



Northamptonshire Police,
Fire and Crime Commissioner

Annual Report

2018-19

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Introduction



This is my third annual report as the Police, Fire and Crime Commissioner for Northamptonshire and sets out the work we have undertaken throughout 2018-19 to deliver the priorities of my Police and Crime Plan.

This has been a year of great change; change I am sure, will deliver long term benefits to some of the most vulnerable people across our county.

One change that has occurred this year has been taking on the responsibility for the County's Fire and Rescue Service. This has been achieved through a great deal of hard work by my office, colleagues in the Fire and Rescue Service and at the County Council. I am under no illusions that this new role will be easy, but I am confident that we can build on the excellence of our Fire and Rescue Service and better integrate the work of emergency services.

Another key achievement has been the establishment of our Early Intervention Team who are helping some of the most vulnerable people in our county and diverting young people from crime. This new team helps to underline the scale of my ambition to make Northamptonshire Safer and to imbue a culture of Early Intervention into both the Police, Fire and Crime Commissioner and within Northamptonshire Police.

This year has also seen us develop and embrace radically new digital solutions to not only support frontline policing, but also improve how we respond to the growing threat of cyber-crime. Developing our cyber and digital capabilities helps to underline my commitment to embrace technological and digital tools to support front line policing.

Achieving this against a backdrop of increasing demand and an unfair funding formula that deprives our county of much needed resources has not been easy. In 2018-19 for the first time, the Government gave PCCs more flexibility to raise funds locally following an increase in the amount they can raise through the council tax precept. This meant I was able to increase resources to the Force by £3.4m in real terms to £118.7m, providing extra staffing and investment capacity. I have continued to lobby central government on your behalf to make them recognise that without radical changes in the way our policing is funded, forces like ours will be underfunded which will mean an increasing burden on local taxpayers. I do not think this is fair and I will continue to raise this matter with colleagues nationally.

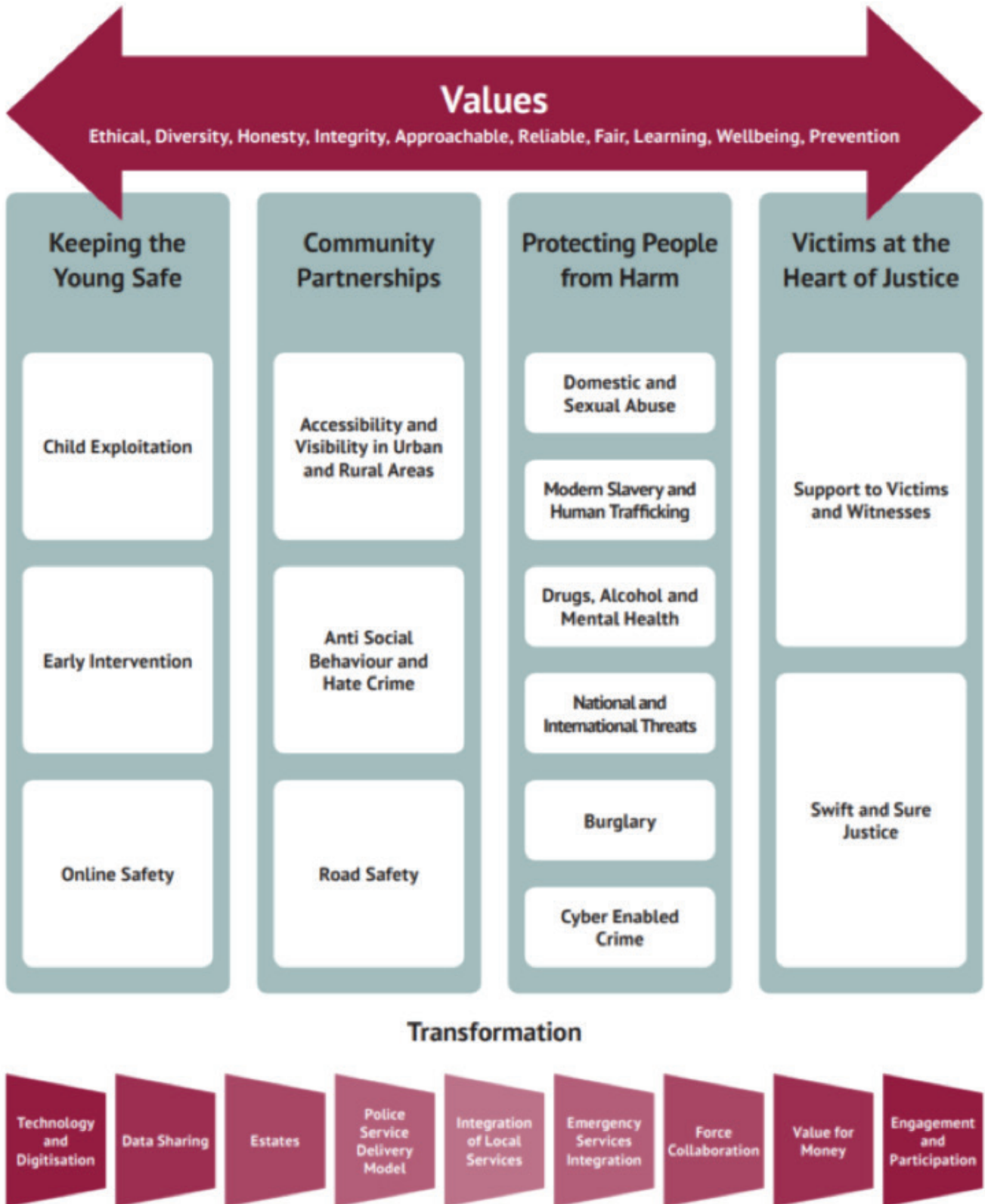
2018-19 has been a year of great challenge, but one that has seen us deliver some long term improvements which I know will have real benefits to our front line officers. I am proud of what we have achieved and this annual report sets out how we are supporting our colleagues in the Force who are helping to make Northamptonshire Safer.

A handwritten signature in blue ink that reads "Stephen Mold". The signature is written in a cursive, flowing style.

Stephen Mold

The Police and Crime Plan on a Page (2018-19)

A Safer Northamptonshire

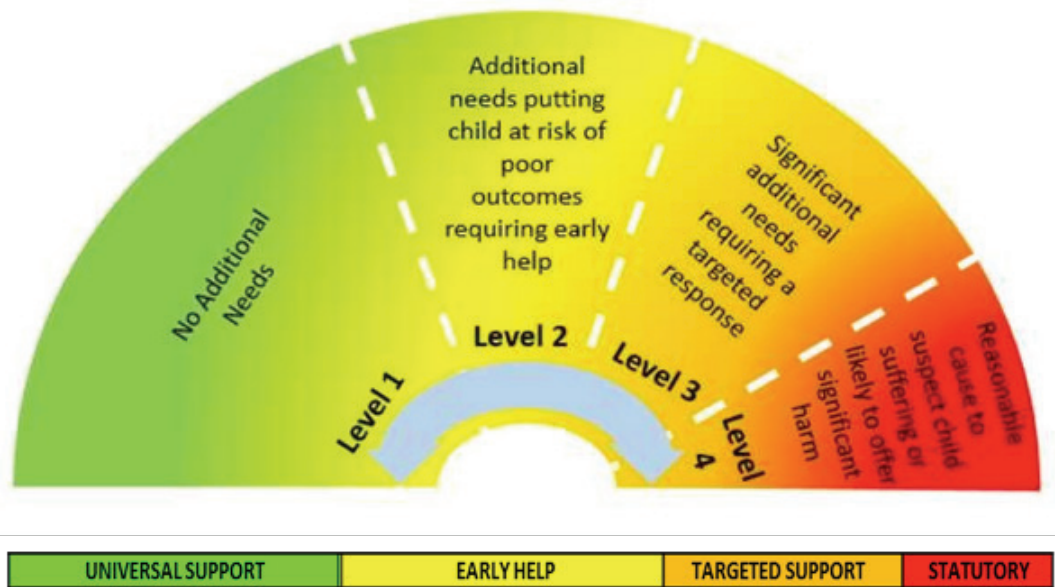


Keeping Children and Young People Safe

Early Intervention

Early Intervention is at the heart of my Police and Crime Plan and reflects the importance of ensuring we are able to provide early help and support to families and young people in Northamptonshire.

Early intervention is critical to ensuring that children and young people have the best opportunities to achieve their potential, which is why it is one of the foundations of the work we have undertaken since taking office. No young person should be prevented from achieving their potential. A great deal of evidence demonstrates that early support will significantly reduce the impact of negative experiences on emotional wellbeing and development, whilst also helping to divert young people from being offenders or the victims of crime.



To underpin this work, I have invested almost £1 million over three years to establish an Early Intervention Team of seven staff who will work alongside Northamptonshire Police and Northamptonshire County Council teams to identify families in difficulty at an early stage and step-in to offer support.

This team has been established following extensive work with partner agencies to understand the challenges facing services and to identify any gaps in the support available to families. The team will bring additional capacity to advise and support organisations working with families that may be struggling. The team will share information and problem-solving so it is more likely that support will be offered early on. It will also offer direct support to families on parenting and managing behaviour, as well as advising on more specialist support if required.

Offering support at the earliest opportunity can reduce the harm being caused to children and make it less likely that they will become involved in crime and offending behaviour in the future.

I want to reduce crime and create a safer Northamptonshire, where everyone has the chance of a successful life. To do this, we need to create an environment where our children get to truly fulfil their potential. That can only be achieved by working together with partners such as health, education, social services and families themselves. There are families in Northamptonshire who are struggling and without appropriate intervention we can see what will happen if they are not offered support. The new Early Intervention Team will ensure those conversations happen so that we are helping families and children who need it and reducing costs to policing and other organisations in the longer term.

Since the establishment of the team in October 2018, the team have had significant success in preventing school exclusions for a number of young people. Without this intervention, life chances would have been severely impacted and the likelihood of receiving a criminal conviction very high. The Early Intervention team have supported Police Officers working with children and young people involved with gang activity on the CIRV (Community Initiative to Reduce Violence) programme ensuring families are able to continue the support received when the initiative has ended.

Violence and vulnerability review

An independent review – supported by the Home Office – of how serious and organised crime is identified and tackled by agencies in Northamptonshire has praised the work taking place to intervene early with young people at risk of violence and made a number of recommendations to help agencies develop a consistent and co-ordinated response to the exploitation of vulnerable young people.

I supported and part-funded the review, which was carried out by the Home Office Violence and Vulnerability Unit, which is made up of national community safety experts who help local areas to understand the perceptions of crime, identify the issues they need to tackle and make effective plans to deal with them.

Over the course of a month, the review team interviewed more than 50 leaders and practitioners from organisations including Northamptonshire Police, local authorities, the health service, education and voluntary sectors. They wanted to identify the risk to vulnerable young people in Northamptonshire and the work being done to counter criminal exploitation.

The review identified that Northamptonshire is being targeted by groups and gangs dealing drugs and this has led to violence and exploitation across the county – but no more so than anywhere else in the country. The review also identified the need for stronger strategic direction to harness the good work taking place across organisations and develop a clear, collective approach to tackling youth violence and exploitation.

Following the review my office ran a workshop, with 70 senior people from agencies and organisations across the County, at Rockingham Castle, with the support of the High Sheriff. This workshop considered recommendations in the review, in order to decide how to progress activity against them.

The Northamptonshire Community Safety Board, which was set up at the end of 2018, will now lead in co-ordinating activity to take the review's 16 recommendations forward.

New Youth Commission

Embracing and listening to the views of young people is an important aspect to providing effective policing across our county. Key to this will be our new youth commission which will involve young people in decisions about policing, the fire service and criminal justice in Northamptonshire.

The Youth Commission provides a platform for young people aged between 14 and 19 (or 24 if they have additional needs) to get involved and express their views on a range of police, crime and fire issues affecting our communities. This is an important role, as it will help the Commissioner to understand the needs of local young people and to make better informed decisions.

The Commission has around 30 members who will be able to lead discussions and to develop and run campaigns that will inform and engage other young people on issues that are important to them. They will also be able to develop their skills, gain experience and have the opportunity to help shape important decisions.

I want to know what matters to young people in Northamptonshire and what they think are the priority areas for us to focus on. This is a great opportunity for our young people to get involved in the decision-making process, where they will really be able to influence the way things are done.

Funding to tackle gang related violence

Action to tackle gang related and serious violence in Northamptonshire received a welcome boost with an injection of £627,000 of Home Office funding following a successful joint bid put together by my office in conjunction with colleagues from Northamptonshire Police.

The money from the Serious Youth Violence Early Intervention Fund will develop, in conjunction with key partners, programmes to prevent vulnerable young people from becoming involved in violence and gang activity. It will provide targeted interventions for young people who are at risk of becoming involved in violence, including specialist support to keep them in education or training. Many young people already involved with the criminal justice system in Northamptonshire have been excluded from school, often for violent behaviour.

Mentoring will also be provided by an ex-gang member, now an experienced youth worker, who will work directly with young people at risk of, or already involved in gang activity. The programme will be part of Northamptonshire Police's initiative to reduce violence and the dedicated team will co-ordinate activity, manage cases and disrupt gang activity.

Gang activity is emerging as a significant issue in this county and all the evidence tells us that we can't arrest our way out of the problem. We need to intervene early to give young people positive role models and opportunities for a life away from crime. This 18 month funding will help to put effective programmes in place to support vulnerable young people and tackle crime.

Supporting Communities Fund

In October 2018, I launched my new 'Supporting Communities Fund' which helps frontline Police Officers and staff from throughout the organisation to carry out small projects that will help make the public and the wider county of Northamptonshire safer. This scheme was inspired by PCSO Rachael Barber who has set up a football team to give local young people something to do and wanted to provide them with a team strip and other equipment.

Since its launch, the fund has supported 12 schemes with small grants totalling more than £9,000. Schemes have received awards of between £250 and £1,000, on the basis they must benefit the public and make Northamptonshire safer. The total available is £50,000 in the first 12 months and whilst this is small in comparison to the total Force budget of £130 million, the Commissioner's fund is available directly to Police Officers and staff to carry out visible initiatives in communities.

The initiatives supported so far are:

- Kettering Neighbourhood Policing Team have run a programme engaging Year 10 pupils at schools in Kettering and Corby to think about the issue of gangs and drugs, including asking them to write stories which will then be published in a book
- Northampton Neighbourhood Policing Team are running a short-term project to provide indoor activities for local young people during the winter months
- Wellingborough Neighbourhood Policing Team bought materials to support a day of action tackling anti-social behaviour
- Kettering Neighbourhood Policing Team are repurposing a gazebo to use at a number of high-profile engagement events
- Northampton Neighbourhood Policing Team are running a gardening project encouraging ownership and tackling isolation and fear at three residential blocks in Northampton town centre.
- Emergency Services Cadets are running workshops aimed at giving our 130 emergency services cadets emotional resilience and mental toughness
- Northampton Neighbourhood Policing Team are running a joint project with Briar Hill Youth Club, delivering education around knife crime, drug awareness, bullying and hate crime
- The Early Intervention Hub is running a boxing programme as a positive diversionary activity for young people
- Northampton Neighbourhood Policing Team are providing vulnerable communities with simple crime prevention tools to increase their feelings of security
- Northampton Neighbourhood Policing Team is running a youth event to show young people the variety of agencies available to support and help them
- The Early Intervention Hub is running a programme to raise self-esteem in young women aged 11-18
- Northampton Neighbourhood Policing Team is organising a summer safety campaign, to help children aged 10 and above to stay safe in the summer months

£250,000 to support women offenders

Following our successful bid for extra funding from the Ministry of Justice, almost £250,000 will be invested in programmes to help support women offenders and reduce the level of reoffending in Northamptonshire.

The bid was led by my Office and The Good Loaf and involved colleagues from the National Probation Service, BeNCH CRC, Sunflower, Voice and the University of Northampton.

The funding, which will be spent over two years, will establish a second Good Loaf facility in Kettering to divert women who are at risk of being drawn into crime, or those who have already committed low-level offences.

The Good Loaf is a highly-successful social enterprise bakery in Overstone Road, Northampton. It provides work programmes and job opportunities for women wanting to break the cycle of unemployment, offending and poverty. The new site in Kettering will be the hub for a dedicated service which will provide practical support tailored to address the specific needs of women and the causes of their offending behaviour.

There will be early intervention programmes to divert women from crime and structured work experience and training for ex-offenders. Community treatment programmes will also be provided as an alternative to custody for women who have committed low-level offences. Women will also be able to access to a number of specialist agencies at the site, which opened in spring 2019.

I am really pleased and encouraged that the Ministry of Justice selected our bid and chose to back further investment in reducing crime and supporting women in Northamptonshire. We know the tailored, high quality approach we have been providing for women offenders, or those at risk of offending in Northampton has been very successful. This funding will allow us to support even more women, to break the cycle of offending by tackling the problems that lead them into crime and help to turn their lives around.

Support for the Business Crime Partnership

The Northamptonshire Business Crime Partnership (NBCP) was established in 2015 to replicate and develop the award-winning model of the Northampton Retail Crime Initiative countywide. The NBCP is an umbrella body that manages the Northampton, Wellingborough, Kettering, South Northamptonshire, East Northamptonshire, Rushden Lakes and Corby Retail Crime Initiatives that together, have a total of more than 450 members.

This year I have allocated a grant of £15,000 which will be used to assist the Business Crime Partnership to develop work to reduce and prevent retail crime, identify prolific retail offenders and share information and intelligence with its members.

As someone who has run a business myself, I am well aware of the contribution that businesses large and small make to the local economy of Northamptonshire. I also understand the impact that crime can have on a business, their staff and customers.

The Northamptonshire Business Crime Partnership has prevention at its heart and supports businesses with advice and information to combat crime of all kinds. Being able to help the NBCP assists in the delivery of a key part of my Police and Crime Plan and demonstrates how important it is that all sectors of the community work together with the police to prevent crime and catch offenders.

Armed Forces Covenant

Last year we celebrated Armed Forces Week by signing the Armed Forces Covenant alongside Lieutenant Colonel Mary Read, Commanding Officer of 254 Medical Regiment, who was representing the Ministry of Defence (MOD).

The Armed Forces Covenant is a promise from the nation that those who serve or have served in the Armed Forces and their families will be treated fairly. The OPFCC is now committed to supporting Defence personnel and to advocating support for the employment of Reservists and Service leavers. We will also recognise the range of transferable skills these individuals can bring into the civilian workplace.

Members of the Armed Forces community are well trained and have considerable skills to bring to the workplace when they make the move into civilian life. I understand the contribution Service personnel can bring to an organisation and I am proud to give a commitment to support them by signing the Covenant.

According to independent research, members of the Reserves Forces undertake personal development training worth around £8,000 per year. The OPFCC recognises that employing reservists will acquire a portfolio of skills and behaviours that are beneficial to an efficient working environment. These skills include business and technical qualifications as well as 'softer' transferable skills such as leadership, team working, strategy and problem solving, proven in challenging environments.

The Covenant is a national responsibility involving government, businesses, local authorities, charities and the public and I look forward to developing this important relationship.

To find out more about the Armed Forces Covenant visit www.armedforcescovenant.gov.uk



Relaunch of Keep Safe Card

By supporting the countywide Keep Safe Card scheme, we have worked with Northamptonshire Police and the Northamptonshire Learning Disability Partnership Board to help fund its expansion. This scheme works to help people with disabilities in Northamptonshire feel safe and secure when they are out and about.

The Keep Safe Card can be shown whenever the holder feels lost, bullied, worried about their safety or in need of assistance in any way. Help may be found in shops, libraries, leisure centres, GP surgeries or anywhere a person feels they can ask for support. The three emergency services, Police, Fire and Ambulance, will also be able to access the information and be able to support the person in the best possible way.

The card holds some basic details about the person's disability as well as contact details for people close to them, such as carers, who can be telephoned in an emergency. The card also gives an idea of how best to help and communicate with the card holder.

The Keep Safe Card project, now has a number of new member organisations signing up as key partners to help the project grow even further. These organisations include Northamptonshire Fire and Rescue Service, the Northamptonshire Healthcare Foundation Trust, the mental health charity Mind, and Autism Concern.

There are currently 1,400 card users signed up across the county and I hope that this number will continue to grow as more organisations come on board to spread the word about the scheme.

Keep Safe is a wonderfully effective idea where partners have come together to protect vulnerable people living and working in this county. We have consulted people with mental illness on how our services work for them and they asked for something that would help us understand their needs if they are in crisis or need help. This simple card fits the bill.

Safeguarding vulnerable people is one of the cornerstones of the Police and Crime Plan and I am confident that the Keep Safe Scheme will help people receive better care, help and support and helps public services work together. One benefit is it gives many disabled people in Northamptonshire the ability to feel safer and secure when they are out, knowing there will be support available if they feel frightened or anxious.

Protecting People from Harm

Rural crime

Over 30% of the County's population live in areas classified as either 'rural town or fringe' or 'rural villages and dispersed' which equates to over a quarter of a million people. It is essential therefore, the Force are can meet the unique challenges and pressures facing our rural communities. Our new Rural Crime Strategy sets out how we will work in partnership to combat crime and reassure local communities.

Whilst there is no centralised definition of rural crime, we have worked closely with partners, across the county to define what we consider rural crime to be. Our definition is a crime or incident type which occurs in any geographical area ordinarily described as 'rural' and where the criminal activity is more prevalent in, or unique to, rural areas.

Northamptonshire Police would also recognise the following as constituting rural crime:

- If the offence occurred at a farm house, farm building, farm yard, stable, barn or outbuilding; farm shop, field or fish farm
- The property involved is agricultural machinery, agricultural tools, fencing, hay/straw, heating oil and red diesel, horses and or tack, horse boxes or livestock
- The offence is burglary, robbery, theft, criminal damage, public health offences (fly-tipping) In addition, wildlife offences, hare coursing and poaching offences are covered within this definition

In the 12 months between December 2017 and November 2018, Northamptonshire Police recorded 58,562 crimes.

Of these, **2,388** were rural crimes **(4.1%)**

Rural crime in Northamptonshire



Theft offences accounted for the vast majority of all rural crime between December 2017 and November 2018, at 94%

In addition to publishing a new Rural Crime Strategy, farmers and landowners were invited to a number of free barn events to learn more about and discuss how to protect themselves from rural crime. These events gave residents and farmers the opportunity to share rural crime issues with police officers and local authority colleagues along with exhibitors offering specialist crime prevention products.

Rural crime is an important area of focus in our county. We are all committed to working with partners to make those who live and work in our beautiful countryside more secure. I was pleased to see such enthusiasm from people who came along to our barn events and we were able to listen to people's concerns and provide advice about how they can protect themselves and their property.

A copy of the Rural Crime Strategy 2019-21 can be downloaded at:

<http://www.northantspfcc.org.uk/wp-content/uploads/2019/07/Rural-Crime-Strategy-2019-21.pdf>

Modern slavery

Modern slavery is a serious crime and encompasses slavery, servitude, forced or compulsory labour and human trafficking. Modern slavery victims can often face more than one type of abuse and slavery, for example if they are sold to another trafficker and then forced into another form of exploitation. The Modern Slavery Working Group has a responsibility to monitor the incidence of Modern Slavery locally and oversee the response of agencies across our county.

The Northamptonshire Modern Slavery and Human Trafficking strategy sets out the commitment of the Modern Slavery Working Group to do everything possible to identify, counter and prevent Modern Slavery and Human Trafficking, to deliver a co-ordinated multi-agency response and to support victims.

In line with national guidance, the Modern Slavery Working Group seeks to develop locally a prevention, protection, pursue and prepare strategy to:

- prevent individuals becoming vulnerable to Modern Slavery and Human Trafficking;
- identify those at risk of becoming victims;
- take action to safeguard and promote the welfare of individuals who are being, or may be, exploited through Modern Slavery and Human Trafficking; and
- take action against those intent on abusing and exploiting individuals in this way.

The Modern Slavery Working Group, supported and chaired by a Director from my office, acknowledges its role is strategic rather than operational and partner agencies should develop and embed their own localised operational policies using this strategy as a framework.

This year, I have funded an awareness video that will be launched along with a holistic training package to better inform frontline practitioners from agencies across the County on what signs to look for as indicators of slavery and the action required. Through the partnership group, members of my office staff have led on a series of presentations to businesses across the County in order to raise awareness of this serious matter. These will continue throughout 2019.

A copy of the strategy can be downloaded at:

<http://www.northantspfcc.org.uk/wp-content/uploads/2019/07/PCC-Modern-slavery-Sept-2018-1.pdf>

Dedicated PCSOs

PCSO play an important role along with local Police Officers in the delivery of neighbourhood policing, however their work is focused on remaining on the beat, rather than processing prisoners and investigating crime. More parishes have now taken up the opportunity to sponsor their own dedicated PCSO under a new scheme developed by my office.

Sponsoring a PCSO does not reduce the service a community receives from the core policing team, it will supplement and enhance the work of Northamptonshire Police. Also, dedicated PCSO posts will only be available when all core establishment posts are filled. This means that all communities will still receive a full policing service; and any PCSO funded by sponsorship is in addition to the core PCSO roles funded by Northamptonshire Police.

These new sponsored officers will each be dedicated to their sponsoring areas, working to locally agreed priorities and only being deployed on other duties in very exceptional circumstances. Organisations have been able to sponsor a percentage of the costs of a PCSO for some time. Under the new scheme, organisations can now pay 100% of the costs and receive in return a PCSO who is a dedicated, visible policing presence in their area. Sponsoring organisations include parish councils, local authorities and business areas.

PCSOs are an integral part of many communities and perform a vital role keeping communities safe and providing a very reassuring local presence. I am really grateful that so many organisations have forged this partnership with my Office and Northamptonshire Police and are demonstrating their commitment to community safety. It shows how highly people value their local PCSOs and this scheme undoubtedly contributes to the overall safety of Northamptonshire.

Major trauma kits

I have been able to provide, every police response vehicle in Northamptonshire with a Special Trauma Response Kit and frontline police officers will be trained to deal with major traumatic injuries to improve both public and officer safety. The kits are supplied by the East Midlands Ambulance Service at a concessionary rate and contain a tourniquet, emergency bandages and haemostatic gauze, designed to create a clot and staunch major bleeding. Trained officers will be able to use this equipment to give vital treatment in critical incidences.

It is believed that Northamptonshire Police are the first force in the country to deploy the trauma kits and train frontline officers to use them, giving an additional level of first aid skill and enabling officers to treat serious wounds or other trauma.

New Road Safety Strategy

Road safety in Northamptonshire has improved significantly over the last 20 years, and the number of people killed and seriously injured on the county's roads is the lowest level since 1960 despite the fact that the county's roads are busier than ever before. However 279 people were killed or seriously injured in road traffic collisions in Northamptonshire in 2017.

In conjunction with Northamptonshire Police, Fire and Rescue Service and Northamptonshire County Council, we have established the Strategic Roads Alliance to develop and implement a new plan that will guide actions to make Northamptonshire's roads and footpaths safer for everyone who uses them.

The plan brings together each of the partner organisations who have responsibility for different aspects of road safety, such as road design and engineering, enforcement, education and the continued monitoring of the steps taken towards improving road safety in Northamptonshire.

By working together, we will focus on the five key areas for activity: safer roads, safer speeds, safer vehicles and the response to, and investigation of, collisions. This strategy is a very important piece of work where each of the key partners with a shared responsibility for road safety, contribute to a shared vision of reducing harm to all road users in Northamptonshire.

A copy of the plan can be found on our website at:

<http://www.northantspfcc.org.uk/wp-content/uploads/2019/06/Northamptonshire-Strategic-Road-Safety-Plan-1.pdf>





Voice

Voice is a free, confidential support service for victims and witnesses of crime, life-changing fire incidents and serious road traffic collisions in Northamptonshire. Voice is available to anyone resident in Northamptonshire, whether a crime has been reported to police or not and regardless of when or where it happened.

Voice can:

- provide emotional and practical support to anyone affected by crime;
- link with partner agencies to ensure the right specialist support is available for everyone;
- offer help and guidance to anyone who has to attend court proceedings; and
- promote involvement in the criminal justice system by informing people about their rights.

Over 11,000 referrals, 88% referred to Voice by the police and nearly 10% from other agencies. 92% of those referred are contacted within 24 hours and 6% are contacted within 48 hours after being referred. 57% of those referred are female and 40% are men. It is reassuring that thanks to the work of Voice, increased feelings of safety and support have been reported and the changes we have made are helping to ensure that victims are at the heart of everything we do.

County Community Safety Board

The benefits of closer working together were dramatically highlighted when I presented my 'Dying to Share' presentation to a national audience. Delivering a safer Northamptonshire is something that cannot be done in isolation; we all need to work together with an agreed set of outcomes. This is why we established the County Community Safety Board in the autumn of 2018. This new strategic body comprises of representatives from each of the local authorities and colleagues from the Clinical Care Group, Probation, Police, the Fire and Rescue Service and from the OPFCC.

We are working very closely together and have identified three key areas that we want to address:

- Domestic and sexual abuse
- ASB and Hate Crime
- Serious and Organised Crime

Work has been undertaken to start the process of developing a new Domestic and Sexual Abuse strategy for the county with the support of the OPFCC and county, borough and district Chief Executives. The first draft of the strategy was shared with the County Community Safety Board at its first meeting in November. The Board have agreed to own the collective responsibility for the strategy and have requested that some additional work is undertaken specifically with commissioners to develop needs based commissioning intentions to inform future investment in service provision.

New service for young victims of sexual assault

The OPFCC has partnered with Northamptonshire Healthcare NHS Foundation Trust and other PCCs from across the East Midlands to launch a new specialist hub in the county that will support young victims of sexual violence and assault.

The new referral centre, provided by Northamptonshire Healthcare NHS Foundation Trust in partnership with Nottingham University Hospitals Trust, will operate from the Serenity Centre in Northampton and is one of only two such units in the East Midlands.

Both hubs are staffed by specialist forensic medical examiners and paediatricians who have high levels of expertise and are experienced in treating children and young people who have been subjected to sexual assault. Clinicians at the centres will provide the medical care that victims of crime need at the same time as collecting forensic evidence which may be used in a prosecution.

In Northamptonshire, on-going support throughout the Criminal Justice Process will be provided by Children and Young People's Independent Sexual Violence Advisors (CYP ISVAs) and specialist support workers at the Serenity Centre, who provide continuing emotional support, practical help and advocacy to young people and their families.

Each centre will be open 24 hours-per-day, 365 days-a-year to support under 18s who have been, or are suspected of having been, subjected to crimes of a sexual nature. Centres will receive referrals from police, social workers and other key stakeholders.

The partnership with NHS England builds on the previous co-operation between the PFCC's Office, Northamptonshire Police and Northamptonshire Healthcare NHS Foundation Trust, who have supported victims of sexual assault of all ages at the Serenity Sexual Assault Referral Centre. This work will continue alongside the new, specialist service for young people.

This is a vitally important service which will support some of the most vulnerable people in the county who have been the victims of horrific crimes and who need our help and care. At the same time as providing specialist support, this new service will allow the police to collect valuable evidence to ensure the perpetrators are caught and brought to justice.

I am committed to supporting victims of crime to ensure they are able to cope, recover and thrive following their experiences and I'm delighted to be able to work with Northamptonshire Healthcare NHS Foundation Trust and other PCCs in the region to fund this valuable service.

Referrals to the East Midlands Children and Young People's Sexual Assault Service can be made to the 24-hour single point of access, on 0800 183 0023. The service provides a 24-hour confidential helpline for the East Midlands. This is a channel to get the right help for children and young people at the right time.

‘Time to Listen’

To understand the impact of mental health issues on the level of demand on services and the effect on vulnerable people, I established a consultation, called Time2Listen and the results reveal some clear themes.

For example, people with a mental health concerns are much more likely to come into contact with the police, either as a victim or as an offender. It is estimated that at least 20% of all incidents dealt with by Northamptonshire Police each year are related in some way to mental health, although the real figure may be much higher. Also, up to 90 per cent of people in prison and two-fifths of people on community sentences have some sort of mental health concern.

The consultation, which I believed was the first of its kind ever held in the county, involved more than 1,200 people who have either mental illness, autism or ADHD, as well as more than 260 professionals working in health, policing, criminal justice and the voluntary sector.

The Time 2 Listen report contains 34 recommendations for criminal justice and health agencies, along with an action plan to implement them through two existing, multi-agency groups – the Mental Health Transformation Board Steering Group and the Mental Health and Criminal Justice Board.

The recommendations include:

- Consistency of approach across all service providers so that people know that what to expect and that services are of uniformly high quality
- Developing a shared vision across the criminal justice and health systems, with joint commissioning of services such out-of-hours support
- Shared training of professionals to ensure high-quality services and awareness of each other’s roles and responsibilities

Mental health concerns are a major factor driving demand for policing services and I wanted to understand how it feels for a vulnerable person – whether they have mental illness, Autism or ADHD – when they come into contact with our services. Some of the testimony from people we spoke to was extremely hard to hear. Participants felt that services did not work together: that there were gaps in the support available and an inconsistent approach between organisations.

This has shown me that we have a lot of work to do so that vulnerable people receive the proper support. We also have to make sure that professionals understand each other’s role and are better co-ordinated across all the agencies to reduce the impact of mental health concerns on services. And professionals need better support too.

The publication of the Time 2 Listen report and the action plan that flows from it are a serious commitment to make things better. Agencies must develop a really effective partnership around this issue and I am committed to taking the recommendations of this report forward.

Mental health treatment requirement pilot scheme

A pilot scheme in Northamptonshire is now helping to divert women offenders with low-level mental health problems away from prison and provide them with treatment options in the community to reduce the likelihood that they will reoffend.

The programme is backed by the Ministry of Justice, Department of Health and Social Care, NHS England and Public Health England with the aim of increasing the use of a community sentences for Mental Health, Drug and Alcohol Treatment Requirements. Northamptonshire is one of five test areas where agencies have come together to create a health programme that identifies and supports people whose offending can be tackled by treatment rather than a short prison sentence.

The Northamptonshire pilot is focussing specifically on women. High numbers of women in the county – 72% – were being sent to custody for non-violent crime and 84% of these sentences were less than 12 months long. National figures also show that around 70% of prisoners and 40% of people on probation have a mental health issue.

The Mental Health Treatment Requirement has been available to Magistrates and Judges as one of 13 community sentencing options for some time but has rarely been used. The Northamptonshire pilot project was set up to establish health and social care support in the community to help divert women who have committed offences away from custody, where they have mental health, substance misuse issues.

The Northamptonshire testbed has seen a wide number of agencies working together to establish a jointly-run programme that supports magistrates and Judges by identifying appropriate offenders to receive treatment within the community. It is believed to be the first UK site to offer a holistic approach for women, with a partnership of agencies providing appropriate support to an offender sentenced to a community order that will address the reasons for offending, along with improving their mental health and life chances. The sentence also means that the woman will, alongside support for her mental health needs, receive dedicated social, practical and emotional support from the local women's centre.

So far, 79 women in Northamptonshire have been assessed to see if they are suitable for the programme and 50 have been sentenced to it. The first 11 have completed the sentence. If the pilot scheme has been judged as successful, it could be extended to all suitable adults.

Transformational Change

Fire and Rescue Governance

One of the biggest changes to how our emergency services will be delivered was approved when the Government formally published in Parliament the framework for the transfer of the oversight of Northamptonshire Fire and Rescue Service from Northamptonshire County Council to the Northamptonshire Police and Crime Commissioner on the 1st of January 2019. The move means that the Police, Fire and Crime Commissioner can now be held to account for the performance of the Fire and Rescue Service. I will hold the Chief Fire Officer to account in the same way as the Chief Constable. From January, I have worked with the chief officers of both services to look at how they can collaborate, where it is in the public and their interests to do so, and work together to improve the frontline services.

The day-to-day business of the Fire Service will carry on as it is now, with its own chief officers, uniform and operational independence. Combining the oversight of both the Fire Service and Northamptonshire Police will also create opportunities to share resources and buildings and to increase joint working in other ways. It will also give Northamptonshire Fire and Rescue Service much-needed stability so that it can plan for the future, make the very best use of resources and invest in improvements that will help to provide most effective and efficient emergency service it can be.

I am excited by the possibility of enhancing the effectiveness of both organisations through working more closely together and in being able to give the Fire Service the stable home it needs so that it can invest and plan its development for the future. Consultation on the oversight transfer took place during 2017 and both partner organisations and staff supported the transfer as being in the best long-term interest for the fire service.



In October I launched a consultation to ask people if they would be willing to pay more in council tax to support policing and fire services in the county. The first budget we were able to deliver for the Fire and Rescue Service represented the first year of a three year plan to build financial stability and includes some immediate initiatives for Fire and Rescue to take forwards, including:

- 2% pay inflation has been included and estimated for all staff
- A three year investment plan to ensure the service has sufficient reserve levels and a Reserves Strategy in place.
- Funding has been set aside in the Fire budget to contribute towards the cost of Governance transition over three years.
- The first specific Fire capital programme has been prepared to invest, develop and provide the infrastructure needed to support the delivery of future Fire services.
- A draft capital programme has also been prepared which will be reviewed and refined during the year.

I will continue to work with the Chief Constable and Chief Fire Officer to discuss our priorities for the coming year and how we can provide the services that people in Northamptonshire expect and deserve.

Modernising the Police estate

The sale of several empty and redundant former police buildings has helped to realise significant year-on-year savings and will bring a cash receipt that will help to invest in and support the modernisation of our police estate to make it fit for the long term.

The buildings being sold were all closed in 2017 as part of a review that aimed to create an estate that is both affordable and meets the demands of policing in the 21st century. Buildings that were operationally deemed as surplus, either because they are in the wrong location to meet police needs or are expensive to maintain and run, have been closed or the freehold properties have now being sold.

The estate is now being refocused so that it provides the type of accommodation needed by Northamptonshire Police and is affordable today and in the future. The empty buildings that have been sold, or are being progressed are:

- Kettering police station
- Corby police station
- Rushden police station and two associated three-bedroomed houses
- Earls Barton Police house

Selling these buildings will also make an annual and recurring saving of £0.25 million, as well as an anticipated £3 million total capital receipt from the sales. This will be reinvested in buildings that meet the needs of the community and the police now and in the future.

The flats at Mereway, which had been used as police office buildings for many years, were sold to the Education and Skills Funding Agency and the new Wootton Park School is currently being constructed on the site.

We will continue to review the portfolio of buildings owned by the PFCC as the strategy of modernisation, collaboration and increasing use of technology is implemented and embedded across the force. The current estate is being provided in a number of different ways so that it is as cost effective as possible. For example:

- We have invested in modern, efficient buildings such as the Northern Accommodation Block beside the A43 near Kettering
- Collaboration with local authorities has ensured that police have retained an enquiry desk for people who prefer to visit face-to-face rather than call or go online when they need to contact police. There are shared enquiry desk facilities in Kettering, Corby and Northampton, where police desks are co-located with council services
- Fire stations are being shared with Northamptonshire Fire and Rescue Service, such as at Thrapston, Mereway and Rushden, which enables further savings and supports joint working. The transfer of governance of the Fire Service to the PFCC will bring further opportunities to share enabling services and make savings that can be focused on frontline services

Investment in new technology is also allowing police officers and PCSOs to remain out in the community and providing a visible presence, with mobile access to information allowing them to carry out more tasks without the need to return to a building to work.

I have an obligation to make sure that the police estate not only provides value for money, but also meets the needs of the Force and the community now and in the future. It is worth remembering, however, that it is our police officers and staff who keep Northamptonshire safe, not our buildings.

I want to make sure that Northamptonshire Police buildings are in the right locations to meet the needs of our communities. They also need to be efficient, modern workplaces that give us the very best value for money. To reach that goal we have sold redundant buildings that no longer work well for us and reinvest that money in a way that gives us an efficient and effective estate for today and tomorrow.



Cyber Security Forum

The Northamptonshire Cyber Security Forum aims to help local businesses raise their defences against the UK's fastest growing form of crime. Launched in May 2017, the forum holds regular monthly meetings attended by IT directors, managers and specialists from local businesses and business networks.

As well as receiving free cybercrime prevention advice, businesses that attend will benefit from expert briefings on current cyber threats, impacts, trends and government advice, helping them reduce the likelihood of disruption due to cybercrime. It provides an opportunity for businesses and policing to engage with one another. Participation within the Forum has grown over recent months and we have had expert speakers attend the forum to discuss subjects such as Cyber Resilience, Cyber Essentials and Data Protection.

Digital Transformation

Cyber Alarm

The Northamptonshire Office of the Police, Fire and Crime Commissioner (OPFCC) has partnered with Pervade Software to provide a solution for Policing to proactively respond to cybercrime. This initiative was born out of the Northamptonshire Cyber Security Forum to enable a closer working relationship between Northamptonshire Police and local organisations. Cyber Alarm is a near real-time monitoring solution that utilises data volunteered by organisations that are part of the scheme. These organisations include local businesses, schools, colleges, and councils to name a few. Volunteer organisations can securely send log messages from their Internet facing devices and applications via a virtual appliance Data Collector with the Police. Data is contributed to a data lake that is then analysed in near real time. The information is used at local, regional and national levels to identify attack trends. The intelligence gathered can then be communicated back to the volunteer organisations to help inform threat levels and how networks can be protected.

Ask Northamptonshire Police

Ask Northamptonshire Police is a proof of concept that aims for better public engagement and public confidence whilst utilising existing technology and process through the use of chatbots. These existing platforms are namely Facebook Messenger, WhatsApp, Google Home and Amazon Alexa. At present the chatbot is available on Facebook Messenger and Alexa as a FAQ service that contains over 1000 questions which have been taken from various websites, such as Askthepolice.co.uk and Northamptonshire Police Force public websites. Information is readily available for users to interact with the messaging service to obtain answers about Northamptonshire Police. The chatbot will signpost the user to the relevant information, all within the same platform. It also contains a translation service for 114 languages, which automatically detects the language being used and responds accordingly.

Regional Collaboration

The East Midlands policing region covers Northamptonshire, Derbyshire, Leicestershire, Lincolnshire and Nottinghamshire and has a long history of effective collaboration with each other on a range of operational issues. These collaborations have helped to provide efficiencies and allowed greater resilience and effectiveness in delivering a range of services that assist Northamptonshire Police in making Northamptonshire Safer. Throughout the year, I have remained very clear that we will collaborate where it would either reduce cost or maintain capability and/or capacity, or where costs are maintained but capability and/or capacity is increased.

Variously these arrangements include all five forces or a smaller number of between three and five.

	Derbyshire	Leicestershire	Lincolnshire	Northamptonshire	Nottinghamshire
East Midlands Special Operations Unit (EMSOU)	✓	✓	✓	✓	✓
East Midlands Collaborative Human Resources, Learning and Development (EMCHRS L & D),	✓	✓		✓	✓
East Midlands Legal Services (EMLS)	✓	✓	✓	✓	✓
East Midlands Counter Terrorism Intelligence Unit (EMCTIU)	✓	✓	✓	✓	✓
East Midlands Criminal Justice Service (EMCJS)	✓	✓	✓	✓	✓
East Midlands Operational Support Service (EMOpSS)		✓	✓	✓	
Multi-Force Shared Service (MFSS)				✓	✓
Gateway Shared Service	✓	✓			
East Midlands Strategic Commercial Unit				✓	✓

We are committed to ongoing consideration of further collaborations, whether with other forces in the East Midlands region, or elsewhere or even with agencies other than police forces. This will only occur where it would either reduce cost or maintain capability and/or capacity, or where costs are maintained but capability and/or capacity is increased. While collaboration brings advantages to both Northamptonshire and the wider region, we have been very clear that local policing will remain local, and that all collaboration agreements will be kept under review to ensure that efficiencies are maintained to help underpin front line

Casework and Complaints Received

As the Police, Fire and Crime Commissioner for Northamptonshire, I hold the Chief Constable to account on behalf of almost three quarters of a million residents. We receive a large amount of correspondence on a wide range of issues ranging from inconsiderate parking through to supporting people who have lost relatives in tragic circumstances. We continue to work closely with our colleagues in the force to support residents and assist and advise where appropriate. I currently have two members of staff that deal with casework who undertake this important role in a very professional and sympathetic manner.

The main issues that we dealt with in 2018/19 were:

Category	Number Received
Anti-Social Behaviour	13
Complaint	61
Force Control Room	14
Increased Crime	34
Police Investigation	33
Police Response	48
Other	135
Precept	34
Reporting Crime	24
Information Request	19
Road Safety	47
Theft/Burglary	9
Traveller Issues	16
Visibility	8
Volunteering/Careers	8
Fire and Rescue	4
Total	507

In addition to the casework the OPFCC received, we also received 350 expressions of dissatisfaction, 287 of which were successfully resolved by the OPCC and 63 were passed to the forces' Professional Standards Department (PSD) as formal complaints.

Complaint	Number Received
Increased theft	9
Precept	32
Anti-Social Behaviour	13
Force Control Room	14
Increased crime	34
Police Response to crime	48
Traveller Issues	16
Visibility/Accessibility	8
Investigation Outcome	33
Roads	47
Other	96
Total	350

In accordance with the current statutory guidance, the force's Professional Standards Department (PSD) is currently the appropriate authority in the first instance to assess any complaints made against Northamptonshire Police.

Some of the more serious complaints are referred to the Independent Office for Police Conduct (IOPC) to handle and investigate, but many are retained and handled by the Professional Standards Department. As part of the Police, Fire and Crime Commissioner's statutory role to scrutinise the Force and its performance, the OPFCC regularly attends dip sample meetings with that department, where cases are selected, at random, by the Commission and then carefully assessed and scrutinised to ensure any complaints handled by the department, are done so in accordance with the guidelines that were set down by the former Independent Police Complaints Commission (IPCC) and are due to be updated. In accordance with the guidance, the force's Professional Standards Department (PSD) is the appropriate authority in the first instance to assess any complaints made against Northamptonshire Police.

In addition to the casework and complaints, I have continued to undertake regular visits to communities across the county to help to reinforce the direct link between local residents and my role in holding the Chief Constable to account on their behalf. I have also met with local councillors to see at first hand the problems being faced by local residents and listened to a wide range of views about local policing. Further details of the work I undertake, including the visits and meeting I have undertaken as Police and Crime Commissioner can be found at:

<http://www.northantspfcc.org.uk/wp-content/uploads/2015/09/PCC-Diary-2017.pdf>

Complaints

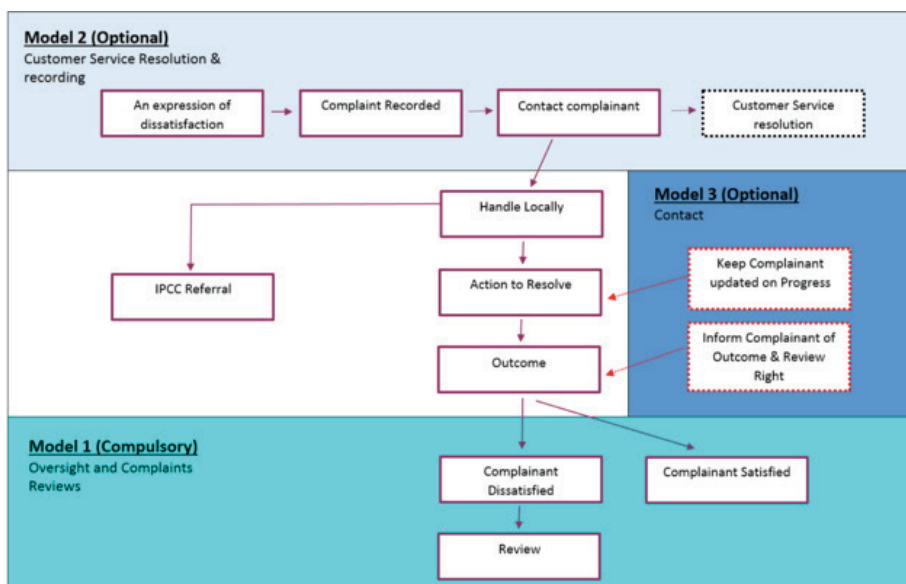
As the PFCC for Northamptonshire, I am currently responsible for the monitoring of all complaints made against officers and staff, whilst having responsibility for complaints against the Chief Constable. However, with the changes being introduced by the Policing and Crime Act 2017, my responsibilities in relation to the police complaints system will change radically. Not only has the Act amended the definition of a complaint to “any expression of dissatisfaction with a police force which is expressed (whether in writing or otherwise) by or on behalf of a member of the public” it also gives Police and Crime Commissioners a much greater role within the police complaints system.

The direct link with the ballot box has led the Government to conclude that PCCs are best placed to assess how police complaints should be dealt with in their areas. The exercise of this discretion by democratically accountable officials, acting independently of police forces will, the Government believes, improve public confidence in the police complaints system.

As part of the overhaul of the Police Complaints system, the Government has given PCCs the responsibility undertaking reviews of complaints in which the complainant is not satisfied (Model 1 below). In addition this, PCCs also have the option to take on some or all of the following responsibilities:

- Receiving and recording a complaint;
- Assessing and allocating a complaint either for
 - local resolution
 - local investigation
 - external investigation by the Independent Officer for Police Conduct (IOPC), taking account of the mandatory referral criteria;
- Acting as a single point of contact and communication for the complainant, throughout the processing of the complaint;
- Resolving those complaints that are appropriate for local resolution.

The following table sets out the options available to PCCs in how they deal with complaints.



In determining how to structure the complaints system locally, PCCs will be able to draw from a range of options and responsibilities that best serve their local priorities. I have decided to adopt a model 2 which will give the OPCC a much greater role in the initial handling and recording of expressions of dissatisfaction and will allow us the opportunity to resolve low level 'complaints' without having to resort to a complex and bureaucratic process that can appear impersonal and distant. This model will also strengthen my role in holding the chief constable to account as it will me give me a greater insight into how the force is operating and where any weakness or failings may exist. This in turn will help me have a better understanding of the public's concerns and by being more transparent, it should help to increase public confidence in the force.

The OPFCC is now undertaking an extensive scoping exercise to ensure that we are well-prepared to introduce the new complaints system. We understand the changes will be implemented in summer 2019 and I am confident that Northamptonshire will have a complaints system that is easy to access, customer focused and works seamlessly with the force's Professional Standards Department to ensure accuracy and consistency.

The Joint Independent Audit Committee

In addition to the Accountability Board, The Joint Independent Audit Committee provides independent assurance on the adequacy of the corporate governance and risk management arrangements in place and the associated control environment, advising according to good governance principles and proper practices. In January 2019, the Committee was broadened to include Northamptonshire Commissioner Fire and Rescue Authority (NCFRA).

The Committee also examines and scrutinises both internal and external audit reports of the Force, NCFRA and the OPFCC.

The Committee supports the Northamptonshire Police, Fire and Crime Commissioner, the Northamptonshire Commissioner Fire and Rescue Authority, the Chief Constable and statutory officers in ensuring that effective governance arrangements are in place and functioning efficiently and effectively, and by making any recommendations for improvement. Details of the Joint Independent Audit Committee and its work can be found at:
<http://www.northantspfcc.org.uk/governance/public-meetings/>

New Chief Constable

The appointment of Nick Adderley as the new Chief Constable of Northamptonshire Police followed a very tough selection process and I was pleased that the Police, Fire and Crime Panel, who formally sanction the appointment, unanimously agreed with my choice and were as impressed as I was with Nick's leadership qualities.

The Police and Crime Panel confirmation came at the end of a challenging selection process that culminated in two-days of interviews where the candidates were questioned by a group of police officers and staff and gave a presentation to representatives of local partner organisations. Candidates then faced two formal interviews. The first tested their technical skills and competence and was conducted by a panel with professional policing experience: Paul Fell, Director of Delivery for the Northamptonshire Office of the Police, Fire and Crime Commissioner; Bill Skelly, Chief Constable of Lincolnshire Police and Alison Hernandez, Police and Crime Commissioner for Devon and Cornwall.

Nick is a highly experienced police officer with a passion for policing and I know he has the vision and drive to cultivate and implement new ideas that will lead to genuine and lasting improvements to Northamptonshire Police and help us to meet the many challenges that face our county.

HMICFRS

During the last PEEL Effectiveness report, Her Majesty's Inspectorate of Constabulary and Fire & Rescue Service (HMICFRS) identified a number of performance issues and consequently judged Northamptonshire Police as a force that requires improvement.

The report was produced following an inspection in September 2017 and highlighted that improvements were needed in the areas of preventing crime and tackling anti-social behaviour, investigating crime and reducing re-offending, protecting vulnerable people and tackling serious and organised crime.

HMICFRS did point out, however, that the necessary groundwork has been undertaken to improve the Force's Effectiveness rating and suggested that sustaining these improvements will lead to an improved future rating.

In summarising their findings, HMICFRS said:

- The Force has made considerable efforts to respond to previous HMICFRS recommendations, but some of the changes have yet to result in tangible improvements in the service to the public.
- Now that the building blocks for more effective policing have been put in place, the Force recognises that it needs to sustain its efforts in order to further improve the quality of services it provides to the public.

However, the report has indicated that improvements need to be made in the way Northamptonshire Police manages resources, allocates workloads and carries out preventative work

There is no doubt that on behalf of the public I was unhappy with the rating of 'Requires Improvement' from HMICFRS and I am working closely with the Chief Constable and his Chief Officer team to ensure the force is focussed on delivering the necessary improvements and to ensure they fully incorporated into the day to day work of the force

The staff and officers of Northamptonshire Police are doing a fantastic job under challenging conditions, and I know that they go above and beyond the call of duty day in, day out to keep Northamptonshire safe. I continue to say thank you for their hard work on our behalf.

I'm pleased that HMICFRS have acknowledged some change in the right direction, however I reiterate that this needs to be pro-actively continued by the Chief Constable and Chief Officer Team to ensure that the people of Northamptonshire receive the standard of service they expect and deserve.

Independent Custody Visiting Scheme

As PCC I have a statutory duty to operate an effective Independent Custody Visiting (ICV) Scheme. This scheme allows for volunteers from the local community to observe, comment and report on:

- the welfare of detainees
- that detainees are receiving their rights and entitlements
- the conditions that detainees are being held in are satisfactory.

In March 2019 the Northamptonshire ICV Scheme was awarded a 'silver' level as part of the Independent Custody Visitors Association's Quality Assurance Framework. Achieving a silver level demonstrates that our ICV scheme and visitors go above and beyond to run a high quality scheme. This achievement allows the scheme to embed standards that deliver continuous improvement to police custody within Northamptonshire. This will be reassessed every 2 years.

The scheme provides independent scrutiny which offers mutual protection to detainees and the police, and reassurance to the community. There are 22 ICVs in Northamptonshire. 8 new ICVs were recruited to the scheme during the last performance year.

The custody facilities at the Weekly Woods Custody Centre in Kettering and the Criminal Justice Centre in Northampton are each visited at least once a week, where ICVs speak with detainees being held there. Between 1st April 2018 and 31st March 2019, 103 custody visits took place. ICV visits are unannounced and take place any day of the week at any time.

ICVs ask detainees a number of questions to check their welfare and that they have received and understood their rights and entitlements. Of the 685 detainees being held in custody during their visits during the performance year, 360 detainees were seen and spoken to. 242 were not available to receive a visit (in interview, asleep, intoxicated, seeing the doctor or their solicitor) and 35 refused a visit when offered.

Of the detainees available to receive a visit, 91% were seen.

ICVs report any concerns either raised by detainees or observations themselves to custody staff and to the Commissioner's office.

Examples of issues raised by ICVs during the last year include: Issues with facilities such as waste pipe blockage within staff area, condition of cell and cells out of order due to intercoms not working. ICVs reported issues with the affray alarms and detainees requesting reading material, food and drink. The Scheme Manager in the Commissioner's Office liaises with the custody management team about any issues that were not able to be addressed at the time, as well as any ongoing patterns or trends. Any serious areas of concern are raised with the Chief Constable by the Police, Fire and Crime Commissioner.

2018-19 Budget

The PFCC is the recipient of all funding, including the police grant from the government and funding raised by the Council Tax precept, related to policing and crime reduction. How this money is allocated is a matter for me, except in relation to a small number of specific grants, such as those for counter-terrorism. As part of the budget setting process, I consult with the Chief Constable who provides expert professional advice and recommendations.

In 2018-19 for the first time, the Government gave PCCs more flexibility to raise funds locally following an increase in the amount they can raise through the council tax precept. After careful consideration, which was informed by the views of local residents, I proposed a rise in the precept for policing in 2018/19 by the maximum £12 per year to £221.04 for a Band D property, an increase of 5.74%. For just £1 extra a month, we were able to raise an extra £3.97m in council tax which will mean that the amount local taxpayers fund for policing in Northamptonshire increased to 42.6%, up from 39% the previous year.

Net Revenue Budget	2017-18 (£m)	2018-19 (£m)
Local Funding allocated to the Chief Constable	107.1	110.7
Collaborations with Other Forces	7.8	8
Total Funding allocated to the Chief Constable	114.9	118.7
Capital Financing	1.7	2.8
Office of the PCC	1.8	1.7
Commissioning & Early Intervention	2.4	3
Research, Public Involvement, Complaints & Delivery	0.4	0.3
PCC Police and Crime Plan Delivery Fund	-	0.2
Contribution to reserves to meet 2019-20 budget shortfall	1.9	0.4
Total	123.1	127.1

This meant I was able to increase resources to the Force by £3.4m in real terms to £118.7m, providing extra staffing and investment capacity for:

- Offender Management and Early Intervention;
- Management of Sex Offenders;
- Investment into improved ICT areas
- Additional capacity for the Change and Communication Teams; and
- Additional regional and local capacity and capability for cybercrime.

I also ring-fenced £1.250m to invest in Force priority areas such as:

- Additional capacity and capability to support Domestic Abuse and Rape Investigations;
- Additional capacity and capability to support proactive intelligence resources;
- Additional investment in Information and Communications Technology (ICT) systems and resources;
- Additional support to improve public confidence, rurality, visibility, low level drug dealing and antisocial behaviour.

I also set aside:

- £40K to invest in Rural Crime;
- £0.25m for initiatives to support my Police & Crime Plan priorities;
- £1.3m from reserves to prioritise investment in Road Safety to directly benefit local residents;
- £1.5m from reserves to prioritise investment proposals for Early Intervention and Prevention.

Whilst I am pleased I have been able to invest extra funding into frontline policing, I am still concerned that the current policing funding formula is inherently unfair and penalises forces such as ours. I have continued to lobby central government to recognise the impact of the current model has on our ability to deliver effective policing across our county. Whilst understanding the range of challenges facing the Government, I remain confident that any future funding model will be more equitable and recognise the challenges facing modern policing.

The budget for 2018-19 and details of the Office of the Police, Fire and Crime Commissioner's budget for both his office and delivery areas were considered at the Police and Crime Panel in February 2018 and are available on the OPFCC website.

The Office of the Northamptonshire Police, Fire and Crime Commissioner Budget 2018-19

	2017-18 Budget (£m)	2018-19 Budget (£m)	Change (£m)
Office of the Police and Crime Commissioner	1.768	1.688	(0.080)
Research and Public Involvement	0.395	0.142	(0.253)
Commissioning (net)	0.942	2.113	1.171
Early Intervention	0.752	0.843	0.091
Delivery & Accountability (net)	0.018	0.080	0.062
Complaints	-	0.111	0.111
Total Office and Delivery Budgets Managed by the PCC	3.875	4.977	1.102
Police and Crime Delivery Fund	-	0.250	0.250
Total Budgets Managed by the PCC	3.875	5.227	1.352

Further details of our budgets can found on our website at:
<https://www.northantspfcc.org.uk/governance/what-we-spend/>

Although governance for NCFRA transferred to the PFCC during 2018-19, the budgets and statement of accounts are produced separately in line with the Financial Management Code of Practice.

The Statement of Accounts for Northamptonshire, Police, Fire and Crime Commissioner for 2018-19 and the Chief Constable reflect the 2018-19 budget and outturn position for the year and are available on the PFCC website.

New custody healthcare scheme

My investment of £1 million to improve healthcare provision for people in Police custody suites will provide better support for detained people and reduce the amount of time officers spend away from their policing duties while taking detainees for medical treatment elsewhere.

Under a new, five year contract between Northamptonshire Police, Northamptonshire Healthcare Foundation Trust and the Northamptonshire Police, Fire and Crime Commissioner, full-time healthcare will be available to detainees in the custody facilities located in Kettering and Northampton. The service, which began on the 1st June 2018, will be available all day, every day and will see NHFT provide both physical and mental healthcare around the clock to meet the needs of people in custody.

The healthcare will be supported by nursing staff and physicians who will be based within the custody facilities to allow them to provide immediate response to any treatment which may be required, reducing the need for detainees to be escorted to hospital by a police officer. The custody healthcare service is part of a wider collaboration between these partner organisations and focuses on providing quality healthcare and support to detainees or frequent users of policing services. This includes healthcare services provided by NHFT such as police street triage and the criminal justice liaison and diversion team.



Crime and disorder reduction grants

I believe that the most effective way to create a safer Northamptonshire is by communities helping themselves and each other through initiatives that reduce and prevent crime and anti-social behaviour in the county.

Throughout 2018-19, we have partnered with the Northamptonshire Community Foundation to deliver the 'Making Northamptonshire Safer Communities Fund' which provided local groups and organisations access to funding to deliver projects that help deliver a safer Northamptonshire.

The projects that were delivered were:

Screen Northants Ltd. – £8,950

The funding will go towards producing a film working with teenagers on Child Sexual Exploitation. Screen Northants will link in with the OPFCC and Northamptonshire Police to better understand the needs in Northamptonshire around CSE and work with young people, including those that are vulnerable to create the film. This will link in with the Police and Crime Plan theme of early intervention and keeping the young safe by raising awareness of CSE and grooming.

Service Six – £5,670

The grant will enable the group to deliver workshops to primary school children and their parents, both together and individually to improve their understanding of the dangers of online grooming and online safety. This project will focus on the area of Corby where there has been an identified gap. This will support the theme of early intervention and keeping the young safe.

Northampton Street Pastors – £3,000

The funding will enable the group to continue to run the Street Pastor programme in Northampton. Those enjoying the Northampton's Night Time Economy facilities will feel safe, potential crime will be averted, and vulnerable individuals will be protected and supported. This will link in with the Police and Crime Plan theme of early intervention and keeping the young safe and protecting people from harm.

Shudan Community Interest Company – £9,560

The fund will enable the group to provide diversionary activities on the Hemmingwell estate. They will run a series of workshops during our youth work sessions that look at preventing offending / reoffending and which will also encompass online safety. This will link in with the Police and Crime Plan theme of early intervention and keeping the young safe.

Free 2 Talk – £8,034

Community based groupwork and mentoring to support building informal education on CSE, gang grooming, preventing offending and re-offending, online safety (hidden harm). This will link in with the Police and Crime Plan theme of early intervention and keeping the young safe by raising awareness of gangs and grooming.

Decisions Taken by the PCC/PFCC

Decision Record 50 Joint Corporate Governance Framework

Decision Taken - The PCC has approved the implementation of the Joint Corporate Governance Framework (CGF) for the Force and OPCC to adopt from the 1st April 2018

Decision Record 51 OPCC licence to occupy rooms at KBC

Decision Taken - To agree the licence to occupy rooms known as G4 (Registration Office), G5 (Registration Office), Registration Waiting and G11 (toilet) within Kettering Borough Council, Municipal Officers, Bowling Green Road, Kettering, for a ten year term at a cost of £9511 per annum.

Decision Record 52 – Provision of Driver Offender Retraining Services

Decision Taken - To agree a two year contract with an optional one year extension with TTC 2000 Limited for the provision of driver offender retraining services in Northamptonshire.

Decision Record 53 – Innovation Fund

Decision Taken - To submit the evaluation of the Innovation Fund 2014 191 to the Home Office for payment of the balance of the grant.

Decision Record 54 – Ringfenced funding for Fire Governance

Decision Taken - To ring fence the sum of £0.250m from reserves to support the requirements and processes for implementation of the transfer of Fire Governance to the PCC.

Decision Record 55 – Victims Voice Underspend

Decision Taken - To transfer the balance of funds returned from Victims Voice in 2017/18 to a PCC Victims Reserve.

Decision Record 56 – Joint Estates Strategy

Decision Taken - To publish the new Estates Strategy & Asset Management Plan will remain in place until 2030 which will be reviewed annually to monitor targets, update information in the Asset Management Plan and refresh the Implementation Plan.

Decision Record 57 – Retail Crime Initiative

Decision Taken - To allocate £15,000 to the Northamptonshire Business Crime Partnership, Retail Crime Initiative, to support Retail Crime Initiative.

Decision Record 58 – Yardley Chase Bunker Lease

Decision Taken – To sign a six year lease with the Secretary of State for Defence to lease Bunker A8 on the Yardley Chase Defence Estate in Northamptonshire for £6k per annum.

Decision Record 59 – Warwick House Refurbishment

Decision Taken – To appoint J. Tomlinson Limited as the contractor to undertake refurbishment work at Warwick House.

Decision Record 60 – Monies returned to the PCC by Victim Support

Decision Taken - The PCC has a statutory obligation to commission a service for victims. Following a detailed evaluation of the options the PCC decided to set up a separate legal entity to deliver this service moving forwards (covered under a separate Decision Record). The previous contract with Victim Support reached a conclusion and following contract management discussions the following monies were returned to the PCC by Victim Support. Setup costs £24k Performance reporting £10k Saturday working £2,410 Total £36,410. This amount includes VAT

Decision Record 61 – Travel and Subsistence Policy

Decision Taken - To adopt the PCC Travel and Subsistence Policy with effect from May 2018

Decision Record 62 – Force Business Cases for Investment in 2018-19

Decision Taken - To approve six Force Business Cases for investment in 2018/19 and future years. Funding will be provided when expenditure has been incurred.

Decision Record 63 – Force HQ Evaluation

Decision Taken - To approve the appointment of Perfect Circle JV Ltd to undertake an evaluation for the redevelopment of the Wootton Hall Force Police Headquarters site and its buildings to deliver a long term efficient operational base.

Decision Record 64 – Modern Slavery Police Transformation Fund Programme

Decision Taken - To approve a participation within a national policing collaboration Agreement in relation to the Modern Slavery Police Transformation Fund Programme.

Decision Record 65 – Indemnity for Legally Qualified Chairs

Decision Taken - To approve the provision of indemnity for Legally Qualified Chairs (LQCs) who chair Police Misconduct Panels. The agreed indemnity is as follows: "The PCC indemnifies LQCs and independent panel members in respect of civil liability (including reasonable costs in connection with responding to legal proceedings) for anything done or omitted to be done directly in the discharge of their functions as such, unless the act or omission is shown to have been in bad faith, reckless or is the product of gross and obvious irregularity for which panel members are responsible."

Decision Record 66 – Updated Policies

Decision Taken - To approve and implement the updated policies for: Reserves, Business Interests & Gifts and Hospitality

Decision Record 67 – Appointment of Chief Constable

Decision Taken - To appoint Mr Nick Adderley as the Chief Constable for Northamptonshire Police following the Police and Crime Panel's unanimous recommendation to appoint him at the Confirmation Hearing which took place on the 5th of July 2018

Decision Record 68 – Dog Section Response Vehicles

Decision Taken - To procure and convert nine vehicles from the Ford Motor Company to provide response vehicles for the dog section of Northamptonshire Police.

Decision Record 69 – Viper Booths

Decision Taken - The force purchased new Viper booths, support and maintenance on a three year contract with the West Yorkshire Police and Crime Commissioner back in 2015. Viper is a bespoke video identification service owned and managed by The Office of the Police & Crime Commissioner for West Yorkshire which provides a range of identification related products and services to the police. In order to cover this essential operation in the short term The PCC has agreed to extend the existing contract for 6 months to provide software licencing, support and maintenance for the existing Viper booths for the next 6 months at a cost of £18,619.00.

Decision Record 70 – Extension of Shared Policing IT platform

Decision Taken - To agree to extend the current collaboration agreement which created a single interoperable ICT platform for crime, intelligence, case, custody and general incidents modules across Derbyshire, Leicestershire, Lincolnshire, Northamptonshire and Nottinghamshire to the City of London Police.

Decision Record 71 – Extension of vehicle recovery contract

Decision Taken - To extend the current contract for vehicle recovery provided by Cowan Motor Group, Frank Ratcliffe & Son, G & MJ Crouch and T&S Threadgold for four months to allow the tender process to be completed.

Decision Record 72 – Use of Carry Forwards

Decision Taken – To approve the 2017/18 Force and PCC Managed budgets carry forwards and the transfers to insurance and general reserves.

Decision Record 73 – Watford Gap Police Post

Decision Taken - To return to owner the vacated motorway services police post at Watford Gap services, Northbound on the M1.

Decision Record 74 – Capital Financing underspend

Decision Taken - To transfer a £650k underspend on Capital Financing costs to the Force budget in 18/19 to meet additional IT and shared service revenue costs.

Decision Record 75 – Finance and HR collaboration

Decision Taken - To agree a collaboration to provide strategic finance and human resource leadership across Leicestershire Police and Northamptonshire Police and the creation of Key Roles of Head of HR, ACO (HR) and ACO (Finance and Resources).

Decision Record 76 – Chief Constable Secondment Salary

Decision Taken - A salary payment of £2,654.18 has been authorised to Nick Adderley for the period of his secondment to the OPCC from 12 July to 5 August 2018. Whilst on secondment his basic salary was set by Staffordshire Police as an Assistant Chief Constable. This payment is to bring Mr Adderley's salary to the agreed level for Chief Constable of Northamptonshire Police.

Decision Record 77 – Provision and Conversion of Protected Personnel Carrier

Decision Taken - Approval to award the contract for the Provision and Conversion of Protected Personnel Carrier (PPC) to Volkswagen Group UK Limited, for the period of 9 July 2018 to 8 July 2021, with no option to extend, for the total contract value of £124,222.00 to Northamptonshire. The Procurement was a collaborative requirement between Northants and Derbyshire and the total value for both is £558,999.00 for 11 vehicles.

Decision Record 78 – OPCC Community Grants

Decision Taken - To award a contract to Northamptonshire Community Foundation to undertake the management and distribution of the PCC's 'Making Northamptonshire Safer Communities Fund'. £70,000 will be made available for revenue grants of between £3k and £10k twice a year.

Decision Record 79 – Voice Road Victims Support

Decision Taken - To extend the current provision of support to victims of road crimes provided by Assist Trauma Care to ensure continuation of service whilst gaining greater understanding of requirements before seeking a longer term solution.

Decision Record 80 – Sale of Mereway Flats

Decision Taken - Halt the sale of Wootton Hall to the Education & Skills Funding Agency (ESFA). The new contract with the ESFA, for the provision of a site for an Academy School, will now utilise the Mereway flats site.

Decision Record 81- Pervade Software Licences

Decision Taken - To provide Pervade software licences at £6k per year for three years to support the work of the Cyber Response Portal which will create a secure environment for Police to work more closely with specialist volunteers and also coordinate cyber response activity between forces. This software platform allows for private sector specialists to work collaboratively with Policing and together to protect against cyber-crime, respond and investigate cybercrime that has occurred.

Decision Record 82- Banking Arrangements for Northamptonshire Commissioner Fire and Rescue Authority (NCFRA)

Decision Taken - That the Banking Arrangements for Northamptonshire Commissioner Fire and Rescue Authority (NCFRA) be undertaken by Natwest Bank.

Decision Record 83- Provision of Invictus Case Management System for Voice

Decision Taken - To extend by one year the current provision of 'Invictus' which is the initial case management and triage system for Voice for Victims and Witnesses. In addition to this, the contract for this provision will transfer to Voice for Victims and Witnesses Limited following the realignment of functions.

Decision Record 84- Project Quantum

Decision Taken - Project Quantum relates to the supply of consultancy services to help develop the MFSS resourcing function through a continuation of contract via Grant Thornton through a compliant Crown Commercial Services (CCS) framework RM3745 Lot 7 (Infrastructure). This decision will lead to the continuation of the work procured to develop a resourcing proposal to develop Multi Force Shared Service (MFSS) platform and involves developing a resource strategy to help shape the MFSS platform to ensure it is fit for purpose.

Decision Record 85- Dispose of the Earls Barton Police Base

Decision Taken – To dispose of the Earls Barton Police Base, 94 Northampton Road, Earls Barton for £260,000, which is in excess of the Red Book Valuation. This offer will be subject to identifying timescales and whether the offer is subject to the sale of properties or subject to bank finance.

Decision Record 86 – Northamptonshire Child and Adolescent Mental Health Services (CAMHS)

Decision Taken - Recommend the approval for the Northamptonshire Police & Crime Commissioner to contribute £237,294.15 per annum for a 3 year period to the current Nene & Corby Clinical Commissioning Group contract to support Child and Adolescent Mental Health Services in Northamptonshire. The total cost being £711,882.45 for the 3 year period.

Decision Record 87 – Northamptonshire Safeguarding Childrens Board

Decision Taken - Award a grant of £23,931 to Northamptonshire Safeguarding Children's Board in line with the agreed service level agreement to provide various services and events to support and underpin the work of the board.

Decision Record 88 – Extension of Internal Audit Services Contract

Decision Taken - To extend the contract with Mazars for a further 36 months to provide internal audit services. The value of the extension is approximately £144,000.00

Decision Record 89 Police ICT Company

Decision Taken - In conjunction with all PCCs, to provide a guarantee from PCC's reserves to underwrite The Police ICT Company in its role as a contracting authority for major technology programmes. The guarantee to be capped at £53,500 only payable in extenuating circumstances.

Decision Record 90 NCFRA Banking

Decision Taken - To ratify the decision previously taken by the Police and Crime Commissioner in October 2018, in respect of Banking Arrangements for Northamptonshire Fire and Rescue Authority be undertaken by Natwest Bank.

Decision Record 91 NCFRA External Audit

Decision Taken - From 2018/19, PSAA is responsible for appointing an auditor to principal local government bodies that have chosen to opt into its national auditor appointment arrangements. Northamptonshire Commissioner Fire and Rescue Authority (NCFRA) has opted into these arrangements. EY LLP have been appointed to audit the accounts of NCFRA for five years, for the audits of the accounts from 2018/19 to 2022/23. This appointment is made under the provisions of the Local Audit and Accountability Act 2014 and the Local Audit (Appointing Person) Regulations 2015, and was approved by the PSAA Board at its meeting on 19 December 2018.

Decision Record 92 NFRS Staff Indemnity

Decision Taken - To agree to enter an indemnity agreement with Northamptonshire County Council (or their successors) to ensure that any liabilities related to staff from before the date of transfer of the Fire and Rescue Service to the PFCC are indemnified by the County Council to ensure that, in effect, liabilities remain with the County Council.

Decision Record 93 NFRS Statutory Officers

Decision Taken – To appoint a Head of Paid Service, a Chief Finance Officer (Section 151 Officer) and Monitoring Officer for the Fire and Rescue Authority.

Decision Record 94 Belinda Ferrison House

Decision Taken – To agree Heads of Terms for the flats above the Mounts Fire Station (known as Belinda Ferrison House) with the County Council for a lease of the flats for 25 years.

Decision Record 95 Rothwell Easement

Decision Taken - To agree Heads of Terms for the right of way across the Rothwell Fire Station for the purposes of the loading and unloading for Rothwell Library.

Decision Record 96 Walker House

Decision Taken – To agree Heads of Terms for the lease (in part) of Walker House from Northamptonshire County Council.

Decision Record 97 Impact Pathways Information Platform

Decision Taken – To provide funding of £10,740 to cover the initial purchase of the Impact Pathways information platform. The platform helps to provide information about local services available to professionals supporting people with complex needs as well as details of the services that are delivered across the county. The cost is being funded from the PCC initiatives fund / Early Intervention budget underspend for 2018/ 19.

Decision Record 98 Youth Service

Decision Taken - To establish a Youth Service that can contribute effectively towards improving the quality of life and achievements of young people. The service will work in a targeted way support young people's successful transition into adulthood, recognising the need for young people to be diverted from anti-social behaviour and criminal activity at the earliest opportunity, and that positive, supportive role models are critical to young people forging strong trusting relationships of their own which will support them in making positive choices.

Decision Record 99 Corporate Governance Framework for the Northamptonshire Commissioner Fire and Rescue Authority.

Decision Taken - To authorise the Corporate Governance Framework with effect from 1/1/19 for the Northamptonshire Commissioner Fire and Rescue Authority.

Decision Record 100 Vision Security Services

Decision Taken - To extend the contract with Mitie (trading as Vision Security Services) by two month to enable the Force to review the contract for the new tender to be compliant. The cost of this extension is £6,517.62, which brings the total cost of the contract to £373,724.57 since 2013.

Decision Record 101 Staff Indemnity

Decision Taken - To enter an indemnity agreement with Northamptonshire County Council (or their successors) to ensure that any liabilities related to staff from before the date of transfer of the Fire and Rescue Service to the PFCC are indemnified by the County Council to ensure that, in effect, liabilities remain with the County Council.

Decision Record 102 Transfer of Harborough Road Police Office

Decision Taken – To transfer the freehold of the land and buildings which housed the Police Office on Harborough Road to the Northamptonshire Association for the Blind for the price of £1 for a period of 25 years.

Decision Record 103 Giffard House

Decision Taken - To purchase the Freehold of Giffard House which is located in Northampton. This building will house the training functions for Northamptonshire Police which are being relocated from Wootton Hall. As part of the purchase, a 10% deposit of the agreed purchase price £1.6M +VAT will be paid.

Decision Record 104 Additional IT storage capacity

Decision Taken - To purchase additional storage capacity for the Force's primary IT storage system. Failure to expand the existing primary storage will lead to full replacement at a much higher cost at a time when storage is being placed under increasing pressure for mobile phone Kiosk systems and Body Worn Video footage.

Decision Record 105 Management Apprenticeships Provider

Same as above?

Decision Record 106 Software-Integrated Communications Control System Maintenance

Decision Taken – To renew for one year the current maintenance contract for Maintenance to the Force's SICCS/Cortex System which is used for controlling the Airwave digital radio network and directing messages to both radio and screen. This commenced in 2010 and runs alongside the existing Storm/Webstorm support and maintenance contract that is due to expire on 13/12/2020.

Decision Record 107 PSN and Email Relay Services

Decision Taken – To extend the contract agreement for PSN and Email Relay Services from 1/9/18 to 31/3/19. This is in line with Home Office guidance to extending against the CCS framework in place.

Decision Record 108 Police National Legal Database

Decision Taken - To renew the PNLD (Police National Legal Database) Annual Contract. The PNLD (Police National Legal Database) is an information resource which delivers criminal justice legislation together with additional explanation and guidance to assist users. PNLD is owned by and under the control of the Police and Crime Commissioner for West Yorkshire. Access is by single source and no further options are available for access.

Decision Record 109- Disposal of Rushden Police Station and adjacent former Police Houses

Decision Taken – To dispose of the Rushden Police Station and adjacent former Police Houses, 71-73 North Street, Rushden for £525,000, which exceeds the market value as per a recent independent property valuation and will help to deliver revenue savings of £52,258 per annum.

Decision Record 110- PC Degree Apprenticeships

Decision Taken – To award a contract to University of Northampton to provide a number of PC Degree Apprenticeships (PCDA) initially across 2 cohorts between November 2018 & September/October 2019, the contract period being 5th November 2018 to October 2022. The value of the contract is £888,000 and the costs of the Apprenticeships will be covered by the Apprenticeship Levy, with £282,060 being returned to Northamptonshire Police.

Decision Record 111- Microsoft ESA Licences

Decision Taken – To award a contract to Phoenix Software Ltd for the supply of Microsoft ESA Licences from the 1st April 2019 until the 31st March 2022. The total contract value is £2,137,051.56

Decision Record 112- MFSS post go-live budget

Decision Taken - To approve the contribution of £36k towards the additional post go-live budget for MFSS and an increase to the MFSS BAU Budget for 2020/21 onwards to fund the ongoing support costs relating to the security changes.

Decision Record 113- Target Hardening

Decision Taken - The Police, Fire and Crime Commissioner has decided to install target hardening at his home address following the security review undertaken by the East Midlands Special Operations Unit (EMSOU). The OPFCC/Force will use approved local contractors and arrange the provision directly and install security equipment, some of which can be removed once the PFCC has left office. The cost of these works is £3005 plus vat and the PFCC will reimburse the OPFCC for £115 towards the cost of the security adaptations, which will reduce the cost of the works to £2890. The OPFCC will ensure that any payments made regarding security are correctly disclosed on the P11D and are therefore classed as a taxable benefit and taxed at the appropriate rate (currently 40%).

Decision Record 114 – Pathology services for RTC victims

Decision Taken - To agree the provision of pathology services for RTC victims for EMOpSS, which was previously undertaken through a Memorandum of Understanding between Northamptonshire Police, Lincolnshire Police and Leicestershire Police. The contract cost per force is £25,000 per year for five years.

Decision Record 115 – Ivanti Licence and Maintenance Renewal

Decision Taken - To agree a one year contract with Ivanti for licences and maintenance, with an option to extend for a further year to manage all IT hardware across the Force. A large reduction in cost was negotiated last year by EMSCU and the price has been held again this year at £37,142.

Decision Record 116 – COMPACT software

Decision Taken - To agree a one year contract with WPC for COMPACT which is a missing persons case management system that has been developed in collaboration with UK Police Forces. It supports and efficiently manages the many processes associated with missing people. The cost of the one year contact is £11,243.74

Decision Record 117 – Provision of Laptops

Decision Taken - To agree the award of a contract with Specialist Computer Centre Ltd for the supply of 300 Lenovo laptops. The value of the contract value is £353,382 and falls within the agreed budget allocated for the provision of laptops.

Decision Record 118 – Voice for Victims and Witnesses

Decision Taken - To agree the grant agreement for services to victims and witnesses required from Voice for Victims and Witnesses by the PFCC during 2019/20. The cost of providing these services is £1,191,000 for the 2019-20 financial year. This amount is made up of £856,153 as a specific grant from the Ministry of Justice (including child sexual abuse amount). The OPFCC increases this amount by £334,847 to broaden the scope of services available to victims and to offer similar support to witnesses.

Decision Record 119 – EMC SourceOne Archiving

Decision Taken - To agree a three year extension to the existing contract for EMC SourceOne Archive Licence capacity and three year software support. This will allow Northamptonshire Police to utilize any software in the DPS for Archive portfolio and will assist when moving to Office 365 which is expected to take place around/before September/November 2021. Dell EMC SourceOne Archiving is advanced archiving software, available for both on-premise and the cloud, which archives email and information from messaging systems, file servers, and collaboration systems.

Decision Record 120 – GIS licences and support

Decision Taken - To award the contract for the renewal of GIS Licences and Support Contracts to Northgate Public Services for the period of contract 31st March 2019 – 30th March 2022. The total contract value of £233,626.17. £77,228.17 year 1, £78,199.00 each year for years 2 and 3.



Glossary A-Z

AAMR - Alcohol Abstinence Monitoring Requirement
ASB - Anti-Social Behaviour
BeNCH – Bedfordshire, Northamptonshire, Cambridgeshire and Hertfordshire Community Rehabilitation Company
CJS - Criminal Justice System
CPS – Crown Prosecution Service
CSP - Community Safety Partnership
CYP - Children and Young Persons
DA - Domestic Abuse
DBS – Disclosure and Barring Service
E-CINS - Case Management System
EI - Early Intervention
EMCHRS - East Midlands Collaborative Human Resources Services
EMOpSS - East Midlands Operational Support Service
EMSCU - East Midlands Strategic Commercial Unit
EMSOU - East Midlands Special Operations Unit
ESN - Emergency Services Network
HMIC - Her Majesty’s Inspectorate of Constabularies
IAG - Independent Advisory Group
ICV - Independent Custody Visitors
IOM – Integrated Offender Management
IPCC - Independent Police Complaints Commission
IPSCJ -The Institute for Public Safety, Crime and Justice
ISA – Information Sharing Agreement
LAC - Looked After Children
MAPPA - Multi-Agency Public Protection Arrangements
MASH - Multi-Agency Safeguarding Hub
MISPERS – Missing Persons
MFSS - Multi Force Shared Services
MHTR - Mental Health Treatment Requirement
MTEP - Medium Term Financial Plan
NCC - Northamptonshire County Council
NLEDS - National Law Enforcement Data Services
NESC – Northamptonshire Emergency Services Cadets
NPAS - National Police Air Service
NTE – Night Time Economy
OPCC -The Office of the Northamptonshire Police and Crime Commissioner
PADS – Prevention and Diversion Scheme
PCC - Police and Crime Commissioner
PCSO - Police Community Support Officer
PEEL - Police Effectiveness, Efficiency and Legitimacy programme
PSD - Professional Standards Department
RTC - Road Traffic Collision
SARC - Sexual Assault Referral Centre
SLA - Service Level Agreement
TM – Treasury Management
TNM – Target Nominal Matrix
UoN – University of Northampton
YOS - Youth Offending Service
YP – Young People



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