

 **Bedfordshire
Police & Crime
Commissioner**

Making the money work

Hello everyone,

You will, of course, know that this is a time of change at Bedfordshire Police. I am absolutely delighted to be working even more closely with my new Chief Constable, Garry Forsyth. You should be reassured that we have not let the ball drop for a moment: we have been in touch with the new Prime Minister, Home Secretary and Policing Minister to make Bedfordshire Police's bid as early as possible for a fair share of the new uplift of 20,000 officers that has been promised nationally. Our voices are also being heard as one concerning the need for Policing to have two entry routes for new Constables moving forward - both a degree programme, which the College of Policing is insisting on, and a non-degree route - not least as we cannot allow this to become a bottle neck, holding up the uplift in our Front Line.

You could assist me in this. We now have the figures to compare the existing abstraction rate for new PCs under the current Initial Police Learning and Development training programme (IPLDP) and that of the College's proposed degree programme. They make for stark reading; suffice to say that, of the 256 new PCs I had already planned to recruit over the next two financial years (2020/21 and 2021/22) some 208 would need to be in a classroom by March 2022. This is not why I became a PCC; to put cops in classrooms rather than communities. It is not why I believe the council taxpayers of Bedfordshire have put their hands into their own pockets to pay for an uplift in the Front Line over the past two years (of £12 per year for a Band D household in 2018/19 and £24 in 2019/20). It is now even more imperative that, in addition to a degree programme for those recruits who wish to enter the service that way, another non-degree route is created. If you care about the number of police officers available in your community, you can help me by making your own views known to the Head of the College of Policing, Mike Cunningham at: College of Policing, 1-7 Old Queen Street, West Minster, London, SW1H 9HP.

The new Chief and I have been out and about together, most recently last Sunday (28 July), weathering the wind and rain at the annual Care of Police Survivors (COPS) Memorial Day for those who have lost their lives in police service. I do not know who was more pleased that we did not have to weather the storms on a bicycle as one of Bedfordshire Police's fantastic 18 commemorative cyclists who rode as part of the Unity Tour, which opens this incredible event each year and raises money for affected families, all the way from our county to the National Memorial Arboretum in Burton on Trent!

Garry Forsyth and I get on incredibly well; we have proved conclusively that we are a strong working partnership over the past two years, while Garry has been the Deputy Chief Constable, and I am completely certain, following the most rigorous and open selection process ever seen in Bedfordshire, that he is the right person in the right job to take Bedfordshire Police into an ever brighter future in the service of the public in this county.

Yours
Kathryn



Kathryn Holloway
Police and Crime Commissioner for Bedfordshire



News from the Office of the Police and Crime Commissioner



PCC launches new support service for those in mental health crisis at event to celebrate the women "who make Bedfordshire better" and raise money for the Luton hospital helipad

Bedfordshire Police and Crime Commissioner Kathryn Holloway launched two high profile initiatives and led a celebration of the county's inspirational women, at an event held at Wrest Park, Silsoe, on Tuesday (2 July).

The Commissioner launched her charity of the year - the £1.5m appeal to complete a much needed helipad at the Luton and Dunstable Hospital, where vital time and precious lives will be saved if air ambulances can bring patients to the site, and take them straight down to the trauma centre, rather than relying on ambulance transfers from a nearby playing field.

Commissioner Holloway said: "The Luton and Dunstable team has had such an impact on me with its plans for the proposed helipad, directly above the department and its operating theatres, neo natal and cardiac units, which would serve the county as a whole, that I'm completely convinced that it would help to save young lives.

"They only need the last £1.5m of what is now a £7m appeal, which is why I'd like to get them over the line and for funds from any joint-working to go to the appeal.

"That's precisely why I'm making it my charity for the remainder of my term in office, and will be collecting at all our events on its behalf from now on."

Consultant surgeon David Kirby, Operational Medical Director of the Luton and Dunstable Hospital, an emergency medicine specialist and a guest speaker at the event told the audience that he is seeing more and more victims of knife injuries, saying: "I'm sick and tired of having to dealing with young stab victims and it's time to step up with the PCC to educate young people about the real consequences of knife carrying as being a victim is not a badge of honour. It leaves a trail of devastation for families left behind."

Among the winners at Bedfordshire Women's Community Safety Awards was Roseann Taylor, the mother of Azaan Kaleem who lost his life as a victim of knife crime in Luton on 22 March 2018. She took home the Woman of the Year Award. Mr Kirby was the consultant on duty on that day, but was unable to save her 18-year-old son.

Mr Kirby said: "Had Azaan got to us sooner, we would undoubtedly have been able to save him. A helipad will allow air ambulances to get victims to us as quickly as possible and for us to give them the very best chance of survival."

The second initiative announced by PCC Holloway at the awards ceremony was the Mental Health Hub (MHH); an exciting new venture, jointly funded by the Commissioner and East London Foundation Trust (ELFT), which brings together mental health professionals and police colleagues in response to those experiencing a mental health crisis.

The Mental Health Hub has three core aspects:

- A mental health nurse within Bedfordshire's Force Contact Centre (the control room) to deal directly with callers who are in crisis and provide support plus tactical advice to police officers, as well as coaching and guidance for all call handlers in the management of mental health related callers.

- A mental health nurse within the Signpost Victim Support Hub, to also deal directly with callers with mental health issues and offer support and guidance to colleagues dealing with those affected by crime who are in crisis.

- Serenity Integrated Mentoring (SIM) providing nominated officers and mental health workers for the most frequent users of emergency services, often as a result of high risk mental health related issues that may result in a service user being sectioned

“In practise, SIM means every one of the most frequent callers to police and other blue light services and users of those services will have a dedicated police officer and mental health worker, thanks to the agreement with the health service provider ELFT. Not only will this lead to a far better pathway to care for the individual service users but, with this support, SIM can drastically reduce crisis calls and other high risk events, including police deployments, ambulance call outs, A&E attendances and mental health bed admissions, with all the associated costs - both actual to the services and emotional to the person in crisis,” said the PCC.

“I’m always determined to make sure that those who use a service help to design it and this has been no different with those who’ve actually been sectioned repeatedly when in crisis, helping us to create SIM from scratch,” she said.

Superintendent Jaki Whittred, Bedfordshire Police's lead for mental health, said: “Although the SIM model has been operating within other forces, we believe that by aligning it with placement of the mental health nurses, this is an opportunity for a truly integrated response, with the key aim of early detection, prevention of mental health crisis, reduction in use of police time when dealing with MH related calls, and improving the experience for the service user.”

The Commissioner then announced the awards, created and funded by her office and delivered in partnership with the Bedfordshire Women’s Network to commemorate and create opportunities for women in the county who promote community safety and victim support and celebrate them through the hosting of an event with the network which helps advise the OPCC, Policing and public services.

“This event ran for the first time last year and I had arranged it to not only pay tribute to all those incredible women working in our county but to mark the centenary of votes for women. In fact, we received over 7,000 pages of nominations which was a wake-up call to me that no such regular event to recognise their work existed. The OPCC now intends to make this an annual event,” said PCC Holloway.

Eight awards were handed out, voted for by the officers and staff of Bedfordshire Police.

- Volunteer of the Year – awarded to Delphi Ellis for giving her time to the voluntary sector to support, empower and help women cope and recover. She raises awareness of projects to support women.
- Education Specialist of the Year – awarded to Cat Magee for implementing safeguarding measures into Lincroft Academy as it changed from a Middle to a Secondary school and introducing a computer based programme that enabled a full picture of all safeguarding and well-being issues the school population faced and allowed Senior management to effectively plan as they developed into the Secondary status.
- Offender Rehabilitation Award – awarded to Michelle Crook for her commitment and support of ex-offenders and helping to reengage them back into society, employment and training. She has worked with more than 500 ex-offenders in the past 12 months.
- Community Group / Individual Award – awarded to Rumi Chowdhury – for her 25 years' work at Luton Rights, the past ten of those as centre manager. She helps those in need and the vulnerable to access the information they need and runs an advice surgery at CYCD to help older, vulnerable adults. She also trains and develops volunteers.
- Blue Light Award – awarded to Caroline Goates for her dedicated work for the Fire Service in creating a network of blue light services in the county and beyond. Caroline is the “go to” person for the fire and rescue service.
- Lifetime Achievement Award – awarded to Fiona Chapman MBE for her many years of service to Bedfordshire. She was High Sheriff of Bedfordshire in 2001 and was awarded an MBE in 2002 for her services to local politics. She was also the Deputy Lieutenant of Bedfordshire in 2003. She has worked with both the police and fire authorities and chaired the Police and Crime Panel for its first five years. In addition, she found time to work selflessly for charity, for the church, and as a school governor.
- Police Officer or Police Staff Award – awarded to Detective Constable Catherine Layton for her consistent, positive vision of detectives in the “24 Hours in Police Custody” programmes and for inspiring many women to consider policing as a career. She has also provided excellent service to victims of crime during her many years of exemplary service.
- Woman of the Year Award – awarded to Roseann Taylor - Roseann's only son, Azaan Kaleem, was murdered in Luton in March 2018 and since that time Roseann has worked tirelessly to educate and campaign against knife crime and the consequences of carrying a knife, working with young people at risk of exploitation from gangs. She has appeared on television and has participated in meetings with senior police and politicians. Roseann is currently working through a restorative justice process with one of the men jailed for her son's murder.

A special award was also given to the team behind the Mental Health Hub for its work in bringing the idea to life.

Contributions to the Luton and Dunstable Hospital Helipad Appeal can be made at [justgiving.com/fundraising/ldhhelipad](https://www.justgiving.com/fundraising/ldhhelipad)

The Women's Network is a group devoted to improving the working and living environment of women across Bedfordshire Police and our wider partnership of professional across Bedfordshire.



PCC welcomes new Chief Constable of Bedfordshire in Attestation ceremony at Wrest Park

Bedfordshire's Police and Crime Commissioner, Kathryn Holloway, has welcomed her newly appointed Chief Constable, Garry Forsyth, in a formal ceremony to swear him into the role at Wrest Park, Silsoe (2 July 2019) as he prepares to take over from former Chief, Jon Boutcher, at the end of the month (from 31 July 2019).

Mr Forsyth, the former Deputy Chief Constable of Bedfordshire for the past 22 months, delivered an oath as part of the Attestation ceremony in front of colleagues, partners of the Force including from local councils, community and voluntary groups and family members.

The ceremony was witnessed by outgoing Chief Constable, Jon Boutcher, and Bedfordshire's Family Drug and Alcohol Court judge, Judge Patrick Perusko.



"I am absolutely delighted to welcome Garry Forsyth as the new Chief Constable of Bedfordshire and I am certain that he is the right person to continue to take the Force on its trajectory of continuous improvement," said Commissioner Holloway.

"I was determined to offer his predecessor, Chief Constable Jon Boutcher, every possible support and have done so in winning a Special Grant from the Home Office of £4.571m plus confirmation from the Policing Minister, Nick Hurd, that this funding to cover the cost of fighting gun, gang and knife issues will be repeated in the next financial year. I have supported him in challenging a poor grading of Bedfordshire Police by the police watchdog, Her Majesty's Inspectorate of Constabularies and Fire and Rescue Services (HMICFRS), when the Force was not an outlier among other forces for either victim satisfaction or crime recording at the time. We have presented together, shoulder to shoulder, in front of the inspectorate's Policing Performance Oversight Group (PPOG) which applies exceptional scrutiny to a small group of forces. We have now been released from that process. Now I am wholly on side with Jon to oppose the impact of reduced numbers on police front lines which the College of Policing's new mandatory degree programme would produce and this support will continue beyond his term as Chief Constable of Bedfordshire.

"As Chief Constable, Garry Forsyth, has my absolute assurance that he will be given precisely the same level of continuous support from me in his own role and efforts to continue the very notable progress of Bedfordshire Police.

"I am delighted to say that we have already worked very closely together over the past 18 months to agree a doubling of Police Constables in the Community Hubs around Bedfordshire, including a Sergeant and nine PCs who will be a trouble shooting task force to flex around the county to apply particular pressure to crack down on pernicious problems arising at neighbourhood level in future and that recruitment to fill these posts is currently underway.

"Bedfordshire Police will have 67 PCs in the Hubs, north and south, 15 at London Luton Airport, six in the Rural Crime team - Op Sentinel Rural - and nine in the special intervention team. In addition to this, there will be six Inspectors, 19 Sergeants and 44 PCSOs," said PCC Holloway.

The new Chief Constable, from August 2019, Garry Forsyth, said: "I was hugely privileged and proud to be sworn in as Chief with colleagues, partners, communities and of course my family in the room. Everybody in that room has had a huge influence on the continued success and improvement of the force, and they will continue to have this under my leadership.

"Having worked here for nearly two years now, I can say with great confidence that Bedfordshire is an amazing force with incredible officers and staff, and it has made huge strides over the last few years with Jon Boutcher's leadership and the Commissioner's support. I am excited to continue the improvements and work shoulder-to-shoulder with Commissioner Holloway to firstly secure the right level of funding for the challenges we face, and then to provide the very best policing service we can across Bedfordshire.

"I am delighted that the Commissioner shares my passion and commitment for increasing and improving our policing footprint in local communities. One of my main ambitions will be to ensure that we add Neighbourhood Policing to the growing list of things that people come to Bedfordshire Police to see as an exemplar of good practice."

The Attestation Ceremony was accompanied by the presentation of a silver sceptre, inscribed with the names of past Chief Constables of Bedfordshire, by outgoing Chief, Jon Boutcher, who joked that it was now so full that Garry Forsyth will have to have a new one made, to which Garry responded: "I think if we do it in tiny letters we can fit at least one more on."



PCC creates Breathing Space Relaxation Room at HQ to help boost the wellbeing of officers and staff with the help of local businesses

Bedfordshire's Police and Crime Commissioner, Kathryn Holloway, has created a dedicated relaxation space at Police HQ to help officers, staff and call handlers take a few minutes out after particularly traumatic events, as part of her bid to boost wellbeing in the Force.

The PCC has refurbished the old rest area on the ground floor at Bedfordshire Police Headquarters (HQ) in Kempston, which has now been renamed The Breathing Space. The refurbishment was delivered after an initial request to the PCC from the Force Control Room team and she designed and equipped it from scratch.

“Across the corporate world where I used to work, improving working conditions for staff especially in communal areas and providing them with a space for a few moments’ respite if their job is stressful, is seen as a hugely important factor in relation to morale and even in helping to improve the physical and mental health of the workforce.

"This is most definitely not a waste of money but a modest and well deserved investment in our officers and staff and I was entirely clear that this is part of my duty of care to all of them even before the publication of this month’s Front Line Review urging forces to take wellbeing more seriously”, said Commissioner Holloway.

The quiet and welcoming space allows staff to gather their thoughts during or after a long or particularly difficult shift, in comfortable surroundings. It has been furnished to create a calming ambience with appropriate furniture, pictures, plants and soft lighting.

Bedfordshire Police's Wellbeing Co-Ordinator, Andrea Breitenbach said “The Breathing Space room looks amazing and we have our PCC to thank for that. It will provide our workforce with a quiet space that can be used when some time out is needed. This may be as a result of dealing with a traumatic incident or just for someone needing a bit of time to collect their thoughts or practice some Mindfulness.

“As part of the Force's Wellbeing Agenda, further break out areas are being modernised, and I look forward to working closely with the PCC’s office to improve the wellbeing provisions for our staff.”

Commissioner Holloway said how grateful she is to local stores who have helped her to create the ‘Breathing Space’ with free goods or substantial discounts.



“I would like to single out the fantastic management team at Bedford’s Dunelm Mill and Homesense stores for their help with the chairs, lighting, pictures and other accessories and to the team at Gibbs and Dandy in Dallow Road, Luton for discounting paint and decorating materials. Without them this would not have worked out as it has.”

The PCC is delivering a refurbishment programme across the most run down communal areas of the police estate and has already overseen the overhaul of the HQ reception area and Signpost Victim Support Hub - a call centre in the former control room also housing the Hate Crime team, plus a rest space and kitchen at Dunstable Police Station for enquiries office staff, this year. Decoration of Luton Police Station has started on the ground floor.

"I was a bit down-hearted when one of the Custody staff in Luton told me he thought it was being decorated to look good for the cameras of the C4 series '24 Hours in Police Custody' when, in fact, this is all part of a genuine attempt to improve working conditions for officers and staff. I told him he was a cynic and that you can't please all of the people all of the time!," joked Commissioner Holloway.

"I would be absolutely delighted to hear from other store holders who might be able to help with furniture, lighting, pictures and kitchen equipment as I move onto the shared kitchens at Luton and as I aim to create another Breathing Space there and I will most certainly give them credit for any help.

"I have promised the officers and staff that I will take this refurbishment as far and as quickly as I possibly can as part of my promise to them in relation to looking after our people which is set out in my Police and Crime Plan as I take this investment in them very seriously indeed," she said.

"I'm absolutely delighted to say that officers and staff have stopped me in the corridors and told me how much they appreciate it and they've confirmed that the Breathing Space is now in regular use."



PCC welcomes national police uplift "with the potential to transform the service in Bedfordshire"

Bedfordshire's Police and Crime Commissioner, Kathryn Holloway, has warmly welcomed the announcement by the Prime Minister, Boris Johnson, and Home Secretary, Priti Patel, that 20,000 new police posts are to be created, saying that her uniquely exposed and under-resourced police force could be transformed by the promised uplift.

Commissioner Holloway provided evidence to the Home Office in a Demand and Funding Analysis Report in October 2017, supplying the proof that Bedfordshire Police needed a further 300 Police Constables and 80 detectives to begin to reach the level of forces facing similar challenges, even at the general resource levels depleted since 2010.

In the interim, she has been able to use her budget to create a further 60 Police Constable posts, assisted by a combination of savings – through examining every officer, member of staff and expenditure across the Force – and as the result of a Special Grant of £4.571m from Government last December due to the unprecedented rise in demand from Serious Youth Violence; gang, gun and knife crime issues. The Commissioner now maintains that, on top of the 240 remaining shortfall of Police Constables and 80 detectives that were required in 2017, demand proves that a further 200 Police Constables would be needed to allow Bedfordshire Police to deliver crime prevention, as Boris Johnson and his team require, as well as responding to crime.

“This uplift is the largest single increase in Police Constables that has been promised at one time in policing history and, of course, it’s hugely welcome as it shows that law and order is now topping the agenda of the new Government. Where Bedfordshire Police is concerned, it quite simply has the potential to transform police service to the public, depending of course on the number of Police Constables which is allocated to us.

“It’s quite clear that the new Home Secretary, Priti Patel, and Policing Minister, Kit Malthouse, want this uplift to allow Policing as a whole to not only deal with crime reactively but to get ahead of the curve and deal with it proactively, through meaningful crime prevention work. To do that you have to have the numbers; that’s a matter of common sense.

“Bedfordshire Police is now recognised as genuinely unique by the Home Office - and the Special Grant for last year, which has been promised to me again in writing for this year - is absolute proof that the message, and evidence, have landed there to prove that the Force does not currently have the resources to respond to all the crime we have here; which includes the third highest terror risk in the country, county lines drugs and weapons dealing from our county to London - not simply into it from the capital - plus the gang and knife issues that come with that crime type and all the crime challenges that are associated with an international airport - in Luton – and the main road and rail network which passes through Bedfordshire.

“That is why I will be making a case to the new National Policing Board that, in order to get upstream of such crime and prevent it in the first place, we need a further 200 officers on top of the 240 and 80 detectives which we have already proved we need. That is what would genuinely transform police service in this county,” said PCC Holloway.

She also discounted the suggestions in national headlines that a lack of lockers would prevent the uplift from being able to be delivered and addressed other logistical challenges, including training facilities, supervisors and station space.

“I would prefer by far, as would my Chief Constable, to be dealing with the challenges of expanding a police force quickly, rather than those involved in contracting it; so, where all what Boris would call “gloomsters” are concerned, I would like to confirm that I will pay for lockers to get desperately needed officers into this county.

“Bedfordshire delivers its training with two neighbouring forces - Cambridgeshire and Hertfordshire - which means that we have three times the capacity to make changes to recruitment and, although nobody is saying this will not be a challenge, my message to the Prime Minister’s team and to the new Home Secretary and Policing Minister is this: if you let us have the officers we need, I will make sure that we make it work and work quickly,” said Commissioner Holloway.

She pointed to one aspect of national police planning which she suggests is a genuine blocker across the country, however; the plan of the College of Policing to insist that all police officers have a degree and that new PCs will have to spend considerably more time in the classroom than under the current training system, over a three year period, to qualify for one, from 2021.

“We simply can’t allow this programme – whatever your viewpoint on whether it is even necessary for every single officer to have a degree – to de-rail the greatest uplift in police numbers ever to re-fill the void which has opened up since 2010.

“This so called Policing Educational Qualifications Framework – PEQF – has to be abandoned now as the sole route into the service for new PCs from 2021. Just putting it back by another year, which is one proposal, won’t be good enough. We need both a degree programme and a non-degree training route.

“My public and our officers and staff need new colleagues as soon as is conceivably possible: they need officers with a sense of vocation more than a single qualification and I am already in touch with the Prime Minister’s team to make sure that they receive them. I also look forward to discussing this with the new Policing Minister, Kit Malthouse, when he visits Bedfordshire, which is one of the first arrangements made by his office since taking up the job,” she said.

Kit Malthouse is to visit Bedfordshire Police in September.



BedsALERT
KEEPING YOU INFORMED

Sign up to our community messaging

The BedsALERT logo features the word "BedsALERT" in a bold, blue, sans-serif font. The "A" is stylized with a yellow underline. Below it, the tagline "KEEPING YOU INFORMED" is written in a smaller, blue, sans-serif font. To the right of the tagline is a blue arrow pointing to the right. Below the logo, the text "Sign up to our community messaging" is written in a blue, sans-serif font.

Like us on
Facebook



Follow us on
Twitter

View more highlights on our
Facebook and Twitter pages

The social media section contains two rows. The first row features the Facebook logo (a white 'f' on a blue square) on the left and the text "Like us on Facebook" on the right, with "Like us on" and "Facebook" underlined. The second row features the Twitter logo (a blue bird) on the left and the text "Follow us on Twitter" on the right, with "Follow us on" and "Twitter" underlined. Below these two rows is the text "View more highlights on our Facebook and Twitter pages".