



HUMBERSIDE
POLICE & CRIME
COMMISSIONER



DELIVERY PLAN

2024/25

A LAUGH AT THE PUB BUT A NIGHTMARE TO LIVE WITH?

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Engaged, Resilient and Inclusive Communities



Safer Communities



Effective Organisations

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HUMBERSIDE POLICE & CRIME COMMISSIONER

WHAT ARE THE FUNCTIONS OF AN OFFICE OF THE POLICE AND CRIME COMMISSIONER (OPCC)?

The OPCC exists to support the Police and Crime Commissioner in executing their statutory responsibilities and ensure delivery of their Police and Crime Plan. There are two statutory posts that a PCC must have: a Chief Executive that acts as a Chief of Staff and Monitoring Officer and determines the resources required to deliver the PCC's Police and Crime Plan, and a Chief Finance Officer who leads on ensuring the PCC is provided sound financial advice and acts as the PCC's section 151 officer.

The main responsibilities of the office include:

1. **HOLDING THE CHIEF CONSTABLE TO ACCOUNT FOR PERFORMANCE OF THE FORCE:**

The OPCC is responsible for assisting the PCC to hold the police force to account and ensuring that they are delivering an effective and efficient service to the community. This includes both internal and independent scrutiny and assurance of the force, achieved through the management of a number of volunteer led groups (<https://tinyurl.com/pccvolunteering>) as well as our formal and informal internal assurance arrangements (<https://tinyurl.com/pccgovernance>). The OPCC also manage the Independent Custody Visitor scheme (<https://tinyurl.com/pccicv>) which is a statutory requirement and ensures the checking of welfare of those detained in police custody facilities.

2. **SETTING POLICING PRIORITIES:**

The OPCC works with the PCC to create a Police and Crime Plan (<https://tinyurl.com/pcccrimeplan>) that is then shared with partners including the Chief Constable (CC). The Police and Crime Plan should assist the CC to set policing priorities for the area and ensure that resources are allocated accordingly.

3. **ENGAGING WITH THE COMMUNITY:**

The PCC is the public's representative and should take their views into consideration in setting priorities and holding to account. The PCC represents the interests of the public in relation to policing matters and acts as a bridge between the police force and the community. As such the OPCC engages with local communities to understand their concerns and priorities and works to address these issues through the police force and relevant partners and providers. We do this through a number of surveys, attending public meetings, interacting with the public through My Community Alert (www.mycommunityalert.co.uk), and through social media and other channels. We also have a communications function sharing resources and information with the public and manage campaigns (<https://tinyurl.com/pcclatestnews>).

4. **MANAGING THE MONEY:**

The OPCC receives the budget for policing and victim services from government, as well as from council tax precept, a proportion of which is then provided to the Chief Constable for running the force. The OPCC have a responsibility to ensure that the police budget resources are allocated effectively to meet policing priorities. We guide and advise the PCC on how best to maximise impact of spend in the community and monitor the spending of the police force. The PCC also holds all police force capital items in their name such as estate (<https://tinyurl.com/pccpremisesowned>) and fleet. As such there is a role in the OPCC of ensuring appropriate management of these assets and joint responsibility for ensuring provision of estate fit for the future of policing and disposing of assets no longer required. The OPCC also manages oversight of regional policing collaborations, ensuring that they maintain value for money – this includes for example underwater search, IT, Regional Organised Crime Unit, and forensic capabilities.

5. **BRINGING IN EXTRA RESOURCES:**

In addition to the core budget, the OPCC work hard to secure further financial resources for the area to then spend on community safety initiatives. We bring together a range of statutory and voluntary sector partners to develop, commission and deliver projects across the area.



6. DEVELOPING PARTNERSHIPS:

The OPCC works with a wide variety of other agencies, such as local and town/parish councils, community groups, and charities, to develop partnerships that can help improve community safety and provide a joined-up response to local problems. The PCC has a statutory role to convene and we assist the PCC to work with the likes of the Criminal Justice Board which is chaired by the PCC and provide the relevant wrap around support services to facilitate the bringing together of those partners.

7. COMMISSIONING SERVICES:

The OPCC commissions services to support victims of crime to cope and recover, prevent crime, and tackle specific issues in the community and we have a number of sub contractors in place delivering specialist interventions. We also manage a number of grant portfolios that organisations apply to and then manage spend and impact accordingly, all linked to the Police and Crime Plan priorities and the need to address issues and keep communities safer.

8. ENSURING TRANSPARENCY AND ACCOUNTABILITY:

The OPCC is responsible for ensuring that the police force operates in a transparent and accountable manner, and that the public have confidence in their actions. We also have various statutory responsibilities to publish information (<https://tinyurl.com/pccstatinfo>) about our office and the work of the PCC such as decision records (<https://tinyurl.com/pccdecisionlog>), an annual report (<https://tinyurl.com/pccannreport>) and expenses (<https://tinyurl.com/pccexpenditure>) of the PCC.

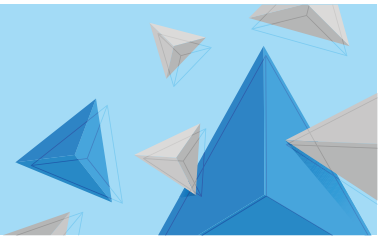
9. REVIEW OF POLICE COMPLAINTS:

The OPCC acts as the point of contact for members of the public that have made a complaint against the police force and wish to have their complaint outcome reviewed via an appeal (<https://tinyurl.com/pcccomplaintoutcome>). The OPCC works with an organisation called Sancus Operations to ensure these are all independently assessed and, if any learning is identified within the force, ensure this is shared accordingly.

10. EMPLOYING AND DISMISSING THE CHIEF CONSTABLE:

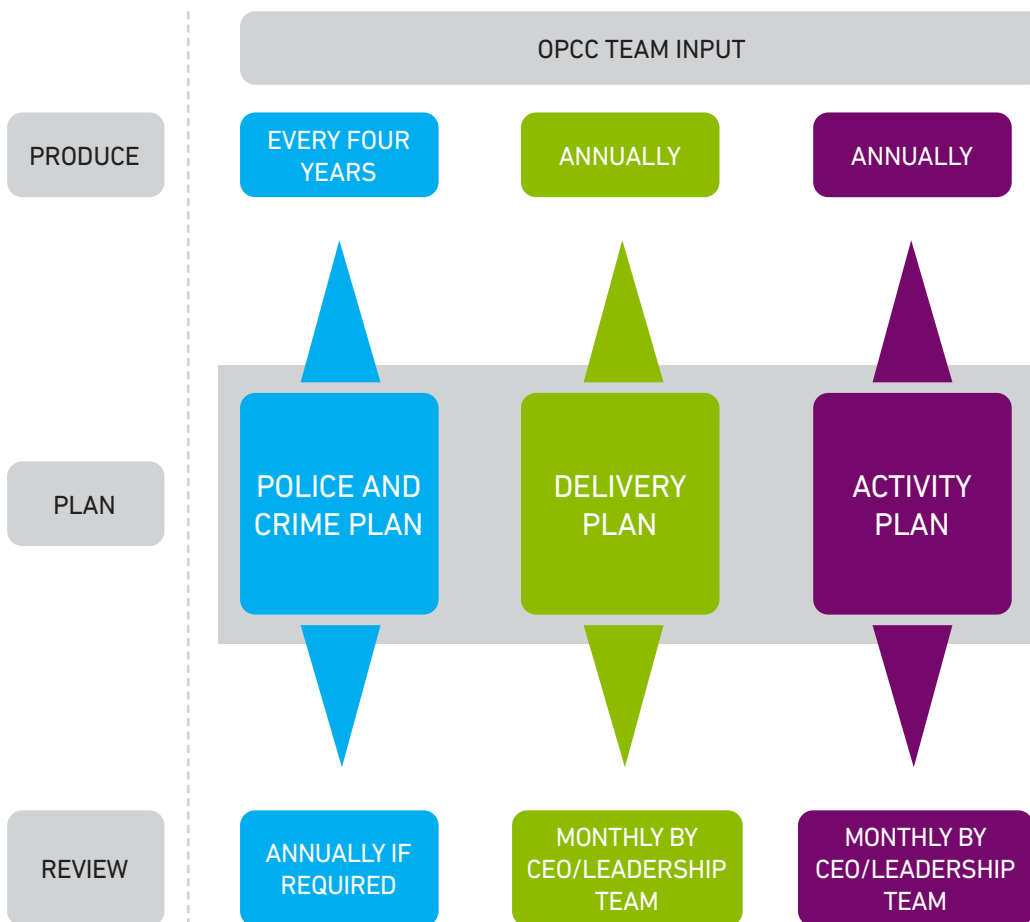
The OPCC supports the PCC with the recruitment of the Chief Constable and where required the dismissal. The OPCC also acts as the point of contact for anyone making a complaint about the Chief Constable.

INTRODUCING THE HUMBERSIDE OPCC DELIVERY PLAN



Welcome to the OPCC Delivery Plan for 2024/25. This document is the annual summary document for how the OPCC team work effectively towards achieving the aims of the Police and Crime Plan. The new Police and Crime Plan was published in October 2021 setting out Police and Crime Commissioner, Jonathan Evison's vision for the next three years. The Delivery Plan sets out the intended work programme for the Office of the Police and Crime Commissioner for the next twelve months.

The process for agreeing the work programme of the team is developed and refined each year using the following cycle:



In line with our office ethos to use a system of outcome based planning, this document details the outputs or products that the team seek to achieve over and above anything recognised as ongoing or business as usual. We have also produced a summary of the business as usual items to provide an opportunity to inform the public of the work we do.



VISION, MISSION AND VALUES

The OPCC will replicate the Vision, Mission and Values as set out in the Police and Crime Plan. Since the Police and Crime Plan was produced the team have re-visited the organisations values and updated them to reflect the change in emphasis required.

We have a new acronym for our values of ACE IT!

Ambition, Compassion, Enabling, Integrity & Trust.



VISION, MISSION AND VALUES

We thought really carefully about our values and they are owned by everyone. They are used as the foundation for all we do and a fundamental part of how we undertake recruitment and selection. There is an expectation that collectively we will strive to achieve great things, enjoy our work, make one another proud and work with the public in mind at all times.

AMBITION

We see this as *"We challenge and drive the highest standards and aspirations for ourselves and others."*

- ▶ You are persistent and determined – using setbacks as a way to grow and improve further
- ▶ You never place ambition above maintaining high ethical standards and acting with integrity
- ▶ You want the best levels of service for the communities we serve

COMPASSION

We see this as *"We put people first, acting with kindness and understanding to listen and respond."*

- ▶ You don't hesitate to go the extra mile for others
- ▶ You stop and consider what is going on for other people, and amend your approach accordingly
- ▶ You want service delivery that places people first

ENABLING

We see this as *"We create an environment that empowers, facilitates, connects, and drives solutions."*

- ▶ You connect, collaborate, cooperate, consider, and contribute
- ▶ You see possibilities to bring people and resources together to make things happen
- ▶ You use the assets of the OPCC to create opportunities that benefit the public

INTEGRITY & TRUST

We see this as *"We demonstrate the highest ethical standards to uphold reliability, transparency, honesty, and respect."*

- ▶ You are authentic and build real rapport with others you work with and for
- ▶ You understand that your actions represent the OPCC at all times
- ▶ You work to the ethos of the Nolan principles of public life

Beyond our values, we have our 4 strategic pillars – these are the key ingredients for driving success.

We trust our people to strive for all our communities through their own leadership brand, searching for progressive solutions and acting with personal accountability in everything that we do.



ENDORSEMENTS, ACCREDITATIONS AND MEMBERSHIPS

The Office of the Police and Crime Commissioner are members of a variety of organisations to help support the activities of the office. The office is also signed up to endorse and proactively support several projects and initiatives that fit with the Police and Crime Plan direction and our Vision, Mission and Values. We have also sought to achieve accreditations against initiatives that align with our objectives. These are detailed below.



The Association of Police and Crime Commissioners (APCC) is the national body that supports Police and Crime Commissioners (PCCs), and other local policing bodies across England and Wales, to provide national leadership and influence change in the policing and criminal justice landscape.



The OPCC is a member of the Humber Bondholders and part of a 280-strong engaged and influential membership base, with a key focus on helping to improve the environment for local businesses, so that we attract investment, whilst retaining and harnessing the talent here, to create a thriving economy. Membership provides a unique opportunity to access resources supporting promotion of the Humber area and a means of communication with the Business Community.



The OPCC, through the Chief Executive, is a member of APACE which provides a national network for Chief Executives of Police and Crime Commissioner's Offices. As a member we benefit from sharing good practice, lessons learned as well as helpful access to policy development and ability to influence collectively on police developments. APACE also offers training opportunities for Chief Executives and staff of the office.



The OPCC is a member of the Hull and Humber Chamber of Commerce. The PCC is provided the opportunity to engage with the Business Community through a variety of events to understand their needs in regards to community safety issues as members of the public and as business owners. The Chamber provide a useful point of consultation with business leaders in the Humber area.



The PCC has signed a commitment to become a Scambassador as part of the Friends against Scams initiative. We proactively share materials and tools provided as part of our endorsement with the public.



The Office of the Police and Crime Commissioner is White Ribbon Accredited; White Ribbon is the UK's leading charity engaging men and boys to end violence against women and girls. The office is a keen promoter of the campaign that works to make sure all men realise that they can take responsibility for thinking about their own actions, promote equality and respect, and are prepared to call out harassing, sexist and violent behaviour when they see it in others.



In October 2017, the OPCC successfully received Living Wage Employer status accredited by the Living Wage Foundation. This demonstrates our commitment to paying the Living Wage to our employees and throughout our supply chain also. This initiative fits closely with our Police and Crime Plan values as well as helping create more resilient communities by paying a living wage.



The OPCC has supported the work of Crimestoppers and continues to be an advocate of the scheme and its work.



The OPCC is a member of the National Independent Custody Visitors Association and supports the work of ICVA through our ICV Scheme Manager. The OPCC values the support of the ICVA in providing tools for the management of an effective local scheme. We have a Platinum Standard Independent Custody Visitor Scheme.



The OPCC is a proactive member of the Humber Modern Slavery Partnership. The partnership is a multi-agency approach to tackling modern slavery. The OPCC has supported the partnership in accessing resources to support activity to further their work.



The PCC has endorsed the Humber Watch Association which has been created to support closer working together of the Neighbourhood Watch schemes across the Humber area.

TEAM STRUCTURE

The Police and Crime Plan runs from October 2021 – March 2025 and includes three aims / outcomes:

1. **Engaged, Resilient and Inclusive Communities – our aim is to provide pathways for everyone to contribute to the safety of our communities**
2. **Safer Communities – our aim is to focus activities on interventions that significantly impact on local crime levels**
3. **Effective Organisations – our aim is to make the system work better for local communities**

Each of the aims has a series of outcomes, objectives and commitments that demonstrate what we will do to achieve the aims. The plan exists to provide strategic direction to the force and all partners operating around community safety. The OPCC engage with partners to promote the aims of the Police and Crime Plan, notably the statutory partners of the Community Safety Partnerships and members of the Criminal Justice Board as well as other stakeholders of interest.

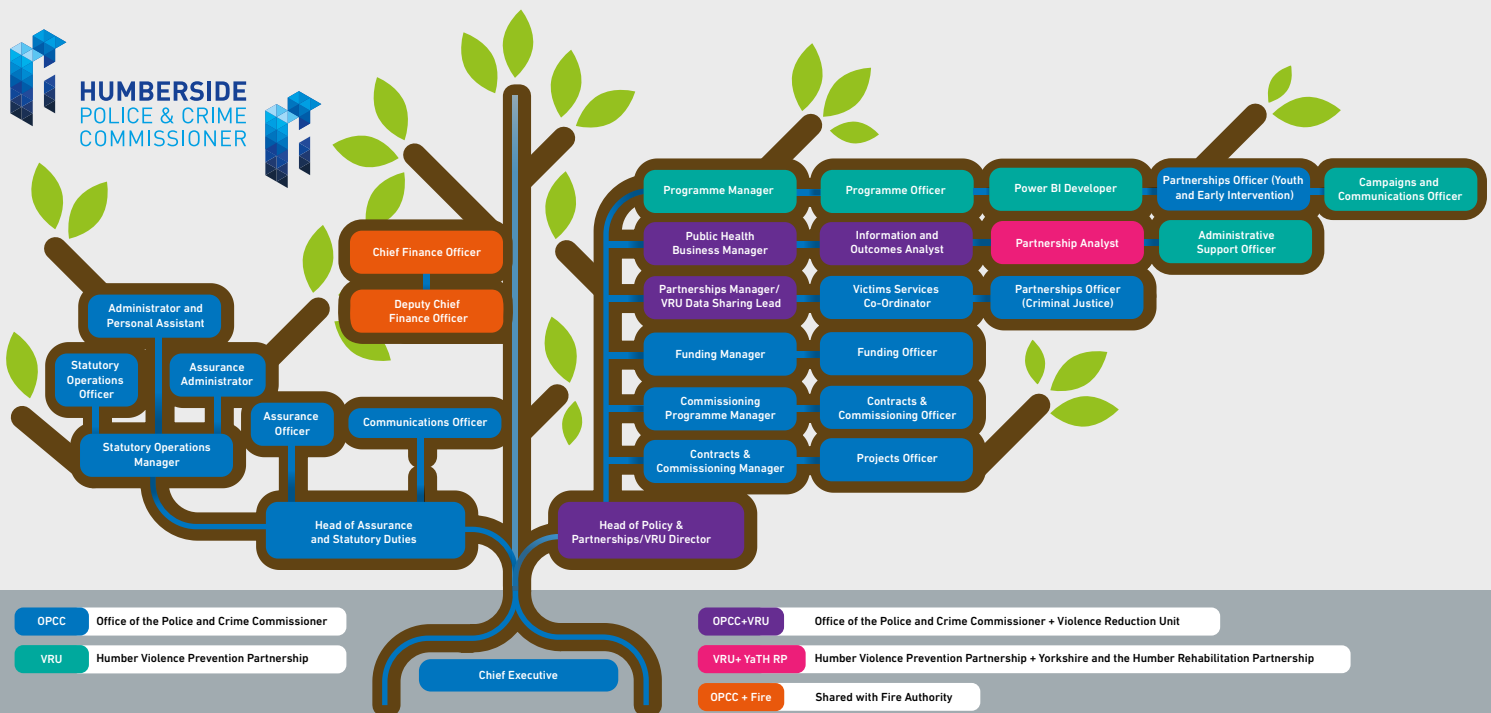
The Police and Crime Plan can be found on the Office of the Police and Crime Commissioner website.
www.humberside-pcc.gov.uk/Our-Work/Police-and-Crime-Plan.aspx

TEAM STRUCTURE

The structure of the Office of the Police and Crime Commissioner will continue to flex and change to meet the needs of the Police and Crime Plan and any additional responsibilities provided to the Police and Crime Commissioner through legislative change.

The office was subject of a full structural review in 2021 following the change in Commissioner and continues to adapt to the changing needs that emerge from the likes of the national Police and Crime Commissioner Review. Over the course of the 2022/23 financial year we received funding to create a Violence Reduction Unit and the OPCC now host several posts funded via that budget.

The structure agreed for the financial year 2024/25 is as follows:



MANAGING THE BUDGET

The funding available to the Police and Crime Commissioner is principally made up of the precept, Government grants and access to reserves to balance the budget. Much of the funding is delegated to the Chief Constable to be spent on operational policing with monies being retained to support community safety initiatives, victims' services and to pay for the costs of the OPCC. The PCC holds the Chief Constable to account for spending against the budget.

The total budget for 2024/25 is as follows:-

INCOME	2023/24 £'m	2024/25 £'m
Central Government Grants	£149.100	£157.381
Council Tax	£77.357	£82.129
Funding from Reserves	£6.239	£5.824
TOTAL	£232.696	£245.334

EXPENDITURE	2023/24 £'m	2024/25 £'m
Chief Constable	£218.639	£230.748
Police and Crime Commissioner (Including Community Safety and Victim Support Grants)	£5.147	£4.979
Capital Charges (Buildings, equipment etc.)	£8.910	£9.607
TOTAL	£232.696	£245.334

Each year the PCC in collaboration with the Chief Constable updates the Medium-Term Resource Strategy (MTRS) covering a five year period based on financial and workforce plans and projections on the use of reserves. The MTRS aims to ensure that funding is available to finance agreed programmes and activities to support the delivery of the Police and Crime Plan. Details on the budget and MTRS can be found on our website. [What We Spend and How We Spend It \(humberside-pcc.gov.uk\)](https://www.humberside-pcc.gov.uk/what-we-spend-and-how-we-spend-it)

The Force Finance team prepare the annual accounts for the PCC, the Chief Constable and for the PCC Group and these are reviewed by the OPCC. The annual accounts are subject to external audit each year, who provide an opinion on the financial statements and the adequacy of the arrangements for securing value for money. The OPCC and the force also manage the programme of work undertaken by the Joint Independent Audit Committee.

The Joint Independent Audit Committee consists of 5 paid members and is a key component of our corporate governance. The purpose of the Committee is to provide independent advice and assurance to the PCC and the Chief Constable on the adequacy of the governance and risk management arrangements, internal controls and financial reporting, internal and external audit, thereby helping to ensure efficient and effective procedures and practices are in place. The Committee meets 4 times a year (with additional meetings by exception if required). Members of the Committee regularly attend other meetings run by the PCC and the Chief Constable.

For more details on the work of the committee see: <https://tinyurl.com/pccjointaudit>

ASSURANCE AND STATUTORY DUTIES TEAM

The Assurance and Statutory Duties team supports the PCC to carry out their statutory responsibilities of holding the Chief Constable to account. Business as Usual for this team includes a broad portfolio of activity including:

- ▶ ensuring community engagement and involvement in a way that enables people to ask questions, raise concerns, or communicate support on behalf of local people. This is done through scrutinising the use of stop and search powers, use of force, or how the police protect and support people who have been victims of hate crime. Local volunteers from all walks of life, geographic areas and with lived experience carry out our scrutiny and ensure that policy is undertaken fairly, respectfully and to the highest possible standards
- ▶ managing a programme of assurance to monitor the performance of the police force
- ▶ providing the PCC with access to analysis and data to demonstrate progress against the Police and Crime Plan
- ▶ ensuring the PCC has access to policy advice on policing matters that they need to be aware of and provide opinion on
- ▶ ensuring the needs of the public are captured and priorities communicated to the PCC
- ▶ the recruitment and management of volunteers from the community to scrutinise the use of police powers, hate crime, and manage an Ethics and Scrutiny Board
- ▶ providing a professional support and administrative function, providing personal assistance to both the PCC and Chief Executive
- ▶ co-ordinating national consultation responses, as well as looking for potential learning and good practice through their detailed knowledge and understanding of emerging national policy and the operating environment, implementing research and policy development as required
- ▶ managing a platinum standard statutory Independent Custody Visiting Scheme, ensuring that the highest standards are maintained, and that the scheme is developed further as necessary. Custody visiting schemes must be independent of the Police and are a statutory requirement under the United Nations Optional Protocol to the Convention against Torture and other Cruel, Inhuman or Degrading Treatment or Punishment (OPCAT) More information available <https://tinyurl.com/pcccommunityvolunteering>
- ▶ providing the communications and media expertise for the organisation which includes managing the PCC's website and statutory consultation with the public on subjects such as level of precept, the Police and Crime Plan and the Commissioner's annual public survey
- ▶ acting as the point of contact for members of the public who wish to enact their right of review for the way a complaint has been handled by the police force. The team manages the process of the complaint review and considers whether the way in which the complaint was dealt with by the police force was both reasonable and proportionate
- ▶ dealing with complaints made to the PCC directly regarding the Chief Constable, and developing and maintaining effective relationships with the Independent Office for Police Complaints (IOPC)
- ▶ managing Freedom of Information and Subject Access requests made for information held by the OPCC
- ▶ maintaining a general overview of adherence to regulations including meeting the requirements of the General Data Protection Regulations, Health and Safety for the office, assisting the Chief Executive in the running of the office in regards to information in / out of the office and tracking of information and correspondence through the Pentana system
- ▶ ensuring transparency of decision making to the public in sharing decision records and other material of interest to the public via the OPCC website

POLICY AND PARTNERSHIPS TEAM

The Policy and Partnerships Team includes our work on Commissioning Services, Funding, Partnerships and Public Health programmes. Business as Usual for this team includes:

- ▶ supporting the PCC to chair the local Criminal Justice Board and leading various work programmes commissioned by the board
- ▶ managing the grants provision and interaction with the four Community Safety Partnerships that operate in our force area
- ▶ building lasting, effective working relationships with partners that can proactively support the achievement of the Police and Crime Plan aims
- ▶ coordinating messaging and two-way communication with the business community
- ▶ coordinating grant provision and communication with Youth Offending Services, Children and Adult Safeguarding Boards across all four local authority areas
- ▶ commissioning key services, including a range of victim related services, so that outcomes against the Police and Crime Plan are delivered
- ▶ working with partners and the community to seek feedback which means we can drive service improvements as well as additional value from the services contract managed
- ▶ putting in place robust arrangements to manage contracts. This includes gathering evidence of impact and ensuring that services are evaluated to drive improvement
- ▶ leading the bidding process for grants and funding opportunities. This involves preparing and submitting bids and when successful, managing the projects through to a successful conclusion
- ▶ managing grant funding offered by the PCC to partners and community organisations, ensuring the best outcomes and value for money

- ▶ developing a "Victims' Hub" which will bring together the services that the PCC commissions to support victims and help them assert their rights under the Victims' Code of Practice
- ▶ leading a partnership approach to reduce domestic abuse utilising a public health methodology
- ▶ working collaboratively with named partners to address serious violence through a targeted Violence Prevention Partnership including coordinating activity to implement the Serious Violence Duty
- ▶ working with partners to create opportunities for young people through our Education Partnership work, coordinating safety messaging to young people across the force area



KEY PARTNERSHIPS FOR THE OPCC

The Police and Crime Plan requires us to work closely with Local Authorities, Criminal Justice Agencies and other partners involved in community safety. There are key partnerships that we have identified as mechanisms to bring agencies together and effectively plan for improvements within the sector. The OPCC currently works with the following key partnerships:

COMMUNITY SAFETY PARTNERSHIPS (CSPs)

These are statutory bodies that bring together a range of organisations (such as Police, Fire and Rescue, Local Authority, Integrated Care Board etc). CSPs generally include other organisations in their meetings because they are concerned with improving community safety across a whole Local Authority area. We work with all four CSPs, North East Lincolnshire, North Lincolnshire, East Riding of Yorkshire and Hull. CSPs are a key partnership and the OPCC provides significant grant funding streams to enable the CSPs to develop and deliver their delivery plans.

HUMBERSIDE CRIMINAL JUSTICE BOARD (HCJB)

This is a non-statutory body that brings together the senior leaders from the local criminal justice agencies. There is typically a criminal justice board or equivalent in every Police Force area in England and Wales. HCJB also includes other organisations in their work such as those that provide services to victims of crime, witness service providers and representation from Criminal Defence firms. HCJB exists to improve the efficiency, effectiveness and fairness of the criminal justice system and is the responsible body for many national initiatives such as Digital Criminal Justice. The OPCC supports the HCJB through the provision of a Business Manager and other business support. The PCC is chair of the Board.

YOUTH BOARDS / YOUTH CRIME BOARDS

At a national level there is a Youth Justice Board (YJB) which is a non-departmental public body, sponsored by the Ministry of Justice. The YJB is responsible for overseeing the youth justice system in England and Wales. At a local level, each of the four Local Authorities has a Youth Board (aka Youth Crime Board) where the local Youth Offending Team or Youth Justice Service comes together with other interested parties (such as Police, Probation, Local Authority Children Services, local Schools etc). These Youth Boards play a significant part in helping to reduce the numbers of young people becoming involved in crime and provide intervention and support to those young people who do offend. The OPCC is a member of each of these Boards and ensures co-ordination between them.

SAFEGUARDING BOARDS AND PARTNERSHIPS

Statutory Safeguarding Adults Boards and Safeguarding Children Partnerships operate in each of the four Humber local authority areas, with agencies working collaboratively to prevent abuse and neglect. The PCC supports the operation of these partnerships with a grant funding contribution, while Humberside Police attend the meetings as a statutory partner.

SAFER ROADS HUMBER (SRH)

This is a non-statutory body that seeks to reduce road casualties in the Humber area. The partnership comprises of Humberside Police, East Riding of Yorkshire Council, Hull City Council, North East Lincolnshire Council, North Lincolnshire Council, Highways England and Humberside Fire & Rescue Service. SRH also works closely with the Military of Defence School of Transport in Leconfield. The OPCC is a non-voting member of the SRH Board. The OPCC developed a Community Speed Watch (CSW) scheme during 2019/20 to empower communities further. This scheme is now run through Humberside Police with support from the SRH Board.



PUBLIC HEALTH FOR SUBSTANCE MISUSE

The PCC has a representative to attend the now formalised Combatting Drugs Partnerships and recognises that the misuse of drugs and alcohol is identified as key drivers of crime and disorder. According to Home Office estimates, offenders who regularly use heroin or crack cocaine are estimated to commit around 45% of all acquisitive crime. In recognition the PCC ensures local targeted investment in substance misuse services, both in the community and in custodial settings. This has made a significant contribution to reducing drug and alcohol related crime and improving health outcomes and has supported the vision of the Police and Crime Plan. This investment has achieved increased community safety by reducing the impact of substance misuse behaviour by engaging problematic substance misusers in treatment programmes. This has contributed towards and supported a much wider Council investment programme and in turn enabled partnerships to build on the wider Health and Wellbeing priorities, such as alcohol licensing conditions, safety in the night time economy, Community Safety, Adult and Children Services in both Safeguarding and Education.

NHS ENGLAND

The OPCC works alongside national NHS partners to ensure quality services for children's Sexual Assault (CSAAS). Hull and East Yorkshire Hospitals NHS Trust (HEY) are commissioned to provide the Humberside service. This service involves the partnership of health, care, justice, social care and third sector, requires them to work together to ensure judicial process and health care are well coordinated. This can often result in lifelong support for the damage and devastation caused by the assault, which are extremely varied and extremely traumatic for the victim. The aim of the service is to conduct a comprehensive Child / Young Person Protection Medical Assessment when child / young person Sexual Assault is alleged, has been disclosed or is suspected. This will include the taking of a clinical history and examination, looking for signs and symptoms of all forms of abuse. It may include the taking of forensic DNA samples, depending on the timing and nature of the suspected sexual abuse. There are both immediate and long-term health consequences of sexual assault, requiring coordinated responses in the short, medium and long term.

The OPCC works alongside national NHS partners to ensure quality services for Adult victims of sexual assault. The Humberside Sexual Assault Referral Centre is delivered by Mountain Health Care (MHC), delivering services from the CASA suite, designed to be comfortable and multi-functional, to support private interview and clinical examination. The service supports survivors of rape or sexual assault regardless of whether the survivor/victim chooses to reports the offence to the police.

THE BLUE DOOR

The OPCC directly commission the Blue Door, a third sector provider who deliver support and interventions to victims of sexual assault across the Humber region. This is the role of the Independent Sexual Violence Advisor (ISVA) and the Children's Independent Sexual Violence Advisor (CHISVA). The roles provides invaluable emotional support and guidance for victims who are either currently experiencing or have historically experienced the traumatic effects of sexual assault. In addition to the above service the OPCC commission the Blue Door to deliver Independent Domestic Violence Advocates (IDVA), these contribute towards the Local Authority commissioned domestic Abuse services. IDVAs are trained specialist support workers, trained to work with victims of domestic Abuse at risk of a high risk of harm from partners or family members. The resource is a partnership asset and is able to offer advice and guidance to practitioners within partner organisations to encourage supportive referral, victim engagement and case management.

EDUCATION PARTNERSHIP

Established by the OPCC following a commitment in the Police and Crime Plan, this brings together organisations with a role to play in coordinating and improving young people's education on crime and safety issues. The partnership is seeking to improve the quality and availability of resources, and work with schools and other partners to ensure children and young people benefit from them.

KEY PARTNERSHIPS FOR THE OPCC

VICTIM SUPPORT

Humberside OPCC have commissioned Victim Support to deliver the new Victims Hub, a service to those people affected by crime across the Humber region. The impact of crime is varied from person to person, depending on their circumstance, their support networks, and their resilience. This requires support to deliver an assessment at initial contact (triage) to understand need and impact. It is important that anyone who has needs can get the help they require as soon as possible and be made aware of the extent of services available irrelevant of whether they have reported to the police.

Currently Victim support contact 95 % of enhanced level victims within 24 hours of the reported incident. This successful engagement rate has continued to rise and is also reflected within support for victims of serious crime types, such as violence with injury. Often when someone has experienced a detrimental impact there is requirement for further engagement and ongoing case management. Where there are instances of serious crime, such as domestic and sexual violence, there is a requirement for referral to a specialist service area. The aim is to support victims from initial contact through to final healing and restoration, working in partnership to support people to cope and recover from associated trauma.

RESTORATIVE PRACTICE / JUSTICE SERVICES

Remedi are directly commissioned by the OPCC to deliver Restorative Justice (RJ) across the Humber region.

RJ give's victims the opportunity to explain the impact of crime upon them to the offender, to seek an explanation or an apology from the offender or to seek restoration, reparation for the offender. RJ seeks to hold offenders to account and enable them to face the consequences of their actions and the impact on others. RJ ultimately delivers increased victim satisfaction and victim confidence. These outcomes can be complemented by feelings of safety, empowerment and confidence within accessing support. In addition to these outcomes RJ reduces offending. Additionally the PCC recognises the impact of prevention and early intervention to reduce repeat victimisation and vulnerability and increase resilience and as such have provided additional funds to Remedi for a Restorative Practice pilot to look at using Restorative approaches to supporting to dealing with issues prior to criminal activity taking place as a means of reducing demand on policing as a preventative measure.

HUMBERSIDE MODERN SLAVERY PARTNERSHIP (HMSP)

Humberside PCC provide grant funding for a Modern Slavery Coordinator post to facilitate the work of the Humberside Modern Slavery Partnership. HMSP is a strategic partnership of front line organisations from across Humberside dedicated to identifying and tackling all forms of modern slavery and exploitation. There are over 60 agencies that have joined together to fight Slavery and Trafficking. The partnership offers access to many resources to support the identification of modern slavery as well as awareness raising on how to report.

CRIMESTOPPERS

Humberside PCC provides a grant contribution to Crimestoppers to fund the national call centre infrastructure and local support. Crimestoppers are an independent charity that gives people the power to speak up and stop crime, 100% anonymously. By phone and online, 24/7, 365 days a year, Crimestoppers also share advice on how to protect the people you care about from crime.

HUMBER VIOLENCE PREVENTION PARTNERSHIP

The OPCC led the creation of the Humber VPP in 2022/23 after securing Home Office funding for a Violence Reduction Unit. The partnership is responsible for leading and co-ordinating local work to prevent and reduce serious violence through a public health approach. It conducts detailed analysis of the causes and ways of preventing violence, seeks to improve data sharing between agencies, and commissions and evaluates a range of evidence-based interventions.

The VPP is working closely with CSPs on the implementation of the new Serious Violence Duty. For further information see www.humbervpp.org



ACHIEVING THE AIMS OF THE POLICE AND CRIME PLAN

ENDING VIOLENCE AGAINST WOMEN AND GIRLS (VAWG) PARTNERSHIP

A joint partnership formed alongside Humberside Police to engage partners locally in working together to look at collective action and responsibility to prevent and reduce violence perpetrated against women and girls, more information and shared resources can be found here: [Ending Violence Against Women and Girls \(humberside-pcc.gov.uk\)](https://www.humberside-pcc.gov.uk/ending-violence-against-women-and-girls)

PHADA – PUBLIC HEALTH APPROACH TO REDUCING DOMESTIC ABUSE

An innovative strategic response that employs a long term approach to understanding and reducing the prevalence of domestic abuse and inter-familial violence. This partnership now works within the Violence Reduction Unit framework and engages with multi-agency partners at a strategic and operational level, further background information can be found here: [Public Health Approach \(humberside-pcc.gov.uk\)](https://www.humberside-pcc.gov.uk/public-health-approach)

No single organisation can achieve the outcomes of the Police and Crime Plan alone. The OPCC is no exception to this. The office has identified a series of achievements they will make in the coming year that will contribute to working towards the outputs and outcomes of the Police and Crime Plan.

The office is focussed specifically in this plan on a process of outcome based planning that looks solely at activity that is above and beyond our statutory or business as usual activities. That should not be mistaken as these activities not taking place and the OPCC will ensure sufficient emphasis is placed on these areas of work including on our statutory responsibilities. These activities will be evidenced in updates provided to the Police and Crime Panel. These areas of work include:

- ▶ Improving the performance of the Force through an effective programme of assurance and robust governance arrangements
- ▶ The PCC being an effective voice of the public and thoroughly understanding the needs of the public
- ▶ Leading and shaping partnership working throughout the criminal justice and community safety sector thus creating more impact with less resource
- ▶ Encouraging effective collaboration at local, regional and national level where it is in the best interests of the people of Humberside
- ▶ Effective provision of high quality services to victims of crime
- ▶ Proactively engaging in the activity of the wider Association of Police and Crime Commissioners (APCC); playing an active role in areas of particular interest to the success of the Police and Crime Plan
- ▶ Ensuring the OPCC team is directed, engaged and performance managed to serve the best interests of the public with a team that is fit for purpose and at the appropriate level of capacity to deliver the outcomes of the Police and Crime Plan

For clarity the tables on the following pages outline our current position and the product or output we shall achieve. The table also identifies the primary aim of the Police and Crime Plan to which these contribute however, many are cross cutting.

ACHIEVING THE AIMS OF THE POLICE AND CRIME PLAN

ENGAGED, RESILIENT AND INCLUSIVE COMMUNITIES

AIM

Provide pathways for everyone to contribute to the safety of our communities

OUTCOMES

This plan aims to deliver:

1. Greater trust and confidence in urban, rural and coastal areas
2. Clear routes to raise concerns
3. Effective and timely support for those impacted by crime and antisocial behaviour
4. More people volunteering in community safety roles
5. Organisations equipped to respond to evolving crime issues
6. Place-based approaches that respond to community safety issues

2024/25 NEW ACTIVITY

WHERE ARE WE NOW?	WHAT WE WILL ACHIEVE
Victims Law in Final Stages before Royal Assent	▶ Further develop and promote victim-focused website to advise members of their public of their new rights under the Victims Law. The site will also be usable by agencies to support the people they work with.
Joint Independent Audit Committee does not fit with our existing assurance framework	▶ Revised audit committee scrutiny through updated terms of reference and links to wider assurance.
Our existing public-facing approach through the web-site and branding has functioned well, but there is a need to look at future approaches	▶ Renewed website approach that meets our statutory transparency and other needs, including those of the public. ▶ Refreshed branding on external facing documentation and products. Greater public awareness of the role of our office. ▶ Force intranet page outlining the work of our office to officers and staff of Humberside Police."
We are often reactive to responding to events and sharing thematic content with the public across key dates	▶ Calendar of events in place so we can plan activity and social media proactively

WHERE ARE WE NOW?	WHAT WE WILL ACHIEVE
Analytical work has led to a better understanding of service levels for those in urban, rural and coastal areas	▶ Develop a deeper, more nuanced understanding of the additional needs and requirements of those living in rural and coastal communities - particularly in relation to DA services in these areas.
Evidenced community concern on agencies' response to Antisocial Behaviour	▶ Develop a local toolkit and action plan to improve the multiagency response to Antisocial Behaviour.
Evidenced gap in commissioning of services for interventions in relation to stalking perpetrators (HMIC Super Complaint 2023)	▶ Explore commissioning and procurement options for stalking perpetrator service(s), including the delivery of most contemporary, quality and evidence based interventions
Awareness of services for male victims of domestic abuse and sexual violence needs to be improved	▶ Develop a communications campaign to raise awareness of the support available for male victims of domestic abuse and sexual violence
We have received notification of an additional £1.3m investment for ASB and serious violence hotspots in 24/25, building on current hotspot policing	▶ Develop and oversee delivery of an approach to the funding that meets community needs, is aligned with other programmes and supports assurance and accountability
Funding secured to research community experience of hotspot policing	▶ Complete independent external research report, with OPCC analytical support
Building on work of the Modern Day Slavery partnership there is still a need to highlight the prevalence of Modern Day Slavery across the region and how partners can support	▶ Modern Day Slavery (MDS) Campaign will be delivered across the region
We have an over reliance on gathering victims' feedback / input primarily through commissioned services partners and not direct relationships	<p>▶ Develop a mechanism for recruiting Lived Experience Volunteers with diverse backgrounds and experiences, to provide an informed and independent perspective on services and needs</p> <p>▶ Scope and commission additional domestic abuse campaign(s) that are co-produced and sensitive to community needs</p>

BUSINESS AS USUAL

- ▶ Routine engagement at community events raising awareness of latest crime threats
- ▶ Campaigns to raise awareness on reducing risk / threat of crime e.g. fraud
- ▶ Regular community surveys to understand residents' priorities and experiences
- ▶ Providing grant monies to CSPs for them to improve community safety
- ▶ Ongoing engagement with CSPs to collaborate on local issues and opportunities
- ▶ Range of victim services to support those impacted by crime
- ▶ Established Victims and Witnesses group taking a collaborative approach

ACHIEVING THE AIMS OF THE POLICE AND CRIME PLAN

SAFER COMMUNITIES

AIM

To focus activities on interventions that significantly impact on local crime levels.



OUTCOMES

This plan aims to deliver:

1. Education and support for young people, preventing them being impacted by crime
2. Reduced harm through sustainable interventions aimed at domestic abuse perpetrators
3. Reduced impact of drugs in our communities
4. Reduced high-harm offending/reoffending by working together to protect the most vulnerable in society
5. Safer roads for all users

2024/25 NEW ACTIVITY

WHERE ARE WE NOW?	WHAT WE WILL ACHIEVE
Improvements to cyber security in Schools and Educational Institutions has been piloted but the impact of this approach needs to be reviewed	▶ Review of initial pilot scheme launched in 2023/24 to identify impact and assess value for money and whether this should be further rolled out.
Voluntary community-based programmes only currently available for Perpetrators of Domestic Abuse in some areas	▶ Improved offer to support men to stop domestic abuse by including the prison population, as both a targeted and universal offer.
We have engaged partners to understand the landscape of support for female offenders	▶ Through the Local Criminal Justice Board, establish a Whole System Approach to Women in or At Risk of Contact with the Criminal Justice System to support them to reduce reoffending.
Not In Our Community contract is complete and there is a need for an interactive service with content delivered into schools	▶ Commissioned crime education service that can provide interactive sessions and lesson plans on key areas of concern.



WHERE ARE WE NOW?	WHAT WE WILL ACHIEVE
We don't routinely test illicit substances obtained in the Night Time Economy/Licensing to gain intelligence on local drug purity/networks	▶ Commissioned pathway with partners for immediate testing and a route for disseminating results to reduce harm through a communications and engagement campaign.
Youth diversionary activities funded have been short-term with funding over a one year period based on projects approaching the OPCC through Grant Funding mechanisms	▶ Commissioned approach to youth diversionary activities that enable engagement over the longer-term.
Community concern and national trend around adult public space violence, such as in the night time economy	▶ Greater public awareness that the outcomes of violent acts are unpredictable and can be severe.
Education Partnership established with website built, appropriate partner representation secured and an education strategy for the OPCC is in draft	▶ Increase school awareness and usage of resources through a targeted and responsive crime prevention and safety education offer for all children and young people across the Humber, including resources for teachers, parents, professionals and young people themselves.
Our approach to innovation in road safety needs to further develop in conjunction with both best practice from academia and the private sector	▶ Drive increased use of new and different approaches to tackle road safety, enabling communities to work together to create solutions.
The Government is introducing funding for Immediate Justice, with £0.5m allocated to Humberside from autumn 2024	▶ Humberside approach to Immediate Justice developed and commissioned, informed by community and partner engagement.

BUSINESS AS USUAL

- ▶ Not in Our Community resources created and widely available online
- ▶ Partnership working via the Violence Prevention Partnership
- ▶ Substance Misuse investment in co-commissioning with local Public Health partners to reduce risk of drug related acquisitive crime
- ▶ Managing grant schemes and contracts
- ▶ Maximising the funds available through Safer Streets programmes and ensuring their impact is felt by the community
- ▶ Support for Circles of Support preventing re-offending of high harm sex offenders
- ▶ Provide input to Safer Roads Humber to ensure views of the public are articulated at board level
- ▶ Ongoing analysis to understand the local crime profile

ACHIEVING THE AIMS OF THE POLICE AND CRIME PLAN

EFFECTIVE ORGANISATIONS

AIM

To make the system work better for local communities.



OUTCOMES

This plan aims to deliver:

1. Better partnership working
2. More funding and resources for the Humber region
3. More social value from your money
4. Innovative approaches to community safety
5. Shift to Net Zero carbon emissions for our area
6. Collaboration with other organisations only where it demonstrates improved service to the public
7. Workplaces that are diverse, inclusive and seen as 'Employer of Choice'

2023/24 NEW ACTIVITY

WHERE ARE WE NOW?	WHAT WILL WE ACHIEVE
Trauma-informed education evaluation report completed and published	<ul style="list-style-type: none"> ▶ Longitudinal evaluation of trauma-informed approaches in education, alongside smaller scale model of trauma-informed practice in Family Hubs. ▶ Increased adoption of trauma-informed approaches through continued engagement with schools and other education partners, encourage take-up of the approach within schools across the Humber area.
Scrutiny of police complaints changing nationally, so we need to develop changes to our approach	<ul style="list-style-type: none"> ▶ Updated approach to assurance around complaints which meets the requirements of new legislation and guidance.
Our approach to governance and scrutiny of regional working and collaborations with other forces gives us a foundation level view of ensuring efficiency and effectiveness	<ul style="list-style-type: none"> ▶ Work with our regional local policing bodies to enhance the level of scrutiny placed on regional collaborations resulting in greater understanding of the role of PCC's with delivery partners.

WHERE ARE WE NOW?	WHAT WILL WE ACHIEVE
Our approach to dealing with volunteer allowances has not fully developed as we have progressed with greater numbers of volunteers	▶ Fully transparent and understood approach to volunteer expenses and monitoring.
Current funding for our multiagency approach to serious violence through the Violence Prevention Partnership ends 24/25, with a need to consider future sustainability	▶ Developed sustainability plan with partners for the Humber VPP beyond current Home Office funding, whilst continuing to make the case for funding to be renewed through the Home Office.
OPCC has gained access to new cloud computing capabilities but is not yet using them to their potential	▶ Full team trained and confident in using key software capabilities leading to streamlined business processes and use of automation where appropriate including decision making protocols to be improved via automation.
We have applied for a grant to support the improvement of police buildings to become more energy efficient as part of our plan toward net zero.	▶ Reduced carbon emissions through the force estate promoting a shift to net zero carbon emissions by maximising grant opportunities.
We have office policies, practices and approaches in place that require review	▶ All staff aware of how to find, use and review office policies, practices and approaches with clear ownership and tracking.
We have a robust recruitment process in place which we would benefit from review to ensure we are attracting the broadest range of applicants in line with our values	▶ We will achieve Disability Confident status by ensuring our policies are reviewed to make sure we are as inclusive as possible.

BUSINESS AS USUAL

- ▶ The OPCC has a culture of responding to bid opportunities and has brought in significant additional resources to the area
- ▶ Collaborations in place for a variety of delivery functions and commissioned services
- ▶ PCC Chairs the Criminal Justice Board, provides significant funding to the Community Safety Partnerships and attends various partnership boards across the Humber area.
- ▶ Annual employee engagement survey to monitor engagement levels in the OPCC



HUMBERSIDE
POLICE & CRIME
COMMISSIONER



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