



**Derbyshire
Police and Crime
Commissioner**
Safer and Stronger Together

ANNUAL REPORT

SAFER AND STRONGER TOGETHER

2024 - 2025





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INTRODUCTION

FROM THE POLICE AND CRIME COMMISSIONER



Nicolle Ndiweni-Roberts
Police and Crime Commissioner

My first year as your Police and Crime Commissioner has been busy, challenging, and yet ultimately productive in many ways. From the outset I committed to being a visible and accessible Commissioner, one who listened to the concerns of local people and responded accordingly.

Before developing my Police and Crime Plan, I asked people what they felt the priorities for policing and community safety should be. We received the biggest response to a survey of its kind in Derbyshire, with over 3,300 people contributing to our plans.

My Plan, approved by the Police and Crime Panel in November 2024, ensured that the public's views were heeded, prioritising **Serious Violence including Violence Against Women and Girls (VAWG), Anti-Social Behaviour (ASB) and Community Safety, Neighbourhood Policing, Bringing Offenders to Justice, Drug Dealing and Substance Misuse, and Supporting Victims and Safeguarding.**

It was also clear from the findings of the survey that residents were particularly frustrated by the rising number of e-scooters being ridden illegally in public places. This is an issue I pledged to address immediately, in partnership with the Constabulary.

Since November, Derbyshire has been leading nationally on efforts to tackle the problem, with a tough new policy to seize any illegally ridden e-scooter and send it off for disposal on the first interaction with the police. At the end of March, 383 e-scooters had been seized while several awareness campaigns to educate parents, carers, residents and schools on the legislation surrounding their use were in full swing.

It has always been important to me that we work together with the public and our partners to deliver for the residents and businesses of Derbyshire. From rural crime partnerships to business crime reduction groups, it's been reassuring to see so many people are pulling in the same direction.

It's vital that we tell the public what is being done to address the priorities they gave us. That's why we have worked hard to make the scrutiny of policing more transparent through my Public Assurance Meetings (PAM).

I'm proud that my Safer and Stronger Communities Fund, launched last year, was specifically designed to provide support for organisations and groups who work with and truly understand their communities. This funding will make a real difference and I look forward to seeing tangible outcomes in the coming year.

But while there has been much positive work, it would be remiss to look back at my first year without acknowledging the tragic loss of life in Derbyshire. During 2024-2025, eight homicides occurred across the county, each one a devastating event for families and communities. These incidents highlight the seriousness of the challenges we face and the need for a robust, well-resourced policing response.

Nationally, policing is under immense pressure. Forces are contending with rising demand, increasingly complex crime types, and growing public expectations, all within tight financial constraints. Available funding does not match the scale of the challenge. Inflation, workforce costs, and the need to invest in technology mean difficult decisions must be made about resource deployment.

I've learned that the public rightly expect the police to be there in an emergency and I appreciate the effort that goes into that. But as we face a funding challenge, we have to be realistic. Enforcement alone will not solve criminality. We need to change mindsets and work with the public, we need the public to report crime and intelligence, and we need the punishment to fit the crime, swiftly.

While we are proud to have secured £641,000 in additional funding to intensify our work to tackle and prevent serious violence with our partners, and over £2 million to reduce anti-social behaviour in hotspot areas, enabling year-round dedicated patrols and a top-performing Immediate Justice scheme that ensures offenders give back to their communities, we recognise that demand continues to outpace available resources.

This is also illustrated in our work to support survivors of violence against women and girls (VAWG). Despite securing over £1million to expand specialist provision, community-based support and prevention initiatives, the growing demand for these vital services exceeds what we have available, highlighting the ongoing need for sustained investment.

In the months to come we will be recruiting the 35 additional officers announced as part of the Government's boost for Neighbourhood Policing. They will be out on the streets, on the frontline, in early 2026. While I welcome that funding, it is the tip of an iceberg. I assure you that I will continue to lobby for a fair deal for Derbyshire.

It is my privilege to represent you on policing and crime issues and despite the challenges, there has been so much good work already undertaken. But there's much more to do.

I look forward to working with you to make Derbyshire safer, to cut crime, to support victims, and safeguard those who are vulnerable.

Together we are stronger.

Nicolle Ndiweni-Roberts
Police and Crime Commissioner

POLICE AND CRIME PLAN 2024-29

As your Police and Crime Commissioner, I have a legal duty to produce a Police and Crime Plan that sets out the strategic priorities for policing and community safety across Derbyshire. This Plan is not just a document, it's a commitment to the people of Derbyshire to deliver a policing service that is visible, responsive, and rooted in the needs of our communities.

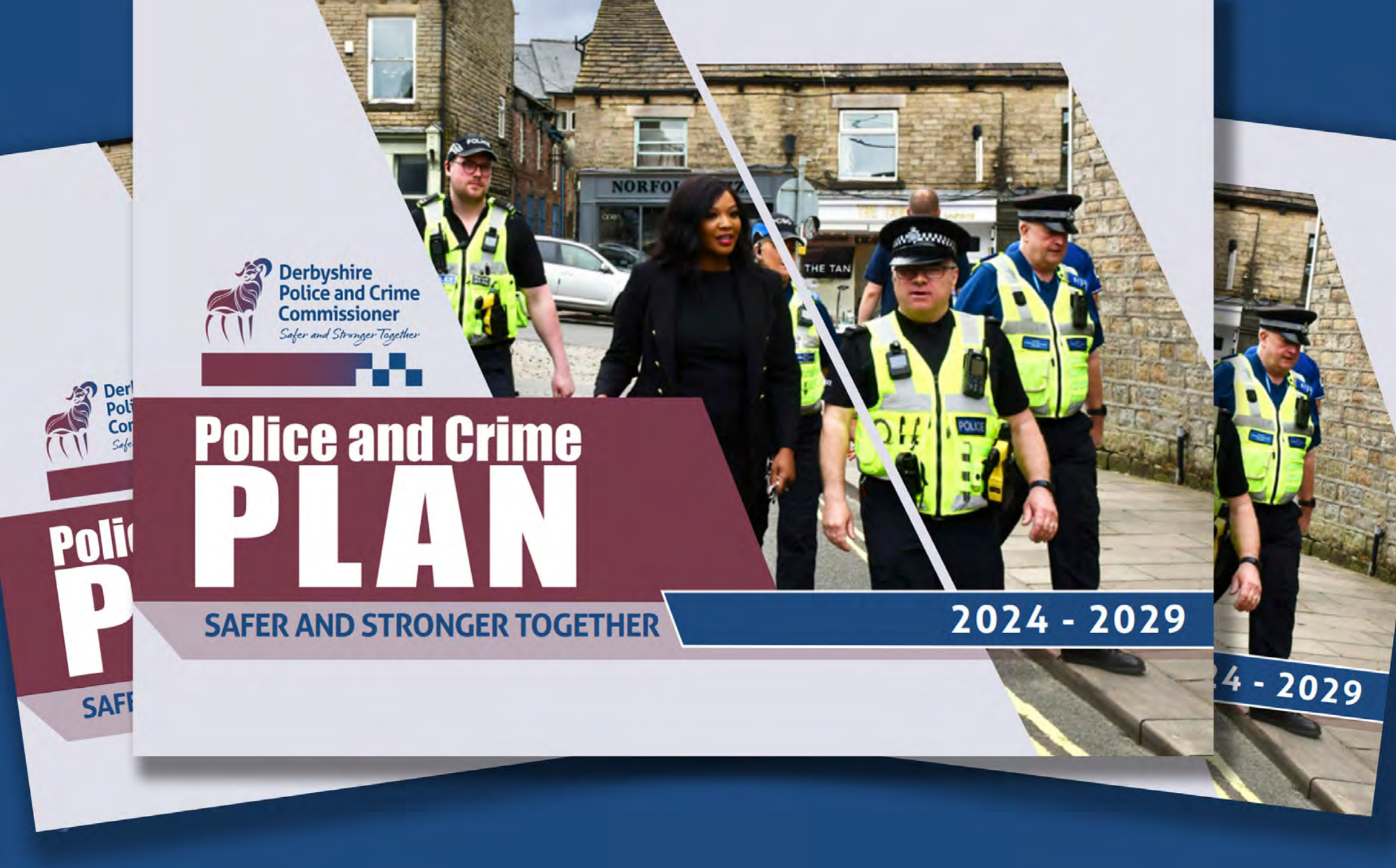
The Derbyshire Police and Crime Plan 2024-2029 has been shaped by what you've told me matters most. Through public engagement, consultation, and listening to those who live, work and visit Derbyshire, I've developed a strategy that strengthens local policing, tackles crime and anti-social behaviour, and improves the service you receive.

At the heart of the Plan is a commitment to putting victims first, ensuring they receive the support, care, and justice they deserve. We are working with public, private, and third sector partners to take a holistic approach to reducing crime and anti-social

behaviour. By focusing on prevention and early intervention, we aim to deliver the best possible service to our communities. I continue to hold the Chief Constable to account for raising standards and improving trust and confidence in policing across Derbyshire.

Together, we are working in partnership to make Derbyshire safer and stronger. The key priorities in the Plan are:

- **Serious Violence including Violence Against Women and Girls (VAWG)**
- **Anti-Social Behaviour (ASB) and Community Safety**
- **Neighbourhood Policing**
- **Bringing Offenders to Justice**
- **Drug Dealing and Substance Misuse**
- **Supporting Victims and Safeguarding**



SUMMARY GUIDE - 24/25

£ £231m
Total Force Budget

Commissioning

£1.8m

Core funding for victim support services

13,046

Victims supported by Derbyshire Victims Services



£1m

£1m

£1.09m

£798k

£641k



Secured to tackle ASB through Immediate Justice

Funding for ASB hotspots

VAWG funding for domestic abuse and sexual abuse workers

Domestic Abuse Perpetrator fund

Serious Violence funding



Grants

£173k

awarded through Safer and Stronger Communities Grant

36

organisations awarded funding

Staff



2,142

Police Officers

75%

1,655

Police Staff

of budget spent on police officers and staff

160

PCSOs

Headline Crime Reductions

5%

reduction in total recorded crime

1.2%

reduction in serious violence

6.2%

reduction in VAWG

10.6%

reduction in anti-social behaviour

10.8%

reduction in 999 average call waiting time

5%

increase in stop search positive outcomes

35.3%

reduction in fatal road traffic collisions

SIGNIFICANT ACHIEVEMENTS

This year has seen real and meaningful progress in delivering the priorities set out in the Police and Crime Plan 2024-2029. From the outset, I have been clear that this Plan is not just about policing, it's about people. It's about working in partnership with public, private, and third sector organisations to take a truly holistic approach to community safety. That means addressing the causes of crime, not just the consequences, and ensuring that support is available to those who need it most.

By bringing together the strengths of our partners, whether in health, education, housing, or the voluntary sector, we've been able to deliver more joined-up services that respond to the real-world challenges our communities face. This collaborative approach has helped us to reduce crime and anti-social behaviour, improve outcomes for victims, and build safer, more resilient neighbourhoods.

We've also focused on making sure that the service residents receive is of the highest possible standard. That includes improving access to support, increasing police visibility, and listening to what matters most to local people. Everything we've achieved this year has been underpinned by a shared commitment to making Derbyshire a place where people feel safe, supported, and confident in the policing service that serves them.

The following pages highlight key achievements delivered across the six strategic priorities of the Police and Crime Plan during 2024-2025, including progress made against the specific objectives and sub-actions within each priority area.



The PCC presenting her Police and Crime Plan to the Country Land and Business Association (CLA) in Bakewell.



Priority 01

SERIOUS VIOLENCE INCLUDING VIOLENCE AGAINST WOMEN AND GIRLS (VAWG)

Knife Crime, Serious Assaults, Domestic Abuse, Sexual Offences, Stalking

Performance Indicators:

- » Knife crime offences totalled **744**, representing an **8.4% decrease** from 812 in 23/24.
- » **10,963** serious violence offences recorded, a **1.2% decrease** from 11,096 in 23/24.
- » **23,669** Violence Against Women and Girls (VAWG) offences recorded, showing a **6.2% decrease** from 25,231 in 23/24.
- » Stalking and Harassment offences were recorded at **12,591**, a **4.6% decrease** from 13,202 in 23/24.
- » **54.5%** of Listening to You female respondents feel Derbyshire Police are doing a good or excellent job, a **5 percentage point increase** from 23/24.



The PCC with the Elm Foundation, hearing about their work supporting victims of domestic abuse in Derbyshire.

Developing joint approaches to crack down on knife crime throughout Derby and Derbyshire.

- A Surrender and Compensation Scheme, running Aug–Sept 2024, saw over 50 zombie knives surrendered to Police.
- The Police delivered presentations to over 100 schools on the impact of carrying and using knives.
- A Virtual Decisions programme was implemented in schools to address violent behaviour, including knife crime.
- Stop and searches have increased from 2,727 in 2023-24 to 3,547 in 2024-25, a 30% rise. The positive outcome rate, where a search results in further action such as an arrest or seizure, has improved by 5 percentage points, reaching 32%. This upward trend in both volume and effectiveness highlights the Constabulary's continued focus on intelligence-led policing and accountability.

Proactively targeting activity, based on need, to deal with serious violence offending across Derby and Derbyshire.

- Derbyshire and Nottingham Constabularies are jointly delivering the Specialist Sexual Assault Investigators Development Programme (SSAIDP) to its specialist Rape and Serious Sexual Offence (RASSO) Investigators, improving positive outcomes from 6% to 12.9%, higher than the national average of approximately 10%.
- Perpetrator Intervention Programmes have been funded to increase victim safety and reduce reoffending.
- Four new RASSO Victim Engagement Officers recruited to the Public Protection Department in January 2025.
- Funding secured for Independent Domestic Violence Advocates

(IDVAs), supported by multi-agency night time economy (NTE) Group meetings.

- Safer Streets funding enabled lighting upgrades in Heanor and a radio network for Ripley NTE businesses to improve safety and intelligence sharing, addressing VAWG and other crimes.
- Covert patrols in Chesterfield and Derby targeted predatory behaviour to reduce VAWG.
- The Violence Reduction Unit (VRU) has successfully implemented the 'Walk Away' Campaign in four key areas for NTE violence - Derby City, Chesterfield, Ripley and Ilkeston.

Ensuring initiatives aimed at preventing young people from being drawn into serious violence are made available.

- The Youth Engagement Team conducted student focus groups on knife crime and local concerns.
- 262 inputs into primary and secondary schools on County Lines and related issues reached 19,397 students.
- Collaboration with Early Help Teams focused on tackling anti-social behaviour in specific areas.
- The VRU and Constabulary ran youth programmes including the Hope Hack workshop, which focused on a range of issues, including Knife Crime.
- The VRU launched a website with accessible information on its priorities, partnership work, and efforts to tackle serious violence.
- Police Cadet numbers doubled and Mini Police expanded to 20 schools, engaging over 1,100 children.
- Local charity Safe and Sound delivered 165 workshops to 4,000 students, aiming to reduce serious youth violence.



SERIOUS VIOLENCE INCLUDING VIOLENCE AGAINST WOMEN AND GIRLS (VAWG)

Knife Crime, Serious Assaults, Domestic Abuse, Sexual Offences, Stalking

Developing campaigns which aim to raise awareness of the dangers associated with violent offending and knife crime.

- The Constabulary delivered the 'Walk Away' campaign in partnership with the VRU, targeting violence in the NTE, including increased patrols, visible messaging in licensed premises, and engagement with young men to promote de-escalation and reduce impulsive violence.
- Op Sceptre was delivered as part of the national knife crime initiative. The Force carried out school visits, test purchase operations, amnesty bins, and knife sweeps using metal detectors.
- Monthly surveys on domestic abuse, stalking, and harassment to improve understanding of service provided to victims.

Engaging women and girls to better understand their concerns to increase trust and confidence in the police.

- The Commissioner scrutinised the Constabulary's compliance with the Victims Code of Practice (VCoP).
- A review of the Derbyshire Victim Services website was conducted using feedback from focus groups and providers.
- Monthly surveys gathered insights into victim experiences of domestic abuse, stalking, and harassment.

Delivering initiatives which aim to address crimes which disproportionately affect women and girls such as domestic abuse, sexual offences, stalking and harassment.

- The PCC funded CEASE programme, continuing to support young people who have experienced domestic abuse. The programme provides trauma-informed, one-to-one support and education, helping young people recognise unhealthy behaviours in relationships whilst building resilience.
- The PCC advocated for mandatory taxi CCTV, lobbying stakeholders and ministers to improve safety for drivers and passengers, especially women and girls in the NTE.

Developing initiatives which aim to educate both young people and adults on the issues surrounding VAWG.

- The PCC-funded I-Vengers programme delivers peer-led online safety education to children, focusing on VAWG-related issues such as cyberbullying, and encouraging safer choices through parent and professional engagement.
- 'Ask for Angela' bystander workbooks were funded and delivered in Derby City.
- The Constabulary ran the 'Call it Out' campaign to challenge misogynistic behaviour and support wider VAWG prevention.

Increase awareness of the VAWG victim/survivor support and aftercare available and continue to strengthen the offer.

- The 'Your Journey' booklet was launched to support survivors of sexual violence across Derbyshire. Raising awareness of

consent and providing information on available support.

- A poster campaign was launched to raise awareness of silent 999 calls, helping safeguard vulnerable victims.
- Lived experience feedback via Derbyshire Voice and focus groups informed development of victim support services.

CASE STUDY: "I CAN, I WILL" PROGRAMME

Through the Serious Violence Duty Funding I receive from the Home Office, and in agreement with the Serious Violence Partnership Board, I have commissioned local charity Safe and Sound to deliver a bespoke training programme to schools called "I Can I Will" to reduce acts of youth serious violence in Derbyshire. These awareness workshops teach children how to be active bystanders, what to do if they see something concerning, and who to turn to for help if they feel unsafe or worried.

Youth-related serious violence accounts for 21% of incidents. There is also an increase in incidents of serious youth violence between school leaving time and early evening. These are the key drivers behind increasing awareness and implementing preventative measures in schools for children in year six and above.

The 'I Can, I Will' workshops are 2 hours long and have been delivered to 5,402 young people between April 2024 and March 2025, with a total of 232 workshops facilitated in primary (year six) and secondary schools.

The "I Can, I Will" programme is continually evaluated through surveys and feedback from young people and schools, and each school receives a follow-up phone call six months after delivery, so they have an opportunity to share the continued impact of the programme on their school.

The primary concerns young people share while they are participating in the workshop are used to further develop delivery of the programme. As a result, throughout the year more information and discussion around knife crime and bullying has been included in reaction to the feedback received from young people.



Students at Landau Forte College in Derby City receiving active bystander training from Safe and Sound.



Priority 02

ANTI-SOCIAL BEHAVIOUR (ASB) AND COMMUNITY SAFETY

Tackling ASB, Burglary, Vehicle Theft, Hate Crime, Retail Crime

Performance Indicators:

- » **1,665** Home Burglary offences, a **24.8% decrease** from 2,213 in 2023/24.
- » Vehicle Crime offences totalled **3,825**, a **13.9% decrease** from 4,441 in 2023/24.
- » **2,373** Hate Crime offences, reflecting a **1.5% decrease** from 2,410 in 2023/24.
- » **16,634** Anti-Social Behaviour incidents recorded, marking a **10.6% decrease** from 18,610 in 2023/24.
- » **27** Fatal Road Traffic Casualties were recorded, a **28.9% decrease** from 38 in 2023/24.
- » **96** Community Speed Watch schemes are in place, a **2.1% increase** up from 94 schemes in March 2024.
- » **383** E-scooters were seized between 1st Nov 24 and 31st March 25, increased from 40 seizures in 2023.



Maximising tools and powers to deliver a holistic approach to tackling all forms of ASB within communities.

- ASB in Derbyshire (excluding COVID-related incidents) fell by 9% from 2023–24.
- A new Constabulary policy ensures accurate ASB crime recording; training has been developed for new PCSOs and Police Constables.
- Friday night outreach in ASB hotspots engaged 500 young people by September 2024.
- Visibeat, a live officer tracking tool, has improved operational efficiency and received positive feedback.
- A dedicated crime recording team now handles reports, freeing up Call Handlers.
- PCSO's have been granted powers so they can now deal with seizing e-scooters.
- In partnership with local authorities, the Constabulary continue to make use of Criminal Behaviour Orders (CBO) and Public Space Protection Orders (PSPO) to drive down ASB in communities.

Ensuring that victims of persistent and severe ASB in our communities are heard and know how to get help.

- Safer Neighbourhood Teams (SNTs) manage ASB daily, focusing on hotspots and repeat victims using Power BI data.

Ensuring initiatives are funded which aim to prevent crime and improve community safety across Derby and Derbyshire.

- The Commissioner launched a £5,000 Neighbourhood Watch Support Fund to grow schemes across Derbyshire.
- Continued funding for ASB Hotspot Policing and Immediate Justice

ensures targeted patrols and restorative justice.

- Chesterfield Youth Hub delivered ASB education, relationship building, and sports activities to nearly 300 young people.
- An ASB Coordinator has been recruited, with plans to appoint a second.

Ensuring focus and activity to effectively tackle burglary and vehicle crime across Derby and Derbyshire.

- The Constabulary uses Problem Management Plans (PMPs) to address crime and ASB through partnership-led, long-term solutions. Plans are managed by Inspectors, SNT Supervisors, and dedicated Sergeants.

Improving the support for victims of burglary and theft (within the home), ensuring victims are kept informed of the progress of their case.

- The OPCC reviewed the Derbyshire Victim Services website with stakeholders to improve access to victim support information.
- SNTs conduct follow-up visits for thefts and burglaries, offering reassurance, advice, and practical support. Victims are encouraged to join Derbyshire Alert.
- 'Derbyshire Talking' surveys help SNTs understand community concerns and guide targeted patrols and PMPs.

Encouraging people to engage with agencies and come forward to report hate crime and hate incidents.

- The PCC continues to fund the Stop Hate UK helpline, providing 24/7 confidential support to victims of hate crime. The service offers a safe space to report incidents and access guidance.
- Dedicated hate crime support services are available to all residents, regardless of whether incidents are reported to the police. Ongoing outreach and promotion encourage individuals to seek help and access support safely.

ANTI-SOCIAL BEHAVIOUR (ASB) AND COMMUNITY SAFETY

Tackling ASB, Burglary, Vehicle Theft, Hate Crime, Retail Crime

Ensuring processes are effective at dealing with hate crime and hate incidents reported to the police to improve the outcome for victims.

- The Constabulary uses surveys, scrutiny panels, service recovery tools, and Independent Advisory Group (IAG) meetings to gather feedback and improve policing legitimacy.
- Feedback from scrutiny panels is reviewed by Learning and Development and the Force dedicated Hate Crime Co-ordinator to identify best practices and areas for improvement.

Developing initiatives, in collaboration, to improve road safety by seeking to reduce the number of people who are killed and seriously injured on our road network.

- Operation Cruiser, led by Derbyshire Constabulary and supported by the Derbyshire and Derby Road Safety Partnership (DDRSP), targets high-risk roads through enforcement and education to reduce collisions and improve safety.
- Non-enforcement Community Safety Cameras are being installed in speeding hotspots to issue warning letters and raise awareness of road casualties.

Ensuring the Chief Constable takes a tough approach to dealing with dangerous driving, along with the illegal use of e-scooters.

- Enforcement of illegal e-scooter use changed from 'Warn First'

to 'Seize and Dispose' in November 2024, resulting in 383 seizures by March 2025. Derbyshire is a national trailblazer with its robust approach to e-scooters.

- Operation Capture enables the public to submit dash cam footage of road incidents directly to the Constabulary, supporting investigations and promoting safer driving.

Tackling speeding motorists through proactive enforcement activity and further expansion of the Community Speed Watch Scheme.

- CREST continues to operate mobile safety cameras at over 800 locations across the county, proactively focusing on areas with high collision rates or community concern. In 2024-25, 73,264 speeding offences were recorded, a 48.4% increase from the previous year.
- Community Speed Watch has expanded with 96 schemes currently in place, up 2.1% from 94 schemes in March 2024.

Ensuring business and retail crime are tackled across Derby and Derbyshire, whilst seeking to improve the reporting of incidents through technology.

- The PCC funded Business Crime Reduction Partnership (BCRP) enables businesses and the police to share real-time data to reduce crime, tackle ASB, and support retail workers.
- The Constabulary established a new dedicated Retail Crime Team in 2024 which, has seen detection rates more than double.

Working towards reducing the harm caused from all forms of cyber crime, and the threat posed by fraud to residents and businesses through awareness raising.

- A newly developed 'Stay Safe Online' section of the PCC's victim support website has been launched with compelling fraud victim stories to show the impact caused by this form of criminality.
- Inputs into schools have been delivered by PCSOs and the PCC funded 'I-Vengers' initiative aiming to equip young people with the tools to stay safe online. This includes the circulation of guides for parents on the safe use of 'Snapchat'.
- Specialist fraud prevention officers led public and business-focused awareness sessions, helping communities stay informed against fraud-related threats.
- The PCC, as joint APCC lead for Economic and Cyber Crime, chairs regular national roundtable meetings.
- The PCC joined the Governance Board of The Cyber Resilience Centre for the region, supporting efforts to help residents and organisations protect themselves from online crime.



CASE STUDY: TACKLING E-SCOOTERS

I have taken decisive action to address the growing concerns around the illegal and dangerous use of e-scooters across Derbyshire and Derby city. In response to widespread public concern, I worked closely with the Chief Constable to support the introduction of a robust "seize and dispose" policy in November 2024. This policy empowered Police Officers, and for the first time PCSOs, to seize e-scooters at the first point of contact, with no requirement to issue a warning. Once seized, the vehicles are held for 14 days before being disposed of. Between November 2024 and March 2025, Derbyshire Constabulary successfully seized 383 e-scooters under this policy.

Alongside enforcement, I launched a comprehensive public awareness campaign aimed at schools, parents, and young people to educate communities about the legal restrictions surrounding e-scooter use on public roads and footpaths. I have also committed funding for new signage to be installed in parks and known e-scooter hotspots across the county, reminding visitors that the use of privately owned e-scooters remains illegal under current legislation.

In addition, I have written to MPs and government ministers to call for clearer guidance and legislative change to support the police response. As part of this work, I have engaged with the Department for Transport to highlight inconsistencies in the marketing of e-scooters and am working to raise awareness of this issue to help prevent residents from unintentionally breaking the law.



Priority 03

NEIGHBOURHOOD POLICING

Greater policing presence in our neighbourhoods for a more effective force and a better 999/101 service

Performance Indicators:



Derbyshire Constabulary has **2139 Officers, 1,655 staff, 160 PCSOs and 185 volunteers** (headcount).



95.8% of 999 calls answered in 10 seconds, showing a **7.7% increase** from 92.9% in 23/24.



70.6% of 101 calls answered in 300 seconds, an **8.3% increase** from 62.3% in 23/24.



24,673 individuals have subscribed to receive Derbyshire Alerts from the Derbyshire PCC, marking an **increase from 20,870 members** in March 2024.



Creating a greater presence in our neighbourhoods, utilising government plans to invest in visible resources (officers, staff, and volunteers) to make Derby and Derbyshire a safer place to live, work and visit.

- A dedicated career pathway and training programme has been developed for Neighbourhood Policing, establishing standards for professional excellence.
- Derbyshire is preparing for its share of the Government's Neighbourhood Policing Uplift, with frameworks being developed to implement the Neighbourhood Policing Guarantee and deploy 35 additional neighbourhood officers.

Ensuring all residents across Derby and Derbyshire are covered by a dedicated Safer Neighbourhood Team (SNT) which is accessible, visible, and responds to the specific needs of the local community.

- All Derbyshire communities are covered by a dedicated SNT.
- The Constabulary's website now provides accessible contact details for each SNT and details of local events through a postcode search.
- Officers communicate through newsletters, social media, and local meetings to update communities on priorities and progress.

Protecting residents, and the vulnerable through SNT led initiatives aimed at reducing harm within our communities.

- SNTs host regular community catch-ups and crime prevention events to gather concerns and set patrol priorities.
- Events offer security advice and devices such as alarms, SmartWater, and bike marking.



The PCC and Rural Crime Team (RCT) visiting Matlock Meadows dairy farm to discuss their work to keep rural communities safe.

- A SmartWater trial with domestic abuse victims in Erewash and Chesterfield, funded by the OPCC, resulted in no repeat offences and increased public confidence.

Preventing crime by taking a problem-solving approach to identify the causes and underlying issues within communities throughout Derby and Derbyshire.

- Over 18,800 additional patrol hours have been delivered in ASB hotspots since July 2023.
- Investment continues in community-based SNT locations, with new bases in Killamarsh (due July 2025) and Clay Cross (due Summer 2026) and a brand-new custody facility being developed in late 2025.
- Problem Management Plans are led by Inspectors, SNT Supervisors, and dedicated Sergeants to deliver long-term solutions.



NEIGHBOURHOOD POLICING

Greater policing presence in our neighbourhoods for a more effective force and a better 999/101 service

Investing further to improve accessibility and performance in the online reporting, 999 and 101 services.

- In 2024–25, 95.8% of 999 calls were answered within 10 seconds (up from 92.9%), and 70.6% of 101 calls within 300 seconds (up from 62.3%).
- Technology upgrades have enhanced call handling and digital reporting including a 'digi-desk' with dedicated staff dealing with online communication.
- The Contact Management Centre introduced new contact channels and a dedicated crime recording function to improve responsiveness.

Maintaining a dedicated Rural Crime Team which is trained to tackle criminality in rural and isolated communities across Derbyshire.

- The Rural Crime Team (RCT) remains central to tackling crime in isolated communities with an additional PCSO being added to increase resilience.
- The Commissioner chairs the Derbyshire Partnership Against Rural Crime (DPARC), of which the Rural Crime Team are integral members.
- The RCT continue to promote and facilitate data tagging equipment to help deter theft of vehicles and farm machinery.

Building public trust and confidence in our police service by improving our engagement to understand concerns from residents and communities.

- The 'Listening to You' survey received 3,675 responses in 2024–25, helping shape priorities which matter most to residents.
- More than 2,000 responses were submitted to the PCC's Budget Consultation, helping guide future budgetary decisions.
- Volunteer schemes, including the Stop Search Scrutiny Panel, continue to grow and support the PCC's accountability role.
- 76% of victims were satisfied with the overall service provided by the police in 2024-25, increased from 75% the previous year.



The PCC speaking at a DPARC meeting at Chatsworth, bringing together partners to reflect on the work being undertaken to tackle rural crime.

CASE STUDY - VISIBLE AND ACCESSIBLE POLICING



The PCC and local SNT attending the opening of the Unity Office in Buxton, which provides a strong base to tackle criminality locally.



The PCC visiting the Force's Call Centre to see first hand the excellent work to improve how the public can access policing services.

In January 2025, the Government announced a major investment to strengthen neighbourhood policing, part of a national commitment to recruit 13,000 additional officers by 2029. Derbyshire's allocation of £2.8 million for 2025-26 will support the recruitment of 35 new police officers dedicated to neighbourhood policing, with deployment expected by the end of the next financial year.

This uplift responds directly to the concerns raised by residents through my consultations. People want to see more visible policing in their communities, and rightly so. These new officers will be assigned based on threat, risk, and local demand, helping us to tackle anti-social behaviour, theft, and violence against women and girls, while building trust in the communities they serve.

Alongside this, I've continued to prioritise improvements in how the public can access policing services. In 2024-25, 95.8% of 999 calls were answered within 10 seconds, and 70.6% of 101 calls within five minutes, both significant improvements on the previous year. These gains are supported by investment in upgraded call handling systems and better integration with digital reporting tools.

We've also enhanced video contact provisions through the rollout of GoodSAM. This technology enables officers to directly engage with victims, missing persons, and vulnerable individuals via live video, reducing travel time and enabling faster, more personal contact. It is already proving valuable in domestic abuse and high-risk cases. A peer review is scheduled for May 2025 to evaluate its impact and identify further improvements to the victim experience.

Together, these developments reflect our commitment to delivering a policing service that is visible, responsive, and rooted in the needs of our communities, now and in the years ahead.



Priority 04

BRINGING OFFENDERS TO JUSTICE

Working with all Criminal Justice partners and key stakeholders to improve the service to victims

Performance Indicators:

49 days taken, on average, for police to record a successful outcome in victim-based cases (in 2024), a 5.8% decrease from 52 days in 2023.

The positive outcome rate for all recorded crime rose to 17.9%, marking a 3.1 percentage point increase from 14.8% in 2023/24.

Out of court disposals accounted for 4.6% of the outcomes of all crimes, marking a 1.1 percentage point increase from 3.5% in 2023/24.

There were 1,121 Immediate Justice referrals in 2024/25, with 71% of participants not reoffending after fully completing the programme.



The PCC visiting Derby Crown Court with members of the Citizens Advice Witness Service to hear about their work supporting witnesses through the court process.

Holding the Chief Constable to account and working with criminal justice partners for delivering an effective, supportive, and timely criminal justice service for victims and offenders.

- The PCC uses Public Assurance Meetings, including public questions, to hold the Chief Constable accountable for delivering an effective service.
- The PCC chairs the Local Criminal Justice Board, driving improvements in effectiveness and efficiency to better support victims, witnesses, and reduce offending and reoffending.

Making improvements to increase file quality, which in turn will help drive up charge rates.

- Improvements in file quality have been seen throughout 2024-25 based on the Crown Prosecution Service Director's Guidance Assessment.
- New workstreams to enhance quality include updates to the Crime Management Policy, a new training course for response officers, a Joint Operational Improvement Meeting Working Group to improve casefile quality, and a Professionalising Investigation Programme Accreditation app to support officer development.

Working to improve the quality of police investigation, from evidence preservation, through to outcome, which will improve the service to victims and increase confidence in policing.

- Staff from the OPCC continue to attend the Constabulary's Investigating Standards Board, established in November 2024, to focus on improving investigative standards aiming to improve outcomes for victims.
- Derbyshire's recorded positive outcome rate has improved from 15% in 2023/24 to 17.2% in 2024/25.



A meeting of the Derbyshire Criminal Justice Board.

- A dedicated Crime Scene Investigator has been seconded to the control room to support staff and improve compliance with evidence preservation.

Ensuring critical information for victims of crime is better communicated to those who are navigating the justice system.

- A dedicated 'one stop shop' for the criminal justice system has been launched on the PCC's victim support website, designed to help victims more easily navigate the justice process and access information.
- Over 700 officers from the Constabulary undertook training focused on improving victim care. This training focused on Victim Needs Assessments, legal duties under the Victims' Code of Practice, and the importance of timely, quality updates.

Working with the Force to maximise opportunities to prevent offending though early intervention, early help, and restorative support.

- The Immediate Justice scheme has delivered 1,123 referrals, offering reparative placements and mentoring support.



BRINGING OFFENDERS TO JUSTICE

Working with all Criminal Justice partners and key stakeholders to improve the service to victims

- Over 1,400 preventative education inputs have been delivered by the Constabulary across primary, secondary, and further education settings during 2024-25.
- The 'Call it Out' campaign raised awareness of VAWG and misogynistic behaviour as part of a preventative approach.

Ensuring the lived experience of victims helps to shape and improve criminal justice processes.

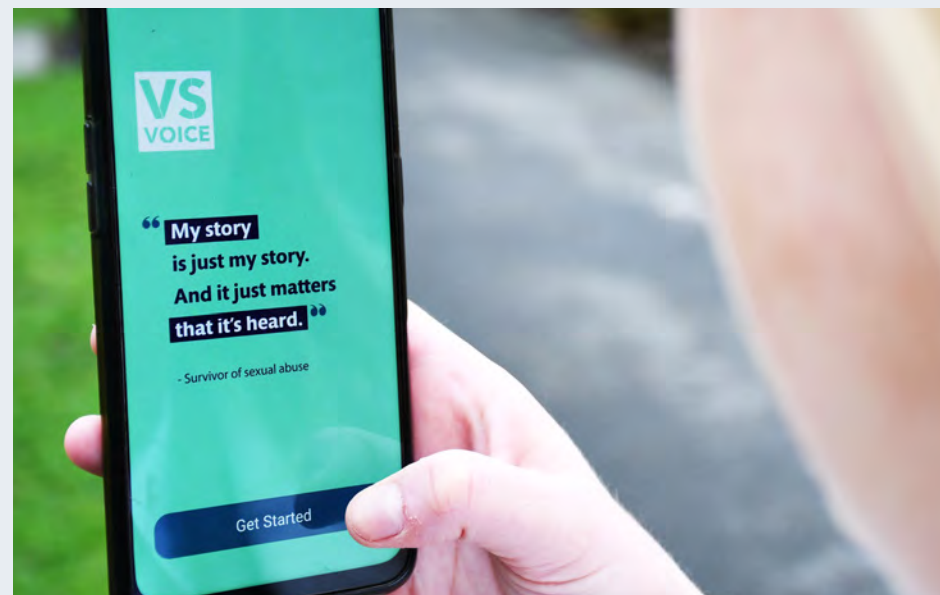
- £50,000 was invested to ensure victims' voices inform services, led by Victim Support through the Derbyshire Voice App and research.
- Focus groups and surveys have directly shaped the PCC's victim service offer.

Lobbying the Government for stronger laws and tougher policies and penalties where necessary, which aim to provide better justice for victims.

- The PCC has actively lobbied Government Ministers for legislative changes to strengthen police powers and improve justice for victims. This includes calls for mandatory CCTV in taxis, enhanced enforcement against illegal e-scooter use, retention of speeding fines locally, action on AI-generated child sexual abuse material, and improved support for neurodiverse individuals in the criminal justice system. Correspondence has been sent to Ministers across the Home Office, Department for Transport, Ministry of Justice, and Department for Business and Trade throughout the 2024/25.

Reducing reoffending through the effective use of out of court disposals, including the use of restorative justice and immediate justice where appropriate.

- 71% of Immediate Justice participants have not reoffended after completing the scheme.
- A GPS tagging pilot for acquisitive crime offenders has been introduced.
- Integrated Offender Management (IOM) Officers attend the Derby City Hub weekly to manage the fixed cohort in partnership with Probation Services.



CASE STUDY - IMMEDIATE JUSTICE

In July 2023, Derbyshire was chosen to lead a two-year national pilot of the Immediate Justice scheme, an innovative and practical way to tackle anti-social behaviour (ASB) swiftly and visibly. It reflects my commitment to ensuring justice is not only delivered but felt in our communities.

Immediate Justice gives officers the ability to issue out-of-court disposals with conditions that require offenders to make amends. Whether it's litter picking, graffiti removal or community service, the emphasis is on repairing harm and restoring public confidence.

Since the scheme launched, we've made 1,123 referrals. Of those finalised, 73% were completed either fully or partially. Encouragingly, 71% of those who fully completed their reparation did not go on to reoffend, clear evidence that this approach is helping to break the cycle of repeat offending.

Youth engagement is a key part of our strategy. **In March 2025 alone, 33 youth referrals were made,** with particularly strong participation in Amber Valley, North East Derbyshire and Derby North. These results are supported by multi-agency work focused on early intervention and sustained support.

I've heard directly from communities who feel safer and more supported. Officers have shared stories of genuine transformation. One young woman in Heanor, after setbacks, began volunteering at a community centre and continued to do so, long after her obligations ended.

That's why I welcomed the Government's decision to continue funding the scheme with **£1 million in 2024-2025.** This isn't just about punishment, it's about accountability, education and lasting change.



Priority 05

DRUG DEALING AND SUBSTANCE MISUSE

Dealing with drug supply and the harm caused by the effects of drugs and alcohol

Performance Indicators:

Total amount of cash seized more than **doubled**, with **£69,383.79 in cash seized** compared to £33,382.10 in 23/24. (not including Proceeds of Crime Act (POCA) forfeiture orders).

153 recorded disruptions against county lines and **43 persons charged**.

Since it's implementation in June 2024, naloxone has been used by police officers **20 times**, saving a life on each occasion.

285 Drug Tests on Arrest have been carried out (between implementation in September 24 and 31 January 25), with **63.1% leading to a positive test result**.

£225,000 invested and **over 7000** young people and adults supported through 16-25 Outreach Service.



The Safe Space project by Derby City Mission, a centre that helps people get back on their feet through compassionate support and refuge.

Working holistically to reduce the harm caused by substance misuse, to prevent crime and make our streets safer.

- A joint £333,000 investment with Derby Homes supported 'Safe Space', a city-centre refuge for rough sleepers with complex needs.
- Naloxone, a life-saving overdose reversal medication, was rolled out to frontline officers in June 2024 and has saved lives on 20 occasions.
- In partnership with the Drug and Alcohol Strategic Partnership (DASP), a new Local Drug Information System (LDIS) has been launched to strengthen early warning and response to emerging threats, including synthetic opioids and other high-risk substances.

Proactively working to disrupt the drugs supply and County Lines which operate at a neighbourhood level, right through to a national level.

- 179 County Lines disruptions were recorded by the Constabulary in 2024, resulting in 59 people being safeguarded.
- A County Lines Development Officer, funded by East Midlands Special Operations Unit (EMSOU), works within the Derbyshire Exploitation Unit to make sure local activity is mapped in line with national guidance.

Ensuring the Chief Constable maximises opportunities to seize drugs and more assets from criminals who are benefiting from crime.

- The Financial Investigation Unit within the Constabulary

continue to make use of legislation to seize criminal assets. The total amount of cash seized from criminals in 2024-2025 has more than doubled, rising to £69,383.79 compared to £33,382.10 in 2023-2024 (excluding POCA forfeiture orders).

- Since the start of the 2024/25 financial year, 12 forfeiture orders have been secured, totalling £237,000. In addition, approximately £2 million in cash remains detained pending investigative outcomes.

Ensuring there are preventative services available for young people to reduce the harm caused by drugs and alcohol.

- The PCC commissioned 1625 Outreach service supported over 7,000 young people and adults, with 100% finding it helpful and 92% reporting increased knowledge and safety.
- Engagements during Freshers Week provided students with advice and signposting to support services.
- The OPCC now monitors performance data to inform commissioning decisions.



The PCC with the team at 1625 Outreach, who play a key role in working with young people and adults to prevent substance misuse.



DRUG DEALING AND SUBSTANCE MISUSE

Dealing with drug supply and the harm caused by the effects of drugs and alcohol



The PCC with the team at Pathways of Chesterfield to see the work they are doing to tackle homelessness.

Listening to concerns from the public to identify drug dealing in areas to proactively target and seek to improve trust and confidence.

- The PCC has conducted a number of engagement activities with partners over the last year; this includes promotion of the Listening to You survey which collects the key concerns of residents, including drug dealing.
- The OPCC now regularly collects quarterly data, including data around drug dealing, to inform targeted PCC initiatives and to support the PCC in scrutinising the work of the Constabulary in this space.

Support preventative schemes which aim to reduce the cycle of reoffending linked to substance misuse.

- Investment in partnership with Public Health, commissioned Change Grow Live to deliver 1625 Outreach, focusing on early intervention for 16–25-year-olds.
- Drug Test on Arrest was launched in September 2024 across custody suites, enabling referrals for treatment following positive Class A drug tests.
- Over 1,300 officers have been trained to administer Naloxone, with 900 volunteering to carry it; the medication has already saved lives on more than 20 occasions.

CASE STUDY - DRUG TESTING ON ARREST

In September 2024, I launched Drug Testing on Arrest (DToA) across both Derbyshire custody suites, a brand new initiative designed to tackle the root causes of crime linked to Class A drug use. This scheme forms a key part of our strategic priority to reduce drug dealing and substance misuse, as set out in the Police and Crime Plan 2024-2029.

DToA enables officers to test individuals for cocaine and opiates when arrested for a trigger offence such as shoplifting, burglary or robbery. Where drug use is suspected in other offences, testing can also be authorised by a senior officer. A positive test requires the individual to attend an assessment at one of six treatment centres across Derbyshire, where they may be referred to specialist support services.

From its launch in September 2024 up until the end of January 2025, 285 tests were conducted in custody, with the vast majority linked to trigger offences. Testing has also begun for non-trigger offences, including domestic abuse and stalking, where drug use is suspected.

The scheme is now embedded within the Constabulary's case management system, improving referral rates and enabling enforcement against non-compliance. Two dedicated drug workers are based at Derby custody suite during office hours, with custody staff managing referrals outside these times.

I've seen first-hand how this initiative is already making a difference. One individual, arrested for shoplifting, shared how



addiction had cost him his job and home. He credited the DToA scheme and our Criminal Justice Substance Misuse Worker for helping him engage with treatment and avoid prison. Another young man, initially reluctant to attend his appointment, later returned and restarted his prescribed medication an important step toward recovery.

DToA reflects our commitment to a holistic approach, holding offenders to account while offering the support needed to break the cycle of addiction and reoffending.

Priority 06

SUPPORTING VICTIMS AND SAFEGUARDING

Ensuring all victims can access appropriate support services, and specialist help and protection is in place

Performance Indicators:

- » **41 grants and contracts** funded for specialist sexual abuse, domestic abuse and stalking victim services.
- » **£173,274** provided to organisations and community groups through the Safer and Stronger Communities Fund Round One.
- » Derbyshire Victim Services **supported 13,046 victims**, a 7.7% increase from 12,117 in 2023/24, including 1,030 self-referrals.
- » **76% of victims were satisfied** with the overall service provided by the police, an increase of 1 percentage point compared with 23/24.
- » A total of **281 Domestic Violence Protection Orders** and **62 Stalking Protection Orders** were obtained, up from 155 and 26 respectively in 2023/24.
- » **12.8%** of Listening to You respondents had experienced a crime in the last 12 months, increase of 0.5 percentage points.



The PCC attending the Derbyshire Victim Services event, meeting and engaging with the dedicated teams who work hard to help victims in our City and County.

Commissioning high quality support services for victims of crime through my 'Derbyshire Victim Services' brand.

- The Commissioner continues to support a full range of services under the Derbyshire Victim Services (DVS) brand.
- A review of the IDVA service was completed, the Medium Risk Support Service was retendered, and the County Domestic Abuse Helpline was extended for six months.

Ensuring that victims know, understand, and receive their full entitlements under the Victims Code of Practice.

- The OPCC actively participates in local and national Victims' Code of Practice (VCOP) Boards to influence policy and practice.
- A joint review with the Local Criminal Justice Board Manager assessed the effectiveness of the board and its subgroups.

Developing a 'victims first' culture which is embodied within all officers and staff within Derbyshire Constabulary. From a victims first point of contact with the police, through to the end of their contact with the criminal justice system.

- The OPCC attends Force Governance Boards to oversee the Victim Improvement Plan and action log.
- This includes the Victims, Crime and Vulnerability Governance Board and the Victim Improvement Board, chaired by an Assistant Chief Constable.
- The OPCC also contributes to the Women and Girls in Criminal Justice Meeting, focusing on gender-specific challenges.

Ensuring the Chief Constable makes proactive use of tools and powers such as Domestic Abuse Protection Orders and Stalking Protection Orders, to further safeguard the public and prevent victimisation.

- The Chief Constable continues to use Domestic Abuse Protection Orders and Stalking Protection Orders proactively to prevent victimisation. This year saw an increase in Stalking Protection Orders and a significant rise in breach detections due to improved management of Domestic Abuse Protection Orders.

Improving the range of specialist victim services available to sexual abuse, domestic abuse, and stalking victims.

- The 'Your Journey' guide provides accessible, centralised support information for survivors of sexual violence, domestic abuse, and stalking.
- The PCC continues to fund specialist advocacy services, including support for victims of stalking and harassment and Independent Domestic Violence Advocates (IDVAs).

Ensuring we engage and listen to the voice of people with lived experience to help shape how we deliver victim support services.

- Victim service providers distributed a feedback consultation to inform service improvements.
- Engagement through the Derbyshire Voice app and focus groups ensures lived experience informs the DVS offer.
- A review of the DVS digital offer identified improvements to be implemented in the next financial year.

SUPPORTING VICTIMS AND SAFEGUARDING

Ensuring all victims can access appropriate support services, and specialist help and protection is in place

Ensuring all officers and staff are appropriately trained and equipped when responding to and investigating incidents and crime. Including the swift rollout of additional training based on policy changes, to keep pace with emerging threat and risk.

- A dedicated investigations improvement project, led by the Constabulary, commenced in December 2024, involves coordinating the continued rollout of a modular investigation training package for frontline officers and staff, which has so far received widespread positive feedback from attendees.

Maximising the best use of technology available to officers and staff to drive improved services for victims and generate efficiencies.

- Digital contact options have expanded, with plans to grow the team further. The force now offers 24/7 reporting via its website, Live Chat, and social media channels.
- Video contact capabilities have been enhanced through the implementation of GoodSAM, enabling direct contact with victims, engagement with missing persons, and live streaming from police-deployed drones. The force continues to use drones to maximise operational efficiency.

Working in collaboration to safeguard vulnerable children and adults who are at risk of exploitation.

- The OPCC remains an active partner on Derbyshire's Safeguarding Adults and Children's Boards.
- Specialist Children and Young Person Independent Sexual Violence Advocates (CHISVAs) are funded by the PCC to provide dedicated support and safeguarding for young victims of sexual violence.

Ensuring those who live in rural and isolated communities have their needs met through appropriate victim support services.

- Continued support for the Derbyshire Rural Crime Prevention Hub provides practical advice and support for rural victims.
- Continued investment in the Willow Project has enabled the provision of tailored support for victims residing in Derbyshire's rural communities, helping to ensure equitable access to services regardless of location.

Delivering initiatives which aim to safeguard residents and vulnerable groups to stay safe online.

- The Constabulary continue to utilise specialist fraud prevention officers to deliver public focused awareness sessions, helping vulnerable groups stay safe online.



CASE STUDY - DERBYSHIRE VICTIM SERVICES

Over the past financial year, Derbyshire Victim Services (DVS) has seen a notable rise in referrals, with 1,946 individuals reaching out for support, both from partners and self-referrals into the service. This increase is a direct result of the outreach work carried out by DVS caseworkers, as well as the ongoing support from partners, including the Restorative Justice team.

Moreover, as part of the Victims' Code of Practice, Derbyshire operates an 'opt out' model for victims of crime which are not related to sexual or domestic abuse related offences. For those victims within the 'opt out' system, a referral is automatically made to DVS who reach out to offer short and long-term support.

DVS continues to make a difference in the lives of those affected by crime. A service user receiving support from DVS had the opportunity to share their personal experience with the Police and Crime Commissioner where they shared their

positive experience with the support they received from both the Derbyshire Police Fraud Team and DVS.

Another positive experience saw an elderly individual who began to feel anxious about their attempted burglary. Due to their poor mobility, the victim was finding it difficult to manage their household. DVS initiated a referral to social services who could support these needs, although the victim felt this was a difficult decision at first, they felt the support was needed to be able to live a comfortable life.

Victims continue to report feeling safer, better informed about the criminal justice system, and more supported in their recovery journey. Derbyshire Victim Services remains committed to evolving and improving, ensuring every victim receives the care, respect, and advocacy they deserve.



CONSULTATION AND ENGAGEMENT

Listening to the people of Derbyshire is one of the most important parts of my role. Your views, experiences, and concerns shape the decisions I make and the priorities I set. That's why I've made consultation and engagement a key focus of my role as Police and Crime Commissioner.

Police and Crime Commissioners have a statutory duty to consult with the public and with victims of crime on matters relating to policing and community safety. This duty is not just a legal requirement; it's a vital part of ensuring that the services we deliver are informed by the people they are designed to protect and support.

During my first year as Commissioner, getting out into communities has been a key priority. I've made it a point to be visible and accessible, attending local events, visiting neighbourhoods, and meeting directly with residents to hear their concerns and ideas. These conversations have helped shape the way we deliver services and respond to local needs.

We've also made a concerted effort to ensure that the voices we hear through our consultation work reflect the full diversity of Derbyshire's communities. **From rural villages to our towns and city, we've engaged with people of all ages, backgrounds, and experiences to better understand their priorities and concerns.**

Whether through public meetings, online surveys, neighbourhood walkabouts, or community forums, I've worked to ensure that engagement is meaningful and inclusive.

The feedback I receive through consultation directly informs the delivery of the Police and Crime Plan. It helps me hold the Chief Constable to account, shape funding decisions, and ensure that policing in Derbyshire reflects the values and expectations of the people it serves.

Engagement is not a one-off exercise; it's an ongoing conversation. I remain committed to keeping that conversation going, so we can continue to build trust, improve services, and make Derbyshire safer and stronger together.

COMMUNITY ENGAGEMENT

Being visible and accessible is central to how I serve as your Police and Crime Commissioner. When I launched my Police and Crime Plan in November 2024, I made a clear promise: to be a visible PCC, someone who is present in communities, listens to concerns, and acts on what matters most to local people.

During the 2024-2025 financial year, I delivered on that promise by carrying out **93 engagements across every district and borough in Derbyshire, including the city of Derby.** These visits have taken me to every part of the county, where I've met with local residents, community groups, local councillors, Neighbourhood Watch groups, Community Speedwatch volunteers, charities, third sector organisations, and local businesses. These conversations are vital in helping me understand the challenges you face and how policing can better support you.

I've also made it a priority to attend some of Derbyshire's most celebrated public events, including Derby Pride, the Caribbean Carnival, Chatsworth Country Fair, Glossop Heritage Weekend, and many more. These events offer a unique opportunity to engage with people from all walks of life in a relaxed and open setting, and to hear directly about the issues that matter most to you.

Whether it's discussing road safety with volunteers, hearing from community leaders about local priorities, or speaking with residents at a local fair, every conversation helps shape the decisions I make. These engagements ensure that the work of my office is grounded in the lived experiences of those we serve.

My commitment remains clear: to be present, to listen, and to act. Through this ongoing engagement, we continue to build a Derbyshire that is safer and stronger together.



POLICE AND CRIME PLAN CONSULTATION

Ahead of publishing the Police and Crime Plan 2024-2029, I launched a public consultation to ensure the Plan reflected the real priorities of those who live, work and visit Derbyshire. The consultation ran from 8 July to 1 September 2024 and received an overwhelming response, with 3,340 people taking part.

This consultation was a vital part of my statutory duty to engage with the public and victims of crime on policing and community safety matters. It gave residents a direct voice in shaping the future of policing in Derbyshire. It was the most engaged-with survey of its kind ever undertaken in Derbyshire, demonstrating the strength of public interest in shaping local policing and community safety priorities.

In addition to the ranked themes, respondents highlighted other important issues such as drug-related crime, police visibility, road safety, and the need to improve public confidence in policing. Many called for a more visible and locally engaged police presence, quicker response times, and stronger action to bring offenders to justice.

I was encouraged by the breadth of responses, with representation from every local authority and a wide range of demographic groups. Notably, 360 responses came from ethnic minority backgrounds, around 10% of the total, closely reflecting the county’s demographic makeup. This engagement helped ensure the Plan is inclusive and responsive to the needs of all Derbyshire communities.

The feedback gathered through this consultation directly shaped the six strategic priorities in the Police and Crime Plan. It reaffirmed the importance of a holistic, partnership-led approach to tackling crime, supporting victims, and building safer, stronger communities.

To view the plan please visit: <https://www.derbyshire-pcc.gov.uk/commissioner/police-and-crime-plan/>

The survey asked participants to rank key policing themes and share their top concerns. The results were clear and consistent across all areas and demographics:

Ranked as 1st, 2nd, or 3rd priority	Priority Theme
54%	Serious Violence including VAWG
53%	Anti-Social Behaviour and Community Safety
50%	Neighbourhood Policing
39%	Bringing Offenders to Justice
35%	Drug Dealing and Substance Misuse
22%	Supporting Victims and Safeguarding

*Data based on 3,340 responses received to the PCC’s Police and Crime Plan Consultation.

BUDGET CONSULTATION

Each year, I consult with the public on the policing precept, the portion of Council Tax that helps fund local policing. This consultation is a vital part of my role and ensures that decisions about police funding are informed by the views of those who reside in Derbyshire.

The 2025-2026 Budget Consultation was the most engaged-with survey of its kind ever undertaken in Derbyshire, with **2,265 responses received**. I want to thank everyone who took the time to share their views.

This year’s results showed strong public support for investment in policing:

- **75.4% of respondents supported an increase of £12 or more per annum.**
- **68.5% supported an increase of £15 or more per annum.**

Over 180 responses were received from residents within each of the nine local authority districts and boroughs, including Derby City, which cover the county.

These results reflect a clear public mandate to continue investing in visible policing, neighbourhood teams, and services that support victims and reduce crime.

For more details concerning the budget, please visit: <https://www.derbyshire-pcc.gov.uk/finance-grants/grants-finance-secondary/budget-and-precept-information/>



LISTENING TO YOU

One of the most important parts of my role as your Police and Crime Commissioner is to listen. That’s why I launched the ‘Listening to You’ consultation, a rolling programme that ran throughout the 2024-2025 financial year to hear directly from residents and victims.

This consultation was designed to give residents a voice in shaping the future of policing and community safety in our county. Through surveys, public meetings, and online engagement, we gathered **3,675 responses**. Your feedback has been invaluable.



Respondents told us what matters most and their responses gave us a clear picture of the issues affecting their daily lives. We asked how safe they feel in their local area, both during the day and after dark, and explored concerns around crimes like burglary, anti-social behaviour, and drug use. We also asked about the visibility of local policing and how confident respondents feel in the service provided.

These insights will inform my discussions with the Chief Constable about how we can improve the service offered to residents and victims, ensuring that our approach remains holistic, responsive, and rooted in the real experiences of our communities.

When asked whether local police are addressing the issues that matter to their communities, **56% of respondents said yes, an encouraging figure that has steadily improved over recent years.** Younger respondents (under 25), older adults (75+), and those from ethnic minority backgrounds were the most likely to agree, while recent victims of crime expressed lower levels of confidence.

Public perceptions of police fairness and conduct were generally positive. Two-thirds of respondents felt that Derbyshire Police treat people fairly and with respect. However, those who had been victims of crime or who live with disabilities were less likely to agree. **59% believed that Derbyshire Police use physical force appropriately, and 53% felt that Stop and Search powers are used appropriately.**

While these figures remain stable compared to previous years, the belief in Stop and Search as an effective crime prevention tool has declined - from 67% last year to 55% this year. Older respondents were more likely to view it as effective.

A new question introduced this year explored online safety awareness. Encouragingly, **70% of respondents felt they had enough information to keep themselves and their families safe online**, with younger people slightly more confident than older age groups.

Finally, when asked to rate the overall performance of Derbyshire Police, 49% of respondents said they believe the force is doing an excellent or good job. This marks a notable improvement from the previous three years and brings public confidence levels closer to those seen before 2021.

Breakdown of responses by local authority:

Area	Number of questionnaires
All Respondents	3,675
Derby	907
Derbyshire County	2,768
Amber Valley	563
Bolsover	431
Chesterfield	288
Derbyshire Dales	294
Erewash	328
High Peak	291
North East Derbyshire	237
South Derbyshire	336

To view the full analysis of ‘Listening to You’ results for 2024-25, please visit the Commissioner’s website here:

<https://www.derbyshire-pcc.gov.uk/taking-part/listening-to-you>



COMMISSIONING AND GRANTS

As your Police and Crime Commissioner, one of my most important responsibilities is to ensure that public funds are used wisely to support victims of crime, protect those most at risk, and help build safer, stronger communities across Derbyshire.

In 2024-2025, I continued to take a holistic approach to commissioning services, working in partnership with local organisations to deliver high-quality, value-for-money support that meets the real needs of our communities. My Commissioning Strategy sets out how we do this, ensuring services are effective, efficient, and tailored to local priorities.

To explore the strategy and learn more about the core victim services we commission, please visit: <https://www.derbyshire-pcc.gov.uk/public-information/polices-procedures-and-guidance-documents/>

Safer and Stronger Communities Fund

This year saw the launch of my first Safer and Stronger Communities Fund, a landmark initiative designed to empower local communities to take the lead in tackling the issues that matter most to them.

The fund was created in direct response to the priorities raised by thousands of Derbyshire residents and businesses during our Police and Crime Plan Consultation. Through this fund, I awarded **36 grants** totalling **£173,274** to grassroots organisations across Derbyshire. These projects are led by people who understand their communities and are best placed to deliver meaningful change. From youth mentoring and boxing clubs to domestic abuse support and hate crime awareness, each project is helping to build safer, more resilient neighbourhoods.

This fund is about more than just financial support; it’s about harnessing the power of people to create safer and stronger communities. It reflects my belief that real change happens when we work together, listen to local voices, and invest in the strengths that already exist within our communities.

By supporting these initiatives, we are not only addressing the root causes of crime but also building trust, improving wellbeing, and creating a Derbyshire that is safer and stronger for everyone who lives, works, and visits our county.

A list of the organisations who received funding are provided:

Organisation Name	Grant Value	Location
Baby People	£4930	Spondon, Sinfin and Chaddesden
Canaan Trust	£5000	Long Eaton
Children First Derby	£5000	Derby City
Community Development Chesterfield	£5000	Chesterfield
Community One	£5000	Derby City
Compassionate Voices	£3860	Chesterfield
Derbyshire LGBT+	£5000	City and County
Down to Earth Derby	£5000	Derby City
Draycott Millennium Green Trust	£5000	Draycott
Everyone Active	£5000	Derby City
Friends of Derby Arboretum	£4200	Derby City
Fusion Scape	£4910	Sinfin and Normanton
Headway Derby	£4390	City and County
Honeycomb Charitable Services – Glow	£5000	City and County
Infinite Wellbeing CIC	£5000	Heanor
Inspire Fitness Academy	£4820	Normanton
Inspiring Inkersall Community Group	£5000	Staveley
Kelsey Family CIC	£5000	City and County
Modern Combatives and Self Defence Academy	£4460	Derby City



Organisation Name	Grant Value	Location
Me, My Mind, & I	£4000	Erewash
Millers Partnership CIC	£5000	Langley Mill
Move More Glossop	£4980	Glossop
North Wingfield Boxing Club	£5000	North Wingfield
Rebuild East Midlands	£5000	City and County
Redeeming Our Communities	£5000	Derby City
Relate Chesterfield and North Derbyshire	£4890	Chesterfield
Rhubarb Farm	£4975	Bolsover
Salcare	£5000	Heanor
Spectrum Housing CIC	£3000	Heanor and Somercotes
Supporting Communities	£5000	Derby City
The Elm Foundation	£4992.35	Bolsover
The Ironville & Codnor Park Community Assoc.	£4866.33	Codnor and Ironville
The Jericho Society	£5000	Derby City
The Zink Project CIO	£5000	Buxton
Vox Feminarum	£5000	Derby City
Youth Matters New Mills CIC	£5000	New Mills

For further information on the Safer and Stronger Communities Fund Round One recipients and their deliverables, please visit: <https://www.derbyshire-pcc.gov.uk/homepage/safer-and-stronger-communities-fund-round-1/>



Attending a Mini Police Ceremony at St Joseph's Catholic Voluntary Academy, Matlock to recognise their outstanding work to influence positive change.



The PCC meeting with the Family Support Team at Salcare to discuss the challenges and opportunities in tackling domestic abuse across Derbyshire.

Initiatives aiming to prevent and reduce crime

In 2024-2025, I continued to fund a wide range of initiatives that support victims, reduce harm, and address the root causes of crime. These services are central to my commitment to delivering a holistic, partnership-led approach to community safety and victim care.

Alongside investing in community-based organisations, I will continue to support partners in delivering initiatives that improve community safety based on local needs and circumstances. Wherever possible, I will ensure that funding is directed towards

early intervention projects that support children, young people, and vulnerable groups who are at risk of being drawn into the criminal justice system. By working closely with a wide range of partners including health services, local authorities, youth offending teams, housing associations, the third sector, the business community, and our various 'watch groups', I will continue to utilise both local and national funding sources to support a variety of projects that make our communities safer and stronger.

Details of the initiatives funded during the financial year are listed over the next few pages:





Trainers at Police HQ in Ripley delivering a specialist course on modern slavery and county lines crime.



Compassion Fatigue Training

In March 2025, I was proud to fund Compassion Fatigue Training for staff working in commissioned victim services. **Delivered to 18 attendees** at a cost of £2,500, this training was designed to proactively address the emotional toll of supporting victims and to equip staff with strategies to maintain their wellbeing. Feedback from participants was overwhelmingly positive showing that **100% of participants learnt something new and felt the course was worthwhile**. Given the success of this initiative, I am now exploring opportunities to extend the training to police officers and staff during 2025/2026.

Home Office Perpetrator Funding

Through local contributions and Home Office Perpetrator funding totalling **£798,148** in 2024-2025, we've been able to continue delivering Behaviour Change programmes for adult perpetrators of domestic abuse for a second year. These programmes are vital in reducing the frequency and severity of abuse and improving safety for victims and their families.

We fund two distinct interventions:

- **The Changes Programme for standard/medium risk cases, delivered by the Derbyshire Consortium (The Elm Foundation, Crossroads Derbyshire, and Derbyshire Wish).**
- **The 180 Programme for high-risk perpetrators, delivered by Glow.**

Both programmes are designed to reduce risk and promote long-term behavioural change.

Anti-Social Behaviour Immediate Justice Scheme

As part of the national Anti-Social Behaviour Action Plan, Derbyshire was selected as an **Immediate Justice trailblazer**. With funding totalling **£1m awarded** in 2024-2025 from the Home Office, we partnered with Remedi, a leading restorative justice provider, to deliver swift, meaningful responses to anti-social behaviour.

This initiative allows for out-of-court disposals with conditions that require offenders to repair the harm they've caused. Our goals are to: reduce incidents and perceptions of ASB, increase public confidence in reporting ASB and strengthen community cohesion.

I'm proud to say Derbyshire's scheme has been recognised as one of the highest performing in the country. Since the scheme started in July 2023 up until March 2025,

there have been **1,123 referrals received** with data showing that **71% of people did not reoffend following full completion.**

Anti-Social Behaviour Hotspot Scheme

In 2024-2025, we delivered the second year of a **£1.1 million Government grant** to support the Anti-Social Behaviour (ASB) Hotspot Scheme across Derbyshire. This funding enabled **targeted patrols in areas most affected by ASB**, helping to reduce incidents, increase police visibility, and reassure local communities. The scheme remains a key part of my commitment to tackling ASB swiftly and effectively, ensuring residents feel safer and more supported.

Serious Violence Interventions

The introduction of the Serious Violence Duty under the Police, Crime, Sentencing and Courts Act 2022 has enabled us to take a more strategic and collaborative approach to tackling serious violence across Derbyshire.

With £641k funding received in 2024-2025 from the Government to support the implementation of this duty, we developed a Strategic Needs Assessment to identify the key drivers of serious violence and the groups most affected. This informed the creation of a local strategy, which outlines our multi-agency response and complements existing local arrangements.

I invited proposals from partners for targeted interventions aimed at preventing and reducing serious violence which include trauma-informed prevention and therapeutic support, bystander training, outreach services, intensive mentoring programmes, educational and awareness session, and deterrent interventions.

These initiatives are designed to equip individuals, particularly those at risk of offending, with positive alternatives to violence and conflict, helping to build safer and more resilient communities.



Lived Experience Initiative

In partnership with Derby City Council and Derbyshire County Council, I invested £50,000 to ensure that the voices of victims are at the heart of how we design and deliver services. I believe that people with lived experience of crime offer invaluable insights, which is why I've commissioned national charity Victim Support to lead this work. Through the **Derbyshire Voice App and a programme of qualitative research**, we've gathered **meaningful feedback** on a range of issues, including experiences of crime and support, barriers to engagement, wellbeing after crime, and the impact of the cost of living.

We've also undertaken in-depth studies with survivors of sexual abuse, victims from diverse communities, and young victims. These insights have directly informed improvements to the services we commission and the wider victim support landscape in Derbyshire.

Pathways of Chesterfield

With my support, Pathways of Chesterfield continues to provide vital services to individuals who are homeless or at risk of homelessness



across Chesterfield, North East Derbyshire, and Bolsover.

£30K of funding was provided by my office in 2024-2025 which enabled the employment of a **Volunteer and Activities Coordinator**, who facilitated group work and has introduced a peer mentor scheme. This approach helps service users engage with support and work towards sustainable housing through personalised plans and holistic assessments.

Derbyshire Communities Against Scams and Fraud

During 2024-2025, I provided **£40k of funding** to Rural Action Derbyshire to deliver a programme aimed at **raising awareness of scams in priority communities**. A part-time coordinator works with voluntary sector organisations to empower individuals with knowledge to protect themselves, connect organisations to key intelligence, and embed scam awareness into community support services.

Independent Road Victim Advocate Service

I continue to fund an Independent Road Victim Advocate (IRVA) through national charity Brake's National Road Victim Service, providing **specialist, person-centred support to those bereaved or seriously injured in road crashes**.

Working closely with the Roads Policing Team under an opt-out model, the **IRVA offers emotional and practical support**. Regular training for Family Liaison Officers ensures victims receive high-quality care, including face-to-face support from local caseworkers. **The cost of this service in 2024-2025 was £49k.**

I-Vengers Programme

The I-Vengers programme is a peer-led initiative aimed at **reducing online harm to children**. It addresses issues such as exploitation,



The PCC at Temple Normanton Junior Academy to see the work i-Vengers are doing through their programme to improve the safety of children online.

sexual violence, radicalisation, mental health, and cyberbullying. This programme also educates parents, carers, and professionals, ensuring that all primary-aged children receive consistent online safety messages and are empowered to make safer choices. **This programme cost £51k in 2024-2025 to operate.**

Safe Space

In partnership with Derby Homes, I have contributed to a **joint investment of £333,000** in 2024-2025 to support a vital service providing a **safe, city-centre refuge for individuals who are rough sleeping or at imminent risk of doing so**. This service offers a secure and supportive environment for those facing multiple and complex needs, particularly individuals who have struggled to maintain accommodation and those found in the city centre in crisis, often due to substance misuse. It provides a place to rest, recover, and access the help they need to begin stabilising their lives.

Willow Project

In 2024-2025, I **allocated £40,000** to support The Willow Project, which delivers **domestic abuse awareness training** across Derbyshire, with a particular focus on rural areas. Victims living in isolated communities often face unique challenges in accessing support, and this initiative helps bridge that gap.

By working with local partners and delivering targeted sessions, The Willow Project **raises awareness of the signs of abuse, promotes available support services, and empowers communities to respond effectively**. This investment supports the Commissioner's commitment to protecting vulnerable people, improving access to services, and tackling domestic abuse wherever it occurs.

High Risk Offender Support Service

I have contributed to a **joint investment of £304,000** in 2024-2025 in partnership with Derby City Council, Derbyshire County Council, Derby Homes, Probation, and all remaining borough and district councils to support the HIROS (High Risk Offender Support) Service. This initiative provides **housing-related, accommodation-based support** for individuals identified as high-risk serious offenders, helping to stabilise their circumstances and reduce the risk of reoffending through structured support and supervision.

Community Safety Partnership Funding

In 2024-2025, I provided an **annual Community Safety Grant totalling £300,000**, which is distributed equally among the nine Community Safety Partnerships (CSPs) operating across Derby and Derbyshire. Each CSP uses this funding to deliver targeted initiatives that address crime and anti-social behaviour in their local areas. These activities are shaped by local priorities and are designed to support residents and enhance community safety.

Business Crime Reduction Partnership (BCRP)

In 2024-2025, I **provided £30,000** to support the continued development of the Business Crime Reduction Partnership (BCRP), delivered in collaboration with the East Midlands Chamber. This funding builds on previous investment and supports the expansion of the BCRP across Derbyshire.



The PCC with Rural Action Derbyshire in Matlock at the launch of their End Violence Against Women and Girls campaign.



The PCC and the BCRP in Glossop as part of Safer Business Action Week, engaging with businesses and retail workers.



The BCRP **brings businesses together with the police through local and county-wide forums**, coordinated by a dedicated BCRP Manager. This partnership approach helps reduce crime, improve safety, and free up police resources to focus on more serious offences. A bespoke electronic system enables real-time data sharing among partners, supporting targeted initiatives to tackle petty crime and anti-social behaviour.

Importantly, the BCRP also **addresses incidents of violence and abuse against retail workers**. Its wider membership allows for intelligence sharing across Derbyshire, helping to identify and respond to broader crime trends such as county lines activity and criminal exploitation.

16–25 Outreach Service

In 2024-2025, I **invested £225,000** in partnership with Derbyshire County Council and Derby City Council’s Public Health service to commission health and social care charity Change Grow Live to deliver a targeted outreach service for young people aged 16 to 25 across the city and county.

The service focuses on **reducing drug and alcohol misuse through early intervention and support**. It is delivered in a range of settings where young people are most likely to be reached, including further and higher education institutions, festivals and local events, as well as through outreach with unorganised groups gathering in public spaces such as parks. This approach ensures that support is accessible, timely, and responsive to the needs of young people in our communities.

Deaf-initely Women - Deaf Abuse Free Programme

In 2024-2025, I **allocated £25,000** to fund Deaf-initely Women to deliver its ‘Deaf Abuse Free’ programme. This initiative supports deaf,



deaf-blind, and hard of hearing women who have experienced abuse, helping them to recognise exploitation and harm, and giving them the confidence to report it.

The project provides **specialist, accessible support for victims who have been bullied, exploited, trolled, or abused**. Over the past year, funding has enabled the recruitment of a **British Sign Language (BSL) Personal Navigational Support Worker**, who plays a vital role in helping women report abuse to the police and access mainstream domestic and sexual abuse services.

E-CINS - Supporting Multi-Agency Early Intervention

In 2024-2025, I **allocated £66,672** to support the continued use of E-CINS (Empowering Communities Inclusion & Neighbourhood Management System) across Derbyshire. This secure, cloud-based case management system **enables multi-agency partners to**

collaborate more effectively, improving outcomes for vulnerable individuals and communities.

E-CINS helps frontline professionals share information safely and in real time, reducing duplication and ensuring timely support. The funding has supported system enhancements and training, enabling wider adoption across services including community safety, youth justice, and early intervention teams. By improving coordination, E-CINS plays a vital role in safeguarding, reducing harm, and promoting joined-up working across the county.

Mental Health Helpline and Support Service

In 2024-2025, I **allocated £84,063** to support Derbyshire’s Mental Health Helpline and Support Service, delivered in partnership between P3 Charity and Derbyshire Healthcare NHS Foundation Trust. This funding helps **strengthen the county’s response to mental health needs**, ensuring vulnerable individuals receive the right support at the right time.



The service works closely with NHS crisis teams in Chesterfield, High Peak and Derby, and signposts people to a wide range of other services. By prioritising a single assessment approach, the team **ensures individuals are connected with appropriate help from the outset**. This joined-up model improves outcomes, reduces pressure on emergency services, and supports people in navigating complex challenges with confidence and care.

Derbyshire Neighbourhood Watch Association Trust

In 2024-2025, I **allocated £5,000 through the Neighbourhood Watch Support Fund** to Derbyshire Neighbourhood Watch Association Trust (DNWAT). This funding helps **sustain and grow the vital work of Neighbourhood Watch groups across the county**, empowering residents to take an active role in community safety.

This funding helps support the continued operation of watch schemes by supporting the work they do within communities aiming to improve community safety and increase their membership base.

Stop Hate UK Helpline

In 2024-2025, I **allocated £16,000** to support the Stop Hate UK helpline in Derbyshire. This confidential service provides vital support to individuals affected by hate crime, offering a safe space to report incidents and access guidance without fear or judgement. The helpline operates 24/7 and is accessible to people from all communities, including those who may feel unable to report directly to the police. By working in partnership with local agencies, Stop Hate UK **helps ensure victims are signposted to appropriate services and that hate crime is challenged wherever it occurs**. This funding reinforces our commitment to inclusion, safety, and standing against discrimination in all its forms.



Health Trainers

In 2024-2025, I **allocated £15,000** to support the Health Trainer service, which provides one-to-one support for adults seeking to make healthier lifestyle choices but who may struggle to do so without tailored guidance. This includes **funding for Probation Health Trainers**, many of whom are ex-offenders, offering relatable and credible support to those with complex needs.

All Health Trainers are nationally accredited and work directly with clients to assess health and lifestyle risks, supporting them to make and sustain positive behavioural changes. Offenders in the community often face significant barriers to accessing services such as housing, healthcare, and employment, and experience disproportionately poor physical and mental health outcomes.

Sporting Communities

In 2024-2025, I **allocated £30,000** to support Sporting Communities in delivering a Mobile Youth Vehicle initiative across Derbyshire. This specially designed vehicle targets areas where youth anti-social behaviour (ASB) is a known concern, **providing a safe and engaging space for young people to socialise and connect with peers.**



The PCC with the team at Sporting Communities to see their work first hand.

Working collaboratively with partners including local councils, police, and housing services, the project aims to prevent ASB by creating a positive environment and offering a range of activities and resources. By travelling to different communities, **the Mobile Youth Vehicle brings support directly to where it’s needed most**, helping to reduce risk and promote healthier choices among young people.

Project Nova

In 2024-2025, I **allocated £18,000** to Project Nova to part-fund a dedicated Caseworker role in Derbyshire over a two-year period. This role will **support up to 60 veterans per year** who have come into contact with the criminal justice system, helping them to rebuild their lives and reduce the risk of reoffending.

Project Nova maintains an automatic referral system with Derbyshire Police, ensuring that **any individual who is arrested and declares previous service in the Armed Forces is promptly referred for support.** The Caseworker provides tailored practical and emotional assistance, working with veterans to improve social stability, health and wellbeing, and access to employment.

Red Snapper

In 2024-2025, I **allocated £26,500** to commission Red Snapper, a specialist service providing **therapeutic support to individuals who have offended or are at risk of offending.** This funding enables the delivery of **over 30 targeted interventions**, covering areas such as domestic abuse, anger management, and women’s programmes.

Red Snapper works with individuals displaying problematic behaviours, offering tailored support designed to address underlying issues and promote long-term change. **The aim is to reduce reoffending by helping people develop healthier coping strategies, improve relationships, and reintegrate positively into their communities.**

Ministry of Justice (MOJ) - VAWG Funding

In 2024-2025, we continued to deliver support through the MOJ's Domestic and Sexual Violence (DV/SV) Fund and ISVA/IDVA Baseline and Additional Funding streams. **A total of £1.09 million was allocated to support a wide range of specialist services across Derbyshire, including Independent Domestic and Sexual Violence Advisors (IDVAs/ISVAs), targeted outreach, and bespoke support for victims of stalking, child and adolescent abuse, and multiple disadvantage.**

This funding has strengthened our local response to VAWG, ensuring survivors receive timely, tailored support and advocacy. It remains central to my commitment to protecting vulnerable individuals and improving outcomes for those affected by abuse.

Derbyshire County – Youth Offending Service

In 2024-2025, I **allocated £133,417.50** to support Derbyshire Youth Offending Service (YOS) as part of wider investment in Community Safety Partnerships across Derby and Derbyshire. This funding enables YOS to work in close collaboration with Derbyshire Constabulary and other key partners to address identified risks and keep communities safe.

Through cohesive partnership working, **the service focuses on early intervention, prevention, and rehabilitation, helping to reduce youth offending and improve outcomes for vulnerable individuals.**

Derby City – Youth Offending Service

In 2024-2025, I **allocated £70,666** to support Derby City Youth Offending Service (YOS) as part of wider investment in Community Safety Partnerships across Derby and Derbyshire. This funding enables YOS to work in close partnership with Derbyshire Constabulary and other agencies to tackle identified risks and keep communities safe.

Included within this funding is **£20,000 for a dedicated youth worker, who will engage directly with young people at risk of offending.** The youth worker plays a key role in early intervention, helping to divert individuals away from crime and towards positive pathways.



The PCC meeting with the Heads of the Youth Justice Service in Ilkeston to hear about their work delivering a multi-agency approach which focuses on preventing offending and re-offending by children and young people.



COMMISSIONER'S VOLUNTEER SCHEMES

Volunteers play a vital role in helping me deliver independent oversight, transparency, and public confidence in policing across Derbyshire. I am proud to support a range of schemes that give local people the opportunity to scrutinise police activity, promote fairness, and ensure the highest standards of care and conduct.

Independent Custody Visitors Scheme

The Independent Custody Visitors (ICV) Scheme is a statutory responsibility of all Police and Crime Commissioners. It provides independent oversight of how people are treated while in police custody.

In Derbyshire, **12 trained volunteers** from across the county make unannounced visits to custody suites in Derby (South) and Ripley (North). During these visits, **they speak with detainees, check on their welfare, and ensure that their rights are upheld and that conditions are safe and respectful.** Any concerns are raised directly with custody staff to ensure swift resolution.

In 2024-2025, **94 visits were carried out** under the scheme, helping to build public trust by showing that custody processes are open to scrutiny and that detainees are treated with dignity and respect.

This scheme helps to build public trust by showing that custody processes are open to scrutiny and that detainees are treated with dignity and respect.

To read more about the work of the ICV Scheme, please visit: <https://www.derbyshire-pcc.gov.uk/taking-part/custody-volunteers/>

Custody Detention Scrutiny Panels

To further strengthen transparency in custody environments, I have introduced Custody Detention Scrutiny Panels (CDSPs). These panels are made up of local residents who meet quarterly to review a wide range of custody-related issues.

Panel members are given access to relevant police-held material and scrutinise topics such as:

- Strip searches
- Use of force
- Remand vs. bail decisions
- Dignity and respect
- Mental health support

- Use of anti-rip clothing and suites
- Access to services (e.g. interpreters, healthcare, appropriate adults)
- Custody policies and procedures

This independent scrutiny ensures that custody practices are fair, proportionate, and in line with legislation and policy.

The panel was established in late 2024 and have met twice in 24-25.

To read more about the work of CDSPs, including copies of the meeting minutes, please visit: <https://www.derbyshire-pcc.gov.uk/taking-part/custody-detention-scrutiny-panels/>



Independent Stop and Search Scrutiny Panel

The Independent Stop and Search Scrutiny Panel brings together volunteers from across Derbyshire, alongside representatives from my office and Derbyshire Constabulary. The panel meets every two months to review a sample of stop and search records and associated body-worn video footage.

During 2024-2025, the panel met nine times and reviewed around **90 stop and search encounters** which were scrutinised to assess whether they were conducted fairly, lawfully, and respectfully. The panel provides feedback to the Constabulary, highlighting good practice and raising any concerns for further review.

This work helps to ensure that stop and search powers are used appropriately and without bias.

To read more about the work of the Stop and Search Panel, including copies of the meeting minutes, please visit:

<https://www.derbyshire-pcc.gov.uk/taking-part/stop-and-search-volunteer-scheme/>

Dog Welfare Scheme

The Dog Welfare Scheme was introduced nationally following the tragic death of a police dog in training. It aims to ensure that police dogs are cared for ethically, humanely, and transparently.

In Derbyshire, **five trained volunteers** carry out unannounced visits to the Force's kennels and training facilities. They observe the conditions in which dogs are housed, transported, and trained, and report on their findings.

In 2024-2025, **nine visits were carried out** under the scheme, providing valuable independent oversight and helping to maintain public confidence in the care of our police dogs.

As with other schemes, volunteers are unpaid but receive full training and reimbursement for expenses. Their work helps maintain public confidence in the welfare of our police animals.

To read more about the work of the Dog Welfare Scheme, please visit:

<https://www.derbyshire-pcc.gov.uk/taking-part/animal-welfare-scheme/>

TRANSPARENCY AND SCRUTINY

As your Police and Crime Commissioner, I am committed to ensuring that policing in Derbyshire is open, accountable, and subject to robust scrutiny. Transparency underpins how I hold the Constabulary to account from financial oversight to performance monitoring and complaint handling.



Public Assurance Meetings (PAM)

Since taking office, I have introduced Public Assurance Meetings (PAM) to provide a more structured and transparent way of holding the Chief Constable to account. At each meeting, the Constabulary presents a detailed report which I use to scrutinise the Chief Constable, ensuring that progress is being made and areas for improvement are identified. These meetings are themed around the six priorities in the Police and Crime Plan.

In 2024-2025, three PAM meetings were held, each focusing on a different priority area. To ensure the public's voice is heard, residents are invited to submit questions in advance of each meeting. These questions are responded to directly by the Chief Constable and her team and then recorded in a podcast-style format and published online alongside formal reports.

This process ensures that the public can see how their concerns are being taken seriously and how the Constabulary are being held to account. To read the P.A.M reports and view the video for each meeting, please visit:

<https://www.derbyshire-pcc.gov.uk/public-information/public-assurance-meeting/>



Finance

As your Police and Crime Commissioner, I am committed to ensuring that every pound spent delivers value for money and supports a safer Derbyshire. For the financial year 2025-2026, I set a budget that protects frontline policing, invests in long-term improvements, and aligns with the six priorities in the Police and Crime Plan.

To help meet growing demand and sustain vital services, I proposed a £14 increase in the council tax precept for Band D properties. I’m grateful for the Police and Crime Panel’s unanimous support for this proposal, which enables us to maintain our commitment to community safety. This means a Band D household will contribute £293.60 towards policing in 2025–2026.

The net budget requirement for 2025-2026 has been set at £245.616 million, representing a 6% increase in net expenditure over the previous year. This reflects a careful balance between government funding (providing 59% of the total) and local contributions through council tax (41%).

To ensure financial sustainability, we’ve implemented budget reduction measures and, where necessary, drawn from the Operational Funding and Investment Reserve. I’ve also approved a Medium-Term Financial Forecast through to 2029–2030, which provides a clear roadmap for future planning and resilience.

Every financial decision I make is guided by the need to deliver meaningful outcomes, whether that’s tackling serious violence, supporting victims, addressing drug misuse, or strengthening neighbourhood policing. I remain focused on transparency, accountability, and ensuring that our resources are used efficiently and effectively.

Together, with Derbyshire Constabulary and our partners, we are building a safer, stronger county. I thank you for your continued support and engagement as we work to deliver the best possible policing services for everyone who lives, works, and visits Derbyshire.



Financial Assurance Board

To support oversight of police spending, the Financial Assurance Board provides me with regular updates on the Constabulary’s financial position, including progress on delivering both cashable and non-cashable efficiencies. These meetings take place monthly and form part of the wider scrutiny work carried out by my office. This process helps ensure that public money is used effectively and that financial decisions contribute to a safer Derbyshire.

Statements of Accounts

The 2024-2025 Statements of Accounts for both the Chief Constable and the Commissioner/Group are available on my website, offering a detailed breakdown of income, spending, and financial performance to ensure transparency and accountability in managing public funds.

Chief Constable Accounts

<https://www.derbyshire-pcc.gov.uk/finance-grants/grants-finance-secondary/statement-of-accounts/>

Commissioner and Group Accounts

<https://www.derbyshire-pcc.gov.uk/finance-grants/grants-finance-secondary/statement-of-accounts/>





CASEWORK AND COMPLAINTS

As your Police and Crime Commissioner, I am committed to listening to the voices of those who live, work and visit Derbyshire. Every letter, email, phone call or conversation at a public event matters and I am grateful to everyone who has taken the time to get in touch with me or my office over the past year.

Throughout 2024-25, my office received a significant number of contacts from members of the public. These came directly, or via local MPs and Councillors, and covered a wide range of issues from concerns about local policing to broader questions about community safety. Each piece of correspondence is treated with care and respect, and every effort is made to support those who reach out.

However, it's important to be clear about the legal boundaries of my role. I am only permitted to handle complaints against the Chief Constable. Complaints about other officers or staff must be dealt with by Derbyshire Constabulary directly. That said, **I take my responsibility for overseeing the Constabulary's complaints system very seriously.**

To ensure transparency and accountability, my office regularly dip-samples closed complaints and holds routine meetings with the Regional Director of the Independent Office for Police Conduct (IOPC). I am pleased to report that Derbyshire Constabulary continues to maintain a strong and constructive relationship with the IOPC, which recognises the force's robust systems and commitment to learning.

But there is no room for complacency. We must continue to learn from best practice across the country and ensure that our approach remains holistic, fair and responsive. We are safer and stronger together when we listen, learn and act.

In line with this commitment, my office received 700 pieces of casework from the public during 2024-2025, a 14% increase compared with the previous year. People contacted us for a variety of reasons, including to raise concerns, report crimes, share intelligence, express appreciation, or make general enquiries. This rise in engagement comes at a time when the Force is also experiencing increasing demand, and I welcome the public's continued willingness to reach out. I regularly encourage people to get in touch during public events, and I remain committed to ensuring that every voice is heard and every concern is treated with the respect it deserves.

Complaint Reviews

The Policing and Crime Act 2017 introduced significant reforms to the police complaints and disciplinary system, aiming to make it more transparent, independent, and focused on the needs of the public. One of the key changes was the introduction of a new right to request a review of a complaint outcome, a responsibility that now sits with Police and Crime Commissioners or the Independent Office for Police Conduct (IOPC), depending on the case.

If a complaint has been handled by Derbyshire Constabulary and the complainant is dissatisfied with the outcome, they have the right to request a review within 28 days. My role is to assess whether the complaint was dealt with in a reasonable and proportionate way.

Between 2024-2025, my office and I undertook 109 complaint reviews. Each review is carefully considered to ensure fairness, accountability, and learning where appropriate.

A full Complaint Review Report will be published on my website in autumn 2025, providing further insight into the nature of the reviews and the outcomes. Please visit: <https://www.derbyshire-pcc.gov.uk/public-information/reviews-and-complaints/>



STRATEGIC POLICING REQUIREMENT

As Police and Crime Commissioner, I have a statutory duty to have due regard to the Strategic Policing Requirement (SPR). The SPR sets out the national threats that all police forces must be prepared to respond to, and the capabilities they must maintain to do so effectively.



The current national threat areas identified in the SPR are:

- Violence against women and girls
- Terrorism
- Serious and organised crime
- A national cyber incident
- Child sexual abuse
- Public disorder
- Civil emergencies

While my primary responsibility is to ensure Derbyshire Constabulary delivers against local priorities, I must also ensure that the force is equipped to contribute to the national policing response to these threats.

In 2024-2025, I worked closely with the Chief Constable to ensure Derbyshire Constabulary continues to meet the expectations of the SPR. This includes maintaining the right skills, resources, and partnerships to respond to complex and evolving threats.

Derbyshire Constabulary plays a key role in the East Midlands Special Operations Unit (EMSOU), a regional collaboration that brings together specialist capabilities to tackle serious and organised crime, cyber threats, and counter-terrorism.

In addition, I meet regularly with fellow Police and Crime Commissioners and Chief Constables from across the East Midlands region to review and discuss our collaborative efforts in relation to the threats outlined in the SPR. These meetings ensure that Derbyshire is not only prepared locally but also contributes to national resilience and public safety.

UPHOLDING THE NOLAN PRINCIPLES: MY COMMITMENT TO ETHICAL LEADERSHIP

As Derbyshire's Police and Crime Commissioner, I remain steadfast in my commitment to the Seven Principles of Public Life, commonly known as the Nolan Principles. These principles: Selflessness, Integrity, Objectivity, Accountability, Openness, Honesty, and Leadership, are the foundation of public trust and the cornerstone of ethical governance. Throughout the 2024-2025 financial year, I have ensured that every decision, action, and engagement I have undertaken was guided by these values.

Selflessness and **Integrity** have shaped my approach to commissioning services and allocating resources. I have consistently prioritised the needs of Derbyshire's communities, ensuring that public funds are used solely for the benefit of the public and not for personal gain or favour. I have maintained a clear separation between my public duties and any private interests, and I have declared all relevant interests transparently.

In line with **Objectivity**, I have made decisions based on evidence, consultation, and the strategic needs of the county. Whether appointing senior staff, awarding

grants, or setting policing priorities, I have applied fair and impartial judgement.

I am fully **Accountable** to the public and to the Police and Crime Panel, and I welcome scrutiny of my work. I have attended all required meetings, responded to public queries, and published key decisions and performance updates in a timely and accessible manner.

Openness and **Honesty** are central to my communication strategy. I have continued to engage with communities across Derbyshire, listening to concerns and sharing information about policing, crime prevention, and victim support. My office has operated

transparently, with clear channels for feedback and complaints.

I am proud to report that no complaints were made against me during the 2024-2025 financial year. This reflects not only my personal commitment to ethical conduct but also the professionalism and integrity of the team that supports me.

Finally, I recognise that **Leadership** means setting the tone for ethical behaviour across the wider policing and criminal justice landscape. **I have championed initiatives that promote fairness, diversity, and accountability, and I will continue to lead by example.**

As we move forward, I remain committed to upholding the Nolan Principles in everything I do, ensuring that public confidence in policing and community safety remains strong across Derbyshire.



LOOKING AHEAD

As we move into the next financial year, Derbyshire continues to face significant challenges in delivering a policing service that is visible, responsive, and rooted in the needs of our communities.

While I welcome the Government's announcement of funding for 35 additional neighbourhood officers who will be on the frontline by early 2026, this investment represents only a fraction of what is needed. It is the tip of the iceberg. I remain committed to lobbying for a fairer funding settlement for Derbyshire, one that reflects the scale and complexity of the demands placed on our police service.

The financial pressures ahead are considerable. The 2025-2026 budget required a £14 increase in the council tax precept and the use of reserves to maintain frontline services. With inflationary costs, rising demand, and the need to invest in infrastructure and technology, we must continue to make difficult decisions to protect the services that matter most to our communities.

In the year ahead, I will continue to hold the Chief Constable to account for delivering against the six strategic priorities set out in the Police and Crime Plan 2024-2029. These priorities, shaped by over 3,000 responses to our public consultation, reflect what matters most to the people of Derbyshire: tackling serious violence, anti-social behaviour, drug-related harm, and improving support for victims.

I will also maintain scrutiny of the Constabulary's progress against the areas for improvement identified in the most recent PEEL inspection by HMICFRS. These findings, particularly around responding to the public, investigating crime, and protecting vulnerable people, require sustained focus and improvement. A formal review is expected in late 2026, and I will ensure that Derbyshire is well-prepared to demonstrate progress.

I will continue to be visible in our communities and ensure your voice is heard through my ongoing consultation process, Listening to You. Your feedback remains central to shaping the decisions I make and the priorities I set.

Despite the challenges, my commitment remains clear: to deliver a policing service that is trusted, effective, and rooted in the values of our communities. Together, with our partners and the public, we will continue to build a safer and stronger Derbyshire.





GET IN TOUCH



You can contact my office in a variety of ways:

Office of the Police and Crime Commissioner

Derbyshire Constabulary Headquarters, Butterley Hall, Ripley, Derbyshire DE5 3RS

website: derbyshire-pcc.gov.uk | **email:** pccoffice@derbyshire.police.uk | **phone:** 0300 122 6000



Please note we are unable to take details of crimes or incidents. If you need to contact the police please either call 999 if it is an emergency, or dial 101 if it is a non-emergency.



Sign up for Derbyshire Alert

Derbyshire Alert is the community messaging system for the whole of Derbyshire and Derby City. By registering, you can be the first to receive news and appeals, local crime information, and prevention advice direct to your email address. You can sign up by heading to derbyshirealert.co.uk. Derbyshire Alert is run independently of the Derbyshire Office of the Police and Crime Commissioner. By signing up you agree to their terms and conditions in accordance with their privacy policy, which you can read on neighbourhoodalert.co.uk/privacy.

2024 - 2025