



Making the money work

Hello everyone,

By now you will know that our Deputy Chief Constable, Garry Forsyth, [has been chosen](#) as the candidate to become the county's next Chief Constable after what I hope you'll agree was one of the most testing and transparent selection processes in policing - subject to confirmation by Bedfordshire's Police and Crime Panel.



Garry emerged as the front runner across all sections of the tough assessment day, which included a presentation of his vision for the Force in front of a live audience including members of the Bedfordshire workforce, the Police Federation, volunteers from Neighbourhood Watch, councillors and faith and community group representatives; after volunteering via Eventbrite.

The event was live streamed on the OPCC Facebook page, with both the online audience and audience in the room contributing assessments of the strengths of the three candidates and areas for development.

The selection day opened with interviews with me, assisted by Britain's most experienced Chief Constable - Andy Marsh of Avon and Somerset Police - Bedfordshire Fire and Rescue Chief Paul Fuller, the politically independent Chair of the Police and Crime Panel Paul Cain and Bedfordshire housing developer Andy Smith, representing the business community (whose only link to me or the Force is as the landlord of the planned SARC).

It was followed by two demanding mock media interviews on an emerging scenario; as a live down the line interview by earpiece to an unseen interviewer and a recorded television interview, face to face.

After all this, I'm absolutely delighted to select Garry as my choice to be the next Chief Constable of Bedfordshire, subject to confirmation by the Police and Crime Panel as the law requires. He was outstanding throughout the entire process and it's hugely important to me that both the public and the Bedfordshire Police workforce know that their next Chief is being selected entirely on the basis of his own merit, against tough competition.

That's why this had to be such an open and transparent process, with the public involved and the widest possible audience, all able to assess the candidates for themselves.

A Chief Constable needs exceptional social skills - hence the one to one interviews at the start - and these days needs to be able to think strategically and assess business cases, which is why a representative from the business world was essential. He or she also needs to be able to communicate with all our communities equally, as a credible spokesperson, which is why the media testing was also necessary.

Both other candidates were also outstanding - with ACC Jackie Sebire making me so proud that we were able to field two such exceptional senior officers from within our own fold.

For me, it has been a genuine privilege to represent the public in Bedfordshire to select the candidate who I genuinely believe will build on the incredibly strong foundation of improvement, public engagement and diversity in our workforce of Jon Boutcher and I am so looking forward to working with Garry as we move forward.

Yours Kathryn



Kathryn Holloway
Police and Crime Commissioner for Bedfordshire



News from the Office of the Police and Crime Commissioner



Report on PCC's 3 Years on event at Bedfordshire University Campus, Bedford

PCC pledges to help parents to be and children before they are 10 to avoid knife and gang crime with new service

Bedfordshire's Police and Crime Commissioner Kathryn Holloway pledged to create a new service to reach children in crime hotspots before they are even born - and in schools before they are 10 - to avoid knife and gang crime, reaching out to older children with the help of doctors, at the launch of a public report into her third year in post, held at the University of Bedfordshire's Bedford Campus on Monday 20 May.

Early Pathways Project announced:

Commissioner Holloway announced that she is to develop the Early Pathways service which, like those she created to help victims and ex-offenders to access all the relevant support services in the county - Signpost and Direction - will also create an online directory of all quality activities and services in the county to divert kids away from crime to help parents, teachers, youth workers and children themselves, who will be involved in its design. She will also be starting work in schools with local hospitals to reach older children.

"I am going to work with the quite outstanding Operational Medical Director of Luton and Dunstable Hospital, David Kirby, and Bedfordshire Police to give presentations to children concerning the reality of knife carrying, which he sees at first hand since David and his colleagues find themselves working quite literally at the sharp edge of this terrible problem in the A&E Department, trying to save young people with stab wounds." said the PCC.

"I've also informally proposed development of services with the hospital to help parents to be in crime hotspots, during pregnancy, paid for by the OPCC and partners, which I hope will assist the hospital's helipad fund and want to brainstorm the ways in which we could deliver this so that we help parents secure a better future for their children, not patronise them.

"I'm absolutely indebted to the Luton and Dunstable Hospital and the attitude of its Medical Director and senior team for their openness to work with me and the Force to do all that we can to prevent children from ending up in A&E with life-threatening - and sometimes life-ending - injuries.

"Late last summer, at a community meeting organised by the Youth Offending Service, residents told me that they thought this would be something that could make a difference and this is the chance to take this forward and develop a full service for children and families."

Tackling Serious Violence Grant

Bedfordshire Police - through the work of ACC Jackie Sebire, the national police lead and the ongoing work of the Office of the Police and Crime Commissioner, with the Policing Minister and Serious Violence team at the Home Office, has just won the opportunity of £1.38m from the Home Office to deal with serious violence.

"I see this as the perfect time for us to use a portion of the funds otherwise dedicated to policing enforcement and intelligence gathering - which are Jackie's areas of responsibility - to arrange training sessions, ideally backed by a hard-hitting theatre production by Alter Ego, the incredible actors who've been touring our schools for me to show those who are 11 and over the dangers of being entrapped in county lines drug dealing. This time we need to reach younger children too as we're getting to our young people too late with these messages." said the Commissioner.

Luton and Dunstable Hospital Helipad fund

"The Luton and Dunstable team has also had such an impact on me with their plans for the proposed helipad, directly above the department and its operating theatres 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. I have also made it my charity for my term and will be collecting at all our events on its behalf from now on, said Commissioner Holloway.

Speaking to an audience of guests including Community Safety Partnership members, the Chief Officer of Bedfordshire Fire and Rescue Service, councillors and residents, the Commissioner also spoke of progress made over the past twelve months with Bedfordshire Police against her Police and Crime Plan for the county.

Police Officer Recruitment

Two particular areas she noted were the doubling of PCs in Communities, as part of a three year recruitment of up to 400 officers - 160 of them this year, of whom 60 will be extra posts - and the launch this month of [Direction](#) to help ex-offenders source the services they need to lead a life away from crime.

Direction: Ex – Offender Hub

The Direction service consists of an online directory - directionforbedfordshire.co.uk - and a freephone call line of specialist helpers on 0800 917 5579 with support for former offenders including help with housing, accommodation, work and benefits, rebuilding family relationships, drug and alcohol dependency and building better health.

Commissioner Holloway and Assistant Chief Constable Jackie Sebire, the national policing lead on Serious Violence, also outlined the plan that will be put by the PCC, with the ACC's advice, to the Home Office this week to secure an opportunity for £1.38m from the Home Office. The plan includes knife wands first proposed by the PCC to the Force for officers engaged in Stop and Search; to minimise impact on young people who are searched to maintain confidence in police and to prevent injury to officers from knives or contaminated hypodermic needles, during the process.

ACC Sebire said: "Our operational priorities across the county for the year ahead reflect our determination to clamp down on serious youth violence by suppression of criminal activity, with targeted patrols and the proactive targeting of identified areas and people, through carefully harvested intelligence and investigation.

"We will use equipment and technology, such as wands to detect knives when searching a suspect. This will allow us to find weapons faster and will further protect those officers who may otherwise have come into contact with a sharp object, such as a blade or a hypodermic syringe, during the course of their duties."

Health Screening Collaboration with Bedfordshire University

Commissioner Holloway also outlined the on-going health-screening collaboration with the University of Bedfordshire which will see the first ever report on the health of an entire UK police force.

The Commissioner explained: “The University has a world class reputation for its Faculty of Health and Social Sciences, why would we not want to make best use of that? The students are in great of need work-related experience and by offering a top-to-toe health screening to every officer and staff member, worth around £200 per person, this will allow us to gather information about the holistic health of the Force. A UK first.”

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

[A copy of the Police and Crime Commissioner's Third Year Report is available to download.](#)



PCC calls for more protection for frontline officers after C5 documentary

Bedfordshire Police and Crime Commissioner, Kathryn Holloway, is backing the Force's front-line police officers following the broadcast of Channel 5's "Police Code Zero: Officer Under Attack" - featuring an incident involving two Bedfordshire officers - as figures show that on average in the UK a police officer is attacked every 20 minutes.

The programme showed the officers being assaulted while on duty in Silver Street, Bedford, in January, as they dealt with a drunk and abusive man in possession of a knife, who had been ejected from a pub, late on a Saturday night. The man who assaulted them pleaded guilty at court to two counts of assault on a police officer and was fined £120, while the officers received victim surcharge payments of £50 and £75 respectively, designed to be paid by those responsible for a crime.

“The programme showed the stark reality of what our police officers are facing on the streets of Bedfordshire every single day and it's wholly unacceptable. In my view, an attack on a police officer is not the same as an assault on any other member of the public, because the police are standing on the front-line between those who keep the law and those who want to undermine it. That's why an attack on an officer should be met with the toughest penalty possible,” said Commissioner Holloway.

PC Hayley Hunter, who was one of the officers assaulted, said: “It is only afterwards, when the adrenaline has worn off and you play things over in your mind that you think, ‘Wow, what did I just go through? Could he have used that knife against us?’

“I don't think it mattered to him that I was wearing a uniform, or that I was a woman.”

“I know Hayley well and the bitter irony of this assault is that, as a member of the Community Cohesion Team, she is out in our county every working day building better relationships and trust in policing. Awards of less than £100 as compensation after an attack like this, and that on Hayley's colleague, are derisory.

“It's why I called on a cross party basis for support for extending the prison term for assaulting an officer in the execution of their duty last year. Since this is now still only a year, despite a change in the law, it's still wholly insufficient” said Commissioner Holloway.

In November, the PCC won a Home Office Special Grant for £4.571m to cover the unprecedented cost of fighting gang, gun and knife crime in Bedfordshire.

Commissioner Holloway said: "Policing is facing more severe demand than ever before. Our officers do an incredibly difficult job and I wouldn't be doing my own if I didn't consider the protection of our officers, in order to protect the public, as an absolute priority.

"It's a stated priority in my Police and Crime Plan to look after our officers to the best of my ability, otherwise, how can they be expected to be able to protect people and fight crime across this county. It's why I've had discussions with our judges about penalties in their courts and am seeking to do likewise with our magistrates."



PCC launches one stop shop for ex-offenders "to set them up to succeed not to fail" on leaving prison

Bedfordshire's Police and Crime Commissioner, Kathryn Holloway, has launched a one stop shop service for ex-offenders to literally give them Direction to the services that can support them to change their lives, on leaving prison.



The new service - called Direction - is a countywide initiative to help support former offenders to help lead a life free from crime offering both a single online home of services including help with housing, accommodation, work and benefits, rebuilding family relationships, drug and alcohol dependency and building better health; it consists of a website listing quality support services across the county - at directionforbedfordshire.co.uk - and a free and

confidential call centre of specialist advisors, available on 0800 917 5579.

Direction has been set up with the help of former prisoners themselves, including those who have served lengthy 'life' terms, to advise on what support opportunities should be included.

"It's no good me sitting in my ivory tower as Police and Crime Commissioner, deciding what former prisoners want and need to be able to stay out of crime and how this should be expressed. I'm so grateful to former prisoners for their help in shaping the website - directionforbedfordshire.co.uk - in terms of every word written and every service that has been included," said Commissioner Holloway.

"Our work with former offenders is vital to the success of the Direction service – they've been through the 'revolving door' to prison and now want to turn their backs on crime. They can only do this if meaningful help is provided – and every individual's needs are different.

"The Freephone number will provide really valuable extra support for people who've previously been offenders, but now want to look to the future and a life outside crime. Not everyone has access to a computer or the internet, but it's easier to make a free telephone call.

"Those answering the calls are specialists in their field but, crucially, they're not from either the police or probation services. Almost every ex-offender has more than one problem requiring support and this is an attempt to look at them as individuals and not statistics."

Direction is backed by a pledge from Jobcentres to provide a representative in every one of 13 in Bedfordshire, and across the border in Hertfordshire, to see an ex-offender to advise on benefits and work opportunities on the same day as their first visit.

“If an ex-offender leaves prison without access to any income it’s setting them up to fail and return to crime as a survival mechanism. I want to set them up to succeed so I’m also indebted to the Department of Work and Pensions for arranging this with us,” said the PCC.

The call centre will be available from 9-5 on weekdays. The Commissioner has funded a full time co-ordinator for Direction to assist its call handlers, and the freephone line is run through the charity YouTurn Futures, which already has extensive experience of working with prolific ex-offenders who want to turn their lives around, for the OPCC and Bedfordshire Police.

Elvis Shaw is a former offender who now volunteers with charity Reactiv8, which works with prisoners at HMP Bedford both before and after release. He said: “Direction has everything under one umbrella including employability, housing, everything that somebody coming out of prison is going to need. It’s a great support and if you want to change, the help is there.” Direction has been modelled on the successful Signpost service established by Commissioner Holloway in 2018 to support victims of crime, which also features an online directory of available services alongside a call centre team of specialists.

Bedfordshire-based criminal justice charity YouTurn Futures is working in partnership with the Commissioner to deliver the scheme.

Following its launch, Director Stuart Smith said: “Direction is an innovative approach to reducing reoffending across Bedfordshire. It provides a central hub for statutory, voluntary and community agencies to work together for an ex-offender and deliver a joined up approach in tackling the drivers of offending behaviour in order to reduce reoffending and make Bedfordshire a safer place.”

Direction Hub Lead, Neill Waring, said of the launch: “We want to help former offenders to find the right professional knowledge and networks for them, and can also help concerned parents, partners or friends to find support for their loved ones.”

The Direction website hosts a directory of all the key agencies and organisations in Bedfordshire that offer support and advice for ex-offenders, their families and friends. The website can be accessed at: <https://directionforbedfordshire.co.uk/>

The specialist call centre is available on 0800 917 5579, Monday to Friday, 9am



Reminder of ‘Women Who Make Bedfordshire Better’ event 2nd July

You can still nominate for the following categories;

- Voluntary Award
- Young Person Educational Award
- Health Carers Award
- Offender Rehabilitation Services Award
- Community Group Award
- Blue Light Award
- Victim Services Award
- Bedfordshire Police Officer or Staff Award
- Life Time Achievement Award

Further details and nomination forms are on the PCC website:

pccevents@bedfordshire.pnn.police.uk.

Closing date for nominations is Sunday 9th June 2019

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