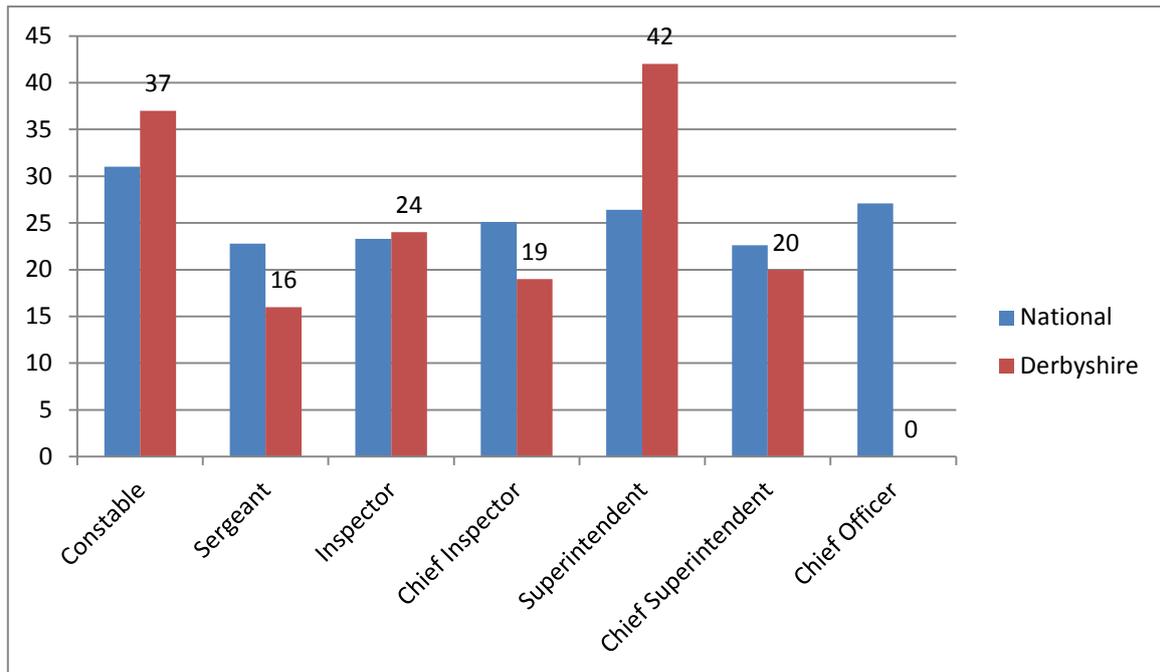
Police officers are predominantly male (67%) with female officers recorded at 33%. This is the highest recorded percentage of female officers in the last five reporting periods. Each year has recorded a small but steady increase in the ratio of female to male officers. Derbyshire's gender figures are slightly higher than the national female officer ratio which is recorded at 30%. The highest female officer ratio is recorded at Cumbria (38%) with the lowest at the City of London Police (23%).

Derbyshire reflects the national picture of small but steady increases in female to male officer ratio numbers. As could be expected with the history of female officer recruitment there are much higher ratios of female to male officers with 0-10 years in service (approx. 42%) compared to the number of female officers with 28 years plus service (17%).

## Rank:

Female officers are most commonly found in the rank of constable, which is consistent with the lower service length of many females. 89% of female officers in Derbyshire are in the rank of constable (75.6% of male officers). 37% of all constables are female which is higher than the national figure (31.6%).

**Figure 4.2: Proportion of female police officers by rank: Derbyshire (1 July 2018) and National (31 March 2018) data**

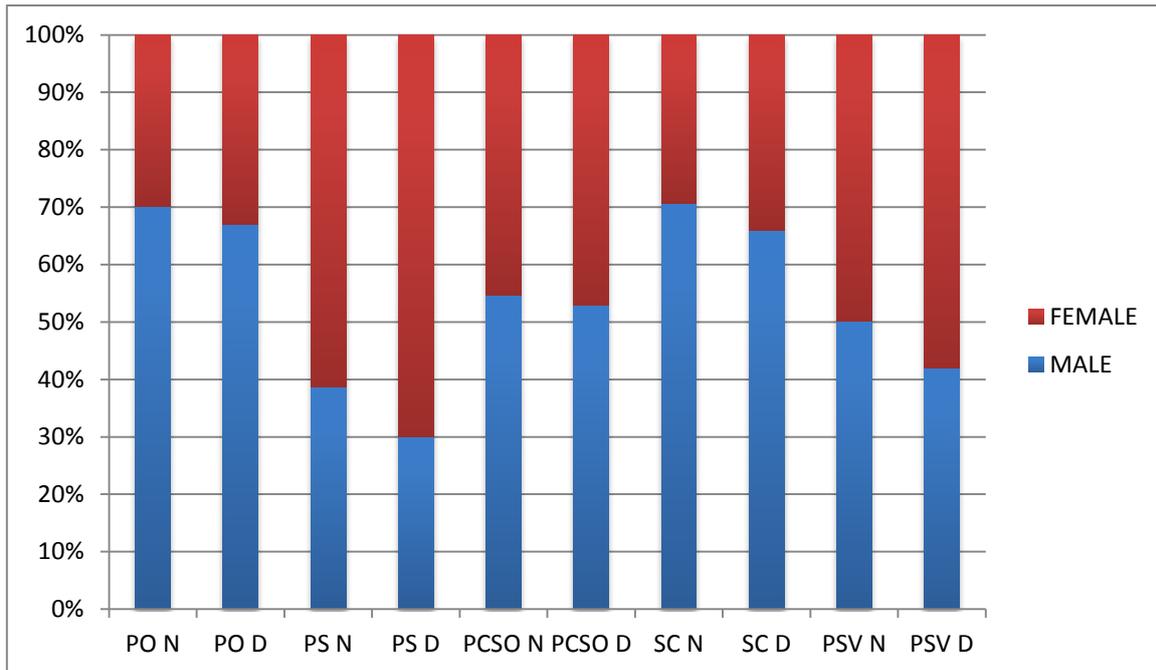


Nationally, the percentage composition for female officers in all other ranks is reasonably consistent; showing percentage ratios in the mid-20s. Chief Officers are the highest recorded female to male ratio at 27.1%. Derbyshire's picture is less consistent across ranks, ranging from 0% in Chief Officers to 42% for Superintendent. The rank of Sergeant is also low for female officers in Derbyshire with only 16% recorded as female (22.8% nationally). This may prove to be an issue in the future for female officer promotion to middle and higher ranks if so few are currently in the rank of Sergeant.

### Police Staff, PCSOs, Special Constables and PSVs:

As of 1 July 2018, female workers made up 70% of police staff in Derbyshire Constabulary. The gender split was more evenly balanced for PCSOs (47%) and PSVs (58%). The gender split for Special Constables (34%) is similar to that of police officers (33%). These trends were reflected in the national data for gender split on these workforce types.

**Figure 4.3: Proportion of females across worker type (National – N and Derbyshire – D)**



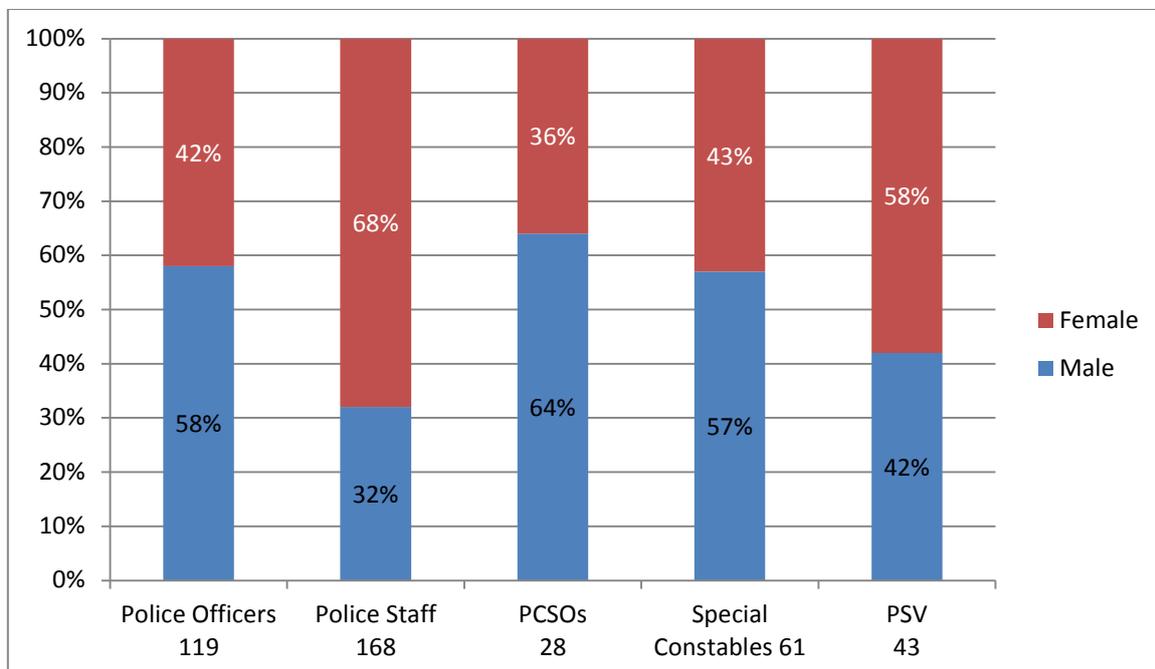
## Starters:

419 people joined Derbyshire Constabulary between 1 July 2017 and 1 July 2018. Approximately 54% of new starters are female.

42% of police officers who joined last year are female. The percentage of female joiners was higher than the current percentage of female officers (33%), suggesting a trend of an increasing ratio of female officers in the future. This trend is reflected in the national police officer gender figures, however Derbyshire's numbers are more pronounced.

Information about the gender split of new starters for other worker types are not reported nationally. The gender split for new starters in Derbyshire is recorded in figure 4.4 below.

**Figure 4.4: Gender split of new starters 1 July 2017-1 July 2018: All worker types:**



## Leavers:

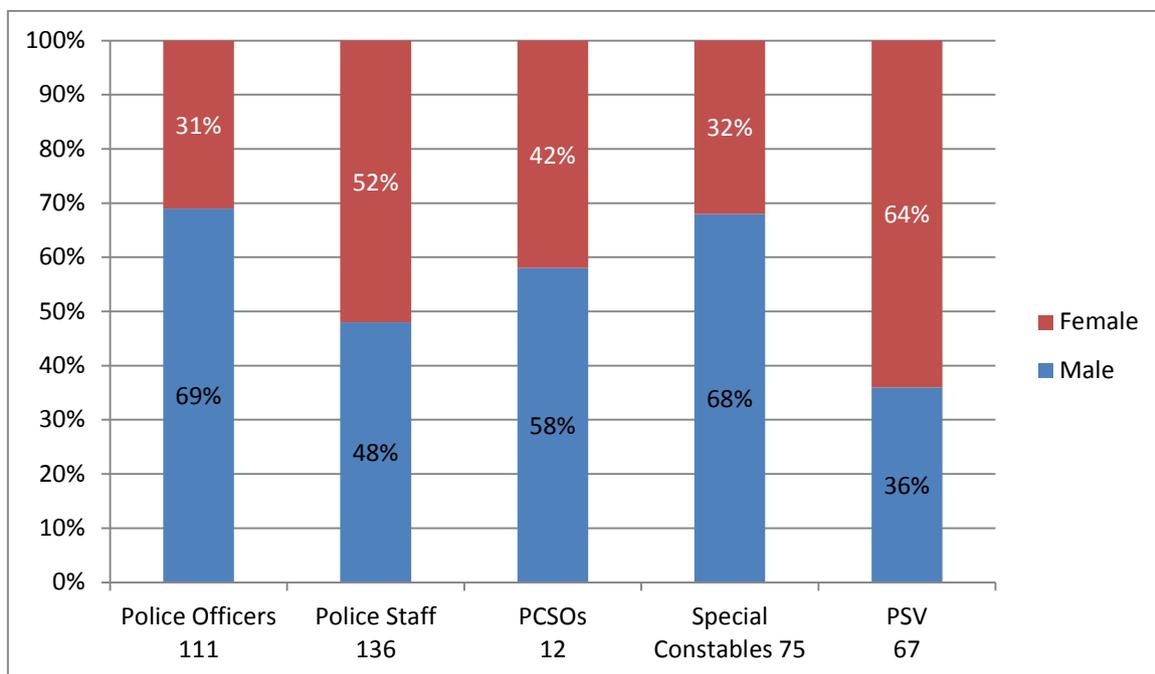
In the period between 1 July 2017 and 1 July 2018, 401 people left Derbyshire Constabulary, of which 44% were female. 111 Police officers were recorded as leaving in this period, of which 31% were female. The national figure of female officers that left last year is 24%, which is noticeably lower than local figures.

The reasons for workers leaving the organisation are categorised and recorded. There are noticeable differences in the reason for leaving reported for male and female officers. The most common reason for male officers leaving the force is due to retirement upon reaching their 30 year service point. This accounted for 34% of male officer leavers. This leaver category is much lower (9%) for female officer leavers.

The main reason for female officers leaving is due to resigning, which is recorded at 44%; this is considerably higher than the number of male officer resignations which is recorded at 13%. The lower figure of female officers leaving due to reaching their 30 year service point is probably due to there being fewer female officers in force 30 years ago. It could be beneficial if the organisation better understood the reasons behind the higher level of resignations currently occurring in the female officer population. The national figure for female officer resignations is lower than Derbyshire at 36%. Male officer resignations nationally are at a similar level to Derbyshire at 19%.

There are no national figures reported for other worker type leavers; below are figures for Derbyshire Constabulary.

**Figure 4.5: Gender split of Leavers 1 July 2017-1 July 2018: All worker types:**



### Promotions:

Between 1 July 2017 and 1 July 2018, 47 police officers were promoted, 23% of these were female officers. This is similar to the national picture of 26%. The national data reports a drop of 1% from the number of female promotions in the previous year.

In Derbyshire 2% of all female officers and 3% of all male officers were promoted last year. This reflects the national picture.

### **Contracted Hours:**

As of 1 July 2018, 10% of all police officers worked part-time hours. There are significant differences in working hours between male and female officers. 96% of all part-time working agreements for police officers are held by female officers. 30% of all female officers work part-time hours, compared to 0.7% of all male officers.

Part-time workers are not found in all ranks; Inspector is the highest rank where part-time officers are located (3%). 5% of Sergeants and 12% of Constables work part-time. The higher level of constables working part-time hours is to be expected as 89% of all female officers are constables.

There is no available national data on police officer working hours.

## AGE:

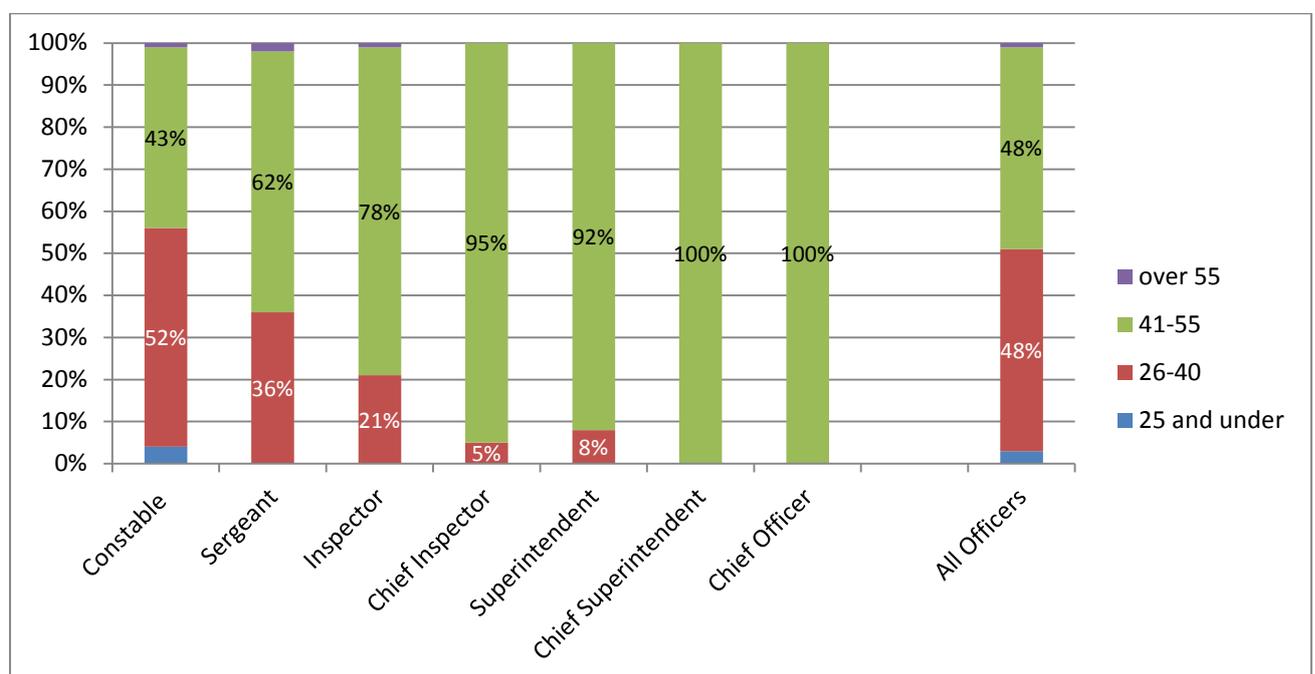
### Police Officers:

As of 1 July 2018, just over half (51%) of all police officers were aged 40 or under. This closely reflects the national average which is recorded at 53% for the same age category.

As could be expected, the age profile varies by rank; with a larger proportion of older officers in more senior ranks.

Overall Derbyshire records a slightly higher proportion of older officers with only 3% of all officers 25 and under compared with the national figure of 6% for the same age range.

**Figure 4.6 : Age breakdown by rank**

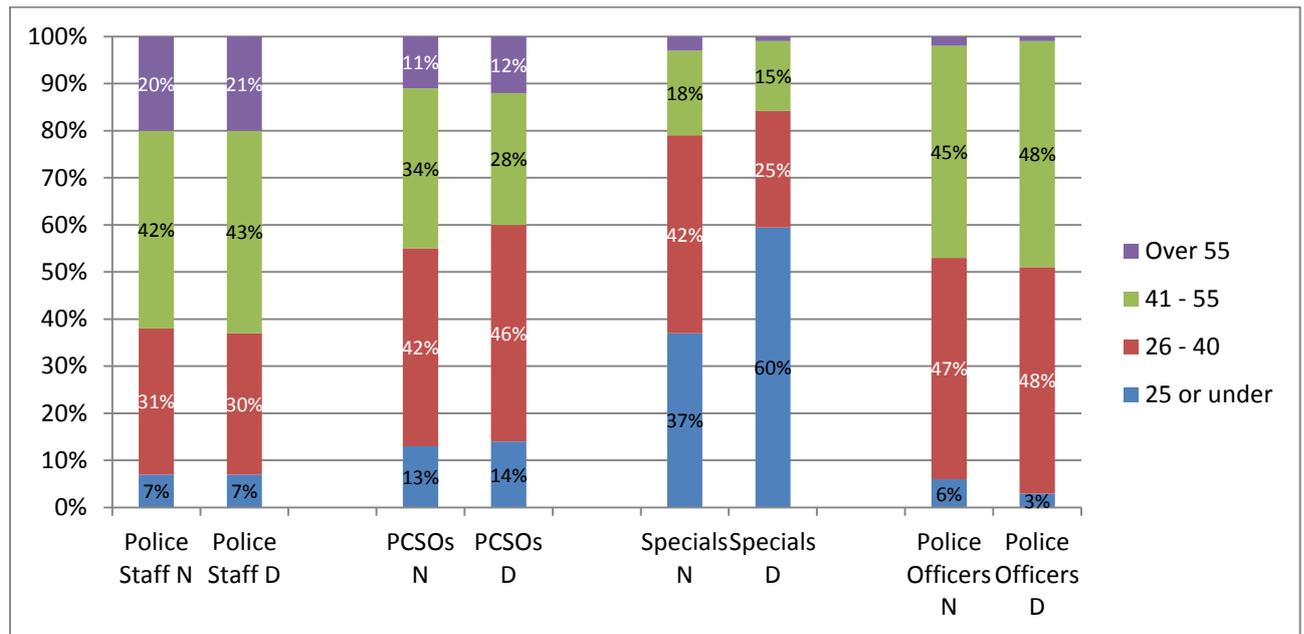


### Police Staff, PCSOs, Special Constables

Again Derbyshire follows the same trends as the national picture, with almost identical figures for age breakdown for police staff (see figure 4.7). Police staff tend to be older than officers with a significant difference in the age category '55 and over'. With the removal of the default retirement age for non-police officer roles this is a trend that is likely to continue. Currently the oldest member of staff is 71, with the oldest police officer aged 60.

There is a significantly higher percentage of people aged '25 and under' recorded for both Derbyshire (60%) and nationally (37%) for special constables. It is possible that this may reflect a set of younger individuals who join the Special Constabulary with a view to applying for a paid role in the police in the future. In addition, Derbyshire Constabulary is one of only a small number of Forces who use the Pre-Join Scheme, whereby university students work as Special Constables during years 2 & 3 of their Policing Degree with a view to joining as Regular Officers at the end of their course.

**Figure 4.7: Age breakdown by worker type. (National – N Derbyshire – D)**



## ETHNICITY:

Workforce data relating to ethnicity is calculated excluding those who did not state their ethnicity. A high percentage (98%) of the workforce in Derbyshire Constabulary stated their ethnicity.

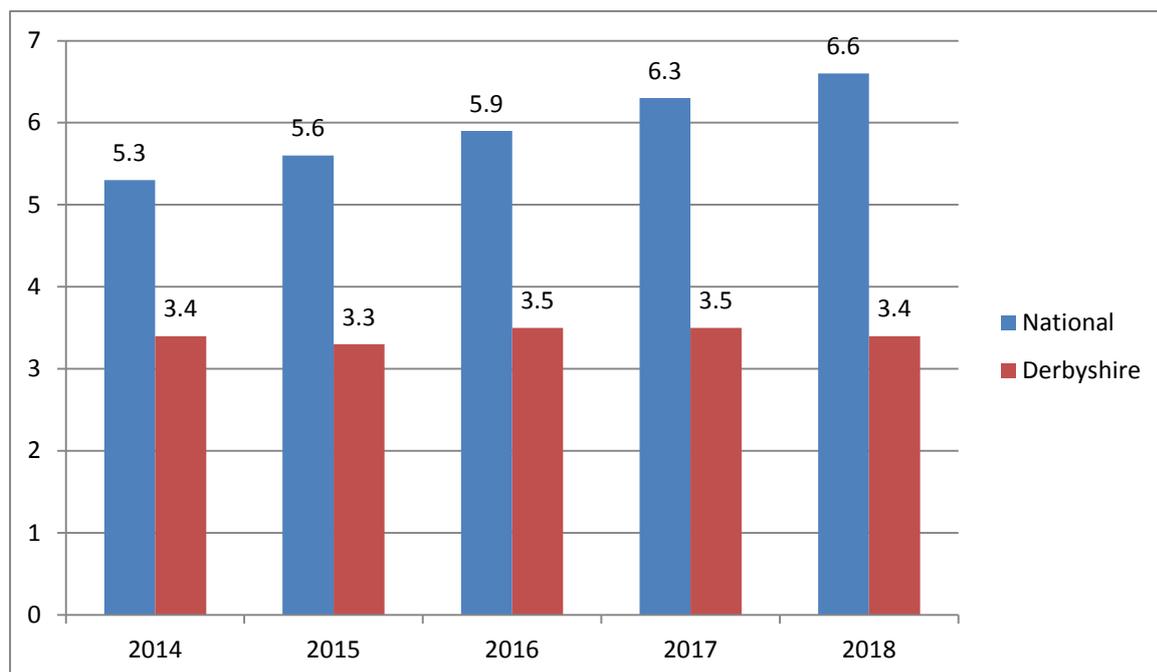
As of 1 July 2018, 151 people in the workforce who stated their ethnicity identified as Black, Asian and Minority Ethnic (BAME); which is 4.2% of the workforce.

### Police Officers

As at 1 July 2018 there were 59 recorded (BAME) police officers in Derbyshire Constabulary (99.7% of police officers in Derbyshire stated their ethnicity). Police officers recorded as BAME now represent 3.4% of all police officers which is slightly less than the 3.5% reported last year.

Nationally there has been a small but steady increase of recorded BAME police officers over the last 10 years. In the last 5 reporting periods, Derbyshire has remained largely consistent and recorded between 3.3% - 3.5% BAME officers in the workforce.

**Figure 4.8: Percentage of police officers who stated their ethnicity identified as BAME in Derbyshire Constabulary and national figures**



Under representation of BAME officers (against local population) is an issue for forces across England and Wales. Although the Met has the highest proportion of BAME officers (14%) this is still below the proportion of BAME people resident in the capital (40%). In the 2011 census, 4.2% of people resident in Derbyshire were recorded as BAME (24.7% in Derby City).

### Police Staff, PCSOs, Special Constables and PSVs:

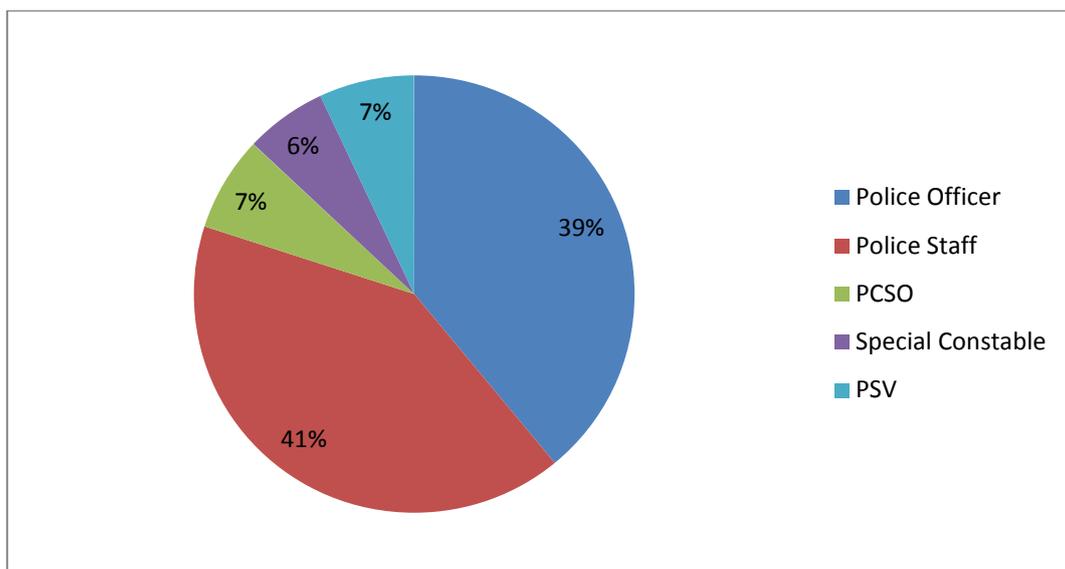
The proportion of BAME workers in other areas of the workforce is higher than for police officers (see figure 4.9). The most ethnically diverse part of the workforce is for PCSOs and PSVs, both reporting just under 7% of BAME workers. However, the overall headcount for PCSOs and PSVs are lower than for police officers and the percentage of workers not stating their ethnicity is much higher. Only 76% of PSVs stated their ethnicity.

**Figure 4.9: Ethnic Breakdown of the police workforce as at 1 July 2018**

Ethnicity	White	BAME	Not Stated	% BAME	Total
Police Officers	1698	59	4	<b>3.4%</b>	1761
Police Staff	1310	62	19	<b>4.5%</b>	1391
PCSO	147	11	4	<b>6.9%</b>	162
Specials	207	13	4	<b>5.9%</b>	224
Volunteers	81	6	27	<b>6.8%</b>	114
<b>Total</b>	<b>3443</b>	<b>151</b>	<b>58</b>	<b>4.2%</b>	<b>3652</b>

The majority of BAME workers (62) are found in the Police staff worker type, closely followed by Police Officers (59).

**Figure 4.10: Breakdown of 151 BAME workers into worker type**



## Starters:

Between 1 July 2017 and 1 July 2018, 419 people joined Derbyshire Constabulary (all workforce types). Records indicate that 96% of starters stated their ethnicity. 4.4% of all starters who stated their ethnicity identified as BAME (18 workers). A breakdown of the 4.4% BAME workers indicates that approximately 61% are police staff and approximately 17% are police officers.

0.7% of all starters who stated their ethnicity are police officers who identified themselves as BAME.

**Figure 4.11: Ethnic breakdown of new starters in Derbyshire Constabulary from 1 July 2017 – 1 July 2018**

Ethnic Background	PCSO	Police Staff	Volunteer	Special	Police Officer	Total
Asian Or Asian British - Indian	0	8	1	0	0	9
Asian Or Asian British - Pakistani	0	1	0	0	0	1
Black Or Black British - African	0	0	0	1	0	1
Black Or Black British - Caribbean	0	0	0	0	1	1
Mixed - Any Other Mixed Background	1	0	0	0	1	2
Mixed - White and Asian	0	0	1	0	1	2
Mixed - White and Black Caribbean	0	2	0	0	0	2
Not Stated	2	5	4	3	2	16
White - Any Other White Background	0	3	1	1	2	7
White - British	25	148	35	56	111	375
White - Irish	0	1	1	0	1	3
<b>Total</b>	<b>28</b>	<b>168</b>	<b>43</b>	<b>61</b>	<b>119</b>	<b>419</b>

2.5% of police officer starters who stated their ethnicity identified themselves as BAME.

In 2017/18, 8,130 police officers joined the 43 police forces in England and Wales. 90% stated their ethnicity and of these 9% identified themselves as BAME. This is a reduction of 1% from the previous year. The Met recorded the highest level of BAME starters this year (27%).

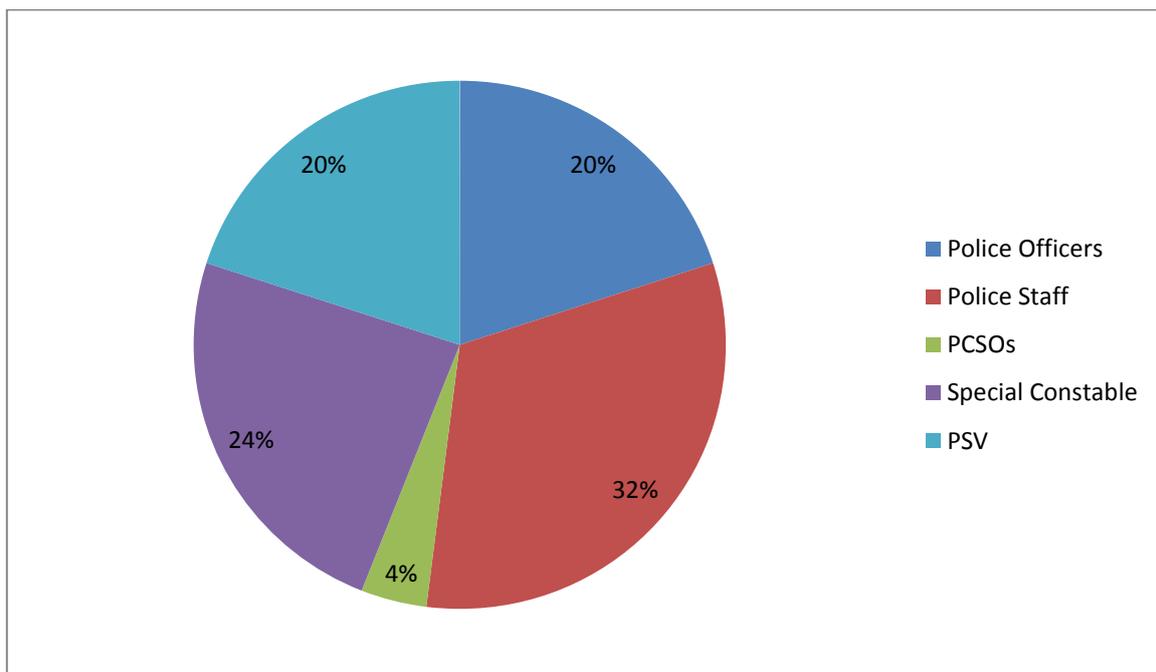
### Leavers:

Between 1 July 2017 and 1 July 2018, 401 people left Derbyshire Constabulary. 95% of leavers stated their ethnicity.

Of those who stated their ethnicity, 6.5% of leavers identified themselves as BAME. 1.3% of all leavers were Police officers who identified themselves as BAME.

4.5% of police officer leavers identified themselves as BAME.

**Figure 4.12: Leavers identified as BAME – Worker type breakdown**



### Promotions:

Last year 47 Police Officers were promoted in Derbyshire. Of these, 2% identified themselves as BAME. Nationally the percentage of BAME Officers who were promoted is 3%.

## 5 AREAS FOR CONSIDERATION

Based on the data within this report, the following areas are highlighted for further attention and consideration of actions.

1. Further attention could be given to the comparatively lower number of female officers in the rank of Sergeant. The Force might be able to identify areas of support required. This is important as lower Sergeant numbers now will impact on gender diversity figures for higher ranks in the future.
2. Derbyshire has a higher number of female officer leavers when compared to national figures. Further research into the reasons why female officers leave could inform the Force if either policy changes and/or additional support etc might be required to improve female officer retention.
3. Attracting and retaining BAME Police Officers is a known national issue. This is a complex issue and therefore further work examining the data could be beneficial. The data in this report is indicating a number of trends which could benefit from further research:
  - Derbyshire BAME officer numbers do not appear to be increasing in line with national trends.
  - Nationally there are higher levels of BAME police officer joiners than there are leavers, which supports the overall increase in the BAME police officer numbers. In Derbyshire however, more BAME officers were recorded as leaving than joining.

## **BACKGROUND INFORMATION OF CAREER PATHWAYS**

### **Apprentice**

Enables entrants to receive practical on the job learning alongside academic theory and knowledge while earning a wage. Successful completion will result in the award of a degree in professional policing practice. Applicants must have a level 3 qualification and aged between 18 and 55.

### **Degree Holder Entry**

A degree in any subject will allow entrants to undertake a two year work-based programme, supported by off the job learning. On successful completion, a recognised graduate diploma in professional policing practice is achieved.

### **Direct Entry Programme**

Introduces direct entry points into the police service at the ranks of inspector and superintendent. It seeks to bring existing exceptional leaders into the service to make an immediate impact on culture, efficiency and effectiveness. Training is delivered over 18 – 24 months.

### **Fast Track**

A joint College of Policing/police force promotion and development programme that supports talented individuals to advance to the most senior ranks of the police service. Applicants must be a serving constable looking to reach the rank of inspector within two years.

### **Police Now**

A two year graduate leadership development programme. The programme seeks to develop skills in negotiation, problem solving, decision making, resilience and emotional intelligence. It includes a six week intensive training programme delivered by front-line officers, participation in practical sessions and assessments, including seven full shifts of field training in a busy neighbourhood.

### **Pre-Join**

A three year degree in professional policing at own expense. Graduates then may apply to a force and follow a shorter on the job training programme. Being a special constable is included in this route.

# STRATEGIC PRIORITIES ASSURANCE BOARD

<b>REPORT TITLE</b>	STRATEGIC PRIORITY 7: WORKING WITH THE CONSTABULARY AND PARTNERS TO MAXIMISE THE OPPORTUNITIES FROM DEVELOPMENTS IN TECHNOLOGY
<b>REPORT BY</b>	CHIEF CONSTABLE
<b>DATE</b>	26 NOVEMBER 2018

## **PURPOSE OF THE REPORT**

To provide assurance to the Police and Crime Commissioner that the Constabulary are making progress towards the Police & Crime Plan Objective 7: Working with the Constabulary and partners to maximise the opportunities from developments in technology.

## **ATTACHMENTS**

1. None

## **RECOMMENDATIONS**

To determine if the PCC can gain direct assurance that this area of business is being managed efficiently and effectively

## **CONTACT FOR ENQUIRIES**

Name:	Chief Superintendent Steve Wilson
Tel:	0300 122 4140
Email	spaenquiries@derbyshire.pnn.police.uk

**1. OVERVIEW OF THE STRATEGIC PRIORITY**

1.1 During 2018, the Information Services (IS) team have been working closely within the DCC's enablers' portfolio to support the force objectives agreed at the December 2017 planning seminar. The IS team are tasked with delivering digital excellence. This naturally builds on the major projects that were delivered in 2016 and 2017.

1.2 From the enabling portfolio, Information Services high level objectives to enable digital excellence are:-

- Working closely with the business to understand requirements and enable a digitally excellent organisation
- Providing a clear IS roadmap cognisant of local, regional and national programmes
- Developing a rapid response to deal with IS issues
- Creating an enabling stance to IS security whilst protecting our infrastructure from risk
- Providing commercial off-the-shelf solutions in support of rapid progress towards our being at the forefront of digital policing

**National Policing 2025**

**Mission & Values :** to make communities safer by upholding the law fairly and firmly; preventing crime and antisocial behaviour; keeping the peace; protecting and reassuring communities; investigating crime and bringing offenders to justice.

Local policing	Specialist Capabilities	Workforce	Digital policing	Joined up business delivery
<ul style="list-style-type: none"> <li>To link communities and police to form the bedrock of British policing.</li> <li>Tailor local policing to society's complex and diverse needs</li> <li>To deliver public protection informed by community priorities and evidence based demand</li> </ul>	<ul style="list-style-type: none"> <li>To be better prepared in specialist capabilities responding to existing and emerging crime types.</li> <li>To position, structure and deploy capabilities that are value for money and capable of rapidly protecting communities and the vulnerable</li> </ul>	<ul style="list-style-type: none"> <li>To attract and retain a workforce of confident professionals able to operate with a high degree of autonomy and accountability who better reflect our communities</li> </ul>	<ul style="list-style-type: none"> <li>To deliver digital contact channels for better public contact from anywhere in the country</li> <li>To better utilise digital intelligence and evidence that is digitally transferrable to the Criminal Justice system</li> </ul>	<ul style="list-style-type: none"> <li>To deliver agile and outward focused policing</li> <li>To work with partners in a consistent and joined up manner, aligned to policing support services and community safety</li> </ul>

**Derbyshire Constabulary Mission, Vision & Goals**

**Mission & Values :** "We are committed to providing a high-quality policing service to everyone in Derbyshire."

3 Guiding PRINCIPLES

Doing the right thing

Making a difference

Shaping the future

<p>⊙ Protecting The Vulnerable</p> <ul style="list-style-type: none"> <li>Caring for the vulnerable and victims</li> <li>Uncovering and attacking new threats and criminality</li> <li>Providing a caring, thoughtful and intelligent response</li> <li>Interacting digitally with the public</li> </ul>	<p>⊙ Tackling Cyber-Crime</p> <ul style="list-style-type: none"> <li>Uncovering and attacking new threats and criminality</li> <li>Working in partnership with purpose</li> <li>Collaborating for the benefit of Derbyshire</li> </ul>	<p>⊙ Tackling Substance Misuse</p> <ul style="list-style-type: none"> <li>Uncovering and attacking new threats and criminality</li> <li>Enhancing the use of analytics and science</li> <li>Working in partnership with purpose</li> </ul>	<p>⊙ Supporting Mental Health</p> <ul style="list-style-type: none"> <li>Caring for the vulnerable and victims</li> <li>Working in partnership with purpose</li> </ul>	<p>⊙ Working With Young People</p> <ul style="list-style-type: none"> <li>Caring for the vulnerable and victims</li> <li>Preventing, fighting and investigating crime</li> <li>Collaborating for the benefit of Derbyshire</li> </ul>	<p>⊙ Representing Our Communities</p> <ul style="list-style-type: none"> <li>Creating a capable and diverse workforce</li> <li>Promoting a learning culture</li> </ul>	<p>⊙ Fit For Purpose Technology</p> <ul style="list-style-type: none"> <li>Enhancing the use of analytics and science</li> <li>Preventing, fighting and investigating crime</li> <li>Putting innovation at the forefront of our approach</li> <li>Shaping the future to be more efficient</li> </ul>	<p>⊙ Optimised Estate &amp; Workforce</p> <ul style="list-style-type: none"> <li>Working in a quality estate that meets our operational needs</li> <li>Supporting our people and giving them a voice</li> </ul>
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**Derbyshire Constabulary Strategic Objectives**

<p>Deliver support capability to ensure the <b>most appropriate response is given to all on the first occasion</b></p>	<p>Deliver <b>victim focused services</b> to support those affected by crime</p>	<p>Deliver capabilities to <b>monitor, disrupt and intercept Cybercrime, SOC and terrorism</b></p>	<p>Develop <b>genuine partnerships that add value</b> to driving activity in dealing with vulnerability.</p>	<p>Support <b>effective workforce wellbeing</b> through pro-active, preventative and early intervention strategies</p>	<p><b>Rationalise and invest in innovative technology</b> that delivers business outcomes.</p>
<p>Enhance and advance <b>online visibility</b> locally and nationally</p>	<p>Intervene at the earliest opportunity to <b>divert young people from being the victims or offenders of the future</b></p>	<p><b>Identify and invest in resources and expertise</b> to respond to emerging crime and vulnerability.</p>	<p><b>Build relationships within our diverse communities</b> to increase mutual trust .</p>	<p>Develop a <b>capable and professional workforce</b> that represents police and community values</p>	<p><b>Streamline data capture and business process</b> by investing in fit for purpose technology.</p>
<p>Invest in <b>information sharing with partner agencies</b> to identify vulnerable people within our communities based on robust data</p>					<p>Deliver an <b>estate strategy</b> that is equipped to meet our current and foreseeable future needs</p>

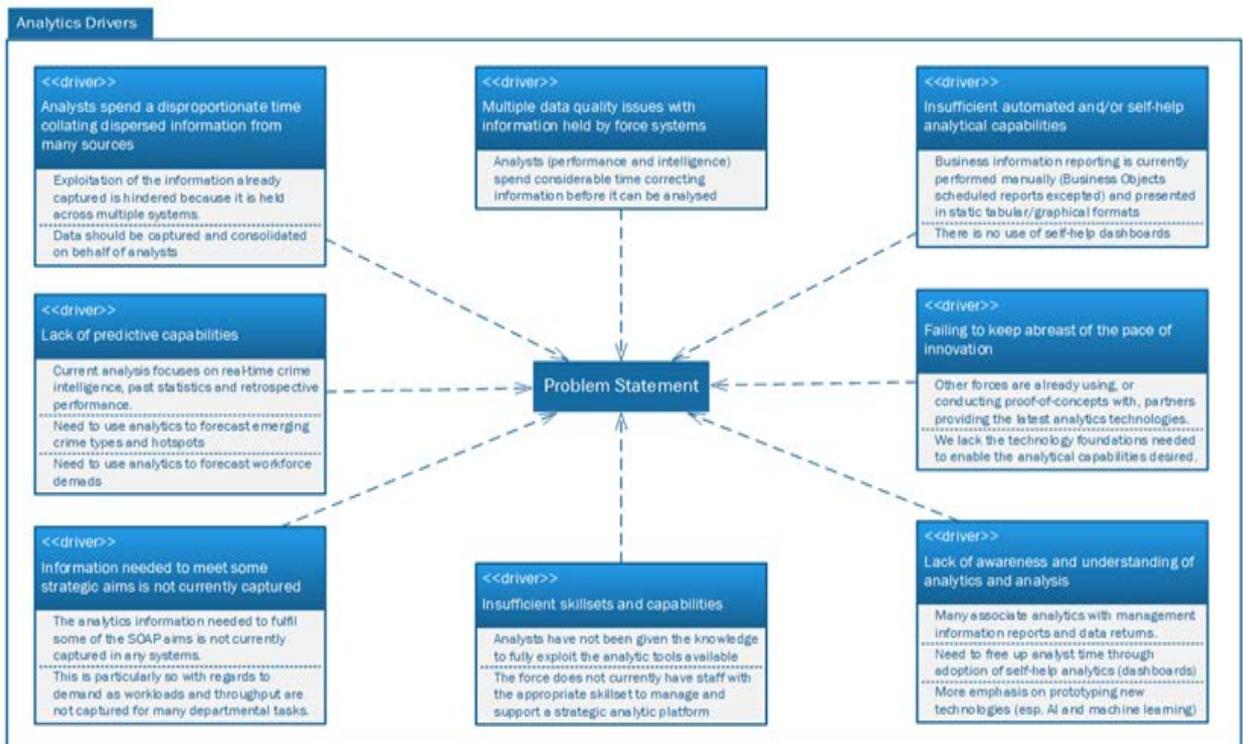
Strategic Threats

<p>Child Abuse &amp; Child Sexual Exploitation</p> <p>Modern Slavery, Organised Immigration Crime, Human Trafficking and Exploitation</p>	<p>Cyber-crime</p> <p>Countering Terrorism</p>
<p>Domestic Abuse</p>	<p>Harm Caused by Substance Misuse</p>
<p>Sexual Violence</p>	<p>Harm Caused by Anti-Social Behaviour</p>
<p>Organised Crime</p>	<p>Fraud</p>

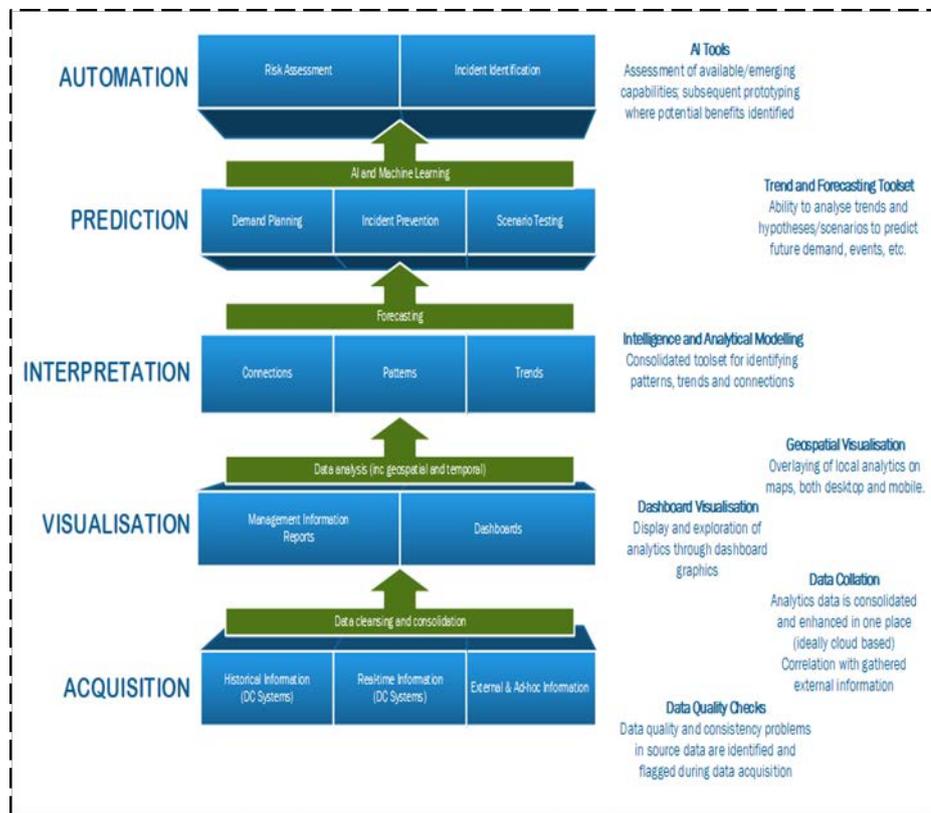
- 1.3 Working with a shared regional Enterprise Architect resource a strategic picture has been created which shows how the national Policing 2025 vision links to the Office of the Police and Crime Commissioner (OPCC) and force objectives.
- 1.4 This information is used to plan the priorities and programmes of work within Derbyshire Constabulary and how IS can support and enable these. The IS team work closely with the Business Futures team to achieve this and to look at new and emerging trends and themes, particularly those that are technology enabled.
- 1.5 Regionally there is a Digital Transformation Board currently overseen by the Chief Constable of Leicestershire. This started in 2017 with the key aim of setting strategic direction where common objectives can be met or increased value can be derived for the East Midlands Police Forces. For example, collaboration on the management of digital assets and specifically evidence to be submitted to the Ministry of Justice via the Digital Evidence Transfer System (DETS) is being explored.
- 1.6 The IS team are engaged with Derbyshire Fire and Rescue Service (DFRS) Systems and Information team to collaborate on the ICT work stream looking at, sharing expertise, joint procurement options, network sharing possibilities, technical roadmaps and shared business systems.
- 1.7 The overall priority areas for IS are:-
  - Analytics – to optimise the data approach and tools we have to provide better results
  - Agile – continue to optimise processes and technology to support agile working across the force
  - Digital assets/evidence – to improve systems, processes and storage options for this high growth area
  - Supporting the delivery of national programmes into Derbyshire which includes implementation of National Enabling Programme (Office 365 productivity services) and its optimisation
  - Supporting and enabling collaboration with DFRS
  - Customer service improvement – this includes maintaining and updating the approach to ‘business as usual’
- 1.8 The IS team have enhanced their service capabilities by improving the walk in facilities for officers and staff, moving the ability to fix problems to the service desk for quicker resolution and providing more self-service capabilities, such as the ability to recover a wiped mobile phone.
2. **SUB-OBJECTIVE 1: THE PCC WILL WORK WITH THE CHIEF CONSTABLE TO ENSURE THAT ALL MEMBERS OF DERBYSHIRE CONSTABULARY, IN WHATEVER ROLE, HAVE ACCESS TO THE RIGHT TECHNOLOGICAL EQUIPMENT TO ALLOW THEM TO DO THEIR JOB EFFICIENTLY AND EFFECTIVELY – THIS WILL INCLUDE SUPPORTING THE ROLL OUT OF MOBILE OFFICE ALLOWING POLICE OFFICERS TO SPEND MORE TIME OUT IN COMMUNITIES**

- 2.1 Understanding our current technology landscape, both applications and infrastructure, is a key element to a successful digital transformation. In this regard, the IS team have assessed aspects of our technology environment and have developed plans to replace, upgrade and modernise components required to deliver a more efficient and people focussed digitally enabled organisation. The key risk to achieving this is the constant churn in technology devices and ensuring these can operate securely to meet our needs.
- 2.2 Derbyshire Police has been identified as an 'exemplar' force in the field of developing, implementing and promoting digital mobile working. An external consultancy called Chaucer was commissioned by the Home Office to carry out a detailed assessment of all England and Welsh Police forces. Chaucer completed the analysis of 34 Forces and has highlighted Derbyshire as one of the forces demonstrating progressive and leading behaviours and practices in our mobile data solution. As part of this the IS team optimising technology police officers and technical leads attended an 'exemplar' seminar in Greater Manchester Police to share best practice.
- 2.3 The IS team strive to ensure our officers and staff have the right information when they need it and wherever they need it. Since October 2016 we have deployed over 2000 Samsung hand held smart phones, over 1600 devices to Police Officers, over 100 to PSCOs, 50 to Specials and 250+ to Police staff.
- 2.4 We are continuing to innovate and experiment with new solutions for example, trialling and testing a new devices, tablets and ways of enabling the increased power of mobile phones. The aim is to ascertain if they will enhance agility in certain roles, eg use of tablets in custody.
- 2.5 Derbyshire Police are committed to enable its employees to work in an agile manner. The aim is to create a more efficient, responsive and leaner Force, increasing our productivity whilst improving employee wellbeing. One example is our approach to further laptop rollouts to suitable roles reducing significantly the desktop PC estate.
- 2.6 In late 2017 early 2018 a Technical Needs Assessment (TNA) was sent to every member of staff we have completed the following, dual screens in parade rooms, mobile keyboards for officers, laptops to appropriate roles, identification of mobile phones for specialist roles plus ongoing roll out of wi-fi to every suitable building. We have also enabled Bluetooth for access to hands-free communications, keyboards and tethering.
- 2.7 The introduction of secure tethering also means that laptops can be data connected outside of wi-fi environments, providing greater mobility options for users.

- 2.8 A new Intranet will be launched within Derbyshire in the coming months. This will open up real opportunities to give individuals a digital identity within the organisation, an on-line voice to share thoughts and the ability to collaborate effectively with colleagues. It is being built on upon a reliable, refreshed and rapidly searchable information repository, with an integrated people directory and powerful self-service features that all can be exploited both at the desk and on the move.
- 2.9 One area where the provision of services can be improved to officers is better analytical data provision. The force multi-faceted levels of demand with varying degrees of complexity. Consequently, high quantities of data are generated in a variety of formats. Currently there is limited analytical capability in respect of interrogating and exploiting our data. It is recognised that there are opportunities to harness the power of analytics to improve the quality of service to the public, which prompts a need to review our current approach. A project is commencing to look at how to achieve this under the force change lead.
- 2.10 Extensive consultation within the organisation has taken place with business users to understand the specific requirements in relation to analytics. Furthermore, liaison with external forces and private industry has taken place to gain a broader perspective regarding the opportunities within this area. This has highlighted the following drivers for progressing analytics, which collectively form our problem statement.



A key focus of the engagement was to understand what capabilities are required, resulting in a needs assessment. This has highlighted 7 key 'goals' for the analytical programme which are illustrated below.



2.11 A general financial risk for the force is the move from capital/revenue based model to revenue only models from suppliers.

**3. SUB-OBJECTIVE 2: THE PCC WILL WORK WITH THE CONSTABULARY, REGIONAL PCCS, THE POLICE ICT COMPANY AND OTHER PARTNERS TO UNDERSTAND DEVELOPMENTS IN TECHNOLOGY AND IT SYSTEMS THAT WILL FACILITATE MORE EFFICIENT AND EFFECTIVE WORKING**

3.1 Derbyshire IS are working with the National Police Technology Council (NPTC) to engage with the national programmes from the Home Office and other Police initiatives. Members of the force and IS attend the national roadshows, that are facilitated centrally, to participate in the update and feedback process.

Programme explanations below.

# THE NATIONAL POLICING TECHNOLOGY PORTFOLIO

HOME OFFICE PROGRAMMES	ENABLING PROGRAMMES	OTHER
<p><b>Emergency Services Mobile Communications Programme</b>                      To replace the existing Airwave radio system and deliver the most capable and flexible communication system for the Emergency Services</p>	<p><b>National Identity Access Management</b>                      Role-based provisioning model ensuring the right people have access to the right information at the right time and promotes shared capabilities across Forces for them to be better placed to prevent crime and anti-social behaviour at a lower cost</p>	<p><b>Mercury</b>                      Supporting the CT network to confront the terrorist threat and keep the public safe through transforming and connecting digital capabilities to close a critical intelligence gap. It will maximise the value of digital intelligence and evidence through exploiting data across the CTP network and with Partners</p>
<p><b>National Law Enforcement Data Programme</b>                      Will deliver LEDS by developing a rationalised, adaptable national platform that provides on-demand and at the point of need, current and joined-up information to prevent crime and better safeguard the public</p>		<p><b>Transforming Forensics</b>                      Reshaping Police forensics to: increase value for money, improve local service delivery through regional and national arrangements, provide local teams with earlier access to the latest technology to deliver rapid and robust forensics services</p>
<p><b>National ANPR Service</b>                      To replace and enhance existing NADC and local ANPR systems to provide better access to national data, standardise and enhance ANPR capability across the country and ensure better management of data</p>	<p><b>Productivity Services</b>                      Upgrade UK Police Force browsers and servers using compatible 'cloud-ready' infrastructure that enables Forces to have systems access from any location at any time</p>	<p><b>NCA Change</b>                      To create an agency that can more effectively and efficiently fulfil its mission and purpose in protecting the public from serious and organised criminals, meeting the challenges of crime-fighting in an increasingly globalised and technology-driven world.</p>
<p><b>Child Abuse Image Database</b>                      CAID is an established image intelligence database of Child Abuse Material seized by UK law enforcement. It has provided new capability to significantly improve investigations into crimes involving Indecent Images of Children (IIOC), as a result of the collaborative work done across policing in tackling identification of children depicted in images.</p>	<p><b>National Management Centre</b>                      Nationally coordinated monitoring, response and remediation capability to protect Forces from cyber threats through faster sharing of consistent and joined-up knowledge using real-time monitoring and analytics</p>	<p><b>Specialist Capabilities</b>                      Enhancing law enforcement's response to new and complex threats, developing our network and the way we deliver specialist capabilities by reinforcing and connecting policing locally, nationally and beyond to better protect the public</p>
<p><b>Home Office Biometrics</b>                      Delivering a unified, real-time biometric service for government that is effective, adaptable, efficient, proportionate and lawful. Biometric services provided by HOB enable the UK to capture, authenticate, verify, search and match individuals' biometrics and forensics for the purposes of solving crime, protecting borders, preventing terrorism and enabling growth. This will be underpinned by legal compliance, appropriate safeguards and protections for civil liberties to build public trust around the ways that biometrics are stored and used.</p>		<p><b>CJS Crime Programme</b>                      Transforming the CJS business through the creation of a single ("common") digital platform across the end-to-end Criminal Justice System</p>
<p><b>DIGITAL POLICING PORTFOLIO</b></p>	<p><b>Digital Public Contact</b>                      Providing a simple, well known and reliable digital contact service between the public and the police that ensures the public are informed and digitally enabled.</p>	<p><b>Digital Investigations &amp; Intelligence</b>                      Enabling policing to protect the public through preventing and detecting crime in a society that is becoming increasingly digital.</p>
<p><b>Digital First</b>                      Integrating digitised policing into the reformed Criminal Justice System, delivering the best possible service to the public.</p>		

Home Office

NPCC  
National Police Chiefs' Council

Association of Police and Crime Commissioners

- 3.2 Details of the National ANPR service, Single Online Home, part of the Digital Public contact programme and a risk related to national programmes delivery is highlighted later in the report.
- 3.3 The National Enabling Programmes (NEP) will enable the use of the latest technology to enable officers and staff to effectively work remotely and collaboratively through the use of cloud based solutions such as Office 365, Skype, Teams, SharePoint Online and Exchange On-line on a secure Windows platform, underpinned by identity management to give users a single sign-on to local, regional and national systems, tools and cloud solutions. An early benefit of the NEP licencing model is the ability to deploy Skype for business not just on desktop/laptops but mobiles also. This has recently been rolled out and gives officers the opportunity to work more effectively from within their communities.

Products list highlighted below.

Component(s)		Description
Exchange Online		Online or hybrid infrastructure and software for the delivery of Email, Calendar & Tasks to any enabled device or via a web client
Office 365 ProPlus		Latest version of tools including Word, Excel, PowerPoint, Publisher, Access to support core productivity tasks such as document creation, editing and sharing
Groups and Teams		Modern conversation experience for working groups that supports forces when teams need to collaborate
Skype for Business		Instant messaging, voice and video conferencing and screen sharing tool supporting both internal and external federated communication.
Sharepoint Online		Web portal for collaboration including document management, team sites, intranet hosting and workflow and smart form routing
OneDrive for Business		Cloud file storage accessible from any enabled device and fully integrated with the other 365 components
Yammer		Enterprise Social Networking to connect the individuals working within an organization based on shared communities of interest
Delve		Advanced search tooling which surfaces internal recommended shared content to a user from across Office 365
Intune		Mobile device management, mobile application management, and PC management capabilities from the cloud

- 3.4 Derbyshire has just undertaken the first national academy workshop with the NEP delivery partner Deloitte to explore the technical transfer and initial business use cases that can be developed in 2019. This will be the start of a full move to the cloud based solution and full productivity exploitation.
- 3.5 As part of the Home Office Biometrics (HOB) programme Derbyshire have worked alongside other forces to develop the software to support the mobile fingerprint solution. The initial rollout of the physical devices has started and 250 will be issued to police vehicles.
- 3.6 Regionally, Derbyshire have been working closely with Chorus, who are an independent specialist provider of data-analytics solutions. Chorus are focused on identifying links through data to resolve crimes quicker by reducing the processing time around communications data. We host Chorus on behalf of the region. Prior to Chorus all data would have to be manually cleansed 'Row by Row' for a large data set, this could take a number of weeks, before any analysing of data.

With the Introduction of Chorus, data is now automatically processed in a matter of minutes, saving considerable man hours on each case.

The purpose of Chorus is to consolidate and standardise many different digital data sources into a single output to allow quicker and more accurate analysis when compared to processing individual data streams manually and/or in isolation.

Chorus is used for all types of criminal investigations, at all stages of the investigation or to provide evidence at court. Chorus can process call data records as well as downloads from mobile phones, in addition ANPR, CCTV and also telematics data. Time saving alone in the reduction for manual processing has been the biggest success since the launch of Chorus, which in turn assists in findings for Police investigations to be completed quicker.

- 3.7 The Police ICT Company negotiated an agreement with Adobe which allowed police forces access to Adobe products at competitive rates, and which included an option to deploy Adobe Acrobat Pro across the force estate without incurring additional licencing charges. During 2018, it was identified that significant benefits could be realised by undertaking a full, force wide deployment of Adobe.

This was completed in July, realising efficiencies in providing documentation to courts in a streamline manner and improved ability to support digital files (including officer redaction capabilities).

- 3.8 Derbyshire are currently running a project to equip AFOs (Authorised Firearms Officers) with head worn cameras attached to either caps or ballistic helmets to collect better quality, additional contextual information alongside evidence at the scene of an incident, in a way that is difficult to capture by just a written statement. This project is a national directive and forms a natural progression to the Body Worn Video cameras currently worn by Derbyshire officers as part of their general duties. This has been a regional collaborative effort with a single central repository for all Forces to securely upload footage and where authorised, to share data between the East Midlands Forces if required. Officers also benefit from having the ability to upload data anywhere across the region saving officer time and effort.

4. **SUB-OBJECTIVE 3: THE PCC WILL WORK WITH THE CONSTABULARY AND PARTNERS TO IMPROVE INFORMATION SHARING IN RELATION TO A NUMBER OF PRIORITY AREAS, INCLUDING THE USE OF MULTI-AGENCY SYSTEMS WHERE APPROPRIATE**

- 4.1 To encourage more effective engagement with the public and partner agencies the force are leading the way in the region by delivering a solution which will allow the public who have witnessed a crime or been a victim of crime to upload digital footage. This will be to a secure storage location where it can be accessed by officers and shared with our partner agency the Crown Prosecution Service. The initial rollout will include the ability to upload dashcam footage and home CCTV.

- 4.2 The national automatic number plate recognition system (NAS) is being implemented which will allow greater sharing of information between agencies. The initial phase of this has been completed in Derbyshire and the new solution has been technically tested and can connect to the national system. The national

programme is currently reviewing the technical infrastructure prior to on boarding local forces.

- 4.3 The Niche records management system has been improved to share information to a number reports to various partners. A mental health module within the mobile application has been developed and will go live after further work with the partner agencies.
- 4.4 The Niche system continues to be enhanced for use across the East Midlands and in 2017 the City of London Police also joined the collaboration. Enhancements being developed now for 2019 include a forensics module.
- 4.5 The IS team are collaborating with the DFRS systems and information team. One of the opportunities is to look at how network provision to and at joint sites can be improved. There are several police and fire service collaborations but at a national level the security concerns around network sharing are considerable. Derbyshire police and fire are looking to explore options that have been trialled elsewhere and work on a potential solution. There is a risk that as the organisations continue to operate at different public sector network (PSN) levels this will not be achievable. PSN is being reviewed nationally and within the next two years, a revised approach will be proposed.

5. **SUB-OBJECTIVE 4: THE PCC WILL WORK WITH THE CHIEF CONSTABLE TO DEVELOP WAYS IN WHICH PEOPLE CAN ENGAGE WITH US USING SOCIAL MEDIA, INCLUDING DEVELOPING DIGITAL ENGAGEMENT CAPABILITIES WITHIN MY OFFICE**

- 5.1 The force has been working closing with the OPCC to develop digital communication and engagement.
- 5.2 Detailed below are the followers and likes for each of the force's social media accounts. The 1,033,226 followers and likes is considerable, equating nearly to the population of Derbyshire. However, it is noted that there will be a number of duplicate individuals and a number of fake accounts. Specialist accounts include the Special Constabulary, the Roads Policing Unit, the Equality Unit, the police cadets and the Criminal Investigation Department.



- 5.3 Significantly, there is a considerable drive around supporting and creating neighbourhood accounts. These prove to be incredibly popular with the community and especially Facebook as this provides a platform for an ongoing

dialogue. Over the coming weeks each Safer Neighbourhood Team (SNT) will have either combined or separate Facebook account. The vast majority of SNTs have their own Twitter account.

- 5.4 The force is currently working with the OPCC on the roll-out of Derbyshire Alert. By the beginning of December 2018 around 240 officers will have been trained on the system. This will allow them to send direct messages to the public and also receive information and intelligence back. This will become an excellent crime fighting tool. Considerable promotion of the system is taking place over the next few months. This is current data. An additional line can be included. A roadmap along with a communication plan will be provided in the coming weeks.



Force account **26489** (*campaign to increase to over 40,000 by end of March 2019*)

- 5.5 The Digi-desk within Contact Management was introduced in September 2018 with a deliberate low-key launch. We have a diverse range of service users and recognise that many prefer to use on-line methods of contact rather than traditional means of telephony. It was launched as a means of providing this service to a wider audience whilst also recognising that it would reduce demand on the 101 service which nationally has seen rises over the last few years.
- 5.6 Operators on Digi-desk monitor the Facebook and Twitter platforms and the number of followers has steadily increased as we engage further with our users. Working with our Media department we have ensured that there are clear boundaries between ourselves and the role of the media department to ensure messages remain consistent. Many of our appeals now prominently feature our Facebook and Twitter contacts to supplement the 101 service.
- 5.7 Early successes of the Digi-desk include a Domestic Violence arrest following the victim using the service as they were unable to contact the police through traditional means.
- 5.8 We are now starting our move to the national Single On-line Home (SOH), a new web platform that will provide one place for the public to access our services, report crimes and interact with us on-line. It will maintain a local Derbyshire identity and will become our new digital front counter that will enable members of the public to submit on-line reports that would normally be reported in person or via 101.
- 5.9 When this digital channel has been opened, it will provide the public with what they have been asking for and from a force perspective offers many benefits and efficiencies across policing. The Single On-line Home programme will be a phased go-live, with services incrementally available to the public commencing in early 2019.

## **6. RISKS AND THREATS**

- 6.1 **Technology Churn** – with commercial organisations constantly supplying new products to earn greater revenue, current solutions can become obsolete very quickly in terms of functionality and security updates. Mitigation, careful planning with our suppliers, eg Samsung, to look at all the interconnecting product roadmaps is done to reduce the occurrences of this.
- 6.2 **Financial risk** – Revenue based approach from suppliers – The traditional capital up-front costs for the purchase of software and hardware are changing to full revenue models, eg Microsoft licencing. This guarantees regular income for suppliers and is partly fuelled by the move to managed service provision within ICT rather than on site provision. Mitigation, this has been recognised in the IS/Finance planning approach and future budgets will be adjusted accordingly.
- 6.3 **Delivery risk** - National programmes – there are 17 national programmes and not all will deliver on time, eg Emergency Services Mobile Communications Programme (ESMCP) has recently been fully re-planned and still has an ambitious deadline of 2022 to switch off the current service. So 2019 will see the start of a review and refresh programme for mobile phones as opposed to looking if operationally we can move to one device for officers. Both the National Law Enforcement Data System (NLEDs) and National Automatic Number Plate Recognition System (NAS) are also being re-planned now. These present a risk to the force as old systems and processes have to be maintained until they land. Mitigation – financial and infrastructure planning will be put in plan to extend/refresh the life of the current products.

## **7. SUMMARY**

- 7.1 The IS team has supported the force to get to a good position in terms of our software and hardware provision to enable services for officers and staff. There is further optimisation of current systems to keep the force at the forefront of police technology.
- 7.2 There are two key future programmes of work to enhance analytics and increase productivity services (NEP office 365). These are truly digital projects which will be driven by business case change - working in a different way, not just using technology to replace processes.
- 7.3 The customer service provided by IS will continue to be improved with a focus on ensuring officers and staff are provided with the tools to be digitally excellent workers.

# STRATEGIC PRIORITIES ASSURANCE BOARD

<b>REPORT TITLE</b>	FOCUS ON VULNERABILITIES – PILOT EVALUATION
<b>REPORT BY</b>	CHIEF EXECUTIVE
<b>DATE</b>	26 NOVEMBER 2018

## PURPOSE OF THE REPORT

To evaluate the effectiveness of the 6 month Vulnerability Pilot and consider whether to continue this work post pilot.

## ATTACHMENTS

1. Custody Record Review report

## BACKGROUND PAPERS

- A. Agenda Item 11B, ICV Update (SGB March 218)

## RECOMMENDATIONS

1. To continue this work (now termed Custody Record Reviewing) to sit alongside the regular Independent Custody Visiting Scheme.
2. To improve the care of the mentally vulnerable being held in Custody it is recommended that a process (to be agreed) be put in place to ensure that they are cared for appropriately and in accordance with PACE Code C.
3. To ensure that any religious needs are met we would recommend that DPs are respectfully asked if they have a religion and that the response is recorded on the Custody Record.
4. To maintain dialogue with the Local Authority to ensure that care is available to young people outside of custody.

5. The Commissioner use the evidence from this work to reinforce the need to have more Appropriate Mental Health provision and energise local debate.
6. To change the focus (from January onwards) from young people to females.
7. To agree to commence a further pilot exploring an alternative method of visiting custody.

CONTACT FOR ENQUIRIES

Name: David Peet  
Tel: 0300 122 6000  
Email [pccoffice@derbyshire.pnn.police.uk](mailto:pccoffice@derbyshire.pnn.police.uk)

1. OVERVIEW

- 1.1 Detailed in the Independent Custody Visiting Update Report presented to the Strategic Governance Board on 19 March was the intention to commence a pilot to focus on vulnerabilities in Custody.
- 1.2 The six month pilot commenced on 1 April and concluded 30 September 2018. At this time the pilot was internally evaluated and it was agreed that this work continue pending a formal decision (recommendation 1) to continue with this work to sit alongside regular Custody Visiting.

2. BACKGROUND

- 2.1 The Commissioner has in place an effective Custody Visiting Scheme, however, visiting is limited to who Independent Custody Visitors (ICVs) meet on their visit to Custody. ICVs make visits to each Custody Suite once per week and it is uncertain how many vulnerable detained persons (DPs) will be in Custody at the time of the visit and who will be available to visit. In addition, it depends how long a DP has been held to get an understanding of the care afforded to them. For example, if a child has only been held in Custody for one hour, the ICVs may not know if there is delay in receiving Appropriate Adult (AA) provision or if they were subsequently held overnight.
- 2.2 To get a better insight into the totality of care extended to vulnerable DPs, the purpose of the pilot (now termed Custody Record Reviewing CRR) was to examine the full Custody Record of a DP to consider, in depth, their full journey through Custody.

3. PROCESS

- 3.1 The ICV Scheme Manager receives a list every week, giving details of those DPs who have been detained the week previous and are either a young person or have a mental health vulnerability. From the list a random selection of six Custody Records is chosen.
- 3.2 To ensure that the identity of all DPs is protected the Custody Records are redacted by the Constabulary and all personal information is obscured.

- 3.3 The ICVs are rostered to review in pairs and they make two visits per week and on each visit they interrogate three Custody Records.
- 3.4 ICVs review and report upon set criteria determined by the Scheme Manager and they record their findings on a pre-prepared spread sheet.

#### 4. OUTPUT

- 4.1 At the end of every month a report is compiled presenting the findings from the Custody Record Reviews. The report is then shared with the DPCC (Custody Visiting Portfolio Lead) and also with the Ch Insp. for Custody and three Custody Inspectors.
- 4.2 The full report incorporating 7 months data (April – October 2018) is attached at Appendix A. Further update reports will be presented at the Strategic Priorities Assurance Board twice per year.

#### 5. SUMMARY OF FINDINGS

- 5.1 From the records examined and reported upon, the findings have demonstrated that the care of young people has greatly improved since we commenced in April; Appropriate Adults are called for in a more expedient manner, total time detained until first interview has reduced and in general young people are detained for a shorter period of time that the average (for exact detail see the results attached at Appendix A);
- 5.2 The findings show that the care of those with Mental Health Vulnerabilities is a mixed bag and reading the comments on pages 23 and 24 of the attached report it appears that there may be mentally vulnerable individuals who are not receiving appropriate care according to their needs. It is accepted that this may be due to difficulty of determining the exact nature of the vulnerability in question which can range from anxiety through to paranoid schizophrenia, however, to ensure that the correct care is provided we would suggest that a process be considered and adopted (recommendation 2) which can further determine the extent of the vulnerability and therefore the level of care needed, i.e., an Appropriate Adult, a solicitor and if needed an assessment from a mental health nurse and any actions/reasons and rationale be recorded in the Custody Record.
- 5.3 The findings of this work have also demonstrated that there is no detail contained

within any custody records about whether DPs have any religious needs. The Constabulary have worked closely with the Equality and Diversity team to ensure that the Custody Suites are equipped with religious materials which are stored appropriately, it therefore feels appropriate to offer these. Guidance from the APP states, "Establishing the specific needs of a person is best determined by appropriate, effective and respectful questioning. Officers should record responses in the custody record and include these as part of any handover process". We would therefore recommend (recommendation 4) that DPs are asked whether they have any religious requirements and this is recorded in the Custody Record.

- 5.4 From the records of young people examined it has demonstrated that on many occasions the Local Authority is unable to provide accommodation for young people. As it is a duty under PACE to transfer young people and the Local Authorities have a duty to accommodate we would recommend (recommendation 6) that there is continued dialogue with the Local Authorities to ensure they meet their obligation.
- 5.5 It was disheartening to read the following comment on page 24 of the report *"It is apparent, that on detention this DP was suffering from serious MH issues. However, the DP was not referred for a MHA for over four hours after detention. Once requested, the assessment could not be undertaken until the following day and in fact only took place at 13:12. The DP was quickly sectioned following the MHA, however the only explanation for the delay in conducting the MHA, was that Hartington MHU did not wish to conduct a MHA until a bed was identified. This seems to be the wrong way round and led to the lengthy wait in custody for a seriously ill DP"*. Whilst this was an isolated case within our reviews, it is important to note that we dip sample just 2.8% of the mentally vulnerable held in Custody. It is clearly inappropriate for a mentally vulnerable individual to spend a lengthy period of time in Custody before being sectioned due to there being no beds available. We would recommend (recommendation 7) that the Commissioner use this and other evidence to reinforce the need to have more Appropriate Mental Health provision and energise local debate.

## 6. BENEFITS OF THIS METHOD OF OVERSIGHT

6.1 The benefits of this method of oversight have been many and varied and include the following:

- The Commissioner has gained valuable oversight of the most vulnerable being held in Police Custody.
- This work can identify weaknesses and monitor if improvements are being made against measures put in place, therefore, the Constabulary receives valuable feedback which helps drive up standards in Custody.
- Detainees benefit from an informed scrutiny of their time in custody, from the perspective of a local member of the community, it brings an external human perspective to their time in detention in order to improve the experience and outcomes for vulnerable detainees.
- ICVs benefit from this work as there is increased buy-in from the volunteers involved and their morale is lifted. The ICVs who have been involved in this pilot are now more knowledgeable and confident when making Custody Visits and this is cascaded down to other ICV visit partners.
- The focus of the reviews can be changed to examine particular areas or different vulnerabilities.
- The findings are more in line with the HMICFRS Inspection reports, thereby aiding Force preparedness for future inspections.

## 7. THE FUTURE

7.1 One of the benefits of this method of oversight is the ability to adapt and change focus, therefore consideration will be given to changing focus on a six monthly basis. Due to the improvements made in the care of young people it is recommended (recommendation 6) that focus from January onwards be changed from young people to females and the focus on the mentally vulnerable will continue.

- 7.2 This method of working has been recognised as being an effective tool in monitoring performance within the Custody environment. To complement this review of Custody Records, the OPCC are now exploring an alternative method of 'Custody Visiting' which will continue to speak with DPs, but will also observe and report upon the culture, environment and the wider processes underway in custody.
- 7.3 Discussions are currently taking place with the Force to agree how this refreshed method of visiting will work and when agreed it is recommended (recommendation 7) that the OPCC commence a further pilot exploring an alternative method of visiting custody.

## APRIL - OCTOBER COMPARATIVE DATA

### Custody Record Reviewing

#### INFORMATION

During the period 1 April– 30 October 2018 there were a total of 8521 DPs held in custody in Derbyshire and of those 4260 were vulnerable (either a child or with mental health vulnerabilities) (representing 49% of the total), of those 3705 DPs had mental health vulnerabilities (43% of the total 87% of vulnerable DPs with a MH or YP vulnerability) and 555 were under the age of 18 (6% of the total/ 13% of the vulnerable). From this sample of vulnerable DPs a total of 166 Custody Records, from the months April to October, were interrogated (61 for children and 101 with Mental Health vulnerabilities, 4 Records examined showed that the individual was a Child with Mental Health vulnerabilities) against pre-set criteria. This report presents the findings of those custody records interrogations, and it is important to bear in mind that the sample represents just 1.8% of the total (of vulnerable DPs) (12% of young people and 2.8% of those with Mental Vulnerabilities).

#### FINDINGS

##### **GENERAL REQUIREMENTS**

The Custody Inspectors dip sample a number of Custody Records on a monthly basis - this is to check that DPs have been detained appropriate to [PACE Code C](#) and to ensure the Custody Records are accurately completed.

The areas checked and the findings are as below:

<b>INSTRUCTED IN THE USE OF THE CELL CALL BUTTON – YES</b>											
April	May	June	July	August	Sept	October	November	December	January	February	March
14%	86%	78%	88%	96%	100%	94%					
<b>NO DETAIL IN CUSTODY RECORD FOUND</b>											
78%	13%	22%	12%	4%	0%	3%					

<b>WERE DIETARY REQUIREMENTS CATERED FOR? - YES</b>											
April	May	June	July	August	Sept	October	November	December	January	February	March
28%	23%	17%	27%	28%	12.50%	7%					

<b>NO DETAIL IN CUSTODY RECORD FOUND</b>											
64%	27%	22%	33%	24%	37.5%	23%					
<b>NO SPECIFIC DIETARY NEEDS IDENTIFIED</b>											
0%	50%	62%	39%	48%	42%	70%					

<b>WERE RELIGIOUS REQUIREMENTS CATERED FOR – YES</b>											
<b>April</b>	<b>May</b>	<b>June</b>	<b>July</b>	<b>August</b>	<b>Sept</b>	<b>October</b>	<b>November</b>	<b>December</b>	<b>January</b>	<b>February</b>	<b>March</b>
0	0	0	0	0	0	0					
<b>NO DETAIL IN CUSTODY RECORD FOUND</b>											
100%	100%	100%	100%	100%	100%	100%					

<b>INSTRUCTED IN THE USE OF THE TOILET – YES</b>											
<b>April</b>	<b>May</b>	<b>June</b>	<b>July</b>	<b>August</b>	<b>Sept</b>	<b>October</b>	<b>November</b>	<b>December</b>	<b>January</b>	<b>February</b>	<b>March</b>
14%	13%	28%	12%	8%	8%	36%					
<b>NO DETAIL IN CUSTODY RECORD FOUND</b>											
85%	81%	67%	73%	92%	75%	17%					
<b>NOT APPLICABLE</b>											
	4.5%	5%	6%	0	8%	10%					

**CONCLUSION**

*Instructing DPs in the use of the cell call button has improved dramatically since April and continues to improve, reaching 100% compliance in September.*

*It would appear though, that in the main, the Custody Records contain little information on any of the other entitlements and in addition to the examination of Custody Records, we have been informed from Custody Visiting that the explanation of toilet pixilation is often not being provided to DPs.*

*There continues to be not detail contained within the Custody Records about religious requirements and whilst we acknowledge that there is not a drop down menu contained within Niche we would question whether this information should be incorporated as a matter of course.*

**DETENTION**

HMIC (2015) found that the total time in detention ranged from 8 to 13 hours (Kemp 2013). To identify whether or not vulnerable individuals are held longer than the average we have collated information to examine this, and the average time held in detention is outlined in each of charts below, one for young people and one for those with mental health vulnerabilities:

**Young people AND Mental Health Vulnerabilities.**

AVERAGE LENGTH OF DETENTION FOR ALL DP'S IN DERBYSHIRE											
April	May	June	July	August	Sept	October	November	December	January	February	March
13.4 HRS	13.8 HRS	13.8 HRS	13 HRS	13.1HRS	14.3HRS	13HRS					
AVERAGE LENGTH OF DETENTION FOR YOUNG PEOPLE IN DERBYSHIRE											
April	May	June	July	August	Sept	October	November	December	January	February	March
10.6 HRS	21 HRS	10.5 HRS	11.2 HRS	9.2HRS	10.8HRS	9.2HRS					
AVERAGE LENGTH OF DETENTION FOR ALL ADULTS WITH NO MH ISSUES											
13 HRS	12.8 HRS	13.3 HRS	12.5 HRS	13.5HRS	13.5HRS	13HRS					
AVERAGE LENGTH OF DETENTION FOR THOSE WITH MENTAL HEALTH VULNERABILITIES IN DERBYSHIRE											
April	May	June	July	August	Sept	October	November	December	January	February	March
14.2 HRS	15.4 HRS	14.8 HRS	13.8 HRS	12.9HRS	12.9HRS	13.4					

**CONCLUSION**

*From the information gathered our findings show that generally, young people are held according to the average quoted by Kemp (2013), and for less time than the average for all DPs in Derbyshire which is encouraging and demonstrates that children are, by and large processed more quickly.*

*For those with Mental Health Vulnerabilities the average amount of time held in Derbyshire appears to be reducing month on month and is now in line or less than the average quoted by Kemp.*

*From the pilot sample the amount of time detained is monitored however, for comparison purposes this is not used as the OPCC selection process randomly selects from a set of custody records with no detail other than the amount of time detained. Often those DPs detained for a longer period of time are chosen, although more recently, to add balance to the selection, we are choosing one short range detention, one medium range and one long range detention, therefore the average amount of time detained from within our sample is reducing.*

**Delay from Arrival to Authorised detention**

Upon arrival at the Custody Suite, DPs should be authorised for detention in an expedient manner. During the month of October this has been monitored and we found that all (30) Custody Records showed that DP's were authorised for detention within 20 minutes of arrival, with the following exceptions as below:

DP Category	Time delay
Young Person	1 hr 27 mins
Young Person	34 minutes
Young Person	29 minutes
Mentally Vulnerable Person	1 hr 14 mins
Mentally Vulnerable Person	1 hr 8 mins
Mentally Vulnerable Person	1 hr 1 mins
Mentally Vulnerable Person	48 minutes
Mentally Vulnerable Person	40 minutes
Mentally Vulnerable Person	33 minutes
Mentally Vulnerable Person	26 minutes
Mentally Vulnerable Person	25 minutes

**CONCLUSION**

*Upon checking the Custody Records there is no rationale contained within to detail why these delays occurred. We suggest an area of improvement would be to decrease the delays and where this is not possible to include a rationale to explain the reason why.*

**RIGHTS**

From all the custody records examined it was confirmed that the all DP's were given their rights either at booking in or later, if necessary with the AA present. However, it has been noticed that sometimes there is a large delay in receiving these rights with the AA present. As an AA is necessary to be present, this indicates that some DPs are waiting before they officially receive their rights and entitlements. It is acknowledged that at times DPs can be aggressive or intoxicated and this can prolong the amount of time it takes to receive their rights and entitlements in the correct setting. Therefore the table below sets out if a DP experienced a delay and if this was due to them being aggressive or intoxicated. For example, in April, 75% of young people in custody had a delay of over an hour to receiving their rights and entitlements in the correct setting. 12.5% of these cases were due to the DP being aggressive or intoxicated. For 62.5% there was no explanation available as to why there was a delay.

<b>IF THE DP EXPERIENCED A DELAY, AND IT WAS DUE TO THEM BEING INTOXICATED OR AGGRESSIVE - YOUNG PEOPLE</b>											
April	May	June	July	August	Sept	October	November	December	January	February	March
12.5%	0%	0%	0%	0%	0%	0%					
<b>DELAY NOT DUE TO BEING INTOXICATED OR AGGRESSIVE</b>											
62.5%	63.6%	62.5%	45.5%	33%	100%	100%					
<b>HOW MANY DPS HAD DELAY OUT OF TOTAL % IN CUSTODY</b>											
75%	63.6%	62.5%	45.5%	33%	12.50%	50%					

<b>IF THE DP EXPERIENCED A DELAY, AND IT WAS DUE TO THEM BEING INTOXICATED OR AGGRESSIVE - MENTAL HEALTH</b>											
April	May	June	July	August	Sept	October	November	December	January	February	March
16.6%	9%	0%	18.1%	6%	0%	44.5%					
<b>DELAY NOT DUE TO BEING INTOXICATED OR AGGRESSIVE</b>											
16.6%	45.5%	30%	40.9%	28%	100%	55.5%					
<b>HOW MANY DPS HAD DELAY OUT OF TOTAL % IN CUSTODY</b>											
33.3%	54.5%	30%	59%	33%	23.5%	43%					

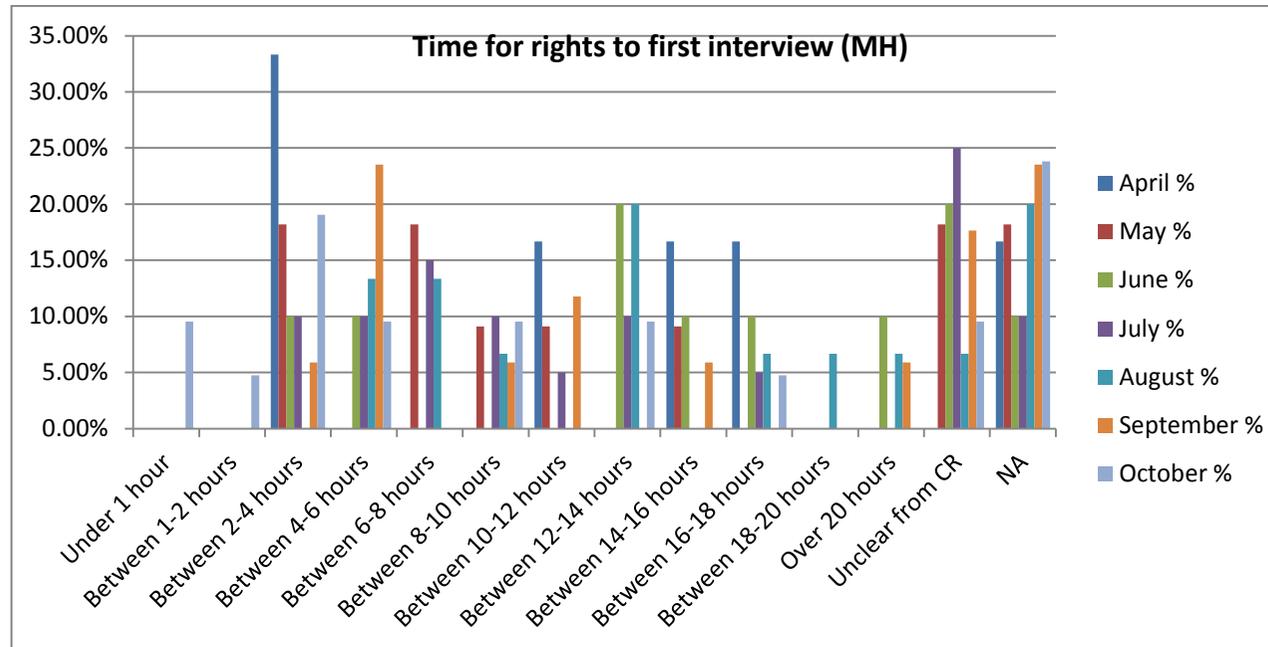
**CONCLUSION**

*The above tables demonstrate that being intoxicated or aggressive was not a factor in any delays experienced by Young DPs, however, being intoxicated or aggressive was a factor for approx. 45% of mentally vulnerable DPs in waiting to receive their rights and entitlements. The data demonstrates that there was a reduction in the delay times up to September, however, last month this increased and whilst there is an explanation for roughly half of the mentally vulnerable DPs, there is though no reason for why young people would experience a delay.*

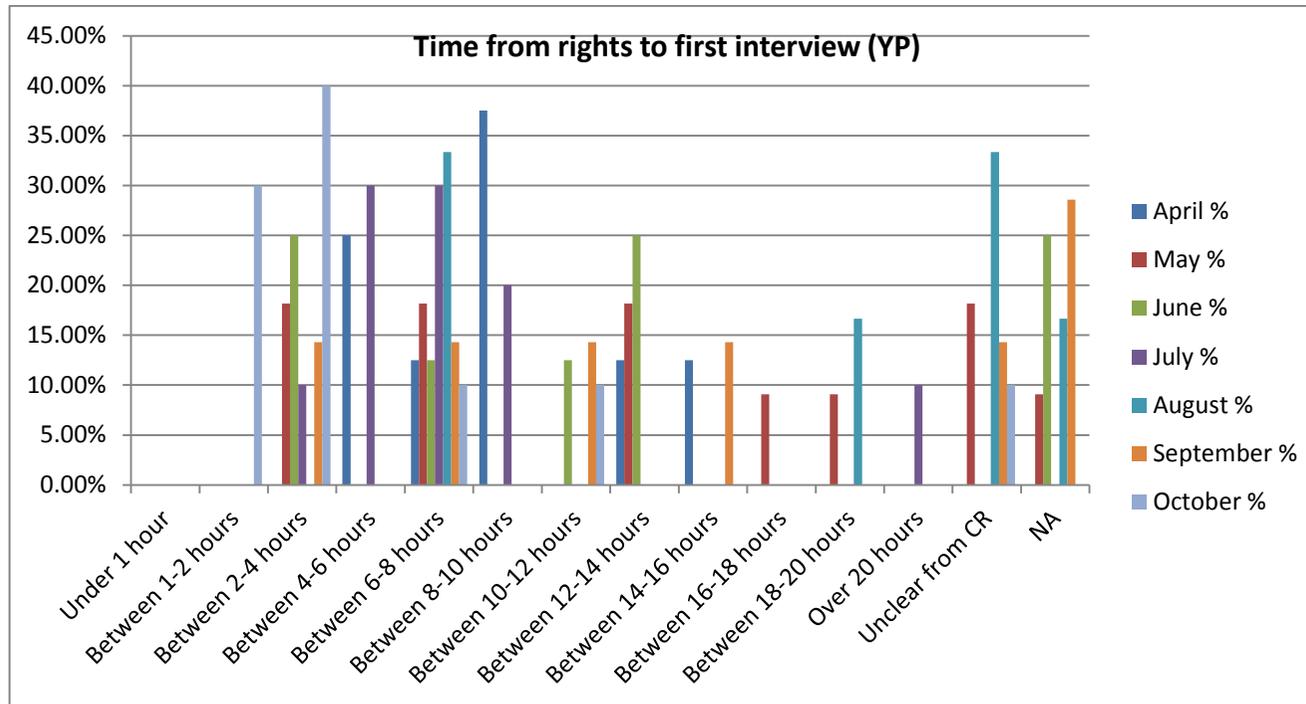
**FIRST INTERVIEW**

The average length of time from detention being authorised till the first interview for young people and those with mental health vulnerabilities is outlined below. The lack of information in some of the custody records means that for 19 records (in total) it is not possible to ascertain how long these DPs waited for their first interview.

<b>AVERAGE LENGTH OF TIME DETAINED UNTIL FIRST INTERVIEW FOR THOSE WITH MENTAL HEALTH VULNERABILITIES FROM RECORDS INTERROGATED</b>											
<b>April</b>	<b>May</b>	<b>June</b>	<b>July</b>	<b>August</b>	<b>Sept</b>	<b>October</b>	<b>November</b>	<b>December</b>	<b>January</b>	<b>February</b>	<b>March</b>
9.4HRS	7.5HRS	12.2 HRS	8.2 HRS	11.7HRS	8.9HRS	5.6HRS					
<b>NO DETAIL IN CUSTODY RECORD FOUND</b>											
	2	2	5	1	1	2					



AVERAGE LENGTH OF TIME DETAINED UNTIL FIRST INTERVIEW FOR YOUNG PEOPLE FROM RECORDS INTERROGATED											
April	May	June	July	August	Sept	October	November	December	January	February	March
9 HRS	10 HRS	8 HRS	7.7 HRS	11HRS	8.7HRS	2.9HRS					
NO DETAIL IN CUSTODY RECORD FOUND											
	1	2	0	2	3	1					



**Rationale to explain the reason for the delay in receiving the first interview**

Length of time waited	Rationale (October Only)
Between 4-6 hours	No explanation
Unclear	No explanation
Between 16-18 hours	Reference to investigation but no specific rationale
Unclear	No explanation
Between 10-12 hours	Interview delayed due to handing case to another solicitor
8-10 hours	Under the influence of drugs
6-8 hours	No explanation
Between 12-14	Collecting evidence
Unclear	No explanation
Between 8-10 hours	Reviews state purpose to secure and preserve evidence
Between 4-6 hours	No explanation

Between 12-14	No explanation
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**CONCLUSION**

*It is appreciated that there may be a number of reasons as to why there may be a delay in receiving the first interview, and from the month of September, ICVs have been asked to collate this any rationale contained within the Custody Record. The rationale exposed can explain possible reasons for some lengthy delays. What it is still disappointing to note is the number of records that provide no detail about when an individual was interviewed or whether they were interviewed at all. We would certainly expect to see this information within a Custody Record and therefore suggest that this should be an area for improvement.*

**APPROPRIATE ADULTS (AA's)**

**Young people**

In the records examined, the Force identified and recorded that an AA was necessary for all young people and the Custody Record confirmed that that the nominated person/ AA was contacted.

**Mental Health Vulnerabilities**

For those DPs with mental health vulnerabilities the AA provision was mixed, as per the table below.

<b>IDENTIFIED AS NEEDING AN AA</b>											
<b>April</b>	<b>May</b>	<b>June</b>	<b>July</b>	<b>August</b>	<b>Sept</b>	<b>October</b>	<b>November</b>	<b>December</b>	<b>January</b>	<b>February</b>	<b>March</b>
33%	64%	50%	68%	56%	41%	52.4%					
<b>AA CONTACTED</b>											
33%	55%	30%	68%	50%	41%	91%					
<b>NO DETAIL FOUND IN CUSTODY</b>											
16%	9%	10%	9%	6%	0%	9%					
<b>BELIEVED THAT AA MAY BE NECESSARY BUT NOT IDENTIFIED AS NEEDING AN AA</b>											
16%	27%	40%	14%	22%	41%	28.5%					

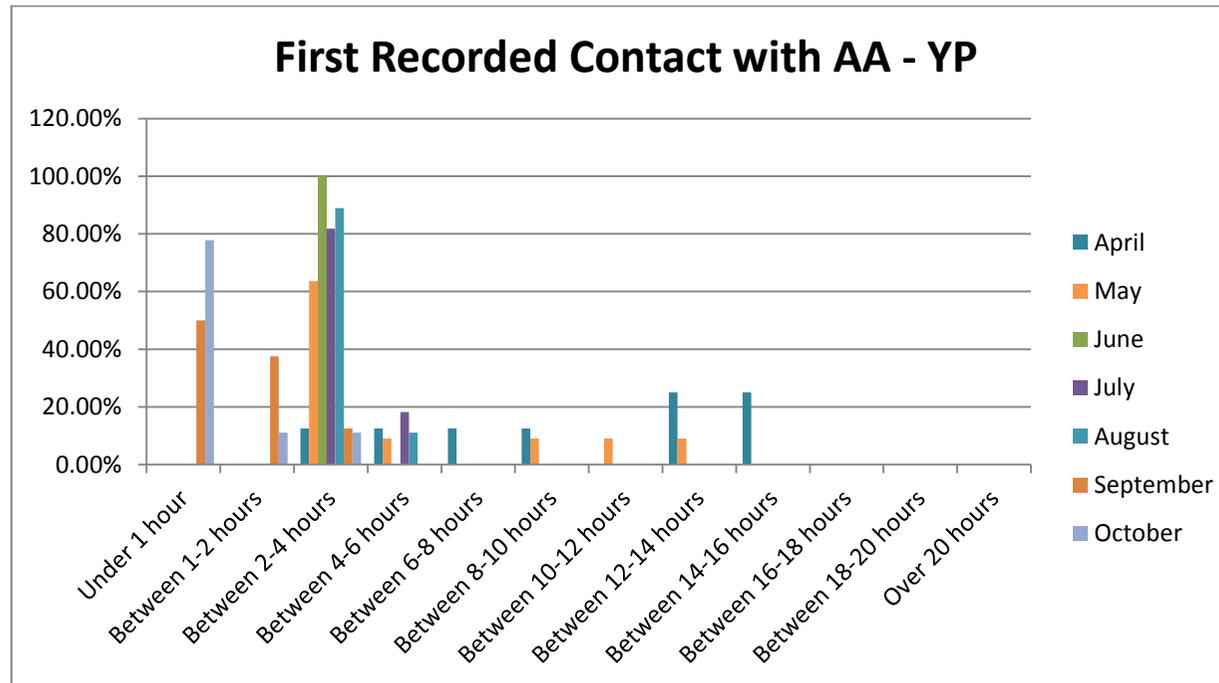
Whilst we acknowledge that that nature of the mental health vulnerability may not always warrant the need for an appropriate adult there are instances where it was felt that an AA may have been necessary but this was not identified or recorded.

**CONCLUSION**

*It is important for those with MH Vulnerabilities to have access to an AA to ensure that they have an understanding of why they are being detained and to receive advice on access to legal provision. For these reasons we feel that a process should be put in place to ensure that an offer off AA provision is given where needed and if this is not the case we expect to see a rationale as to why Custody staff feel this provision was not necessary.*

As an AA should be called as soon as practicably possible, the amount of time after arrest until first contact with the AA has been analysed. :

Young People



HOW LONG UNTIL FIRST RECORDED CONTACT WITH AA FOR YOUNG PEOPLE											
April	May	June	July	August	Sept	October	November	December	January	February	March
UP TO 16 HRS	UP TO 14 HRS	WITHIN 4 HRS	UP TO 6 HRS	UP TO 6 HOURS	UP TO 4 HOURS	UP TO 6 HOURS					

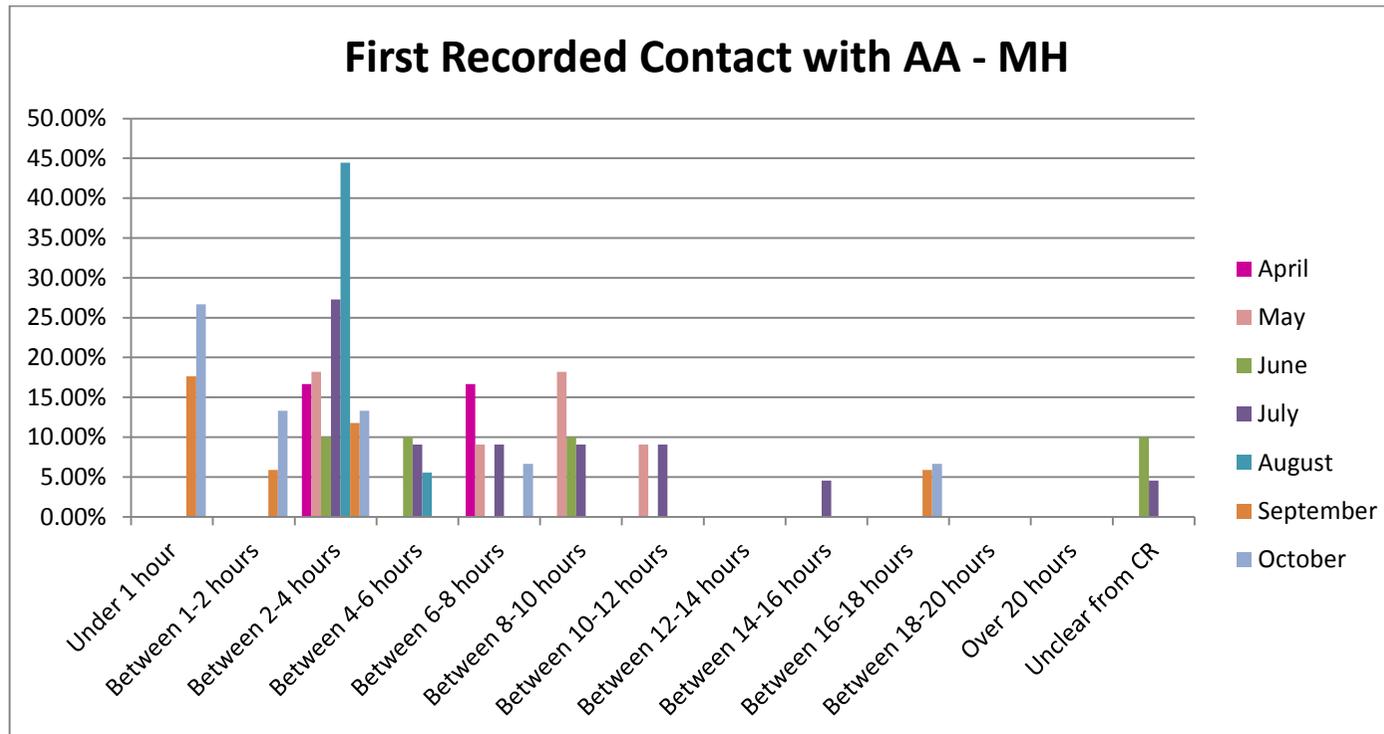
RATIONALE FOR DELAY IN RECIEVNG CONTACT WITH AN AA FOR YOUNG PEOPLE-OCTOBER	
2-4 HRs	<ul style="list-style-type: none"> <li>Tried to contact mum first and when couldn't, then contacted TAAS.</li> <li>No detail of when AA was first contacted so unsure if delay is due to service.</li> </ul>

	<ul style="list-style-type: none"> <li>• AA asked to attend for interview although they arrived earlier.</li> <li>• AA was DPs carer and said she would attend for interview.</li> </ul>
4-6 HRS	<ul style="list-style-type: none"> <li>• Appears to be a 6 hour delay in contacting the AA</li> </ul>

**CONCLUSION**

*The improvements in the speed of contact with an AA have been dramatic and welcome. During the month of October, there were some delays between 2 – 4 hours and the comments relating to this are detailed above. From the comments above there are clear reasons for the delays with the exception of the lengthier delay in contacting an AA which took between 4 – 6 hours, clearly this is one case but certainly something that should be improved.*

**Mental Health Vulnerabilities**



HOW LONG UNTIL FIRST RECORDED CONTACT WITH AA FOR THOSE WITH MENTAL HEALTH VULNERABILITIES											
April	May	June	July	August	Sept	October	November	December	January	February	March
UP TO 8 HRS	UP TO 12 HRS	UP TP 10 HRS	UP TO 16 HRS	UP TO 6 HRS	UP TP 18HRS	UP TO 18HRS					

RATIONALE FOR DELAY IN RECEIVING CONTACT WITH AN AA FOR MH-OCTOBER	
2-4 HRS	<ul style="list-style-type: none"> <li>No detail in CR.</li> </ul>
2-4 HRS	<ul style="list-style-type: none"> <li>Contact delayed due to DPs irrational behaviour.</li> </ul>
6-8 HRS	<ul style="list-style-type: none"> <li>No detail in CR.</li> </ul>
16-18 HRS	<ul style="list-style-type: none"> <li>The care plan detailed the need for an Appropriate Adult, yet it took 18 hours for this person to have rights re-read in front of an AA.</li> </ul>

**CONCLUSION**

*For those with Mental Health Vulnerabilities there have been some improvements in AA provision, however, during the month of October there was one lengthy delay, taking 18 hours for this DP to have their rights re-read in the front of an AA. A delay of this time is clearly concerning and something that can be improved upon, perhaps with the introduction of a more robust process around the determination of the mental health vulnerability at the booking in stage.*

**SOLICITOR**

The percentage of people who saw a solicitor in each month is outlined in the table below.

<b>NO OF YOUNG PEOPLE WHO SAW A SOLICITOR</b>											
April	May	June	July	August	Sept	October	November	December	January	February	March
87%	82%	75%	55%	33%	50%	60%					
<b>NO DETAIL IN CUSTODY RECORD</b>											
12%	9%	12%	45%	55%	37.5%	20%					
<b>NO. OF YOUNG PEOPLE WHO DID NOT WANT A SOLICITOR</b>											
0%	9%	12%	0%	11%	12.5%	20%					

During the month of October, 20% of records examined for Young People showed that it was unclear as to whether the DP actually had contact with the Solicitor after the request was made. ICV comments relating to this information in the Custody Record is outlined below.

<b>COMMENTS RELATING TO (NON) CONTACT WITH SOLICITOR YP (October Only)</b>	
<b>UNCLEAR</b>	<ul style="list-style-type: none"> <li>Solicitor requested, but no record of attendance at custody suite. Custody Record is unclear on this issue. There is reference to Solicitor possibly speaking with DP on the phone</li> <li>DP requested a solicitor but there is no evidence that this happened.</li> </ul>

<b>NO. OF THOSE WITH MENTAL HEALTH VULNERABILITIES WHO SAW A SOLICITOR</b>											
67%	35%	80%	50%	50%	59%	66.7%					
<b>NO DETAIL IN CUSTODY RECORD</b>											
17%	18%	0%	27%	17%	41%	28.6%					
<b>NO. OF MHV WHO DID NOT WANT A SOLICITOR</b>											
17%	45%	20%	23%	33%	0%	4.7%					

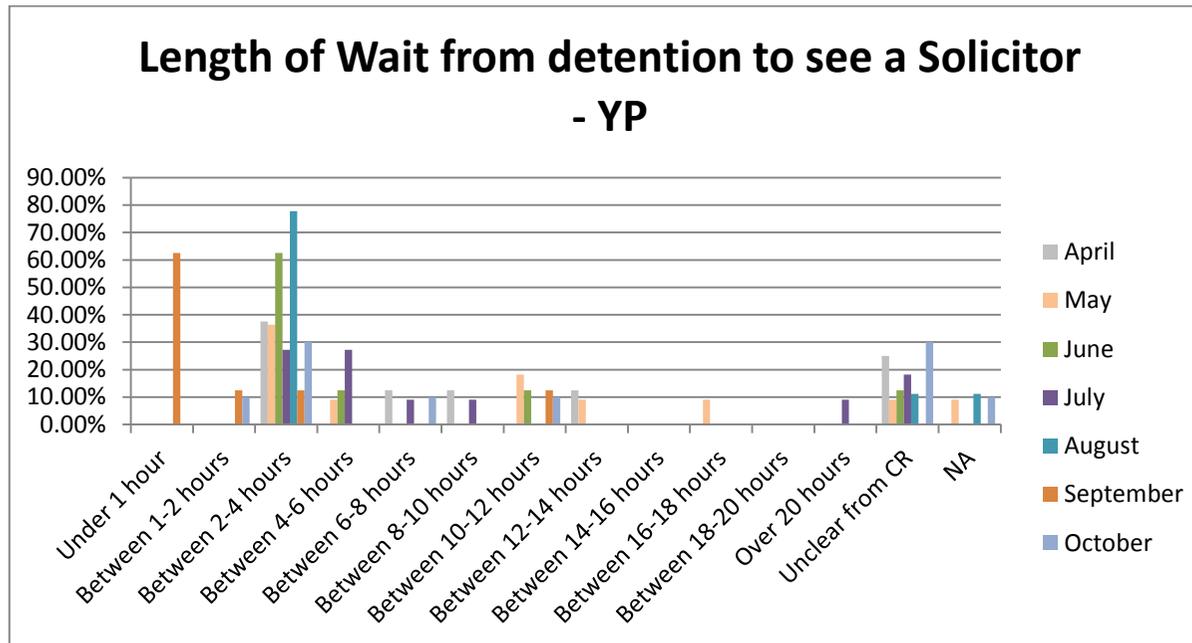
During the month of October, 28.6% of records examined for those with MH Vulnerabilities it was unclear as to whether the DP actually had contact with the Solicitor after the request was made. ICV comments relating to this information in the Custody Record is outlined below.

<b>COMMENTS RELATING TO (NON) CONTACT WITH SOLICITOR MH (October Only)</b>	
<b>UNCLEAR</b>	<ul style="list-style-type: none"> <li>Although DP requested sol there was no reference in CR of DP having any contact.</li> </ul>

**CONCLUSION**

*In both of the above cases we would certainly presume that the DPs saw a solicitor but this was not recorded on the Custody Record and this is certainly something which we would expect to see recorded.*

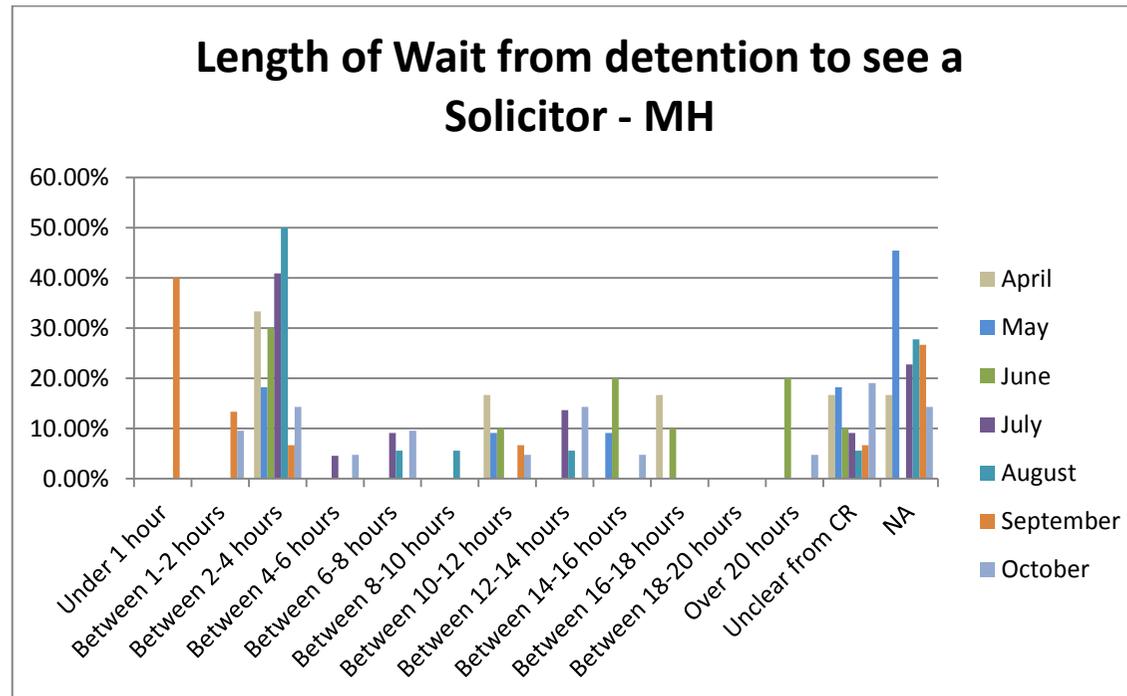
Where legal representation was sought the length of wait from when detention was first authorised to see a solicitor is detailed in the charts below:



**Young People**

AVERAGE LENGTH OF WAIT FROM WHEN DETENTION WAS FIRST AUTHORISED TO FIRST CONTACT WITH A SOLICITOR – YP											
April	May	June	July	August	Sept	October	November	December	January	February	March
5.8 HRS	7.2 HRS	3.7 HRS	6.4 HRS	4 HRS	2.4 HRS	4 HRS					
NO DETAIL IN CUSTODY RECORD FOUND											
2	1	1	2	1	0	3					

**Mental Health Vulnerabilities**



AVERAGE LENGTH OF WAIT FROM WHEN DETENTION WAS FIRST AUTHORISED TO FIRST CONTACT WITH A SOLICITOR – MH											
April	May	June	July	August	Sept	October	November	December	January	February	March
8 HRS	7.5 HRS	11.7 HRS	5 HRS	4HRS	3.9HRS	7.9 HRS					
NO DETAIL IN CUSTODY RECORD FOUND											
1	2	1	2	1	1	4					

**CONCLUSION**

*It is disappointing to note that during the month of October there were 7 records (from a total of 30) where there was absolutely no detail contained within the Custody Record that the solicitor was ever present within the Custody. This is most certainly an area where we would expect to see improvements which appear to have declined during the month of October.*

**FEMALE OFFICER**

Girls under the age of 18 must be under the care of a woman while being detained as this is a requirement under Section 31 of the Children and Young Persons Act 1933. In accordance with the recent work undertaken by ICVA, it is considered to be important to offer the assistance of a female Officer to all women being detained. The below table outlines how many female DPs were assigned a female officer each month.

<b>FEMALE OFFICER ASSIGNED TO FEMALE DP</b>											
April	May	June	July	August	Sept	October	November	December	January	February	March
0%	50%	67%	80%	75%	75%	100%					
<b>NO DETAIL IN CUSTODY RECORD FOUND</b>											
100%	50%	33	20%	12.5%	25%	0%					

<b>SANITARY PRODUCTS OFFERED TO FEMALE DP</b>											
April	May	June	July	August	Sept	October	November	December	January	February	March
33%	0%	33%	60%	37.5%	75%	80%					
<b>NO PRODUCTS OFFERED</b>											
67%	100%	67%	40%	62.5%	25%	20%					

**CONCLUSION**

*It is encouraging to see that the recording of assigning a female Officer to a female DP has improved month on month, with 100% compliance this month (from a very limited sample of just 5 females) and we look forward to continued improvements in this area.*

*Similarly, the offering of sanitary products has improved greatly, which is really encouraging.*

**OBSERVATION LEVELS**

The Custody Officer is responsible for managing the supervision and level of observation of each detainee and should keep a written record in the custody record.

For every record examined it was noted that an observation level was set – the below tables demonstrate whether these were adhered to.

<b>OBSERVATION LEVELS ADHERED TO YES – YP</b>											
April	May	June	July	August	Sept	October	November	December	January	February	March
100%	82%	100%	82%	100%	63%	90%					
<b>OBSERVATION LEVELS ADHERED TO NO– YP</b>											
0%	18%	0%	18%	0%	37%	10%					

<b>OBSERVATION LEVELS ADHERED TO YES – MH</b>											
April	May	June	July	August	Sept	October	November	December	January	February	March
100%	100%	100%	86%	100%	76%	90%					
<b>OBSERVATION LEVELS ADHERED TO NO– MH</b>											
0%	0%	0%	14%	0%	24%	10%					

From the records interrogated, the vast majority showed that an observation level was set and adhered to.

**CONCLUSION**

*The increase of observation levels not being adhered to is possibly the result of ICVs now examining whether visits were made within 5 minutes of the allotted observation times.*

**LIAISON AND DIVERSION**

<b>ACCESS TO L &amp; D TEAM – YES (YOUNG PEOPLE)</b>											
April	May	June	July	August	Sept	October	November	December	January	February	March
38%	54.5%	0%	72%	67%	87%	80%					
<b>ACCESS TO L &amp; D TEAM – NO (YOUNG PEOPLE)</b>											
0%	9%	62%	18%	22%	13%	20%					
<b>NO DETAIL FOUND IN THE CUSTODY RECORD</b>											
62%	36%	25%	9%	11%	0%	0%					
<b>ACCESS TO L &amp; D TEAM – YES (MH VULNERABILITIES)</b>											
April	May	June	July	August	Sept	October	November	December	January	February	March
50%	27%	40%	45%	39%	35%	33%					
<b>ACCESS TO L &amp; D TEAM – NO (MH VULNERABILITIES)</b>											
16%	45%	0%	5%	39%	18%	62%					
<b>NO DETAIL FOUND IN THE CUSTODY RECORD</b>											
33%	27%	60%	50%	22%	47%	5%					

<b>ANY EVIDENCE OF ACCESS TO THE L&amp;D TEAM/MH TEAM OR REASONS FOR NO CONTACT (October Only)</b>
<ul style="list-style-type: none"> <li>• Seen in cell by MHT, refused to engage</li> <li>• Substance misuse worker seen. DP referred to hospital for 47 hours during which time clock was stopped. MHT informed about suicidal tendencies. CR states that DP likely to go to prison and MHT will liaise with prison MHT.</li> <li>• Seen in cell by youth worker and student nurse. DP declined support for cannabis use but is open to social care and YOT.</li> <li>• Seen by nurse and engagement worker, DP engaged appropriately .</li> <li>• DP saw a doctor who focussed on allergies. Stated DP first unfit for interview then said fit when DP more awake. DP declined referral to drug worker and leaflets.</li> <li>• Seen in cell by Lead Nurse. DP open to CAMHS and social care.</li> <li>• Seen in cell by engagement worker and student nurse. Stated that he did not need help to keep himself safe on release</li> <li>• Seen in cell by engagement worker and student nurse. Refused to engage</li> <li>• Attempted to be seen by CJLDT engagement worker - but DP declined to engage and was not open to MH Services. YOT alert to be sent, routine screen completed.</li> <li>• Saw CJLDT on 6/10/2018 at 14:37</li> <li>• LDC contacted and they arranged MHA within 2 hrs.</li> </ul>

- CJLDT screened
- Seen by CJMHT
- Seen by lead and student nurses, accepted support. Later received another visit from lead nurse and engagement worker.
- Seen in cell by youth worker, DP declined support

## **CONCLUSION**

*Liaison and Diversion (L & D) services identify people who have mental health, learning disability, substance misuse or other vulnerabilities when they first come into contact with the criminal justice system as suspects, defendants or offenders. The service can then support people through the early stages of criminal system pathway, refer them for appropriate health or social care or enable them to be diverted away from the criminal justice system into a more appropriate setting, if required. It is therefore encouraging to see that the Custody Record is now showing more access to the L & D Team for young people and the detail shows that this is often offered to those with MH issues but is not always taken up. There still continues to be records where no detail can be found, although it is pleasing to note that this is getting much better and more detail can now be found.*

*There were two cases during the month of October (both MHV) who were only held during unsociable hours and therefore would not have had the opportunity to see the L & D team.*

**CHILDREN**

***DESIGNATED DETENTION ROOM***

The Home Office state that all police forces should consider allocating areas that can be used as designated facilities for children and young people. Derby, Chesterfield and Buxton Custody Suites all have designated detention rooms for young people; the chart below indicates how many young people were assigned a specific junior detention cell.

<b>WAS A JUNIOR DETENTION CELL ASSIGNED</b>											
April	May	June	July	August	Sept	October	November	December	January	February	March
38%	64%	75%	91%	56%	38%	60%					
<b>JUNIOR DETENTION CELL NOT ASSIGNED</b>											
13%	9%	13%	9%	11%	50%	30%					
<b>NO DETAIL IN CUSTODY RECORD FOUND</b>											
50%	27%	13%	0%	33%	13%	10%					

<b>RATIONALE AS TO WHY DP DID NOT RECEIVE A JUNIOR DETENTION CELL (October Only)</b>
<ul style="list-style-type: none"> <li>• Only JD room was taken and there was no one there to supervise DP. Therefore safest environment for him was an adult cell.</li> <li>• No juvenile cell available</li> <li>• No explanation available</li> <li>• No detail available</li> </ul>

**CONCLUSION**

*There had been month on month improvements in (either) the recording and/or the offering of a designated detention room for young people, however, during the months of September and October completion of Custody Records in this respect dipped. It is recognised that there may not be a designated detention room for young people available. However, it is expected that if this is the case then it should be recorded within the custody record.*

**YOUNG PEOPLE DETAINED OVERNIGHT**

After a child has been charged there is presumption that they will be granted bail which is considered the most preferable option, however if the child is charged with an offence and refused bail, custody officers have a duty under section 38(6) of the Police and Criminal Evidence Act 1984 to secure transfer to Local Authority accommodation. In addition, it is recognised that young people may find spending a night in a police cell a worrying, frightening and intimidating experience and the length of time young people are detained should be kept to a minimum.

<b>PERCENTAGE OF YOUNG PEOPLE THAT WERE HELD OVER NIGHT</b>											
<b>April</b>	<b>May</b>	<b>June</b>	<b>July</b>	<b>August</b>	<b>Sept</b>	<b>October</b>	<b>November</b>	<b>December</b>	<b>January</b>	<b>February</b>	<b>March</b>
63%	82%	63%	55%	67%	50%	50%					
<b>OF THOSE DETAINED, HOW MANY WERE ARRESTED IN THE EVENING OR EARLY HOURS OF THE MORNING</b>											
80%	44%	80%	33%	67%	75%	20%					

The above table indicated how many of those detained overnight were arrested in the evening or early hours of the morning, therefore being detained overnight was perhaps unavoidable.

<b>PERCENTAGE OF YOUNG PEOPLE THAT WERE CHARGED</b>											
<b>April</b>	<b>May</b>	<b>June</b>	<b>July</b>	<b>August</b>	<b>Sept</b>	<b>October</b>	<b>November</b>	<b>December</b>	<b>January</b>	<b>February</b>	<b>March</b>
25%	45%	13%	27%	22%	38%	40%					
<b>NO DETAIL IN CUSTODY RECORD FOUND</b>											
	18%	38%	18%	11%	0%	0%					

**During the month of October an alternative care setting was sought on four occasions.**

**COMMENTS RELATING TO YOUNG PEOPLE IN CUSTODY (October Only)**

- DP arrested for serious offence against a vulnerable person. Also has previous arrests and is therefore seen as a risk to the public. Kept in custody until CPS make decision. No reference is made to seeking alternative overnight accommodation however there is an entry explaining why it is necessary to keep the DP in custody overnight. DP was checked in using the 4th booking in point keeping him away from adults in the custody suite.
- No secure accommodation was available and detention overnight was deemed necessary to protect public safety. Additionally, moving DP would have effected rest period before court.
- Evidence gathering, risk to public and no secure accommodation so had to keep DP overnight. There is evidence that the Cos paid attention to the care and attention of the DP, especially overnight. This included moving the DP to a quieter wing so that they could sleep before court appearance the following morning.
- DP kept for next available court under outstanding warrant
- DP kept in custody in order to protect the DP (being used to drug deal) and to protect public (been known to threaten people with a weapon). Attempted to find accom but was told "it's a long process and there is no such accom near Derby".

**CONCLUSION**

*There continues to be a number of occasions when a person under 18 years of age is held overnight, although it is pleasing to note that the rationale is included within the Custody Record.*

*As detailed in the comments above, during the month of October there were four occasions when Local Authority care was sought but none was available, we understand that a letter has been sent to remind the Local Authority of their responsibilities and we would suggest that this be followed up to ensure that the Local Authority can provide alternative accommodation when required.*

### MENTAL HEALTH (MH) VULNERABILITIES

From the sample, all records examined showed the DPs were held under PACE or other and NOT S136.

The MH tag covers a range of MH issues from depression, anxiety through to PTSD and it is acknowledged that not all those detained with MH vulnerabilities would need a MH assessment, the below table provides ICV comments from the Custody records.

#### **COMMENTS RELATING TO THE MENTALLY VULNERABLE IN CUSTODY (September /October ONLY)**

- It is apparent, that on detention this DP was suffering from serious MH issues. However, the DP was not referred for a MHA for over four hours after detention. Once requested, the assessment could not be undertaken until the following day and in fact only took place at 13:12. The DP was quickly sectioned following the MHA, however the only explanation for the delay in conducting the MHA, was that Hartington MHU did not wish to conduct a MHA until a bed was identified. This seems to be the wrong way round and led to the lengthy wait in custody for a seriously ill DP.
- Although DP asked for support re MH issues this was not addressed. CEWS were done. Given that DP was described as 'difficult to get hold of and known to run from police' no explanation why he was released on police bail.
- Not clear why DP was moved from Ripley to Chesterfield. Although DP said he wanted support re MH issues this was never addressed in CR.
- DP declared himself as having mental health issues and CS arranged an AA, but no mental health assessment was requested. DP requested support but there is no evidence that any was provided, e.g. there was no evidence of contact with L&D team.
- This DP was detained for over 48 hours and there are significant concerns in this report. The DP requests mental health support but there is no record of this being acted on, despite multiple interaction with medical staff. On page 32, reference is made to possible self harm, but the record is grammatically poor and unclear; "on arrival there was an where DP had tied lace around neck", this is both unclear and is recorded approx 7 hrs after detention, states that it is a late entry and details no record of when this was observed. This clearly raises a concern which does not appear to have been acted on. There is no record of any attempt to secure alternative accommodation for this vulnerable person.
- There appears to be some confusion over the observation levels - his care plan says 30 min roused visits, the detainee check frequency is set at 30 minutes, the level of observation is set at Level 2 "intermittent observation" (which we understand should be 15 minutes) yet his cell visits we re actually about 30 minutes apart. The DP identifies as having MH problems ("loads") yet no support was provided for him even though the statement says it must be (page 13).
- DP attempted to take own life, no evidence that they then referred to MH team or any other professional. Having said they would put DP in a safety suit they never did which left DP able to make a ligature with her bra and pants. This is worrying.
- DP self- identified as having depression, anxiety and bi-polar. Clearly a risk to others although that bit of the risk assessment is redacted from the record so not sure that the rationale is there. No evidence of L&D team screening or seeing DP even though he was held through working hours.
- This DP was in detention for over 48 hours and despite declaring depression and previous self-harm thoughts, there is no further no reference to MH team or potential MHA, other than MHA being listed as a potential reason for further detention (page 43). No reference was made to nominating an appropriate adult. On page 36, the DP was offered an 'Intelligence Interview' and appears to have accepted this, but there is no explanation of

outcome or even what it is. The Dp's clothes appear to have been removed but there is no reference to alternative wear or safety clothing.

- The DP self-declared a mental health condition; depression and was suffering from heroin withdrawal and taking large doses of Diazepam at time of detention. Despite these two factors and the fact that he was seen by HCPs, there is no reference to MHA or L&D referral. DP was put on constant observation and 30 minute rousal, but it is not possible to confirm whether constant observation was adhered to from the record (perhaps not possible to verify?). The rousals appear to have been observed during the first part of his detention, but then the DP was allowed to sleep uninterrupted, but observed.
- Medical section states that DP requires support for mental health issues. There is no reference in the report to any support being provided other than the provision of an AA.
- CR clearly identifies a DP with mental health issues who had a HP examination but no referrals to mental health assessment. CR refers to a release condition is an assessment by FME. There is no reference to this happening.
- Quite an efficient process. The record of the visit from Dr XXX, Radbourne Unit does not include his assessment or the outcome of his visit. The pre-release assessment and final General Detention entry are the only references to DP being sectioned and returned to Radbourne Unit.
- Although DP self identified as MH case HCP said 'no signs of acute MH or thought disorder'. So not dealt with as mental health case. CR stated 'CJLDT screened' - but unclear what this means - no further reference to this. DP requested arrest referral worker at start of detention but no further reference to this during detention - then on release DP refused help from referral worker .
- This DP was transferred to hospital for two days which explains the apparent delay in his receiving his rights and seeing a solicitor. Rights were not given on initial arrest, but on return. Disposal at 22.36 on 18th, bail denied but he detained in suite until 17.56 on 19th for court appearance. Re cell visits- on 17.10 documented that "DP asleep and breathing normally". On 18.10 at 17.34 recorded detainee visited, "appears asleep,- hatch opened DP asleep and was observed breathing OK." On both occasions DP still in hospital!
- didn't contact TAAS when arrived as DP was intoxicated, they said they would wait until sober and then call so he would understand R&E. Only took an hour to find a bed but stated they needed over an hour till it would be ready when in actuality it took 4. DP originally put on rousals but no reference to the 4Rs

## **CONCLUSION**

*From the records examined there appears to be a number of cases where a DP has been held with some worrying mental health concerns, despite this, the DP does not receive a mental health assessment nor do they seem to have contact with anyone from the mental health team, as detailed previously, perhaps the introduction of a more robust process around the determination of the mental health vulnerability at the booking in stage would help with this.*

**REMOVAL OF CLOTHING**

*If the DPs clothing is removed there should be a clear rationale for doing so and this should be accompanied with a matching observation level to demonstrate the considered level of risk for that DP.*

*Below is a table detailing incidences where clothing was removed and whether there was any accompanying rationale.*

CLOTHING	
	<ul style="list-style-type: none"> <li>• Clothing removed for DP safety. Previously used razor on self in custody 2016. This was reviewed later on and soft tracksuit issued and put on constant observation.</li> </ul>
	<ul style="list-style-type: none"> <li>• Risk of self-harm or suicide</li> </ul>
	<ul style="list-style-type: none"> <li>• No. Reference to safety suit made but not when or why it was used.</li> </ul>
	<ul style="list-style-type: none"> <li>• Unclear, trainers, tracky bottoms and jogging top referred to in property</li> </ul>
	<ul style="list-style-type: none"> <li>• Initially DP placed in safety suit and was on level 1 observations. This was changed to track suit on review and at the same time observation levels were changed to level 4. DP then sent to hospital for 2 days. On return her hospital gown was put into property. CR does not state whether DP put in track suit again. DP had catheter in place.</li> </ul>
	<ul style="list-style-type: none"> <li>• Yes, no evidence of risk assessing the removal of shoes, this occurred at the beginning of detention, when it is stated that DP poses no risk to self or to others. Was later found with his trousers around his neck and therefore had clothing removed and safety suit provided.</li> </ul>
	<ul style="list-style-type: none"> <li>• Shoes removed but no risk assessment found.</li> </ul>
	<ul style="list-style-type: none"> <li>• Yes, trainers removed but no rational available</li> </ul>

*No evidence in any of the CRs examined that there were continuing risk assessments for these DPs.*

**CONCLUSION**

As this criteria was only added during the month of September we are unable to provide comparative data.

The data is very surprising as the majority of DPs appear to have their footwear removed with no corresponding rationale to explain why.

# STRATEGIC PRIORITIES ASSURANCE BOARD

<b>REPORT TITLE</b>	POTENTIAL REPLACEMENT OF COTTON LANE POLICE STATION
<b>REPORT BY</b>	CHIEF CONSTABLE
<b>DATE</b>	26 NOVEMBER 2018

## PURPOSE OF THE REPORT

To consider the options for the replacement of Cotton Lane Police Station and make recommendations for the most effective and efficient solution.

## ATTACHMENTS

1. APPENDIX 1 – SWOT ANALYSIS OF POTENTIAL RELOCATION SITES
2. APPENDIX 2 – OUTLINE SKETCH OF POTENTIAL COTTON LANE RE-DEVELOPMENT
3. APPENDIX 3 – COST FORECAST OF POTENTIAL COTTON LANE RE-DEVELOPMENT

## RECOMMENDATIONS

1. PCC to confirm that the existing Cotton Lane building is no longer fit-for-purpose, scalable and uneconomical to restore/refurbish.
2. PCC to support the conclusion that (based on SWOT analysis, operational requirements, projected demographic changes, a commitment to work collaboratively with DRFS and the financial evaluation) a relocation to the Ascot Drive site adjacent to the DFRS building is the preferred option.
3. PCC to approve an initial budget of £9.5m for the scheme.

4. PCC to authorise the Force Estates team to proceed with the scheme with regular progress updates.
5. PCC and Chief Constable to reaffirm their commitment to closer Estates collaborations with colleagues from DFRS.
6. PCC to ensure that continued updates are provided to Derbyshire Fire & Rescue Authority on the progress of this project.

CONTACT FOR ENQUIRIES

Name: Richard Brunt  
Tel: 07525 232647  
Email [richard.brunt.17135@derbyshire.pnn.police.uk](mailto:richard.brunt.17135@derbyshire.pnn.police.uk)

## **1. OVERVIEW**

- 1.1 Cotton Lane Police Station was constructed in 1978 and has provided the base for Operational Response, Local Policing, Safer Neighbourhood Teams, Special Constables and the 101 Disaster Recovery Fall-back facility over its lifespan.
- 1.2 Due to the maintenance backlog, limitations in the site and building dimensions, inability to meet current and future operational requirements and the obsolescence of the building at Cotton Lane, future refurbishment or redevelopment is not viable or cost effective.
- 1.3 The cost of addressing the backlog of maintenance is reported to amount to £1.321 million, however a more recent review by the Assets Department has identified that this now amounts to £3.115 million when considering the consequential damage associated with effecting the repairs, the preliminary costs attributable to a contract to deliver the refurbishment and the opportunity to address some of the suitability and sufficiency issues. In addition to this there are issues relating to the location and size of the building and availability of car parking which cannot be addressed on the current site through investment alone. This makes the site less viable for running major incidents or indeed recommissioning as a back-up call centre at short notice.
- 1.4 Between 2001 and 2028 the population of South Derbyshire will grow by about 30%. It is the fifth fastest growing local authority outside the south east. With this in mind the Divisional Commander for South Division has reviewed the policing needs for the Derby area and concluded that a policing hub towards the south of the city would balance Saint Mary's Wharf for the north. The current Cotton Lane location fails to meet these requirements.

## **2. COLLABORATION BETWEEN DERBYSHIRE CONSTABULARY AND DFRS**

- 2.1 In recent years Derbyshire Constabulary has started to work more closely with the Fire Service and has plans to co-locate with the Fire Service in a number of buildings across the county as a catalyst to promote closer working at a local level. Notably both organisations have co-located their headquarters and have invested in a Joint Firearms Range and Training Centre while 16 additional schemes are currently either in construction or going through a feasibility

process. This collaborative working accords with the duties set out in the Policing and Crime Act 2017.

- 2.2 In 2013, the Force entered in to a commitment to develop a joint Police and Fire Headquarters and formalised this commitment on 3<sup>rd</sup> December 2014 when the PCC entered into a Partnership Agreement with Derbyshire Fire Authority (DPFP LLP). The Headquarters was completed on 22<sup>nd</sup> August 2016 and fully occupied by 4<sup>th</sup> November 2016.
- 2.3 During the development of the partnership vehicle, Government issued a consultation document proposing greater collaboration between Emergency Services. This consultation commenced on 11<sup>th</sup> September 2015 and concluded on 23<sup>rd</sup> October 2015. The outcome was enacted in the Police and Crime Act 2017 which received Royal Assent on 31<sup>st</sup> January 2017.
- 2.4 Using the partnership model (LLP), the Force has since agreed to and jointly delivered a joint Training Centre with Derbyshire Fire and Rescue Service (DFRS), all against a backdrop of emerging legislation and guidance which has served to underpin and warrant the decisions made.
- 2.5 Police and Fire Executive Teams have sponsored closer working, collaboration and co-location and the term 'Partners of choice' is an agreed position statement for both organisations.
- 2.6 To underpin this commitment, in April 2017, Police and Fire signed up to a Secondment Agreement which provides for a Joint Head of Strategic Assets. The post objectives include amongst others the requirement to deliver co-location projects to enhance collaboration opportunities. The post has since been substantiated permanently as of the 1<sup>st</sup> November 2018.
- 2.7 Additionally, the Asset Management Plans for Police, Fire and the LLP all support collaboration and co-location and the LLP Business Plan actively promotes that Police and Fire will explore the most appropriate routes to achieve this aim. A programme of co-locations has been agreed with Fire and this commenced with the closure of Ashbourne Police Station and relocation to Ashbourne fire station this year. Fifteen further projects will unfold over the following 3 years and it is this commitment that will be factored into the decision to relocate Cotton Lane.

### **3. SELECTION PROCESS OF A NEW SITE**

- 3.1 At the beginning of the process a number of sites were assessed for suitability via SWOT analysis. The sites concerned were Ascot Drive, land adjacent to the existing fire station, Osmaston Road, Royal Way and Wincanton Close. These areas were pinpointed for their location with regards to serving the south of the city and busier business areas. These locations are also located within commercial/industrial zones which generally allow for greater design flexibility than a residential area. The SWOT analysis for these areas can be found in Appendix 1 of this document.
- 3.2 Numerous land searches were conducted in these areas which identified that no suitable sites for a development of this scale were readily available on the open market. Agents therefore approached local developers known to have land holdings and the site adjacent to the Ascot Drive fire station was identified as a potential option for a development of the required scale.
- 3.3 Once the Cotton Lane site had been deemed unsuitable and other sites unavailable or unsuitable, the Assets Team have proceeded to secure a brief for the user requirements and developed a concept for the new Police Station located adjacent to Ascot Drive Fire Station.

### **4. CURRENT BUDGET**

- 4.1 To allow accurate budget estimates to be made it was imperative all user/operational requirements were captured. Through this process it was evident the build was required to be more than just a straight replacement of the Cotton Lane building.
- 4.2 The current Cotton Lane site and the Divisional Headquarters at St Mary's Wharf jointly house business continuity functions that will provide a more effective and efficient service if operated collectively at a single location.
- 4.3 With the closure of Cotton Lane and the limited remaining contractual life of the PFI at St Mary's Wharf, this opportunity can be exploited within the new Ascot Drive Police Station in a timely manner.
- 4.4 In doing so, decisions about the future of the St Mary's Wharf site will be less constrained, providing more flexibility for policing in Derby.

- 4.5 Once all requirements for the build had been gathered architects were appointed to design a suitable building and associated floor plan which sits at 2,263m<sup>2</sup>. This has been evaluated by a cost consultant who has calculated the current budget figure of £9.5m.
- 4.6 The budget includes all costs relating to the purchase of the land. Discussions have been held with the current landowner and developer regarding the land purchase and development costs for the proposed build. Discussions were positive and outline figures agreed. These figures include for the land purchase, developers profit, management of the planning and construction process and the delivery of a completed building along with installation of all required utilities and external grounds, security and car parking.

## **5. POTENTIAL COTTON LANE REDEVELOPMENT v RELOCATION TO ASCOT DRIVE**

- 5.1 Architects have been commissioned to complete an outline feasibility identifying how the potential build could be situated on the existing Cotton Lane site. The outline sketch can be found in Appendix 2 of this report. The feasibility sketch shows how the proposed Ascot Drive building footprint could be altered to allow for it to be located within the Cotton Lane site.
- 5.2 The existing Cotton Lane site measures 1.38 acres. This is significantly smaller than the proposed Ascot Drive site which sits at 2.25 acres in size.
- 5.3 The external grounds at Cotton Lane allow for a total of 69 Police parking bays and 12 visitor parking bays. This is substantially less than the proposed site at Ascot Drive and would not be sufficient for mobilising to large incidents or for fall back arrangements.
- 5.4 Cost Consultants have been commissioned to complete a redevelopment estimate for the Cotton lane site. The estimated cost of the redevelopment sits at £9,506,232. This includes for demolition of the existing building, temporary accommodation costs while the site is developed, construction costs, consultants various statutory compliance fees and all IS and utility related costs we can reasonably expect. The redevelopment estimate can be found in Appendix 2 of this report.

- 5.5 Future flexibility has played a major part in the design of the Ascot Drive development. All work areas are open to allow for easy movement of teams and individuals when workload dictates. Large inter-changeable meeting and briefing spaces are also present along with a large unisex locker room area with the aim of providing a functional area for years to come as the gender balance of incoming officers potentially changes. An expansion zone has also been included within the purchase agreement. The aim of this is to allow for future flexibility as policing demands change. This is also planned to take into consideration the PFI arrangement for St Marys Wharf is due to end in 2030, allowing the force more flexibility when it comes to making a decision regarding the future of that particular site.
- 5.6 The current Ascot Drive project allows for a total of 53 operational vehicle parking bays and 102 staff parking bays. On top of this there are 7 planned visitor spaces as well as disabled parking provision in all areas, furthermore, allowances have been made for future electric charging points. A Cotton Lane redevelopment could potentially house 69 parking bays for both operational and staff vehicles – a slight improvement on the current number of 66. However parking at the site is a constant issue and the proposal to increase the number available by 3 would be inadequate.
- 5.7 The Assets department currently spend large amounts of time and finance in relocating teams around the force. A move to Ascot Drive would result in a single move of staff as they relocate from the existing site to the new. Should Cotton Lane be redeveloped a move to temporary accommodation would be required and then a subsequent move back to a completed Cotton Lane site.
- 5.8 The redevelopment costs attributable to the existing Cotton Lane site are comparable to those of building a new facility at Ascot Drive. The option to develop Ascot Drive however, comes with the added benefit of a future capital receipt for the disposal of the Cotton Lane site.

## **6. SUMMARY**

- 6.1 Numerous pieces of work have been commissioned in recent years to comment on the suitability of the Cotton Lane site and its current condition. Condition

surveys have highlighted a multi-million pound maintenance backlog while costs to demolish and construct a building that is fit for policing in the 20<sup>th</sup> century outweigh the costs of constructing on a new site.

- 6.2 Comparative costs of redeveloping the site have been shown to provide a smaller, less flexible site for approximately the same capital outlay. This would not be a recommended approach. The option to redevelop Cotton Lane negates any capital receipt whilst the Ascot Drive option offers making this scheme the most economically advantageous option.
- 6.3 Furthermore comments from senior police officers have confirmed that the location of the site is unsuitable for anticipated future demands making the Cotton Lane site undesirable from both a cost and operational point of view.
- 6.4 The Royal Institution of Chartered Surveyors comment in their 'Sustainability and the RICS Property Lifecycle' guidance note that 'the principle of sustainability seeks to balance economic, environmental and social objectives, at global, national and local levels, in order to meet the needs of today, without compromising the ability of future generations to meet their needs'.
- 6.5 Taking this comment into account it is clear that the most suitable location for a future site to serve the South Derby area would be the land adjacent to the existing Ascot Drive fire station. It is the most economically viable solution, provides greatest flexibility for future service delivery while allowing two emergency services to develop and cement closer working relationships in accordance with the leading piece of legislation.

## BACKGROUND PAPERS

A.

## SWOT ANALYSIS OF POTENTIAL RELOCATION SITES

Ascot Drive adjacent to Fire Station.

<p><u>Strengths:</u></p> <ul style="list-style-type: none"> <li>• Accords with Police, Fire and LLP Business and Asset Management Plans (Strategic)</li> <li>• Accords with the principles of the Police and Crime Act 2017 (Strategic)</li> <li>• Emergency Services building already exists on the site which may assist a future planning application (Strategic)</li> <li>• Serves a greater concentration of the Derby Community including in areas where expansion to meet housing demand is planned, in particular the proposed Infinity Garden Village (Location)</li> <li>• The site is in close proximity to the IPRO Football Stadium and will support match day Policing. (Location)</li> <li>• Provides a foundation for a more resilient operational Policing portfolio across South Division (Operational)</li> <li>• May support wider Force strategic plans e.g. location of 101 back up facility (101)</li> </ul>	<p><u>Weaknesses:</u></p> <ul style="list-style-type: none"> <li>• The site forms part of a larger development that requires careful coordination.</li> </ul>
<p><u>Opportunities:</u></p> <ul style="list-style-type: none"> <li>• This option releases accommodation at SMW providing greater flexibility for deploying resources in the South (e.g. Alfreton SC &amp; SB).(Operational)</li> <li>• The proposal also accords with options to relocate 999 /101 Disaster Recovery and CJ – Digital Records (101)</li> <li>• Opportunity to potentially share facilities and deliver more co-ordinated services (Strategic)</li> </ul>	<p><u>Threats:</u></p> <ul style="list-style-type: none"> <li>• Cotton Lane is running quickly to end of life and there is a risk of loss of continuity or incurring costs if not addressed soon (2 years).</li> <li>• The site is part of an existing development and could be taken by another organisation.</li> </ul>

Ascot Drive.

<p><u>Strengths:</u></p> <ul style="list-style-type: none"> <li>• Accords with the principles of the Police and Crime Act 2017 (Strategic)</li> <li>• Emergency Services building already exists near the site which may assist a future planning application (Strategic)</li> <li>• Serves a greater concentration of the Derby Community including in areas where expansion to meet housing demand is planned, in particular the proposed Infinity Garden Village (Location)</li> <li>• The site is in close proximity to the IPRO Football Stadium and will support match day Policing. (Location)</li> <li>• Provides a foundation for a more resilient operational Policing portfolio across South Division (Operational)</li> <li>• May support wider Force strategic plans e.g. location of 101 back up facility (101)</li> </ul>	<p><u>Weaknesses</u></p> <ul style="list-style-type: none"> <li>• There is no potential to link to the existing Fire Station. (Strategic)</li> </ul>
<p><u>Opportunities:</u></p> <ul style="list-style-type: none"> <li>• This option releases accommodation at SMW providing greater flexibility for deploying resources in the South (e.g. Alfreton SC &amp; SB).(Operational)</li> <li>• The proposal also accords with options to relocate 999 /101 Disaster Recovery and CJ – Digital Records (101)</li> </ul>	<p><u>Threats:</u></p> <ul style="list-style-type: none"> <li>• Cotton Lane is running quickly to end of life and there is a risk of loss of continuity or incurring costs if not addressed soon (2 years).</li> <li>• The site is part of an existing development and could be taken by another organisation.</li> </ul>

Osmaston Road

<p><u>Strengths:</u></p> <ul style="list-style-type: none"> <li>• Serves a greater concentration of the Derby Community including in areas where expansion to meet housing demand is planned, in particular the proposed Infinity Garden Village. (Operational)</li> <li>• The site is in close proximity to the IPRO Football Stadium and will support match day Policing (Operational)</li> <li>• Provides a foundation for a more resilient operational Policing portfolio (Operational)</li> <li>• May support wider Force strategic plans e.g. 101 facility (101)</li> </ul>	<p><u>Weaknesses:</u></p> <ul style="list-style-type: none"> <li>• A busy road may prohibit access and exit (operational)</li> <li>• The site is not yet on the market (strategic)</li> <li>• Additional Planning Restrictions could be placed on this high profile site (strategic)</li> <li>• No link to existing emergency services buildings within the area (Strategic)</li> </ul>
<p><u>Opportunities:</u></p> <ul style="list-style-type: none"> <li>• This option releases accommodation at SMW providing greater flexibility for deploying resources in the South (e.g. Alfreton SC &amp; SB) (Operational)</li> <li>• The proposal also accords with options to relocate 999 /101 Disaster Recovery and CJ – Digital Records (101).</li> </ul>	<p><u>Threats:</u></p> <ul style="list-style-type: none"> <li>• Cotton Lane is running quickly to end of life and there is a risk of loss of continuity or incurring costs if not addressed soon (2 years).</li> </ul>

Royal Way

<p><u>Strengths:</u></p> <ul style="list-style-type: none"> <li>• The site is in close proximity to the IPRO Football Stadium and will support match day Policing (Location)</li> <li>• May support wider Force strategic plans e.g. 101 facility (101)</li> </ul>	<p><u>Weaknesses:</u></p> <ul style="list-style-type: none"> <li>• Moves Resources further away from high demand areas (Operational)</li> <li>• Replicate the existing St Mary's Wharf site (Operational)</li> <li>• The site is not yet on the market.</li> <li>• Additional Planning Restrictions could be placed on this high profile site (Operational)</li> <li>• Location may also mean this site is more expensive (Strategic)</li> <li>• No link to existing emergency services buildings (Strategic)</li> </ul>
<p><u>Opportunities:</u></p> <ul style="list-style-type: none"> <li>• This option releases accommodation at SMW providing greater flexibility for deploying resources in the South (e.g. Alfreton SC &amp; SB) (Operational)</li> <li>• The proposal also accords with options to relocate 999 /101 Disaster Recovery and CJ – Digital Records (101).</li> </ul>	<p><u>Threats:</u></p> <ul style="list-style-type: none"> <li>• Cotton Lane is running quickly to end of life and there is a risk of loss of continuity or incurring costs if not addressed soon (2 years).</li> </ul>

Wincanton Close

<p><u>Strengths:</u></p> <ul style="list-style-type: none"> <li>• The site is in close proximity to the IPRO Football Stadium and will support match day Policing (Operational)</li> <li>• May support wider Force strategic plans e.g. 101 facility (101)</li> </ul>	<p><u>Weaknesses:</u></p> <ul style="list-style-type: none"> <li>• The site is not yet on the market.</li> <li>• Access and egress would be poor given the location on an industrial site (operational)</li> <li>• Location would prevent community access e.g. for interview rooms etc (location)</li> </ul>
<p><u>Opportunities:</u></p> <ul style="list-style-type: none"> <li>• This option releases accommodation at SMW providing greater flexibility for deploying resources in the South (e.g. Alfreton SC &amp; SB) (Operational)</li> <li>• The proposal also accords with options to relocate 999 /101 Disaster Recovery and CJ – Digital Records (101).</li> </ul>	<p><u>Threats:</u></p> <ul style="list-style-type: none"> <li>• Cotton Lane is running quickly to end of life and there is a risk of loss of continuity or incurring costs if not addressed soon (2 years).</li> </ul>

# POLICE HQ - COTTON LANE FEASIBILITY STUDY



**DERBYSHIRE  
CONSTABULARY**

SITE PLAN 1:500 @ A4

**JTP**  
ARCHITECTS

<b>REDEVELOPMENT BUDGET ESTIMATE NR. 1</b>		£
<b>SUMMARY</b>		
<b>Temporary Accommodation</b>		
Decant costs of moving staff and furniture, etc to temporary accomodation	£ 100,000.00	
Temporary Accommodation - 20,000ft2 at £5/ft2 = £100,000 p.a. Three years =	£ 300,000.00	
Refurbishment and fit out of temporary accommodation	£ 800,000.00	
Information Systems	£ 250,000.00	
		£ 1,450,000.00
<b>Existing Building</b>		
Asbestos strip out	£ 200,000.00	
Demolition of existing building	£ 100,000.00	
Fees and Charges, say	£ 45,000.00	
		£ 345,000.00
<b>New Police Station</b>		
Construction of new Police station (as Ascot Drive proposals, adjusted for smaller site)	£ 6,450,000.00	
Fees and Charges:		
Architect	£ 240,000.00	
Employer's Agent	£ 120,000.00	
Mechanical and Electrical Engineer	£ 90,000.00	
Structural and Civil Engineer	£ 90,000.00	
Ground Investigation	£ 12,500.00	
Principal Designer	£ 15,000.00	
SBEM	£ 15,000.00	
Building Regulations	£ 15,000.00	
Waranties	£ 5,000.00	
Air Test/Acoustics	£ 10,000.00	
Planning Consultant	£ 15,000.00	
Transport/noise/Ecology/drainage Reports	£ 12,100.00	
Planning Fee	£ 16,632.00	
Legal Fees	£ 5,000.00	
		£ 7,111,232.00
Information Systems	£ 250,000.00	
		£ 250,000.00
<b>Decant from Temporary Accommodation</b>		
Decant costs of moving staff and furniture, etc to new Police Station	£ 100,000.00	
Dilapidation costs	£ 150,000.00	
Removal of Information Systems	£ 100,000.00	
		£ 350,000.00
<b>Redevelopment Total</b>		<b>£ 9,506,232.00</b>

# STRATEGIC PRIORITIES ASSURANCE BOARD

<b>REPORT TITLE</b>	PERFORMANCE REPORT
<b>REPORT BY</b>	CHIEF CONSTABLE
<b>DATE</b>	26 NOVEMBER 2018

## **PURPOSE OF THE REPORT**

To provide oversight trend data to support the Police and Crime Commissioner (PCC) to hold the Chief Constable to account for Derbyshire Constabulary performance.

## **ATTACHMENTS**

Appendix A – Crime breakdown table

Appendix B – Local trend charts

Appendix C - National trend charts

## **RECOMMENDATIONS**

To determine if the PCC can gain direct assurance that this area of business is being managed efficiently and effectively

## **CONTACT FOR ENQUIRIES**

Name: C/Supt Steve Wilson

Tel: 0300 122 3140

Email: [spaenquiries@derbyshire.pnn.police.uk](mailto:spaenquiries@derbyshire.pnn.police.uk)

**1. OVERVIEW**

- 1.1 Recorded crime volumes have seen a recent increase following a period of stability through 2016/17 and 2017/18. Prior to April 2018 the force recorded an average of just over 4,600 crimes each month, however the volume of crimes recorded in May 2018 represented a significant increase on this average, with 5,205 crimes recorded in the month. Monthly volumes have remained at this higher level since May, with an average of 5,221 crimes a month in the last six months. In the 12 months to October 2018 the force has recorded a 5.3% increase in All Crime, which equates to 2,949 additional crimes compared to the previous 12 months.
- 1.2 The increase in crime is driven by increases in Violence Against the Person offences and Public Order offences, which between them have seen an increase of 3,971 crimes in the 12 months to October compared to last year.
- 1.3 Violence with injury offences have increased by 23.7% (1,760 offences), and violence without injury offences have increased by 31.7% (1,586 offences). The increase in the Violence Against the Person offence group is the result of a combination of factors. Firstly; changes to the Home Office Counting Rules in relation to the recording of harassment and stalking offences has resulted in the recording of a number of additional violence without injury offences since April 2018. Secondly; the force has implemented changes to internal processes to ensure the full and accurate recording of offences in accordance with the National Crime Recording Standards (NCRS), with the effect of this activity primarily seen in Violence Against the Person group of offences and Public Order offences. Finally it should be noted that calls to the force control room in relation to violence (based on the initial incident category applied) do appear to be increasing in the last six months, with an average of 3,033 violence incidents a month in the last six months, compared to 2,493 in the 12 months prior to this. Further analysis would be required to understand whether this increase represents a genuine increase in demand in respect to violence occurring in the force area, or whether it reflects an improvement in the recording of such incidents by the force control room as part of the NCRS activity described above.
- 1.4 Public order offences have increased by 42.7% in the most recent 12 months,

which equates to an additional 625 offences compared to the previous year. As with the increase in Violence Against the Person offences, there is a clear step change in the recording of Public Order offences with monthly volumes increasing significantly in May 2018 and remaining at an increased level ever since. The monthly average number of offences in the last six months is 207 against a previous average of 138. There have been no changes to the counting rules in respect to this group of offences, and it is likely that force activity to ensure compliance with the National Crime Recording Standards (as described above) has driven the increase seen this year. The Her Majesty's Inspectorate of Constabulary, Fire and Rescue Services (HMICFRS) are due to visit the force in December to conduct a Crime Data Integrity (CDI) inspection as part of the national inspection programme. The findings of this inspection – which involves a detailed audit of the way the force records incidents and crimes - will provide valuable insight in to the trends seen for Violence Against the Person and Public Order offences.

- 1.5 Increases in recorded crime are apparent across a number of other offence groups, however the volume of offences is generally lower and such these categories have less impact on the overall All Crime picture.
- 1.6 Possession of weapons offences have increased by 37.8% or 161 offences in the last 12 months. Monthly volumes began increasing from February 2018, so there is no real correlation with the increases seen in Violence Against the Person and Public Order offences. It is suggested that an increase in this offence type can be viewed as a positive indicator of the force's increasing proactivity to deal with offenders who choose to carry weapons, as every possession of weapons offence has the potential to become a violence offence. The trend for stop and search provides support for this, with an increase in positive outcomes or arrest following the use of stop and search powers evident this year (3.9 percentage point increase in the positive outcome rate compared to last year).
- 1.7 Another offence group which can be used as an indicator of positive police activity is drugs offences, which have increased by 11.8% overall this year. Of particular note is a 21.4% (108 offences) increase in drug trafficking offences, which allows confidence that the force is seeing success in proactively targeting

and bringing to justice those offenders who attempt to buy and sell illegal drugs in the force area.

- 1.8 Recorded Sexual Offences have increased by 4.5% (88 offences) this year compared to last year. Examination of monthly data reveals a recent upward trend, with the last seven months recording volumes above the previous average. It should be noted that this is in line with national trends in the recording of sexual offences, which is believed to be the result of increased awareness of such offences and improved public confidence in coming forward to the police and partners to report offences and seek support and resolution. It is suggested that this trend be monitored over the coming months to establish whether it is a sustained change in recording, and further analysis to look at factors such as the breakdown of recent versus historic reported offences would be beneficial to improve understanding.
- 1.9 Other offence types that are recording increases compared to last year (based on the 12 months to October 2018) are; Robbery (a 7.7% or 47 offences increase) and Bicycle Theft (5.2% or 49 offences).
- 1.10 The force is recording reductions in a number of key offence types, including in some of the volume crime types, which is positive as this will have a tangible effect on overall crime performance.
- 1.11 Other Theft and Burglary remain relatively stable with reductions of 0.2% (-15 offences) and 1.9% (-123 offences) respectively. Whilst it is positive that the force is not recording an increase in Burglary, we have now moved in to the darker nights period and seasonal increases can be expected. In readiness for this, all local teams have the appropriate burglary plans in place and prevention advice is being shared with the community through the force social media channels.
- 1.12 Criminal Damage & Arson offences have reduced by 5.1% (421 offences) this year and Shoplifting offences have reduced by 7.9% (511 offences). The monthly trend for shoplifting appears particularly positive with the latest ten months volumes being either below or in line with the previous average, suggesting a sustained downward trend in the long term. As with Burglary, Shoplifting often sees a seasonal increase during the winter and therefore this

trend should be monitored over the coming months to establish whether the current trajectory can be maintained.

- 1.13 Vehicle Crime shows the largest percentage reduction of all of the crime types, with a 13.1% (840 offences) reduction in the last twelve months. Monthly volumes since February 2018 have remained consistently below the three year average (October 2018 was in line with the average).
- 1.14 While recorded crime has increased over the last year, the volume of positive police outcomes recorded has reduced. The reduction in the twelve months to October 2018 is 6.4% which equates to 942 fewer positive outcomes recorded in the same period of last year. This reduction at the same time as an increase in recorded crime serves to dilute the positive outcome rate, which stands at 23.5% this year – a 2.9 percentage point reduction on the position last year. To put this in to context however, the England and Wales average for the same measure in the 12 months to June 2018 is 14.4%, the regional (East Midlands) average is 17.3% and the Most Similar Group average is 15.6%.
- 1.15 Some offence types show larger changes in positive outcome rate, in particular violence without injury and public order outcome rates are of note having seen a sizeable percentage point reduction in rate this year compared to last year. The force has policies in place to ensure appropriate decision making in relation to a proportionate investigation. Where there are no investigative opportunities (such as a lack of CCTV evidence, witnesses or an uncooperative victim), offences may be filed without a full investigation, to allow resources to focus on those offences where investigative opportunities do exist. The reduction in rate for violence without injury and public order offences is likely due to an increase in offences where these investigative opportunities are not present.
- 1.16 Derbyshire is recording an All Crime rate of just below 54 offences per 1,000 population in data to June 2018. In comparison to this, the average rate for England and Wales forces is 84 offences per 1,000 population. When considering the percentage change in offences, Derbyshire's percentage change of 3.0% is below the national average of 10.3%, based on the twelve months to June 2018 compared to the previous year.
- 1.17 In terms of violence with injury offences, Derbyshire records 8.1 offences per

1,000 population, which is similar to the national average of 9.0 offences per 1,000 population. Derbyshire is recording a greater percentage increase in this crime type compared to the national average, with an increase of 19.4% compared to an average increase across England and Wales of 8.4%.

- 1.18 Derbyshire is recording a similar rate of sexual offences to other national forces, with a rate of 1.8 offences per 1,000 population compared to an England and Wales average of 2.6 offences per 1,000 population. In terms of percentage change in recorded offences however a disparity is seen, with Derbyshire recording a similar volume of offences to last year (+0.9%) while the national average increase for sexual offences is at 18.0%.
- 1.19 Derbyshire police records 6.0 burglaries per 1,000 households against a national average of 7.4 burglaries per 1,000 households. When considering percentage change, Derbyshire is recording a slight reduction (-3.6%) while the national average is a 1.9% increase.
- 1.20 The rate of Vehicle Crime in Derbyshire is 5.7 offences per 1,000 population, while the England and Wales average is 7.8 offences per 1,000 population. The national average trend is one of an increase, with a 7.0% increase across the England and Wales forces while Derbyshire is recording a reduction of 2.6% over the same period.
- 1.21 The force has recorded a total of 88 firearms offences in the twelve months to September 2018. This represents an increase of 17.3% or 13 offences. A firearms profile has recently been commissioned to enable an improved understanding of the key local trends and drivers in respect of firearms offences.
- 1.22 The force has recorded an increase in violent knife crime this year (violent knife crime is as per the Home Office definition which includes offences of Violence Against the Person, Sexual Offences and Robbery where a knife or bladed article was used to injure or as a threat). Violent knife crime has increased by 32.0% in the twelve months to June 2018 when compared to the same twelve months of the previous year.
- 1.23 It should be noted however that the force has been working on a pilot study with the Home Office to improve the identification and reporting of knife crimes on the force crime recording system. The purpose of the pilot is to improve the use of

markers applied on the crime recording system to identify knife crimes, and it is likely that this activity has driven the increase reported here. What this does mean is that the force can have confidence that it is now in a better position to understand the full picture of knife crime across the force area, enabling more robust and accurate analysis to be carried out to inform effective problem solving, planning and activity. Further analysis of the trends within violent knife crime has been commissioned and the key findings will be brought back to the Strategic Performance Assurance Board.

- 1.24 Recorded offences of Domestic Abuse have increased by 22.0% (1,356 offences) in the last year. The monthly trend appeared relatively stable around an average of around 550 offences per month recorded in the two years up to March 2018, however a step change in performance is apparent from April 2018 and this significantly increased level has remained with the monthly average now at around 670 offences a month. There are a number of factors which may have contributed to this increase. Examination of data for calls which come in to the force control room shows a similar increase in domestic related calls in recent months, however this may be due to improvements in the way that these incidents are recorded (similarly to violence – as discussed above). It is likely that the increase in Domestic Abuse is in part driven by the force NCRS audit activity, however further analysis is required to better understand this trend. In addition, earlier this year the control implemented a new form to be used for all domestic abuse callers. The form features a set of twelve risk indicator questions which are used to inform an appropriate risk assessment and triage at the first point of contact. It is likely that the implementation of this new process has improved the identification of domestic abuse at the earliest possible stage, and consequently contributed to the increase seen. A further contributory factor which is more challenging to evidence is public awareness and confidence (as discussed above for Sexual Offences), and it may be that national and local awareness raising campaigns have encouraged an increased number of survivors to make contact with the police to report Domestic Abuse. The force welcomes any such increase as it provides the opportunity for the appropriate safeguarding and support to be put in place, and for appropriate resolution, including bringing offenders to justice, to prevent future harm.

- 1.25 The overall number of missing and absents persons incidents recorded by the force control room has increased by 9.6% this year, which equates to 479 additional reports. All missing persons are now managed on the COMPACT system, and as a result of this change in process there is a significant increase apparent. In the short term this means it is difficult to draw any conclusions about the genuine trend for missing persons, however the long term benefit of this improved process is that all of the risk associated with missing persons is being managed in one place, allowing for the better identification and management of repeat missing persons and those that are especially vulnerable.
- 1.26 Recorded incidents of ASB remain relatively stable and in line with the anticipated seasonal trend which sees higher volumes recorded over the summer months and lower volumes through the winter, however in the twelve months to October the force has recorded a 7.4% reduction in recorded ASB, which equates to 3,014 incidents less than in the previous year. The largest volume reduction is in personal ASB, which reduced by 2,183 incidents (11.4%), while nuisance ASB reduced by 614 incidents (3.0%) and environmental ASB by 217 incidents (21.3%). The overall reduction in ASB is in line with nationally published figures, which showed an overall reduction of 9.1% in ASB recorded across England and Wales police forces (based on the year ending March 2018).
- 1.27 Recorded Hate Crime has seen a significant 31.6% (207 offences) increase this year. The increase is believed to represent improved reporting and recording of Hate Crime, following the set-up of the Hate Crime Steering Group, which provides a multi-agency response to the national government strategy, 'Challenge It, Report It, Stop It'. The county-wide Steering Group draws together partners from City and County Council and the police, as well as third sector organisations such as Victim Support, Derbyshire Friend and Citizens Advice Bureau. As with Domestic Abuse, an increase in the reporting of Hate Crime is viewed as a positive indicator of increased public awareness and confidence in reporting offences.
- 1.28 The force has recorded a 6.2% reduction in 999 calls to the control room in the twelve months to July 2018. This equates to a reduction in calls of 8,715 over the year. The volume of 101 calls over the same period has fallen significantly,

with more than 200,000 calls over the year (a 40.7% reduction in calls). Examination of the monthly trend for 101 calls show a significant step change in calls in March 2017, when a volume of 48,827 calls was followed in April by a significantly lower volume of 25,754 calls. This change is believed to be the result of the implementation of a new switchboard which members of the public could transfer to after calling 101, which had the effect of reducing the number of callers waiting for their call to be answered on the 101 line, and also a reduction in the number of callers hanging up and re-dialling 101.

- 1.29 The abandonment rate for 999 calls is stable and has remained below 1% each month in the last six months (data to September 2018), also positive is the average time to answer for 999 calls, which has remained below ten seconds (the nationally recognised standard) for the last twelve months.
- 1.30 The abandonment rate for 101 calls is higher than for 999 calls, at around 10% a month on average over the last twelve months. This difference is not unexpected as the 999 emergency line will be prioritised over the 101 line. In terms of the average time to answer 101 calls, since January 2017 the force contact centre has maintained a monthly average time to answer below two minutes.
- 1.31 In respect of the number of incidents recorded on the force contact management system performance is stable, with a reduction of 0.6% (1,280 incidents) in the twelve months to October 2018 compared to the previous year. This measure is a really valuable indicator of visible incoming demand from the public, and the stability seen here suggests that public need for the police service is unchanged this year. This provides further support for the hypothesis that the increase in recorded crime reflects changes in internal force processes in relation to the recording of crime and not necessarily an increase in crimes taking place in Derbyshire.
- 1.32 Victim satisfaction with whole experience over all user groups in the twelve months to March 2018 is at 75.1%. This represents a 3.8 percentage points reduction on the satisfaction rate of 79.0% recorded in the previous year. Examining the long term trend for victim satisfaction it is apparent that the overall percentage satisfaction rate has been declining steadily over the last five years, with the average monthly satisfaction rate previously at around 85% in 2013/14.

- 1.33 In terms of the aspects of satisfaction over the same period, the highest rated aspect is 'treatment', which remains relatively stable at 90.6% (2.8 percentage points lower than last year). 'Ease of contact' is also fairly stable at 86.4% (2.1 percentage points below last year). The lower rated aspects are 'actions taken' and 'kept informed', which are currently at 66.8% overall satisfaction and 65.4% overall satisfaction, respectively. Both of these aspects have seen a decline in satisfaction, with 'actions taken' seeing the greater decline at 7.5 percentage points lower than last year, while 'kept informed' is 4.7 percentage points below last year.
- 1.34 Dissatisfied responses are shared with local supervisors to enable service recovery and lessons learned, however the continued decline in performance despite this intervention would suggest that a more strategic approach to improving service delivery may be of benefit. This has been recognised by the force and the OPCC, and plans are in place to launch a new function within the Criminal Justice department with the aim of improving victim contact and service delivery.
- 1.35 Unfortunately it is not possible to make comparisons with other forces in respect of victim satisfaction since the statutory requirement for victim satisfaction data changed in April 2018. The only survey that is now mandated nationally is the domestic abuse survey and while locally Derbyshire has chosen to continue with the original crime type surveys, some forces have chosen to discontinue these in favour of other types of consultation.
- 1.36 There are two particular measures from the national Crime Survey for England and Wales which provide police forces with an indication of the views of their wider community. The first is the percentage of people who think that their local police do a good or excellent job, and the second is the percentage of people who have confidence in their local police force.
- 1.37 The latest survey results for Derbyshire Constabulary force area reveal that 57% of those surveyed think their local police do a good or excellent job. This is a slight uplift on the previous quarter (when the figure was at 54%), however in the long term there is a clear decline in trend, with ratings from March 2015 through to December 2016 remaining consistently higher at around 62%.

- 1.38 When looking at the percentage of respondents who agree that 'taking everything in to account, I have confidence in the police in this area' a higher percentage is apparent, at 75.0%. Again this shows a slight uplift on the previous quarters surveys (72.9%) and in this case performance is more stable in the long term, with an average of around 75.0% recorded since 2013.
- 1.39 The monthly volume of stop and searches carried out by officers in Derbyshire has declined slightly in the latest twelve months, with 4.7% (71 stops) less than last year. Positively, the volume of positive outcomes (police positive outcomes such as charges and cautions, as well as arrests and voluntary attendance for police interview) has increased in this period (an increase of 8.0% or 38 outcomes), which suggests that officers are searching effectively and in line with the appropriate powers. The positive outcome rate is at 31.6% in the most recent year, which is a 3.9 percentage point uplift on last year. The use of body worn video and the scrutiny of the Independent Advisory Group allow confidence that Derbyshire officers are using stop and search powers in an appropriate and proportionate way, and the force will shortly be publishing its first stop and search 'infographic' on the force website, to allow the public an overview of the way that stop and search is used in Derbyshire.
- 1.40 Taser authorisations have been increasing steadily since July 2017, when more than 100 extra officers began to receive Tasers as part of the new policing model. Taser authorisations are currently 550 per year (an average of 46 month).
- 1.41 Important to note however, is that despite the broadening of TASER deployments in Derbyshire, there has been no increase in incidents where the devices have been drawn, red-dotted, etc. This provides assurance that the number of incidents recorded in relation to TASER is commensurate to the number of officers trained to carry, rather than the increase in officers having led to a disproportionate use of force on our communities.
- 1.42 Data for the twelve months to September reveals increases in the most serious Road Traffic Collisions (RTCs). Fatal RTCs have increased from an average of 1.9 per month in 2017 up to 3.9 per month this year, and life-changing RTCs have increased from 1.0 per month up to 1.9. Reductions are seen in serious injury RTCs and slight injury RTCs, while vehicle damage inly RTCs remains

relatively stable compared to the previous year.

- 1.43 Data for the number of persons Killed and Seriously Injured (KSI) on the County's roads also reveals a concerning increase in the number of road deaths, with Derbyshire having already recorded the same number of deaths in the current year than in the whole of the 2017 calendar year. Further analysis is being carried out to ascertain whether there are any trends within this data which may assist in informing the force and partners road safety awareness campaigns and policing activity.
- 1.44 Initial analysis suggests that the causes of the fatal collisions seen this year are multiple; with no clear issues coming forward that suggest there is a single solution. Driver behaviour, weather, the fatal 4 and other factors are all present. Although anecdotal at the moment we are advised other forces are also seeing an increase in serious and fatal collisions.
- 1.45 Establishment data to the end of October 2018 reveals that police officer and PCSO establishment is relatively stable, with police officer Full Time Equivalent (FTE) in post being slightly above establishment at 1.3% more. PCSO FTE is 1.0% below establishment and police staff is 5.7% below establishment, although for police staff there has been an 8.1 FTE increase in the most recent month. The volume of specials also remains relatively stable and between them specials and police staff volunteers account for 7.6% of the overall workforce strength (based on headcount).
- 1.46 The overall establishment for Police Officers remains unchanged at 1700, and the actual strength also remains at 1722.9 FTE, which is 22.9 above the establishment. Unusually this month, the number of leavers and starters was the same hence the reason for no change in actual strength.
- 1.47 The Actual Strength for Police Officers remains at 1722.9 FTE, which is 22.9 above the establishment.
- 1.48 The overall Police Staff establishment has increased by 8.1 to 1522.4 FTE this month, due to some newly funded/fixed term posts and movement of the budget within departments. The actual strength is 1435.5 FTE, which is 5.7% below the establishment.

- 1.49 The majority of departments have police staff vacancies; two of the largest vacancy gaps are in South and North Division. However, this is due to PCSO vacancies and a new intake of 19 has just started - currently under EMCHRS training; they will be posted to Divisions in mid-December.
- 1.50 The PCSO establishment remains the same at 164, and the strength is now just 1% below this compared to 10.1% below last month.
- 1.51 The number of Specials has decreased by 3 this month; there are currently 18 in training.
- 1.52 Police Support Volunteers have increased by 3 overall since last month; there were 5 new starters and 2 leavers.

## **2. SUMMARY**

- 2.1 Recorded crime in Derbyshire is showing a recent increase, despite the trend for calls for service from the public remaining relatively stable. The increase is primarily driven by Violence Against the Person offences and Public Order offences, and it is suggested that this may in part be the result of changes to process to ensure compliance with the National Crime Recording Standards – the driver for this being to ensure that all victims receive an appropriate victim service from the force. This is supported by the trend for overall incident volumes recorded by the force control room, which remains stable with no increase recorded.
- 2.2 There are a number of notable reductions in crime in Derbyshire over the same period, with Criminal Damage and Arson, Shoplifting and Vehicle Crime all showing a positive downward trend.
- 2.3 Examination of national data shows that in the main Derbyshire continues to record crime at a lower rate than the England and Wales average across a number of offence types. A difference is seen however in the percentage change for violence with injury offences, where Derbyshire is recording a notably larger increase compared to the national average.
- 2.4 Firearms offences and violent knife crime offences are both showing an increase compared to previous levels, however it is unclear at this stage how much of this is related to audit activity to ensure that the force is recording and reporting the

full picture of weapon enabled crime. Further analysis has been commissioned to improve understanding of the key trends and drivers for both of these offence types.

- 2.5 There are a number of areas which would benefit from further analysis to better understand recent changes in trend. Domestic abuse and fatal RTCs are two such areas.
- 2.6 Victim Satisfaction data appears to show a steady downward trend in the long term and it is suggested this area would also benefit from additional focus to inform strategic action to improve victim service across key areas such as keeping victims informed.

**Appendix A: Recorded Crime and Positive Outcome Rate by Offence Type**

	RECORDED CRIME				POSITIVE OUTCOME RATE		
	12m to October 2018	12m to October 2017	Volume Change	% Change	12m to October 2018	12m to October 2017	Percentage Point Change
<b>ALL CRIME</b>	<b>58609</b>	<b>55660</b>	<b>+2949</b>	<b>+5.3%</b>	<b>23.5%</b>	<b>26.4%</b>	<b>-2.9%</b>
VIOLENCE WITH INJURY	9185	7425	+1760	+23.7%	31.9%	37.1%	-5.2%
VIOLENCE WITHOUT INJURY	6591	5005	+1586	+31.7%	27.0%	37.3%	-10.4%
SEXUAL OFFENCES	2049	1961	+88	+4.5%	12.2%	18.2%	-6.0%
ROBBERY	654	607	+47	+7.7%	16.7%	24.9%	-8.2%
BURGLARY	6321	6444	-123	-1.9%	6.6%	7.0%	-0.4%
CRIMINAL DAMAGE & ARSON	7894	8315	-421	-5.1%	18.9%	19.2%	-0.3%
VEHICLE CRIME	5593	6433	-840	-13.1%	5.4%	5.3%	+0.1%
SHOPLIFTING	5978	6489	-511	-7.9%	42.7%	47.2%	-4.5%
THEFT FROM THE PERSON	727	567	+160	+28.2%	3.9%	3.5%	+0.3%
BICYCLE THEFT	998	949	+49	+5.2%	8.7%	8.7%	-0.0%
ALL OTHER THEFT OFFENCES	6473	6488	-15	-0.2%	9.4%	12.0%	-2.6%
PUBLIC DISORDER	2087	1462	+625	+42.7%	42.3%	54.9%	-12.6%
POSSESSION OF WEAPONS OFFENCES	587	426	+161	+37.8%	56.0%	69.5%	-13.4%
DRUG POSSESSION	1682	1548	+134	+8.7%	80.9%	84.8%	-3.9%
DRUG TRAFFICKING	613	505	+108	+21.4%	46.0%	81.4%	-35.4%
MISCELLANEOUS CRIMES AGAINST SOCIETY	1177	1036	+141	+13.6%	28.8%	39.1%	-10.3%

## Appendix B: Derbyshire Police trend charts

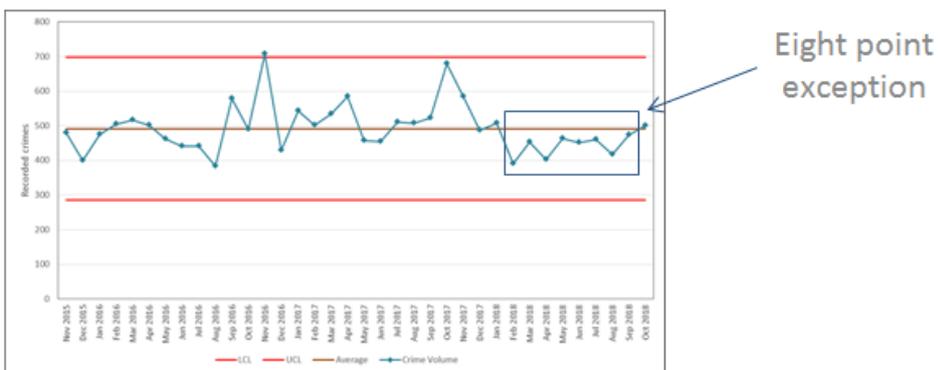
*Statistical process charts (SPCs) have been used to show three years' worth of monthly recorded volumes. The monthly volumes are represented by the blue line on the chart, and the brown line represented the average (mean) for the period shown.*

*The red lines represent the upper and lower confidence limits, set at three standard deviations. Any monthly volumes which breach these limits would be deemed 'exceptional' in the context of what would be expected in the data. These are referred to as single point exceptions.*

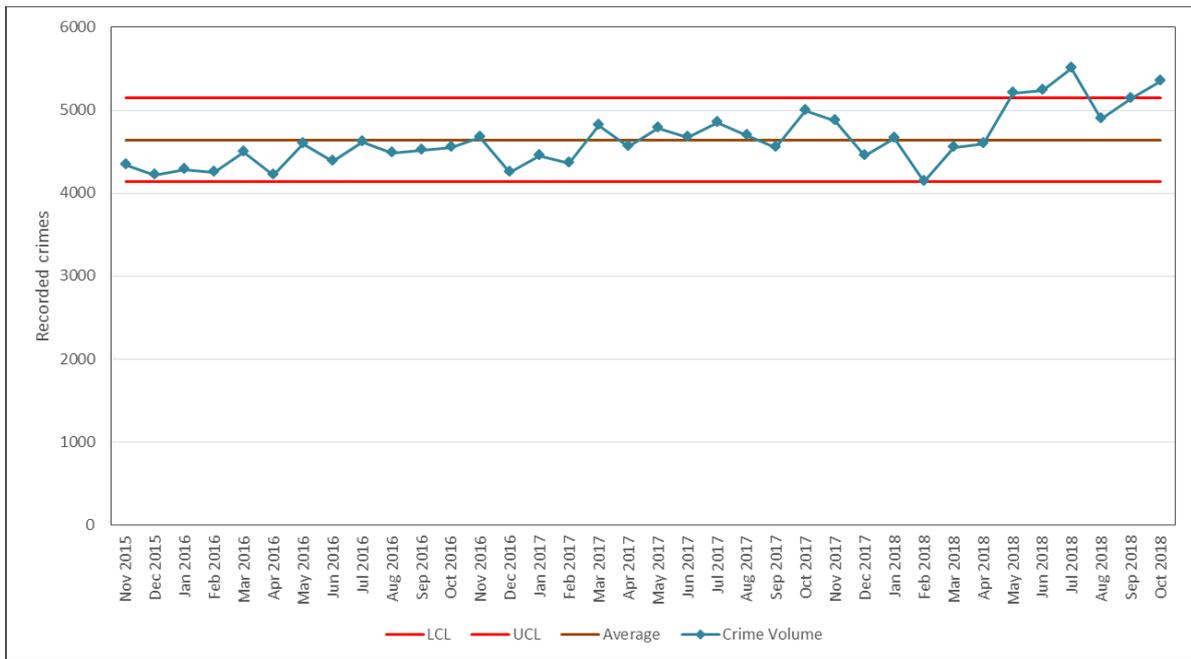
*A consecutive series of eight or more values either below or above the mean (even if within the confidence intervals) is also deemed 'exceptional' and would be referred to as an eight point exception.*

*Any values within the confidence limits would generally be considered expected/natural variation.*

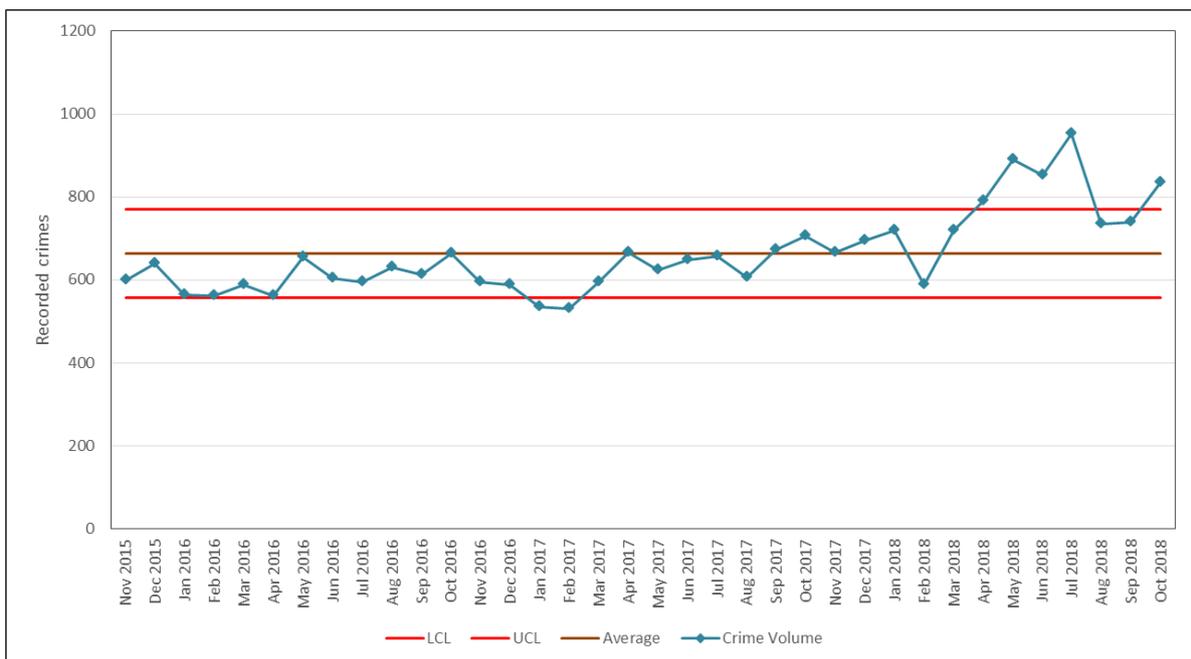
### Example 1: Single point exception and eight point exception



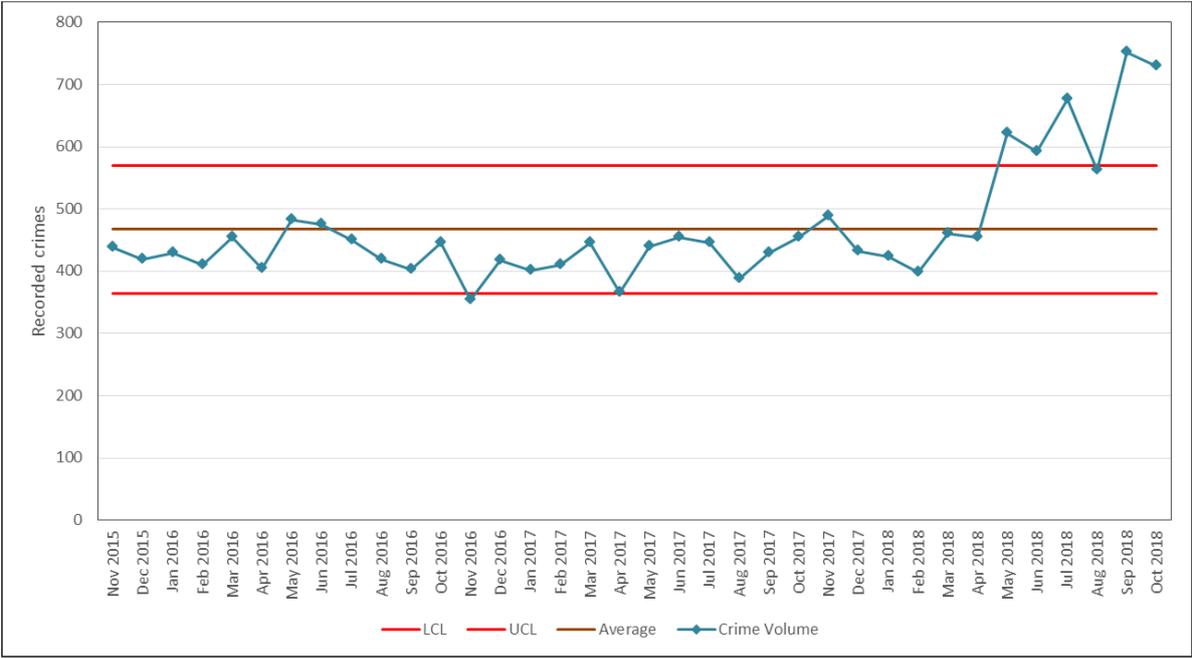
## All Crime



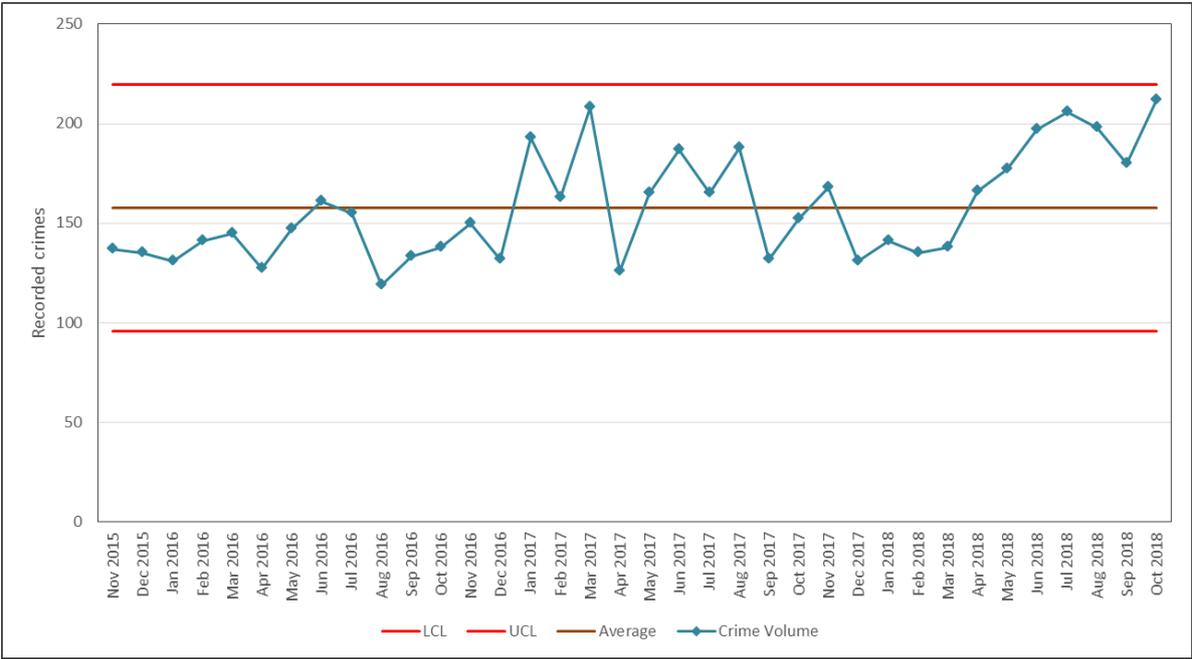
## Violence with injury



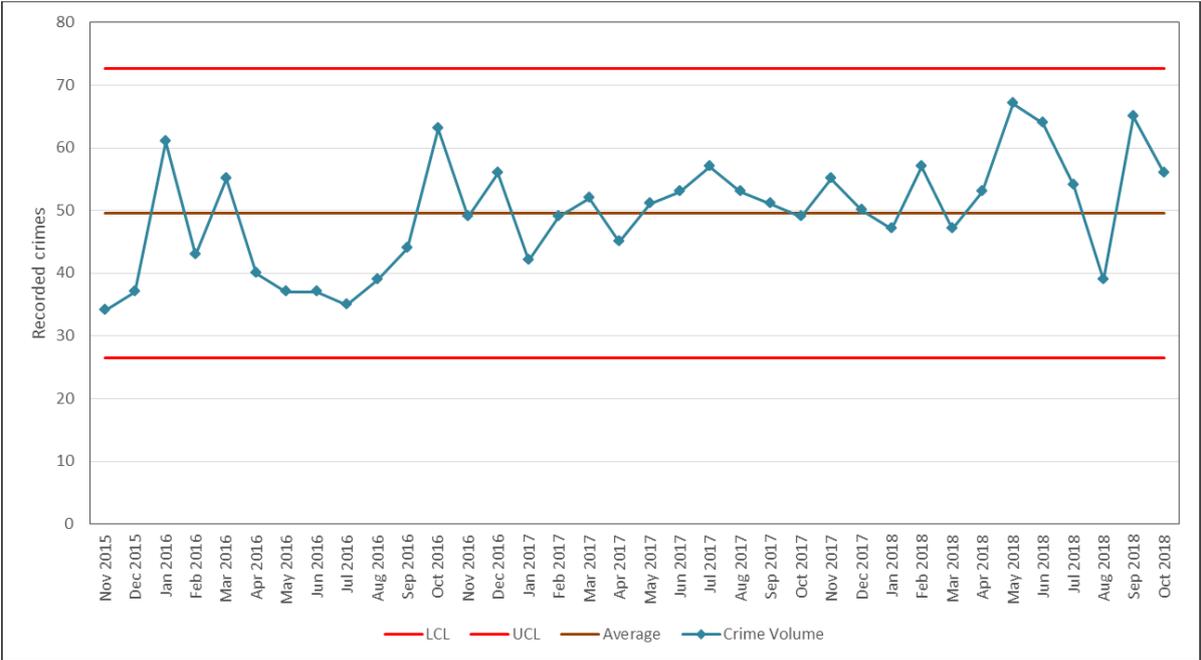
### Violence without injury



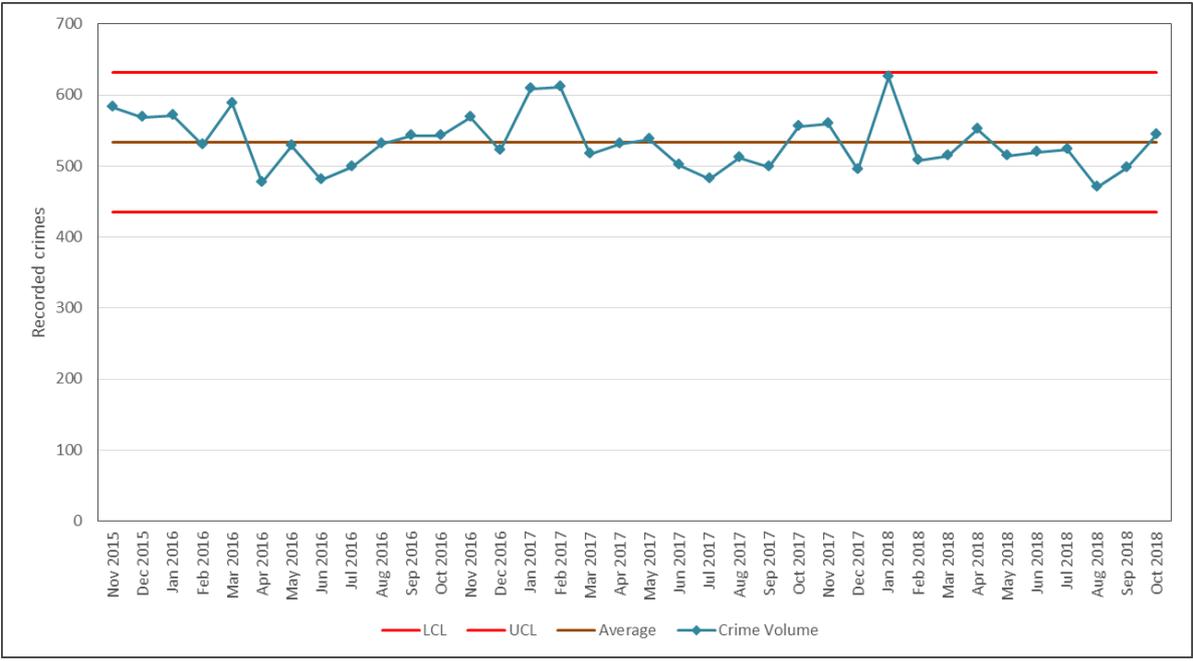
### Sexual Offences



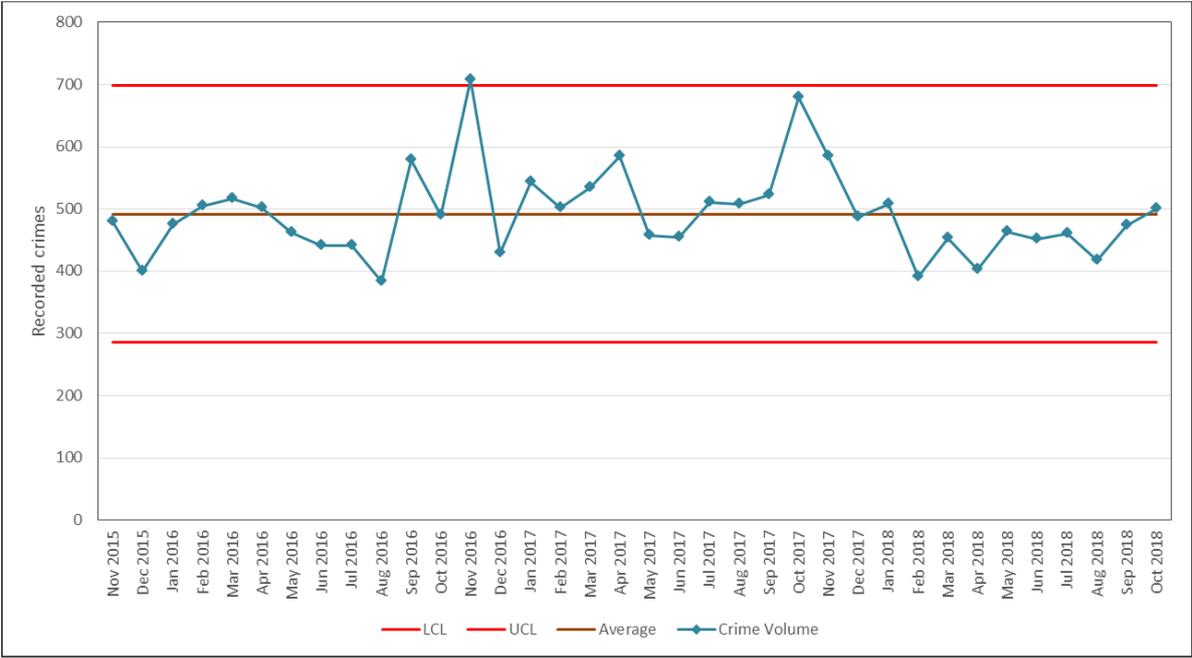
**Robbery**



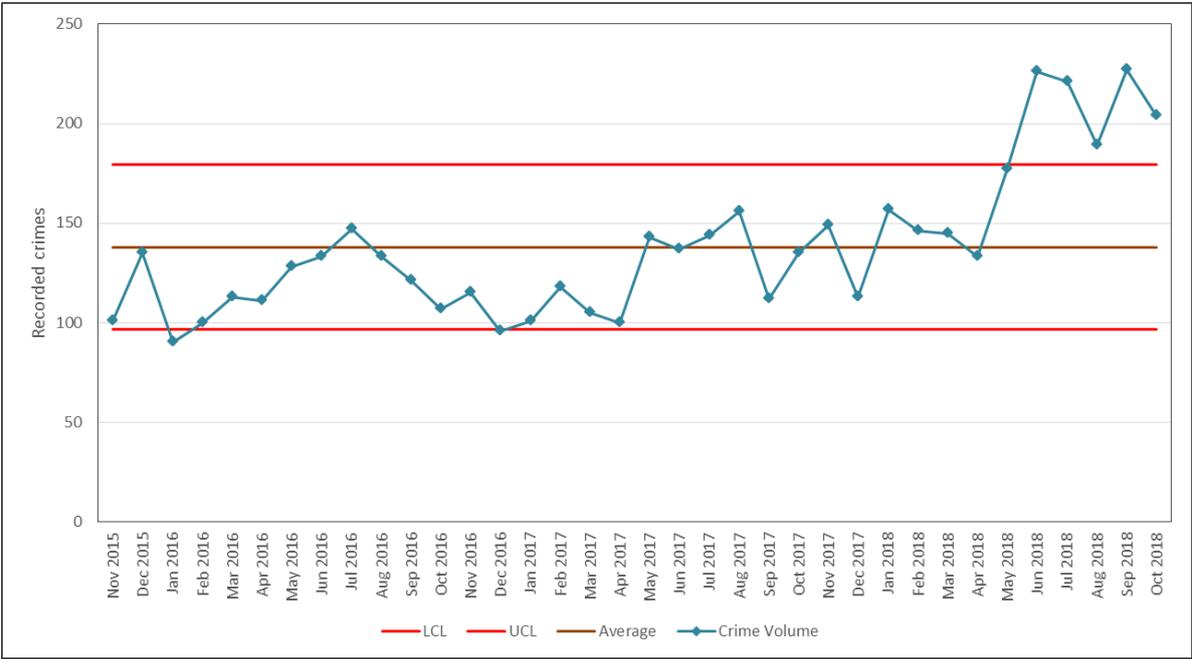
**Burglary**



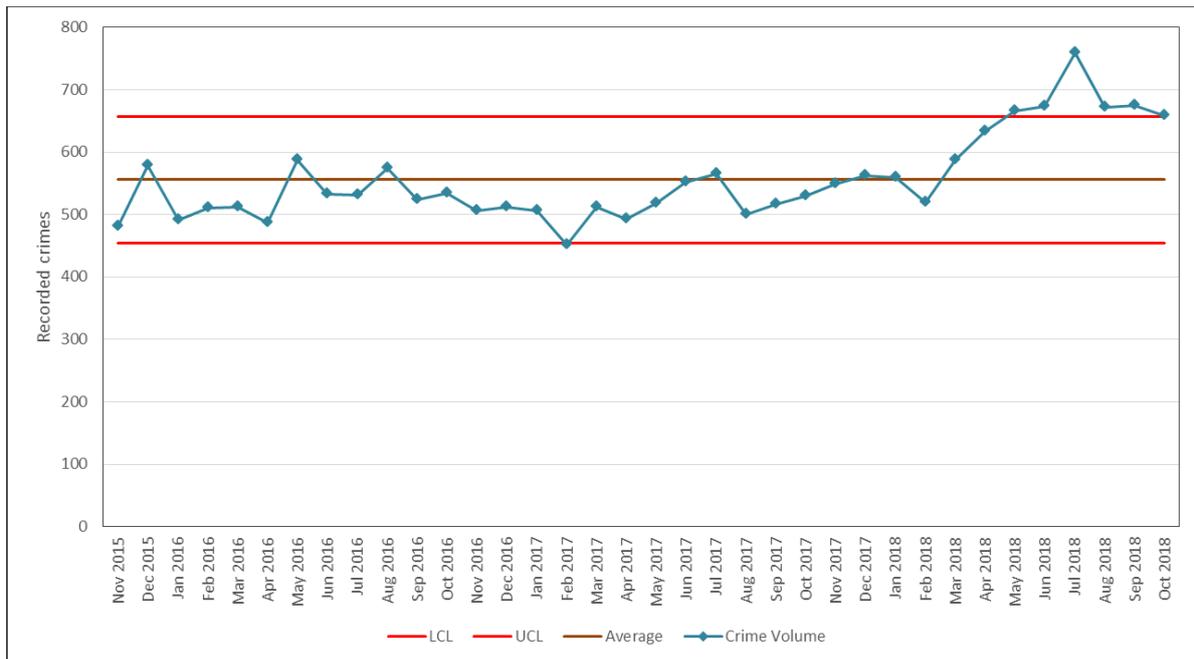
**Vehicle Crime**



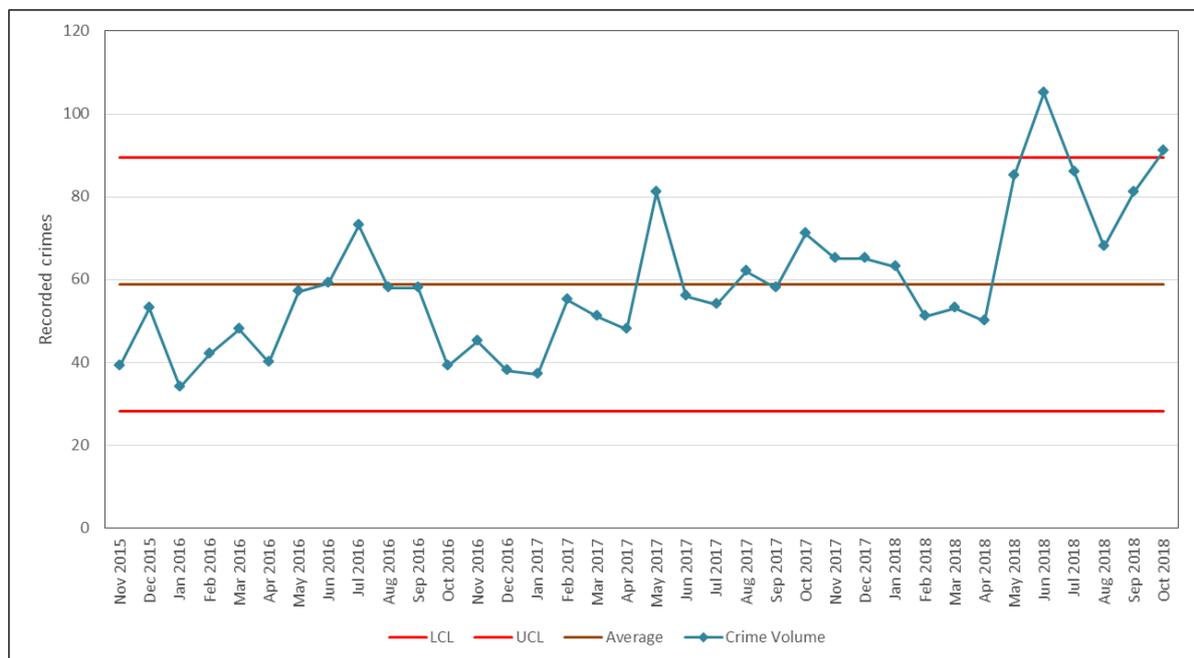
**Public Order**



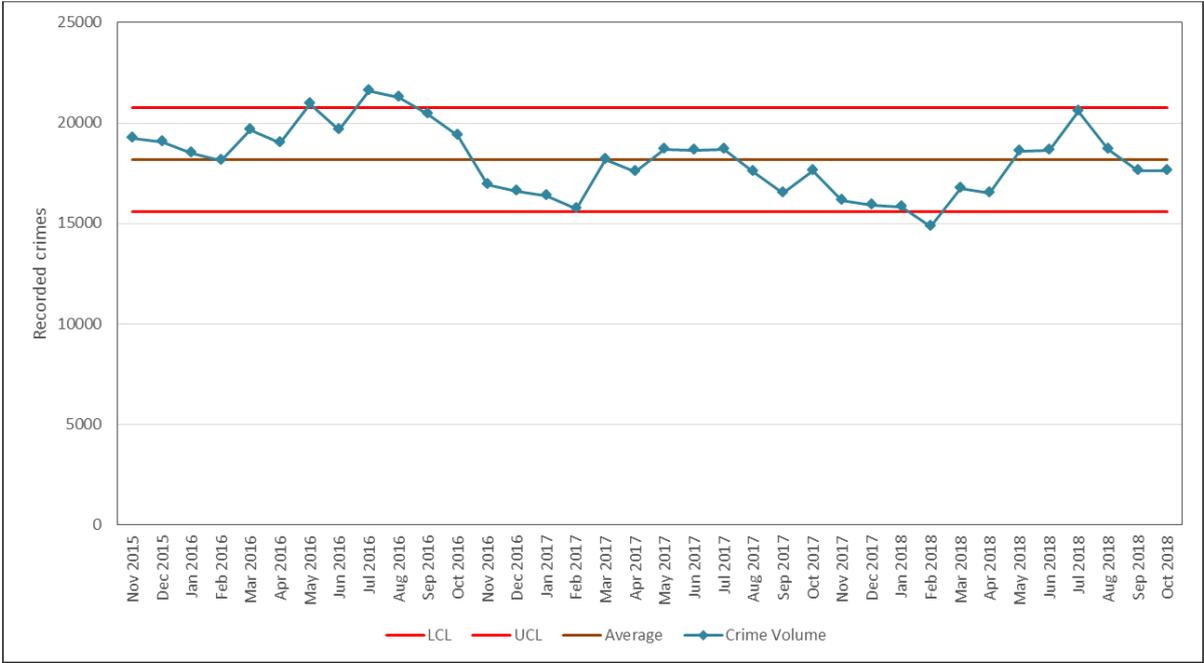
## Domestic Abuse



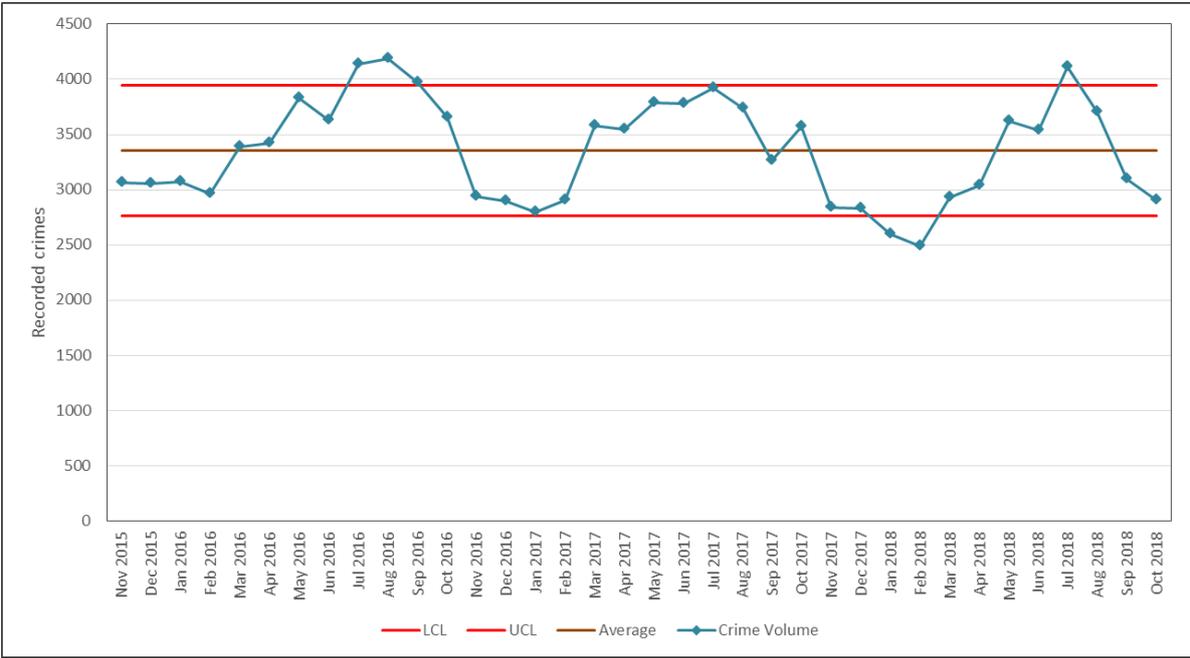
## Hate Crime



**All Incidents**

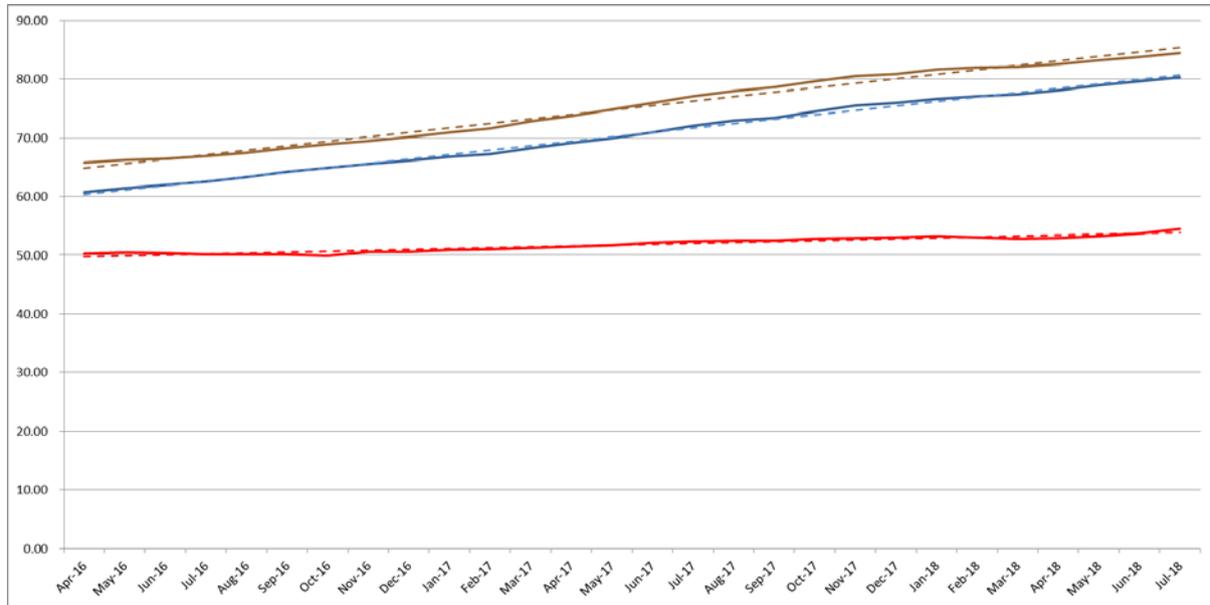


**ASB Incidents**



## Appendix C: National trend charts

### All Crime

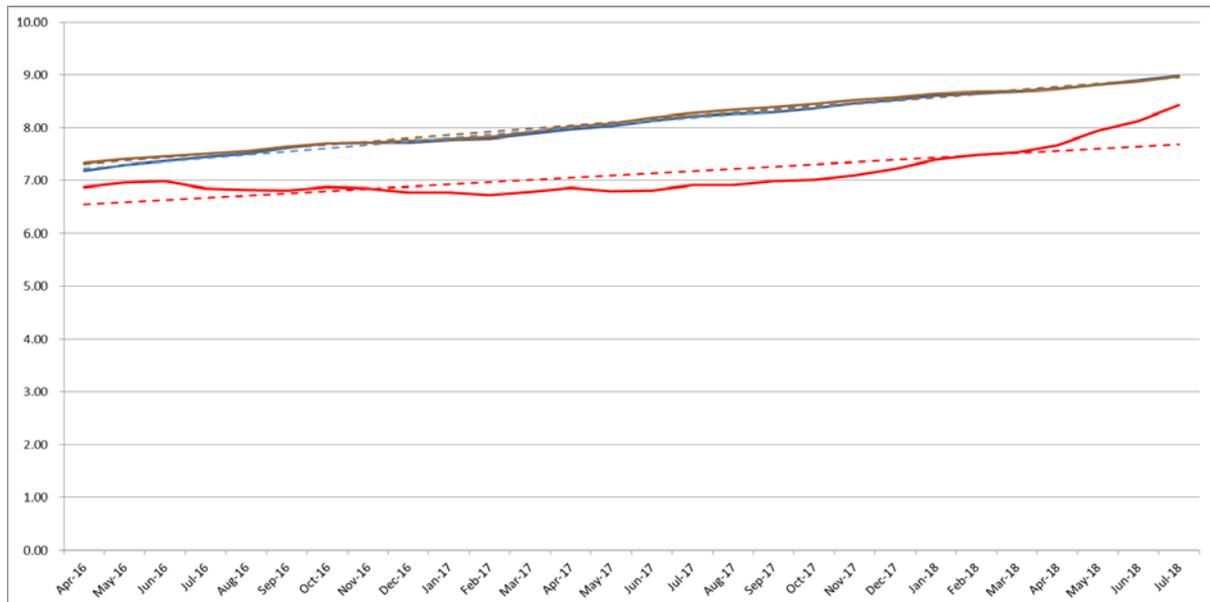


The red line in the chart represents the crime rates achieved by the selected force, Derbyshire.

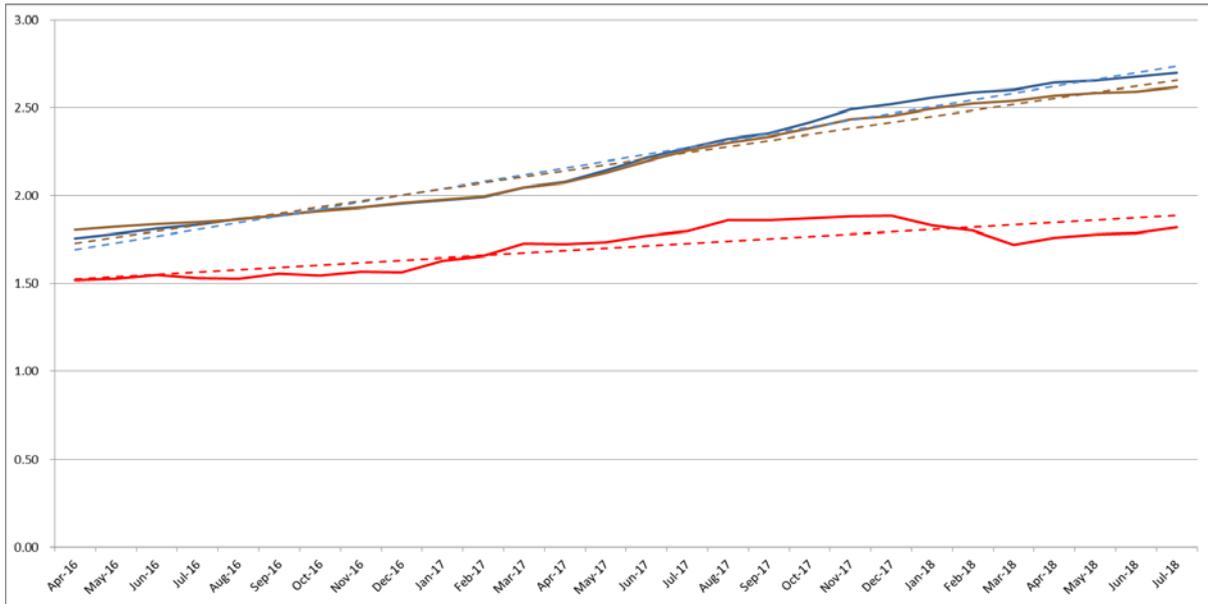
The blue line in the chart represents the crime rates achieved by the Most Similar Group (including the selected force)

The brown line in the chart represents the crime rates achieved across the whole of England & Wales

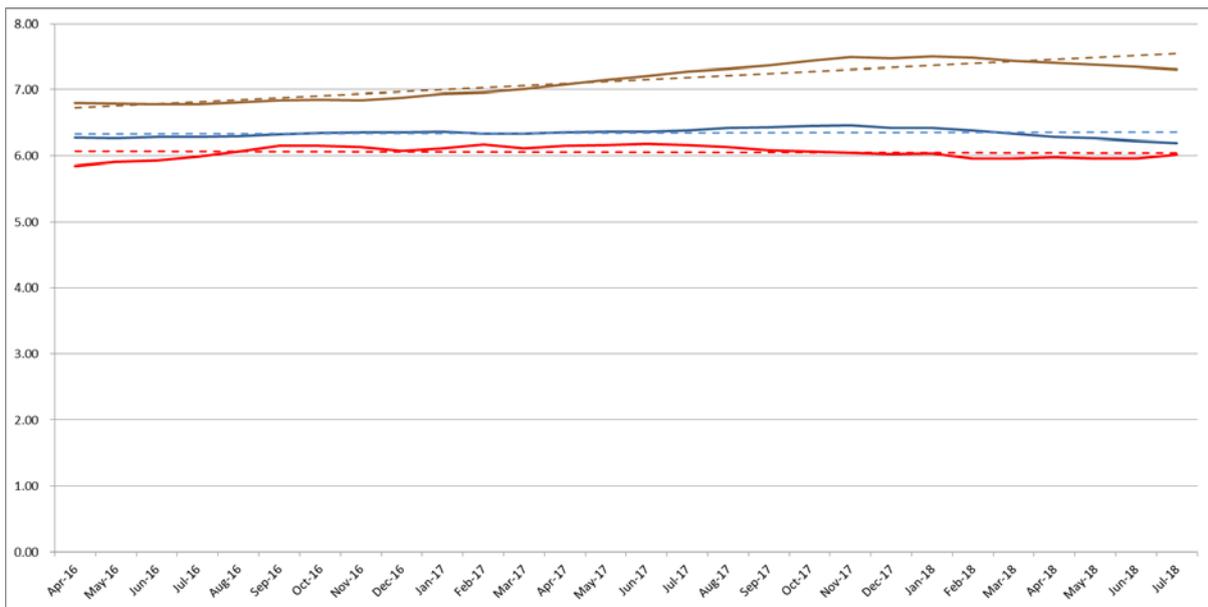
### Violence with injury



### Sexual Offences

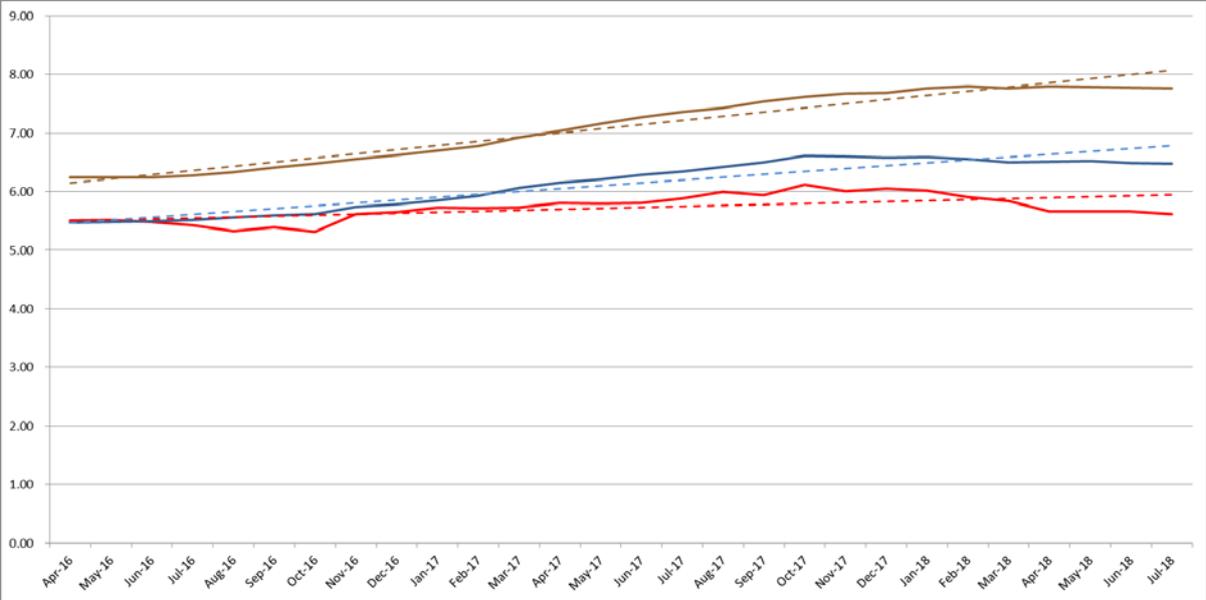


### Burglary



### Vehicle Crime

APPENDIX C TO AGENDA ITEM 10A  
STRATEGIC PRIORITIES ASSURANCE BOARD  
26 NOVEMBER 2018



# STRATEGIC PRIORITIES ASSURANCE BOARD

<b>REPORT TITLE</b>	FINANCIAL BRIEFING
<b>REPORT BY</b>	CHIEF CONSTABLE AND CHIEF FINANCE OFFICER
<b>DATE</b>	26 NOVEMBER 2018

## **PURPOSE OF THE REPORT**

To provide an overview of the financial position for the Force as a whole for the period 6 – end of September 2018

## **ATTACHMENTS**

Appendix A: Finance Briefing (Period 6)

## **RECOMMENDATIONS**

That the Commissioner notes the current financial position of Derbyshire Police as set out in the Finance Briefing Document.

## **CONTACT FOR ENQUIRIES**

Name: C/Supt Steve Wilson  
Tel: 0300 122 3140  
Email: [spaenquiries@derbyshire.pnn.police.uk](mailto:spaenquiries@derbyshire.pnn.police.uk)

## 1. OVERVIEW

- 1.1 The approved budget for 2018/19 is £167,656. And was approved by the Strategic Governance Board (SGSB) on 22 January 2018. This monitoring includes all budget pressures up to the end of September 2018.

### Revenue Budget

- 1.2 The anticipated year end position is an overspend of £0.551m. This may mean an additional contribution from reserves will be necessary. This would increase the total contribution from £1.514m, as anticipated at the beginning of the financial year, to £2.065m. However, some delays in the extent and progress of a number of the Change Projects over the rest of the year could impact on the need for extra contributions from reserves.
- 1.3 The main reasons for the projected overspend are higher than anticipated Police Officer establishment figures, additional training costs and loss of income from Football clubs.

### Treasury Management

- 1.4 Investment returns continue to be modest, although investment returns continue to exceed the base rate, even after the interest rate rise on 2 August 2018. This is partly due to the long term nature of some of our investments. Overall the average rate of around 5% for the year so far.

### Capital programme

- 1.5 Derbyshire Police again has a large capital programme this year. 33% of this programme has been spent so far with some delays on key construction projects which are now starting to progress, in particular, Ashbourne Co-location, C Division Custody, the SARC Project and the North East Hub proposal.
- 1.6 Coupled with this it is also projected that reserves will reduce to £19.231m by the year end with the majority earmarked for operational, property and ICT projects. The latest publication from the Home Office shows that Reserves are around average compared to other Police Forces. Further information will be included in the Budget report for 2019/20.

## 2. SUMMARY

- 2.1 Performance against the revenue budget continues to be closely managed, in particular, the impact and timing of the progress of the various change projects.
- 2.2 Treasury management returns and investment decisions are being monitored with the need to maintain a balance between making funds available and securing a reasonable return.

- 2.3 Progress on the capital programme is being reviewed to prioritise projects and reallocate funds to new priorities where necessary.

BACKGROUND PAPERS

None

# FINANCIAL BRIEFING – DERBYSHIRE POLICE

APPENDIX A TO AGENDA ITEM 11 A, SPA, 26 NOVEMBER 2018

## Overall Financial Performance

Overall Financial Performance	Revenue Budget & Precept Report £000	Current Budget £000	Expected Year-end Projection £000	Variance £000
Office of the PCC	1,176	1,176	1,107	( 69)
Grants & Commissioning (incl MOJ)	1,434	1,574	1,574	-
Income & Accounting	1,011	421	405	( 16)
Derbyshire Constabulary	164,035	164,485	165,121	636
<b>Position Against Approved Budget</b>	<b>167,656</b>	<b>167,656</b>	<b>168,207</b>	<b>551</b>

The financial position for Derbyshire Police has been reviewed and has captured all budget pressures up to and including the end of September 2018 (period 6). Variances shown in the above table have been measured against the Revenue Budget and Precept Report approved at the SGB on 22 January 2018.

The above table shows the anticipated year end position to be an overspend of £0.551m. This may mean an additional contribution from reserves will be necessary. This would increase the total contribution from £1.514m, as anticipated at the beginning of the financial year, to £2.065m. The projected impact on the level of usable reserves without the additional £0.551m is as follows: -

Usable Reserves	Balances at 31/03/18 £000	Projected Movements 2018/19 £000	Proposed Allocation of Underspends £000	Projected Contributions to Capital 2018/19 £000	Estimated Balances at 31/03/19 £000
<b>Revenue Budget &amp; Precept Report</b>					
General Reserve	4,000	-	-	-	4,000
Earmarked Reserve	19,727	( 2,441)	-	( 1,464)	15,822
<b>TOTAL RESERVES</b>	<b>23,727</b>	<b>( 2,441)</b>	<b>0</b>	<b>( 1,464)</b>	<b>19,822</b>
<b>Period 6 - September 2018</b>					
General Reserve	4,000	-	-	-	4,000
Earmarked Reserve	19,727	( 3,032)	-	( 1,464)	15,271
<b>TOTAL RESERVES</b>	<b>23,727</b>	<b>( 3,032)</b>	<b>0</b>	<b>( 1,464)</b>	<b>19,231</b>

## FINANCIAL BRIEFING – DERBYSHIRE POLICE

APPENDIX A TO AGENDA ITEM 11 A, SPA, 26 NOVEMBER 2018

The position has improved by £0.198m since last month. The main changes, which have occurred during September to reduce the amount of projected overspend are: -

Projected Overspend	£000
<b>As at 31<sup>st</sup> August 2018</b>	<b>749</b>
Police Staff Salaries (vacancies spread of various departments)	(176)
Police Officer Costs (see note 1 below)	196
Training costs (see note 2 below)	125
Business Cases & Revenue Implications of Capital not required (see note 3 below)	(549)
Regional Collaboration overspend (see Collaboration Section)	205
Debt Charges (see note 4)	100
Reshaping The Future costs removed (see note 5)	(315)
Reduction in income forecasts (see note 6)	234
Other small variances	(18)
<b>As at 28<sup>th</sup> September 2018</b>	<b>551</b>
<b>Notes</b>	
<p><b>1. Police Officer Salaries: £0.618m overspend</b> The overspend has increased by £0.198m during September. This reflects that the assumption built into the original budget that the Constabulary would be on average 2.3% under establishment was incorrect.</p> <p><b>2. Employee Expenses: £0.132m overspend</b> Training costs are estimated to overspend by £0.125m, based on the expenditure to date and future commitments.</p> <p><b>3. Business Cases &amp; Revenue Implications of Capital not required: (£0.549m) underspend</b> Police staff posts and equipment required for the Analytics Project are not likely to be required in this financial year.</p> <p><b>4. Debt Charges: £0.100m overspend</b> The 18/19 Budget included the profit share from the LLP (£0.141m), however at this point in the financial year it is unlikely that this will come to fruition. External interest – DPA Debt is forecasting an underspend (£0.041m) this reflects the reduction in the level of borrowing projected for this financial year.</p> <p><b>5. Reshaping The Future costs removed: (£0.315m) underspend</b> This variance is made up of additional police staff posts (3.2fte), changes to Custody provision with Great Manchester Police, changes to the CCTV unit and one off implementation costs are unlikely to be implemented during the current financial year.</p> <p><b>6. Reduction in income forecasts £0.234m loss of income</b> Football income is expected to decrease as a result of Chesterfield being relegated and therefore requiring less special police services. The command unit at for Derby County matches has also moved outside of the footprint, reducing the amount the Constabulary can charge per game. The POCA Incentivisation income has reduced to reflect the fact that the scheme is changing and the amount of funds that will be paid back to forces will be less.</p>	

A more detailed analysis of the key variances worthy of note, which make up a significant proportion of the overall underspend are detailed in the following tables:-

# FINANCIAL BRIEFING – DERBYSHIRE POLICE

APPENDIX A TO AGENDA ITEM 11 A, SPA, 26 NOVEMBER 2018

## Key Variances

Anticipated Savings	£000	Additional Spending	£000
		<b>Police Officer Salaries</b>	618
		<b>Police Officer Overtime</b>	430
		<b>Police Pensions</b>	761
<b>Police Staff Pay</b>	( 995)	<b>Other Employee Expenses</b>	132
		<b>Premises Costs</b>	
		Joint Police/Fire Building Projects	305
		PFI - Lifecycle Costs	161
Various	( 13)		
<b>Transport Costs</b>			
Fuel	( 30)		
Travel	( 38)		
Vehicle Maintenance	( 90)		
Insurance	( 98)		
<b>Supplies &amp; Services and Agency Costs</b>			
Equipment	( 629)	Evidence Based Consulting	190
Photocopiers	( 88)	Professional Fees	139
Insurances	( 76)	Interpreters	111
Printing & Stationery	( 51)	IT Costs	58
		Various	88
<b>Regional &amp; National Operations</b>			
Self Funded Operations	( 120)	Regional Collaboration	172
<b>Government Grant</b>	( 22)		
<b>General Income</b>			
Court Compensation	( 75)	Football	97
Vehicle Recovery	( 70)	POCA Incentivisation	50
Contributions	( 87)		
Special Services	( 37)		
Various	( 10)		
<b>Investment Income</b>	( 55)		
		<b>Debt Charges</b>	99
<b>Secondments</b>	( 30)		
<b>OPCC</b>	( 69)		
<b>Grants &amp; Partnerships</b>			
BCU	( 27)		
Partnerships - Force	( 89)		
<b>Collection Account adj</b>	( 61)		
<b>TOTAL</b>	<b>( 2,860)</b>	<b>TOTAL</b>	<b>3,411</b>

## FINANCIAL BRIEFING – DERBYSHIRE POLICE

APPENDIX A TO AGENDA ITEM 11 A, SPA, 26 NOVEMBER 2018

### Collaboration

Collaboration	Original Budget £000	Projected Out-turn £000	Variance £000
Cash Contributions	6,876	6,853	( 23)
Officers in Kind Contributions	1,486	1,598	112
Non-shared Contributions - E M Major Crime Unit	1,777	1,856	79
Non-shared Contributions - Contrib to Software Maint - Intel Systems	9	13	4
<b>TOTAL</b>	<b>10,148</b>	<b>10,320</b>	<b>172</b>

The monitoring is based on quarter 1 (end of June 2018), no further updates have been received. The overspend on Officers in Kind Contributions results from the budget allowing for a vacancy level which has not been met, plus there has been additional expenditure on the Regional Asset Recovery Team (RART) and Operation Advensus (modern slavery investigation).

The budget for EMSOU Major Crime was reduced to reflect a decrease in the number of Officers, however the actual reduction of officers occurred slower than expected causing the overspend along with the vacancy level not being met.

### Treasury Management

	Previous Year £m	Original Budget £m	This Month £m	Last Month £m
PWLB & Transferred Debt	4.920	8.037	4.687	4.736
PFI Liabilities	10.254	9.214	9.734	9.821
<b>Total Borrowing</b>	<b>15.174</b>	<b>17.251</b>	<b>14.421</b>	<b>14.557</b>
Total Average Investments	26.904	18.700	23.904	22.750
Total Investment Income	(0.089)	(0.095)	(0.106)	(0.103)
Average Interest Earned	0.296%	0.45%	0.506%	0.500%
Average LIBID Rate	0.112%	-	0.439%	0.411%
Average Base Rate	0.351%	0.500%	0.577%	0.545%

The base rate increased to 0.75% on 2<sup>nd</sup> August 2018. Investment income to the end of the year is expected to be £0.150m because of the increase in interest rates.

## FINANCIAL BRIEFING – DERBYSHIRE POLICE

APPENDIX A TO AGENDA ITEM 11 A, SPA, 26 NOVEMBER 2018

Capital						
	Buildings £m	Equipment & vehicles £m	IT £m	EMCTIU £m	Regional lead force £m	Total £m
Actual to 28th September 2018	837	536	726	32	0	2,132
Commitments & Contracts to be paid	308	908	693	24	67	2,000
<b>Total to 28th September 2018</b>	<b>1,145</b>	<b>1,444</b>	<b>1,420</b>	<b>56</b>	<b>67</b>	<b>4,132</b>
<b>Revised Capital Programme</b>	<b>6,426</b>	<b>2,148</b>	<b>3,449</b>	<b>317</b>	<b>0</b>	<b>12,340</b>
<b>Budget remaining</b>	<b>5,281</b>	<b>704</b>	<b>2,029</b>	<b>261</b>	<b>(67)</b>	<b>8,208</b>

A lot of work is currently underway to develop major projects for a South Hub in Derby and a Hub in the north east of the County. Considerable procurement activity is underway for a number of large scale maintenance and improvement works to existing police buildings including

- Works have commenced at Matlock & Swadlincote Police Stations for replacement heating systems
- Works have started at C Division Custody
- Ashbourne Co-location works commence in October
- Tenders for SARC re-location project have been received and are being evaluated.

Reserves – as per Revenue Budget and Precept Report					
	Balances at 31/03/18	Projected Movements 2018/19	Proposed Allocation of Underspends	Projected Contributions to Capital 2018/19	Estimated Balances at 31/03/19
	£000	£000	£000	£000	£000
<b>GENERAL RESERVES</b>	4,000				4,000
Useable:-	14,529	( 2,672)	-	( 1,464)	10,393
Non-useable:-	5,198	( 360)	-	-	4,838
<b>TOTAL EARMARKED RESERVES</b>	<b>19,727</b>	<b>( 3,032)</b>	<b>0</b>	<b>( 1,464)</b>	<b>15,231</b>
<b>TOTAL RESERVES</b>	<b>23,727</b>	<b>( 3,032)</b>	<b>0</b>	<b>( 1,464)</b>	<b>19,231</b>

# FINANCIAL BRIEFING – DERBYSHIRE POLICE

APPENDIX A TO AGENDA ITEM 11 A, SPA, 26 NOVEMBER 2018

<b>Detailed Budget Analysis</b>					<b>Annex A</b>	
	<b>Derbyshire Police</b>	<b>Revenue Budget &amp; Precept Report £000</b>	<b>Current Budget £000</b>	<b>Expected Year-end Projection £000</b>	<b>Variance £000</b>	
	Crime & Territorial Policing	15,881	16,055	15,864	( 191)	●
	Operational Support	16,674	16,685	17,311	626	●
	Business Futures	13,991	14,526	14,757	231	●
	Finance & Business Services	7,291	7,268	7,262	( 6)	●
	Force	100,050	99,803	99,606	( 197)	●
	Contributions to Regional Units	10,148	10,148	10,321	173	●
	Office of the PCC	1,176	1,176	1,107	( 69)	●
	Grants & Commissioning (incl MOJ)	1,434	1,574	1,574	-	●
	Income & Accounting	1,011	421	466	45	●
	Collection Fund Account adjustment	0	0	( 61)	( 61)	●
	<b>TOTAL</b>	<b>167,656</b>	<b>167,656</b>	<b>168,207</b>	<b>551</b>	●
	<b>Subjective Analysis</b>	<b>Precept Original Budget £000</b>	<b>Current Budget £000</b>	<b>Expected Year-end Projection £000</b>	<b>Variance £000</b>	
	Police Officers & Pensions	89,790	89,821	91,630	1,809	●
	Police Staff	40,482	40,517	39,521	( 996)	●
	Other Indirect Officer/Staff Costs	541	539	671	132	●
	Premises	8,784	8,784	9,238	454	●
	Transport	3,722	3,730	3,474	( 256)	●
	Supplies & Services, Agency, Pay and Price Contingency, Debt Charges	18,604	18,992	18,833	( 159)	●
	Regional Units	10,148	10,148	10,321	173	●
	Secondment	0	0	( 30)	( 30)	●
	Contribution to National Policing	230	230	110	( 120)	●
	BCU Funds	360	360	333	( 27)	●
	Partnerships & Other Grants	635	735	646	( 89)	●
	Contribution to/(from) Reserves	( 2,442)	( 3,032)	( 3,032)	-	●
	Office of the PCC	1,176	1,176	1,107	( 69)	●
	Grants & Commissioning (incl MOJ)	1,434	1,574	1,574	-	●
	Income (Including Interest Receipts)	( 5,808)	( 5,918)	( 6,128)	( 210)	●
	Collection Fund Account adjustment	-	-	( 61)	( 61)	●
	<b>TOTAL</b>	<b>167,656</b>	<b>167,656</b>	<b>168,207</b>	<b>551</b>	●
	<p>( )      <b>Underspend</b></p> <p>●      Low risk/no action required</p> <p>●      Medium risk/management review required</p> <p>●      High risk/management attention required</p>					

**PERIOD 6 – September 2018**

## FINANCIAL BRIEFING – DERBYSHIRE POLICE

APPENDIX A TO AGENDA ITEM 11 A, SPA, 26 NOVEMBER 2018

### Detailed Capital Analysis

### Annex B

Scheme	Total Original Budget £000	Total Revised Budget (Incls reprofiling from 17/18) £000	Actual, Commitments & Contracts to be paid £000	Budget Remaining £000	Spend %
<b>Expenditure</b>					
Joint Venture - Police/Fire Schemes	0	503	0	503	0%
Other Building Work/Land	6,383	5,923	1,145	4,778	19%
IS/Communications	3,679	3,449	1,420	2,029	41%
Vehicles	1,194	1,547	1,364	183	88%
Equipment	1,210	601	80	521	13%
EMCTIU	317	317	56	261	0%
<b>TOTAL</b>	<b>12,783</b>	<b>12,340</b>	<b>4,065</b>	<b>8,275</b>	<b>33%</b>
Regional Projects (to be recharged)	0	0	67	-67	
<b>TOTAL</b>	<b>12,783</b>	<b>12,340</b>	<b>4,132</b>	<b>8,208</b>	

### Properties Sold

The budget for 2018/19 for assets to be sold is £0.653m, three properties totalling £0.485m have been sold to date.

### Reserves – as per Revenue Budget and Precept Report

### Annex C

	Balances at 31/03/18 £000	Projected Movements 2018/19 £000	Proposed Allocation of Underspends £000	Projected Contributions to Capital 2018/19 £000	Estimated Balances at 31/03/19 £000
<b>GENERAL RESERVES</b>	<b>4,000</b>				<b>4,000</b>
<b>EARMARKED RESERVES</b>					
<b>Useable:-</b>					
Operational Priorities	1,325	-38			1,287
Operational Funding & Investment	6,776	( 1,514)			5,262
Contribution to Capital	1,464			( 1,464)	0
Carry-forwards	2,058	( 730)			1,328
PCC Grants & Commissioning Reserve	2,406	( 390)			2,016
Pensions	500				500
	<b>14,529</b>	<b>( 2,672)</b>	-	<b>( 1,464)</b>	<b>10,393</b>
<b>Non-useable:-</b>					
PFI - Ilkeston	1,115	( 56)			1,059
PFI - Derby	3,091	( 307)			2,784
Insurance	992	3			995
	<b>5,198</b>	<b>( 360)</b>	-	-	<b>4,838</b>
<b>TOTAL EARMARKED RESERVES</b>	<b>19,727</b>	<b>( 3,032)</b>	-	<b>( 1,464)</b>	<b>15,231</b>
<b>TOTAL RESERVES</b>	<b>23,727</b>	<b>( 3,032)</b>	-	<b>( 1,464)</b>	<b>19,231</b>

# STRATEGIC PRIORITIES ASSURANCE BOARD

<b>REPORT TITLE</b>	UPDATE ON TREASURY MANAGEMENT AND PRUDENTIAL INDICATORS 2018/19
<b>REPORT BY</b>	JOINT REPORT OF THE CHIEF CONSTABLE AND CHIEF FINANCE OFFICER
<b>DATE</b>	26 NOVEMBER 2018

## **PURPOSE OF THE REPORT**

To provide information on the Treasury Management performance in accordance with the Chartered Institute of Public Finance and Accountancy (CIPFA) Code of Practice and to report on the monitoring of the Prudential Indicators.

## **ATTACHMENTS**

Appendix A. Average Interest Rate 2018/19

Appendix B. Comparison of External Debt to Operational Boundary and Authorised Limit as at 31/10/18

## **RECOMMENDATIONS**

1. To determine if the PCC can gain direct assurance that this area of business is being managed efficiently and effectively.

## **CONTACT FOR ENQUIRIES**

Name: C/Supt Steve Wilson

Tel: 0300 122 4140

Email [sgbenquiries@derbyshire.pnn.police.uk](mailto:sgbenquiries@derbyshire.pnn.police.uk)

## 1. **INFORMATION AND ANALYSIS**

### **TREASURY MANAGEMENT**

#### **Borrowing**

##### **Long Term Borrowing for Capital Purposes**

1.1 The original Capital Programme was partly funded from external borrowing of £3.737m, this was revised in September 2018 to £1.132m due to projects being re-profiled into future years, and further re-profiling has resulted in no additional long-term borrowing currently being anticipated.

1.2

	31/3/18	31/3/19	Change
<b>Long-term External Borrowing</b>			
PWLB	4.720	4.254	(0.466)
Transferred Debt	0.200	0.121	(0.079)
<b>Long-term Liabilities</b>			
PFI Schemes	10.254	9.214	(1.040)
<b>TOTAL</b>	<b>15.174</b>	<b>13.589</b>	<b>(1.585)</b>

#### **Short term Borrowing**

1.3 The overdraft facility has not been used during the year. There was no need to borrow any other short-term funds during the year.

1.4 The Operational Boundary and Authorised Limit have not been exceeded.

#### **Lending**

1.5 On temporary loans and investments estimated cumulative interest earned to the end of October is £0.090m which equates to an average rate of interest of 0.511% (this compares to £0.039m and an average rate of 0.252% this time last year). The movement throughout the year is illustrated against the Bank Base rate and the LIBID (London Interbank Bid Rate) in Appendix A.

1.6 Due to the Bank of England base rate increase in August 2018 the total interest earned is anticipated to be £0.150m by year-end against a budget provision of £0.095m. The amount available to invest has reduced slightly compared to last year however the interest rates that were being achieved when replacing investments has increased compared to last year. The rates should improve further following the increase in the base rate from August 2018.

1.7 The total temporary loans and investments made in the current financial year to date amount to £133m. The total investments outstanding as at the end of October amounted to £20.50m.

#### **Interest Rate Analysis**

1.8 The Bank base rate was 0.50% from the 7 November 2017, this has recently been increased to 0.75% from the 2 August 2018. The rates may increase again but is predicted these would be slow and well signalled.

- 1.9 Long-term PWLB interest rates for borrowing are in a region of 2.42% for 20 years and 2.58% for 25 years.

**Prudential Indicators**

- 1.10 The PCC approved the Prudential Indicators for 2018/19 on the 22 January 2018. These indicators have been monitored and the following are noteworthy:-

**Capital Expenditure**

- 1.11 The Capital Programme 2018/19 has been revised from £12.783m to £12.340m, this was approved at the Strategic Priorities Assurance Board on 24 September 2018.

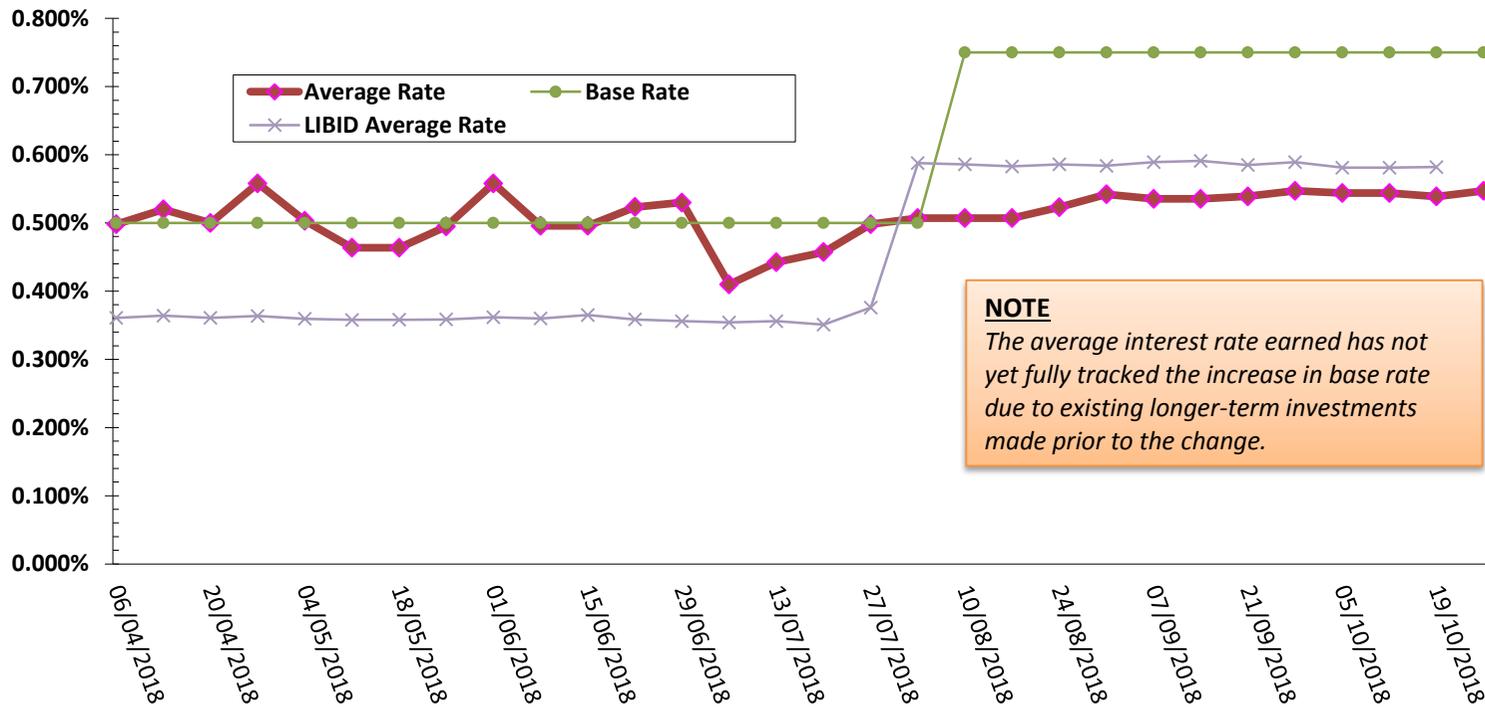
**Ratio of financing costs to net revenue stream**

- 1.12 This indicator identifies the trend in the cost of capital (net of investment income) against the net revenue stream. The indicator was set at 1.42%. This is likely to be lower due to higher than predicted investment income and reduced levels of new borrowing.

**Limits on borrowing activity (Authorised Limit and Operational Boundary)**

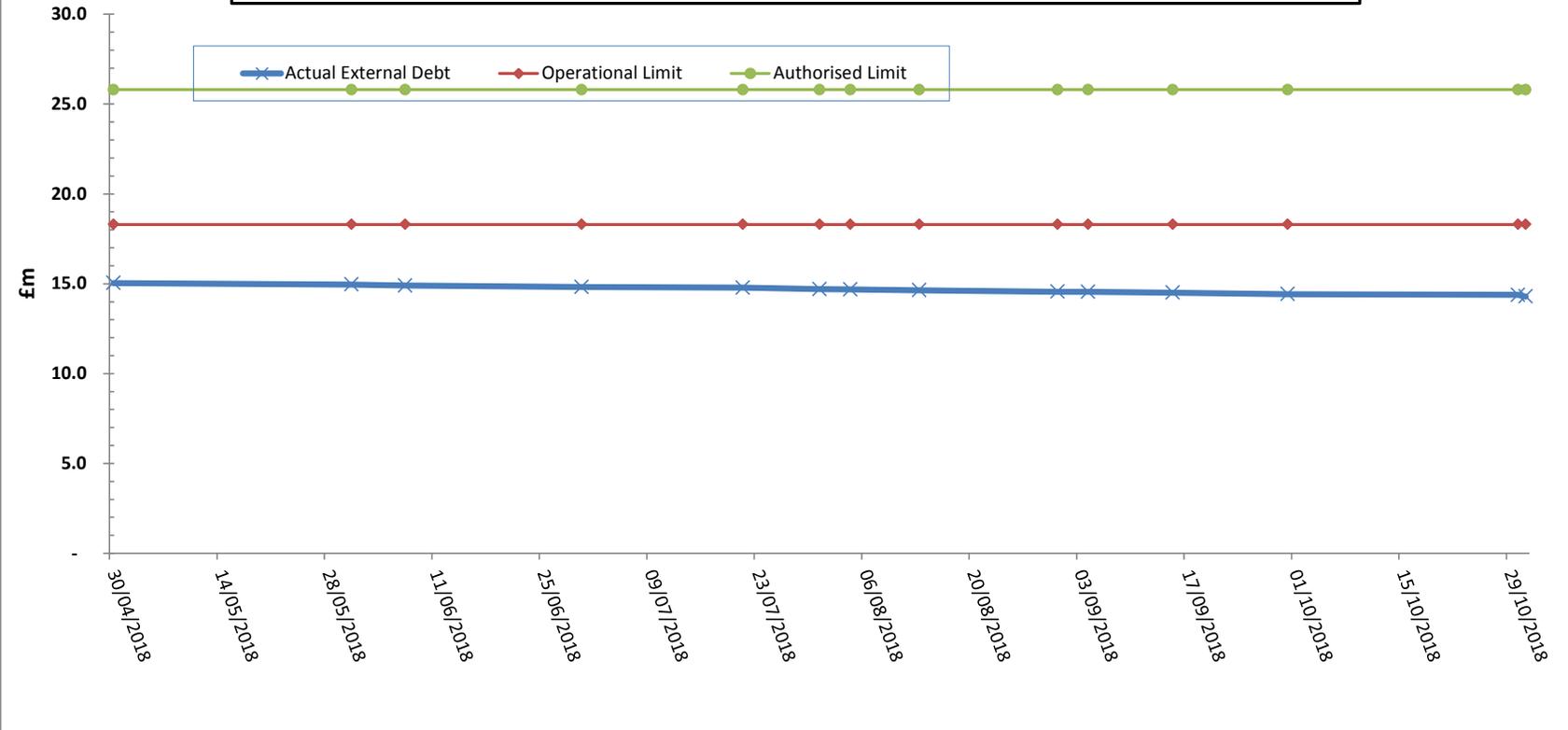
- 1.13 The Authorised limit represents the limit beyond which borrowing is prohibited and needs to be set and revised if necessary by the PCC. This limit was set at £25.8m.
- 1.14 The operational boundary is based on the probable external debt during the course of the year; it is not a limit and actual borrowing could vary around this boundary for short times during the year. This figure was set at £18.3m.
- 1.15 These indicators are monitored on an ongoing basis. Appendix B shows a comparison of actual external debt compared to the Operational Boundary and Authorised limit. These have not been exceeded in 2018/19

## Average Interest Rate 2018/19



**NOTE**  
*The average interest rate earned has not yet fully tracked the increase in base rate due to existing longer-term investments made prior to the change.*

**Comparison of External Debt to Operational Boundary and Authorised Limit as at 31/10/2018**



# STRATEGIC PRIORITIES ASSURANCE BOARD

<b>REPORT TITLE</b>	ANNUAL AUDIT LETTER
<b>REPORT BY</b>	JOINT REPORT OF THE CHIEF CONSTABLE AND CHIEF FINANCE OFFICER
<b>DATE</b>	26 NOVEMBER 2018

## **PURPOSE OF THE REPORT**

1.1 To receive, and therefore publish, the Annual Audit Letter from KPMG LLP for the financial year 2017/2018.

## **ATTACHMENTS**

Appendix A. Annual Audit Letter 2017/18

## **RECOMMENDATIONS**

1. That the Commissioner receive and publish the Annual Audit Letter for 2017/18, noting the unqualified opinions for both value for money and on the statements of accounts
2. That the Chief Constable receive and publish the Annual Audit Letter for 2017/18 noting the unqualified opinions for both value for money and on the statements of accounts

## **CONTACT FOR ENQUIRIES**

Name: C/Supt Steve Pont  
Tel: 0300 122 4140  
Email: [sgbenquiries@derbyshire.pnn.police.uk](mailto:sgbenquiries@derbyshire.pnn.police.uk)

## **INFORMATION AND ANALYSIS**

1. This report summarises the key findings for the financial year 2017/18 as determined by the external auditor KPMG LLP for the Police and Crime Commissioner for Derbyshire and the Chief Constable of Derbyshire. Although addressed to these two bodies as those responsible for governance, the report is of wider public interest.
2. External auditors do not act as a substitute for audited body's own responsibility for putting in place proper arrangements to ensure that public business is conducted in accordance with the law and proper standards, and that public money is safeguarded and properly accounted for, and used economically, efficiently and effectively. In this, the Commissioner and the Chief Constable are supported by the work of the Joint Audit Risk and Assurance Committee (JARAC).
3. KPMG's report covers the work on the audit of the financial statements for 2017/18 and the arrangements to secure value for money for both the Commissioner and the Chief Constable. A copy of the Annual Audit Letter is attached to this report at APPENDIX A.
4. The external auditor has issued an unqualified conclusion on the Commissioner and the Chief Constable's arrangements to secure value for money. The report did not identify any significant risks as part of the VFM conclusion.
5. Furthermore the external auditor has issued an unqualified opinion on the financial statements of the Commissioner and the Chief Constable, believing that both sets of statements give a true and fair view of the financial position of the two bodies at the end of March 2018.
6. The Annual Audit Letter was reviewed by the JARAC at its meeting on 14 November 2018.



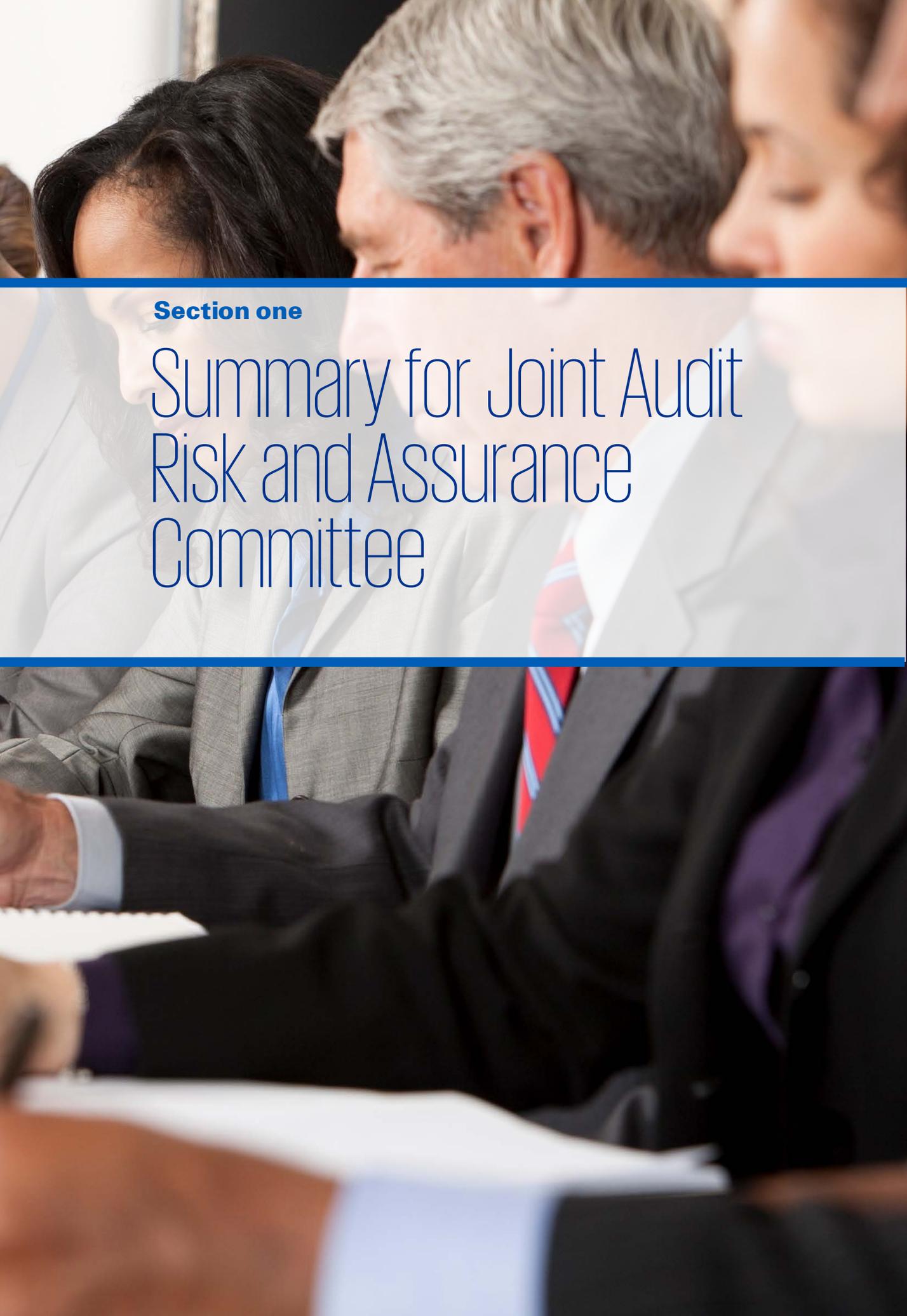


# Annual Audit Letter 2017/18

**Police & Crime  
Commissioner for  
Derbyshire  
and  
Chief Constable  
for Derbyshire**

August 2018



A group of business professionals in a meeting, looking at documents. The image is a close-up, slightly blurred, showing several people in business attire. A woman with dark hair is on the left, looking down. A man with grey hair is in the center, also looking down. A woman with dark hair is on the right, looking down. They are all wearing suits and ties. The background is out of focus.

**Section one**

# Summary for Joint Audit Risk and Assurance Committee

## Section one:

# Summary for Joint Audit Risk and Assurance Committee

This document summarises the key findings in relation to our 2017/18 external audit at the Police & Crime Commissioner for Derbyshire ('the PCC') and the Chief Constable for Derbyshire ('the CC').

## Audit opinion

We issued an unqualified opinion on the PCC and CC's 2017/18 financial statements on 31 July 2018. This means that we believe the financial statements give a true and fair view of the financial position of the PCC and CC and of their expenditure and income for the year.

## Financial statements audit

Our audit procedures are designed to identify misstatements which are material to our opinion on the financial statements as a whole. Materiality for the Authority's accounts was set at £3.8 million which equates to around 1.7 percent of gross expenditure. We design our procedures to detect errors in specific accounts at a lower level of precision.

We report to the Joint Audit Risk and Assurance Committee any misstatements of lesser amounts, other than those that are "clearly trivial", to the extent that these are identified by our audit work. In the context of the Authority, an individual difference is considered to be clearly trivial if it is less than £0.190 million.

We have identified no audit adjustments impacting the primary statements and no presentational adjustments. We have raised no recommendations.

Based upon our initial assessment of risks to the financial statements (as reported to you in our *External Audit Plan 2017/18* and updated during our audit) we identified the following significant risks (excluding those mandated by International Standards on Auditing):

**Pension Liabilities** – The valuation of the Police & Crime Commissioner's and Chief Constable's pension liabilities, as calculated by the Actuary, was dependent upon both the accuracy and completeness of the data provided and the assumptions adopted. We reviewed the processes in place to ensure accuracy of data provided to the Actuary and consider the assumptions used in determining the valuation.

**Valuation of PPE** – The Code requires that all land and buildings be held at fair value. We considered the way in which the PCC and CC ensures that assets not subject to in-year revaluation were not materially misstated.

**Faster Close** – The timetable for the production of the financial statements was significantly advanced with draft accounts having to be prepared by 31 May 2018 (2017: 30 June) and the final accounts signed by 31 July 2018 (2017: 30 September). We worked proactively with the Police & Crime Commissioner's and Chief Constable's officers in advance of our audit to understand and ensure appropriate steps were being taken to meet these deadlines and the impact on our work.

## Section one:

# Summary for Joint Audit Risk and Assurance Committee (cont.)

## Other information accompanying the financial statements

Whilst not explicitly covered by our audit opinion, we reviewed other information that accompanied the financial statements to consider their material consistency with the audited accounts. This year we reviewed the 2017/18 Annual Governance Statements and Narrative Reports. We concluded that they were consistent with our understanding and did not identify any issues.

## Whole of Government Accounts

The Authority prepares a consolidation pack to support the production of Whole of Government Accounts by HM Treasury. We are not required to review your pack in detail as the Authority falls below the threshold where an audit is required. As required by the guidance we have confirmed this with the National Audit Office.

## Value for Money conclusion

We have completed our risk-based work to consider whether in all significant respects the PCC and CC have proper arrangements to ensure they have taken properly informed decisions and deployed resources to achieve planned and sustainable outcomes for taxpayers and local people. We concluded that in 2017/18 the PCC and CC have made proper arrangements to secure economy, efficiency and effectiveness in their use of resources.

## Value for Money risk areas

We set out our assessment of those areas that required additional risk based work in our *External Audit Plan 2017/18* and have updated this assessment during our interim visit. As a result we identified the following significant VFM audit risk:

**Medium Term Financial Planning** – The Police & Crime Commissioner and Chief Constable continued to face financial pressures and uncertainties in relation to their future funding levels, with grant allocations for future years not yet being published. The Police & Crime Commissioner and Chief Constable need to continue their focus on having robust and effective arrangements in place for managing their annual budgets, generating income and identifying and implementing any savings required to balance their medium term financial plans. We considered the way in which the Police & Crime Commissioner and Chief Constable identified, approved, and monitored both savings plans and how budgets are monitored throughout the year to ensure financial resilience, and were satisfied that this had been undertaken diligently and effectively.

## High priority recommendations

We did not raise any recommendations as a result of our 2017/18 work.

## Section one:

# Summary for Joint Audit Risk and Assurance Committee (cont.)

## Certificate

We issued our certificate on 31 July 2018. The certificate confirms that we have concluded the 2017/18 audits of the PCC's and CC's financial statements in accordance with the requirements of the Local Audit & Accountability Act 2014 and the Code of Audit Practice.

## Audit fee

Our total fee for 2017/18 was £46,035 (split: PCC £31,035 and CC £15,000), excluding VAT (2016/17: £46,035).

## Exercising of audit powers

We have a duty to consider whether to issue a report in the public interest about something we believe the PCC or CC should consider, or if the public should know about.

We have not identified any matters that would require us to issue a public interest report.

In addition, we have not had to exercise any other audit powers under the Local Audit & Accountability Act 2014.

## Acknowledgements

We would like to take this final opportunity to thank all officers and Members for their thorough professionalism and excellent help over the many years we have provided the external audit service to Derbyshire's PCC and CC, and wish you all and both organisations all the very best for the future.



# Appendices



## Appendix 1:

# Summary of reports issued

This appendix summarises the reports we issued since our last Annual Audit Letter.

These reports can be accessed via the Joint Audit Risk and Assurance Committee pages on the Authority's website.

### 2017/18 External Audit Plan

The External Audit Plan set out our approach to the audit of the Authority's financial statements and to support the VFM conclusion.

### 2017/18 Interim Audit Letter

The Interim Audit Letter summarised the results from the preliminary stages of our audit, including testing of financial and other controls.

### Report to Those Charged with Governance

The ISA260 Report to Those Charged with Governance summarised the results of our audit work for 2017/18 including key issues and recommendations raised as a result of our observations.

We also provided the mandatory declarations required under auditing standards as part of this report.

### Auditor's Report

The 2017/18 Auditor's Report included our audit opinions on the PCC's and CC's financial statements along with our VFM conclusions and our certificates.

### Annual Audit Letter

This Annual Audit Letter provides a summary of the results of our audit for 2017/18.

2018

January

February

March

April

May

June

July

August

September

October

## Appendix 2:

# Audit fees

This appendix provides information on our final fees for the 2017/18 audit.

### External audit

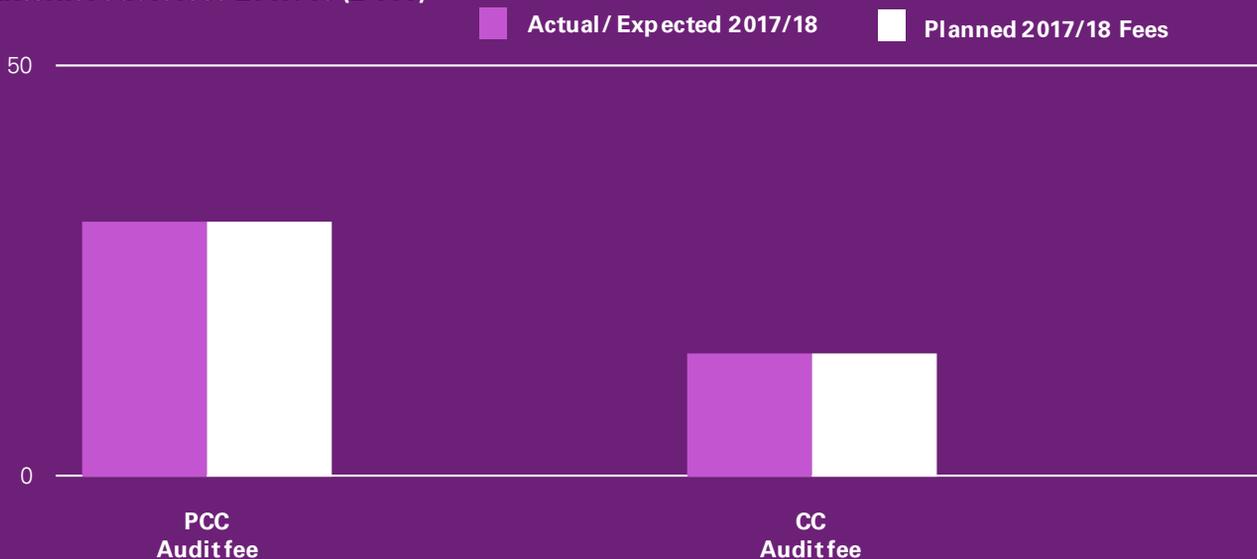
Our final fee for the 2017/18 audit of the Police and Crime Commissioner was £31,035, for the audit of the Chief Constable, the fee was £15,000. This compares to a planned fee of £31,035 and £15,000 respectively.

Our total final fee for the 2017/18 audit (£46,035) was identical to the fees charged in 2016/17.

### Other services

We did not charge any additional fees for other services.

### External audit fees 2017/18 (£'000)





The key contacts in relation to our audit are:

**Andrew Cardoza**

Director

T: +44 (0) 7711 869957  
Andrew.Cardoza@kpmg.co.uk

**Anita Pipes**

Manager

T: +44 (0) 115 945 4481  
E: anita.pipes@kpmg.co.uk

**kpmg.com/uk**



This report is addressed to the Authority (PCC & CC) and has been prepared for the sole use of the Authority. We take no responsibility to any member of staff acting in their individual capacities, or to third parties. We draw your attention to the Statement of Responsibilities of auditors and audited bodies, which is available on Public Sector Audit Appointment's website ([www.psa.co.uk](http://www.psa.co.uk)).

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CREATE: CRT086281A

# STRATEGIC PRIORITIES ASSURANCE BOARD

<b>REPORT TITLE</b>	REVISED SCHEDULE OF FEES AND CHARGES
<b>REPORT BY</b>	JOINT REPORT OF THE CHIEF CONSTABLE AND CHIEF FINANCE OFFICER
<b>DATE</b>	26 NOVEMBER 2018

## PURPOSE OF THE REPORT

To present the Updated Schedule of Fees and Charges effective from 1 November 2018.

## ATTACHMENTS

Annex A - Derbyshire Police - Schedule of Fees & Charges.

## RECOMMENDATIONS

1. Changes to Fees and Charges for 2018/19 are approved.

## CONTACT FOR ENQUIRIES

Name: C/Supt Steve Wilson  
Tel: 0300 122 4140  
Email: [sgbenquiries@derbyshire.pnn.police.uk](mailto:sgbenquiries@derbyshire.pnn.police.uk)

## **1. INFORMATION AND ANALYSIS**

In accordance with the NPCC National Policing Guidelines on Charging for Police Services the Schedule of Fees and Charges have been updated with due regard to the Guidance.

The resultant charges are set out in the attached appendix.

# Schedule of Fees Charges wef 1/11/18

Annex A to AGENDA ITEM 11D, SPA, 26 NOVEMBER 2018

Derbyshire Police - Schedule of Fees & Charges	Current Charges £	Charges wef 1/11/18	Contact Details
<b>Accident Reports</b>			<a href="mailto:collisions.admin@derbyshire.pnn.police.uk">collisions.admin@derbyshire.pnn.police.uk</a>
Copy of accident report (up to 30 pages)	93.00	97.00	
Additional pages for same incident per page	4.00	4.20	
Limited particulars (Road Traffic Act details)	33.00	35.00	
<i>Copy of self-reporting / minor accident form</i>	<i>n/a</i>	<i>n/a</i>	
Fatals - accident investigation report -(includes Collision Investigators Report and Vehicle Examiners Reports where applicable)	700.00	700.00	
Fatals - reconstruction video tape / DVD	80.00	83.00	
Rough data	by quote	by quote	
Copy of scale plan - other than in collision report	75.00	75.00	
Copy of police vehicle examination report (unless provided as a full extract)	67.00	69.00	
Copy of collision reconstruction report (unless provided as a full extract)	67.00	69.00	
<b>Copies Of Photographs</b>			
Copies of photographs - from digital camera (per disk)	75.00	75.00	
A4 index sheet (digital)	19.60	20.30	
Photographs (first photo)	26.60	27.50	
Each subsequent photograph	2.90	3.00	
<b>Copies of statements other than in booklets</b>			
Per Statement	34.00	35.00	
Additional pages (per page)	n/a	n/a	
Copy of witness statement (witness agrees to disclosure of personal details)	40.00	42.00	
Copy of witness statement (witness not agreeing to disclosure of personal details)	53.00	n/a	
Interview with police officer	Special Services Hourly rate applies	Special Services Hourly rate applies	
Request for a statement to be written by a police officer	Special Services Hourly rate applies	Special Services Hourly rate applies	
<b>Cancellation charges</b>			
If request is cancelled prior to search	Refund	Refund	
If search is made prior to cancellation	33.00	35.00	
If search is made and documents ready for dispatch	No Refund Applies	No Refund Applies	
Abortive search	33.00	35.00	
<b>Requests for Disclosure of Information</b>			<a href="mailto:foi@derbyshire.pnn.police.uk">foi@derbyshire.pnn.police.uk</a>
DPA 1998 - Section 7 Subject Access Request	10.00	10.00	
Request for information (up to 2 hours work)	84.40	87.40	

## Schedule of Fees Charges wef 1/11/18

Annex A to AGENDA ITEM 11D, SPA, 26 NOVEMBER 2018

Derbyshire Police - Schedule of Fees & Charges	Current Charges £	Charges wef 1/11/18	Contact Details
Hourly rate for work above 2 hours (including redaction)	28.20	29.20	
<b>ABI/Lloyds Disclosure of Information (ABI/Lloyds MOU)</b>			<a href="mailto:CriminalDataDerbyshire@Derbyshire.pnn.police.uk">CriminalDataDerbyshire@Derbyshire.pnn.police.uk</a>
Request (crime/lost property number, etc - MOU App D (a))	28.20	29.20	
Request (in response to specific questions) - MOU App D (b)	120.20	124.40	
<b>Other Specific Items</b>			
Copy of PIC sheets (2nd copy)	n/a	n/a	
Copy of Interview Record (only when prepared during investigative process)	53.00	55.00	
Copies of video tapes/audio tapes (provision for CJS)	80.00	83.00	
Copies of DVD's from Digital Video	80.00	83.00	
Copies of CD's /DVD's	19.30	20.00	
Crime Report	84.50	87.50	
MG5	33.70	35.00	
MG3	33.70	35.00	
Incident Log	34.40	36.00	
PNC Convictions	33.70	35.00	
Caution Certificate	22.10	23.00	
Domestic Violence Report	50.80	53.00	
Occurrence Summary	17.00	18.00	
Custody Report	17.00	18.00	
DPA 1998 - Section 68 Health Records (Copy)	n/a	n/a	
DPA 1998 - Section 68 Health Records (View)	n/a	n/a	
DPA 1998 - Section 68 Health Records (View & then Copy)	n/a	n/a	
<b>Provision of Injury Collision Statistics</b>			<a href="mailto:IPQA@derbyshire.pnn.police.uk">IPQA@derbyshire.pnn.police.uk</a>
Provision of data concerning collision occurrences involving geographic data for commercial purposes (up to three hours work)	123.00	126.00	
Each Hour thereafter	41.00	42.00	
<b>Fingerprinting fees</b>			
One set	75.10	77.70	
Additional sets thereafter (each)	37.50	38.80	
<b>Non- Police Personnel Vetting</b>			<a href="mailto:HQ.PSDVetting@derbyshire.pnn.police.uk">HQ.PSDVetting@derbyshire.pnn.police.uk</a>
Non Police Personnel Vetting Level 1	30.00	40.00	val to clarify
Non Police Personnel Vetting Level 2 (abbreviated)	70.00	110.00	
Non Police Personnel Vetting Level 2 (full)	91.00	120.00	
Non Police Personnel Vetting Level 3	180.00	160.00	
Any Clearance requiring CTC or SC - charge is in addition to NPPV charges		30.00	
<b>Alarm URN Fees</b>			<a href="mailto:HQ.alarmsadministration@derbyshire.pnn.police.uk">HQ.alarmsadministration@derbyshire.pnn.police.uk</a>
Alarm Application Fee (single)	43.49	43.49	
Alarm Application Fee (takeover)	65.23	65.23	

## Schedule of Fees Charges wef 1/11/18

Annex A to AGENDA ITEM 11D, SPA, 26 NOVEMBER 2018

<b>Derbyshire Police - Schedule of Fees &amp; Charges</b>	<b>Current Charges £</b>	<b>Charges wef 1/11/18</b>	<b>Contact Details</b>
Lone Worker Devices up to 10,000	52.55	52.55	
Lone Worker Devices up to 10,001 - 50,000	78.82	78.82	
Lone Worker Devices up to 50,001 and over	105.10	105.10	
Detector activated CCTV systems	43.49	43.49	
CAT5 after theft systems with vehicle immobilisation for vehicle	52.55	52.55	
<b>Firearms Certificates - Home Office Set Fees</b>			<a href="mailto:firearms.licensing@derbyshire.pnn.police.uk">firearms.licensing@derbyshire.pnn.police.uk</a>
Firearms certificate - Grant	88.00	88.00	
Firearms certificate - Renewal	62.00	62.00	
Shotgun certificate - Grant	79.50	79.50	
Shotgun certificate - Renewal	49.00	49.00	
Registered firearms dealer -Grant / renewal	200.00	200.00	
Visitors Permit (Individual)	20.00	20.00	
Visitors Permit (6+)	100.00	100.00	
Co-terminus certificates - Grant of both shotgun and firearm certificate	90.00	90.00	
Co-terminus certificates - Grant of a shotgun certificate / renewal of firearm certificate	90.00	90.00	
Co-terminus - Renewal of a shotgun certificate / grant of a firearm certificate	90.00	90.00	
Co-terminus - Renewal of both shotgun and firearm certificates	65.00	65.00	
Game fairs	13.00	13.00	
Replacement certificate	4.00	4.00	
Variation (not like for like) - applicable only to firearm certificates	20.00	20.00	
Home Office club approval	84.00	84.00	
Registered firearms dealer replacement	200.00	200.00	
Registered firearms dealer - Temporary Transfer In	13.00	13.00	
Firearms Museum license	200.00	200.00	
<b>Other Certificates - Home Office Set Fees</b>			
Overseas Visitors Registration (OVRO)	34.00	34.00	
Pedlars certificates	12.25	12.25	
<b>Special Service Charges (Per Hour)</b>			<a href="mailto:finance@derbyshire.pnn.police.uk">finance@derbyshire.pnn.police.uk</a>
Constable	65.40	66.00	
Sergeant	78.80	80.00	
Inspector	81.60	83.00	
Chief Inspector	85.00	86.00	
Superintendent	106.40	108.00	
Chief Superintendent	119.80	122.00	
PCSO	45.80	47.00	
Vehicle Examiners	41.30	42.00	

**Note**

The above fees and charges exclude VAT.

# STRATEGIC PRIORITIES ASSURANCE BOARD

<b>REPORT TITLE</b>	INDEPENDENT CUSTODY VISITING
<b>REPORT BY</b>	CHIEF EXECUTIVE
<b>DATE</b>	26 NOVEMBER 2018

## PURPOSE OF THE REPORT

- 1.1 To inform the Strategic Governance Board on the work of the Independent Custody Visiting Scheme.
- 1.2 To provide the visiting statistics covering the period 1 April 2018 to 31 October 2018.
- 1.3 To present a summary of issues raised by Independent Custody Visitors (ICVs) from 1 April 2018 to 31 October 2018.

## ATTACHMENTS

1. Visit Statistics

## RECOMMENDATIONS

1. The PCC takes assurance that this area of business is being managed efficiently and effectively.

## CONTACT FOR ENQUIRIES

Name: David Peet  
Tel: 0300 122 6000  
Email: [pccoffice@derbyshire.pnn.police.uk](mailto:pccoffice@derbyshire.pnn.police.uk)

1. BACKGROUND

2. The Independent Custody Visitors now record their findings from the visit electronically by logging onto a Force system within the Custody Suite and then accessing the cloud based report writing software. The system of electronic reporting has been in operation since 1 June 2017 and the attached data is generated from the reporting software.

3. INFORMATION AND ANALYSIS

3.1 The breakdown attached at Appendix A gives statistics for the three main designated custody suites; Buxton, Chesterfield and Derby.

3.2 The first table gives the number of actual visits and scheduled visits, both for each individual custody suite and for the county as a whole.

3.3 So as not to build a pattern of predictability in visiting times, Derbyshire operate a rota system which ensures that the suites are visited at a variety of times of the day, during the evenings and weekends. The graphs outlined on pages 1 – 4 show the days and time periods of every visit to each of the designated custody suites and this demonstrates a good spread of visits throughout the week.

3.4 On arrival at the suite ICVs are informed of the number of Detained Persons (DPs) in custody at that time and any other information that is relevant such as the number of vulnerable DPs. ICVs will then select a number to visit and prioritise visiting the most vulnerable being held at that time.

3.5 The table titled 'detainee availability' provides information on the total number of detainees being held in custody at the time of the visit and from this the total number who consented to a visit. This table shows that from those DPs available at the time of a visit a high proportion agreed to speak with the ICVs.

3.6 ICVs must be admitted immediately to the custody area as any delay will affect the credibility of the scheme and access should only be delayed when ICVs may

be placed in danger. The final column of the top table shows the number of immediate access visits and the final table shows the reason for the delays.

#### 4. OUTCOME OF INDEPENDENT CUSTODY VISITING

4.1 A summary of all the issues and comments raised by DPs is contained within the final tables, shown for the County as a whole and broken down by Suite.

4.2 Also attached at Appendix B is a summary of issues raised which required further follow up.

4.3 The areas of concern are highlighted below:

4.4 **Females Hygiene Packs.** It is disappointing to note that there are still occasions where sanitary products are not being routinely offered. As highlighted in Agenda Item 9A, we hope to use the work of CRR to focus on the care of females so will monitor this more closely for the future.

4.5 **Toilet Pixelation.** If DPs are not informed that the toilet area is pixelated and therefore private this can lead DPs to not using the toilet for prolonged periods which is clearly unhealthy. ICVs are monitoring this closely and unfortunately from ICV visits and from records sampled through the work of the CRR it would appear that this lack of basic information persists.

4.6 **Toilet Paper.** The routine offering of toilet paper has been raised as an issue by the HMIC previously and has been a focus of attention by the ICVs for some time, it is therefore disappointing to note that this was not routinely offered on 24 occasions during this period, an increase from earlier reporting periods.

#### 5. ICV UPDATE

5.1 **Quality Assurance Framework (QAF)** ICVA are introducing a QAF which will be a valuable tool to help schemes; reflect on compliance with the Code of Practice, celebrate areas of strength, promote custody visiting and the achievements made and to drive up performance of schemes.

5.2 There will be four standards upon which schemes will be assessed:

Code compliance - schemes meet statutory requirements and basic volunteer standards

Silver – Schemes provide a good standard of custody visiting and

volunteer management.

Gold – Schemes provide an excellent standard of custody visiting and volunteer management

Platinum – Schemes provide an outstanding standard of custody visiting and volunteer management.

- 5.3 Derbyshire is currently submitting evidence against set criteria and the standard awarded will be announced early next year.

# Derbyshire Police and Crime Commissioner

ICVA Stats April - October 2018

## Visiting Rotas

The frequency of visits to the respective suites.

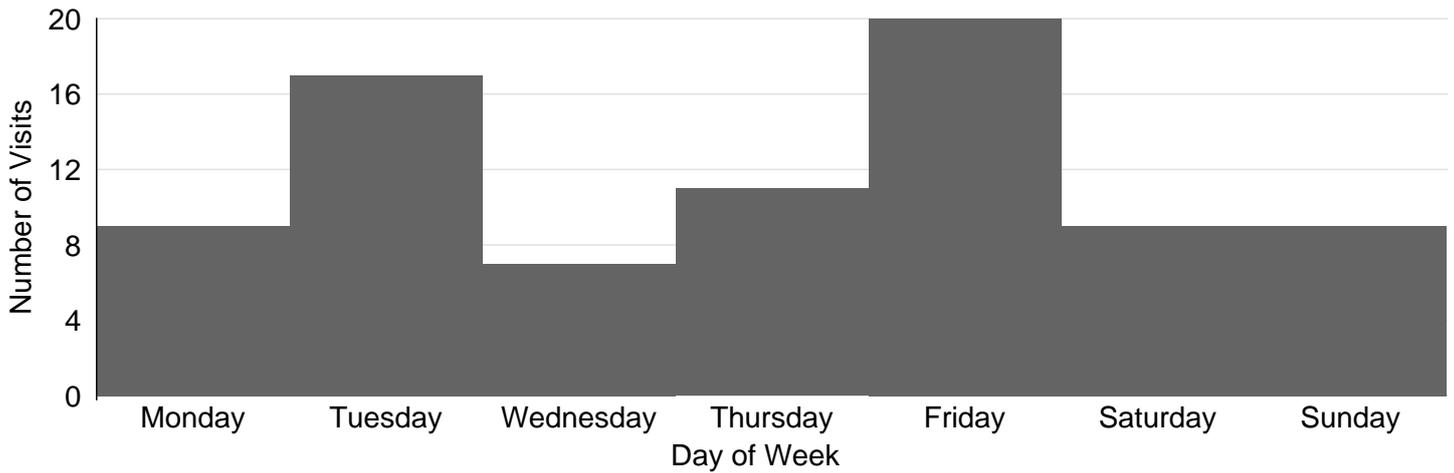
Panel	Suite	Number of Visits	Scheduled Visits	Achieved Rate
Derby North LPU	Buxton	24	25	>96%
Derby North LPU	Chesterfield Custody Suite/ Ripley	29	29	>100%
Derby South	Derby	28	29	>96%
Total		81	0	N/a

## Days of visits

Days when visits were made.

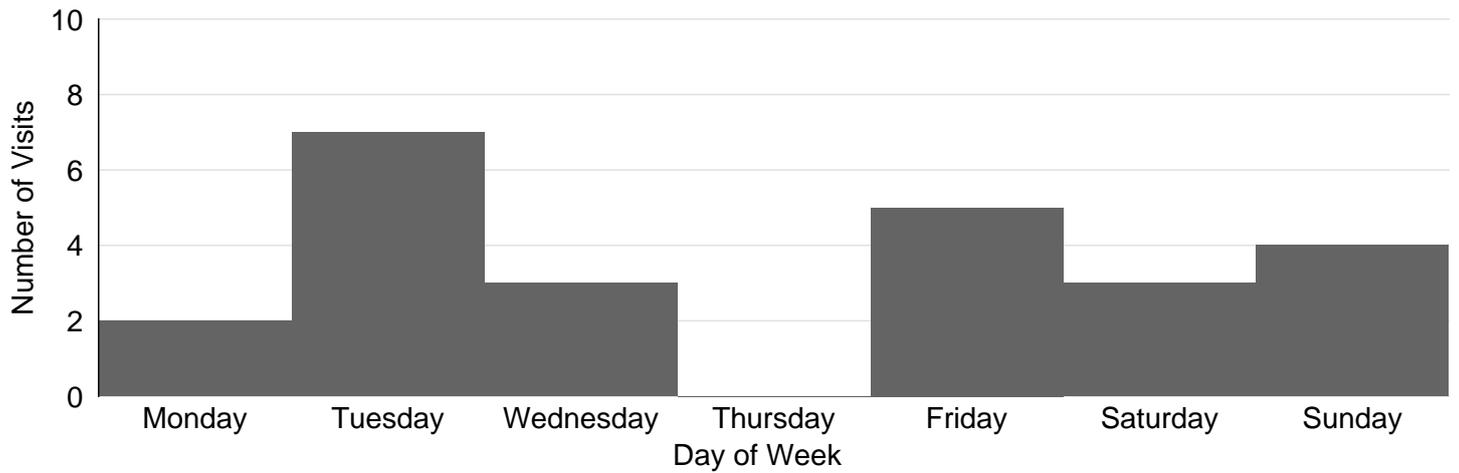
*Combined*

Showing Data for 1 Apr 2018 to 31 October 2018



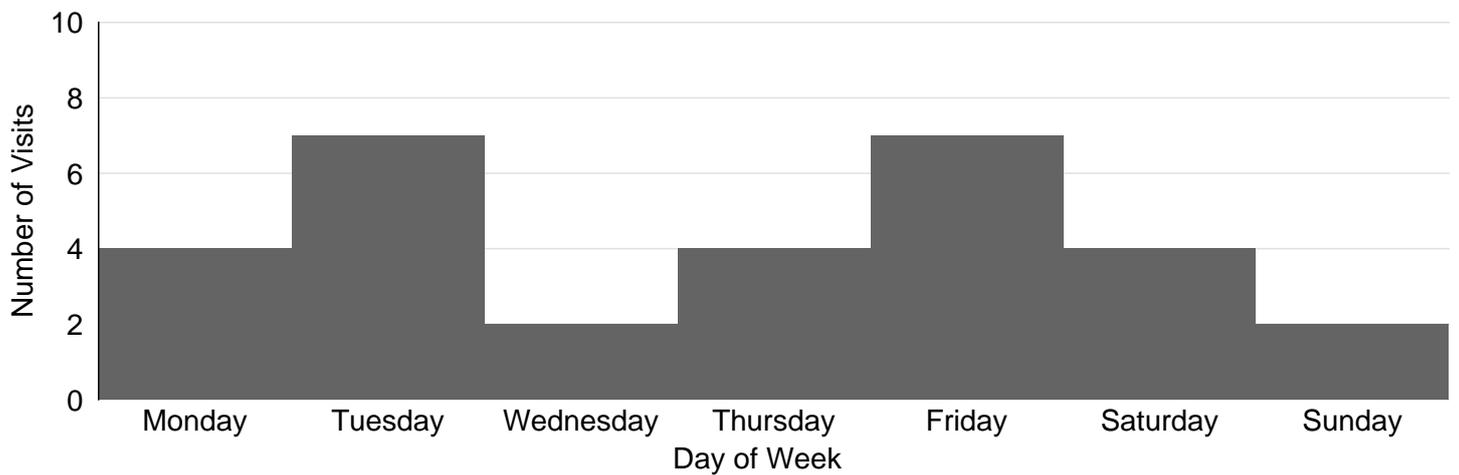
*Derbyshire - Derby North LPU - Buxton*

Showing Data for 1 Apr 2018 to 31 Oct 2018



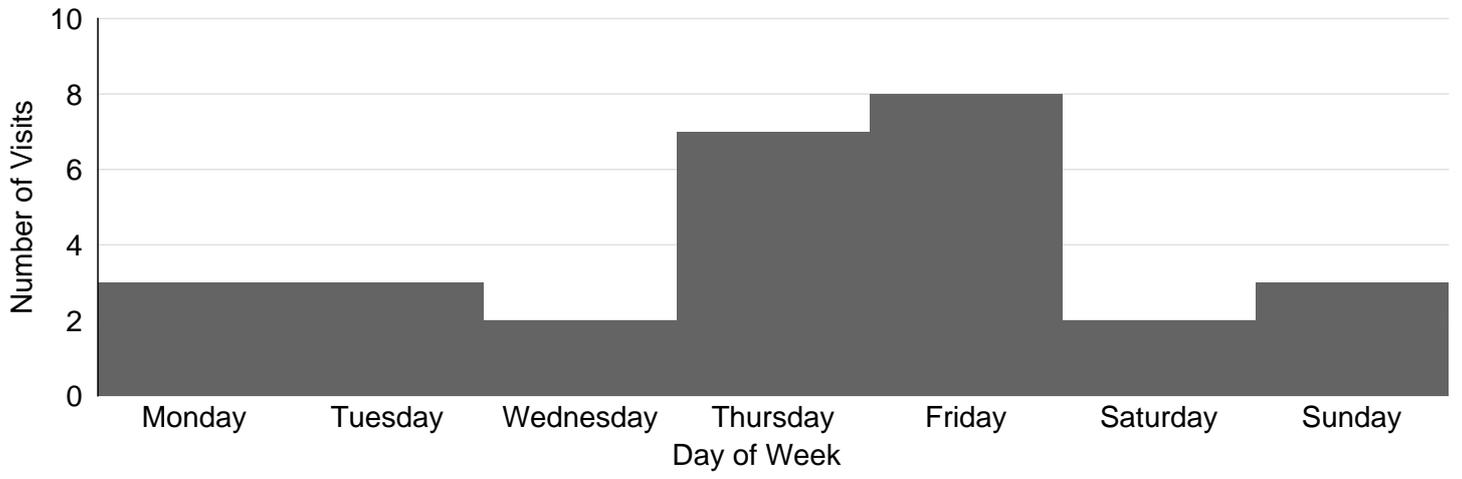
*Derbyshire - Derby North LPU - Chesterfield Custody Suite*

Showing Data for 1 Apr 2018 to 31 Oct 2018



Derbyshire - Derby South - Derby

Showing Data for 1 Apr 2018 to 31 Oct 2018

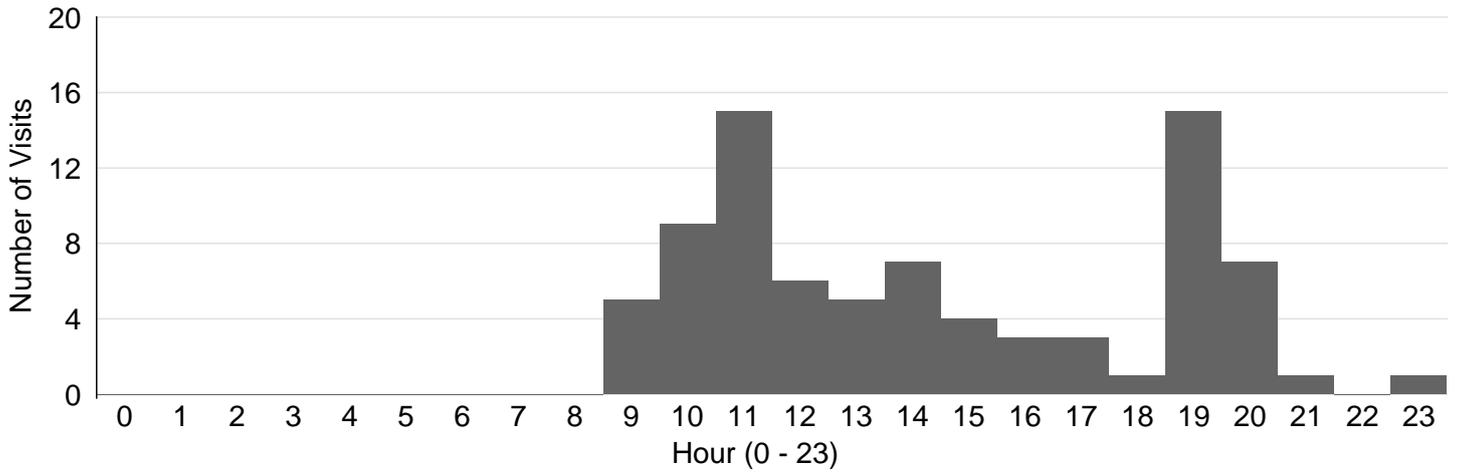


## Times of visits

Times when visits were made.

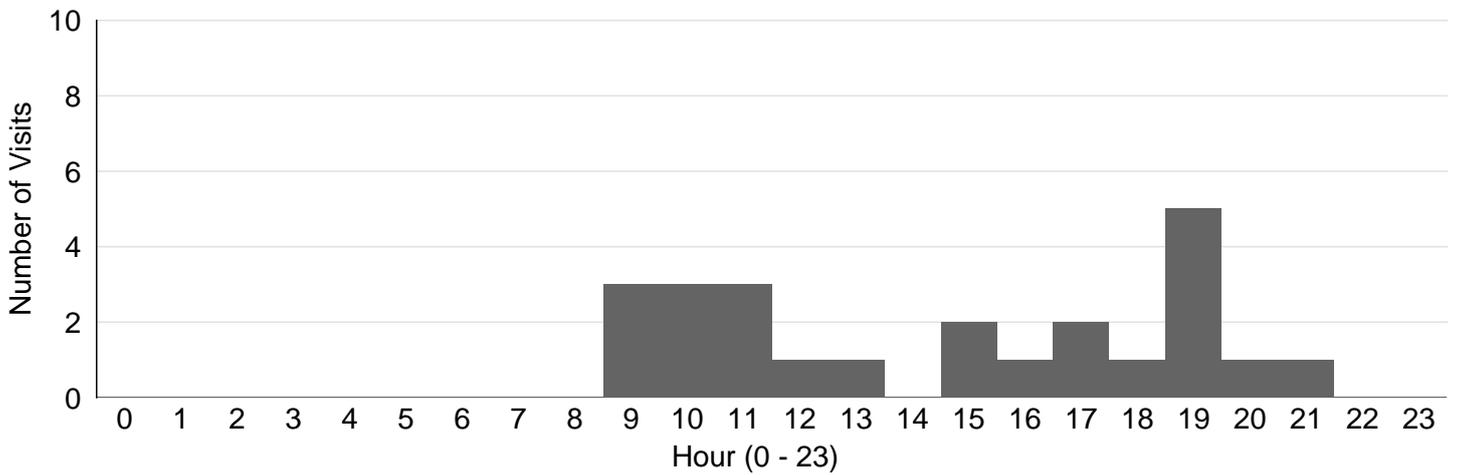
Combined

Showing Data for 1 Apr 2018 to 31 Oct 2018

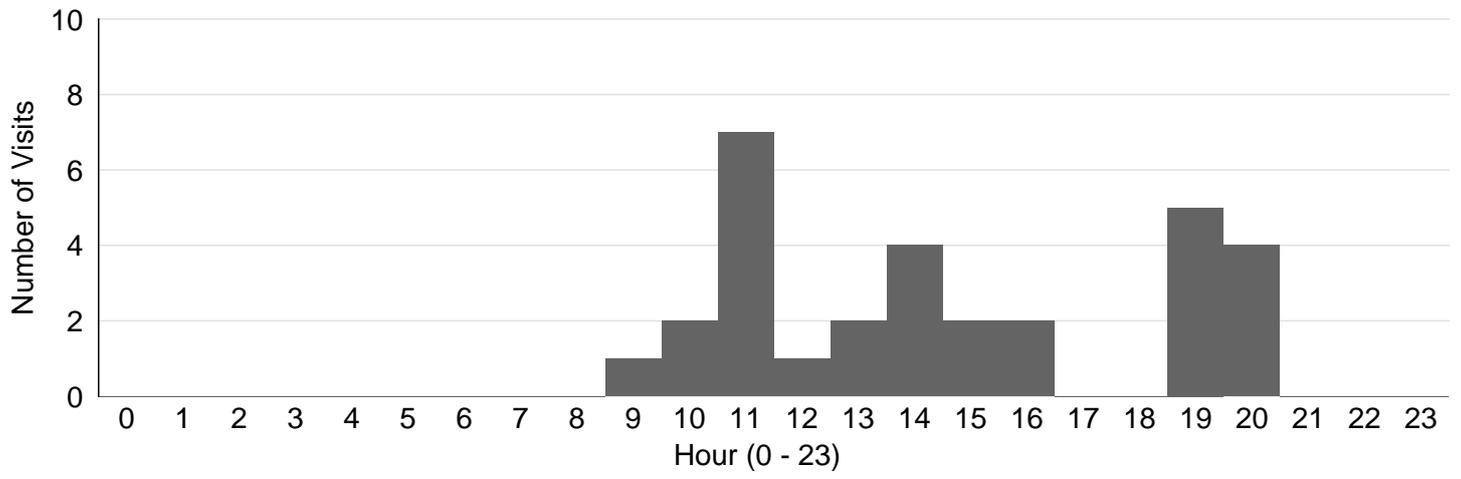


Derbyshire - Derby North LPU - Buxton

Showing Data for 1 Apr 2018 to 31 Oct 2018

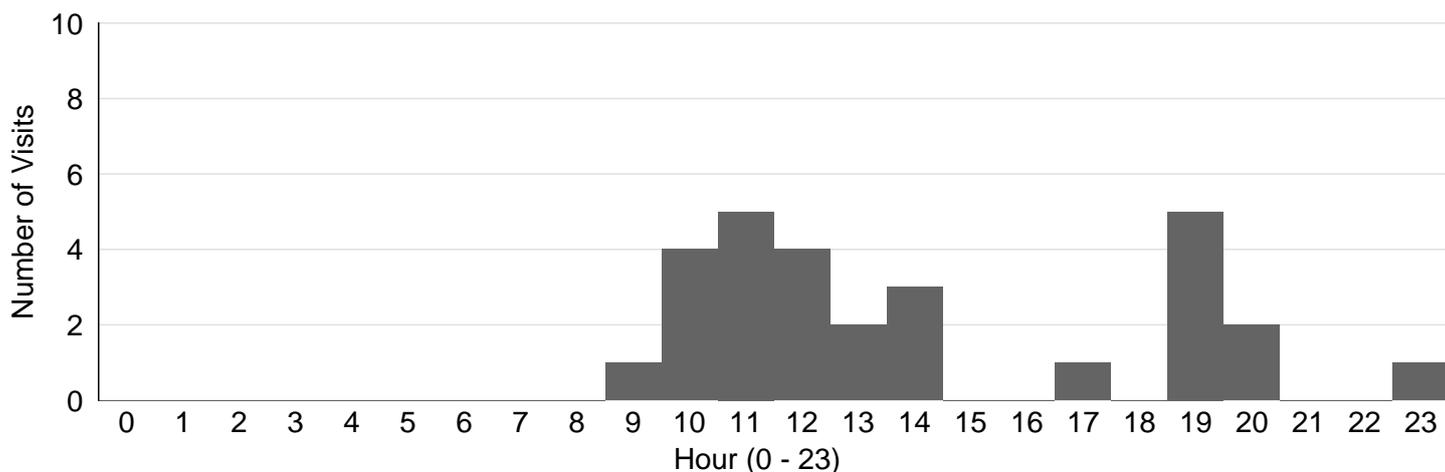


Derbyshire - Derby North LPU - Chesterfield Custody Suite  
Showing Data for 1 Apr 2018 to 31 Oct 2018



Derbyshire - Derby South - Derby

Showing Data for 1 Apr 2018 to 31 Oct 2018



**Detainee Availability**

The first column gives the total number of detainees in Custody at the time of the visit. The second column gives the number of detainees available for a visit (in the cell and awake). The final column provides information on the number consenting to a visit (from those available).

	1 Apr 2018 to 31 Oct 2018		
Suite	Total	Available	Consent
Buxton	23	16 (70%)	14 (88%)
Chesterfield/ Ripley	159	89 (56%)	84 (94%)
Derby	336	176 (52%)	161 (91%)
Total	518	281 (54%)	259 (92%)

## Delayed Visits

List of reasons why a visit was delayed

**1 Apr 2018 to 31 Oct 2018**

Suite	Delay Reasons
Chesterfield Custody Suite / Ripley	5 minutes...bell on reception desk not functioning and reception desk not staffed. ICV phoned suite. CDO responded promptly following this call.
Derby	15 minutes. When asked, the detention officer informed us that he had only just been informed that we were here. He also mentioned that the suite was extremely busy.
	Front desk closed. Waiting for officer to arrive at front desk after we placed call from the outside phone. Also, system is that you have to be escorted around the outside of the building to get in after hours.

## Comments/Complaints

A summary of the comments/complaints from persons in custody.

*Combined*

Issue	1 Apr 2018 to 31 Oct 2018
Appropriate Adult Requested /Awaited	8 (3%)
Blanket/ Pillow	9 (3%)
Child in Custody	1 (0%)
Communication Issues: Language/Autism / Learning D	11 (4%)
Condition of Cell	3 (1%)
Copies of PACE Code C available	2 (1%)
Drink	23 (8%)
Exercise	9 (3%)
Female Hygiene Pack	10 (3%)
Food	25 (8%)
Have someone notified	26 (9%)
Instructed in use of toilet / pixilation explained	11 (4%)
Legal Advice/Solicitor (posters displayed)	17 (6%)
Medication Requested	24 (8%)
Mental Health Issues	10 (3%)
Nurse Requested	19 (6%)
Phone Call Requested	4 (1%)
Reading Material Requested	23 (8%)
Religious Materials / Stored respectfully	1 (0%)
Replacement Footwear	2 (1%)

Rights read and understood	8 (3%)
Shower	10 (3%)
Temperature of cell	4 (1%)
Toilet paper requested	24 (8%)
Update requested	2 (1%)
Use of Force	1 (0%)
Other	14 (5%)

*Derbyshire - Derby North LPU - Buxton*

<b>Issue</b>	<b>1 Apr 2018 to 31 Oct 2018</b>
Appropriate Adult Requested /Awaited	3 (12%)
Blanket/ Pillow	1 (4%)
Communication Issues: Language/Autism / Learning D	2 (8%)
Condition of Cell	1 (4%)
Exercise	2 (8%)
Female Hygiene Pack	2 (8%)
Food	2 (8%)
Legal Advice/Solicitor (posters displayed)	1 (4%)
Medication Requested	5 (20%)
Mental Health Issues	1 (4%)
Nurse Requested	2 (8%)
Shower	1 (4%)
Temperature of cell	1 (4%)
Update requested	1 (4%)

*Derbyshire - Derby North LPU - Chesterfield / Ripley Custody Suite*

<b>Issue</b>	<b>1 Apr 2018 to 31 Oct 2018</b>
Blanket/ Pillow	2 (2%)
Communication Issues: Language/Autism / Learning D	5 (5%)
Condition of Cell	1 (1%)
Copies of PACE Code C available	2 (2%)
Drink	6 (6%)
Exercise	2 (2%)
Female Hygiene Pack	2 (2%)
Food	12 (12%)
Have someone notified	5 (5%)
Instructed in use of toilet / pixilation explained	5 (5%)
Legal Advice/Solicitor (posters displayed)	7 (7%)
Medication Requested	8 (8%)
Mental Health Issues	5 (5%)
Nurse Requested	3 (3%)
Phone Call Requested	1 (1%)
Reading Material Requested	5 (5%)
Replacement Footwear	1 (1%)
Rights read and understood	3 (3%)
Shower	5 (5%)
Temperature of cell	1 (1%)
Toilet paper requested	12 (12%)
Update requested	1 (1%)
Other	6 (6%)

*Derbyshire - Derby South - Derby*

<b>Issue</b>	<b>1 Apr 2018 to 31 Oct 2018</b>
Appropriate Adult Requested /Awaited	5 (3%)
Blanket/ Pillow	6 (3%)
Child in Custody	1 (1%)
Communication Issues: Language/Autism / Learning D	4 (2%)
Condition of Cell	1 (1%)
Drink	17 (10%)
Exercise	5 (3%)
Female Hygiene Pack	6 (3%)
Food	11 (6%)
Have someone notified	21 (12%)
Instructed in use of toilet / pixilation explained	6 (3%)
Legal Advice/Solicitor (posters displayed)	9 (5%)
Medication Requested	11 (6%)
Mental Health Issues	4 (2%)
Nurse Requested	14 (8%)
Phone Call Requested	3 (2%)
Reading Material Requested	18 (10%)
Religious Materials / Stored respectfully	1 (1%)
Replacement Footwear	1 (1%)
Rights read and understood	5 (3%)
Shower	4 (2%)
Temperature of cell	2 (1%)
Toilet paper requested	12 (7%)
Use of Force	1 (1%)
Other	8 (5%)

**VISIT ISSUES**

NO	ISSUE	RESPONSE
1	<p>Informed that short staffed, we did agree to only see vulnerable and juveniles to ease situation. Accompanying office very accommodating, when it came to reporting time room was occupied and sergeant was less than helpful in this issue stating "they will just have to wait then" in a very dismissive manor. We then proceeded to wait for 25 minutes for the room to be vacated even though we along with the accompanying officer made it clear to persons working in the office that we needed to access the computer.</p>	<p>Thank you for your comments, and I am really sorry you have had the reception from one of the Sgts here, it isn't acceptable. I will have a look to see who was on duty and advise them to be professional.</p>
2	<p>The ICVs did report that they made the visit at approx. 19:09 last night, concluding by 20:55. Apparently there were a number of cells with used food/drink debris that had not been cleared from cells... and one cell in particular had as much as 8 or 9 old meal trays in a cell – none of which had been cleared away.</p>	<p>This shouldn't have happened, food trays should be cleared up regularly by the team, I will reiterate this at a Sgts meeting taking place shortly.</p>
3	<p>AA needed - nominated person could not be contacted due to the offence. - no evidence in Custody Records of an AA being contacted.</p>	<p>Thank you for the visit, in relation to DR4 - The suspect was juvenile and as such attempts should have been made to contact a parent/ guardian, even though he did not mention notifying anyone until late into his detention. In addition to the appropriate adult, they should have been called out at the time of his detention being authorized. The teams have all been advised that this must happen, and if there are reasons we can't then this needs to be noted on the record and it hasn't been. I will raise this individually with the Sgt on duty.</p>

4	<p>I visited Buxton Custody Suite - there was just one female detained who did not want to speak to us.</p> <p>I asked if the DP had been allocated a female custody officer. The response was that they didn't have to do that with an adult - only a juvenile. I asked about supervising a female DP who wanted a shower - they claimed that there was no problem with a male CO doing this.</p> <p>The response from the Custody staff differed from my understanding of the situation re female DPs. Grateful if you could confirm our understanding and if guidance needs to be issued to custody staff re this.</p>	<p>Your interpretation is correct &amp; the response from the officer concerned is disappointing to say the least. I will address with those concerned &amp; re-issue guidance generally.</p>
5	<p>DP informed us that he had been in detention for 2 days. DP refused shower due to not having clean clothes to change into – the cell was pungent.</p>	
6	<p>When asked, the DP informed us that it had not been explained to him why he has been detained. He has had an interview with his solicitor. DP stated that his solicitor also does not know why he has been detained. Log does not indicate that the DP has been informed as to the reason for his detention.</p>	<p>It appears from the record that the suspect had requested someone being informed of his detention but this is not noted in the rights and entitlements page as expected. He should have been informed of the reason for his arrest and his solicitor would have had access to the custody record. However we are aware from the HMIC visit that there has been some inconsistency with the compliance of advising the suspect of the grounds for detention in their hearing, consequently this is being addressed.</p>
7	<p>Need confirmation that the correct person has been informed of DP's detention. A review of the detention log did not confirm that this had taken place. DP requested that his wife be informed but log does not confirm that this happened.</p>	

8	<p>While reviewing the detention log, we noted that during checking in the log had been entered as "no" when asked "is an appropriate adult required". We raised this with the desk sgt and he concurred that this was an error and went on to demonstrate that despite this, the NICHE system does not allow for a juvenile to be entered in to custody and for the requirement for an appropriate adult not to be requested. A later entry in the log did in fact show that an appropriate adult had been arranged and was expected.</p>	<p>Thank you for the visit and the comments and update above. I hope that the issue with the juvenile was a one off, but I am monitoring.</p>
9	<p>Cell temperature very high. Detainee very uncomfortable. Raised with CO. Suite full no options.</p>	<p>The cell temperatures are controlled remotely &amp; yes it was stifling in the whole block the other week. We had assets out who reset the temperatures via their computers which solved the issue. Everything is currently OK temperature wise.</p>
10	<p>CDO informed ICV that the suite was experiencing difficulty with the CCTV. Some monitors were not working. The escorting officer was polite and helpful. The floors and walls of a number of cells had repaired but not painted. Some of these cells were out of use.</p>	<p>An urgent call out for repair on the CCTV was put through.  The cell repairs are being taken in stages to ensure there are a limited number of cells out of use.</p>
11	<p>When the DP was asked if he knew that the CCTV was pixilated around the toilet he said he did not know and had not been informed. The custody record specifies that this was explained to the DP.</p>	

# STRATEGIC PRIORITIES ASSURANCE BOARD

<b>REPORT TITLE</b>	POLICE DOG WELFARE VISITING – VISIT STATISTICS
<b>REPORT BY</b>	CHIEF EXECUTIVE
<b>DATE</b>	26 NOVEMBER 2018

## PURPOSE OF THE REPORT

- 1.1 To inform the Strategic Governance Board of the Police Dog Welfare Visiting statistics covering the period 1 April 2018 – 31 October 2018.

## ATTACHMENTS

1. Appendix A

## RECOMMENDATIONS

1. The PCC takes assurance that this area of business is being managed efficiently and effectively.

## CONTACT FOR ENQUIRIES

Name: David Peet  
Tel: 0300 122 6000  
Email: [pccoffice@derbyshire.pnn.police.uk](mailto:pccoffice@derbyshire.pnn.police.uk)

**2. INFORMATION AND ANALYSIS**

- 2.1 The breakdown attached at Appendix A covers the visit period 1 April 2018 – 31 October 2018 and shows the number of visits and the outcome of the visits for that time period.
  
- 2.2 The breakdown demonstrates that on every occasion the kennels were visited there was evidence available to show that the dogs were being well cared for and that the environment including the vehicles, were suitable, clean and free from hazards.

**POLICE DOG WELFARE SCHEME**  
**April 2018 – October 2018**

REF	DATE and TIME	DOG(S) SEEN					FREE FROM HUNGER & THIRST (EVIDENCE OF WATER BOWL)	FREE FROM DISCOMFORT	FREE TO EXPRESS NORMAL BEHAVIOUR	FREE FROM PAIN, INJURY & DISEASE (MEDICAL BOOK CHECKED)	FREE FROM FEAR & DISTRESS
1	09/04/2018	Finn	Skye	Ollie	Benson	Kaiser	Yes Last feed at 08:40	Yes	Yes Exercise times: 08.10 and 09:25	Yes	Yes
<b>VEHICLE(S) SEEN</b>						<b>SUITABLE / CLEAN ENVIRONMENT</b>	<b>FREE FROM HAZARDS</b>	<b>COMFORTABLE</b>	<b>ENOUGH SPACE TO EXPRESS NORMAL BEHAVIOUR</b>		
<b>FJXX XXR</b>						YES	YES	YES	YES		
<b>OFFICER(S) SEEN</b>						<b>GENERAL COMMENTS</b>					
6950						Kennels clean and tidy. Dogs well cared for.					

REF	DATE and TIME	DOG(S) SEEN					FREE FROM HUNGER & THIRST (EVIDENCE OF WATER BOWL)	FREE FROM DISCOMFORT	FREE TO EXPRESS NORMAL BEHAVIOUR	FREE FROM PAIN, INJURY & DISEASE (MEDICAL BOOK CHECKED)	FREE FROM FEAR & DISTRESS
2	01.05.2018	Zane	Mick	Chase	Hugo	Quince	Yes. Last feed at 08L20am	Yes	Yes. Exercise times at 8am and 11am	Yes	Yes
<b>VEHICLE(S) SEEN</b>						<b>SUITABLE / CLEAN ENVIRONMENT</b>	<b>FREE FROM HAZARDS</b>	<b>COMFORTABLE</b>	<b>ENOUGH SPACE TO EXPRESS NORMAL BEHAVIOUR</b>		
<b>FJ16 XXX</b>		<b>EG16 XXX</b>	<b>FJ66 XXX</b>			YES	YES	YES	YES		
<b>OFFICER(S) SEEN</b>						<b>GENERAL COMMENTS</b>					
6950						Kitchen checked, medical book checked and up to date, all feeding bowls and containers clean and tidy. Kennel Officer 6950 very helpful. Everything OK>					

REF	DATE and TIME	DOG(S) SEEN					FREE FROM HUNGER & THIRST (EVIDENCE OF WATER BOWL)	FREE FROM DISCOMFORT	FREE TO EXPRESS NORMAL BEHAVIOUR	FREE FROM PAIN, INJURY & DISEASE (MEDICAL BOOK CHECKED)	FREE FROM FEAR & DISTRESS
		3	17.06.2018	Axle	Billie	Demon	Ice	Mya	Yes Last feed 5am and 8.30pm (16.06)	Yes	Yes Exercise times: 7am
		Tilly	Jerry	Enzo	Benson	Kaizer					
VEHICLE(S) SEEN						SUITABLE / CLEAN ENVIRONMENT	FREE FROM HAZARDS	COMFORTABLE	ENOUGH SPACE TO EXPRESS NORMAL BEHAVIOUR		
FJ16 AXX	FJ18 BXX					Yes	Yes	Yes	Yes		
OFFICER(S) SEEN						GENERAL COMMENTS					
6950	1842	2572				Looked at medical book. No dogs currently on Meds. Checked Food – OK. All clean and Tidy.					

REF	DATE and TIME	DOG(S) SEEN					FREE FROM HUNGER & THIRST (EVIDENCE OF WATER BOWL)	FREE FROM DISCOMFORT	FREE TO EXPRESS NORMAL BEHAVIOUR	FREE FROM PAIN, INJURY & DISEASE (MEDICAL BOOK CHECKED)	FREE FROM FEAR & DISTRESS
4	24/07/2018	Benson	Buddy				Yes Last feed at 08:00	Yes	Yes Exercise times: 10:30am	Yes	Yes
<b>VEHICLE(S) SEEN</b>						<b>SUITABLE / CLEAN ENVIRONMENT</b>	<b>FREE FROM HAZARDS</b>	<b>COMFORTABLE</b>	<b>ENOUGH SPACE TO EXPRESS NORMAL BEHAVIOUR</b>		
<b>FN17 FXX</b>						YES	YES	YES	YES		
<b>OFFICER(S) SEEN</b>						<b>GENERAL COMMENTS</b>					
6950						All very clean and Officer 6950 was most helpful.					

REF	DATE and TIME	DOG(S) SEEN					FREE FROM HUNGER & THIRST (EVIDENCE OF WATER BOWL)	FREE FROM DISCOMFORT	FREE TO EXPRESS NORMAL BEHAVIOUR	FREE FROM PAIN, INJURY & DISEASE (MEDICAL BOOK CHECKED)	FREE FROM FEAR & DISTRESS
5	07/08/2018	Riley	Tilly	Hugo	Quince		YES Last feed: 20:15	YES	YES Exercise Times: 8:00 10:30	YES	YES
<b>VEHICLE(S) SEEN</b>						<b>SUITABLE / CLEAN ENVIRONMENT</b>	<b>FREE FROM HAZARDS</b>	<b>COMFORTABLE</b>	<b>ENOUGH SPACE TO EXPRESS NORMAL BEHAVIOUR</b>		
<b>FJ14 EXX</b>						YES	YES	YES	YES		
<b>OFFICER(S) SEEN</b>						<b>GENERAL COMMENTS</b>					
1828		6950				Very hot day but all dogs content.					

REF	DATE and TIME	DOG(S) SEEN					FREE FROM HUNGER & THIRST (EVIDENCE OF WATER BOWL)	FREE FROM DISCOMFORT	FREE TO EXPRESS NORMAL BEHAVIOUR	FREE FROM PAIN, INJURY & DISEASE (MEDICAL BOOK CHECKED)	FREE FROM FEAR & DISTRESS
6	04/09/2018	Meg	Jessie	Fara	Bonnie	Diva	YES Last Feed: 20:00	YES	YES Exercise Times: 8:00 10:50	YES	YES
		Tally	Sandi	Carrie							
VEHICLE(S) SEEN						SUITABLE / CLEAN ENVIRONMENT	FREE FROM HAZARDS	COMFORTABLE	ENOUGH SPACE TO EXPRESS NORMAL BEHAVIOUR		
EG16 NXX						YES	YES	YES	YES		
OFFICER(S) SEEN						GENERAL COMMENTS					
6950						All dogs were happy and contented. All display normal behaviour. Kitchen/prep room inspected, all areas clean and tidy. Dogs feedings bowls all ready for next feed. Medical book inspected and up to date. Officer very helpful and cooperative.					

REF	DATE and TIME	DOG(S) SEEN					FREE FROM HUNGER & THIRST (EVIDENCE OF WATER BOWL)	FREE FROM DISCOMFORT	FREE TO EXPRESS NORMAL BEHAVIOUR	FREE FROM PAIN, INJURY & DISEASE (MEDICAL BOOK CHECKED)	FREE FROM FEAR & DISTRESS
7	21/10/2018	Bolt	Sybil	Billie	Axle	Tally	YES Last feed 20:15	YES	YES Exercise times: 8am	YES	YES
		Arnie									
VEHICLE(S) SEEN						SUITABLE / CLEAN ENVIRONMENT	FREE FROM HAZARDS	COMFORTABLE	ENOUGH SPACE TO EXPRESS NORMAL BEHAVIOUR		
FJ18 BXX		FJ17 CXX		FJ17 CXX		FJ16 HXX		YES	YES	YES	YES
FJ14 EXX											
OFFICER(S) SEEN						GENERAL COMMENTS					
6950						Looked at medial book. No dog currently on medication. Checked food supply – good. Checked exercise chart.					



# STRATEGIC PRIORITIES ASSURANCE BOARD

<b>REPORT TITLE</b>	LISTENING TO YOU 2017-18: RESULTS
<b>REPORT BY</b>	CHIEF EXECUTIVE
<b>DATE</b>	26 NOVEMBER 2018

## PURPOSE OF THE REPORT

To provide a detailed update on the responses of the Listening To You programme 2017-18.

## ATTACHMENTS

App A: Listening To You 2017-18 Results

## RECOMMENDATIONS

1. To determine if the PCC can gain direct assurance that this area of business is being managed efficiently and effectively

## CONTACT FOR ENQUIRIES

Name:	David Peet
Tel:	0300 122 6000
Email	pccoffice@derbyshire.pnn.police.uk

## **1. OVERVIEW**

- 1.1 The Police & Crime Commissioner has a statutory duty to consult with residents in his area, and the Listening To You programme is one of the main ways in which he fulfils this duty. Results from this programme help inform the Commissioner of the views of people and how they differ by area, age and other demographics.
- 1.2 Headline results from 2017-18 were reported to the previous Strategic Priorities Assurance Board in September 2018, but this report contains more detail and compares the results with those from previous years.
- 1.3 The complete results are now available on the Commissioner's website.

## **2. LISTENING TO YOU 2017-18**

- 2.1 The Commissioner runs a rolling consultation process called 'Listening To You'. This survey asks residents a series of questions about crime and community safety, including how safe they feel in their local area, how worried they are about being a victim of crime and whether they think their local police are dealing with the issues that matter in their community.
- 2.2 Many of these questions in the survey have been lifted from the Crime Survey of England & Wales (CSEW) which is a continuous survey run by the Office of National Statistics and comparisons have been made below where relevant.
- 2.3 Respondents are also asked to provide demographic information – so that staff from the PCC's Office can ensure that a representative sample of Derbyshire residents have been consulted each year, but also to look at similarities and differences between various demographics.
- 2.4 The results for 2017-18 cover 3,203 surveys completed between August 2017 and July 2018. Of these, 1,360 (42%) were completed face to face with the respondent at events and the remaining 1,843 (58%) were completed by residents via the PCC's website.

- 2.5 Between August 2017 and July 2018, a total of 27 events were held across Derby and Derbyshire in all local authority areas. These included events at market towns, supermarkets, hospitals, colleges, University of Derby campuses both in and out of Derby, and local businesses. Some events were weekend events, e.g. Derby Caribbean Carnival, Derbyshire County Show, Ashbourne Show and Chesterfield Pride to ensure the engagement programme reached as representative sample as possible of Derbyshire residents.
- 2.6 The events were supported by staff from the Office of the Police & Crime Commissioner (OPCC), and also Safer Neighbourhood Team officers, Rural Crime Team officers, Police Service Volunteers and Cadets, working alongside colleagues from Derbyshire Fire & Rescue Service and other partner agencies.
- 2.7 Events were often linked with specific ongoing campaigns, i.e. Drink Awareness, Safer Night Out, the work of the Rural Crime Team, and raising awareness of Hate Crime.
- 2.8 The events calendar was regularly advertised by the Digital Engagement Officer on the OPCC website, Facebook, Twitter and Derbyshire Alert. In addition, the profile of the Listening To You online survey has been extensively promoted to reach the wider community.

### **3. RESULTS – GENERAL OBSERVATIONS**

- 3.1 A summary of the results is attached at **Appendix A**.
- 3.2 Whilst the profile of respondents in the complete survey is broadly representative of the demographics of Derbyshire, to ensure that valid comparisons can be made, results have been weighted according to gender, age group and home local authority of respondents to match the Census 2011 profile of Derbyshire.
- 3.3 Please note that results for each question are typically based on valid answers only – i.e. “Don’t know”, “Prefer not to say” and blank answers have been excluded unless specified.

3.4 Results have been broken down to show the answers from both collection methods – face to face and via the website. For most questions, there is a noticeable difference between the two. Respondents who completed the survey face to face tend to say that they:

- feel more safe walking alone,
- are less worried about being a victim of crime,
- experience less antisocial / nuisance behaviour,
- are much more satisfied with the work the police are doing,
- are less aware of the PCC's role and name.

#### 4. **RESULTS – BY QUESTION NUMBER**

4.1 **Questions 2 & 3. How safe do you feel walking alone in your local area during the day and after dark?** Results show that 86% of people feel either very safe or fairly safe walking alone in their local area during the day, with this falling to 52% feeling safe walking alone after dark. This is similar to last year (89% / 55%). Results for feeling safe during the day are all fairly similar to each other throughout the various demographics, but there is much more variance for feeling safe after dark.

4.2 Females, younger people under 25 yrs, and those with protected characteristics (e.g. persons of Black, Asian and Minority Ethnic Heritage [BAME], persons identifying as Gay, Lesbian, Bisexual or Other sexuality [LGBO], those who consider themselves to have a disability) were less likely to say they felt safe walking alone.

4.3 **Question 4. How worried are you about being a victim of the following types of crime?** The proportion of people being very or fairly worried about the various crime types were all similar to last year. Middle aged respondents (30-59 yrs) tended to be more concerned about the property crimes (burglary, robbery, car crime) than those respondents who were younger or older. The fear of being a victim of fraud generally increased with age. Being caught up in a terrorist attack was the only issue where young people under 18 yrs were more worried than older people. Those with protected characteristics were considerably more

worried than average about being mugged or robbed, and being caught up in a terrorist attack.

4.4 Responses concerning being a victim of fraud or identity theft, or being caught up in a terrorist attack show very similar results for both face to face and online respondents.

4.5 There does appear to be a higher fear of crime in Derbyshire compared to the country as a whole – this survey has 17.1% of respondents being very worried about burglary (compared to the CSEW figure to the end of March 2018 of 10.1%) and 20.9% of respondents being very worried about car crime (compared to the CSEW figure of 6.7%).

4.6 **Question 5. How many times in the past 12 months have you personally experienced or witnessed the following in your local area?** Respondents were asked for their experience of various types of antisocial behaviour. Generally, young people under 18 yrs and older people over 70 yrs had the least experience, whereas 18-29 yrs olds and those identifying as Gay, Lesbian, Bisexual or Other sexuality had some of the highest levels of experiencing the various antisocial behaviour. Derbyshire Dales consistently came out as having one of the lowest rates of antisocial behaviour. Speeding or revving vehicles was the issue most often experienced on a daily or almost daily basis - by 30% of respondents.

4.7 Responses regarding experience of inconvenient or illegal parking, and speeding cars or motorcycles / car revving / boy racers show a marked difference between those who completed the survey face to face and those who completed it online.

4.8 Responses for experiencing all types of antisocial behaviour were much higher than those reported by the CSEW.

4.9 **Question 6. Do you think that your local police are dealing with the issues that matter to your community?** Nearly two thirds of respondents did feel that their local police are dealing with the issues in the community, with residents of all areas of Derby the most likely to agree. Responses show a marked difference between those who completed the survey face to face and those who completed it online.

- 4.10 **Question 7. Taking everything into account how good a job do you think the Derbyshire police are doing?** The proportion of respondents who feel that the Police are doing an excellent or good job has fallen since last year (51% compared to 63% in 2016-17). Residents from more urban areas (all parts of Derby, Chesterfield, Amber Valley and Erewash) were more satisfied with the job the Police are doing, whereas residents from more rural areas, middle aged respondents (40-59 yrs) and those with protected characteristics were less satisfied.
- 4.11 Responses show a marked difference between those who completed the survey face to face and those who completed it online. The result is also considerably lower than the CSEW figure for Derbyshire that 57% of people think the police do an excellent or good job.
- 4.12 **Questions 8 & 9. Before completing this survey, were you aware of Police & Crime Commissioners? Do you know the name of your Police & Crime Commissioner?** As may be expected, knowledge of the role of Police & Crime Commissioner and the name of the Derbyshire Police & Crime Commissioner increases with the age of the respondent. The overall level of responses, 67% for awareness of the role and 34% for the name of the Commissioner, have remained around the same levels as last year, although there has been an increase from surveys in earlier years when the role was relatively new.
- 4.13 Responses for both questions show a marked difference between those who completed the survey face to face and those who completed it online. The latest CSEW national figure for awareness of the PCC role is 59%.

## **5. SUMMARY**

- 5.1 The results of the Listening To You 2017-18 survey will be used by the Office of the Police & Crime Commissioner to help understand the views and concerns of various sections of the community.
- 5.2 The results will also be shared with Derbyshire Police, Community Safety Partnerships and other partners to inform services for residents across Derbyshire.

## **Listening to You 2017/18 – Results**

The tables below show the results from 3,203 Listening To You Questionnaires which were completed between August 2017 and July 2018. 1,360 (42%) were completed face to face with respondents and 1,843 (58%) were completed via the PCC's website, and the results have been broken down to show any differences between the two collection methods.

The profile of respondents is broadly representative of the demographics of Derbyshire; however, to ensure that valid comparisons can be made across different demographic groups and with previous years' results, responses have been weighted according to gender, age group and home local authority to match the Census 2011 profile of Derbyshire.

Please note: Results for each question are typically based on valid answers only – i.e. "Don't know", "Prefer not to say" and blank answers have been excluded unless specified. Results may not add to exactly 100.0% due to rounding.

The graphs show the overall result for each question, and the results for all face to face responses and all website responses as these do highlight some differences. Also shown are the 'top' 3 (or 4/5 if 3<sup>rd</sup> and 4<sup>th</sup> or even 5<sup>th</sup> places are close) and 'bottom' 3 (or 4/5) demographics for each question to show the range of answers and how respondents from the different demographics have answered.

### **Q1. Please enter your postcode**

	Number of responses Listening To You 2017-18	Responses per 1,000 population
<b>All Respondents</b>	<b>3,203</b>	<b>3.15</b>
Amber Valley local authority area	353	2.89
Bolsover local authority area	486	6.41
Chesterfield local authority area	291	2.80
City of Derby local authority area	619	2.49
Derbyshire Dales local authority area	250	3.52
Erewash local authority area	278	2.48
High Peak local authority area	334	3.67
North East Derbyshire local authority area	365	3.69
South Derbyshire local authority area	220	2.33
Unable to place	7	

**Q2. How safe do you feel walking alone in your local area during the day?**

(3,198 responses)

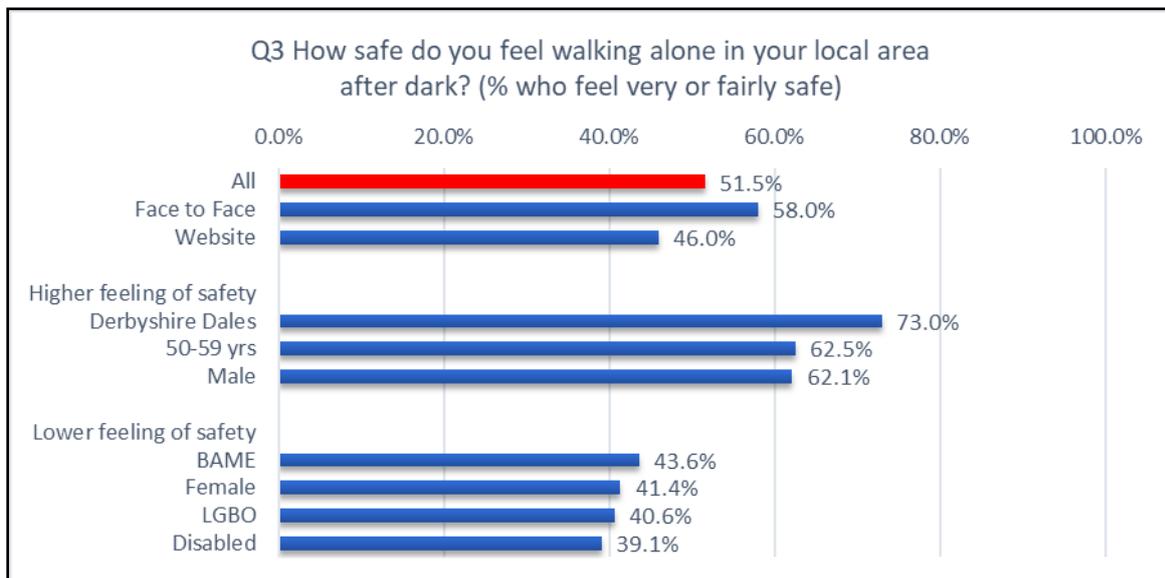
	<u>Total</u>	<u>Face to face</u>	<u>Website</u>
Very safe	<b>44.8%</b>	50.0%	40.3%
Fairly safe	<b>41.6%</b>	39.4%	43.5%
A bit unsafe	<b>10.4%</b>	8.8%	11.8%
Very unsafe	<b>3.2%</b>	1.8%	4.4%



**Q3. How safe do you feel walking alone in your local area after dark?**

(3,156 responses)

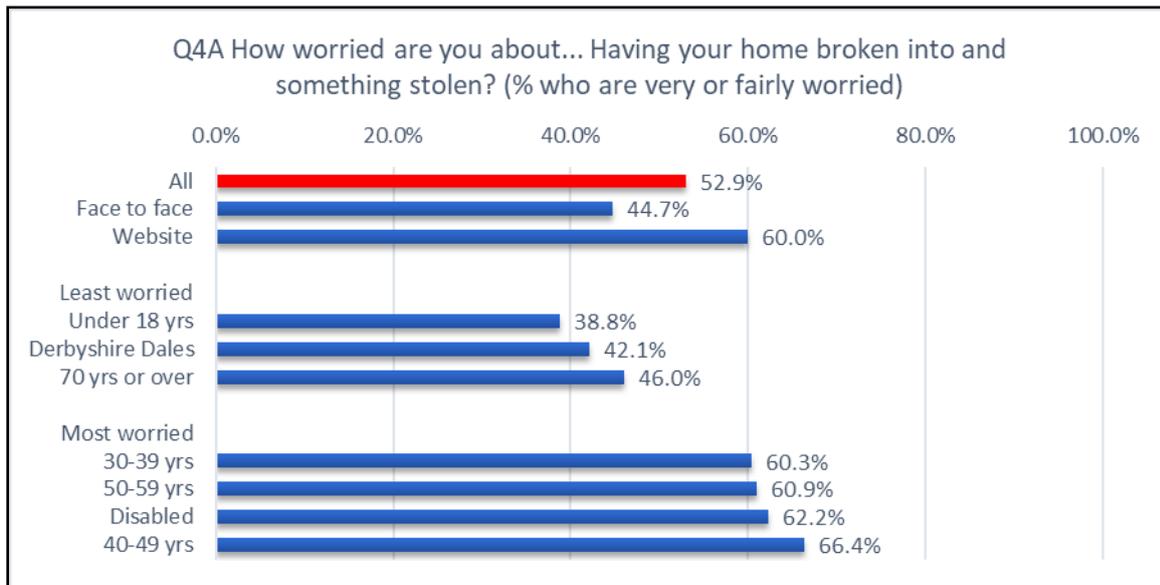
	<u>Total</u>	<u>Face to face</u>	<u>Website</u>
Very safe	<b>15.3%</b>	21.4%	9.9%
Fairly safe	<b>36.3%</b>	36.6%	36.1%
A bit unsafe	<b>30.9%</b>	28.6%	32.8%
Very unsafe	<b>17.6%</b>	13.4%	21.2%



**Q4. How worried are you about being a victim of the following types of crime?**

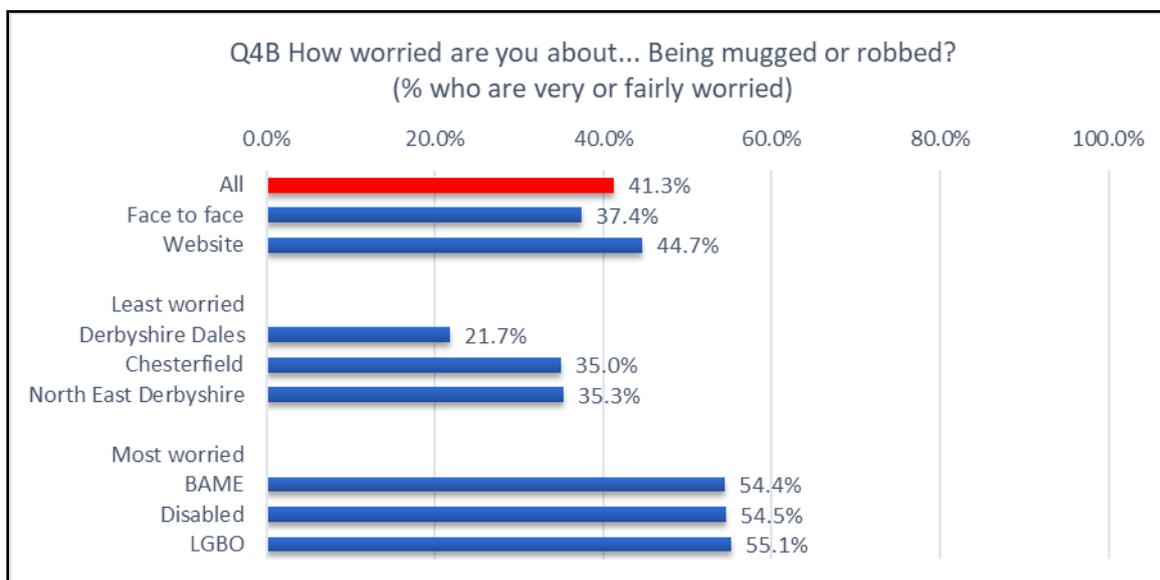
**a) Having your home broken into and something stolen? (3,161 responses)**

	<b>Total</b>	<b>Face to face</b>	<b>Website</b>
Very worried	<b>17.1%</b>	12.2%	21.3%
Fairly worried	<b>35.8%</b>	32.5%	38.6%
Not very worried	<b>35.6%</b>	39.3%	32.4%
Not at all worried	<b>11.5%</b>	16.0%	7.6%



**b) Being mugged or robbed? (3,163 responses)**

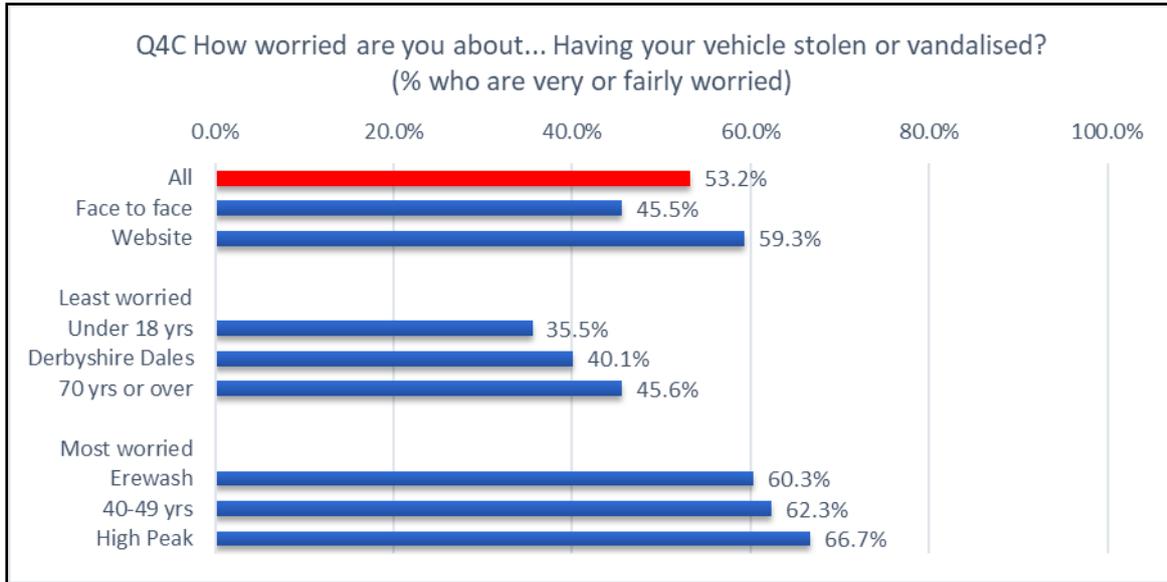
	<b>Total</b>	<b>Face to face</b>	<b>Website</b>
Very worried	<b>13.7%</b>	11.8%	15.3%
Fairly worried	<b>27.6%</b>	25.5%	29.3%
Not very worried	<b>40.2%</b>	37.0%	42.9%
Not at all worried	<b>18.5%</b>	25.7%	12.4%



**Q4. How worried are you about being a victim of the following types of crime?**

**c) Having your vehicle stolen or vandalised? (2,450 responses)**

	<b>Total</b>	<b>Face to face</b>	<b>Website</b>
Very worried	<b>20.9%</b>	17.3%	23.7%
Fairly worried	<b>32.3%</b>	28.2%	35.6%
Not very worried	<b>30.3%</b>	28.9%	31.4%
Not at all worried	<b>14.5%</b>	21.5%	9.0%



**d) Being a victim of fraud or identity theft? (3,139 responses)**

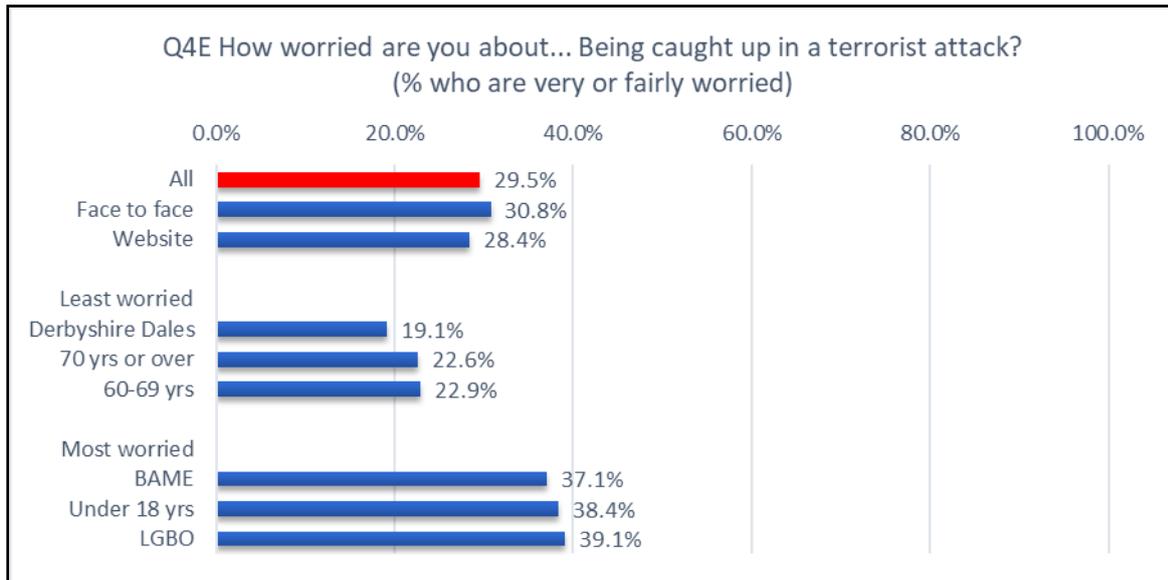
	<b>Total</b>	<b>Face to face</b>	<b>Website</b>
Very worried	<b>19.5%</b>	20.8%	18.4%
Fairly worried	<b>34.3%</b>	33.7%	34.9%
Not very worried	<b>30.6%</b>	28.0%	32.8%
Not at all worried	<b>15.5%</b>	17.5%	13.9%



**Q4. How worried are you about being a victim of the following types of crime?**

e) **Being caught up in a terrorist attack?** (3,127 responses)

	<b>Total</b>	<b>Face to face</b>	<b>Website</b>
Very worried	<b>12.2%</b>	12.7%	11.7%
Fairly worried	<b>17.3%</b>	18.0%	16.7%
Not very worried	<b>35.8%</b>	28.8%	41.6%
Not at all worried	<b>34.8%</b>	40.4%	30.0%



**Q5. How many times in the past 12 months have you personally experienced or witnessed the following in your local area?**

a) Street drinking / drunken behaviour / under-age drinking (3,058 responses)

	<u>Total</u>	<u>Face to face</u>	<u>Website</u>
Not at all	28.3%	37.9%	20.4%
Once or a few times	29.9%	26.8%	32.4%
At least once a month	12.5%	10.9%	13.9%
At least once a week	18.4%	14.5%	21.6%
Every day or almost every day	10.9%	9.9%	11.7%



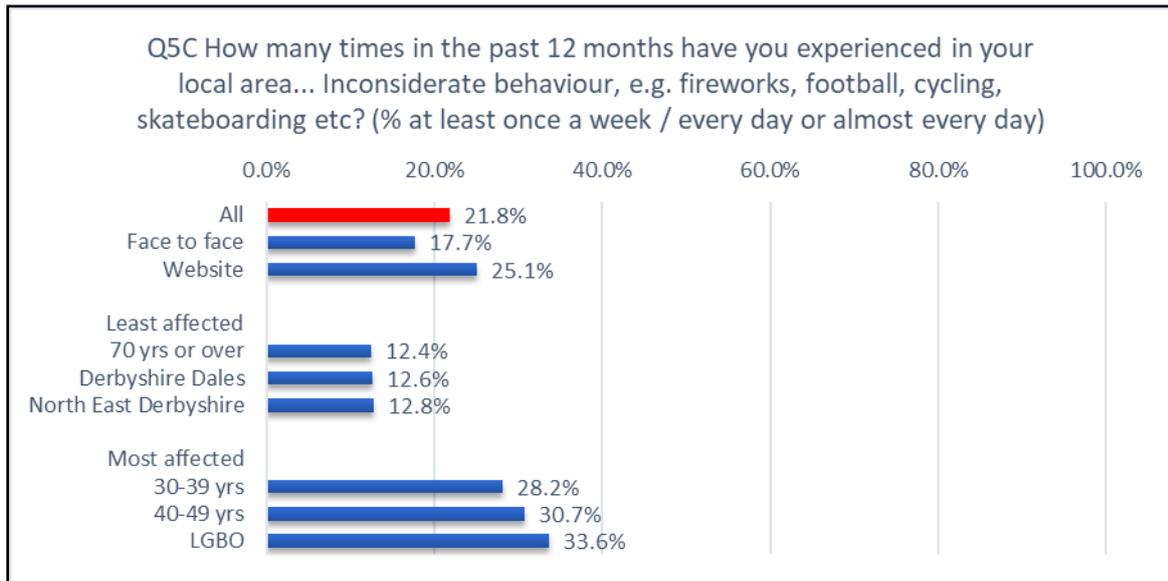
b) Vandalism / criminal damage or graffiti (3,014 responses)

	<u>Total</u>	<u>Face to face</u>	<u>Website</u>
Not at all	35.8%	46.1%	27.3%
Once or a few times	34.7%	30.3%	38.3%
At least once a month	14.0%	11.2%	16.2%
At least once a week	10.3%	7.2%	12.9%
Every day or almost every day	5.2%	5.1%	5.3%



c) Inconsiderate behaviour (e.g. inappropriate use of fireworks, youths playing football in inappropriate areas, cycling / skateboarding in pedestrian areas, people throwing stones, eggs etc) (3,057 responses)

	<b>Total</b>	<b>Face to face</b>	<b>Website</b>
Not at all	31.7%	38.8%	26.0%
Once or a few times	32.7%	31.3%	33.9%
At least once a month	13.7%	12.1%	15.1%
At least once a week	11.6%	8.9%	13.8%
Every day or almost every day	10.2%	8.9%	11.3%



d) People using or dealing drugs or evidence of drugs (3,006 responses)

	<b>Total</b>	<b>Face to face</b>	<b>Website</b>
Not at all	43.3%	52.1%	36.1%
Once or a few times	22.7%	19.5%	25.4%
At least once a month	10.3%	8.2%	12.0%
At least once a week	11.3%	9.9%	12.4%
Every day or almost every day	12.4%	10.3%	14.1%



e) Inconvenient or illegal parking, abandoned vehicles (2,981 responses)

	<u>Total</u>	<u>Face to face</u>	<u>Website</u>
Not at all	25.1%	37.5%	14.9%
Once or a few times	25.9%	25.9%	25.9%
At least once a month	11.9%	9.9%	13.5%
At least once a week	13.2%	10.6%	15.2%
Every day or almost every day	23.9%	16.1%	30.4%



f) Speeding cars or motorcycles, car revving, boy racers (3,082 responses)

	<u>Total</u>	<u>Face to face</u>	<u>Website</u>
Not at all	14.8%	24.3%	7.1%
Once or a few times	22.3%	25.3%	19.8%
At least once a month	13.1%	11.8%	14.2%
At least once a week	19.7%	16.0%	22.7%
Every day or almost every day	30.1%	22.6%	36.1%



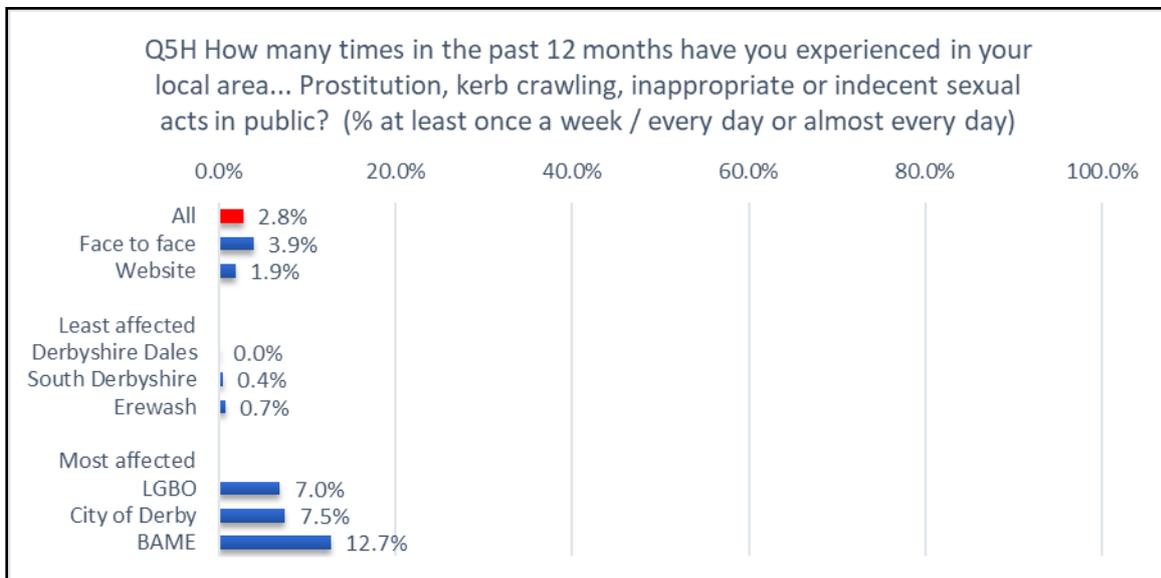
g) Begging, vagrancy, problems with homeless people (3,062 responses)

	<u>Total</u>	<u>Face to face</u>	<u>Website</u>
Not at all	62.1%	63.5%	60.9%
Once or a few times	17.9%	14.7%	20.6%
At least once a month	6.4%	5.5%	7.1%
At least once a week	6.4%	6.8%	6.1%
Every day or almost every day	7.2%	9.5%	5.4%



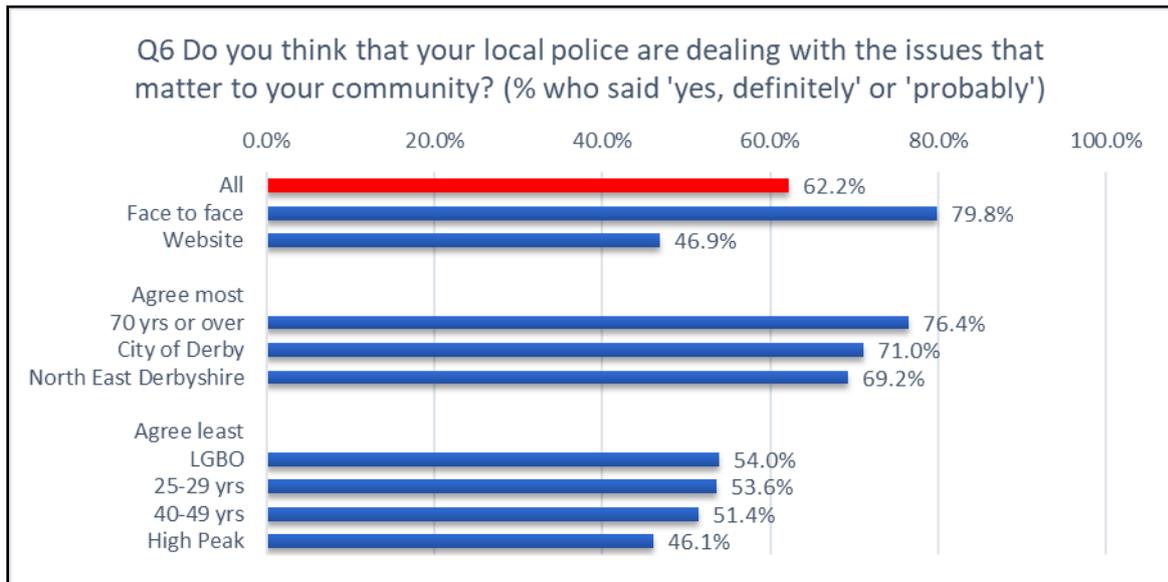
h) Prostitution or kerb crawling, people committing inappropriate or indecent sexual acts in public (3,022 responses)

	<u>Total</u>	<u>Face to face</u>	<u>Website</u>
Not at all	89.8%	88.2%	91.1%
Once or a few times	5.9%	6.0%	5.7%
At least once a month	1.6%	1.8%	1.3%
At least once a week	1.4%	1.9%	0.9%
Every day or almost every day	1.4%	2.0%	0.9%



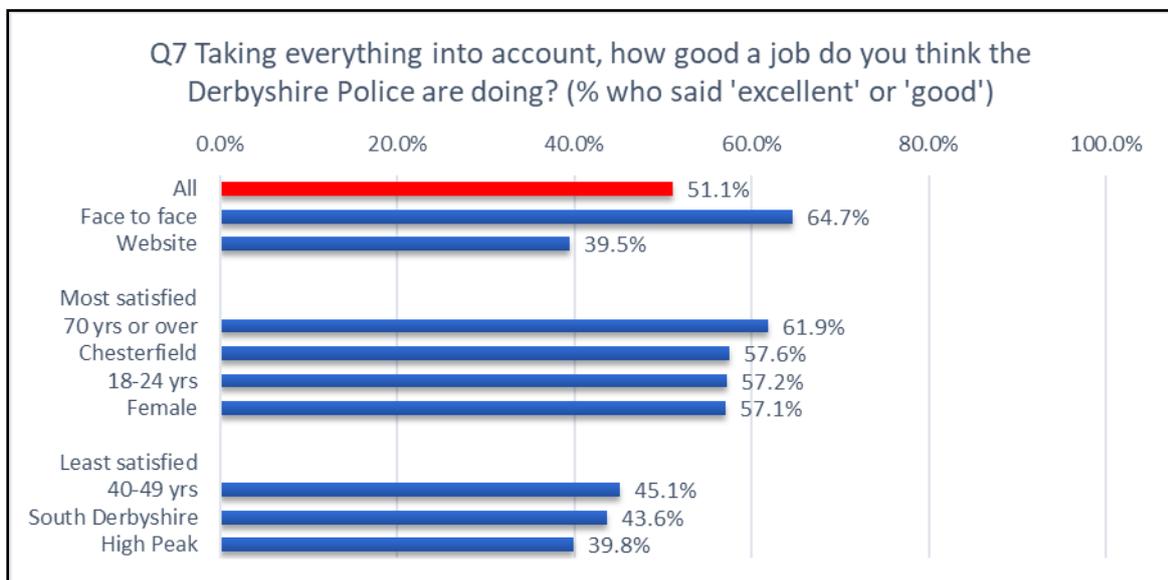
**Q6. Do you think that your local police are dealing with the issues that matter to your community?** (2,876 responses)

	<u>Total</u>	<u>Face to face</u>	<u>Website</u>
Yes, definitely	<b>17.4%</b>	24.6%	11.1%
Probably	<b>44.8%</b>	55.2%	35.8%
Probably not	<b>19.7%</b>	12.8%	25.8%
Definitely not	<b>18.1%</b>	7.4%	27.4%



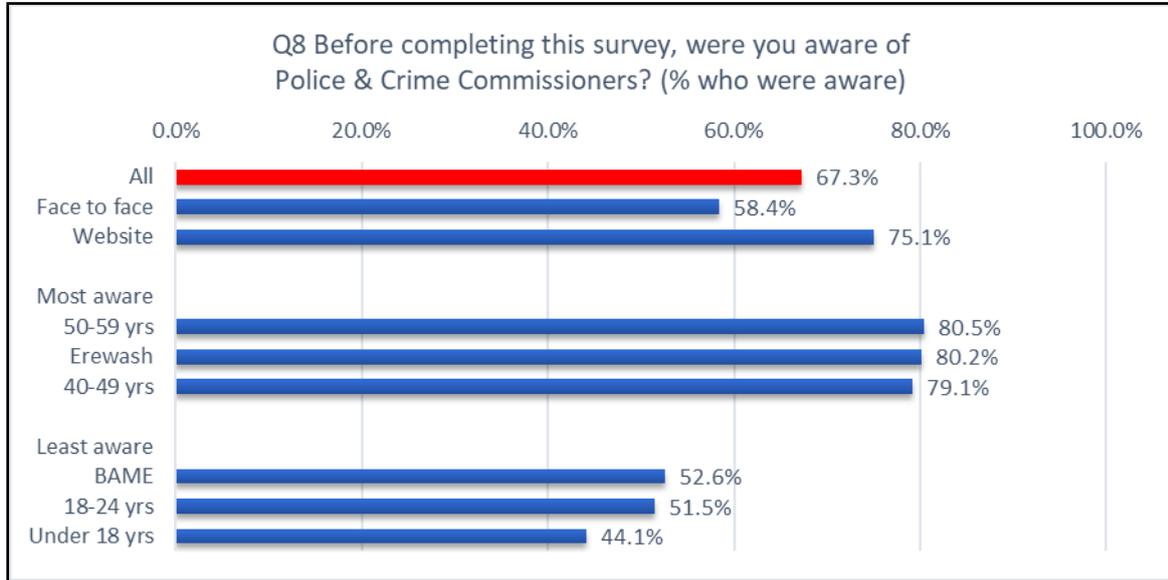
**Q7. Taking everything into account, how good a job do you think the Derbyshire police are doing?** (3,004 responses)

	<u>Total</u>	<u>Face to face</u>	<u>Website</u>
Excellent	<b>12.7%</b>	16.6%	9.5%
Good	<b>38.4%</b>	48.1%	30.0%
Fair	<b>30.5%</b>	28.1%	32.5%
Poor	<b>11.8%</b>	5.0%	17.6%
Very poor	<b>6.6%</b>	2.2%	10.4%



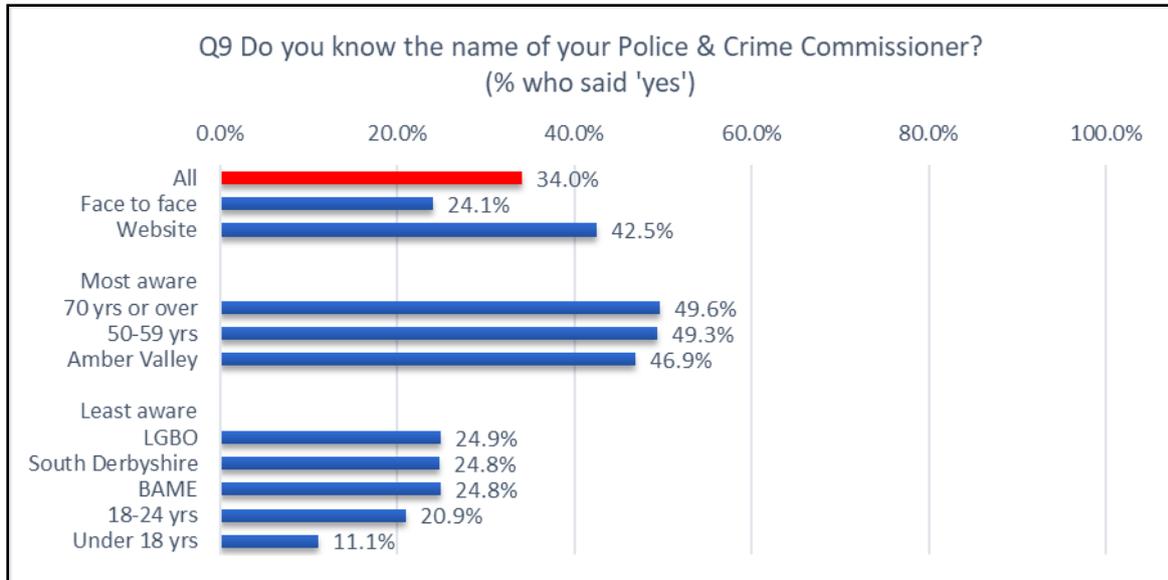
**Q8. Before completing this survey, were you aware of Police & Crime Commissioners? (2,935 responses)**

	<u>Total</u>	<u>Face to face</u>	<u>Website</u>
Yes	<b>67.3%</b>	58.4%	75.1%



**Q9. Do you know the name of your Police & Crime Commissioner? (3,005 responses)**

	<u>Total</u>	<u>Face to face</u>	<u>Website</u>
Yes	<b>34.0%</b>	24.1%	42.5%



**Demographics**

**Q10. Are you...?**

	Listening To You 2017/18 (Unweighted)	Census 2011: Derbyshire
Female	55.1%	50.7%
Male	42.3%	49.3%
Prefer not to say/blank	2.6%	-

**Q11. What is your age group...?**

	Listening To You 2017/18 (Unweighted)	Census 2011: Derbyshire
17 or under	30.5%	21.0%
18-24	10.2%	8.4%
25-29	6.3%	5.8%
30-39	9.8%	12.2%
40-49	10.5%	15.5%
50-59	12.6%	12.8%
60-69	10.6%	11.9%
Over 70	7.5%	12.4%
Prefer not to say/blank	2.2%	-

**Q12. How do you identify your sexual orientation?**

	Listening To You 2017/18 Unweighted	Listening To You 2017/18 Weighted	ONS Sexual Identity Survey 2016
Heterosexual or straight	85.7%	86.5%	93.4%
Lesbian, Gay, Bisexual or Other	7.4%	6.6%	2.5%
Prefer not to say/blank	6.9%	6.9%	4.1%

**Q13. What is your ethnic origin?**

	Listening To You 2017/18 Unweighted	Listening To You 2017/18 Weighted	Census 2011: Derbyshire
White	87.6%	85.6%	93.3%
Asian	4.2%	5.2%	3.9%
Black	1.7%	1.8%	1.0%
Dual Heritage	1.3%	1.3%	1.4%
Other	0.1%	0.1%	0.4%
Prefer not to say/blank	5.1%	5.9%	-

**Q14. Do you consider yourself to have a disability?**

	Listening To You 2017/18 Unweighted	Listening To You 2017/18 Weighted	Census 2011: Derbyshire Day to day activities limited a lot
Yes	13.9%	18.4%	9.5%

# STRATEGIC PRIORITIES ASSURANCE BOARD

<b>REPORT TITLE</b>	PUBLIC SECTOR EQUALITY UPDATE
<b>REPORT BY</b>	CHIEF CONSTABLE
<b>DATE</b>	26 NOVEMBER 2018

## **PURPOSE OF THE REPORT**

To provide assurance to the Police and Crime Commissioner that the Constabulary are making progress towards the Public Sector Equality Duty.

## **ATTACHMENTS**

1. Equality Information 2017 – 2018

## **RECOMMENDATIONS**

To determine if the PCC can gain direct assurance that this area of business is being managed efficiently and effectively

## **CONTACT FOR ENQUIRIES**

Name:	Chief Superintendent Steve Wilson
Tel:	0300 122 4140
Email	spaenquiries@derbyshire.pnn.police.uk

## **1. OVERVIEW OF THE STRATEGIC PRIORITY**

- 1.1 As well as having a moral responsibility to address equality and diversity issues, Derbyshire Constabulary like all public authorities have a legal obligation under Section 149 of the Equality act 2010. Under S.149, the Act requires us to meet three aims of the public Sector Equality Duty (commonly referred to as the general duty). This means Derbyshire Constabulary must have due regard to the need to:-
1. Eliminate discrimination, harassment and victimisation and any other conduct prohibited by the Act
  2. Advance equality of opportunity between people who share a relevant protected characteristic and those who do not share it
  3. Foster good relations between people who share a protected characteristic and those who do not share it.
- 1.2 The protected characteristics referred to are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex (previously gender) and sexual orientation.
- 1.3 We are also subject to secondary legislation called the specific duties under Regulations 2011. As part of this, every year we are required to publish equality information, and at least every four years, one or more of our equality objectives to show how we are meeting the aims of the general equality duty. As an organisation, we have chosen to publish both our equality information and objectives on an annual basis.

## **2. SUMMARY**

- 2.1 In 2012 Derbyshire Constabulary first published our equality objectives. The purpose of setting specific and measurable objectives is to assist us in focusing on those areas facing the biggest challenges. By addressing the most pressing equality issues facing our service users and members of our workforce, we can deliver improvements in policy making, service delivery and employment.
- 2.2 Since our initial publication, steady progress has been made in a number of key areas. As emerging risks are identified, Derbyshire Constabulary ensures these are continually considered in our decision making and their relevance to the general duty. Actions taken are based on evidence rather than assumptions.
- Our equality information has helped us to shape our equality objectives and strengthen our performance.
- 2.3 Appendix A, Equality Information 2017 - 2018 contains equality data relating to people who share a relevant protected characteristic who are our service users (external) and who belong to our workforce (internal). This data, along with the results from the Equality Impact Assessments (EIAs) of relevant policies and procedures will enable you, the public to have a better understanding of our performance on equality.

## **BACKGROUND PAPERS**

Appendix A: Equality Information 2017 – 2018

# Equality Information 2017 - 2018



Derbyshire  
Police and Crime  
Commissioner



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<b>Objective 1 - 'We will improve our processes by ensuring equality and fairness is at the heart of everything we do.'</b>		20-21	Third party hate incident reporting (force level)
9	Equality governance, external scrutiny and monitoring of equality activity	22	Mental Health Triage
10	Code Of Ethics	23	Section 136 of the Mental Health Act detentions (force level)
10	Equality Act training (officer, staff and special constables)	24 - 25	Domestic abuse offences: outcomes, high risk referrals and protected group breakdown (force and divisional level)
10	Deaf awareness training	26	Honour Based Violence and Forced Marriage
<b>Objective 2 - 'We will improve our understanding of communities so we can treat everyone individually and according to their needs.'</b>		27	Sexual offences, rape offences and positive outcome rate (division and force level)
11-12	Demographic data by the nine protected groups (force level)	28	Missing person's reports made (division and force level)
13	Requests for interpreters: CINTRA - suspects, victims and witnesses (force)	29	Police Link Officer for the Deaf (PLOD)
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15	Care Card		
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# INTRODUCTION



Derbyshire Constabulary serves an area of more than 1,000 square miles, and a population around one million. Derbyshire is renowned for being hugely diverse. It encompasses the rural areas of the High Peak, Derbyshire Dales and the Derwent Valley, a World Heritage Site. These areas attract a significant amount of tourism throughout the year. In addition, there are old mining communities, modern towns and business centres.

It is also home to the vibrant and culturally diverse city of Derby. There are multiple languages spoken in Derby, a cosmopolitan city with a fantastic heritage.

Policing in Derbyshire is divided into two geographic areas known as divisions. Each division is headed by a chief superintendent - known as the divisional commander - who is responsible for the overall policing of the area.

Divisions are divided further into a series of local policing units, led by an inspector. Within each policing unit sit our Safer Neighbourhood teams. Safer Neighbourhoods is about police and partners working with the public to identify and deal with issues of concern in their neighbourhood. These areas are patrolled by police officers, special constables and police community support officers (PCSOs).

Local policing is complemented by a range of support units and departments that operate across the force area. These include the Contact Management Centre that answers 999 and non-emergency telephone calls, our Roads Policing Section, Dog Section, National Police Air Service (NPAS), Criminal Justice, crime investigation and the forensic officers who work in our Scientific Support Unit.

North Division covers the areas of High Peak, Derbyshire Dales, Chesterfield, Bolsover, North East Derbyshire and Amber Valley. The areas are extremely diverse and are a mixture of rural and urban. It is a vast area of the county of Derbyshire bordering Greater Manchester and South Yorkshire in the north, and East Staffordshire in the south.

South Division delivers policing services to communities across the city of Derby, Erewash and South Derbyshire. We have five local policing units that are very different with diverse communities. In Derby, over 80 different nationalities and over 170 different languages and dialects are spoken, whereas South Derbyshire has a large geographical area bordering three other counties and Erewash has an ex-mining industry and borders Nottinghamshire.



# Our Commitment



**Derbyshire Constabulary's  
Commitment**

**We are committed to delivering a high quality policing service for everyone in Derbyshire**

**Our purpose**

- Prevent and reduce crime
- Attack criminality
- Protect vulnerable people
- Provide reassurance
- Deliver value for money

**Working for communities**

- Treat everyone according to their individual needs
- Be active, visible and approachable to the people we serve
- Be polite, professional and friendly at all times
- Tackle crime and anti-social behaviour effectively
- Work together to achieve common sense solutions

**Getting it right first time**

- Aim to answer 999 calls in 10 seconds and 101 calls in 40 seconds
- Provide our names and be courteous and attentive
- Understand each enquiry and explain our response
- Give an estimated time of arrival, where we need to attend
- Explain what will happen, agree when updates will be provided and keep people informed

**Supporting local priorities**

- Arrange and publicise local meetings and events to discuss policing priorities
- Encourage local people to discuss their policing priorities with us
- Review and agree policing priorities with local people every three months
- Work with local people and organisations to tackle shared priorities
- Provide monthly updates to local people on progress and achievement

**Our Commitment** outlines the level of service the public should expect every time it has dealings with Derbyshire Constabulary.

It lays out our purpose, what we do for communities, how we will support local priorities and promises about the level of service people should receive.

It follows on from work started as part of the Policing Pledge and builds upon the aim to improve customer service and satisfaction. In essence it is about putting the public at the heart of what we do.

## Guiding Principles

### Our Principles

**We are committed to providing a high-quality policing service to everyone in Derbyshire.**

In order to keep the commitment we will keep to our core principles, which are:

- **Doing the right thing**
- **Making a difference**
- **Shaping the future**

# Public Sector Equality Duty



As well as having a moral responsibility to address equality and diversity issues, Derbyshire Constabulary like all public authorities have a legal obligation under Section 149 of the Equality Act 2010. Under S.149, the Act requires us to meet the three aims of the Public Sector Equality Duty (commonly referred to as the general duty). This means Derbyshire Constabulary must have **due regard** to the need to:

1. Eliminate discrimination, harassment and victimisation and any other conduct prohibited by the Act.
2. Advance equality of opportunity between people who share a relevant protected characteristic and those who do not share it.
3. Foster good relations between people who share a relevant protected characteristic and those who do not share it.

The protected characteristics referred to are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Derbyshire Constabulary is also subject to secondary legislation called the specific duties<sup>1</sup>. As part of this, every year we are required to publish equality information and at least every four years one or more of our equality objectives to show how we are meeting the aims of the general equality duty. We have chosen to publish both our equality information and objectives on an annual basis.

This document contains equality data relating to people who share a relevant protected characteristic who are our service users (external) and who belong to our workforce (internal). This data, along with the results from the Equality Impact Assessments (EIAs) of relevant policies and procedures will enable you, the public to have a better understanding of our performance on equality.

In 2012 Derbyshire Constabulary first published our equality objectives. The purpose of setting specific and measurable objectives is to assist us in focussing on those areas facing the biggest challenges. By addressing the most pressing equality issues facing our service users and members of our workforce, we can deliver improvements in policy making, service delivery and employment.

Since our initial publication, steady progress has been made in a number of key areas. As emerging risks are identified, Derbyshire Constabulary ensures these are continually considered in our decision making and their relevance to the general duty. Actions taken are based on evidence rather than assumptions.

Our equality information has helped us to shape our equality objectives and strengthen our performance. Progress against these objectives can be found in the document Equality Action Plan Report.

# Executive Summary



Service Users	Page
In the past 12 months Polish remains the most commonly requested language for translation for suspects, witnesses or victims with Slovak second. In relation to 'the big word' the telephone interpreting service Polish was again first and Czech as the second highest number of translations.	15
In the past 12 months there has been a 9% increase in SMS text messages. A 58.5% increase in 2015-2017.	16
The 26-35 age group are more likely to be a victim of crime (21%) in comparison to other age groups.	19
Racially and religiously motivated crimes have increased by 19.7% and positive outcomes have increased slightly from 33.9% to 40%.	20
The highest proportions of incidents relate to reports of racial hate and make up 63% of all reports.	21
There has been only 2 Section 136 of the Mental Health Act detentions into custody this year.	25
The number of domestic abuse offences has increased by 3% this year. Positive outcomes have increased by 3%.	26
71.8% of domestic abuse victims were female	27
Sexual offences have decreased by 7.8% and positive outcomes have increased 0.3%.	29
Rape offences have increased by 14.1%. Positive Outcomes have increased by 1%	29
69% of missing persons who went missing this period were aged 17 and younger.	30
There has been a 11% increase in the use of Conductive Energy Device incidents this period	32
BME account for 17% of Conductive Energy Device usage which is disproportionate compared to the 6.7% BME population of Derbyshire (Census 2011)	33
40% of Conductive Energy Device usage is to those who are in the 20-30 age group.	33
The Stop Search positive outcome rate has remained relatively stable over the last five months and is just below 29% for the year.	35
55% of all searches are for persons between 18 and 34.	35
The satisfaction gap for 'whole experience' between white and BME victims of crime is 7.7%.	38
The age group 25-34 show the least level of satisfaction with the 'whole experience' of Derbyshire Constabulary.	38
Workforce and volunteers	
Demographics: The Census 2011 data placed the BME population of the county at 6.7%. 19.7% of the population in the city of Derby is BME, compared to 2.5% within the county.	11
BME representation across the workforce is 4% which is under represented compared to the BME population of Derbyshire.	46
Female police officer representation is 33% and police staff representation is 68% which has remained fairly consistent over the past 5 years.	47
BME representation across volunteers is 5.3% and 61% female.	51
In relation to Gender Pay Gap - An over-representation of women in positions where the salary grade is lower accounts for an average gap of 11.6% in police staff. The overall gap across all officers and staff stands at 16.1%.	59

# Objective 1-

*We will improve our processes by ensuring equality and fairness is at the heart of everything we do.*



## Equality governance, external scrutiny and monitoring of equality activity

It is important that Derbyshire Constabulary has ways of ensuring that equality is integrated into the constabulary's day-to-day business, and that we continually monitor our progress against our objectives. There are a number of ways we are able to do this.

To meet our equality objectives various departments and business groups across the Constabulary will be responsible for carrying out actions to meet these objectives.

Progress on our equality objectives are incorporated into an action plan which is updated through existing meeting structures, feeding in to a Confidence and Ethics Board chaired by the Deputy Chief Constable.

The Police and Crime Commissioner (PCC) ensures that the constabulary complies with equality legislation and a representative from the Commissioner's office sits on the Confidence and Ethics Board.

Internally '**The Valuing People Valuing Difference Strategy 2017 – 2020**' sets out how we will ensure that we focus on our employment procedures and practices to maximise the potential of each unique individual as part of our policing family.

The strategy reflects the **Police and Crime Plan 2016 – 2021** and the Police and Crime Commissioners Strategic Priority to work with the Constabulary in developing the policing family to be more representative of the diverse communities it serves.

We also continue to use consultation and engagement mechanisms with the public and the workforce to find out how they feel about our progress towards the objectives. **The Independent Advisory Group, External Disability Reference Group** and **Staff Networks Forum** are examples of this.

Derbyshire Constabulary want to engage more effectively with the public in relation to stop and search to improve our scrutiny and to raise awareness of effective use of powers. In 2013 the HMIC Inspection findings on stop and search made ten recommendations, one of which was to:

'Chief Constables should make arrangements for stop and search records to be scrutinised by community representatives. **The Stop Search Scrutiny Panel (SSSP)** monitors how effectively and fairly the constabulary use stop and search powers and improve our use of tactics. They support the police in raising awareness of legislation and stop search matters relevant to Derbyshire, improving trust and confidence especially within Black and Minority Ethnic (BME) communities by openly discussing the issues and where necessary the force will hold individual officers accountable for their actions.

The force is committed to the prevention and detection of crime, the protection of communities at risk of harassment and abuse and preserving the rights of individuals. In fulfilling these commitments the force will vigorously pursue those responsible for committing or inciting hate crime. Hate Crime Scrutiny Panels help drive organisational learning to improve service delivery and to Increase public confidence within the community & encourage reporting of such crimes to the police.

# Objective 1-

*We will improve our processes by ensuring equality and fairness is at the heart of everything we do.*



## Code of Ethics

The Code of Ethics has been produced by the College of Policing in its role as the professional body for policing. It sets and defines the exemplary standards of behaviour for everyone who works in policing.

The Code of Ethics was laid before Parliament on July 15, 2014, as a statutory code of practice within the Anti-Social Behaviour, Crime and Policing Act 2014, which now applies to all officers, police staff, contractors and volunteers working in policing.

The deputy chief constable chairs the force's Confidence and Ethics Board, where ethical issues concerning the way the organisation delivers its policing services can be raised and dealt with as appropriate. We are therefore committed to affording all staff the opportunity to raise any wider ethical concerns for discussion in a similar way that integrity concerns are currently raised through the use of Bad Apple, for example.

The Code of Ethics is about self-awareness, ensuring that everyone in policing feels able to always do the right thing and is confident to challenge colleagues irrespective of their rank, role or position.



# College of Policing

## Equality Act Training

Through the use of an e-learning package, all staff are required to complete Module 1 of the Equality Act training in order to increase awareness of their responsibilities. A second package Module 2 is specifically aimed at managers and other key stakeholders.

All staff are able to access the NCALT Managed Learning Environment (MLE) which is the national portal providing e-learning for the police service of England and Wales.

New starters complete as part of their induction.



## Deaf Awareness Training

Derbyshire has the largest Deaf communities outside of London. Through the use of e-learning, a deaf awareness training package is available to all staff. This is not a mandatory package, however it has been included in a list of training which all new staff to Derbyshire Constabulary are encouraged to complete.

In 2010 Derbyshire Constabulary achieved the Louder than Words charter mark, the only police force in the country and the only organisation in Derbyshire to achieve this. Derbyshire Constabulary was reassessed in 2018 and continues to self-assess every year.

# Objective 2-

*We will improve our understanding of communities so we can treat everyone individually and according to their needs.*



## Demographic data by the nine protected groups (force level)

- Source:** Data relating to the protected groups age, marital status, race, religion and sex, are all taken from the Census 2011, much of which was released in December 2012. Data relating to gender reassignment in Derbyshire is taken from a document 'Gender Variance in the UK 2007' with an update from 2011, which is published by GIRE2. Total number with a Gender Identity variance is based 1% for analysis purposes.
- Data Limitations:** Data relating to sexuality uses Stonewall's suggestion to utilise the government estimate that 5-7% of the population is LGB. There is no direct question within the 2011 Census on disability. The survey did record those 'people whose day-to-day activities are limited' and 'people with 'bad' general health'. Although the Census is comprehensive, some people may have reasons to avoid completing the document and will therefore not be represented within the data. The data relating to sexuality is a national estimate, extracted to make up the LGB population of the county. The data relating to gender reassignment is based on annual growth estimates.
- Comments:** Note that, before the 2011 Census was released, the Office of National Statistics mid 2010 population estimates were utilised. The estimates placed the BME population at 7.9% of the population, higher than the actual Census proportion of 6.7%.

Derbyshire – Census 2011	
Population	1, 018,438



# Objective 2-

*We will improve our understanding of communities so we can treat everyone individually and according to their needs.*



## CENSUS 2011 Protected Characteristic Information

Age	Number	%
0 - 15 years	187,462	18.40%
16 - 24 years	111,992	11.00%
25 - 64 years	538,424	52.90%
65+ years	180,560	17.70%

Disability / Health	Number	%
Activities limited a little	203,489	20.00%
Activities limited a lot	62,180	6.10%

Sex (gender)	Number	%
Female	516,606	50.70%
Male	501,832	49.30%

Marital Status	Number	%
Married	407,924	49.10%
Single	257,507	31.00%
Divorced	80,225	9.70%
Widowed	62,901	7.60%
Separated	20,565	2.50%
Same sex relationship	1,854	0.20%

Race	Number	%
White British	924,420	90.80%
White Other	25,425	2.50%
BME	68,593	6.70%
Asian	39,890	3.90%
Mixed	14,351	1.40%
Black	10,090	1.00%
Other Ethnic group	4,262	0.40%

Religion/ Belief	Number	%
Christian	620,797	61.00%
No religion	283,826	27.50%
Not stated	71,102	6.80%
Muslim	21,216	2.10%
Sikh	11,207	1.10%
Other	3,890	0.40%
Hindu	3,575	0.40%
Buddhist	2,352	0.20%
Jewish	473	0.00%

## Other source protected characteristic information

Sexuality	Number	%
Heterosexual	957,332	94.00%
LGB	61,106	6.00%

Gender Reassignment	Number	%
Undergone a gender reassignment (estimate)	300	0.04.%
With a gender variance (estimate)	10,184	1.00%

Stonewall the LGB Charity\_  
[http://www.stonewall.org.uk/at\\_home/sexual\\_orientation\\_faqs/2694.asp](http://www.stonewall.org.uk/at_home/sexual_orientation_faqs/2694.asp)

Estimate - 'Gender Variance in the UK 2009' (with an update from 2011),  
<http://www.gires.org.uk/assets/Medpro-Assets/GenderVarianceUK-report.pdf>

# Objective 2-

*We will improve our understanding of communities so we can treat everyone individually and according to their needs.*



## Requests for interpreters: Cintra - suspects, victims and witnesses (force level)

For requests for face-to-face interpreters Derbyshire Constabulary uses Cambridgeshire Interpreting and Translation Service (CINTRA).

**Source:** Data from records maintained by 'Cintra' who are the interpreting and translation providers for Derbyshire Constabulary.  
**Date range:** From 01/04/17 to 31/03/18.  
**Comments:** Note that requests for language interpreters and translators are not necessarily a reflection of first languages spoken within Derbyshire. Some suspects, victims and witnesses may speak English sufficiently to not require an interpreter or translator, or make use of an intermediary other than Cintra. There were a total of 1366 requests for interpreter services for over 42 languages and 93 translations over 33 languages. Percentage is of the total no of requests to Cintra for the period.  
**Exceptions:** **Note** that requests for translators relate to suspects, victims and witnesses combined. The highest number of interpreting and translations were requested for the Polish language. It is worthy of note that the 6th ranking language requested for interpreting was British Sign Language. It is likely that requests for BSL in Derbyshire would be higher than in other areas due to the significant Deaf population within the city of Derby.

Cintra top 10 Languages (interpreting)

Rank	Language	Total Volume	Language % overall
1	Polish	264	19%
2	Slovakian	202	15%
3	Latvian	113	8%
4	Urdu	105	8%
5	Romanian	99	7%
6	British Sign	92	7%
7	Russian	70	5%
8	Punjabi - India	65	5%
9	Czech	45	3%
10	Kurdish - Sorani	37	3%

Language	Total Volume	Language % overall
Polish	36	39%
Czech	5	5%
Romanian	5	5%
Urdu	4	4%
Arabic	3	3%
German	3	3%
Lithuanian	3	3%
Punjabi - India	3	3%
Slovakian	3	3%
Hungarian	2	2%
Portuguese	2	2%
Russian	2	2%
Turkish	2	2%

Cintra top 10 Languages (translations)

# Objective 2-

We will improve our understanding of communities so we can treat everyone individually and according to their needs.



## Requests for interpreters: 'the big word' - suspects, victims and witnesses (force level)

- Source:** Data outlining which languages are requested for translation from records maintained by 'the big word' who are the telephone interpreter services for Derbyshire Constabulary.
- Date range:** From 01/05/17 to 31/03/18.
- Comments:** Note: Previous provider was 'Language Line' who's contract expired April 2017.  
'the big word' works with organisations to provide a 24hr telephone interpreting service which connects you to a qualified interpreter in under a minute. The service can be used any time of day from any location using any type of telephone.  
**Note:** requests for telephone interpreter services are not necessarily a reflection of first languages spoken within Derbyshire. Some suspects, victims and witnesses may speak English sufficiently to not require a translator, or make use of an intermediary other than using language line.  
For the period 01/05/17 – 31/03/18 there were 2103 call to 'the big word' across 48 different languages. Percentage is of the total no of calls to 'the big word' for the period.  
Note that the use of 'the big word' relates to suspects, victims and witnesses combined.
- Exceptions:** The highest number of translations was requested for the Polish language.

Rank	Language	Total Volume	Language % overall
1	Polish	442	21%
2	Slovak	402	19%
3	Romanian	242	11.5%
4	Kurdish (Sorani)	140	7%
5	Latvian	90	4%
6	Czech	85	4%
7	Russian	84	4%
8	Punjabi	81	4%
9	Vietnamese	65	3%
10	Urdu	62	3%

thebigword  
connecting words connecting worlds

2103 Calls

48 different languages



# Objective 2-

We will improve our understanding of communities so we can treat everyone individually and according to their needs.



## Care Card

**Source:** Card Card Database – Contact Management

**Comment:** Derbyshire Constabulary have a non-emergency police telephone number for people who, have difficulty using the phone, limited verbal communication, low levels of confidence or difficulty holding the handset for a long time. This telephone number is produced onto a care card with a reference number. This reference number is different for each person. To get a card an application form need to be completed.

**Date range:** Year to date 01/01/12- 31/12/12, 01/01/13 -31/12/13, 01/01/14 - 31/12/14, 01/01/15 – 31/12/15, 01/01/15 – 31/12/16 and 01/04/17 – 31/03/2018.

**Exceptions:** For the period 01/06/12 – 31/07/13 (it is believed) these figures are unreliable. This was due to Telecoms routing telephones outside police stations to the dedicated care card line. This has been resolved although exact date of resolution is unsure, but based on subsequent figures it is considered data from Aug '13 is reliable. Period July-October 2013 shows partial monthly data. The system only records 21 days of data then rewrites if data isn't captured. During December 2015 Contact Management started the switch over to a new telephony system. At this time, there is nothing to identify Care Card calls. This is due to the system currently placing all calls received into the same pot. The situation remained until the introduction of the new ControlWorks command and control, where a second option for identifying these calls became available.



Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total	Avg per month
2017	21	7	10	23	4	35	6	9	6	9	4	6	224	19
2016	n/a	n/a	n/a	n/a	n/a	42	19	12	16	10	6	14	119	17
2015	20	18	16	17	19	25	14	9	23	27	49	n/a	237	22
2014	24	32	26	35	39	27	19	21	27	17	29	21	317	26
2013	290	229	198	67	197	188	86	15	15	20	15	15	1335	111
2012	9	30	13	13	78	172	414	236	258	313	354	261	2151	26

# Objective 2-

We will improve our understanding of communities so we can treat everyone individually and according to their needs.



## Short Message Service -SMS Text Messaging

**Source:** SMS Service Provider  
**Comment:** Short Message Service SMS text scheme enables equality of access for Deaf, hard of hearing or speech impaired people to contact Derbyshire Constabulary. The user is able create a message and send via a dedicated number. The message is forwarded to the Police Contact Centre via the service provider.  
**Date range:** 01/01/15- 31/12/15, 01/12/16 – 31/12/16 and 01/01/17 – 31/12/17  
**Exceptions:** Data is provided for incoming messages to Derbyshire Constabulary there is a 9% increase in SMS text in 2017. In total from 2015 – 2017 there is a 58.5% increase in use of SMS.

SMS text messages received by year from period 01/01/15-31/12/17

Year	NO OF SMS PER MONTH												Total
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	
2017	102	87	69	58	38	103	54	46	13	29	30	44	673
2016	65	32	55	97	28	37	52	65	22	66	44	49	612
2015	13	22	36	42	48	15	25	50	37	46	21	39	394



**Short Message Service**  
 SMS text scheme is to enable equality of access for deaf, hard-of-hearing or speech impaired people to contact the Derbyshire Constabulary

Police Link Officers for people who are Deaf (PLOD)

Non-emergency SMS  
 07800 002414

# Objective 3-

*We will improve protection and support for those most at risk from harm.*



## Victims of crime (force level)

- Source:** Taken from crime recording system
- Date range:** Year to date (YTD) 2016/17 (01/04/16-31/03/17) and Year to date 2017/18 (01/04/17 -31/03/18). The crime recording system is a live database so figures are correct on the date of extraction.
- Data Limitations:** Note that the report only includes victim based crimes. This does include crimes where there may not be a personal victim such as shoplifting or criminal damage. Additionally not all protected groups are recorded for all victims, thus totals for sex, race and age will not be comparable.
- Exceptions:** The protected group victim breakdown by sex and race broadly reflects the demographic breakdown of Derbyshire. There are higher proportions of victims in the 26-35 age groups than within the county.

	Protected group	2017/18 YTD Number of victims	2016/17 YTD Number of victims	% protected group (Current)
Sex	Male	20,408	19,862	53%
	Female	18,188	17,406	47%
Race	White	27,417	23,416	54%
	BME	5,370	4,302	11%
	Unknown	18,184	21,589	36%
Age	0-15	3,173	3,077	8%
	16-17	987	933	3%
	Under 18's	4,160	4,010	11%
	18-25	5,903	5,848	16%
	26-35	7,888	7,782	21%
	36-45	6,929	6,611	18%
	46-55	6,235	6,221	17%
	56-65	3,473	3,303	9%
	66-80	2,510	2,417	7%
	81+	677	635	2%

*Victim data year to date 2016/17 and 2017/18 including a protected group breakdown for current YTD, by sex, race and age.*

# Objective 3-

*We will improve protection and support for those most at risk from harm.*

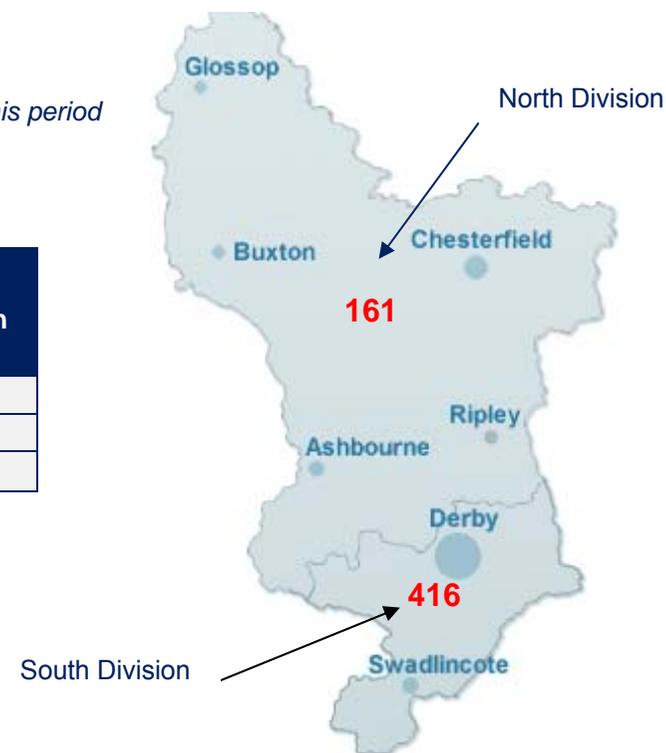


## Racially and religiously motivated offences (force & divisional level)

- Source:** Crime data - Published on the force internal website
- Comments:** Only crimes with a force 'National Incident Category List' (NICL) qualifier of 'Racial' or 'Religious' are included.
- Date range:** Year to date (YTD) 2016/17 (01/04/16-31/03/17) and Year to date 2017/18 (01/04/17 -31/03/18). The crime recording system is a live database so figures are correct on the date of extraction.
- Data limitations:** Note that there may be a time 'lag' between crimes taking place and crimes being resolved. The table includes offences that took place between the dates noted and those resolved within the dates noted. The positive outcomes may relate to crimes recorded this period or in a previous period. 'Positive outcomes' are detections and restorative disposals combined (see glossary).
- Exceptions:** Recorded racially motivated crimes have increased by 19.7% this period across the force. The increase is greater on South Division with a 31.2% increase in crime compared to a -2.4% reduction in North Division.

*Racially motivated offences data year to date 2016/17 and 2017/18 with the percentage of positive outcomes this period*

	Offences 2017/18 YTD	Offences 2016/17 YTD	% Change	% Positive outcome	% point change on last year
North	161	165	-2.4%	40.4%	2.2
South	416	317	31.2%	39.9%	9.0
Force	577	482	19.7%	40.0%	6.6



# Objective 3-

*We will improve protection and support for those most at risk from harm.*



## Hate incidents and Hate Crimes (force and divisional level)

- Source:** Force crime recording system NICHE.
- Date range:** Year to date (YTD) 2017/18(01/04/17-31/03/18)
- Data Adaptions:** Hate incidents and hate crimes are reported below, as not all incidents result in a crime report being logged. Reporting on hate incidents ensures ethical capture of occurrences, where a hate element exists.
- Comments:** The first table relates to the total number of incidents and crimes, broken down by division. The second table relates to the number of incidents and crimes for the force, broken down by the prime hate motivator. Note that hate crime with hate motivation 'other' are excluded and LGB and transphobic crimes are grouped to avoid personal identification.  
An increase in incidents may be indicative of an increase in actual incidents that have taken place or an increase in public confidence encouraging individuals to report incidents.
- Data Limitations:** Under reporting (both locally and nationally) means that the true extent of hate related incidents will not be known. The force support the 'Stop Hate UK' scheme to encourage anonymous reporting of hate incidents and information is also included within this report.
- Exceptions:** Due to the change in recording system for hate incidents comparisons between the previous YTD has not been shown. Prior to 22/06/2016 hate incidents were recorded in a hate incident database. Every hate incident was recorded irrespective of it being a crime. From 22/06/2016 hate incidents and hate crimes are recorded on NICHE as either a hate incident or a hate crime.

*Hate incident and hate crime data year to date 2017/2018 by division and force.*

	2017/18 YTD	
	Hate Incident	Hate Crime
North Division	154	219
South Division	226	496
Force	380	715

*Hate incident and hate crime data year to date 2017/2018 by hate motivator*

	2017/18 YTD	
	Hate Incident	Hate Crime
Race	241	553
Religion	10	25
LGB & Trans	67	88
Disability	37	23
Alternative – subculture	2	1
Other	22	25
Not known	1	0
<b>Total</b>	<b>380</b>	<b>715</b>

# Objective 3-

We will improve protection and support for those most at risk from harm.



## Third party hate incident reporting (force level)

**Source:** Stop Hate UK police force reports (published quarterly).  
**Date range:** Results have been aggregated to increase the reliability of the data sample. The period 01/04/17- 31/03/18 is covered.  
**Comments:** Derbyshire Constabulary commission the services of Stop Hate UK (SHUK) who are a third party reporting service offering 24 hour support for those affected by hate crime. The service is confidential and the service works with, but is independent of, the police. Contact details are 0800 1381625 or email [talk@stophateuk.org](mailto:talk@stophateuk.org).  
The 'contact type' refers to the type of contacts and is broken down into incidents, support and update contacts.  
Enquiries include requests for information about Stop Hate UK and the Stop Hate Line as well as enquiries about publicity materials.  
Update/support calls are those where the caller wants to discuss their situation but does not have an incident to report. They may just want to provide an update on their case or request additional referrals.  
The hate motivation shows the motivation of incidents based on either the victims' or witnesses' perception.  
Stop Hate UK now records incidents that are perceived by the victim to be motivated by hate but which do not fall into one of the monitored strands.  
Non-hate crimes are incidents where the victim does not believe there was a hate motivation involved.  
Sometimes the victim or informant will cite more than one hate motivation for an incident. All motivations are recorded.  
**Exceptions:** During 2017-18 we have receive 134 contacts to the Stop Hate Line service from Derbyshire. This year has seen the highest number of contacts since the service began in Derbyshire and continues the upward trend seen over previous years. This included 58 incidents and 76 calls seeking updates, support and information and advice. The highest forms of hate motivation identified this year were Disability (33%) and Race (24%). Most common types of incidents reported included those involving, verbal abuse, threatening behaviour, harassment, and anti-social behaviour.

Stop Hate UK (SHUK) total contacts by year

Total 08-09	Total 09-10	Total 10-11	Total 11-12	Total 12-13	Total 13-14	Total 14-15	Total 15-16	Total 16-17	Total 17-18
33	70	73	127	98	112	50	120	117	134

**STOP HATE CRIME**  
**0800 138 1625**  
**24 HOUR HELP LINE®**

**STOP HATE. START HERE**  **STOP HATE UK** <sup>®</sup>

# Objective 3-

We will improve protection and support for those most at risk from harm.



Stop Hate UK (SHUK) total contacts by yearly quarter (3 month period) for year 01/04/17-31/03/18 by type of contact

Type of contact by year quarter	Q1	Q2	Q3	Q4	Total
Incident report	14	14	14	16	58
Enquiry	10	18	3	12	43
Update/support	6	16	4	7	33
<b>Total</b>	<b>30</b>	<b>48</b>	<b>7</b>	<b>35</b>	<b>134</b>

Gender	Q1	Q2	Q3	Q4	Total
Female	7	6	6	7	26
Male	4	5	4	1	14
Transgender	-	-	-	-	-
Not Stated	3	3	4	8	18
<b>Total</b>	<b>14</b>	<b>14</b>	<b>14</b>	<b>16</b>	<b>58</b>

Age	Q1	Q2	Q3	Q4	Total
0 To 16	-	-	-	-	-
17 To 19	-	-	-	-	-
20 To 29	-	-	1	-	1
30 To 39	1	1	-	-	2
40 To 49	-	1	2	-	3
50 To 59	2	3	2	4	11
60 To 69	3	3	1	2	9
70 and over	1	-	1	-	2
Not Stated	7	6	7	10	30
<b>Total</b>	<b>7</b>	<b>14</b>	<b>14</b>	<b>16</b>	<b>58</b>

Hate Motivation - total contacts by quarter for year 01/04/17-31/03/18 by hate crime type of motivation.

Ethnicity	Contact by year quarter				
	Q1	Q2	Q3	Q4	Total
Asian Or Asian British - Indian	-	1	-	-	1
Black Or Black British - African	-	-	-	1	1
Black Or Black British - Other Black Background	-	-	-	-	-
Gypsy/Traveller	-	-	-	-	-
Mixed - White And Black African	-	-	-	-	-
Mixed - White And Black Caribbean	-	-	-	1	1
White - British	2	2	3	3	10
White - Irish	-	-	-	-	-
White - Other White Background	-	1	3	-	4
Not Stated	12	10	86	11	41
<b>Total</b>	<b>14</b>	<b>14</b>	<b>14</b>	<b>16</b>	<b>58</b>

Monitoring Information – victims by ethnicity, age and sex by quarter for year 01/04/17-31/03/18

Hate Crime strand	Q1	Q2	Q3	Q4	Total
Age	-	-	1	-	1
Alternative subculture	-	-	1	-	1
Disability	5	5	6	6	22
Gender Identity	1	1	-	-	2
Race	2	4	6	4	16
Religion	-	2	1	1	4
Sexual Orientation	1	4	-	2	7
Other	2	-	2	-	4
Non-hate crime	3	2	1	3	9
Multiple motivations	-	2	4	-	6

# Objective 3-

*We will improve protection and support for those most at risk from harm.*



## Mental Health Triage

### Comments:

The policing of mental ill-health is an everyday aspect of modern policing. By responding to people who may be affected by mental ill-health with care and understanding ensures that we engage with the right agencies and protect the vulnerable. In February 2014 the Department of Health funded a year long Mental Health Triage Car Pilot which went live on 3rd February 2014. The pilot was a partnership between Derbyshire Health Care (NHS) Foundation Trust and Derbyshire Constabulary. Initially the scheme operated in the Derby city but was expanded in March 2014 to all of the 'D' Division area with telephone advice provided over the rest of the county. The Derbyshire Street Triage pilot adopted the model of 'Mobile Police Officer / Mental Health Professional'. The Street Triage service comprised of one mental health nurse accompanying a specially trained, dedicated police officer. The team were called regarding incidents where police officers believe a person needs immediate mental health support.

Following the success of this project Derbyshire Healthcare (NHS) Foundation Trust and Derbyshire police continue to work together to prevent people being taken into custody if it is not necessary but help to get them the best treatment and outcome.

The provision of Mental Health Triage is as follows:-

- A Community Psychiatric Nurse (CPN) together with Social Care are based in the Force Control Room between 1600-0000 7 days a week.
- The CPN will be available to pro-actively manage, in conjunction with the controller and attending officers, any incidents reported during this time from across the County that are aggravated by mental-ill health issues.
- The CPN will be available to conduct face to face assessments at incidents where they consider it necessary, although to facilitate this attending officers will need to remain to support the CPN.

In short officers across the county will have the benefit of a CPN's advice and guidance on many more incidents than before. It is recognised that mental health triage is not the only source of guidance and staff attending an incident are encouraged to contact a mental health professional before making any decisions.

# Objective 3-

*We will improve protection and support for those most at risk from harm.*



## Section 136 of the Mental Health Act - Custody detentions (force level)

**Source:** Gem case and custody system

**Comments:** Section 136 (S136) of the Mental Health Act 1983 (MHA) empowers a police officer to remove a person from a place to which the public have access to a place of safety if the person appears to the police officer to be suffering from mental disorder and to be in immediate need of care and control. The purpose of removing a person to the place of safety is only to enable the person to be examined by a doctor and the necessary arrangements be made for the person's care and treatment. Some detentions under Section 136 will lead to admission into a secure medical ward or a home detention which would be the first preference, others a period in custody.

From midnight December 11, 2017 changes to legislation under the Police and Crime Act 2017, came into effect

- The main changes to the police powers and places of safety provisions can be summarised as:
- section 136 powers may now be exercised anywhere other than in the persons private dwelling;
- it is now unlawful to use a police station as a place of safety for anyone under the age of 18 in any circumstances;
- a police station can now only be used as a place of safety for adults in extreme specific circumstances, which are set out in regulations ;
- the previous maximum detention period of up to 72 hours has been reduced. to 24 hours (unless a doctor certifies that an extension of up to 12 hours is necessary);
- before exercising a section 136 power police officers must, where practicable, consult one of the health professionals listed in section 136(1C), or in regulations made under that provision;
- a person subject to section 135 or 136 can be kept at, as well as removed to, a place of safety. Therefore, where a section 135 warrant has been executed, a person may be kept at their home (if it is a place of safety) for the purposes of an assessment rather than being removed to another place of safety;
- a new search power allows police officers to search persons subject to section 135 or 136 powers for protective purposes.

**Data limitations:** Due to the small sample size protected characteristics have been withheld.

**Exemptions:** The number of Section 136 custody detentions has continued to decline over the past three years. 2015 saw a decrease of 75%. In 2016 there were no detentions into police custody. This is attributed to the introduction of street triage and the ongoing provision of the CPN within the force control room.

It should be noted the detentions for 2017 were prior to the changes in legislation.

Year	No of Section 136 detentions into custody
2014	77
2015	19
2016	0
2017	2

# Objective 3-

*We will improve protection and support for those most at risk from harm.*



## Domestic abuse offences: outcomes, high risk referrals and protected group breakdown

(force and divisional level)

**Source:** Data taken from the crime and incident recording system.  
**Date range:** Year to date (YTD) 2016/17 (01/04/16-31/03/17) and Year to date 2017/18 (01/04/17 -31/03/18). The crime recording system is a live database so figures are correct on the date of extraction.  
**Data limitations:** For domestic crimes - the number of positive outcomes recorded in the period (based on detected date) divided by the number of domestic violence crimes recorded in the period (based on recorded date).  
 Also given is the % Restorative Justice which is the number of Restorative Justice Disposals (by detected date) divided by the number of Domestic Crimes (by recorded date). Incidents logged in the period that have the domestic abuse qualified and crimes recorded with a 'domestic tag' and positive outcomes with a force crime tag 'domestic'. In addition the number of high risk referrals as recorded on the crime recording system and victims of domestic abuse crimes.  
**Exceptions:** Note that not all protected groups are captured in every case. Positive outcomes stand at 38% this period. This is slight increase on the previous year. Numbers of domestic abuse related crime have increased in the latest twelve month period. The majority of domestic abuse crimes were on South Division. Overall there has been 3% increase in domestic abuse crimes.

*Domestic abuse crimes year to date 2016/17 (01/04/16-31/03/2017) and year to date 2017/18 (01/04/17-31/03/2018)*

		North	South	Force
Domestic abuse crimes	YTD 2017/2018	2,570	3,828	6,397
	YTD 2016/2017	2,671	3,564	6,235
	% Change	-4%	7%	3%
Positive outcome rate	YTD 2017/2018	41%	35%	38%
	YTD 2016/2017	38%	32%	34%
	% Change	4%	3%	3%
Restorative Justice	Current	5%	4%	4%



# Objective 3-

*We will improve protection and support for those most at risk from harm.*



*Number and percentage of victims of domestic abuse crimes by gender. Period Covered: 01 April 2017 to 31 March 2018. There are a number of offences where there are multiple victims of different genders. Therefore, the breakdown below will not add to the total.*

Gender	No. of Victims	% of Total Victims
FEMALE	4,753	71.8%
MALE	1,258	19.0%
UNKNOWN	14	0.2%
State as Victim	589	8.9%
<b>Total</b>	<b>6,617</b>	



### What is Domestic Abuse?

The shared National Police Chiefs Council (NPCC), Crown Prosecution Service (CPS) and government definition of domestic violence is:

*'Any incident or pattern of incidents of controlling, coercive or threatening behaviour, violence or abuse between those aged 16 or over who are or have been intimate partners or family members regardless of gender or sexuality'.*

Age Group at Time of Offence	No. of Victims	% of Total Victims
up to (not including) age 5	40	0.6%
up to (not including) age 10	39	0.6%
up to (not including) age 15	111	1.7%
up to (not including) age 20	540	8.1%
up to (not including) age 25	930	14.0%
up to (not including) age 30	945	14.3%
up to (not including) age 35	762	11.5%
up to (not including) age 40	675	10.2%
up to (not including) age 45	521	7.9%
up to (not including) age 50	514	7.8%
up to (not including) age 55	383	5.8%
up to (not including) age 60	200	3.0%
up to (not including) age 65	112	1.7%
Over 65	200	3.0%
Unknown including state unknown	661	10.0%

*Note: Age numbers will differ due to some victims changing age groups in the year. These victims will be counted twice.*

# Objective 3-

We will improve protection and support for those most at risk from harm.



## Honour Abuse & Forced Marriage (force level)

**Source:** Data taken from the crime and incident recording system.  
**Date range:** Year to date 2017/18 (01/04/17 -31/03/18). The crime recording system is a live database so figures are correct on the date of extraction.

Honour Abuse and Forced marriage for the period 01/04/17 – 31/03/18

Offence	No of Crimes reported
Honour Abuse	34
Forced Marriages	5



### Honour Abuse

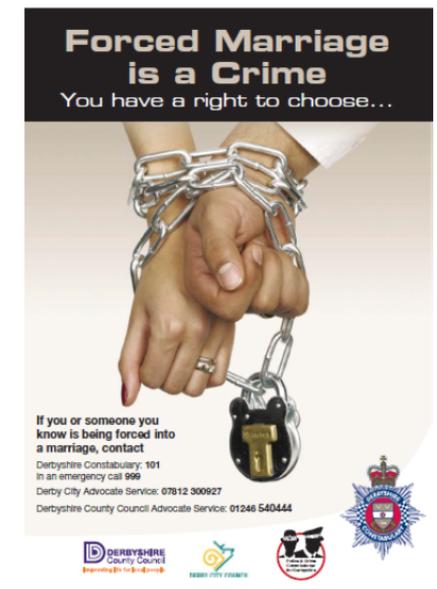
The NPCC definition of honour-based violence is:

*“A crime or incident, which has or may have been committed, to protect or defend the honour of the family and/or community”*

### Forced Marriage

This is where one or both spouses do not, or cannot, consent to the marriage, and duress is involved.

It can include physical, psychological, financial, sexual and emotional pressure. In some cases victims suffer violence and abuse from their extended family.



# Objective 3-

*We will improve protection and support for those most at risk from harm.*



## Sexual offences, Rape offences and Positive Outcome rate (division and force level)

- Source:** Data taken from the crime recording system. Sexual and rape offences recorded on the crime recording system and the number of positive outcome within the period specified.
- Date range:** Year to date 2016/17 (01/04/16-31/03/2017) and year to date 2017/18 (01/04/17-31/03/2018)
- Data limitations:** Please refer to note on positive outcomes for 'Racial and religiously motivated offences'.
- Exceptions:** There has been a fall in the number of other sexual offences recorded in the period in comparison to 2016/17 but an increase in the number of rapes recorded during the period. Overall sexual offences are in line with the previous year.

*Rape offences and positive outcomes year to date year to date 2016/17 and year to date 2017/18*

		N	S	Force
Sexual offence (crimes)	YTD 2017/2018	502	598	1100
	YTD 2016/2017	523	670	1193
	% Change	-4.0%	-10.7%	-7.8%
Sexual offence positive outcome rates	YTD 2017/2018	18.5%	22.4%	20.6%
	YTD 2016/2017	18.7%	21.6%	20.3%
	% point change	-0.2	0.8	0.3
Rape offences	YTD 2017/2018	328	375	703
	YTD 2016/2017	283	333	616
	% Change	15.9%	12.6%	14.1%
Rape offence positive outcome rates	YTD 2017/2018	14.6%	13.6%	14.1%
	YTD 2016/2017	13.4%	12.9%	13.1%
	% point change	1.2	0.7	1.0



# Objective 3-

*We will improve protection and support for those most at risk from harm.*



## Missing persons reports made (division and force level)

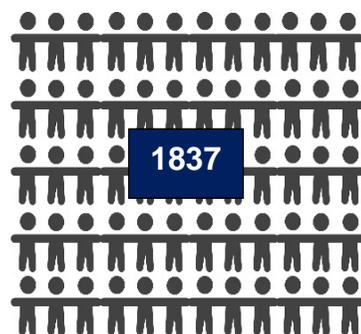
**Source:** Missing persons reports recorded on the missing persons database.

**Date range:** Year to date 2016/17 (01/04/2016 to 31/03/2017) and year to date 2017/18 (01/04/2017 to 31/03/2018)

**Exceptions:** There has been an increase of 7% in the number of missing person reports recorded from the previous period. Note that a missing person may be linked to more than one report. The figures given are the number of reports. Persons missing are broken down by age at time of the report. Persons who become 18 in the period shown and who have been reported missing whilst under and over 18 will be counted in both categories.

*Missing person information year to date year to date 2016/17 and year to date 2017/18.*

		Force
Missing persons	YTD 2016/2017	1720
	YTD 2017/2018	1837
	% Change	7%
Missing persons 18 & over	Current	563
Missing persons 17 & younger	Current	1274
Missing persons age unknown	Current	0



# MISSING



Anyone with information is asked to contact Derbyshire police on

**101**



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# Objective 3-

*We will improve protection and support for those most at risk from harm.*



## Police Link Officer for the Deaf (PLOD)



Derbyshire has the highest number of Deaf people living here than anywhere else in the country proportionate to our population.

Derby city has the largest Deaf community outside of London with over 1,600 British Sign Language users which is believed to be three times the national average.



The PLOD scheme is now available across Derbyshire and is for anyone who is Deaf, deafened, hard of hearing, is Deaf and has sight/speech loss. The scheme which is nationally recognised is already in place in some other police forces in our region and aims to build relationships with the Deaf community in Derby and Derbyshire. The scheme also aims to promote equal access and communication.

Derbyshire PLOD is made up of police officers, police community support officers, police staff and volunteers. These people have received training in Deaf awareness, Deaf equality and have some communication skills in British Sign Language. All PLOD officers are learning British Sign Language up to a minimum of level two or above. The aim is to have around 20 PLOD officers distributed across the county in a variety of roles.

### Important

- A PLOD Officer does not replace a professional qualified (NRCPD) interpreter.
- Whilst they may hold qualifications in British Sign Language they do not provide any interpreting for cases involving evidential procedure such as taking a statement or interviewing.
- A PLOD officer is to support the officer in the case not to replace the officer in the case.
- PLOD officers are not 24/7 they can be utilised if available.



# Objective 4-

*We will improve community Confidence by being open about how we police those most at risk from harm.*



## Use of CED – Conductive Energy Devices (force level)

- Source:** CED use spreadsheet  
**Time period:** Data over a five year period 01/01/13-31/12/17.  
**Comments:** The use of CED ranges from the physical presence of a drawn CED through to discharge. The term ‘use’ includes any of the following actions carried out in an operational setting:
- drawing the CED in circumstances where any person could reasonably perceive the action as a use of force
  - sparking of the CED, commonly known as ‘arcing’
  - aiming the CED or placing the laser sight red dot onto a subject
  - firing a CED so that the barbs are discharged at a subject or animal
  - application and discharge of a CED in both angled and drive stun modes
  - Discharged in any other operational circumstances, including an unintentional discharge.

**Exceptions:** There has been an 11% increase in CED incidents this year. However, there are 100 more officers trained in the use of CEDs. Very few women have been involved in a CED based incidents over the five year period. BME groups make up 17% of CED usages compared to 6.7% of the population (Census 2011).

*Use of CED including when a CED is ‘fired’, ‘drawn’, ‘arced’, ‘aimed’, used to ‘red dot’ or ‘drive stun’ 01/01/13-31/12/17 by sex. (note figures do not include where there was an unintentional discharge or use on an animal)*

		2013	% protected group	2014	% protected group	2015	% protected group	2016	% protected group	2017	% protected group
<b>Sex</b>	<b>Male</b>	80	96%	94	94%	83	95%	73	96 %	76	88%
	<b>Female</b>	3	4%	6	4%	4	5%	3	4%	7	8%
	<b>Total</b>	83		100		87		76		86	

# Objective 4-

**We will improve community Confidence by being open about how we police those most at risk from harm.**



Use of CED including when a CED is 'fired', 'drawn', 'arced', 'aimed', used to 'red dot' or 'drive stun' 01/01/13-31/12/17 by race. (note figures do not include where there was an unintentional discharge or use on an animal)

		2013	% protected group	2014	% protected group	2015	% protected group	2016	% protected group	2017	% protected group
Race	White	72	87%	87	87%	83	95%	62	82%	69	80%
	BME	11	13%	10	10%	4	4%	14	18%	15	17%
	N/K	0	0%	3	3%	1	1%	0	0%	3	3%
	Total	83		100		87		76		86	



Use of CED including when a CED is 'fired', 'drawn', 'arced', 'aimed', used to 'red dot' or 'drive stun' 01/01/12-31/12/17 by age. (note figures do not include where there was an unintentional discharge or use on an animal)



		2013	% protected group	2014	% protected group	2015	% protected group	2016	% protected group	2017	% protected group
Age	19 or under	9	11%	11	11%	12	14%	7	9%	7	8%
	20-30	37	45%	42	42%	31	36%	31	40%	34	40%
	31-40	16	19%	25	25%	26	30%	19	25%	17	20%
	41-50	20	24%	13	13%	14	16%	14	18%	15	17%
	51+	1	1%	1	1%	3	3%	6	6%	3	3%
	N/K			2	2%					3	3%
Total		83		100		87		77		86	

# Objective 4-

*We will improve community Confidence by being open about how we police those most at risk from harm.*



## Stop and search (force level)

**Source:** NICHE  
**Date range:** April 2017 – March 2018  
**Comments:** Derbyshire Constabulary believes that stop and search when used appropriately is an effective tactic allowing the police to keep the communities of Derbyshire safe by preventing and reducing crime. As a force we have to ensure that it is used correctly, at the right time, in the right place and in the right circumstances. We also need our local communities to assist us in critically assessing its use. The purpose of stop and search is to help police officers prevent and detect crime, and avoid unnecessary arrests in circumstances where a search might eliminate an officer's suspicions. There are 20 separate main statutory powers to stop and search but the vast majority of searches are conducted under Section 1 of Police and Criminal Evidence Act 1984 and Section 23 of the Misuse of Drugs Act 1973. These powers require an officer to have 'reasonable grounds to suspect' that an individual has the prohibited item in their possession. Stop and search is a controversial police power that is subject to intense political and public scrutiny and in 2014, the Home Office introduced the national Best Use of Stop and Search Scheme, a voluntary code of practice which all forces are encouraged to sign up to.

**Data limitations:** All data is subject to officer input  
**Exceptions:** The number of searches carried out fell noticeably in February and March compared to previous months. The average number of searches carried out per month is just below 110. The positive outcome rate has remained relatively stable over the last five months and is just below 29% for the year. Positive Outcomes includes alcohol seized, arrest, caution, drugs warning, penalty notice for disorder, police discretionary resolution, postal requisition/postal charge/summons, or tobacco seized. Numbers of searches broken down will differ slightly from overall totals due to multiple persons being linked to searches. Each characteristic will only be counted once however for each search. Previously these have been manually reconciled. 55% of all searches are for persons between 18 and 34. Approximately one in seven searches are carried out on persons under 18. Two out of every three searches is carried out on persons that are White British which is lower than the population of Derbyshire. Four per cent of all searches are carried out on Asian Pakistani persons. Six per cent of persons refused to state their ethnicity and six percent of entries were blank. This does include vehicle only searches. The majority of persons stopped and searched were male with only ten per cent of searches being on female subjects. This is significantly disproportionate to the population of Derbyshire which is 51% female. Derby North has the majority of the stop and searches carried out with nearly one in four occurring on the Local Policing Unit (LPU). Derby West, Chesterfield and Erewash all also have a more significant proportion of stops.



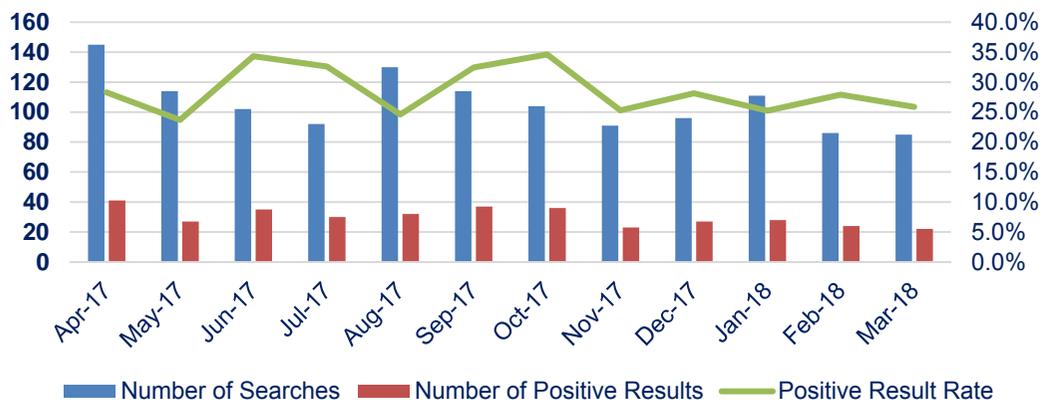
# Objective 4-

*We will improve community Confidence by being open about how we police those most at risk from harm.*



Number of searches and positive outcomes April 2017 – March 2018

## Number of Searches and Positive Outcomes



Number of searches and positive outcome rate by gender for April 2017 to March 2018. (Vehicle searches are included in the information)

Gender	Number of Searches	Proportion of Searches	Positive Searches	Positive Search Rate
Male	1077	84%	319	30%
Female	122	10%	38	31%
Unknown	77	6%	5	6%
<b>Total</b>	<b>1276</b>		<b>362</b>	<b>28%</b>

Number of searches and positive outcome rate by age for April 2017 to March 2018. (Vehicle searches are included).

Age	Number of Searches	Proportion of Searches	Positive Searches	Positive Search Rate
Under 18	186	15%	49	26%
18-24	395	31%	147	37%
25-34	306	24%	89	29%
35-44	221	17%	54	24%
45-54	72	6%	19	26%
55-64	24	2%	3	13%
65+	1	0%	0	0%
Unknown	75	6%	1	0%
	<b>1280</b>		<b>362</b>	<b>28%</b>



# Objective 4-

*We will improve community Confidence by being open about how we police those most at risk from harm.*



Number of searches for each Local Police Unit (LPU) for April 2017 to March 2018

Location	Number of Searches	Proportion of Searches	Positive Searches	Positive Search Rate
Chesterfield	143	11%	59	41%
Derby North	289	23%	67	23%
Derby West	150	12%	13	9%
High Peak	56	4%	41	73%
South Derbyshire	69	5%	30	0%
Unknown	38	3%	15	0%
<b>Total</b>	<b>1270</b>		<b>362</b>	<b>29%</b>

Number of searches and positive outcome rate by self-defined ethnicity for April 2017 to March 2018. (Vehicle searches are included in the information)

Self-Defined Ethnicity	Number of Searches	Proportion of Searches	Positive Searches	Positive Search Rate
A1. Asian - Indian	12	1%	1	8%
A2. Asian - Pakistani	57	4%	20	35%
A3. Asian - Bangladeshi	2	0%	0	0%
A9. Any other Asian background	15	1%	7	47%
B1. Black Caribbean	41	3%	13	32%
B2. Black African	12	1%	4	33%
B9. Any other Black background	13	1%	5	38%
M1. White & Black Caribbean	18	1%	6	33%
M2. White & Black African	1	0%	0	0%
M3. White & Asian	3	0%	1	33%
M9. Any other mixed background	8	1%	3	38%
NS. Not stated	77	6%	24	31%
O1. Chinese	0	0%	0	0%
O9. Any other ethnic group	7	1%	4	57%
W1. White British	881	69%	256	29%
W2. White Irish	4	0%	1	25%
W9. Any other white background	51	4%	13	25%
Blank	79	6%	4	5%
<b>Total</b>	<b>1281</b>		<b>362</b>	<b>28%</b>

# Objective 4-

*We will improve community Confidence by being open about how we police those most at risk from harm.*



## Complainant data - allegations made against the police force (force level)

- Source:** Complaints database, held by the Professional Standards Department (PSD)
- Date range:** Data relates to the period 01/04/13 – 31/03/14, 01/04/14 – 31/03/15, 01/04/15 – 31/03/16, 01/04/16 – 31/03/17 and 01/04/17 – 31/03/18
- Comments:** Those complainants with more than one protected characteristic may feature in more than one area. Data is based on the number of allegations made. Note that the protected characteristics are not known in every case, hence the total will vary. More than one complainant may be recorded against each allegation (if more than one person lodges a complaint relating to the same issue)
- Exceptions:** During the period of 01/04/2017-31/03/2018 621 allegations relating to 403 complaints. In Derbyshire 58% of complainants were men, 39% were women with the remaining 3% as unknown. The highest concentrations of complainants were in the 40-49 age bracket, closely followed by the 30-39 age bracket.

Complainants 01/04/13 – 31/03/14, 01/04/14 – 31/03/15, 01/04/15 – 31/03/16, 01/04/16 – 31/03/17 and 01/04/17 – 31/03/18 by sex, race and age.

		01/04/13-31/03/14	01/04/14-31/03/15	01/04/15-31/03/16	01/04/16-31/03/17	01/04/17 – 31/03/18
<b>Sex</b>	<b>Male</b>	300	193	266	223	235
	<b>Female</b>	158	276	177	173	158
<b>Race</b>	<b>White</b>	310	12	288	259	217
	<b>BME</b>	33	10	47	49	46
<b>Age</b>	<b>0-19</b>	12	0	16	8	10
	<b>20-29</b>	58	3	38	47	43
	<b>30-39</b>	72	3	74	65	66
	<b>40-49</b>	111	4	96	79	69
	<b>50-59</b>	55	2	72	67	44
	<b>60+</b>	43	2	31	29	41
<b>Total (Including unknowns)</b>		467	476	458	400	403



# Objective 4-

*We will improve community Confidence by being open about how we police those most at risk from harm.*



## Victim satisfaction (force level)

**Source:** Victim Survey database  
**Date range:** 01/04/17-31/03/18  
**Working towards:** Working with the interpreter provider 'the big word' to improve the service offered to those requiring translators.  
**Comments:** Surveyed respondents who are victims of certain crimes (Burglary, Vehicle and Violent crimes) as well as Hate incidents and crime are asked to gauge their level of satisfaction with the 'whole experience' and are provided with seven options. Those who are fairly, very, or completely satisfied are classed as 'satisfied'. Those partially completed or blank are excluded from the total.  
**Exceptions:** Those in older age groups are the most likely to be satisfied with the whole experience'. BME groups are slightly less satisfied than white groups. Whilst numbers are very small, those requiring translators were more satisfied group. Those who stated they had a disability were less likely to be satisfied than those who did not. Whilst numbers are small, LGB groups had lower satisfaction levels than heterosexual groups.

		Sample size	Number satisfied	Percentage satisfied
Race	White	1,389	1,048	75.4
	BME	124	84	67.7
Sex	Male	960	721	74.6
	Female	610	508	82.1
Age	16 to 24	252	194	77.0
	25 to 34	303	208	68.6
	35 to 44	252	181	71.8
	45 to 54	325	244	75.1
	55 to 64	201	147	73.1
	65 to 74	112	96	85.7
Translator required	75 or above	75	68	90.7
	Language line used	8	5	74.7
	Language line not used	1,546	1,155	62.5
Disabled	Non-disabled	1,372	1,033	75.3
	Disabled	182	127	69.8
Sexuality	Heterosexual	1,382	1,036	75.0
	Lesbian/Gay/Bisexual	51	40	78.4

*All Crime satisfaction with the 'whole experience', surveyed victims of crime, 01/04/17-31/03/18, by sex, race, age, disability, sexuality and translator required.*

# Objective 4-

*We will improve community Confidence by being open about how we police those most at risk from harm.*



## Hate victim satisfaction (force level)

- Source:** Victim Survey database, hate incident and crime victims.
- Date range:** 01/04/17-31/03/18
- Data limitations:** Note that the sample size is small and as such caution should be given when drawing conclusions. To avoid personal identification some areas have been grouped together.
- Comments:** Surveyed respondents who are victims of hate incidents. Victims are asked to gauge their level of satisfaction with the 'whole experience'. Those who are very, fairly or completely satisfied are classed as 'satisfied'. Those partially completed or blank are excluded from the total. Note that 'other hate' includes homophobic, transgender, religious and other hate incidents (for example attacks on alternative sub cultures). Derbyshire Constabulary survey all hate incident victims which is unusual for police forces and over and above mandatory requirements.
- Exceptions:** Hate incident and crime victims are slightly less satisfied (73.6%) than all surveyed victims (78.4%) noted in the previous section. Whilst numbers are very small, Other hate victims of hate incidents and crime are the most satisfied group with 85.7% satisfaction followed by Disability 77.8% and then Racist with 76.3% satisfaction.

*Hate incident and crime satisfaction with the 'whole experience', surveyed victims of crime, (01/04/17-31/03/18), by hate strand.*

	Sample size	Number satisfied	Percentage satisfied
Racial	59	45	76.3
Disability	9	7	77.8
Homophobic	14	9	64.3
Religion	2	0	0.0
Other hate	7	6	85.7
<b>Total</b>	<b>91</b>	<b>67</b>	<b>73.6</b>

*Hate incident and crime satisfaction with the 'whole experience', surveyed victims of Racial Hate Incident and Crime, (01/04/17 31/03/18), by Ethnicity.*

	Sample size	amount satisfied	% satisfied
BME	33	28	84.8
White	22	15	68.2
Not stated	4	2	50.0
<b>Total</b>	<b>59</b>	<b>45</b>	<b>76.3</b>

# Objective 4-

*We will improve community Confidence by being open about how we police those most at risk from harm.*

## Public consultation - 'Listening to you'

**Source:** Derbyshire Office of the Police and Crime Commissioner (OPCC) 'Listening to You' consultation programme.

**Comment:** Police and Crime Commissioners have a statutory duty to consult the public and ensure public opinion helps steer service reform. Consultation will help to give the Police and Crime Commissioner for Derbyshire and the Chief Constable a better understanding of the hopes and concerns of our communities and to ensure that Derbyshire Constabulary continues to deliver the best policing service that we can.

Mr Hardyal Dhindsa was elected as the Police and Crime Commissioner for Derbyshire in May 2016. With the advent of the new Commissioner year it was decided that rather than carrying out a short consultation programme, the OPCC would carry out a general consultation programme over a longer period of time throughout the year on a rolling programme. This will enable them to incorporate seasonal events, campaigns and current issues as part of the programme. It will also enable them to gauge long term trends and opinions.

Between June 2016 and July 2017, 42 events were held across the county in all Community Safety Partnership (local authority) areas. These included events at market towns, colleges and leisure centres and some weekend events to ensure that the engagement programme reaches as representative a sample as possible of Derbyshire residents. The events were supported by staff from the OPCC, Safer Neighbourhood Team officers, police service volunteers and cadets, working alongside colleagues from Derbyshire Fire & Rescue Service and other partner agencies.

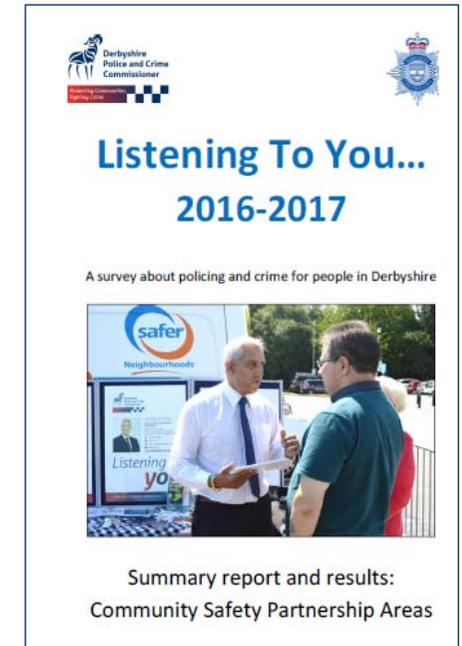
Members of the public were asked to complete one to one questionnaires. The questionnaire was also available to be completed online. A total of 2,686 questionnaires were completed. 1,524 face to face at events, and 1,162 online.

There was a particular emphasis in the "Listening to You" questionnaire on public safety and gauging public views and concerns. Both the current financial climate and changing trends in crime have impacted on the way that police resources need to be allocated to ensure that the most serious risks and threats are addressed as a priority.

In order to achieve meaningful consultation, rather than asking about specific crime types as in previous years, residents were asked a series of general questions, including how safe residents feel in their local area, how worried they are about being a victim of crime and how much they trust the police as an organisation.

**Data Limitations:** Results have NOT been weighted and the current small sample size is not fully representative of the demographics of Derbyshire. The following data are therefore considered an indication only.

**Exceptions:** The full years' results broken down to local authority area is available and is weighted according to the age group, gender and home local authority of each respondent in line with the Census 2011 profile of Derbyshire. Not all data from the survey is published below. Full, weighted results are available from the Office of the Police and Crime Commissioner for Derbyshire at [www.derbyshire-pcc.gov.uk](http://www.derbyshire-pcc.gov.uk)



# Objective 4-

*We will improve community Confidence by being open about how we police those most at risk from harm.*



	Number of questionnaires received (unweighted base)
<b>All Respondents</b>	<b>2,686</b>
Amber Valley	354
Bolsover	201
Chesterfield	255
City of Derby	580
Derbyshire Dales	243
Erewash	273
High Peak	269
North East Derbyshire	262
South Derbyshire	210
Blank/unable to place	39

	How safe do you feel walking alone in your local area after dark?				Total: Safe	Total: Unsafe
	Very safe	Fairly safe	A bit unsafe	Very unsafe		
Male	24.1%	43.5%	21.0%	11.4%	<b>67.6%</b>	<b>32.4%</b>
Female	10.7%	32.5%	36.8%	20.0%	<b>43.2%</b>	<b>56.8%</b>
White	17.5%	38.3%	28.7%	15.5%	<b>55.8%</b>	<b>44.2%</b>
Black & Minority Ethnic	14.2%	29.7%	34.6%	21.4%	<b>44.0%</b>	<b>56.0%</b>
Lesbian/Gay/Bisexual/Other	13.0%	39.4%	31.7%	15.9%	<b>52.4%</b>	<b>47.6%</b>
Disabled	17.0%	31.5%	29.5%	22.0%	<b>48.6%</b>	<b>51.4%</b>
Under 25 yrs	16.2%	36.3%	31.4%	16.1%	<b>52.5%</b>	<b>47.5%</b>
25 - 39 yrs	18.5%	32.4%	29.7%	19.5%	<b>50.9%</b>	<b>49.1%</b>
40 - 59 yrs	16.6%	40.7%	29.2%	13.5%	<b>57.3%</b>	<b>42.7%</b>
60 yrs and over	18.4%	41.4%	24.6%	15.6%	<b>59.8%</b>	<b>40.2%</b>

	How safe do you feel walking alone				Total: Safe	Total: Unsafe
	Very safe	Fairly safe	A bit unsafe	Very unsafe		
Male	50.6%	40.5%	6.8%	2.0%	<b>91.2%</b>	<b>8.8%</b>
Female	43.1%	44.2%	9.7%	3.0%	<b>87.2%</b>	<b>12.8%</b>
White	47.7%	41.9%	8.0%	2.3%	<b>89.6%</b>	<b>10.4%</b>
Black & Minority Ethnic	32.4%	50.1%	12.7%	4.7%	<b>82.6%</b>	<b>17.4%</b>
Lesbian/Gay/Bisexual/Other	36.8%	50.4%	11.0%	1.8%	<b>87.2%</b>	<b>12.8%</b>
Disabled	40.9%	44.7%	9.7%	4.7%	<b>85.6%</b>	<b>14.4%</b>
Under 25 yrs	37.5%	49.2%	11.1%	2.2%	<b>86.8%</b>	<b>13.2%</b>
25 - 39 yrs	44.5%	42.0%	10.3%	3.2%	<b>86.5%</b>	<b>13.5%</b>
40 - 59 yrs	48.9%	41.3%	7.2%	2.6%	<b>90.3%</b>	<b>9.7%</b>
60 yrs and over	57.1%	35.0%	5.3%	2.6%	<b>92.2%</b>	<b>7.8%</b>



**Derbyshire  
Police and Crime  
Commissioner**

*Protecting Communities,  
Fighting Crime*



# Objective 4-

*We will improve community Confidence by being open about how we police those most at risk from harm.*



During the last 12 months have you been a victim of Anti-social behaviour?		
	Yes	No
<b>All Respondents – 2,637</b>	<b>20.6%</b>	<b>79.4%</b>
Male	24.0%	76.0%
Female	17.1%	82.9%
White	20.3%	79.7%
Black & Minority Ethnic	22.9%	77.1%
Lesbian/Gay/Bisexual/Other	34.8%	65.2%
Disabled	29.8%	70.2%
Under 25 yrs	16.4%	83.6%
25 - 39 yrs	28.0%	72.0%
40 - 59 yrs	24.2%	75.8%
60 yrs and over	15.4%	84.6%



How worried are you about... Having your home broken into and something stolen?						
	Very worried	Fairly worried	Not very worried	Not at all worried	Total worried	Total not worried
<b>All Respondents - 2660</b>	<b>16.6%</b>	<b>32.9%</b>	<b>37.6%</b>	<b>12.9%</b>	<b>49.5%</b>	<b>50.5%</b>
Male	15.4%	33.2%	38.5%	12.9%	48.6%	51.4%
Female	17.3%	32.6%	37.1%	12.9%	49.9%	50.1%
White	16.0%	32.5%	38.7%	12.8%	48.5%	51.5%
Black & Minority Ethnic	23.3%	35.6%	28.4%	12.7%	58.9%	41.1%
Lesbian/Gay/Bisexual/Other	13.5%	27.4%	44.8%	14.3%	40.9%	59.1%
Disabled	20.8%	30.6%	36.1%	12.5%	51.4%	48.6%
Under 25 yrs	10.6%	25.2%	45.0%	19.2%	35.8%	64.2%
25 - 39 yrs	21.4%	38.4%	30.4%	9.8%	59.8%	40.2%
40 - 59 yrs	20.6%	36.7%	34.1%	8.5%	57.3%	42.7%
60 yrs and over	15.0%	33.5%	38.9%	12.6%	48.5%	51.5%

# Objective 4-

*We will improve community Confidence by being open about how we police those most at risk from harm.*



How worried are you about... Being mugged or robbed?						
	Very worried	Fairly worried	Not very worried	Not at all worried	Total worried	Total not worried
<b>All Respondents - 2660</b>	<b>10.1%</b>	<b>27%</b>	<b>43.5%</b>	<b>19.4%</b>	<b>37.1%</b>	<b>62.9%</b>
Male	8.1%	24.5%	44.7%	22.7%	32.5%	67.5%
Female	12.0%	29.0%	42.7%	16.4%	40.9%	59.1%
White	9.1%	26.7%	44.5%	19.7%	35.9%	64.1%
Black & Minority Ethnic	23.4%	26.7%	35.1%	14.8%	50.1%	49.9%
Lesbian/Gay/Bisexual/Other	10.0%	29.9%	43.8%	16.3%	39.9%	60.1%
Disabled	13.4%	30.9%	35.7%	20.0%	44.3%	55.7%
Under 25 yrs	10.1%	27.5%	40.3%	22.0%	37.7%	62.3%
25 - 39 yrs	11.8%	28.0%	42.7%	17.6%	39.7%	60.3%
40 - 59 yrs	10.3%	24.9%	46.5%	18.3%	35.2%	64.8%
60 yrs and over	8.2%	26.9%	45.9%	19.0%	35.1%	64.9%



How worried are you about... Being a victim of fraud or identity theft?						
	Very worried	Fairly worried	Not very worried	Not at all worried	Total worried	Total not worried
<b>All Respondents</b>	<b>16.6%</b>	<b>32.9%</b>	<b>37.6%</b>	<b>12.9%</b>	<b>49.5%</b>	<b>50.5%</b>
Male	18.8%	35.0%	28.0%	18.2%	53.8%	46.2%
Female	22.0%	37.7%	25.4%	15.0%	59.6%	40.4%
White	20.0%	37.4%	26.3%	16.3%	57.5%	42.5%
Black & Minority Ethnic	24.4%	24.3%	29.2%	22.1%	48.7%	51.3%
Lesbian/Gay/Bisexual/Other	11.5%	30.6%	35.0%	22.9%	42.1%	57.9%
Disabled	26.7%	37.1%	20.1%	16.0%	63.9%	36.1%
Under 25 yrs	12.9%	22.8%	33.8%	30.5%	35.7%	64.3%
25 - 39 yrs	18.1%	38.1%	29.0%	14.9%	56.1%	43.9%
40 - 59 yrs	24.4%	42.6%	24.4%	8.7%	66.9%	33.1%
60 yrs and over	26.0%	44.7%	19.2%	10.1%	70.8%	29.2%

# Objective 5-

*We will create an inclusive and positive working environment for our policing family, reflecting the communities we serve.*



## DATA Limitations

**Source for all data:** Human Resource (HR) records (unless stated).

**Comments:** Availability of data on sexual orientation, religion, disability and flexible working remains limited. Derbyshire Constabulary has collaborated with Leicestershire in terms of their HR function and use a common HR system. Due to this some data cannot be provided at this time. The constabulary is working towards increasing voluntary disclosure of sexual orientation, religion and disability.

**Consultation:** Note that as part of the Constabulary's pre-publication consultation of the 2013 Equality Information, the staff networks were asked to provide their views on publishing data.

Where small numbers were noted (under 10), the alternative to publishing the number would be to replace numbers with an asterisk. Respondents from the disability, sex, LGB, BME and Christian networks as well as the Police Federation have all voted to include data where numbers are small.

However, to avoid identification of individuals, where appropriate, small categories have been combined e.g. Lesbian, Gay and Bisexual.



# Objective 5-

*We will create an inclusive and positive working environment for our policing family, reflecting the communities we serve.*



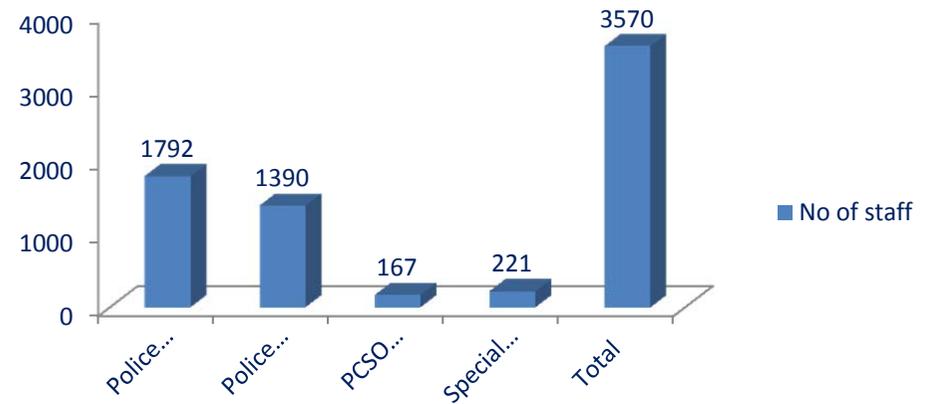
## Overall workforce breakdown - officer, staff (including staff of the Office of the Police & Crime Commissioner) and special constable.

- Data Limitations:** Due to the under recording by staff of their protected characteristics on the HR system, data in relation to self-disclosed disability, faith and sexual orientation is unavailable. All other data is taken from HR system
- Working towards:** Note that due to the short term nature of paternity leave, this is difficult to capture and is not included within the data. The HR self-service records allows for voluntary self-disclosure of disability, religion and sexual orientation information. The Constabulary is working towards increasing data capture for religion and sexual orientation by use of self service.
- Exceptions:** Data pertaining to those with caring responsibilities is not currently available. Female officer representation has increased over time. as is the case nationally.

Workforce representation as of 01/01/18

All	Workforce representation		
	Workforce representation	No of staff	% of staff
	Police officer numbers	1792	50%
	Police staff numbers	1390	39%
	PCSO numbers	167	5%
	Special constable numbers	221	6%
	<b>Total</b>	<b>3570</b>	<b>100%</b>

## Workforce Representation

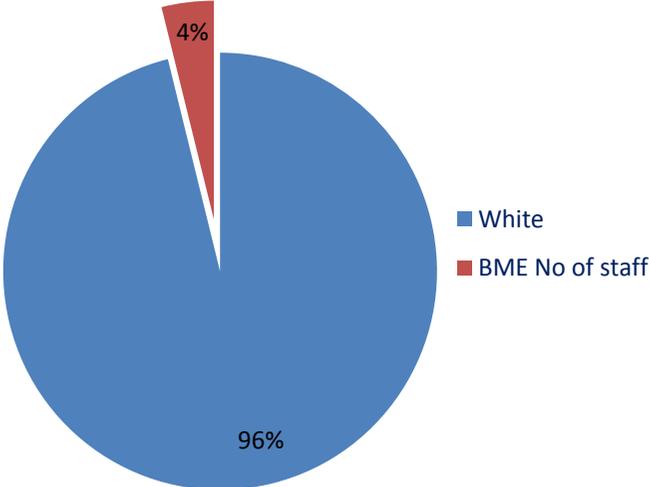


# Objective 5-

We will create an inclusive and positive working environment for our policing family, reflecting the communities we serve.



## Ethnicity across the force



Workforce representation by Ethnicity as of 01/01/18

Ethnicity	Workforce representation	White	BME No of staff	Not stated	% of staff	Total
	Police officer	1727	62	3	3%	1792
	Police staff	1316	55	19	4%	1390
	PCSO	152	11	4	7%	167
	Special constable	204	16	1	7%	221
	<b>Total</b>	<b>3570</b>	<b>144</b>	<b>27</b>	<b>4%</b>	<b>3570</b>

Workforce representation by Ethnicity as of 01/01/18

Ethnicity		Asian/Asian British	Black/Black British	Chinese/Other	Mixed
	Police officer	38	5	3	16
	Police staff	36	8	1	10
	PCSO numbers	5	3	1	2
	Special constable	10	3	0	3
	<b>Total</b>	<b>89</b>	<b>19</b>	<b>5</b>	<b>31</b>





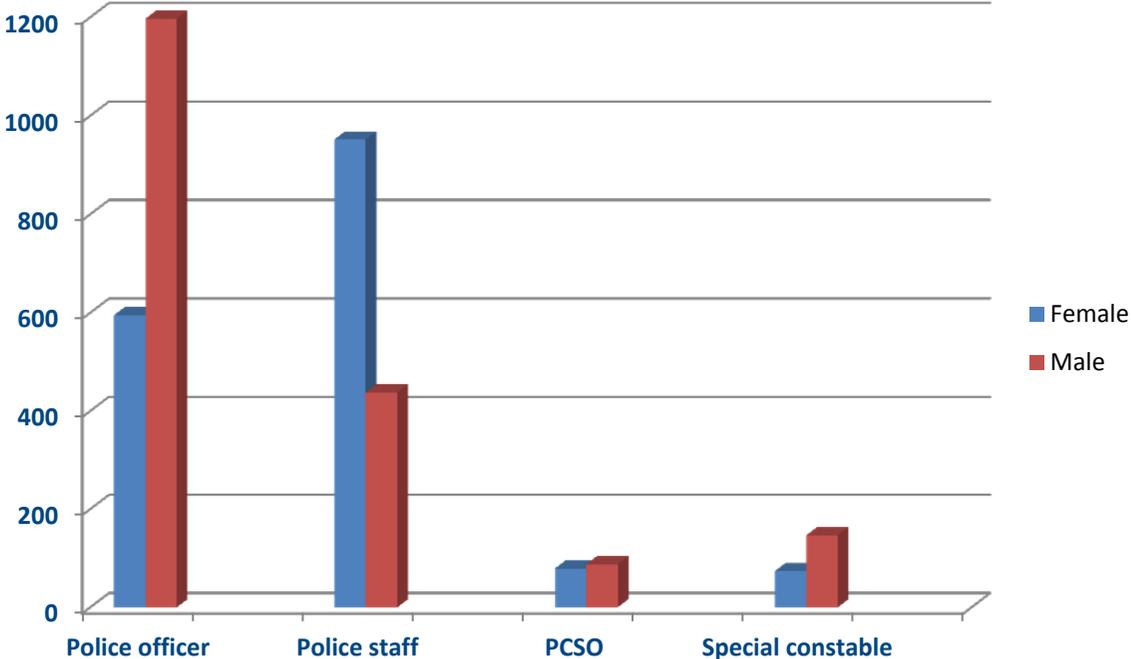
# Objective 5-

*We will create an inclusive and positive working environment for our policing family, reflecting the communities we serve.*

Workforce representation by Gender as of 01/01/18

	Workforce representation	Female	Male	%Female	%Male	Total
Gender	Police officer	595	1197	33%	67%	1792
	Police staff	952	438	68%	32%	1390
	PCSO	79	88	47%	53%	167
	Special constable	74	147	33%	67%	221
	<b>Total</b>	<b>1700</b>	<b>1870</b>	<b>47.6%</b>	<b>52.4%</b>	<b>3570</b>

Gender representation across force



# Objective 5-

*We will create an inclusive and positive working environment for our policing family, reflecting the communities we serve.*



Workforce representation by Age as of 01/01/18

Workforce representation		18-24	25-34	35-44	45-54	55-60	61-65	66+	Total
Age Band	Police officer	47	472	645	598	30	0	0	1792
	Police staff	71	261	309	417	240	86	6	1390
	PCSO	23	56	31	37	15	4	1	167
	Special constable	108	63	26	21	2	1	0	221
	<b>Total</b>	<b>249</b>	<b>852</b>	<b>1011</b>	<b>1073</b>	<b>287</b>	<b>91</b>	<b>7</b>	<b>3570</b>

Workforce representation of police officers by Age Band as of 01/01/18

Police officer		No	%
Age Band	18-24	47	3%
	25-34	472	26%
	35-44	645	36%
	45-54	598	33%
	55-60	30	2%
	61-65	0	0%
	66+	0	0%
	<b>Total</b>	<b>1792</b>	<b>100%</b>

Workforce representation of police staff by Age Band as of 01/01/18

Police staff		No	%
Age Band	18-24	71	5%
	25-34	261	19%
	35-44	309	22%
	45-54	417	30%
	55-60	240	17%
	61-65	86	6%
	66+	6	0%
	<b>Total</b>	<b>1390</b>	<b>100%</b>

# Objective 5-

*We will create an inclusive and positive working environment for our policing family, reflecting the communities we serve.*



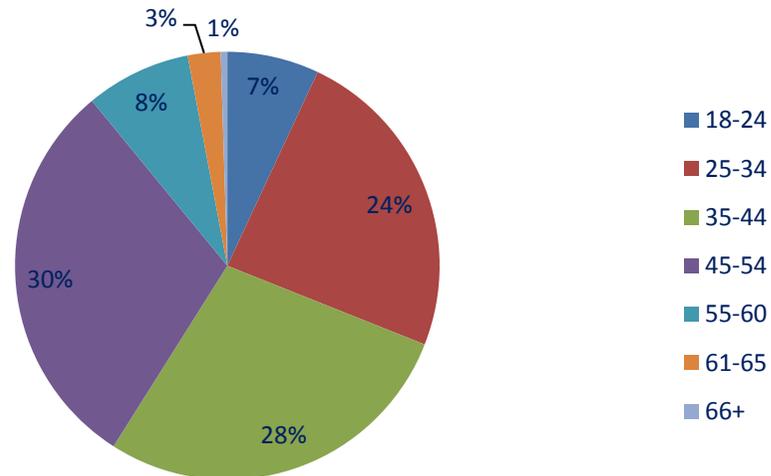
Workforce representation of PCSO's by Age Band as of 01/01/18

Age Band	PCSO	No	%
	18-24	23	14%
	25-34	56	34%
	35-44	31	19%
	45-54	37	22%
	55-60	15	9%
	61-65	4	2%
	66+	1	1%
	<b>Total</b>	<b>167</b>	<b>100%</b>

Workforce representation of Specials by Age Band as of 01/01/18

Age Band	Specials	No	%
	18-24	108	82%
	25-34	63	48%
	35-44	26	20%
	45-54	21	16%
	55-60	2	2%
	61-65	1	1%
	66+	0	0%
	<b>Total</b>	<b>221</b>	<b>100%</b>

## Overall Workforce Age Profile



# Objective 5-

*We will create an inclusive and positive working environment for our policing family, reflecting the communities we serve.*



## Police Staff Volunteers

**Source:** Data is taken from HR system

**Data Range:** January 2018

**Comment:** In 2014 Derbyshire Constabulary expanded its volunteers policing family from special constables and police cadets to police support volunteers (PSVs).

There are currently 131 volunteers working for the organisation in a variety of roles.

PSVs are well established within the police service nationally and within the east midlands region. In developing our PSV Scheme we have considered the approaches put in place elsewhere and meet on a regular basis with colleagues in the region to learn from their experience in expanding volunteering opportunities which allow the public to participate in policing their local community.

PSVs are volunteers from a variety of backgrounds with various skills and abilities in order to enhance, compliment and support the work of all officers and police staff by:

- Carrying out tasks to free up our officers'/staffs' time
  - Strengthening our links with the community
    - Improving our service

**Data Limitations:** Data is taken from HR system.

The HR self-service records allows for voluntary self-disclosure of religion and sexual orientation information. The constabulary is working towards increasing data capture for religion and sexual orientation by use of self service.

**Exceptions:** 2017 has seen a 60% increase in Police staff volunteers.



# Objective 5-

*We will create an inclusive and positive working environment for our policing family, reflecting the communities we serve.*



Workforce representation of Volunteers by Gender, Race, and Age Band as of 01/01/18

Sex	Female	80	61%
	Male	51	39%
Race	BME	7	5.3%
	White	92	70.2%
	Not stated	32	24.5%
Age	18-24	61	47%
	25-34	19	15%
	35-44	16	12%
	45-54	14	11%
	55+	21	15%
	NK	0	0%
<b>Total</b>		<b>131</b>	<b>100%</b>

## Community Support Volunteer

Preventing and detecting crime, providing reassurance to victims and witnesses, and generally making our communities safer is the priority of Derbyshire Constabulary. We welcome volunteers to help and support our communities. The support you provide in this activity will help support local people and prevent them from becoming the victims of crime.



## Police Station Support Volunteer



Our police officers are in the forefront of our policing service; preventing and detecting crime, providing reassurance to victims and witnesses, and generally making our communities safer. We welcome volunteers to help and support our frontline officers and enhance the service they already provide. The support you provide in this activity will in turn increase the time our officers spend patrolling the streets and focusing on local priorities.

## Volunteer Role Actor for Police Training

Training police officers is not only important for their own personal safety but also improves the service we deliver to the community. Police officers are required to attend specific training courses dependant on their role. This volunteering activity provides an excellent opportunity to be an essential part of the training process. Volunteers are required to assist in the training of police officers and carry out the role of civilians within the training environment. This may take the form of public order scenarios which may be physically demanding but at the same time most enjoyable.





# Objective 5-

*We will create an inclusive and positive working environment for our policing family, reflecting the communities we serve.*

## Distribution of workforce (officer, staff and special constables)

- Source:** HR Database
- Data Range:** January 2018
- Comments:** Ops Support now incorporates staff based in the force contact centre.
- Data Adaptions:** Due to some departments employing low numbers of staff, to avoid individual identification, all non-divisional officers and staff are aggregated. Data also relates to North and South Division which is the new force structure as of 1<sup>st</sup> April 2016.
- Data Limitations:** Due to low numbers recorded within the sexual orientation and disability protected characteristic areas, a divisional and department breakdown are not included. Note that 'null' are excluded hence the total may differ from the 'representation' table.
- Exceptions:** Whilst the BME employee representation differs from division to division, this reflects the lower BME populations on North division and higher population within South division. South division contains a higher proportion of female officers than the other division. The majority of the police staff aged 24 or under and over 55 are based in Operational Support which now encompasses Contact Management.

Police Officers By Division/Department	Total	BME		Female		Age: 24 and under		Age: Over 55+	
		No.	%	No.	%	No.	%	No.	%
Crime Support	232	6	2.6%	87	38%	0	0%	8	3.4%
Criminal Justice	32	1	3.1%	6	19%	0	0%	1	3%
HR Training	48	1	2.1%	23	48%	12	25%	0	0%
North Division	515	11	2.1%	166	32%	7	1.4%	10	2%
Ops Support	204	3	1.5%	28	14%	0	0%	5	2.45%
Regional	130	6	4.6%	51	39%	0	0%	2	1.5%
South Division	592	33	5.6%	223	38%	28	4.7%	3	0.5%
Other	39	1	2.5%	11	28%	0	0%	1	2.6%

*Workforce representation of Police Officers by Division/Department by Race, Gender, Race, and Age Band as of 01/01/18*



# Objective 5-

*We will create an inclusive and positive working environment for our policing family, reflecting the communities we serve.*



Police Staff By Division/Department	Total	BME		Female		Age: 24 and under		Age: Over 55+	
		No.	%	No.	%	No.	%	No.	%
Assets	21	0	0%	2	10%	0	0%	10	48%
Business Futures	96	6	6.25%	67	70%	2	2%	23	24%
Crime Support	138	5	3.6%	106	77%	6	4%	38	27.5%
Criminal Justice	294	9	4.4%	149	73%	6	2%	56	19%
Finance & Business	70	2	2.9%	62	89%	3	4%	20	28.5%
HR (incl Service Centre)	74	4	5.4%	62	84%	4	5%	12	16%
Information Services	56	5	8.9%	12	21%	1	2%	9	16%
Legal Services	33	4	12.1%	25	76%	1	3%	3	9%
North Division	24	0	0%	20	83%	3	12.5%	7	29%
Ops Support (incl CREST)	346	10	2.9%	15	4%	26	7.5%	76	22%
Regional	253	10	4%	142	56%	13	5%	55	22%
South Division	24	1	4.2%	21	88%	3	12.5%	5	21%

*Workforce representation of Police Officers by Division/Department by Race, Gender, Race, and Age as of 01/01/18*



# Objective 5-

*We will create an inclusive and positive working environment for our policing family, reflecting the communities we serve.*



PCSO by Division/Department	Total	BME		Female		Age: 24 and under		Age: Over 55+	
		No.	%	No.	%	No.	%	No.	%
Crime Support	1	0	0%	0	0%	0	0%	0	0%
North Division	78	1	1.3%	35	4.5%	5	6.4%	12	15%
South Division	88	3	3.4%	44	50%	18	20.5%	8	9%

*Workforce representation of PCSO's by Division/Department by Race, Gender, Race, and Age Band as of 01/01/18*

*Workforce representation of Specials by Division/Department by Race, Gender, Race, and Age Band as of 01/01/18*

Specials by Division/Department	Total	BME		Female		Age: 24 and under		Age: Over 55+	
		No.	%	No.	%	No.	%	No.	%
Crime Support	1	0	0%	0	0%	0	0%	0	0%
HR	1	1	100%	0	0%	0	0%	0	0%
North Division	120	4	3%	40	33%	54	45%	3	2.5%
South Division	99	11	11%	34	34%	54	54.5%	0	0%

Volunteers by Division/Department	Total	BME		Female		Age: 24 and under		Age: Over 55+	
		No.	%	No.	%	No.	%	No.	%
HR	1	1	100%	1	100%	1	100%	0	0%
Ops Support	6	0	0%	5	83%	4	67%	0	0%
North Division	68	0	0%	40	59%	26	38%	15	22%
South Division	56	6	11%	34	61%	30	53.5%	6	11%

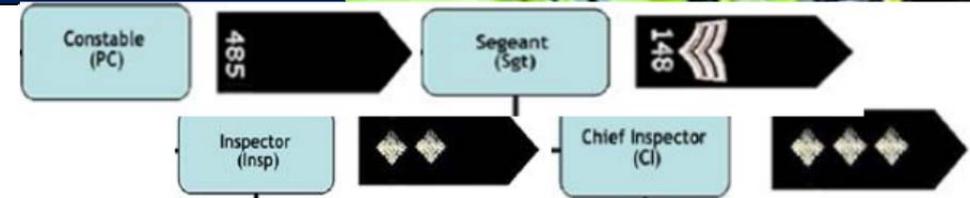
*Workforce representation of Volunteers by Division/Department by Race Gender, and Age Band as of 01/01/18*

# Objective 5-

*We will create an inclusive and positive working environment for our policing family, reflecting the communities we serve.*



## Police officer rank information and years of service.



**Data Limitations:**

Ethnicity is self-defined with the HR self-service system.

**Data Range:**

January 2018

**Exceptions:**

20% of Chief Superintendents are from BME backgrounds, which is the highest BME representation out of all the ranks.

**Comments:**

National Police Chiefs Council (NPCC) formally known as ACPO is our Chief Executive team which in Derbyshire is Chief Constable, Deputy Chief Constable, Assistant Chief Constable x 2 and Director of Finance & Business Services

*Police Officer, representation by Rank, race and sex as of 01/01/18*

*Police Officer, representation by years of service, race and sex as of 01/01/18*

Rank	Female	Male	% Female	White	BME	Not Stated	% BME	Total
NPCC	0	5	0%	5	0	0	0.0%	5
Ch Supt	1	4	20%	4	1	0	20.0%	5
Supt	5	6	45%	11	0	0	0.0%	11
Ch Ins	3	18	14%	21	0	0	0.0%	21
Ins	17	55	24%	67	5	0	6.9%	72
Sgt	38	207	16%	236	9	0	3.7%	245
Con	531	902	37%	1383	47	3	3.3%	1433
<b>Total</b>	<b>595</b>	<b>1197</b>	<b>33%</b>	<b>1727</b>	<b>62</b>	<b>3</b>	<b>3.5%</b>	<b>1792</b>

Years of Service	Female	Male	% Female	White	BME	Not Stated	% BME	Total
Less than 1 Yr	82	101	81%	175	7	1	11.3%	183
1 to 5 Yrs	71	98	12%	162	7	0	11.3%	169
5 to 10 Yrs	74	129	12%	197	5	1	8.1%	203
10 to 20 Yrs	270	511	45%	755	26	0	41.9%	781
20 to 29 Yrs	87	298	15%	372	12	1	19.4%	385
29th Year	8	49	1%	53	4	0	6.5%	57
30 Yrs +	3	11	1%	13	1	0	1.6%	14
<b>Total</b>	<b>595</b>	<b>1197</b>	<b>33%</b>	<b>1727</b>	<b>62</b>	<b>3</b>	<b>3.5%</b>	<b>1792</b>



*Police Staff, representation by years of service and ethnicity as of January 2018*

Years of Service - Ethnicity	White	BME	N/S	% BME	Total
Less than 1 Year	136	3	2	5.5%	141
1 to 5 Years	288	14	15	25.5%	317
5 to 10 Years	217	13	1	23.6%	231
10 to 20 Years	435	20	0	36.4%	455
20 to 30 Years	159	4	1	7.3%	164
30 Years and Over	81	1	0	1.8%	82
<b>Total</b>	<b>1316</b>	<b>55</b>	<b>19</b>	<b>4.3%</b>	<b>1390</b>

# Objective 5-

*We will create an inclusive and positive working environment for our policing family, reflecting the communities we serve.*

## Police Staff - years of service and diversity representation.

**Source:** HR Database  
**Data Range:** January 2018  
**Data Limitations:** Ethnicity is self-defined with the HR self-service system.  
**Exceptions:** The majority of Police staff 33% has 10 to 20 years' service. 68% of Police staff are female.

*Police Staff, representation by years of service and sex as of January 2018*

Years of Service - Gender	Female	Male	% Female	Total
Less than 1 Year	88	53	9%	141
1 to 5 Years	186	131	20%	317
5 to 10 Years	144	87	15%	231
10 to 20 Years	339	116	36%	455
20 to 30 Years	127	37	13%	164
30 Years and Over	68	14	7%	82
<b>Total</b>	<b>952</b>	<b>438</b>	<b>68%</b>	<b>1390</b>



# Objective 5-

*We will create an inclusive and positive working environment for our policing family, reflecting the communities we serve.*



## PCSO, Special Constables and Volunteers - by years of service and diversity representation.

**Source:** HR Database  
**Data Range:** January 2018  
**Data Limitations:** Ethnicity is self-defined with the HR self-service system.  
**Exceptions:** The majority of PCSO 35% have 10 -20 years' service. Females in this age group account for 20% of all PCSO. 52.5% of special constables have 1-5 years' service. 27% of special constables have joined the force within the last 12 months. In 2014 Derbyshire Constabulary expanded its volunteers policing family from Special Constables and Police Cadets to Police Support Volunteers therefore data is only available for the past 3 years.

*PCSO representation by years of service and sex and ethnicity as of January 2018*

Years of Service - Ethnicity	Female	Male	% Female	White	BME	N/S	% BME	Total
Less than 1 Year	18	24	23%	35	3	4	27.3%	42
1 to 5 Years	9	20	11%	28	1	0	9.1%	29
5 to 10 Years	17	12	22%	26	3	0	27.3%	29
10 to 20 Years	33	26	42%	55	4	0	36.4%	59
20 to 30 Years	2	4	3%	6	0	0	0.0%	6
30 Years and Over	0	2	0%	2	0	0	0.0%	2
<b>Total</b>	<b>79</b>	<b>88</b>	<b>47%</b>	<b>152</b>	<b>11</b>	<b>4</b>	<b>7%</b>	<b>167</b>

*Specials representation by years of service and sex and ethnicity as of January 2018*

Years of Service - Ethnicity	Female	Male	% Female	White	BME	N/S	% BME	Total
Less than 1 Year	18	41	24%	52	6	1	37.5%	59
1 to 5 Years	48	68	65%	109	7	0	43.8%	116
5 to 10 Years	2	19	3%	18	3	0	18.8%	21
10 to 20 Years	5	13	7%	18	0	0	0.0%	18
20 to 30 Years	1	5	1%	6	0	0	0.0%	6
30 Years and Over	0	1	0%	1	0	0	0.0%	1
<b>Total</b>	<b>74</b>	<b>147</b>	<b>33%</b>	<b>204</b>	<b>16</b>	<b>1</b>	<b>7%</b>	<b>221</b>

Years of Service - Ethnicity	Female	Male	% Female	White	BME	N/S	% BME	Total
Less than 1 Year	29	21	36%	43	2	5	28.6%	50
1 to 5 Years	51	30	64%	49	5	27	71.4%	81
<b>Total</b>	<b>80</b>	<b>51</b>	<b>61%</b>	<b>92</b>	<b>7</b>	<b>32</b>	<b>5%</b>	<b>131</b>

*Volunteer representation by years of service and sex and ethnicity as of January 2018*

# Objective 5-

*We will create an inclusive and positive working environment for our policing family, reflecting the communities we serve.*



## Equal pay and job evaluation (police staff)

### Data limitations:

Derbyshire Constabulary has not conducted an equal pay audit due to constraints around lining up payroll system, HR system and Job Evaluation system.

### Comments:

Whilst no equal pay audit has been conducted, a large amount of work has been carried out in this area. The force has a well embedded job evaluation system which is equality compliant following the Equality and Human Rights Commission guidelines, and covers all police staff roles. All posts are formally evaluated. For some roles we do, on occasion, have to review what the market rate is. In these cases we will still evaluate the post and undertake research through various pay surveys to determine an appropriate market forces rate. However, it should be noted that we continue to review these, and in a more recent re- organisation, identified that the market rate paid was no longer appropriate and implemented the evaluated grade for the roles.

One area of risk that was identified a few years ago was that of starting salaries, where there can be a risk of incremental "drift". We have adopted a formal system to ensure that where an enhanced starting salary is requested for a new member of staff, this is subject to certain criteria.

### Consultation:

Over the past few years we have identified areas where allowances have not been paid correctly or have been paid in accordance with outdated terms and conditions. We have undertaken consultation with staff and UNISON and have given notice to staff where these are required to change. In some circumstances it was identified that allowances had not been paid and such allowances were adopted, in other circumstances. Allowances were aligned with Police Staff Terms and Conditions.



**== PAY**

# Objective 5-

*We will create an inclusive and positive working environment for our policing family, reflecting the communities we serve.*



## Gender Pay Gap

<b>Source:</b>	HR Database (payrole)
<b>Data Range:</b>	January 2018
<b>Comments:</b>	<p>Gender Pay reporting within the Equality Act 2010 legislation requires employers with 250 or more employees to publish statutory calculations each year, showing what the pay gap is between men and women within their organisation.</p> <p><b>Note:</b> Gender pay gap reporting is different to that of equal pay. It is unlawful to pay people unequally because of their gender. Police Officer salaries are set out by rank, which are approved by the Home Secretary following a recommendation from the Police Remuneration Review Body.</p> <p>The Gender Pay Gap is an equality measure that shows the difference in average earnings between men and women across the combined workforce of police officers and police staff. It is calculated using two methods of “average” pay across quartiles:</p> <ul style="list-style-type: none"><li>• Mean: the whole range expressed as an average and</li><li>• Median : the mid-point in the range</li></ul> <p>The way the gender pay gap is calculated is prescribed in the Gender Pay Gap Reporting Requirements 2017, so all organisations with over 250 employees report on data in the same way. This enables realistic comparisons across sectors and like organisations.</p>
<b>Exceptions:</b>	<p>While the force is of course committed to equal pay for equal work, an over-representation of men in higher ranking positions – together with more men having been employed for longer periods - means a 5% gap exists in average police officer pay.</p> <p>An over-representation of women in positions where the salary grade is lower accounts for an average gap of 11.6% in Police Staff. The overall gap across all officers and staff stands at 16.1%.</p> <p>When comparing male police officers with female police officers we compare the same rate of pay at each rank which is a like for like comparison. Similarly male and female police staff pay compared at each pay grade have the same rate of pay. Again, this is very much a like for like comparison. When police officers and police staff are combined we are no longer comparing male and female employees on the same terms and conditions. This combined with the gender mix of our workforce has the effect of distorting our overall pay gap.</p> <p>Quartile data : Quartile 1 is heavily populated by women, whilst Quartile 3 and Quartile 4 are more heavily populated by men. Quartile 2 is more evenly split.</p> <p>This means that there are more men than women in senior posts in the organisation.</p> <p>Police officer terms and conditions are set nationally by the Government based on recommendations from the independent Police Remuneration Review Body (PRRB) and are bound by Police Regulations. Salary ranges are determined in accordance with rank and length of service. Men have traditionally dominated the police officer workforce and this is supported by the figures here in Derbyshire which show that 69.3% of police officers are male.</p> <p>Over recent years we have recruited more females into police officer roles however men typically have longer service and are therefore paid more because of annual pay awards based on time served.</p> <p>Conversely the police staff workforce is predominantly female who make up 65.7% of that group of staff. Salary ranges are determined through an industry standard job evaluation scheme which offers a systematic way of comparing different jobs in an organisation to establish their relative worth and position on pay scales. Due to the nature of most police staff roles, they attract a lower rate of pay than police officers.</p>

# Objective 5-

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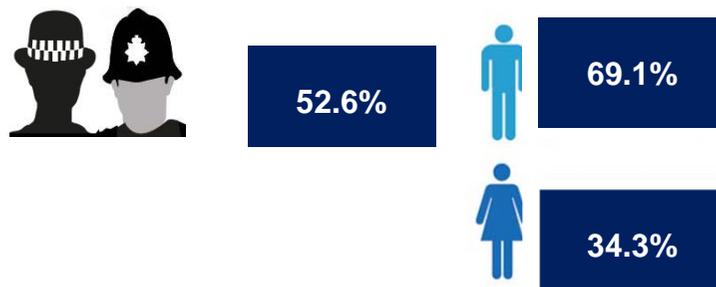
Mean Gender Pay Gap

	Mean Hourly Pay	Pay Gap
Officers - Male	£18.31	<b>5.0%</b>
Officers - Female	£17.38	
Staff - Male	£14.45	<b>11.6%</b>
Staff - Female	£12.78	
All staff - Male	£17.12	<b>16.1%</b>
All staff - Female	£14.36	

Median Gender Pay Gap

	Median Hourly Pay	Pay Gap
Officers - Male	£18.27	<b>0.0%</b>
Officers - Female	£18.27	
Staff - Male	£13.02	<b>10.8%</b>
Staff - Female	£11.61	
All staff - Male	£18.27	<b>28.8%</b>
All staff - Female	£13.02	

Police Officer representation (whole organisation) and gender split



Police Staff representation (whole organisation) and gender split



# Objective 5-

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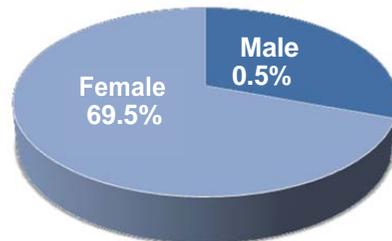
## Quartile Information

This is a list of the hourly pay rate of all the organisation's full-pay relevant employees in the pay period that covers the snapshot date.

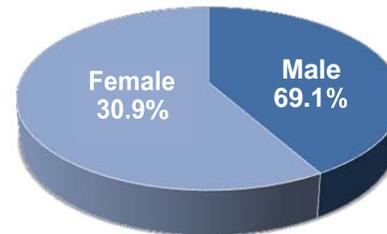
This is then divided into 4 quartiles, with an equal number of employees in each section. From highest paid to lowest paid, these quartiles are the :

- lower quartile (1)
- lower middle quartile (2)
- upper middle quartile (3)
- upper quartile (4)

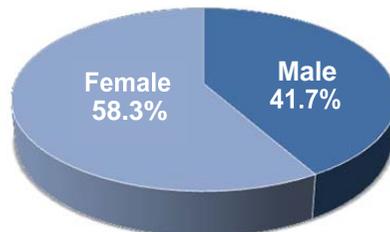
Quartile 1



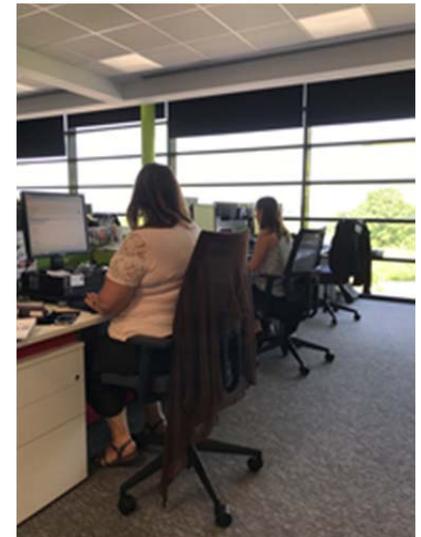
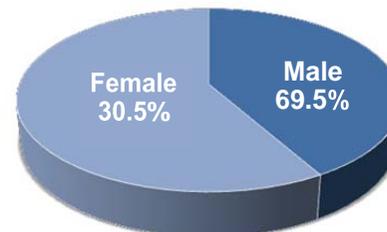
Quartile 3



Quartile 2



Quartile 4



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## Police officer recruitment campaign

<b>Source:</b>	HR Service Centre from data recorded during the 2017 recruitment campaign.
<b>Date range:</b>	2017 recruitment campaign
<b>Comments:</b>	<p>The last police officer recruitment campaign was in May - September 2017. Initial application was by a link on the Derbyshire Constabulary website for applicants to access the online registration and provide their full contact details. They were then asked to complete a number of online assessments as follows:-</p> <p><b>Stage One - Eligibility Test</b> -an online self-selection measure in the form of a realistic job preview. Candidates were presented with information about potentially challenging parts of the police officer role and were given a multiple choice format of responses. They were provided with on screen feedback which indicates their suitability for the role.</p> <p><b>Application Form</b> - candidates who pass the three stages of the online assessment and score well will then be offered an application form to apply to join our force. The top-performing candidates will go forward to the next stage of the process, which will be an interview. This process includes Competency Based Questions. (CBQ)</p> <p><b>National Assessment Centre</b> - candidates who pass and who are selected after the in-force interview will be invited to attend the national assessment centre.</p>
<b>Intakes</b>	<p>From the original 4456 applicants, 1706 completed applications were received. 1544 were sent to the CBQ stage with a 28.2% (435) pass rate. 406 (93.3%) were invited to interview and 278 (68.5%) passed.</p> <p>267 attended assessment centre and 231(86.5%) passed.</p>
<b>Future recruitment</b>	Police Officer recruitment is currently being reviewed and further intakes and recruitment campaigns may be scheduled.
<b>Positive action:</b>	<p>Derbyshire Constabulary has a strong commitment to equality and diversity both within the organisation and in the service we provide. We aim to employ a representative workforce that reflects the communities we serve.</p> <p>In order to provide a high level of service, we encourage applications from under- represented groups and we are proud to pursue a policy of 'positive action' in an attempt to achieve this.</p>
<b>Data limitations:</b>	Data is available for the number of candidates as they pass each stage of the process. However this does not reflect failure rate at each stage as candidates can leave the process at any stage.
<b>Exceptions:</b>	Of the 102 BME candidates sent to CBQ 36 (35.3%) were successful compared to white/white other candidates where 1345 candidates were sent to CBQ and 373 candidate passed (27.7%). Of the successful candidates at assessment centre 7.8% are BME.

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Application Forms Received to Date						
2017 PO Applicants		Applications Started	% Split of Applications Started	Completed Applications Received	% of Applications Received	% split of Applications Received
All Applicants		4456		1706	38.3%	
Gender	Male	936	21.0%	931	99.5%	54.6%
	Female	437	9.8%	436	99.8%	25.6%
	Intersex	246	5.5%	243	98.8%	14.2%
	Transgender	4	0.1%	4	100.0%	0.2%
	Transsexual	9	0.2%	9	100.0%	0.5%
	Prefer Not to Say / Blank	2824	63.4%	83	2.9%	4.9%
Ethnicity	BME	108	2.4%	108	100.0%	6.3%
	Other White	33	0.7%	33	100.0%	1.9%
	White	1464	32.9%	1455	99.4%	85.3%
	Not disclosed/Blank	2851	64.0%	110	3.9%	6.4%
Sexuality	Heterosexual	1463	32.8%	1455	99.5%	85.3%
	LGBT	109	2.4%	109	100.0%	6.4%
	Prefer Not to Say/Blank	2884	64.7%	142	4.9%	8.3%
Disability	Has Disability	42	0.9%	42	100.0%	2.5%
	No Disability	1582	35.5%	1573	99.4%	92.2%
	Prefer Not to Say / Blank	2832	63.9%	91	3.2%	5.3%
Age	18-24	773	17.3%	768	99.4%	45.0%
	25-34	675	15.1%	674	99.9%	39.5%
	35-44	157	3.5%	156	99.4%	9.1%
	45-54	27	0.6%	27	100.0%	1.6%
	Over55	1	0.0%	1	100.0%	0.1%
	Prefer Not to Say / Blank	2823	63.4%	80	2.8%	4.7%

# Objective 5-

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CBQ Application Forms received						
2017 PO Applicants		Sent to CBQ	% Split of Allocation	Passed CBQ	% of CBQ Pass	% split of CBQ Passes
All Applicants		1544		435	28.2%	
Gender	Male	835	54.1%	242	29.0%	55.6%
	Female	404	26.2%	125	30.9%	28.7%
	Intersex	219	14.2%	44	20.1%	10.1%
	Transgender	3	0.2%	1	33.3%	0.2%
	Transsexual	9	0.6%	2	22.2%	0.5%
	Prefer Not to Say / Blank	74	4.8%	21	28.4%	4.8%
Ethnicity	BME	102	6.6%	36	35.3%	8.3%
	Other White	33	2.1%	12	36.4%	2.8%
	White	1312	85.0%	361	27.5%	83.0%
	Not disclosed/Blank	97	6.3%	26	26.8%	6.0%
Sexuality	Heterosexual	1318	85.4%	366	27.8%	84.1%
	LGBT	98	6.3%	29	29.6%	6.7%
	Prefer Not to Say/Blank	128	8.3%	40	31.3%	9.2%
Disability	Has Disability	37	2.4%	12	32.4%	2.8%
	No Disability	1424	92.2%	404	28.4%	92.9%
	Prefer Not to Say / Blank	83	5.4%	19	22.9%	4.4%
Age	18-24	705	45.7%	180	25.5%	41.4%
	25-34	599	38.8%	189	31.6%	43.4%
	35-44	141	9.1%	39	27.7%	9.0%
	45-54	26	1.7%	8	30.8%	1.8%
	Over55	1	0.1%	0	0.0%	0.0%
	Prefer Not to Say / Blank	72	4.7%	19	26.4%	4.4%

# Objective 5-

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Invite to Interview Stage						
	2017 PO Applicants	Passed CBQ	% Split of Allocation	Invited to Interview	% Invited to Interview	% split of People Invited to Interview
	All Applicants	435		406	93.3%	
Gender	Male	242	55.6%	223	92.1%	54.9%
	Female	125	28.7%	121	96.8%	29.8%
	Intersex	44	10.1%	40	90.9%	9.9%
	Transgender	1	0.2%	1	100.0%	0.2%
	Transsexual	2	0.5%	2	100.0%	0.5%
	Prefer Not to Say / Blank	21	4.8%	19	90.5%	4.7%
Ethnicity	BME	35	8.3%	32	88.9%	7.9%
	Other White	12	2.8%	12	100.0%	3.0%
	White	361	83.0%	338	93.6%	83.3%
	Not disclosed/Blank	26	6.0%	24	92.3%	5.9%
Sexuality	Heterosexual	366	84.1%	341	93.2%	84.0%
	LGBT	29	6.7%	29	100.0%	7.1%
	Prefer Not to Say/Blank	40	9.2%	36	90.0%	8.9%
Disability	Has Disability	12	2.8%	10	83.3%	2.5%
	No Disability	404	92.9%	379	93.8%	93.3%
	Prefer Not to Say / Blank	19	4.4%	17	89.5%	3.2%
Age	18-24	180	41.4%	172	95.6%	42.4%
	25-34	189	43.4%	174	92.1%	42.9%
	35-44	39	9.0%	36	92.3%	8.9%
	45-54	8	1.8%	7	87.5%	1.7%
	Over55	0	0.0%	0	0.0%	0.0%
	Prefer Not to Say / Blank	19	4.4%	17	89.5%	4.2%

# Objective 5-

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Interview Stage						
2017 PO Applicants		Invited to Interview	% Split of Allocation	Passed Interview	% of Interview Passes	% split of Interview Passes
All Applicants		406		278	68.5%	
Gender	Male	223	51.3%	150	67.3%	54.0%
	Female	121	27.8%	89	73.6%	32.0%
	Intersex	40	9.2%	26	65.0%	9.4%
	Transgender	1	0.2%	1	100.0%	0.4%
	Transsexual	2	0.5%	1	50.0%	0.4%
	Prefer Not to Say / Blank	19	4.4%	11	57.9%	4.0%
Ethnicity	BME	32	7.9%	2	68.8%	7.9%
	Other White	12	3.0%	9	75.0%	3.2%
	White	338	83.3%	232	68.6%	83.5%
	Not disclosed/Blank	24	5.9%	15	62.5%	5.4%
Sexuality	Heterosexual	341	84.0%	236	69.2%	84.9%
	LGBT	29	7.1%	22	75.9%	7.9%
	Prefer Not to Say/Blank	36	8.9%	20	55.6%	7.2%
Disability	Has Disability	10	2.5%	8	80.0%	2.9%
	No Disability	379	93.3%	261	68.9%	93.9%
	Prefer Not to Say / Blank	17	4.2%	9	52.9%	3.2%
Age	18-24	172	42.4%	117	68.0%	42.1%
	25-34	174	42.9%	125	71.8%	45.0%
	35-44	36	8.9%	25	69.4%	9.0%
	45-54	7	1.7%	2	28.6%	0.7%
	Over55	0	0.0%	0	0.0%	0.0%
	Prefer Not to Say / Blank	17	4.2%	9	52.9%	3.2%

# Objective 5-

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Assessment Centre		2017 PO Applicants	Attended Assessment Centre	% Split of Allocation	Passed Assessment Centre	% of Assessment Centre Pass	% split of Assessment Centre Passes
All Applicants							
All Applicants		267			231	86.5%	
Gender	Male	146	54.7%		129	88.4%	55.8%
	Female	84	31.5%		74	88.1%	32.0%
	Intersex	25	9.4%		18	72.0%	7.8%
	Transgender	1	0.4%		1	100.0%	0.4%
	Transsexual	1	0.4%		1	100.0%	0.4%
	Prefer Not to Say / Blank	10	3.7%		8	80.0%	3.5%
Ethnicity	BME	21	7.9%		18	85.7%	7.8%
	Other White	9	3.4%		4	44.4%	1.7%
	White	222	83.1%		196	88.3%	84.8%
	Not disclosed/Blank	15	5.6%		13	86.7%	5.6%
Sexuality	Heterosexual	227	85.0%		195	85.9%	84.4%
	LGBT	20	7.5%		18	90.0%	7.8%
	Prefer Not to Say/Blank	20	7.5%		18	90.0%	7.8%
Disability	Has Disability	7	2.6%		6	85.7%	2.6%
	No Disability	251	94.0%		218	86.9%	94.4%
	Prefer Not to Say / Blank	9	3.4%		7	77.8%	3.0%
Age	18-24	113	42.3%		91	80.5%	39.4%
	25-34	120	44.9%		110	91.7%	47.6%
	35-44	23	8.6%		21	91.3%	9.1%
	45-54	2	0.7%		2	100.0%	0.9%
	Over55	0	0.0%		0	0.0%	0.0%
	Prefer Not to Say / Blank	9	3.4%		7	77.8%	3.0%

# Objective 5-

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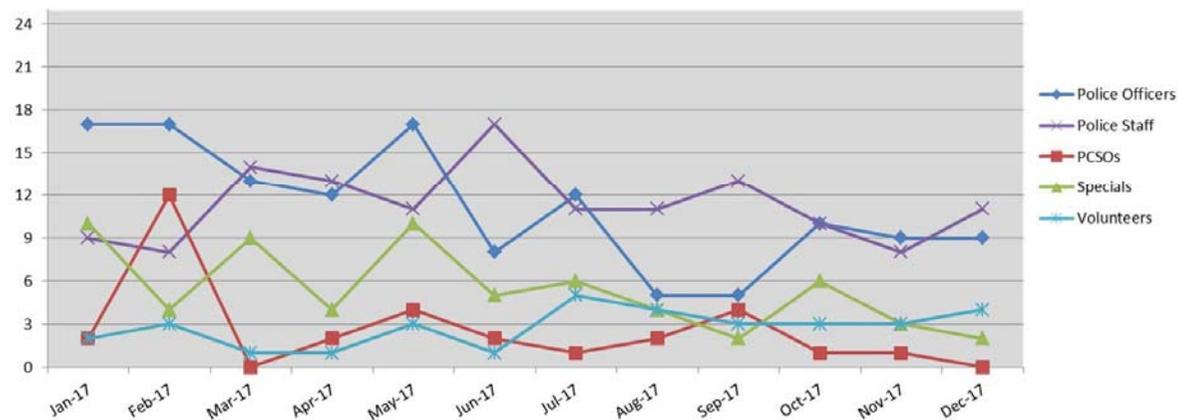


## Leavers (officer, staff and special constables)

**Source:** Data taken from HR System  
**Date range:** 01/01/17 – 31/12/17  
**Exceptions:** Police Staff represent the highest number of leavers for this period (34%).

Turnover - 12 months	Jan-17	Feb-17	Mar-17	Apr-17	May-17	Jun-17	Jul-17	Aug-17	Sep-17	Oct-17	Nov-17	Dec-17	Total	Avg. per month
Police Officers	17	17	13	12	17	8	12	5	5	10	9	9	134	11
Police Staff	9	8	14	13	11	17	11	11	13	10	8	11	136	11
PCSOs	2	12	0	2	4	2	1	2	4	1	1	0	31	3
Specials	10	4	9	4	10	5	6	4	2	6	3	2	65	5
Volunteers	2	3	1	1	3	1	5	4	3	3	3	4	33	3

**All Turnover - 12 months (headcount)**



# Objective 5-

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## Reasons for leaving (officer, staff, PCSO and special constables)

- Source:** HR Performance Report  
**Data range:** January 2018  
**Comments:** The information has been included to show the number of leavers and their reasons for leaving. It does not include the break down by protected characteristics.  
**Working towards:** Improving exit interview data to widen the quantity and quality of data captured.  
**Exceptions:** Higher proportions of disabled officers retired medically or due to length of service – this is an expected finding. Early retirement of police officers indicates a transfer to another force.

Reasons for Leaving	Agency / Special - Joined Staff	Died	Dismissed	End of Contract	Joined Other Force	Joined Regulars	Personal Reasons	Redundancy - Compulsory	Redundancy - Voluntary	Resignation	Retired / Resigned Medically	Retirement	Early Retirement	Retirement 30 Years Service	Total
Police Officers	0	3	7	0	17	0	1	0	0	16	11	7	17	55	134
Police Staff	6	1	1	18	1	10	0	2	3	65	2	16	5	5	135
PCSO	0	0	1	0	7	14	0	0	0	9	0	1	0	0	32
SPEC	1	0	0	0	1	14	3	0	0	46	0	0	0	0	65
VOL	0	0	0	0	0	1	3	0	0	29	0	0	0	0	33
<b>Total</b>	<b>7</b>	<b>4</b>	<b>9</b>	<b>18</b>	<b>26</b>	<b>39</b>	<b>7</b>	<b>2</b>	<b>3</b>	<b>165</b>	<b>13</b>	<b>24</b>	<b>22</b>	<b>60</b>	<b>399</b>
<b>% of leavers</b>	<b>2%</b>	<b>1%</b>	<b>2%</b>	<b>5%</b>	<b>7%</b>	<b>10%</b>	<b>2%</b>	<b>1%</b>	<b>1%</b>	<b>41%</b>	<b>3%</b>	<b>6%</b>	<b>6%</b>	<b>15%</b>	

# Objective 5-

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## Restricted and Adjusted Duties (officers and staff)

**Source:** Gateway (HR self-service system)  
**Date range:** 01/4/17-31/03/18

On 1 April 2015 amendments to Police Regulations were passed through Parliament in line with Winsor's recommendations concerning how restricted duties are managed for police officers. Home Office circular 010/2015 published Annex EE came into effect on 01 May 2015. This outlines the new categories of Limited Duties (formally known as Restricted and Recuperative Duties) and the definitions of each. These are:

**Recuperative Duties** – defined as duties falling short of full deployment, undertaken by a police officer following an injury, accident, illness or medical incident, during which the officer adapts to and prepares for a return to full duties and the full hours for which they are paid.

**Adjusted Duties** – defined as duties falling short of full deployment, in respect of which workplace adjustments have, where necessary, been made to overcome barriers to working.

**Management Restricted Duties** – defined as duties to which an officer is allocated in circumstances where information and/or serious concerns have come to light which questions the suitability of an officer to remain in their current post.

**Restricted Maternity:** restrictions in place for protection due to pregnancy.

**Recuperative:** short-term restriction whilst recovering from minor/short-term injury or illness.

**Restricted Duties:** for longer restrictions whilst active investigation is on-going into illness/injury and ability to perform duties.

**Adjusted A20:** (for Police Officers only). Following H1 medical process, it has been determined that the illness/injury means the role of a Police Officer can no longer be performed and another position has to be found for this person.

**Exceptions:** In total, 78% of staff on adjusted duties are Police Officers and 22 % of Police Staff (including PCSO).  
3% of all Police Officers are on adjusted duties.

*No of staff on adjusted duties*



Adjusted Duties	
Police Officer	52
Staff	11
PCSO	4
<b>Total</b>	<b>67</b>



# Objective 5-

We will create an inclusive and positive working environment for our policing family, reflecting the communities we serve.

## Reasonable Adjustments (staff and officers)

- Source:** Gateway (HR self-service system)
- Date Range:** As of March 2018
- Data Limitations:** Many reasonable adjustment arrangements are informal and have not been recorded on the HR system. The availability of the recording of this data has just been introduced therefore figures will not represent the true picture.
- Comments:** Reasonable adjustments relate to the number of staff with a particular protected characteristic who are recorded as having a reasonable adjustment in place. Managers and staff are encouraged to record reasonable adjustments. Staff do not have to have a disability to have a reasonable adjustment put in place.
- Exceptions:** Data capture of those who have reasonable adjustments in place is based on entry of data on to HR system. This does not take account of any informal adjustments

No of staff by gender with a reasonable adjustment

Restricted Duties	
Female	25
Male	27
<b>Total</b>	<b>52</b>





# Objective 5-

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## Maternity Leave- Police Officers and Staff

**Source:** HR Performance Report  
**Date range:** March 2018  
**Comments:** Data includes PCSO. Data does not include those off on Adoption Leave

*No of staff on maternity leave as of 31<sup>st</sup> March 2018*

Maternity Leave	
Police Officers	19
Police Staff	25
PCSO	2
<b>Total</b>	<b>46</b>



## Maternity Mentors

Both Divisions have supported the development of maternity mentors.

This role is to support officers and staff when restricted due to pregnancy and when off work for a period of time through maternity, paternity, shared parental and adoption leave.

The purpose and aim of the role is to work alongside line managers to make sure that officers and staff are:

- supported through their pregnancy,
- have a clear understanding and access to development opportunities
- ensure realistic and balanced discussions take place around return to work, providing a consistent approach

# Objective 5-

*We will create an inclusive and positive working environment for our policing family, reflecting the communities we serve.*



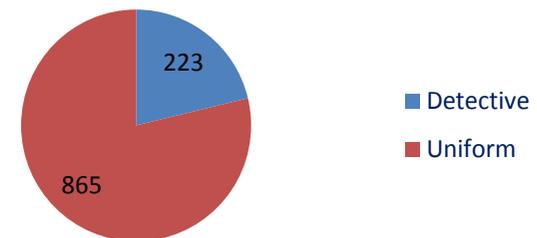
## Police Officer Job Related Fitness Tests (JRFT)

**Source:** HR Performance Report  
**Date range:** 01/04/17-31/03/18  
**Comments:** Job related (in service) fitness testing has been an operational requirement within the force since September 2014. In service fitness testing was an initial recommendation of Winsor (Part 2), in line with police reform. National research from Gender Agenda 3 showed that there is a perceived negative impact that JRFT has upon female officers, older officers, disabled officers as well as officers with conditions which fall short of a disability  
**Exceptions:** **Overall** - 98% of the 1108 Police Officers who have taken the fitness test during the past 12 months have passed. **Female** 5% of 301 female Police Officers failed compared to 0.49% of 807 males. **Age** - 3% of the 93 Officers aged 51 and over failed the fitness test compared to 0% of the 115 Officers aged 18-30. More females aged over 31 failed the test than male officers.

01-Apr-17 to 31-Mar-18				
Rank	Passed	Failed	% Total Failed	Total
Supt	2	0	0%	2
Ch Ins	2	0	0%	2
Det Ch Ins	2	0	0%	2
Ins	21	0	0%	21
Det Ins	15	0	0%	15
Sgt	108	1	1%	109
Det Sgt	43	0	0%	43
Con	732	14	2%	746
Det Con	163	5	3%	168
<b>Total</b>	<b>1088</b>	<b>20</b>	<b>2%</b>	<b>1108</b>

01-Apr-17 to 31-Mar-18				
Police Officer:	Passed	Failed	% Total Failed	Total
Detective	223	5	2%	228
Uniform	865	15	2%	846
<b>Total</b>	<b>1088</b>	<b>20</b>	<b>2%</b>	<b>1108</b>

### Passed



# Objective 5-

*We will create an inclusive and positive working environment for our policing family, reflecting the communities we serve.*



01-Apr-17 to 31-Mar-18				
Department	Passed	Failed	% Total Failed	Total
North Div	378	11	3%	389
South Div	336	7	2%	343
Ops Supp	187	1	0.5%	188
Crime Supp	95	0	0%	95
Criminal Justice	9	0	0%	9
IS	4	0	0%	4
Regional Units	54	1	2%	55
PSD	4	0	0%	4
Corporate Services	2	0	0%	2
Secondment	4	0	0%	4
HR (Exc. Students)	15	0	0%	15
<b>Total</b>	<b>1088</b>	<b>20</b>	<b>1%</b>	<b>1108</b>

01-Apr-17 to 31-Mar-18				
Age Band	Passed	Failed	% Total Failed	Total
18-30	114	1	0%	115
31-40	476	9	1%	485
41-50	383	9	1%	392
51-55	106	1	3%	107
55+	9	0	0%	9
<b>Total</b>	<b>1088</b>	<b>11</b>	<b>1%</b>	<b>1108</b>

01-Apr-17 to 31-Mar-18				
Gender	Passed	Failed	% Total Failed	Total
Female	285	16	5%	301
Male	803	4	0.49%	807

01-Apr-17 to 31-Mar-18					
Gender	Total	18-30	31-40	41-50	51-55
Female	16	1	8	6	1
Male	4		1	3	



# Objective 5-

We will create an inclusive and positive working environment for our policing family, reflecting the communities we serve.

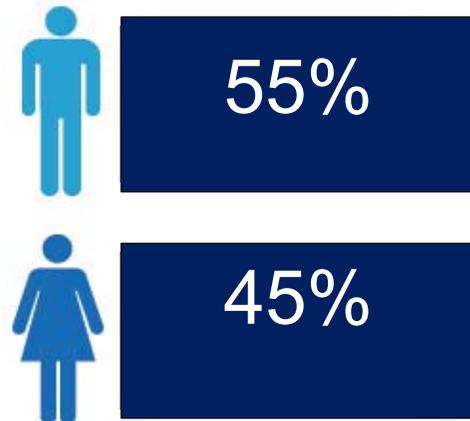


## Dispute resolution and employment tribunals (staff and officers)

- Comments:** Data in relation to employment tribunals covers a nine year period 2009-2018 (01/01/09 – 31/03/18) and relates to all staff, officers and applicants. Note that the complainant may have lodged more than one grievance (known as dispute resolution) or brought about more than one employment tribunal, over the period. Also some dispute resolutions may lead to an employment tribunal; the dispute resolution is still counted.  
Data in relation to dispute resolution covers the period 23/03/2017 – 12/04/2018
- Exceptions:** There is a representative mix of female and male staff and officers represented in the data, compared to the workforce.

Employment tribunals cases (all staff and ex-employees) 2009-2018 including a sex and race breakdown

	Total	White	BME	% BME	Male	Female	% Female
<b>Employment Tribunal</b>	40	31	9	22.5%	22	18	45%



Dispute resolution cases (all staff and ex-employees) 23/3/17 - 12/04/2018

	Total	White	BME	Male	Female
<b>Dispute Resolution Completed</b>	6	6	0	2	4
<b>Dispute Resolution Live</b>	10	9	1	6	4

# Objective 5-

*We will create an inclusive and positive working environment for our policing family, reflecting the communities we serve.*



## Viewpoint Staff Survey

The Force carried out a full employee survey called Viewpoint in Between June and July 2017. Previous viewpoint surveys were carried on in 2013 and 2015.

This force wide survey seeks staff thoughts on all aspects of the organisation, canvassing their opinions on their career and development, their work climate, how they are paid and the recognition they receive. It also looks at communications in their own departments and their thoughts on how they are managed from the top down.

In 2013 42% of the workforce responded and in 2015, 39% of the workforce responded to the survey.

This time 1,786 (47%) of those invited completed the survey. This gave a good indication as to the force's thoughts and feelings. To ensure that the data was understood, detailed analysis was carried out on the results to identify if there were any trends with specific groups of employees.

Some key themes from Viewpoint were that the majority 98% believe in the force's values. 92% were proud to work for the organisation and 88% saw Derbyshire Constabulary as a good place to work. An overarching action plan was created along with all divisions and departments creating a local action plan based on key themes. Considerable work has taken place to ensure where the force does well this is retained and where there is room for improvement that this addressed.

Some key areas that have been addressed are:

- All divisions and departments received a full breakdown of their results
- HR Business partners will work with divisions and departments in identifying best practice and the potential for improvements
- A number of focus groups looking at key areas
- Talkback will focus on both areas where we are doing well and those where we can improve
- The results will be fed into our planning cycle
- There will be regular communication around progress

The logo for the Viewpoint Staff Survey. The word "viewpoint" is written in a lowercase, sans-serif font. The letter "v" is in a light blue color, and the letter "i" is in a dark blue color. The letter "o" is replaced by a blue circle with a white center, resembling a target or a lens. The rest of the letters "viewpoint" are in black.



# Objective 5-

We will create an inclusive and positive working environment for our policing family, reflecting the communities we serve.

Respondents by Gender



Highest level of agreement (Top Ten)

Rank 2017	Statement	Percent agreed
1	I believe in the force's values	98
2	When I do my job, I always put the victim/customer first	97
3	I work as part of a good team	94
4	My line manager trusts me to do my job well	93
5	I think that good performance should be rewarded	93
6	I am proud to work for Derbyshire Constabulary	92
7	My line manager treats me fairly	91
8	I believe that my role and the work I do makes a difference to the residents of and people who visit Derbyshire	89
9	Overall, Derbyshire Constabulary is a good place to work	88
10	My line manager demonstrates the organisational values	88

Respondents by role (Police Officer and Police Staff)



# Glossary



<b>Age</b>	This refers to a person belonging to a particular age group, which can mean people of the same age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds, or people over 50).
<b>BME:</b>	Black Minority Ethnic. Using 16+1 race breakdown, this includes Asian or Asian British: (Indian, Pakistani, Bangladeshi and any other Asian background); Black or Black British: (Caribbean, African and any other Black background); Mixed: (White and Black Caribbean, White and Black African, White and Asian any other mixed background and Other (Chinese and any other ethnic group). Those in italic, along with 'white' and 'not stated' comprise the 5+1 collapsed race breakdown. It is an aspiration to move towards 18+1 race categories which includes gypsy travellers (under white) and Arab group (under oOther), whilst Chinese is moved to Asian. This will reflect the Census 2011 breakdown.
<b>Crimes and Incidents:</b>	Incidents relate to calls for service from members of the public that are recorded on force systems (note that not all calls are converted to an incident). Some incidents will result in a crime, should this meet the victim or callers wishes and/or meet the Crime Recording Standards as a notifiable offence. Some calls to the police are not notifiable offences for example a road traffic incident or stray animals causing a road obstruction.
<b>Disability</b>	A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.
<b>Equality Impact Assessment:</b>	An EIA is a tool that helps public authorities make sure their policies, functions and projects, and the way they are carried out, do what they are intended to do equally for everybody. Carrying out an EIA involves systematically assessing the likely (or actual) effects of our policies, functions and projects on people in respect of their protected characteristics. This also includes looking for opportunities to promote equality that have previously been missed or could be better used, as well as how negative or adverse impacts can be removed or mitigated where possible.
<b>Flexible Working Arrangements:</b>	All employees within Derbyshire Constabulary have the right to request a change to their working patterns or hours. Examples of flexible working arrangements are compressed hours (working the same number of hours in fewer days), working some or all of the time from home or working purely in term time.
<b>Hate incident/crime:</b>	A hate incident/crime is any incident or crime which is perceived by the victim, or any other person, to be motivated by a hostility or prejudice, based upon: Race/Ethnicity, Religion or belief, Disability, Sexual orientation, Transgender identity or Alternative Subculture i.e. Goths etc.
<b>Gender Reassignment:</b>	The process of changing or transitioning from one gender to another.
<b>LGB:</b>	People who identify themselves as Lesbian Gay and Bisexual

# Glossary



<b>LGB&amp;T:</b>	People who identify as Lesbian, Gay, Bisexual and Transgender
<b>Listening to you</b>	The police force and the office of the Police and Crime Commissioner (previously known as the police authority) jointly undertake annual face-to-face consultation with Derbyshire communities at a range of venues across the county. The public are consulted on what matters to them in terms of policing
<b>Marriage and Civil Partnership:</b>	Marriage and civil partnership means someone who is legally married or in a civil partnership. Marriage can either be between a man and a woman, or between partners of the same sex. Civil partnership is between partners of the same sex.
<b>Positive outcome:</b>	<p>Positive outcomes are made up of sanction detections and restorative disposals.</p> <p>Sanction detections are comprised of: cannabis warnings, charges, cautions, reprimands, summons, final warning, fixed penalty notice or offences taken into consideration.</p> <p>Restorative disposals are crimes that have been resolved involving both the victim and offender and encourage the offender to repair the harm they have done. This may involve, for example a written or verbal apology, or financial compensation.</p> <p>The Home Office currently only count sanction detections in the official figures whilst several forces, including Derbyshire, pilot the use of restorative disposals.</p>
<b>Positive Action</b>	<p>Positive action is a range of lawful actions that seek to overcome or minimise disadvantages in employment opportunities that people who share a protected characteristic have experienced, or to meet their different needs. Section 159 of the Equality Act 2010 allows employers to use Positive Action in recruitment and promotion.</p> <p>Positive action is often confused with positive discrimination. Positive action does not mean people will be recruited simply because of their race, sex or sexual orientation. This is 'positive discrimination' which is unlawful. Applicants are recruited based on merit.</p>
<b>Pregnancy and Maternity:</b>	Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.
<b>Protected Characteristics:</b>	<p>The protected characteristics, covered by the Equality Act 2010 are:</p> <ul style="list-style-type: none"> <li>• Age</li> <li>• Disability</li> <li>• Gender Reassignment</li> <li>• Marriage and Civil Partnership</li> <li>• Pregnancy and Maternity</li> <li>• Race</li> <li>• Religion and Belief</li> <li>• Sex</li> <li>• Sexual Orientation</li> </ul>

# Glossary



<b>Race</b>	Refers to the protected characteristic of race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.
<b>Religion or Belief</b>	Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.
<b>Racial/Religious Motivated Offences:</b>	Crimes where a racial or religious element has been noted
<b>Sex/Gender</b>	This is a protected characteristic. It refers to whether a person is a man or a woman (of any age).
<b>Sexual Orientation</b>	Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.
<b>Staff Support Networks:</b>	Derbyshire Constabulary has in place a number of support networks, specifically for those who have, or have an interest in, a particular protected characteristic. The networks locally cover each of the following individual areas: Lesbian Gay Bisexual, Christian, Disability, Black Minority Ethnic and Sex. National Police Associations cover a broader range of areas.
<b>Stop and search:</b>	Police officers have a legal power to stop and then search people either on foot or in a vehicle if they have reasonable grounds to suspect that the person is in illegal possession of stolen or prohibited articles. It is a legal power under Section 1(2) of the Police and Criminal Evidence Act, 1984.
<b>Taser:</b>	'Taser' is a brand name and is an electroshock weapon introduced for police use as a non-lethal method of dealing with potentially dangerous people.
<b>White:</b>	Under the 16+1 race breakdown, 'white' covers the following ethnic groups: white British, white Irish and any other white background. Under the Census 18+1 breakdown this also includes gypsy traveller groups. It would be an aspiration to capture 'gypsy traveller',



If you require more information, a printed copy  
An alternative language document or  
a different format please contact:

Head of Equality Unit  
Derbyshire Constabulary Headquarters  
Butterley Hall • Ripley • Derbyshire • DE5 3RS  
101 • In an emergency, always dial 999

[www.derbyshire.police.uk](http://www.derbyshire.police.uk)

Contact numbers for people who are Deaf and Hard of Hearing

Police SMS Text 07800 002414

Police SMS email form: [deatSMS@derbyshire.pnn.police.uk](mailto:deatSMS@derbyshire.pnn.police.uk)

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# STRATEGIC PRIORITIES ASSURANCE BOARD

<b>REPORT TITLE</b>	DECISIONS TAKEN BUT NOT YET REPORTED TO THE STRATEGIC PRIORITIES ASSURANCE BOARD
<b>REPORT BY</b>	CHIEF EXECUTIVE
<b>DATE</b>	26 NOVEMBER 2018

## PURPOSE OF THE REPORT

The attachment is a formal record of the Decisions that have been taken by the Commissioner that have not yet been included on a Strategic Priorities Assurance Board agenda.

## ATTACHMENTS

Decision Log 2018 (to date).

## RECOMMENDATIONS

1. To determine if the PCC can gain direct assurance that this area of business is being managed efficiently and effectively

## CONTACT FOR ENQUIRIES

Name: David Peet  
Tel: 0300 122 6000  
Email: [pccoffice@derbyshire.pnn.police.uk](mailto:pccoffice@derbyshire.pnn.police.uk)

**1. OVERVIEW**

- 1.1 The Meetings and General Protocols policy requires that any decision taken by the Commissioner between Strategic Priorities Assurance Board meetings are reported to the next Assurance Board Meeting.
- 1.2 To ensure full transparency around all decisions that have been taken by the Commissioner, the Decision log 2018 is attached which contains hyper-links to each of the decisions that have been taken for that current year.
- 1.3 All decisions made will continue to be published on the Commissioner's website as soon as possible after the decision is made and are therefore available as public information at <http://www.derbyshire-pcc.gov.uk/Public-Information/PCC-Decision-Making.aspx>.

## **Decision Log 2018**

<b>Dec No.</b>	<b>Decision title</b>
<b>1</b>	ANNUAL ALLOWANCE TAX CHARGES – VOLUNTARY SCHEME PAYS
<b>01A</b>	RECOMMENDATION FOR THE AWARD OF CONTRACT FOR THE REFURBISHMENT OF MILLFIELDHOUSE, CODNOR
<b>2</b>	GOVERNANCE BOARD MEETINGS
<b>3</b>	POLICE AND CRIME COMMISSIONER COMMUNITY ACTION GRANT AWARDS – ROUND 2 LARGE GRANTS
<b>4</b>	POLICE AND CRIME COMMISSIONER COMMUNITY ACTION GRANT AWARDS SMALL GRANTS – ROUND 4
<b>5</b>	CAPITAL BUDGET
<b>6</b>	REVENUE BUDGET AND PRECEPT 2018/9
<b>7</b>	APPROVE PRUDENTIAL INDICATORS, MINIMUM REVENUE PROVISION, TREASURY MANAGEMENT & INVESTMENT STRATEGY
<b>7A</b>	AMENDMENT TO DECISION 07/2018
<b>8</b>	AWARD THE CONTRACT FOR THE PROVISION OF SMART AND INTUITIVE IDEA MANAGEMENT SOFTWARE (IDEA DROP)
<b>9</b>	AWARD OF CONTRACT FOR THE PROVISION OF OPERATIONAL CONSULTANCY SERVICES
<b>10</b>	AWARD THE CONTRACT FOR THE PROVISION OF EDGE SWITCH NETWORK EQUIPMENT AND SOFTWARE SUPPORT
<b>11</b>	AWARD THE CONTRACT FOR THE PROVISION OF SERVICING AND REACTIVE MAINTENANCE OF POWER WASHING EQUIPMENT AND CONSUMABLES
<b>12</b>	DISTRIBUTION OF POLICE PROPERTY ACT FUND 2016/17
<b>13</b>	STRATEGY FOR INTERNAL AUDIT 2018/19 TO 2020/21 AND 2018/19 INTERNAL AUDIT PLAN
<b>14</b>	RECOMMENDATION TO AWARD THE CONTRACT FOR THE PROVISION OF A NEW INTRANET SOLUTION.

<b>15</b>	<b>OFFICE RESTRUCTURE</b>
<b>16</b>	<b>DECISION AWAITED</b>
<b>16A</b>	<b>RECOMMENDATION FOR THE AWARD OF CONTRACT FOR THE SUPPLY OF CONSUMER AND BUSINESS INFORMATION VIA AN ON-LINE ENQUIRY SERVICE.</b>
<b>17</b>	<b>RECOMMENDATION TO AWARD THE CONTRACT FOR THE PROVISION OF GROUNDS MAINTENANCE</b>
<b>18</b>	<b>RECOMMENDATION TO AWARD THE CONTRACT FOR THE PROVISION OF SUPPORT FOR YOUNG PEOPLE AS VICTIMS OF CRIME</b>
<b>19</b>	<b>RECOMMENDATION TO AWARD THE CONTRACT FOR THE PROVISION OF A CHILDRENS INDEPENDENT SEXUAL VIOLENCE ADVISOR (ChISVA) SERVICE TO DERBYSHIRE</b>
<b>20</b>	<b>RECOMMENDATION FOR THE AWARD OF CONTRACT FOR THE SUPPLY OF CHORUS ANALYSER AND CHORUS INVESTIGATOR SOFTWARE LICENCES</b>
<b>21</b>	<b>RECOMMENDATION TO AWARD THE CONTRACT FOR THE PROVISION OF HOUSING RELATED ACCOMMODATION BASED SUPPORT SERVICE FOR HIGH RISK SERIOUS OFFENDERS</b>
<b>22</b>	<b>RECOMMENDATION TO AWARD THE CONTRACT FOR THE PROVISION OF RESTORATIVE JUSTICE SERVICES FOR DERBYSHIRE</b>
<b>23</b>	<b>RECOMMENDATION TO AWARD THE CONTRACT FOR THE PROVISION OF ASBESTOS SURVEYS ACROSS THE PROPERTY PORTFOLIO.</b>
<b>24</b>	<b>DERBYSHIRE WIDE IDVA SERVICE</b>
<b>25</b>	<b>COMMISSIONER'S COMMUNITY ACTION GRANT - BUSINESS INTELLIGENCE AND INFORMATION SHARING ENHANCEMENT</b>
<b>26</b>	<b>TRANSFORMATION OF FORCE OPS ROOM TELEPHONY SYSTEM</b>
<b>27</b>	<b>WIFI EQUIPMENT &amp; LICENCES</b>
<b>28</b>	<b>ONGOING SUPPORT OF AN IT INFRASTRUCTURE</b>
<b>29</b>	<b>ASSETS MANAGEMENT SYSTEM</b>

<b>30</b>	RECOMMENDATION TO AWARD CONTRACT FOR THE PROVISION OF A DIGITAL EVIDENCE INFORMATION AND INGESTION SOLUTION
<b>31</b>	RECOMMENDATION TO AWARD CONTRACT FOR THE PROVISION AND CONVERSION OF PROTECTED PERSONNEL CARRIER (PPC)
<b>32</b>	RECOMMENDATION TO ENTER INTO A LIMITED USE COPYRIGHT LICENCE WITH DOCLISBOA, THE ORGANISER OF A FILM FESTIVAL (THE LICENSEE).
<b>33</b>	DONATION TO POLICE TREATMENT CENTRE
<b>34</b>	RECOMMENDATION TO AWARD CONTRACT FOR THE PROVISION OF A DIGITAL EVIDENCE INFORMATION AND INGESTION SOLUTION
<b>35</b>	RECOMMENDATION TO AWARD CONTRACT FOR THE PROVISION AND CONVERSION OF PROTECTED PERSONNEL CARRIER (PPC)
<b>36</b>	RECOMMENDATION TO ACCEPT THE ANNUAL PRICE REVIEW FOR THE VEHICLE MAINTENANCE CONTRACT WITH DERBYSHIRE COUNTY COUNCIL
<b>37</b>	RECOMMENDATION TO AWARD THE CONTRACT FOR THE SUPPLY OF NOTEBOOK COMPUTERS
<b>38</b>	ELECTRICAL PERIODIC INSPECTIONS SERVICE
<b>39</b>	RECOMMENDATION TO AWARD CONTRACT FOR THE PROVISION OF A RISK MANAGEMENT AND ASSURANCE SOLUTION
<b>40</b>	ASBESTOS REMOVAL SERVICES
<b>41</b>	SINGLE ONLINE HOME - SOH
<b>42</b>	FIREARMS RANGE DEEP CLEANING
<b>43</b>	FREEZER SERVICING & EMERGENCY CALL OUT SERVICES
<b>44</b>	PROVISION OF CHRONICLE FIREARMS SOFTWARE SUPPORT AND MAINTENANCE
<b>45</b>	MEREDITH HOUSE HEATING WORKS

<b>46</b>	<b>SWADLINCOTE HEATING AND REDECORATION WORKS</b>
<b>47</b>	<b>MATLOCK HEATING AND REDECORATION WORKS</b>
<b>48</b>	<b>DISTRIBUTION OF THE POLICE PROPERTY ACT FUND FOR 2017/18</b>
<b>49</b>	<b>PROVISION OF FULL DESIGN SERVICES FOR THE PROPOSED CCMC EXTENSION@ HQ</b>
<b>50</b>	<b>PROVISION OF VMSOFTWARE LICENCES</b>
<b>51</b>	<b>THE PROVISION OF NETWORK ATTACHED STORAGE SERVERS</b>
<b>52</b>	<b>THE PROVISION OF NETWORK SWITCHES (EGRESS)</b>