



Office of theBedfordshire 渝 Police & CrimeCommissioner

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## **Commissioner's Introduction**

#### I am pleased to publish my second Annual Report as your elected Police and Crime Commissioner (PCC) for Bedfordshire.

The last twelve months has seen Bedfordshire Police make some very positive strides in its performance, operating procedures and partnership working.

For example, the latest His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) report into Bedfordshire Police rated it as 'Outstanding' in how well it managed the most persistent and dangerous offenders. The force was the first in England and Wales to receive this rating. Furthermore, it was rated as 'Good' for how well it was preventing crime, engaging with and treating members of the public, supporting its workforce, delivering value for money. However, some areas of improvement were identified, namely crime investigation.

The improvement in the identified areas based on the force's own risk assessment, HMICFRS report and my Police and Crime Plan have provided a basis for the 2023/24 financial planning, and therefore key focus areas for our new Chief Constable, Trevor Rodenhurst, who officially started in the role in January 2023.

As PCC, I remain committed to community policing to cut crime and provide reassurance, early intervention to prevent crime, and a transparent policing area to drive public confidence. Much of my work have been focused on these key areas and I want to thank the Chief Constable, his leadership team, and my entire office for their continued support in delivering these.

Lastly, I want to thank the truly remarkable police officers and staff of Bedfordshire Police. I have had the privilege to work with and alongside them on occasions. They are dedicated to keeping our communities safer. I am committed to continue doing everything I can to support them in their work to help cut crime, prevent harm, and support victims of crime in our county.



## **Force Executive's Comments**



## Chief Constable (CC) Trevor Rodenhurst

Having been made Chief Constable of this fantastic county late last year, it has been great to continue working with the PCC who I know supports my vision for the future of the force.

One of our biggest successes over the past 12 months has been to grow the force and we now have more officers than at any point in our history. The PCC has been incredibly supportive of our efforts to achieve this and to put in place the Student Hub to ensure we have the right training and support in place to develop our future workforce and ensure we the very highest standards of integrity.



## Assistant Chief Constable (ACC) Karena Thomas

Since becoming the Bedfordshire PCC, Festus Akinbusoye has been keen to understand the specialist services delivered by Beds, Cambs and Herts Joint Protective Services. This has included site, departmental and unit visits, including ride-alongs with the BCH Roads Policing Unit (RPU).

JPS have had the pleasure of joint working with and support from the Beds OPCC on a number of initiatives and schemes during the last 12 months, including:

- marked police motorbikes. This involvement was hugely appreciated.
- traffic accidents are due to rider error and reinforces the benefits of investing in ongoing post-test rider training.
- desire to fully understand, participate and engage in all aspects of policing across our communities.



## **Deputy Chief Constable (DCC) Dan Vazjovic**

I joined Bedfordshire Police on a permanent basis last year, but I have a good knowledge and understanding of the force having previous led the Eastern Region Special Operations Unit and Joint Protective Services across Beds, Cambs and Herts which sit under the force's lead.

As DCC I continue to have oversight of those units which collectively work to provide services such as the Major Crime Unit, Armed Policing and our coordinated response to counter terrorism and serious organised crime. I look forward to continuing to work with the PCC to build on the excellence and value for money those collaborated units provide to residents across Bedfordshire and the wider eastern region.

I know that in my role as DCC I will increasingly work with Festus on ensuring that Bedfordshire Police has the right resources available to it to deliver high quality police services to our local communities

• The August 2022 UK Unity Tour which saw the OPCC participate in the annual Care of Police Survivors (COPS) charity bike ride, supported by RPU volunteers protecting the ride on

• A Road Victims Trust (RVT) celebration evening was held at Beds HQ to recognise both RPU Family Liaison Officers and RVT councillors and ambassadors who deliver fantastic partnership work supporting bereaved families. This invaluable service is something that is high on the agenda for both the OPCC and JPS.

• The OPCC support the Bike Safe initiative delivered by RPU officers. This seeks to address the fact that the most significant contributory factors to serious motorcycle related road

• The OPCC have engaged with the JPS Civil Contingencies Unit on exercises involving the Police and wider Local Resilience Forum partner agencies. This has resulted in a greater understanding of the demands of major incidents at different command levels, providing the opportunity to participate in a safe learning environment. Again, this demonstrates the





## **Force Executive's Comments**



## Assistant Chief Constable (ACC) Sharn Basra

This year we have had a firm focus on working with our partners to provide a collective approach to protecting some of the most vulnerable in our society. That has included tackling Violence Against Women and Girls supported by a successful Safer Streets bid from the OPCC. While the Violence and Exploitation Reduction Unit, which is supported by the OPCC, provides engagement with a range of communities to help prevent young people becoming involved in crime.

This partnership approach is crucial in our ambition to tackle the root cause of crime and take a more proactive, preventative approach to keeping people safe.



## Assistant Chief Officer (ACO) Phil Wells

The last 12 months has seen a continuation of our estates strategy with new teams moving into our brand-new custody facility at Headquarters and further improvements made to buildings across our estate including Luton. Those changes not only improve the working environment for our people, but investment in technology helps us be more operationally effective through improved practices.

That focus on technology has seen us partner with Amazon Web Services to explore a range of innovative solutions to improve our service to the public and reduce unnecessary demand, such as non-police calls into our Force Control Room.

The Commissioner and OPCC has been keen to support these efforts to maximise our capacity to keep people safe.

## **Office of the Police and Crime Commissioner Senior Team Comments**



## **Chief Executive Anna Villette**

The team in the OPCC has spent the last year improving its support to the PCC in delivering the Police and Crime Plan, reviewing and rebuilding how we commission services for victims of crime, and in strengthening the infrastructure for the PCC to hold the Chief Constable to account for the delivery of policing in Bedfordshire. In 2022/23 the OPCC received an increase in its base budget to cover the increase in staffing needed to cover all statutory functions and areas of activity set out in the Police and Crime Plan. This increase in budget has enabled dedicated management of the Bedfordshire Criminal Justice Board, to grow our commissioning capability, and to properly resource the governance and oversight the OPCC is responsible for. It was a year not without difficulty as financial irregularities in the commissioning process in 2020 and 2021 meant that the accounts for 2020/21 needed work to review hundreds of transactions and multiple audits to provide assurance to the PCC, the Joint Audit Committee and the Police and Crime Panel that the irregularities were dealt with.

We reviewed policies, procedures and terms of reference for all of the boards that the PCC and OPCC Chair to ensure that our governance is robust and will withstand challenge and scrutiny. We introduced a more structured approach to the PCC holding the Chief Constable to account through weekly one to ones, and a performance and governance board that I chair with representatives from the force to ensure that close monitoring of performance is reported to the PCC. Importantly, I set about ensuring that everyone has access to the right training and development, which I am delighted to say saw people pass Chartered Institute of Public Finance and Accountancy (CIPFA) qualifications in corporate governance and pass CIPFA qualifications in corporate governance and Masters (Forensic Psychology).

Despite identifying further growth for the 2023/24 budget into the OPCC, I recommended a standstill budget for this year, which the PCC supported, in order that the identified growth could be put back into the force budget. Despite the OPCC budget only representing approximately 1.7% of the overall policing budget, it is important that we are as lean and cost effective as possible in the OPCC, which is why in 2023/24 I will be looking at the top ten areas of spend so that I can make sure we are operating as efficiently as we can and return any surplus to the force to put back into frontline policing.



#### **Deputy Police & Crime Commissioner Ian Dalgarno**

Following appointment to the role of Deputy Police and Crime Commissioner (DPCC) in November 2023 I have been tasked to support on a number of key areas, including but in no particular order of preference improving Community Engagement through regular planned meetings with External Partners such as local Authorities, Town and Parish Councils and Members the Public, development of a strategy to tackle rural crime, development of the forces 10 year Estates Strategy and driving the Sustainability, Agenda within the force.

We have held a Rural Crime Conference focused on the farming community which was well attended and in the coming year we will be rolling this out to two further events in the North and South of the force area. We have conducted a wide range of well attended public meetings and are developing an engagement plan for the coming year with our Town and Parish Councils.

The Force Estates Strategy is focussed on housing growth areas to support potential future need. The role of DPCC also includes representing the OPCC on Community Safety Partnerships and Health and Wellbeing Boards along with representing the Commissioner at a number of community events.







### **Chief Finance Officer Phil Wells**

Having joined the OPCC part way through the financial year 2022/23 the key activity, working alongside the Commissioner, was to ensure with high rising inflationary costs that the Force received sufficient funding for the ensuing 2023/24 financial year to continue its journey of improving the level of service it provides to the public.

Through working with the Home Office and Government officials the level of funding for 2023/24 allowed the Chief Constable to enhance service delivery in some of the Force's functionality, aligned to the Police and Crime Plan as well as a further 10 officers building on the 72 the Commissioner provided in the previous year. The extra 10 being aligned to the Commissioner's drive to enhance community policing.

With continued increase in costs and public sector pay we will continue to push the Home Office to change the funding formula and provide Bedfordshire Police with the level of funding it requires.

## **Police and Crime Panel Comments**



#### **Police and Crime Panel Chair Jim Weir**

Having served on the Panel since October 2020 we have seen many changes in the ensuing period. We have a new Commissioner who has made a number and much needed new appointments including a Deputy PCC, a Chief Executive of the OPCC, and a new Chief Financial Officer. This has led to a more robust and transparent operation which allows the Police and Crime Panel to better scrutinize the PCC.

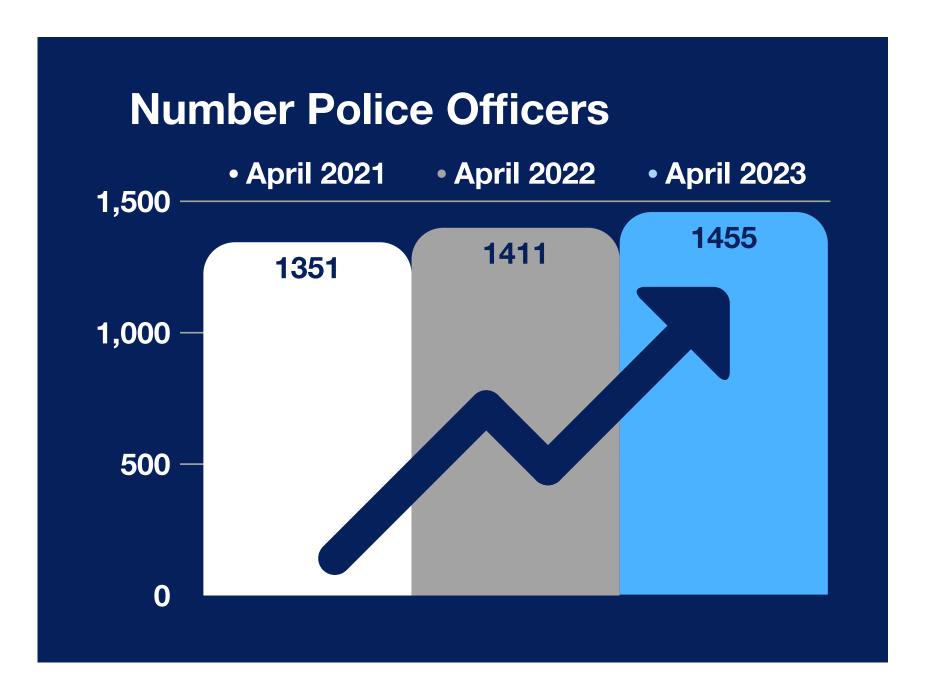
We have been fortunate to see the Bedfordshire Force numbers rising to their highest ever, which has been accomplished by the efforts of our former Chief Constable Gary Forsyth and our new Chief Trevor Rodenhurst. Both have worked closely with our PCC Festus Akinbusoye and the new staffing arrangement recently put in place in the OPCC. The positive culture, diversity, and inclusion displayed by the Force are ones that accord with both the PCC and the panel as we look forward to a continuingly strengthened Bedfordshire Police Force.

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## Annual Report 2022/2023 Summary

PRIORITY 1 Investment in community- based and community-led policing for urban and rural areas	<ul> <li>Various community engagement has been completed.</li> <li>Continued to fund Neighbourhood Watch and other comm in line with the Police and Crime Plan.</li> <li>My office organised another joint event, chaired by the De Commissioner, alongside the National Farmers Union (NFI</li> <li>My office has been working with colleagues from both wit statutory authorities to ensure that a greater understandin Community Triggers.</li> </ul>
<section-header></section-header>	<ul> <li>Bedfordshire Police and I announced that we exceeded the more than 650 additional officers.</li> <li>The ten-year Estates Strategy has been created jointly by Police and external specialists.</li> <li>I have again commissioned £20,000 to ensure that appropriate available to police officers and staff.</li> <li>I continue to regularly discuss 'Culture and Wellbeing' with senior team allowing the Chief Constable to respond direct and updates of action and activity undertaken in this important.</li> </ul>
<section-header></section-header>	<ul> <li>At my request, the Violence and Exploitation Reduction U.</li> <li>I set another record investment for victim support services</li> <li>I hosted the second Annual Youth Conference with even n.</li> <li>I launched the second Annual Schools' Debating Competing Parliament.</li> <li>My office worked in partnership with local authorities in Besting I have commissioned the ongoing work of Roads Victim Testing I have affected by domestic abuse.</li> <li>I have attended 71 schools so far within my term to engage</li> </ul>

- nmunity watch schemes that is
- Deputy Police and Crime FU) to discuss rural crime.
- vithin Policing and our wider ing of the importance of
- the three-year target to recruit
- y my office, Bedfordshire
- opriate counselling support
- ith the Chief Constable and ectly to me and provide details portant area of business.



- Unit (VERU) launched a 12-month pilot in June 2022 to support schools deal with persistent absenteeism.
- es, more than £2.6 million is being put into victim support and other services.
- more students in attendance.
- etition. the finalists of this year's competition competed in the prestigious Grand Committee Room at the Houses of
- Bedfordshire to support their Holiday Activities and Food (HAF) programmes.
- Trust for a further 12 months for the amount of £60,000.
- e Stoppers reaching into new audiences with a bus and audio campaign to highlight the support that is available to
- age with young people across Bedfordshire.

PRIORITY 4 Placing residents and victims at centre of policing priorities	
PRIORITY 5 Multi-agency approach to community safety and crime reduction	<ul> <li>I have continued the three year funding the Family Drugs a</li> <li>We have commissioned St Giles SOS+ to deliver Anti Bull</li> <li>I instructed my office to progress a further Annual Rural C</li> <li>More than 40 councillors and council clerks attended the A</li> <li>I hosted the first-ever multi-faith conference in Bedfordshi</li> </ul>
PRIORITY 6 Transparency and open communication	<ul> <li>I pledged as I took office to be as transparent as possible to the public. There are a number of actions that I request</li> <li>I have continued to publish more information than is legall</li> <li>One to one meetings with the Chief Constable are recorded.</li> <li>I regularly use social media to engage and inform resident</li> </ul>
<section-header></section-header>	<ul> <li>Early in my term I was appointed the National Lead for the important piece of work.</li> <li>I continue to speak and maintain a dialogue with various set. I attended the Home Affairs Select Committee (HASC) to determine a the APCC/National Police Chiefs' Council Partres I have had the opportunity and pleasure to sit and have are I was appointed as a Non-Executive Director of the College I had the Honour to be presented to His Majesty King Chaes I t was an honour to cycle just over 200 miles in 3 days wite I have been appointed by the Home Secretary to be a Nore.</li> </ul>

es this year, more than £2.6 million is being put into victim support and other services utilising funds received from the nity Safety Fund (CSF).

less Conference.

ers on the website, to ensure that the public have this information.

ng the Force online reporting system.

and Alcohol Court (FDAC) of £139,241.

Illying project called Rise Above.

Crime Conference in collaboration with the National Farmers Union and Bedfordshire Police.

e Annual Parish Conference to make their representations on behalf of local residents.

hire with over 100 attendees from different faith groups.

le throughout my term to ensure the public are aware of what my office and I are doing to ensure we are accountable sted my team to complete to ensure my transparency pledge is met – these can be seen in the report. ally required.

ded and published

nts.

he 'Prevention' portfolio by the Association of Police and Crime Commissioners (APCC). I continue to steer this

senior individuals within Central Government to continue to reinforce the message about a fairer funding formula. discuss Policing Priorities.

tnership Summit.

an open and wide-ranging conversation with Beth Rigby at Sky News.

ege of Policing for a period of three years commencing on 20 March 2023.

narles III. It was a privilege to answer his questions about my role as Bedfordshire Police and Crime Commissioner. vith the exceptional Bedfordshire Police team for the Police Unity Tour UK.

on-Executive Director of the College of Policing for a period of three years commencing on 20 March 2023.

## Investment in community-based and community-led policing for urban and rural areas.

#### **Key activities and achievements:**



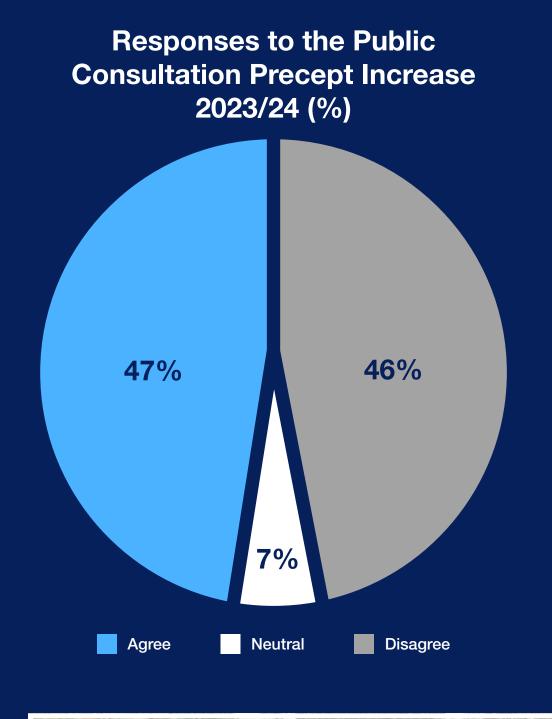
This is my second budget as PCC and my office, and I have worked closely with the Chief Constable and his senior leadership team to understand the operational needs of Bedfordshire Police and the increase in demand that the Force continues to experience. It is my role as Police and Crime Commissioner to consult and set an appropriate precept level to ensure that an adequate provision for policing the county is achieved.

My office consulted the public on the levels of potential precept increase and the survey concluded that of those 545 responses, 256 people voiced their support, 38 voiced that they were neutral, resulting in 54% of respondents were in support/neutral of the precept being raised by the maximum amount suggested. Seven members of the Police and Crime Panel were in favour, zero against and one abstentions in regards to supporting the level of increase proposed to ensure the following commitments to enhance services were met:

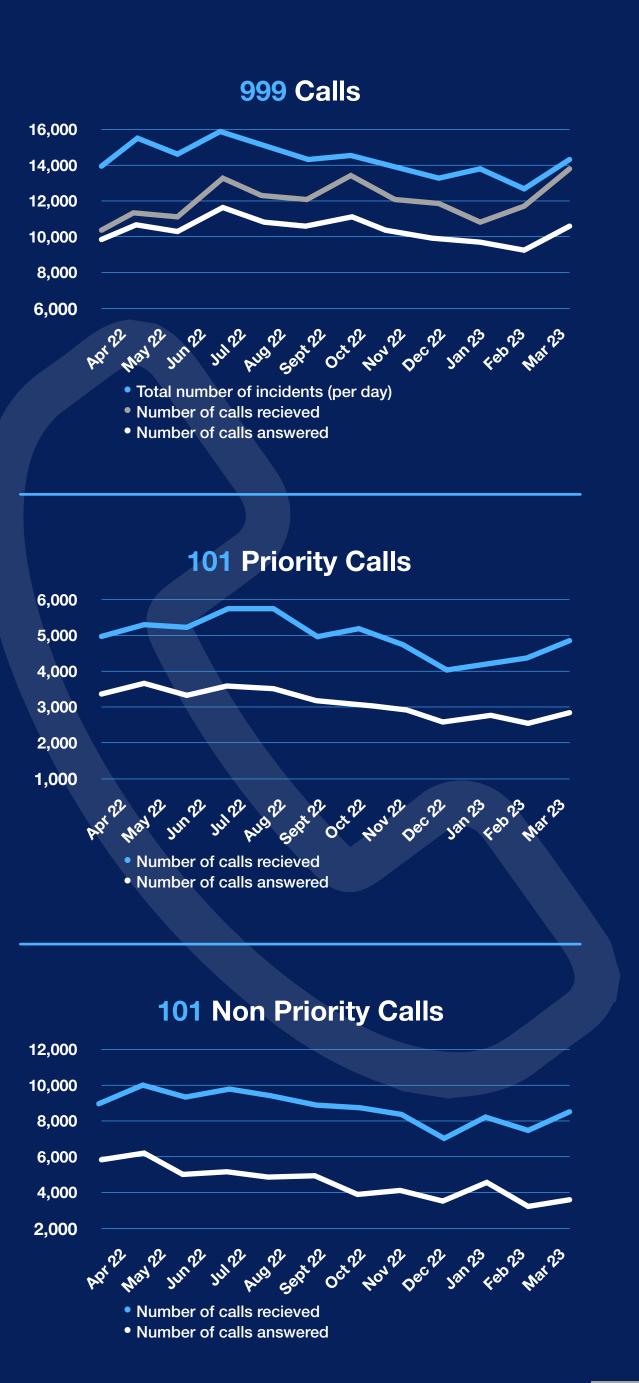
- 10 extra Police Officers (Community Policing Officers Increase the number of police officers in our community policing teams with the specific aims of providing greater visibility and reassurance especially in our market towns and villages)
- 7 Victim Engagement Officers (VEO) Increase the number of victim engagement officers in the rape and serious sexual offences unit to support the most vulnerable of victims
- 4 Data Analysts (provide dedicated Data Analysts to ensure that trends and patterns of criminality are picked up early and resources deployed to prevent further crimes)
- An additional four staff posts have been introduced following recommendations from the Priority Based Budgeting process as well as increasing provision for anticipated annual pay increases. By placing two members of staff into professional standards and two mental health nurses within the control room these actions are again very much linked to my Police and Crime Plan priorities.



I have continued to accompany police officers and staff from various teams during the course of their duties to gain a greater understanding of the great work that is undertaken, but also some of the challenges and pressures they face on a daily basis. This has also provided a great opportunity for me, to carry out further engagement across all of the communities of Bedfordshire and has allowed me to receive direct feedback from residents about their concerns, as well as their experience of positive interactions they have had with Bedfordshire Police staff. I have also been able to feedback my observations directly to the chief officer team and this has resulted in quick time resolution to issues around equipment and other key enablers to enhance the operational effectiveness of these staff.







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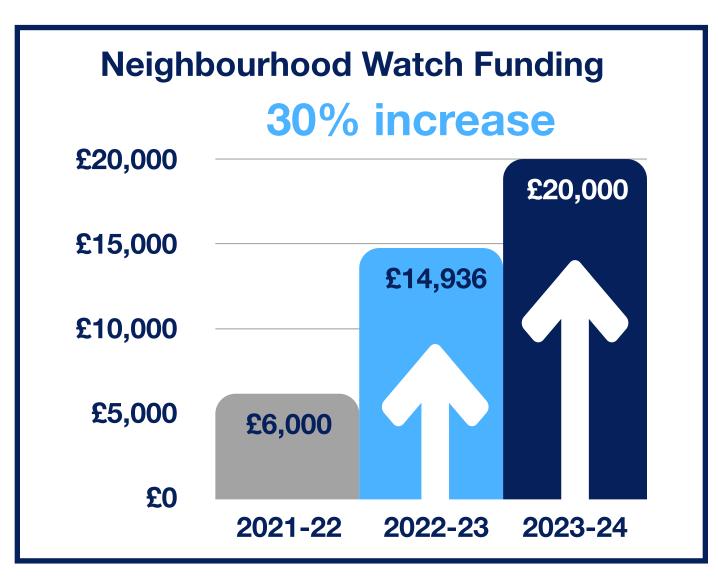
My office organised another joint event, chaired by the Deputy Police and Crime Commissioner, alongside the National Farmers Union (NFU) to discuss rural crime. The event again was attended by the Bedfordshire Police dedicated Rural Crime team and officers from the Community Policing team.



My office has continued to progress both public accessibility terminals, together with, relevant apps to allow all communities across the County to access policing and other statutory services. These technological developments will begin to be rolled out in early April 2023, with the first terminals now sighted at various locations across Central Bedfordshire.



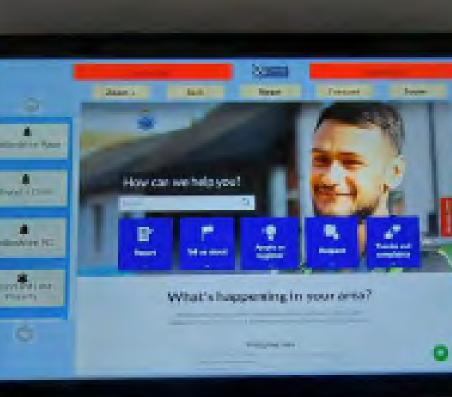
I continue to interact and support our various watch schemes across the County. I have commissioned around  $\pounds15,000$  to ensure these schemes maintain funding that allows and promotes growth and innovation.



My office has been working with colleagues from both within Policing and our wider statutory authorities to ensure that a greater understanding of the importance of Community Triggers in supporting safer communities and increasing the perception that matters centering around Antisocial Behaviour are taken seriously. This ongoing work has resulted in the level of community triggers across the County increasing by 40% in the use of Community Triggers. A further piece of work is being progressed with our partner agencies in an attempt to establish a Pan Bedfordshire approach for the use of Community Triggers moving forward.









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#### **Recruitment and retention of police officers**

### **Key activities and achievements**



I have statutory responsibilities for delivering an efficient and effective police service. Our efficiency and effectiveness improve when the right level of resources is available and maximised. I continue to request updates from the Chief Constable surrounding recruitment. I have attended many passing out parades in the last 12 months.



The ten-year Estates Strategy has been created jointly by my office, Bedfordshire Police and external specialists. This document will provide both a framework and action plan around the necessary estates provision for the future, in view of the continuing growth of housing developments across the County. The strategy also considers the potential utilisation of key partners estate such as Fire, Local Authority, and ambulance which will support the Force in driving the governments agenda of one public estate.



I have regularly joined officers and staff on patrol on the front line of Policing and also within specialist support teams. This interaction has enabled me to gain and build a growing understanding of the many complexities and pressures that exist within policing and to engage with the public in varying circumstances. I will continue with this activity throughout my term.



I have again commissioned £20,000 to ensure that appropriate counselling support was available to police officers and staff, in addition to the support that the Force already provides. A fully engaged and supported workforce is the key enabler to deliver my Police and Crime Plan, which is why staff welfare is a key priority.



I continue to hold various informal engagement events across the county with officers, staff and volunteers to express my gratitude for their ongoing service and actions taken to make Bedfordshire a safer place for all residents.



I continue to regularly discuss 'Culture and Wellbeing' with the Chief Constable and senior team allowing the Chief Constable to respond directly to me and provide details and updates of action and activity undertaken in this important area of business.



I welcomed Chief Constable Andy Marsh, Chief Executive of the College of Policing into Police Headquarters to discuss the launch of the review into the Police Code of Ethics. We discussed the work being undertaken to bring about cultural changes within Bedfordshire Police. The College of Policing has carried out a review into its Code of Ethics, which provides a framework to guide the actions taken and decisions made by everyone working for the police service. They are now asking people from across policing, partner organisations, and the public to share their views on the proposed new version.



I have invested in our Professional Standards Department to speed up things like misconduct investigations as well as vetting. But this is just a small part of the approach policing must take to set the right standards, ethics and culture it needs to be a truly first class public service.



#### Tackling the causes of crime and breaking the cycle of re-offending

#### **Key activities and achievements**



I set another record investment for victim support services, more than £2.6 million is being put into victim support and other services. The funding will support a whole range of prevention and early intervention services to support victims of crime and prevent things like domestic abuse and exploitation. Research by my commissioning team used data from a number of sources including the Victim Needs Analysis 2021, local authority priorities and national data such as the Crime Survey for England and Wales and other national statistics.

The needs assessment confirmed areas of continued need, such as domestic abuse and sexual violence, as well as identifying new areas for the Office of the Police and Crime Commissioner (OPCC) to focus on such as exploitation, stalking, hate crime and community mediation.

Almost £317,000 is being invested in new services this year, with an additional £703,000 being put into new initiatives and services focused on children, young people and restorative justice.

This new investment alongside continued funding for existing services takes the total funding for PCC commissioned victim and community safety services to £2,615,089 across 2023/24. I have a responsibility to fund local services to support victims of crime in Bedfordshire as well as managing the commissioning process for services funded by the Ministry of Justice and the Home Office in the county.

The commissioning process is administered by the OPCC, which advertises the services to be provided, receives and reviews the applications, awards commissioning grants to successful organisations and monitors the delivery of the services.

Commissioning has been based on rigorous research by my office, using police data and public surveys to identify the most important areas for investment, as well as ensuring progress on my Police and Crime Plan.



I am delighted to have hosted the second annual youth conference with even more students in attendance. Nearly 300 year nine students from across the County attended the events which were delivered in partnership with agencies such as Bedfordshire's Violence and Exploitation Unit (VERU) and the Safer Streets programme. Held at venues in each local authority area, students heard from a number of guest speakers and took part in talks and workshops to help them understand the impact their actions and choices can have on the rest of their life, while giving them the opportunity to be part of the solution in reducing crime in Bedfordshire.

Sessions included a live theatre performance from educational theatre group Performance in Education, who delivered a thought-provoking play about sexual violence and how young people can call out such behaviour. Local partners and organisations engaged with young people, sharing their real-life, lived experience and delivering educational talks to encourage young people to



consider healthy choices away from crime. Domestic abuse wreaks pain and suffering on individuals and families. In some cases people are abused for years before they come forward to make a report to the police or contact an organisation that can support them.

I have invested in excess of £250,000 across Bedfordshire to improve road safety and reduce collisions and fatalities. The aim of the Roads Fund, which is run by the OPCC, is to try and reduce the number of people harmed on Bedfordshire's roads. Our watch schemes provide untold support to our communities, and I was pleased to be able to fund additional Speed Indicator Devices (SIDs) in Bedfordshire. These devices provide an instant visible notification of what speed the motorist is travelling at, so I'm really glad we are able to provide even more of these in this recent round of funding.

Bedfordshire pupils had the chance to test their debating skills at Westminster as I launched the second annual Schools' Debating Competition. The finalists of this year's competition competed in the prestigious Grand Committee Room at the Houses of Parliament in front of an impressive judging panel. The initial rounds begun in early November 2022, with three separate contests open to schools in Bedford, Central Bedfordshire and Luton respectively.

Bedford Modern School has been crowned the best school debating team in Bedfordshire for 2022 after a strong performance in the final held at the Houses of Parliament. The Bedford school fought off stiff competition from runners-up Sandy Secondary School and Stockwood Park Academy, which also won through quarter and semi-final tournaments to be crowned the winners for Central Bedfordshire and Luton respectively.



My office worked in partnership with local authorities in Bedfordshire to support their Holiday Activities and Food (HAF) programmes this summer. The HAF programme, funded by the Department for Education (DfE), is a holiday provision for school children from reception to year 11 who receive benefits-related free school meals (FSM). Young people can book on to take part in activities such as outdoor and sports focussed sessions, swimming, creative activities and attend youth clubs. In addition to the HAF programme, sports providers have joined the likes of the Bedfordshire Violence and Exploitation Reduction Unit (VERU) in supporting the Safe to Play campaign.

Sessions were inclusive and suitable for children with Special Educational Needs and Disabilities (SEND).

To show my support I funded free reusable water bottles for every single young person attending one of the activities at each of the three local authorities in Bedford, Luton and Central Bedfordshire.

The bottles had a QR code and information card from the Bedfordshire Office of the Police and Crime Commissioner (OPCC), which links to the my website and newsletter, where more information can be found about commissioned support services. These include Domestic Abuse support, Youth Offender management, early intervention services and support for victims and witnesses in all other crime types.

In addition, I attended several of the summer activities where I was able to meet and engage with the young people as well as the facilitators on a personal level.













At my request, the Violence and Exploitation Reduction Unit (VERU) launched a 12-month pilot in June 2022 to support schools deal with persistent absenteeism. The VERU is funded by the Home Office through my office. I initiated this pilot based on the Department of Education report into school absenteeism and youth offending, as well as my concerns around the level and frequency of missing children and those that repeatedly come into both police contact and police custody. This intervention forms part of my focus on early intervention, crime prevention through system-wide partnership working.

The pilot includes two schools from each of the three local authorities (LA) in the county, and one alternative provision setting. It does not replace the statutory role of LAs, but rather plugs gaps by providing additional, specialist support to schools, given the direct costs and shortage of Education Welfare Officers. The Key objective is to have trained, Youth Intervention Service (YIS) officers step into this space, take referrals from the participating schools and engage with pupils, while minimising the role of police officers where possible.

Since the absenteeism pilot commenced in June 2022, a total of 116 young people (up to January 2023) have received specialist intervention from the VERU's YIS staff as a result of being referred into the PCC's pilot. Engagement with pupils is maintained during school holidays. This is essential. So far, the pilot has resulted in several positive outcomes for the young people and families that are being supported. All 116 people who have been referred to the pilot are engaging with the VERU and feedback from the families has been positive. Parents and carers of the referred pupils have told the team that they are thankful for the support in addressing their child's absence from education as they often feel powerless in tackling the issue alone.

65% of young people involved in a homicide, either as a victim or offender, has some form of school absence in their backstory. Over 80% of young people involved in knife crime also have unauthorised school absence as a feature of their lives. Everyday Bedfordshire Police's Missing Person's Unit work to help children who fit into the categories above. Our Force Control Room receives calls every day from schools, local authorities, and the public about a missing child.

Despite schools closing during the summer months, the pilot continued to provide effective intervention to young people. In July 2022, VERU's Youth Intervention Specialist (YIS) Team identified eleven young people where persistent absence from school was a known factor. Over the summer period the team worked with ten of those young people delivering a specifically designed programme of intervention. Unfortunately, there was no engagement from one young person identified, however it was confirmed that a professional network was in place to continue to support the young person their journey.

Below are brief updates on the progress of four of the identified young people:

-----Did you know... ...being just 5 minutes late every day = 3 days off school in a year?!

- landscaping apprenticeship.

I have commissioned the ongoing work of Roads Victim Trust for a further 12 months for the amount of £60,000. On 22 March 2023, I joined the Lord Lieutenant of Bedfordshire, Sue Lousada, and other dignitaries to pay tribute to the work of the Road Victims Trust. The event recognised the unique partnership arrangements between the charity and the Bedfordshire, Cambridgeshire and Hertfordshire Police Roads Policing Unit.

The Road Victims Trust provides emotional and practical support to people affected by road related death and life-changing injury across the three police force areas. Each year the local charity provides bespoke counselling support to more than 500 people who have experienced trauma as a result of fatal and serious road traffic collisions.



I have released £35000 for my office to progress a project collaboratively with colleagues from Bedfordshire Fire and Rescue Service to purchase a Virtual reality vehicle simulator to educate drivers around the risks associated with common offences such as using a mobile phone whilst in charge of a vehicle. This resource will be deployed around the County on an ongoing basis to help reduce road traffic collisions and improve general road safety attitude.

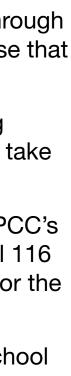
• Young Person A has successfully completed 8 sessions of the programme with the Youth Intervention Specialist and is now attending a full-time

• Young Person B was struggling to attend education, the Youth Intervention Specialist increased the level of support that they were receiving from their YIS team member, to allow them to support the young person to attend school, which has been successful.

• Young Person C was a regular missing person, at risk of CSE and father was struggling to implement boundaries. Since working with the YIS Team there has been great partnership working which has resulted in CSE disruption, no missing reports and the young person is due to return to school.

• Young Person D struggled to engage with the Youth Intervention Specialist, fathers' engagement was a factor. The worker continued to try and engage with the family and since the initial meeting with the young person engagement has continued to be positive. The Youth Intervention Specialist secured four months funding for a gym membership and is supporting the young person to apply for college.







I have continued to commission a central hub for all criminal justice services across Bedfordshire including an Out of Court Disposals (OoCD) Conditional Cautions and Community Resolutions triage hub. This hub provides dedicated, confidential signposting services that gives free advice, guidance and help to offenders, ex-offenders, vulnerable people, and the friends/family of those who have been or who are currently managed under the criminal justice system.



Bedfordshire and Hertfordshire OPCCs have collaborated to develop a bold, exciting vision for the future of DA perpetrator provision. We want to create a new One Stop Referral and Triage Hub with the ultimate goal of eliminating the causes of domestic abuse (DA) in these two counties and generating intelligence about what works to identify, engage, and ultimately transform behaviour.



My team continues to have regular dialogues with the National Probation Service and is actively seeking opportunities to co-commission functions and services wherever possible.



On 25th July 2022, it was announced that my office had been again successful in a bid to secure just over £1m in the latest round of the governments Safer Streets funding initiative. The development and rollout of our Educational Toolkit, formed part of our primary pan Bedfordshire bid for £729,932, which will aim to work together across the county, to reduce Violence against Women and Girls (VAWG) in public spaces, raise awareness, improving the feeling of safety in public spaces and increasing reporting.

The secondary aspect which was submitted by Luton Borough Council and supported by the OPCC, was awarded £294,000 for the following. The bid is to target the three key areas of the Problem Analysis Triangle (PAT) - Location, Victim, Perpetrator within the Lower layer statistical output areas (LSOA) of Luton. This will have a wider impact on other issues affecting Luton as a whole. The intention being to implement fixed assets to reduce the opportunity of crime and the increased public perception of safety that fixed assets can bring. To provide victims with increased crime reduction materials to reduce the opportunity for perpetrators to commit the offence and then to reduce the illicit sale of any stolen items. To reduce re-offending with perpetrators of said crime/behaviour by supportive or enforced measures and providing targeted interventions as part of that approach.



I proudly announced the launch of our Educational Toolkit, available for all secondary schools to use, free of charge. The online toolkit contains a range of ready-to-use lesson plans, informative videos, and digital media that we hope can be utilised to deliver full or half lessons, assemblies, or form time discussions, about Public Sexual Harassment (PSH).

A large proportion of the toolkit focuses specifically on PSH. Public Sexual Harassment, or PSH, comprises of unwelcomed and unwanted attention, sexual advances, intimidating behaviour by strangers that occur in public spaces. This can be committed on multiple and often interlocking grounds, but all forms of PSH are inherently linked by power and control. Research shows that it is usually directed towards women, girls and often oppressed groups within society. However, it can be experienced by all. Further research suggests that in the UK, a third of girl's experience PSH while wearing their school uniform. This can have a significant impact on mental health and behaviour. It is known that there is still a lot of stigma and self-blame around PSH, which our educators have the potential to change.

In the creation of this toolkit, we have been fortunate enough to collaborate with a national campaign called Our Streets Now (OSN). OSN are not only paving the way in tackling PSH in the political and legislative arena, but also within our education sector. We have commissioned OSN to deliver a series of free online teacher training workshops, running over a 2-week period in February 2023. This follows feedback from teaching staff during the development phase of the Educational Toolkit, that explained that not all teaching staff felt confident / sufficiently trained on how to have conversations of this nature in an appropriate way.

As you will be aware, in September 2020 the UK Government made Sex Education compulsory. The curriculum states that schools must make clear that "sexual violence and sexual harassment are not acceptable, will never be tolerated and are not an inevitable part of growing up". As PSH is the most common form of gender-based violence, we hope that by utilising these resources to educate young people about this topic, we can help to raise a generation who are equipped to challenge harassment, to empathise with those who experience it; and who never become perpetrators of this everyday violence.

To date, my office has secured over £2.8m of funding through the Safer Streets fund.



My office continues activity around the Safer Streets 4 – Pan Bedfordshire Violence Against Women and Girls (VAWG) initiative. The overall aims of this initiative are to -

- Increase reporting from officers by increasing their knowledge and training.
- Increase reporting from third sector/licensed premises.
- Encourage reporting from victims.

- Be able to intelligently deploy resources to hot spots.
- Educate and raise VAWG awareness.
- Increase public trust, confidence, and levels of feeling safe in public places.





My office has progressed technological solutions to enhance the education and combatting of VAWG. These include Hollie Guard, FLARE and Street Safe apps and websites to support initiatives to encourage reporting from victims allowing intelligence led deployment of resources and increasing the levels of feeling safe in public spaces.



My office since September 2022 have attended 4 freshers fairs and supplied over 12,000 personal safety packs including anti-spiking toppers and personal safety leaflets and help pop up events at these fairs to further promote the safer streets project and provide personal safety devices to those that wanted them. Working in partnership with colleagues from the education and diversion team for Bedfordshire Police attended sixth form colleges and engaged with approximately 1000 more students.



At my request my office has produced a Briefing document to be sent to all members of Bedfordshire Police highlighting what the project is about and the initiatives we are doing, this briefing document will also be going out to targeted charities and organisations that work with Women and Girls.



My office has also purchased three deployable CCTV cameras which can be utilised in areas that have been identified as hotspots for VAWG activity this will be completed by the community policing teams.



In a first for the county, my office collaborated with Crime Stoppers reaching into new audiences with a bus and audio campaign to highlight the support that is available to people affected by domestic abuse. This was aimed at three groups of people – victims of domestic abuse, friends of victims, and the perpetrators of abuse – as well as raising awareness throughout the community. Members of the public would have seen the campaign featured on 20 buses across Bedfordshire that travel in and out of the county and go as far as Northampton and Rushden in Northamptonshire and Hitchin in Hertfordshire.

The audio campaign could be heard on any device connected to the internet including smart speakers, phones, laptops as well as radio stations in the county.

A further campaign was held during the world cup highlighting the increase in DA during large football tournaments.

The OPCC are working with Bedfordshire police and their Male Violence Against Women and Girls (MVAWG) projects including Project Firefly which provides training to officers and licencing staff around identifying behaviours and how to deal with situations. Project Firefly is a part of Bedfordshire Police's plans to tackle male violence against women and girls MVAWG and the acts of violence and abuse that disproportionately affect women, such as rape and other sexual offences. Project Firefly will aim to increase public safety and confidence, focus on prevention and pursue those responsible for perpetrating abuse, through educating licensed premises, taxi companies and takeaways, as well as running dedicated patrols.



In October 2022, I increased my office team with the addition of a Restorative Justice (RJ) Coordinator. They were appointed to start to embed RJ methodology and practices throughout Bedfordshire. Restorative Justice Week fell on the 20th – 26th November 2022 where comms were issued to raise awareness and I issued a video explaining what RJ is and the benefits of utilising this form of approach.

The RJ Coordinator has been collaborating with both HMP Peterborough and HMP Bedford with a view to progress partnership work to embed RJ practices within HMPS.

The RJ Coordinator also is embedded with the Victim Care Coordinators within Bedfordshire Victim Care Service and offers advice and support to victims of crime seeking community resolutions.

The RJ Coordinator now chairs the Restorative Justice Eastern Regions Meeting which they have initiated which is held quarterly and includes Bedfordsire, Cambridgeshire, Hertfordshire, Essex, Lincolnshire, HMP Peterborough, Norfolk and Suffolk.









I have attended 71 schools so far within my term to engage with young people across **Bedfordshire.** 









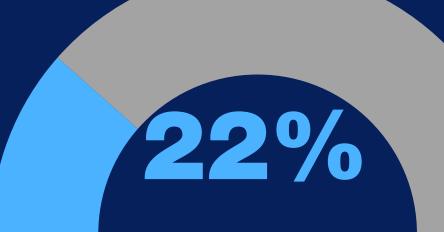




**321** schools in Bedfordshire **71** schools visited by the PCC throughout his term so far









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#### Placing residents and victims at the centre of policing priorities

#### **Key activities and achievements**



I set another record investment for victim support services this year, more than £2.6 million is being put into victim support and other services utilising funds received from the Ministry of Justice (MOJ) the Home Office, and Community Safety Fund (CSF).

The funding will support a whole range of prevention and early intervention services to support victims of crime and prevent things like domestic abuse and exploitation.

Commissioning has been based on rigorous research by staff in my office, using police data and public surveys to identify the most important areas for investment, as well as ensuring progress on my police and crime plan.

Research by my commissioning team used data from a number of sources including the Victim Needs Analysis 2021, local authority priorities and national data such as the Crime Survey for England and Wales and other national statistics.

The needs assessment confirmed areas of continued need, such as domestic abuse and sexual violence, as well as identifying new areas for my office to focus on such as exploitation, stalking, hate crime and community mediation.

Almost £317,000 is being invested in new services this year, with an additional £703,000 being put into new initiatives and services focused on children, young people and restorative justice. This new investment alongside continued funding for existing services takes the total funding for commissioned victim and community safety services to £2,615,089 across 2023/24.



In September 2022 at my request my office held a Business Conference. This event consisted of a multitude of guest speakers who had been chosen specifically to help inform and support the business community across the County. The event covered:

- The engagement with parts of the community that had specific safety and prevention needs
- The opportunity for individuals from the business community to become mentors for young people across the County.
- For the business community to understand who can support them and how around safety and wider crime related matters.
- To raise awareness and encourage businesses to join the Business Watch Scheme and BID initiatives.



My office has allocated £10,000 for the provision of both a forensic psychologist and ballistics expert to engage directly with sensitive units within the Police service to enhance their knowledge to aid investigation.



My office has allocated £11,000 to train Bedfordshire Police staff to become victim champions and obtain 'Trauma Informed' skills.



Working in collaboration with the Head of Crime for Bedfordshire Police, I have allocated £12,000 for the provision of 60 in depth interviews to be undertaken with previous victims of crime, so that we really understand their voice, perspective and lived experiences, to support our continued understanding and development of victim care requirements for the organisation.







The OPCC Victims' Needs Analysis (VNA) was completed in 2021, created 28 recommendations for organisations and services in Bedfordshire. My office took ownership of ensuring that these recommendations were implemented. Of the 28 recommendations 5 remain outstanding but are at various stages of completion, and the remainder have been completed and are now subject to ongoing review.



Bedfordshire Victim Care Service (BVCS) has offered support to 738 victims of fraud.



In 2022/23 I have funded a sports programme for Children and Young People in Bedfordshire. Whilst sport can be used to empower and engage young people with the aim of diverting them away from negative influences and antisocial behaviour, they additionally provide a safe space for young people who may be at risk to harm and exploitation. Giving young people a protected space and positive role models can often help them to seek support from trusted and trained professionals whom they would otherwise not have access to. The proven value of such programmes has led me to increase funding in this area and commission a dedicated provision in each local authority areas for 2023/24.



I also worked with Link to Change, a Bedfordshire organisation who support and protect vulnerable, socially excluded and disadvantaged children, young people and adults who have experienced or are at risk of exploitation, trafficking, modern day slavery, sexual violence and abuse. Specifically, I commissioned Link to Change to provide a service supporting children and young people who are experiencing exploitation/ trafficking. Working with children and young people aged between 7-26, both male and female, Link to Change provided 1-1 counselling support for victims. Link to Change also provide workshops, group work programmes and outreach programmes in areas where children and young people spend time. The service allows for drop ins and signposting to additional support where suitable, operating with a multi-agency approach.



In the summer of 2022, I also commissioned Living Your Life CIC to provide a number of specialised counselling and therapeutic service programmes for victims of sexual violence. These included specialist longer-term complex-trauma therapy for children and young people who have experienced sexual violence, specialist longer-term complex-trauma therapy for children harmed by sibling sexual violence (identified by the Home Office as the largest group of children harmed by SV), Psychoeducation for non-offending parents of child victims of sexual violence offering an insight and understanding of a traumatic event and peer support.



#### Multi-agency approach to community safety and crime reduction

#### **Key activities and achievements**



I have continued the three-year funding for the Family Drugs and Alcohol Court (FDAC) and increased this to £139,241 pa. The FDAC programme was first launched in November 2019. It supports parents through an intense plan giving families a greater chance of staying together. Family Drug and Alcohol Courts require a parent with addiction to agree to a formal rehabilitation plan and to work very regularly with the Family Court Judge and the FDAC team of specialists over a 26-week period, to address their behaviour and build better relationships with both their children and themselves. The additional £39,241 is for the FDAC service to increase Primary Mental Health Worker capacity and also increase FDAC Psychologist capacity.

The outcomes of FDAC include but are not limited to:

- Increased rates of safe reunification of children to parents' care within FDAC over that of standard care proceedings.
- Improved individual functioning including improved self-worth.
- Safer relationships intimate partner/family/friend/associate.
- Improved parental functioning.
- Achieving abstinence/reduced substance misuse.
- Improved emotional and mental wellbeing.
- Lest contested care proceedings, resulting in reduced additional trauma.
- Reduced offending rates.
- Improved access to community services.



My Office has supported the 'Shine a Light with Alfie' campaign. In addition, we have commissioned St Giles SOS+ to deliver Anti Bullying project called Rise Above. St Giles have been commissioned to provide a three-pronged approach to anti-bullying. Firstly, preventative assemblies to students in years 7 and 8, they were hoping to meet with 20 schools/ roughly 6000 students within the years funding allocation, the presentation is delivered by Hear2Listen with the support of St Giles. Secondly, they offer an extended programme delivered to year 8 children. In addition, they offer 1-1 mentoring/crisis intervention support delivered to year 8 children, the ambition was to support 18 students in the year, currently they have supported 16 children.



My office continues to work with key partners such as the Fire Service in areas of mutual benefit and efficiency, such as sharing of estate and co-funding for Road Safety initiatives.



I have tasked my deputy to begin to work with partners to tackle crimes such as fly tipping, theft from farms and hare coursing as a result of feedback from our county's farming community.

# St Giles Turning a past into a future



I instructed my office to progress a further Annual Rural Crime Conference in collaboration with the National Farmers Union and Bedfordshire Police. This was an opportunity for various groups to pledge to work together to tackle crimes that impact our rural communities across the county. I believe these engagement events are crucial for improving performance and delivery of police service in our rural areas and for the police to hear constructive feedback.



More than 40 councillors and council clerks attended the Annual Parish Conference to make their representations on behalf of local residents. This event was a fantastic example of local democracy in action. Local councillors have their fingers on the pulse of their community and can tell us how policing is doing in the eyes of people on the ground. This gives us a clear idea of what our residents want us to focus on and I will be ensuring that this feedback is passed on to senior leaders in the force and acted on.



I hosted the first-ever multi-faith conference in Bedfordshire with over 100 attendees from different faith groups. The aim of the conference was to recognise the important role our faith communities play in community safety and safeguarding, better understand how we can support them, and also share areas of closer cooperation for the benefit of the county. Attendees included multi-faith groups, Probation Service, Bedfordshire Police Emerald Team (that deal with Domestic Abuse and sexual violence cases), Independent Custody Visitors (ICVs), Bedfordshire Police Chaplaincy and the Independent Advisory Group (IAG). Community safety is the responsibility of us all, including our faith communities who do a lot in supporting some of our most vulnerable and as volunteers.





#### **Transparency and open communication**

## **Key activities and achievements**



I pledged as I took office to be as transparent as possible throughout my term to ensure the public are aware of what my office and I are doing to ensure we are accountable to the public. There are a number of actions that I requested my team to complete to ensure my transparency pledge is met these include :

- and the Performance and Governance Board.
- to account for delivering in these important areas.
- I also blog about my one to ones with the Chief Constable to ensure transparency.
- others around the country.

These reports cover the areas of work that have a high public interest, such as:

- Complaints Dip Sampling
- Reviews and outcomes
- Chief Constable complaints
- Correspondence received by the OPCC
- Independent Custody Visitor information.
- Legally Qualified Chair and Independent members information
- Freedom of Information (FOI requests) and Data Protection information.
- The OPCC and Force publish minutes surrounding the scrutiny panel to help public confidence.



VETTINC: Increased budget and recruitment into HR in 2022/23. Since May 2021, seven have failed vetting, some of whom left Bedfordshire Police thereafter this others moved to roles that required lower level of veiting threshold. I will be bitshing a more comprehensive update in response to my written questions to

HOMICIDES: There have been four suspected h 023. These are being investigated with suspects arrested. Likely impact on ine fourse compared to previous year was discussed, despite bucking the end of rising homicide rates in England and Wales in previous years.

POLICE CONSTABLE VACANCIES IN CONNUNITY POLICING: 67 PC flocation, but 56 in post. This number fluctuates from month to month due to omotions, retirements, illness/injury, resignations etc. 56 now being increases y 8 (officers from Community Enforcement Team). 10 additional officers to be ided to 67 for 2023/24. I will keep on top of this to ensure the numbers are led as priority areas, and that the officers are allowed to remain dedicated

) RETENTION: Average retention levels remain at approx. 11% mainly from ohort of new officers, but not exclusively, investment in new Student Hub ing better support and tutoring for the 4 the highest ratios of student officers in ESW due to a nearby recruitment). The CC anticipates this and the closer monitoring of staff journeys through the force vill have a positive impact on retention

here is ongoing work on support through South East allowance payments, cirec ngagement between senior leadership and officers, as well as Sargeants, spector and Chief Inspectors

) LEADERSHIP TEAM: discussions were had on rescultment of Deputy Oble constable, and potential changes within the force leadership roles.

The above does not cover everything that was discussed due to sensitive natof some topics)

• The 'Delivery and Beating Crime Board' is published on our website so members of the public can review this. This group was previously the main 'holding to account' meeting, where I was able to ask the Bedfordshire Police Executive leadership team questions that have been raised by members of the public. This has now (March 2023) been replaced by one to ones with the Chief Constable

• My one to ones with the Chief Constable are completed on a weekly basis, however starting from March 2023, every six weeks a recording will be completed and published of the meeting with the Chief Constable. It is essential that residents are made aware of the resources, support and opportunities available towards making their areas safer and the manner in which I hold the chief Constable

• My office has continued to publish an information document on the OPCC website which demonstrates my ongoing commitment to making more information accessible. The OPCC is required to comply against the Specified Information Order, and as I have committed to be among the most transparent of PCCs, Bedfordshire OPCC publishes more of the stipulations of the order than many

• My office also publishes quarterly reports surrounding the Governance and Transparency Team to ensure that the public can view and review the work undertaken within this area.

## Office of the Police and Crime Commissioner Information Document

Holding Bedfordshire Police Force To Account





My office and I maintain an active presence on various social media channels to ensure that the public are aware of activity undertaken either by myself or my staff.



I have requested that my website can show infographics not just text to ensure that information can be reviewed by the public in a different way, ensuring accessibility to all resident of Bedfordshire.

My office has also published other meeting minutes and agendas on my office website to ensure the public can review these if they wish.



At my request my office completed a review of the OPCC website to ensure it met the accessibility requirements to aid members of the public accessing information promoting greater transparency of information.



My Police and Crime Plan is published on the my website as this is a statutory duty, however the delivery plan is also published so the detail is present in regard to the progress of delivery of the plan, which is discussed at the Police and Crime Panel on a regular basis to scrutinise progress.



My office publishes information regarding the commissioning process and decisions made, to ensure the public are aware of organisations that have been funded and the areas of focus for these funded organisations.



Bedfordshire Police publish information for members of the public to review on Bedfordshire Police | Police.uk (www.police.uk) and I share this information on my social media networks to ensure that a greater reach is achieved with communities across the county.



My office regularly publishes information surrounding my engagement events, surveys and press releases so that my activity and actions are as transparent as we can be.

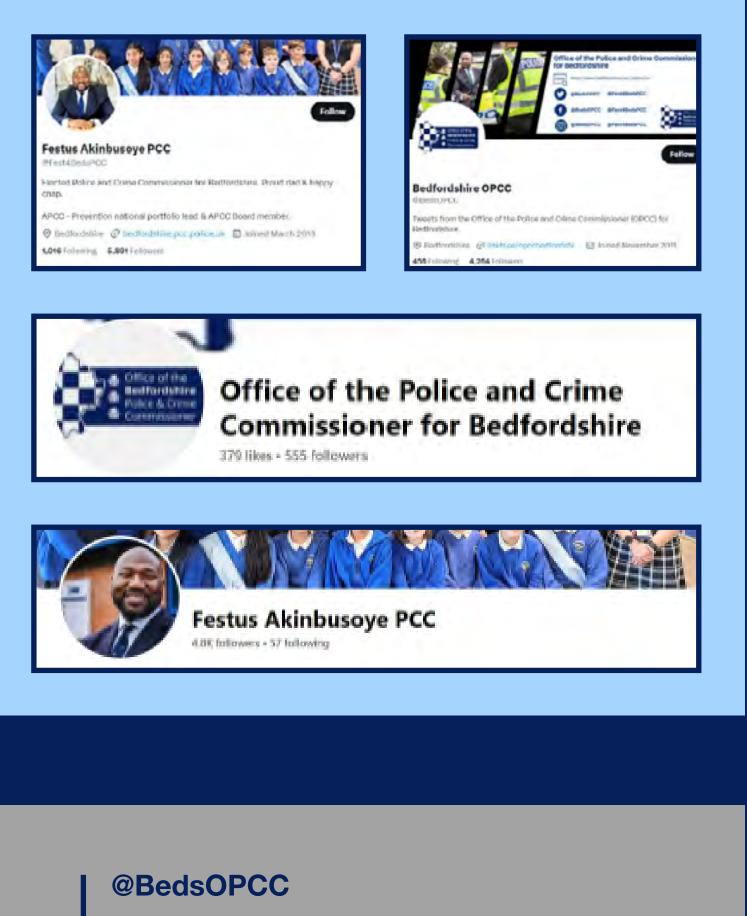


I publish my annual report to ensure that the public are aware that I am complying with my statutory duty to produce one and so they can review the successes and progress that I and my office have made.



In the last 12 months I have appointed to the following roles, each of these appointments have been scrutinised and ratified by the Police and Crime Panel. The confirmation hearings are available on the Police and Crime Panel Website.

- Chief Constable
- Deputy Police and Crime Commissioner
- Chief Finance Officer
- Chief Executive Officer



@BedsOPCC @Fest4BedsPCC https://www.facebook.com/BedsOPCC https://www.facebook.com/Fest4BedsPCC







#### **National contributions**

#### **Key activities and achievements**



Early in my term I was appointed the National Lead for the 'Prevention' portfolio by the Association of Police and Crime Commissioners (APCC). The National Prevention Lead is responsible for ensuring that early intervention and prevention of crime is the primary strategy and focus for policing priorities across the country. The purpose of the role demonstrates the commitment and drive of investing in these type of services in local communities. I continue to steer this important piece of work.



I continue to speak and maintain a dialogue with various senior individuals within Central Government to continue to reinforce the message about a fairer funding formula for Bedfordshire Police and I will continue to do so until permanent change is achieved.



I attended the Home Affairs Select Committee (HASC) to discuss Policing Priorities. I was representing the Association of Police and Crime Commissioners (APCC) in the committee's enquiry looking at the future of policing priorities, alongside National Police Chiefs' Council chairman Martin Hewitt and College of Policing CEO Andy Marsh.



I attended the APCC/NPCC Partnership Summit on the 9th and 10th November 2022 where a number of presentations and discussions took place surrounding a variety of topics including public confidence and policing. I was a panel member on the Police Culture & Public Confidence panel, along with HM Chief Inspector Andy Cooke, HMICFRS, Harriet Wistrich, Founder and Director, Centre for Women's Justice, Sir Mark Rowley, Metropolitan Police Commissioner.



I had the Honour to be presented to His Majesty King Charles III. It was a privilege to answer his questions about my role as Bedfordshire Police and Crime Commissioner and the impact of my experience The Princes Trust has had on my career following invaluable support provided to me over 20 years ago.



I have had the opportunity and pleasure to sit and have an open and wide-ranging conversation with Beth Rigby at Sky News. I came into the role of Police and Crime Commissioner to improve policing, work in fight against crime, and help shape national policy around the Criminal Justice System, while hopefully inspiring people along the way, irrespective of their skin colour, social class, or gender. This has been a steep learning curve for me but having the best team any PCC could ask for, as well as truly remarkable Police Chiefs to work with, continues to make the experience a better one.



I was appointed as a Non-Executive Director of the College of Policing for a period of three years commencing on 20 March 2023. The Board's role is to:

- Provide entrepreneurial leadership of the organisation within a framework of prudent and effective controls which enable risk to be assessed and managed;
- Set the organisations strategic aims;
- Ensure that the necessary financial and human resources are in place for the organisation to meet its objectives and review management performance; and
- set the organisations values and standards and ensure that its obligations are understood and met.













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It was an honour to cycle just over 200 miles in 3 days with the exceptional Bedfordshire Police team for the Police Unity Tour UK. The primary purpose of the Police Unity Tour is to raise awareness of Law Enforcement Officers who have died in the line of duty.



I chair the Local Criminal Justice Board for Bedfordshire and the board have set the following priorities:

- 1. Tackling Violence
- 2. Achieving Better Outcomes and Bringing Offenders to Justice
- 3. Improving Victim & Witness Experience

The key purpose of the Bedfordshire Criminal Justice Board (BCJB), is to deliver a joined up criminal justice service that puts victims at its heart, reduces crime, delivers justice effectively and efficiently and rehabilitates offenders. The Bedfordshire Criminal Justice Board (BCJB) is a non-statutory, voluntary alliance of the criminal justice agencies Chief Officers and partners:

Bedfordshire OPCC (Chair)			National Input
Defence	Department of Work & Pensions	East London Foundation Trust (Mental Health)	LCIB Plan / APCC / Mol / NPCC / CPS / HMICFRS / Probation
Hertfordshire Police	HM Courts & Tribunal Service	Local Authority (Public Health)	BCIB Festus Akinbusoye (Chair)
NHS Beds, Luton & Milton Keynes (Commissioning)	Public Health Commissioners (Drug & Alcohol)	Victim Support	Local Input Pan Partnership incl.
Youth Offending			(eg: CSPs)

Victims & Witness Engagement (Beds Police Chair)

Criminal Justice

& Victims

Project Manager

Reducing Offending (Probation Chair)

> Performance & Programme Management (CPS Chair)



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# **BLUELIGHT COLLABORATION**

I have been delighted with the progress through the Bedfordshire Chief Executive Forum that brings together our most senior leaders in the county from the Emergency Services, Local Authorities, Health, Criminal Justice System and the third sector to address some of the most complex multiagency challenges that our organisations and local residents face. 2022 – 23 saw three significant advances in Bluelight Collaboration and wider work with these senior leaders. The Estates Summit chaired by Bedfordshire Fire and Rescue Service, Volunteering Summit chaired by my office and the Mental Health Crisis Summit chaired by the Integrated Care Board.

Participants in the Estates Summit worked through the desire to focus on the most efficient and cost-effective way of delivering public services through a public estate and the opportunity to work more closely together. This has been a long hoped for step right in the direction to ensuring the tax payers are not contributing to an estate that could be better utilised.

The Mental Health Summit came at the same time that I began a very public commentary about my dissatisfaction with policing picking up thousands of hours supporting local residents in mental health crisis. I am encouraged by the progress that the Chief Executive for the Bedfordshire, Luton and Milton Keynes Integrated Care Board is overseeing in addressing this long standing and unacceptable position that Police Officers are put in because more appropriate public servants are not available. I will continue in 2023-24 to monitor the progress of the implementation of the Humberside Model "Right Care Right Person", which has seen a decrease in number of hours Humberside Police Officers are spending with mental health patients. This has taken investment from all partners involved and a willingness to ensure that people are cared for by the right professionals to address specific health needs.

The Volunteer Summit brought together parties across the county who work with our brilliant volunteers to review how we recruit, train and share this incredible resource and the thousands of hours that they devote to activity in their own time throughout the county, to ensure we are not duplicating efforts.



# **NOTABLE OPERATIONS / WORK**

The Commissioner is delighted with some of the notable operations/work carried out by Bedfordshire Police, Eastern Region Special **Operations Unit (ERSOU) and Joint Protective Services (JPS) in 2022-23 of particular significance (not limited to):** 

- Reported in February Bedfordshire Police figures that show illegal drugs worth at least £4.3 million were taken off the streets of the county last year. Figures from the force show Bedfordshire Police seized almost 23 kilos of cocaine and heroin and 6,500 cannabis plants over the past 12 months. The amount of cocaine and heroin seized is around five times as much as was seized over the previous year. Tackling drug related serious organised crime was one of my key pledges in my blueprint to improve policing in Bedfordshire. Bedfordshire Police saw the force's Boson guns and gangs team secure charges for possession with intent to supply both crack cocaine and heroin against two men in their 30s from Bedford. It followed officers recovering a large amount of suspected Class A drugs from a vehicle that was stopped in the town on Wednesday (1 February).
- Vetting Bedfordshire's Chief Constable Trevor Rodenhurst has put in additional resources into re-vetting officers and staff as part of a crackdown following high-profile cases of police abusing their position. Mr Rodenhurst made the commitment to me, in an open letter when I requested an update on vetting after an ex Metropolitan Police Officer admitted multiple rapes and other serious offences against women. I asked for information on several areas, including implementing national recommendations on vetting; the status of vetting for Bedfordshire's workforce, and what was being done to ensure complaints against officers and staff were being taken seriously. I am pleased with our Chief Constable's commitment to transparency in showing what he is doing to ensure that the highest standards and a healthy culture within Bedfordshire Police are priorities. During the 2022/23 financial year, the Chief Constable and I agreed to invest more into our Professional Standards Department (PSD). This is paying off and I give credit to the team. However, a healthy work culture and professional standards are responsibilities of all Bedfordshire Police staff and officers. I will continue to work with, and support, the Chief Constable to ensure these objectives are met.
- In June 2022 Almost 150 firearms were surrendered in gun amnesty across the region as part of a police gun amnesty. Between 12 and 29 May 2022, Bedfordshire, Cambridgeshire and Hertfordshire Police collaborated together to deliver a firearms surrender campaign across the three counties. The operation was part of a nationwide drive, where members of the public were encouraged to hand in any unwanted or illegal firearms, and not face prosecution for simple possession offences. Some 143 firearms and more than 1,400 rounds of ammunition were surrendered to police across the three counties during the 18-day period. In Bedfordshire, police recovered 13 weapons, including one viable original lethal purpose firearm.
- In April 2023, Bedfordshire Police stood against stalking and harassment. Potential victims of stalking were urged to report predatory behaviour during stalking and harassment awareness week. Bedfordshire Police received 120 reports of stalking and harassment in March 2023, having taken enforcement action against a number of suspects. In March 2023 the force secured a stalking protection order (SPO) to a man from Luton after he attended the victim's home address and threatened her. He was issued with the SPO for a period of 10 years. The breach of his order can result in arrest and imprisonment. Similar to a domestic violence protection order, an SPO is a means of early police intervention to address stalking behaviour before it escalates. Last week a man from Luton was jailed for two years, suspended for two years, after being convicted of one count of stalking and four counts of breaching a non-molestation order. SPOs are just one of the civil orders that will be monitored by the force's Operation Cadbury, which is proactively targeting suspected domestic abuse perpetrators. Bedfordshire Police has a dedicated domestic abuse team, Emerald, which is working to safeguard victims and bring perpetrators to justice.



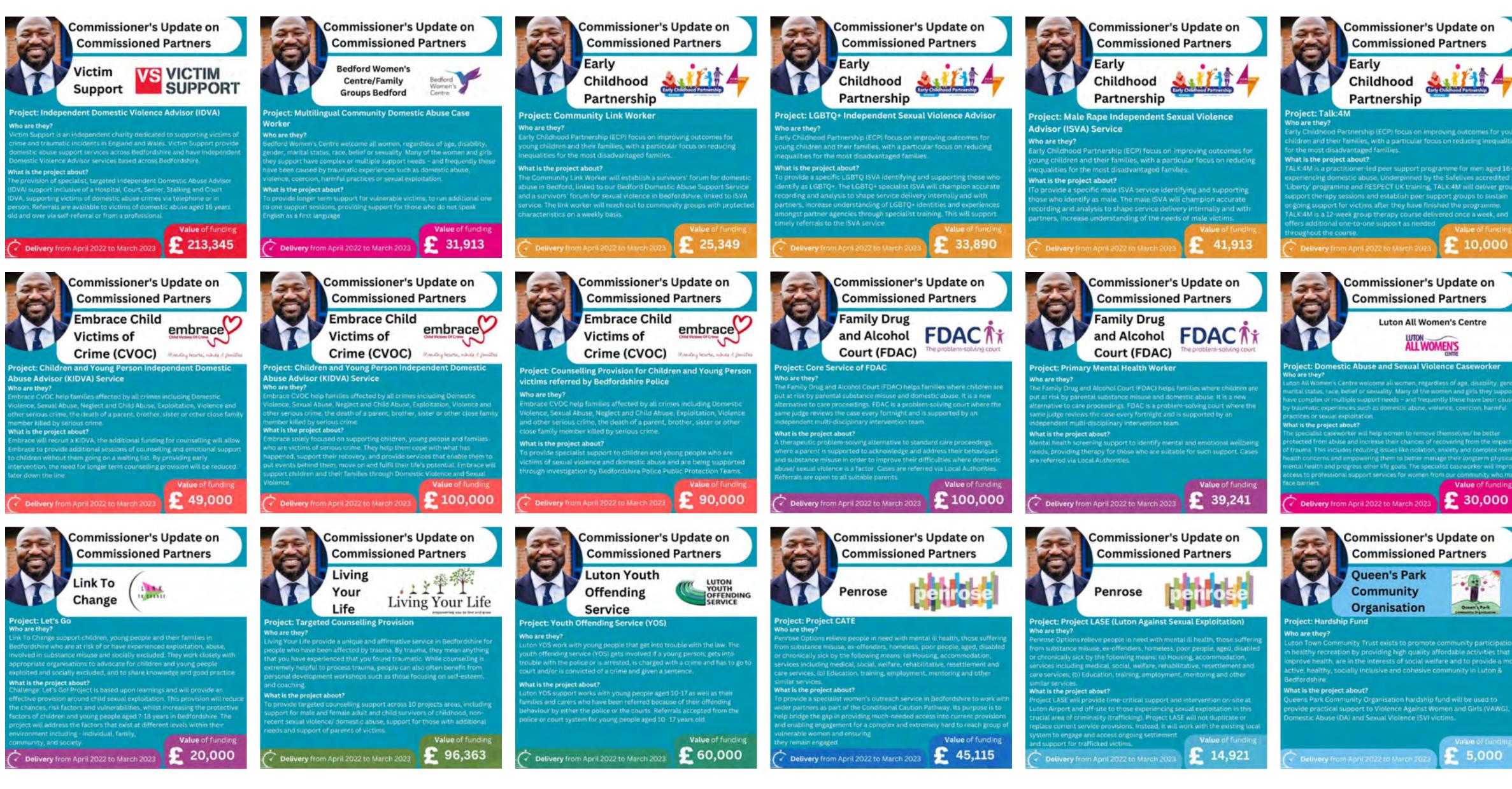
- In April 2023, the proactive Domestic Abuse Operation made its first arrests. On Monday (17 April) the force welcomed the return of Op Cadbury, the force's proactive response to policing domestic abuse offenders. The operation sees officers check on high risk offenders, carry our priority arrests and check conditions of civil orders like domestic violence protection orders. The force's dedicated domestic abuse team, Emerald, run the operation. As well as the perpetrator focus, measures have been put in place to improve services for victims. Bedfordshire Police launched "WEPROTECT", an instant victim referral app for legal advice in a bid to improve support and safeguarding of victims. The project is a partnership between the force and the Domestic Abuse Alliance, which offers specialist legal support. Some 52 victims have been referred to the app already since it launched this week.
- In March 2023, Police seized £30,000 cash during week of action tackling county lines. A car, two imitation firearms and £30,000 in cash were seized by police as part of a week of action tackling county drugs lines. Three people were arrested and cannabis worth more than £300,000 confiscated as part of the wide ranging crackdown by officers in Bedfordshire which saw police work with a whole host of other agencies. County lines typically involves drugs gangs selling their products in other towns using a dedicated phone line. These offenders are often linked to serious violence and use intimidation, grooming and exploitation, particularly of young or vulnerable people, to run drug dealing networks across the country.
- In January 2023, there were eight arrests from an operation which targeted 'enablers' of organised crime. Eight people were arrested following a major Bedfordshire Police operation focused on disrupting crucial cogs in the organised crime system. Nine warrants were carried out across Bedford and the surrounding area as part of an investigation targeting suspected 'enablers' of organised crime groups involved in large scale cannabis cultivation. The arrests were made on suspicion of offences including drugs supply, fraud, cultivation of cannabis, money laundering as well as encouraging or assisting offences. Officers from Bedfordshire Police's specialist Operation Costello team are also expected to apply for a closure order on a business premises in Bedford as part of their investigation.
- In August 2022, more than 400 potential victims of modern slavery were identified in Bedfordshire last year, as police continued to work with partners to crack down on modern slavery, human trafficking and organised immigration crime. Data from the Home Office shows that 402 referrals were made to Bedfordshire Police by the National Referral Mechanism (NRM) between January and December 2021, with 109 of those identified as children aged 17 and under. The number of victims identified in Bedfordshire is the ninth highest of every police force area in the country. The figures also show that labour exploitation is the most frequently reported exploitation type. Officers from Bedfordshire Police regularly work with local partners and national agencies, such as the Gangmasters and Labour Abuse Authority (GLAA), to carry out proactive days of action combatting all types of exploitation linked to organised crime, including modern slavery, human trafficking and organised immigration crime. This is carried out under Operation Aidant, a national initiative to tackle these types of crime, as well as raising awareness on what to look out for and identifying potential victims. Officers have visited several car washes and nail bars across the county and have engaged with owners and managers, as well as staff, to identify any concerns. The NRM is a framework for identifying victims of human trafficking or modern slavery and ensuring they receive the appropriate support, with the investigation then undertaken by the police.

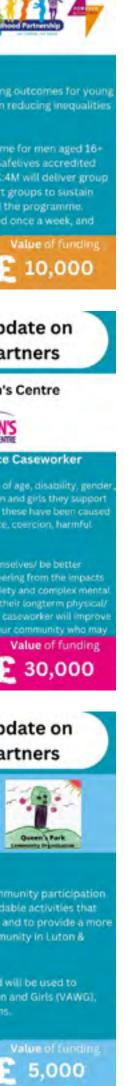


# **COMMISSIONED PARTNERS 2022/23**



# **COMMISSIONED PARTNERS 2022/23**





# **COMMISSIONED PARTNERS 2022/23**





## Transparency, **Scrutiny &** Holding to Account

# The Police & Crime Panel for Bedfordshire

I am held to account by the Police and Crime Panel. The Panel is made up of individuals that are elected councillors from across Bedfordshire, plus two independent members of the public. It is the Panel's job to make sure I am making decisions in the best interest of the public, including decisions about what priorities are in the Police and Crime Plan, how much the policing precept should be and the recruitment and dismissal of the Chief Constable.

I have to report regularly to the Panel to account for the decisions I make, or to be questioned by them. This year, I have also been able to provide the Panel with greater insight and assurance by facilitating visits for panel members to the Force Control Room at Headquarters and visits to the new custody suite at Headquarters.

#### The Panel's functions are to:

- and Crime Plan or any draft variation to their prevailing plan
- review and report/make recommendations to the PCC on his annual report
- review or scrutinise decisions made, or other action taken, by the PCC in connection PCC with respect to the discharge of those functions
- review and report back to the PCC on appointments he proposes to make to the following posts: the Commissioner's Chief Executive, the Commissioner's Chief
- review and report/make recommendations to the PCC on his proposed precept for the financial year.
- review and report/make recommendations to the PCC on any proposal by him to call on the Chief Constable (CC) to retire or resign.

My office and the Panel have worked closely together to ensure that we are providing the right information to the panel to allow them to complete their scrutiny role. I would like to take this opportunity to thank the Panel for their continued help and support during 2022/23.

#### More information about the Panel can be found on their website at:

https://www.bedford.gov.uk/council-and-democracy/beds-police-crime-panel/

• review and report/make recommendations to the PCC in respect of his draft Police

with the discharge of his/her functions and make reports or recommendations to the

Finance Officer, the Deputy Police and Crime Commissioner, the Chief Constable

#### **Panel Members:**

**Chair: Cllr James Weir** Bedford Borough Council

**Vice-Chair: Cllr Gareth Mackey** Central Bedfordshire Council

Mr Lee Melville Independent Member

**Cllr Amjid Ali** Luton Borough Council

**Cllr Steve Moore** Luton Borough Council

**Mr Paul Downing** Independent Member

**Cllr Tim Caswell** Bedford Borough Council

**Cllr Mohammed Nawaz** Bedford Borough Council

**Cllr Neil Bunyan** Central Bedfordshire Council

**Cllr Amanda Dodwell** Central Bedfordshire Council

**Cllr Charles Gomm** Central Bedfordshire Council

**Mr Damian Warburton** Independent Member

Due to local elections members will *change in 2023-24* 



## Governance

ARRANGEMENTS	PURPOSE	ACTIVITY MAY 22 - APRIL 23
Delivery and Beating Crime Board	(Has now been replaced by one to ones with the Chief Constable and the Performance and Governance Board in March 2023)	6 meetings took place – change in Governance January 2023
Performance and Governance Board	The main 'holding the force to account' meeting with the OPCC and Force Exec team.	2 Meetings – only began in March 2023
Joint Audit Committee (Meet Quarterly)	Provides assurance to the PCC and Chief Constable on the effectiveness of the governance, risk management and internal control arrangements.	4 Meetings a year with 1 development day
One to One meeting with the Chief Constable	For the PCC to hold the Chief Constable to account. To ensure regular communication to discuss strategic matters and current issues.	Completed weekly
Independent Custody Visiting Scheme	OPCC run schemes where volunteers visit unannounced to check that those being held in are being treated fairly.	Total number of visits (Physical and Virtual) = 94
Decision Log	In line with the Decision-making framework, decisions made by the PCC and the OPCC of significant public interest are published the OPCC Website.	35 Decisions have been made and published.
Dealing with complaints against the Chief Constable.	The PCC is responsible for reviewing and investigating Chief Constable complaints – statutory guidance.	6 complaints received – none have been recorded.



## **Events and** Engagement

## 2022-23 Overview

## This is just a flavour of some of the events, engagements and activity that I and those supporting me in my office have undertaken over the past 12 months.

#### **MAY 2022**

- Service in celebration for the Queen's Platinum Jubilee
- Pan Beds Straegic Leaders of Childen's Services Group
- Parish Council Cluster Meeting Bedford
- Bedfordshire Criminal Justice Board
- Delivery and Beating Crime Board
- Police and Crime Panel

#### **AUGUST 2022**

- Attestation/Graduation of Special Constables
- Various Summer Programme Visits
- Police Unity Tour
- Stop and Search Panel

#### **NOVEMBER 2022**

- Meeting with the NPCC Race Action Plan
- Deputy PCC Confirmation Hearing
- Chief Constable Interview
- APCC/NPCC Partnership Summit
- Delivery and Beating Crime Meeting
- Schools Debate Semi Finals
- CBC Schools Attendance Strategy Meeting

#### **FEBRUARY 2023**

- PCC's Youth Conference
- Visit to BCH Roads Policing
- BCH Joint Protective Services Awards
- Police and Crime Panel
- Meeting with Force and Health Partners re Mental Health Callouts
- Visit to Kempston Academy

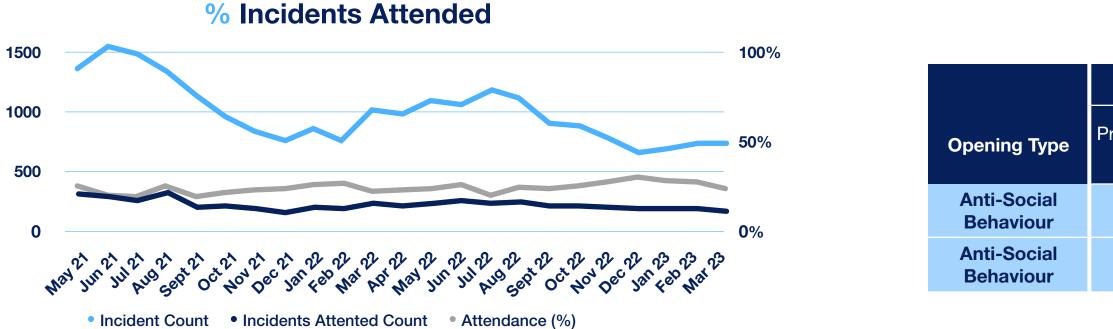
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Ð	<ul> <li>JUNE 2022</li> <li>Multifaith Networking Event 2022</li> <li>Parish Council Cluster Meeting - Bedford</li> <li>NPoCC Oversight Board</li> <li>Work Experience (14-17 year olds)</li> <li>PCC Independent Custody Visiting Visit</li> <li>BCH Strategic Alliance Meeting</li> <li>Delivery and Beating Crime Board</li> </ul>	JULY 2022 • Police Race Action Plan Q&A Event • Police and Crime Panel • APCC Annual General Meeting • Carpool with the Commissioner • CBC Cabinet Meeting • PCC Met the residents of Bedford Town Centre
	<ul> <li>SEPTEMBER 2022</li> <li>PCC's Annual Business Conference</li> <li>Leighton Buzzard Hub Opening</li> <li>Bedfordshire Criminal Justice Board</li> <li>Delivery and Beating Crime Board</li> <li>Joint Audit Commitee</li> <li>NPoCC Oversight Board</li> <li>Deputy PCC Interviews</li> </ul>	OCTOBER 2022 Annual Parish Council Conference Black History Month Event Police and Crime Panel Shortlisting Chief Constable Recruitment Delivery and Beating Crime Board NPCC Prevention Coordination Committee Meeting
	DECEMBER 2022 • PCC Met King Charles • Police and Crime Panel • Schools Debate Final • 7F Network Annual Summit • Chief Constable Confirmation Hearing • Bedfordshire Criminal Justice Board • NPoCC Oversight Board • ICV Panel Meeting	<ul> <li>JANUARY 2023</li> <li>Delivery and Beating Crime Board</li> <li>Consultation with local community re police precept</li> <li>Launch of Safer Streets VAWG Toolkit</li> <li>BCH Strategic Alliance Summit</li> <li>Interview with Beth Rigby on Sky News</li> <li>APCC Meeting</li> <li>Attended Passing Out Ceremony</li> </ul>
	<ul> <li>MARCH 2023</li> <li>PCC's Youth Conference</li> <li>Out with Community Policing Team</li> <li>International Women's Day Meeting at Downing Street</li> <li>Met with BCH Major Crime Unit</li> <li>Bedfordshire Violence and Exploitation Reduction Unit (VERU) Hope Hack</li> <li>CEO Confirmation Hearing</li> </ul>	<ul> <li>Office of the</li> <li>Bedfordshire</li> <li>Police &amp; Crime</li> <li>Commissioner</li> </ul>

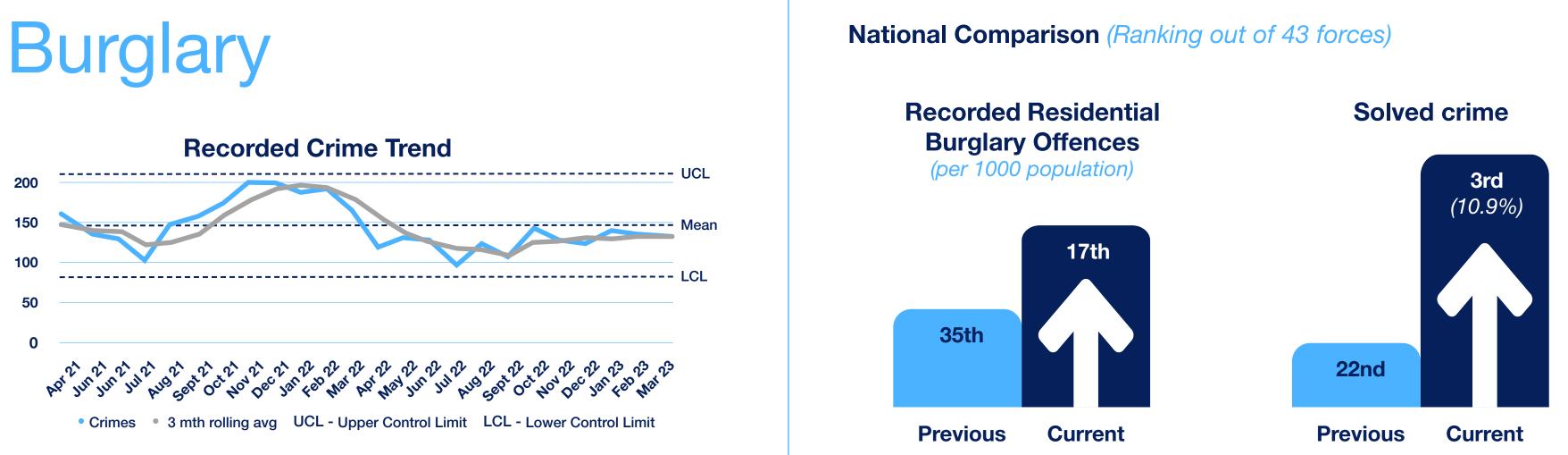




# **Performance Monitoring Headlines**

## **Anti-Social Behaviour**







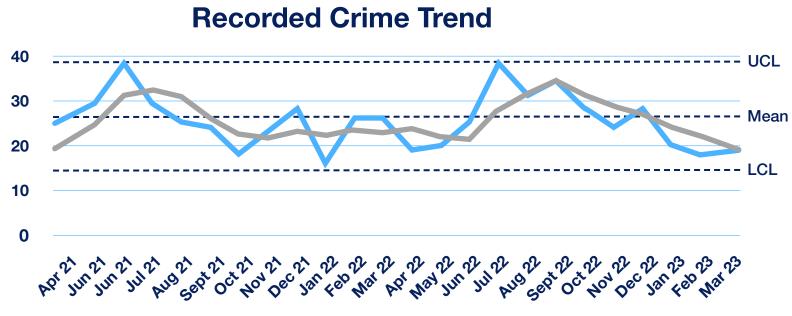
#### Year to date comparison

Per Day			Incidents			Attended Incidents				Attendance Rate					
<sup>D</sup> revious Year	Current Period	% Change		Previous Year	Current Period	C	hange	Previous Year	Current Period	% Change		Previous Year	Current Period	Change	
29.5	23.5	↓	-20.4%	10812	8607	↓	-2205	1944	1607	↓	-17.3%	18.0%	18.7%	1	0.7%
12.5	10.6	↓	-15.2%	4575	3878	↓	-697	1125	954	↓	-15.2%	24.6%	24.6%		0.0%

- Residential Burglary since 2019/2020 to date, Bedfordshire Police have seen a consistent improvement in their response to burglary. They have seen year on year reductions in the number of crimes committed.
- 2022/2023 Bedfordshire Police have seen 400 fewer victims of Residential Burglary across the county.
- . These reductions have been mirrored across all 3 Community Safety Partnerships (CSP's).



# **Serious Violence**



• Crimes • 3 mth rolling avg UCL - Upper Control Limit LCL - Lower Control Limit

### **Measure Summary**

Local Measures

Police recorded Most Serious Voilence offences

Solved Crimes

Trend / Outlook	Benchmark		
Improving / Improving	15th / 42		
Improving	5th / 42		

Financial Quarter	Crimes	
2022/23 - Q1	64	
2022/23 - Q2	10	
2022/23 - Q3	80	
2022/23 - Q4	57	
Total	304	

- Most Serious Violence levels have reduced during Q4 (22/23), lowest quarter this year. Average 19 crimes per month, below average for the year.
- Downward trend since Sept 22, end years down on the previous year. Solved crime rates up 12.4% on the previous year.



# Force Performance

# **The Bedfordshire Police Demand Management Strategy sets out the Force's Vision, Leadership** and Governance, Objectives and Plan to deliver effective management of demand.

The Force will use the following definitions in its analysis and assessments of demand:

- Public Demand, including Public Order and Complex Investigations
- Protective Demand, including Proactive Prevention
- Internal/Hidden Demand, including Mutual Aid
- Failure Demand, including Data and File Quality

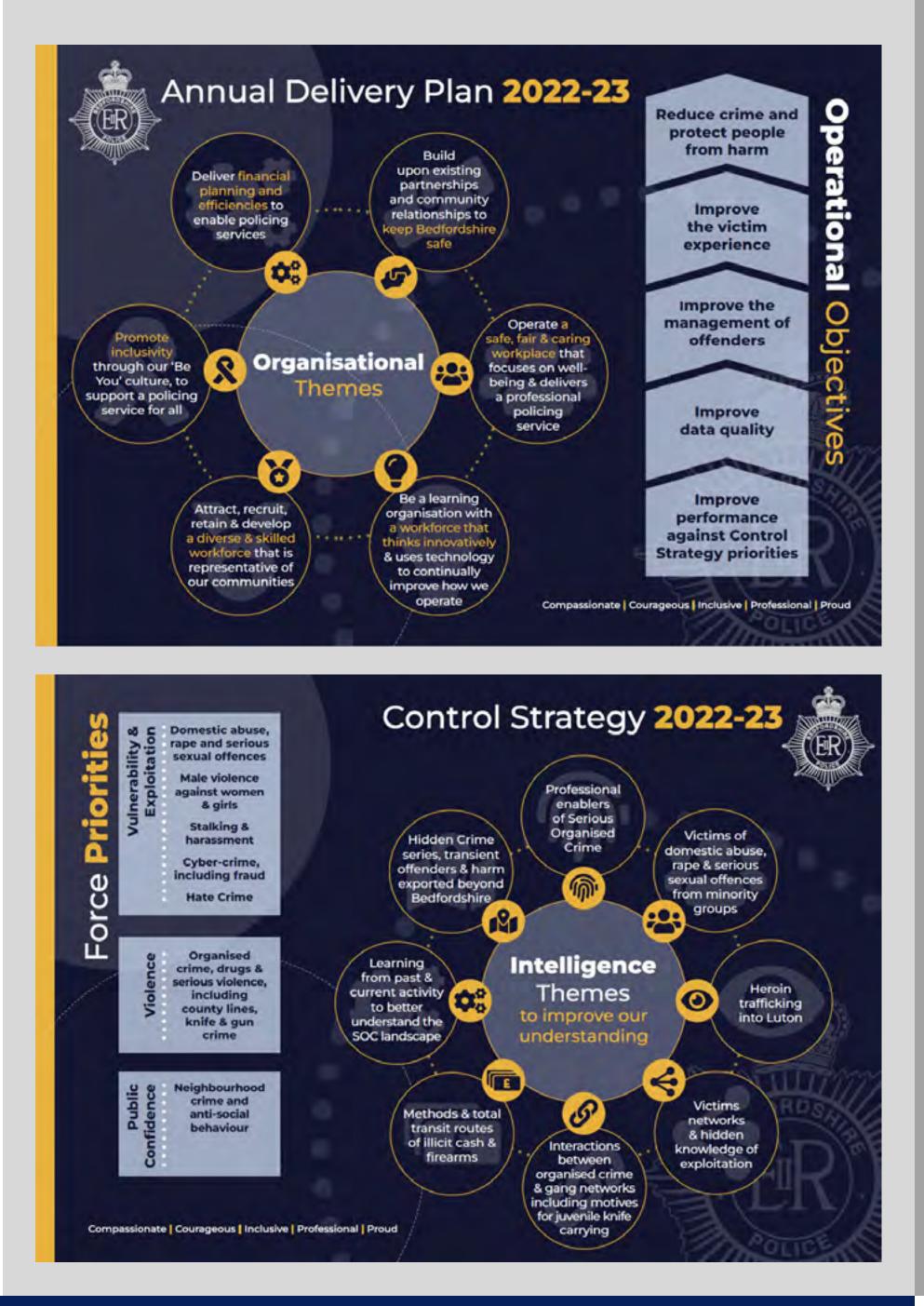
# Vision

Create a culture of forward-looking analysis, continuous improvement and organisational learning around the management of demand and working in conjunction with partners maximise the efficiency of the Force and ensure resources are able to focus on protection of the public and fighting crime together.

# Approach

When undertaking analysis for dealing with demand differently, Bedfordshire Police will consider the following options;

- Treat (taking steps to reduce or mitigate demand risk to a more acceptable level)
- Transfer (shifting demand to another part of the organisation or to another organisation where it can be more effectively and/or efficiently managed)
- Terminate (eliminating the demand by ceasing to service some activities)
- Tolerate (accepting the demand risk because it is at a sufficiently low level or because further action to treat the demand risk is infeasible)



# **Bedfordshire Police 10 Year Business Strategy**

# Aim

# Purpose

- estates, fleet and equipment.
- Provide the basis for scoping long-term business change and continuous improvement programmes.
- Provide the basis for long-term development of governance arrangements and Business Support Teams.
- Provide long-term requirements to feed into Force, BCH and 7-Force strategies and delivery plans.
- Ensure shorter-term Annual Delivery Plans match longer-term Business development requirements.
- Provide the basis to assess long-term strategic performance of business support functions.
- management of demands differ markedly across all functions.

# Vision

As Chief Constable my vision is, in line with the Police and Crime Plan; To deliver a high-quality policing service that consistently

- · Provides a safe place for all communities of Bedfordshire
- Is tough on crime
- Is an employer of choice for all people

and in doing so will be innovative, victim focused and inclusive

# **Mission**

Protecting People and Fighting Crime Together

• Deliver long-term strategic business objectives that will drive change and improvement over a 10-year period.

• Outline requirements for the long-term development of workforce capacity and capabilities.

Outline requirements for the long-term development non-workforce capabilities, including non-workforce assets, digital technology, automation, machine learning,

• Provide the basis for scoping future strategic analysis, data visualisation, innovation, and funding bids.

assessed on qualitative scales, though informed by quantitative performance data. There is no attempt to rigidly define the five points, as demands and



## **Our Identity**

- Be You
- Be Professional
- Be Courageous
- Be Compassionate
- Be Inclusive
- Be Proud

# **Our People**

# **Our Principles**

# Victims and Witnesses

## Offenders

- We will pursue offenders through prosecution and disruption.
- Where we can, we will prevent people from engaging in crime.
- · Where we can, we will mitigate the impact of Crime.

## **Working together**

improving society.

# **Quality of Service**

## Culture

We will empower you to take ownership of your roles, supporting you in our ambition to innovate and exceed the expectations of those you deal with, and encourage you to collaborate with others both internally and externally to achieve the best possible services and outcomes. • The organisation will invest in the necessary tools, technology, and training that you need to provide an outstanding service you are proud to deliver.

• We will actively show consideration to individuals needs and circumstances and ensure that everyone feels cared for and safe. Where we can, we will protect victims including organisations and systems from criminality.

• We will work together with communities, the voluntary sector and key public sector partners to deliver services that are effective at keeping people safe and

• We will provide compassionate professional services to all by promoting innovation and embedding continuous learning. We will implement evidence-based improvements, embracing new technologies, and making effective use of resources.

• We will respect everyone and celebrate people's differences by nurturing an open, honest, listening, learning, positive, and inclusive culture. • We will recognise and appreciate the contributions of all in the successful delivery of high-quality, effective, and legitimate policing.

**Bedfordshire Police's Annual Delivery Plan** outlines the operational objectives and organisational themes across the force.

## **Operational**

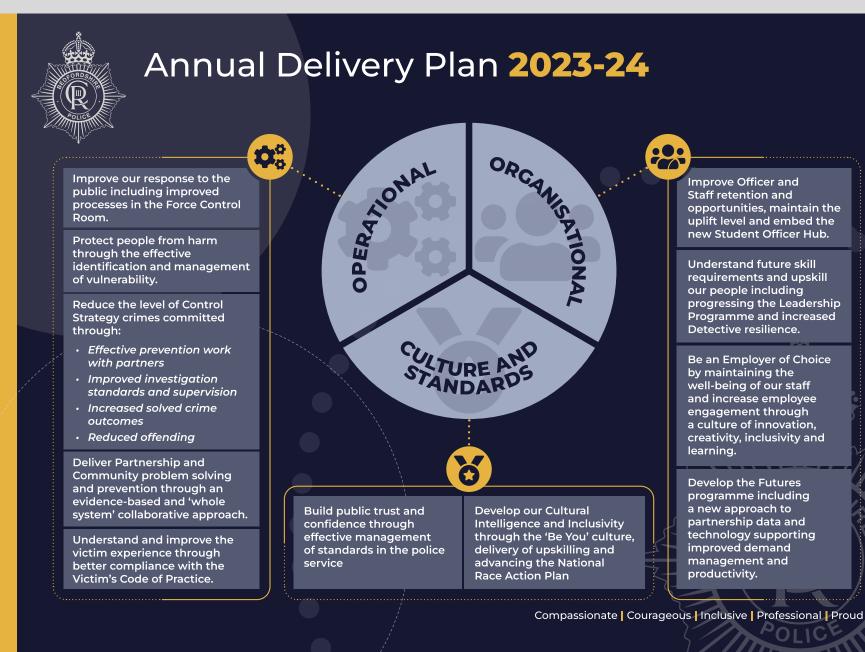
- Improve our response to the public including improved processes in the Force Control Room
- · Protect people from harm through the effective identification and management of vulnerability
- Reduce the level of Control Strategy crimes committed through Effective prevention work with partners Improved investigation standards and supervision Increased solved crime outcomes Reduced offending
- Deliver Partnership and Community problem solving and prevention through an evidence-based and 'whole system' collaborative approach
- Understand and improve the victim experience through better compliance with the Victim's Code of Practice

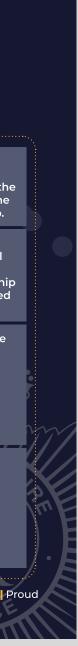
## **Organisational**

- Improve Officer and Staff retention and opportunities, maintain the uplift level and embed the new Student Officer Hub
- Understand future skill requirements and upskill our people including progressing the Leadership Programme and increased Detective resilience
- Be an Employer of Choice by maintaining the well-being of our staff and increase employee engagement through a culture of innovation, creativity, inclusivity and learning
- Develop the Futures programme including a new approach to partnership data and technology supporting improved demand management and productivity

# **Culture and Standards**

- Build public trust and confidence through effective management of standards in the police service
- Develop our Cultural Intelligence and Inclusivity through the 'Be You' culture, delivery of upskilling and advancing the National Race Action Plan





**Bedfordshire Police's force Control Strategy** determines our operational priorities, helping us to effectively protect people and fight crime together.

## **Vulnerability and Exploitation**

This has both a perpetrator focus, but also victim centred approach covering key crime types of Male Violence Against Women and Girls (MVAWG), domestic abuse, rape and serious sexual offences.

# **Serious and Organised Crime**

This brings in the emerging threat of organised immigration crime alongside our continued focus on serious violence and drugs and cyber crime including fraud.

# **Community Focus**

This is tackling the issues which matter to our communities under neighbourhood crime, anti-social behaviour and hate crime.

# What Police and Partners need to know about

- Misogyny, misconduct and discrimination in force and in other businesses
- Professional enablers of serious organised crime
- Methods and networks of modern slavery and organised immigration crime
- Whole systems analysis of community and partnership data
- Firearms supply routes
- Variations of money laundering including cryptocurrency
- Predictions of street-based violence on social media
- Hidden criminality and offending crossovers on seized digital devices
- Western Balkan OCG's and the communities that harbour them
- Hidden domestic abuse and serious sexual offences



# **Bedfordshire Police Strategic Demand Assessment (SDA)** is incorporated in the 10-year Business Strategy.

The assessment compares demands at a strategic level across the full range of operational and support services, including those provided through Bedfordshire, Cambridgeshire and Hertfordshire (BCH) and 7 Force collaboration. Information for the SDA comes primarily from the professional knowledge of functional leads, supplemented by quantitative future demand projections where available.

demand) and future demand trend.

Asset shortfall is judged on a five point comparative scale, measuring the gap in assets to manage demand as effectively as would be liked. Future demand trend is judged on a five point comparative scale, indicating the direction and magnitude of projected future demand. Both asset shortfall and future demand trend are assessed on qualitative scales, though informed by quantitative performance data. There is no attempt to rigidly define the five points, as demands and management of demands differ markedly across all functions.

# January 2023 SDA heatmap: **Operational functions**

	ASSET SHORTFALL 1	ASSET SHORTFALL 2	ASSET SHORTFALL 3	ASSET SHORTFALL 4	ASSET SHORTFALL 5			
TREND		Neighbourhoods						
TREND	Rural Crime Hate Crime File Quality Technical Surveillance Source Handling JPS Civil Contingencies	Crime Bereau Customer Support Team MH Hub Community Enforcement PPU Hub Covert Authorities Force Ops Planning RMU BCH FEL	Force Control Room Patrol CID JPS Scientific Services PVP RASSO CIB Development Property Stores	Beds & Herts AoJ Emerald SOCU JPS Roads Policing Unit				
TREND	Offender Management	Community Cohesion Boson JPS Major Crime Unit JPS Operational Support JPS Armed Policing Unit	BCH CTC CIB Intelligence JPS Dogs	Beds & Herts Custody				
TREND								

The SDA combines multiple variables into a two dimensional picture that enables meaningful comparison across all functions; asset shortfall (indicating current







# Finance and Resourcing

The 2022/23 final year end position is being finalised as part of the end of year Statement of Accounts process. The draft accounts will be made available on the PCCs website in the forthcoming weeks and at that point will be available to public inspection. The latest forecasted outturn position was reported as an underspending of approximately £0.54M.

However, since that forecast was produced there have been two areas of activity that have improved this position, these are:

Police Officer Uplift – additional grant has been received as a result of the Commissioner and Chief Constable exceeding their uplift target by an additional 19 officers, thus creating the largest workforce Bedfordshire Police has had in its history. This led to a further grant payment of £0.32M;

Insurance Claims – following some proactive claims handling between the Force's Finance Team, Legal Team and insurers the Commissioner has been, again this year, able to reduce his Insurance Provision, which provides for outstanding claims, by a further £0.1M.

This is likely to result in a final outturn position of £0.96M. This underspending is likely to be split between revenue and capital reserves to offset against any pay award outcome that may be higher than budgeted for and also to reduce borrowing for capital expenditure, such as vehicles, IT hardware and software and works needed across the estate.

# FOW ΤΟ

# **Get Involved**

# **Independent Custody Visitors**

Independent Custody Visitors are volunteers who check on the treatment of people in police custody, the conditions in which they are held and ensure that their rights and entitlements are being observed. A visitor will attend a custody suite a couple of times a month for up to two hours and report their findings back to the Office of the Police and Crime Commissioner. They work as part of a team and are accompanied at all times by a fellow Independent Custody Visitor. Custody visitors must be over 18 years of age, and live or work in Bedfordshire. For those who wish to become a custody visitor, full training is given and reasonable out of pocket expenses paid.

## For more information about the role and an application form see the OPCC website:

https://www.bedfordshire.pcc.police.uk/independent-custody-visiting/

# INDEPENDENT CUSTODY VISITING SCHEME



### Leaflet and

Information

### WHAT IS INDEPENDENT CUSTODY VISITING?

lice custody suites to check on the treatment of detainees, the conditions in which ey are held and that their rights and entitlements are being observed. The scheme fers protection to detainees and provides reassurance to the wider community.

and Crime Commissioner for Bedfordshire has a statutory duty to del ent custody visiting across his policing area. Independent Custody Visit

### WHO CAN BECOME AN INDEPENDENT CUSTODY VISITOR?

### HOW CAN YOU BECOME AN INDEPENDENT CUSTODY VISITOR?

Office of the Police and Crime Commissioner further information using the contact ormation included in this leaflet.

### HOW ARE INDEPENDENT CUSTODY VISITORS SELECTED AND TRAINED?

### CUSTODY SUITES IN **BEDFORDSHIRE ARE AT:**

Police HQ, Woburn Road, Kempston
 Luton Police Station, Buxton Road, Luton

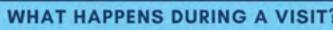


### WHEN AND WHERE WILL VISITS BE MADE?

The actual timing and frequency of visits is entirely a matter for Independent Custody Visitors, although it is expected that each Independent Custody Visitor should carry out 12 visits per year.

Visits are always arranged through the Scheme Coordinator and are always in pairs.

here are special circumstances when a visit may be requested by a Senior Police Officer to alleviate concern nd anxiety by the community with regard to a particular



### IT IS EXPECTED OF INDEPENDENT CUSTODY VISITORS THAT:

### IS THERE A LOT OF PAPERWORK



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indard report form for every visit ourt is left at the Police Custody Sui isted to the Office of the Police and C

### **ARE THERE ANY RISKS?**

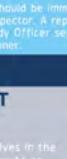
### F YOU REQUIRE FURTHER INFORMATION ON HOW TO BECOME AN NDEPENDENT CUSTODY VISITOR, PLEASE CONTACT:

PCC@beds.police.uk 01234 842064

ICV Scheme Manager, OPCC, Bridgebury House, Bedfordshire Police HQ, Woburn Road, Kempston, Bedford, MK43 9AX













### **Stop and Search Panel**

Stop and Search is an essential tool in preventing and reducing crime and when used appropriately, this can be effective in keeping the communities of Bedfordshire safe. Nonetheless, it is important that the public understand their rights when they are stopped by officers carrying out this pivotal role. The Police and Crime Commissioner holds Bedfordshire Police to account for their delivery of Stop and Search.

The Police and Crime Commissioner (PCC) has responsibility to hold the Chief Constable to account for an efficient & effective police force. In terms of monitoring the Force's use of Stop and Search, the PCC receives updates to his Delivery and Beating Crime Board on a quarterly basis. The Stop and Search Scrutiny Group reviews the Stop and Search data, outcomes of those searches, it also reviews stop and searches which have been recorded to scrutinise use of the power.

# For those that wish to join the Stop and Search Panel as a Panel Member or would like to find out further information, please visit the OPCC website:

https://www.bedfordshire.pcc.police.uk/stop-and-search/

### **Use of Force Panel**

Use of Force is an essential tool in preventing and reducing crime and when used appropriately, this can be effective in keeping the communities of Bedfordshire safe. Nonetheless, it is important that the public understand their rights. The Police and Crime Commissioner holds Bedfordshire Police to account for their delivery of Use of Force.

The Police and Crime Commissioner (PCC) has responsibility to hold the Chief Constable to account for an efficient and effective police force. In terms of monitoring the Force's use of Use of Force, the PCC receives updates to his Delivery and Beating Crime Board on a quarterly basis. Similarly to the Stop and Search Panel, the Office of the Police and Crime Commissioner holds the governance responsibility for the Use of Force Scrutiny Panel meeting and attends the meeting as an observer.

The Use of Force Scrutiny Group provides independent scrutiny of Use of Force across Bedfordshire, provides feedback on Use of Force practices and provides a voice for community concerns, which as a result, achieves greater transparency and community involvement in the use of Use of Force powers across Bedfordshire. Their aims are also to improve public confidence and trust in the way in which Use of Force is conducted and they review and advise on policy, training and tactical considerations.

# For those that wish to join the Use of Force Panel as a Panel Member or would like to find out further information, please visit the OPCC website:

https://www.bedfordshire.pcc.police.uk/use-of-force/





### What do we do?

We are an independent panel formed to consider the application of the use of force used within Bedfordshire Police. We aim to ensure accountability, through openness and transparency with the police service. We assess individual cases to identify areas of concern and good practice.

Interested in joining us or would you like to find out more information?

PCC@beds.police.uk communityscrutiny@gmail.com



• We are members of the local

We are aged 16 and over
 We live in Bedfordshire









# How to Get Involved

# **Special Constabulary**

"Specials" are volunteer police officers who give some of their spare time in this way because they want Bedfordshire Street Watch enables the local community an opportunity to keep their area safe by walking to make a contribution to their communities. They are a vital part of the police service, working alongside around the neighbourhood and encouraging people to report things, like antisocial behaviour, vandalism and regular officers to reduce crime and protect vulnerable people. Being a special constable is a way of suspicious behaviour to Bedfordshire Police. Street Watch members patrol their local area alongside one of developing new skills while serving the local community. Be aware, Bedfordshire Police offers opportunities their neighbours for at least two hours every month, at times which suits them best. Street Watch members talk to people they meet in their neighbourhood and encourage them to take an active interest in keeping for you to become a Community Special Constable. the area safe.

If you are interested in becoming a special constable, please visit the Bedfordshire Police website at:



https://www.beds.police.uk/police-forces/bedfordshire-police/areas/ careers/careers/volunteering-and-other-opportunities/special-constables/

or for any questions or further information required, contact:



r.recruitment@beds.police.uk

# Independent Advisory Groups (IAG)

To effectively fight crime and protect the public, Bedfordshire Police require independent advice which improves the accountability of policing through a transparent approach. The Independent Advisory Group (IAG) consists of two panels, the North IAG and South IAG. Strategic Management of the IAG is held by the Bedfordshire Police Community Cohesion Team – a small team of Officers dedicated to monitoring tension levels and integrating the Police and community.

Bedford and Luton IAGs were formed in 2001 and Central Bedfordshire IAG in 2010. They provide an essential input to improving the quality of policing services to all communities. Both panels act as critical friends to Bedfordshire Police in ensuring that all police services, policies, procedures and practices are free from any kind of direct or indirect discrimination, regardless of age, disability, gender re-assignment, race, religion or belief, sex or sexual orientation. They provide an essential input to improving the quality of policing services to all communities. To effectively fight crime and protect the public we need independent advice which improves the accountability of policing through a transparent approach.

if you would like to find out more please visit the Bedfordshire Police website at:



https://www.beds.police.uk/police-forces/bedfordshire-police/areas/aboutus/about-us/bedfordshire-independent-advisory-group/

or contact

Community.Cohesion@beds.police.uk

# **Street Watch**

Street Watch members are supported by the local Street Watch coordinator and Bedfordshire Police, who provide an induction and training, as well as an attack alarm, torch, high-visibility Street Watch jacket and notebook.

If you would like to find out more please visit the Bedfordshire Police website or contact Bedfprdshire Police using the email address:



https://www.beds.police.uk/advice/advice-and-information/wsi/watchschemes-initiatives/sw/street-watch/



watchschemes@beds.police.uk

# **Neighbourhood Watch**

Neighbourhood Watch is about people getting together with their neighbours to take action to reduce crime. They are community initiatives which are owned and run by their members, which are supported by Bedfordshire Police but not owned by them, although Bedfordshire Police sometimes run them.

Neighbourhood Watch work by developing a close relationship between community members and Bedfordshire Police and the scheme can effectively cut crime and the opportunities for crime, help and reassure those who live in the area and encourage neighbourliness and closer communities.

Further information on how the Neighbourhood Watch Schemes work, the benefits of the schemes and advice on running a scheme in your local area can be found at the Neighbourhood Watch website:

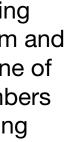


https://www.ourwatch.org.uk/

If you would like to find out more you can also contact:



watchschemes@beds.police.uk



# **Speed Watch**

Community Speed Watch is a scheme set up for the public to let Bedfordshire Police know about locations The Dog Watch Scheme encourages dog owners and walkers to be the extra eyes and ears within the where they're concerned about speeding. Bedfordshire Police will assess the location and if they think it's community. Dog Watch Scheme members have the opportunity to spot anything out of place or suspicious while walking the dog and report it Bedfordshire Police. This can include suspicious activity or vehicles, a good and safe place for monitoring to happen, trained members of the community will visit the location to record the details of offending vehicles. graffiti and vandalism, nuisance vehicles and speeding, antisocial behaviour, fly-tipping, dog fouling, harecoursing, dog-related incidents, abandoned vehicles and any activity that you deem suspicious.

Anyone caught speeding will be sent a letter from Bedfordshire Police informing them of their offence. Bedfordshire Police also monitor the data so that they can take action against repeat offenders or those severely breaking the speed limit.

If you would like to tell Bedfordshire Police about a location where speeding is a concern, this can be completed online via the following link:



https://www.beds.police.uk/advice/advice-and-information/wsi/watchschemes-initiatives/community-speedwatch/community-speed-watch/tellus-about-a-speed-concern/

For further information about the Community Speed Watch scheme, please visit the Bedfordshire Police website at:



https://www.beds.police.uk/advice/advice-and-information/wsi/watchschemes-initiatives/community-speedwatch/community-speed-watch/

If you would like to find out more you can also email:



watchschemes@beds.police.uk

### **Horse Watch**

The Horse Watch Scheme encourages horse riders and owners to be the extra eyes and ears within the community. Horse Watch Scheme members are a great asset to Bedfordshire Police and volunteer to help keep the county safe. By being higher up and visiting areas that people might not often go through, horse riders are able spot things that Bedfordshire Police Officers and other Watch Schemes might not see. The Horse Watch initiative assists Bedfordshire Police in the prevention and reporting of rural crime.

For further information, please visit the Bedfordshire Police website at:



https://www.beds.police.uk/advice/advice-and-information/wsi/watchschemes-initiatives/

If you would like to find out more you can also email:



watchschemes@beds.police.uk

# **Dog Watch**

Bedfordshire Police provide ongoing support to Dog Watch members including an induction and training, as well as a high visibility jacket, attack alarm, torch and notebook. Dog Watch members can also take part in helping to find lost dogs and reunite owners with found dogs. Bedfordshire Police work with DogLost, the lost and found dog service, which has reunited thousands of missing dogs with their owners.

For further information on DogLost, their website can be found at:



https://www.doglost.co.uk/

For further information about the Dog Watch Scheme, please visit the Bedfordshire Police website at:



https://www.beds.police.uk/advice/advice-and-information/wsi/watchschemes-initiatives/dog-watch/dog-watch/

If you would like to find out more you can also email:



watchschemes@beds.police.uk

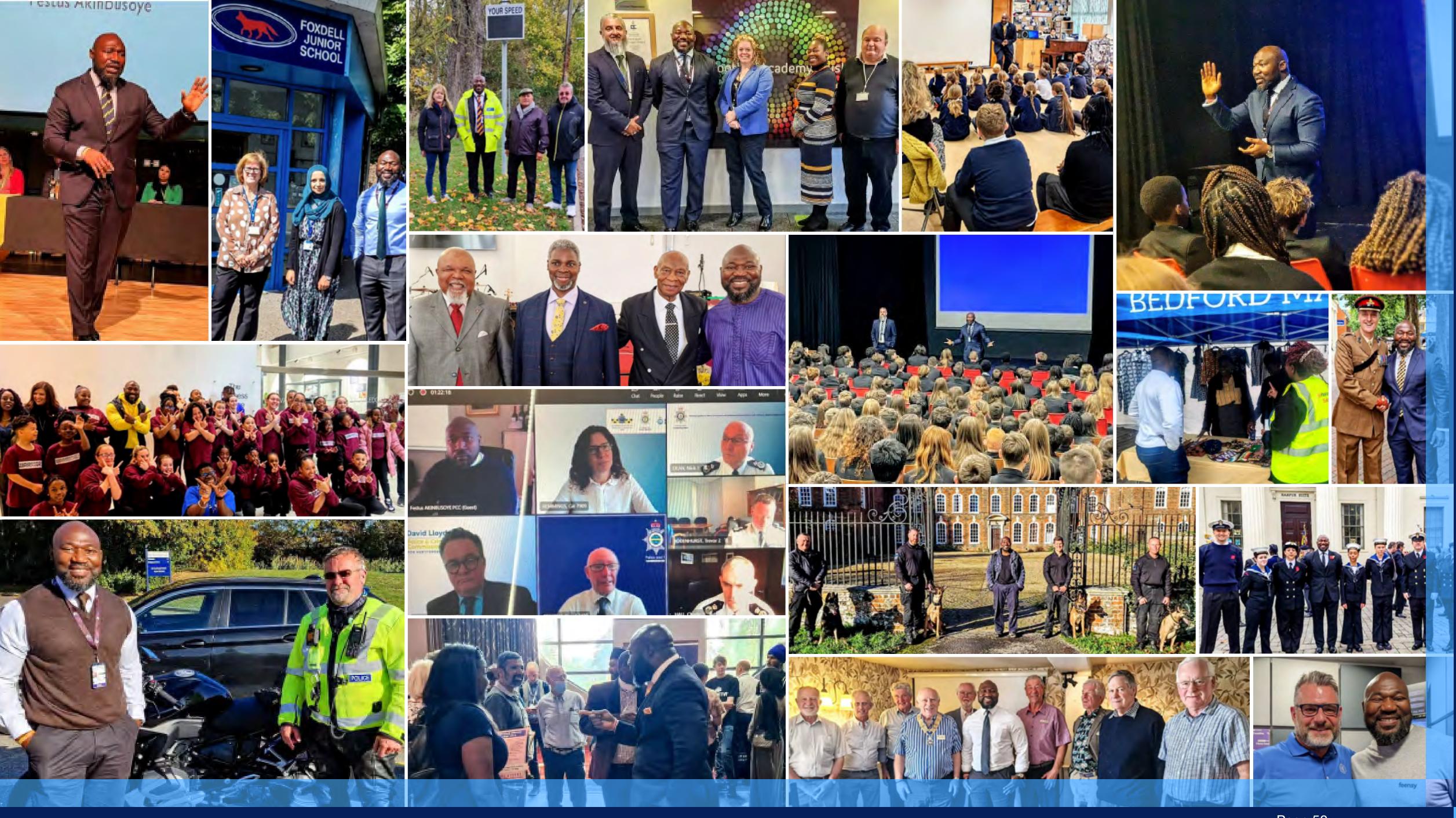


# Conclusion

Thank you for taking the time to go through this report. I am indeed grateful for the work of the Bedfordshire Office of **Police and Crime Commissioner, as well** as Bedfordshire Police for their support in putting it together.

In conclusion, I want to also thank the residents of Bedfordshire for their support of our hard working police officers and staff. Your support and continued, positive engagement matters. I am committed to keep working as **Commissioner to make policing continue** improving for you in Bedfordshire.





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94 other of the following

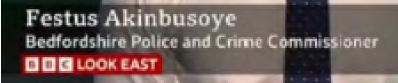






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