

STRATEGIC POLICING PLAN

2011-2015

Introduction and Foreword

Over the next four years, Humberside Police are facing the most challenging cuts to the Force budget since it was formed in 1974.

This Policing Plan sets out the achievements of the Force during the last twelve months and outlines for you how we propose to meet the challenges that lie ahead.

In recent months, Humberside Police and the Police Authority have been working closely together in order to identify options on how to respond to the Government imposed cuts whilst at the same time preserving what local people really value about the service we provide. Helpfully, we are building on solid foundations. In recent years, the Force has developed a clear focus on delivering high levels of performance in areas that matter to local people – our commitment to well developed Neighbourhood Policing Teams working with local communities to solve problems continues. They are supported by Incident Response Teams ready to attend to emergency calls for assistance from the public and local investigating officers to investigate crimes when they occur. We have sharpened up our ability

to keep people informed of our actions and we are working closely with partner agencies such as Local Authorities in order to effect long term solutions rather than simply dealing with the initial problem and then moving on.

Looking to the future, and in anticipation of the budget cuts from 2011 onwards, last autumn the Police Authority undertook wide ranging consultation with the public across the Humberside Policing Area in order better to understand what was important to you and how we might focus the services delivered by the Police more closely to meet those needs.

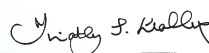
As Chief Constable and Chair of the Police Authority whilst we are not complacent, we are confident that by building on the success of recent years we can slim down Humberside Police and refocus our efforts in order to meet the necessary cuts in budget whilst at the same time preserving those aspects of the Force that you value and wish to see maintained. It will not be easy but we are determined to succeed.

In addition to delivering locally, the Force is also working actively with the other three forces in the Yorkshire & Humber Region to identify opportunities for joint working

which will enable us to protect our communities from higher level threats such as Terrorism and Serious and Organised Crime as effectively as possible.

Additionally, we are also working hard to identify opportunities to share 'back office' services in the most cost effective manner. We also recognise that changes are occurring to the national policing landscape which will have impact locally. With local Chief Officers contributing to the national work of the Association of Chief Police Officers and the Police Authority's involvement with the Association of Police Authorities. We are well sighted on these developments and in a position to influence some of the thinking. Whilst we remain a modest sized police force, Humberside Police seeks to 'punch above its weight' at the local, regional and national level.

We do hope that you find this Plan to be informative and interesting. We have no doubt as to the scale of the challenges confronting the police service nationally and Humberside Police locally at this time but we are determined to take them in our stride and to continue providing a service in which you can have confidence and pride.



Tim Hollis, Chief Constable
CBE, QPM



Cllr Chris Matthews
Chairman, Humberside
Police Authority



Tim Hollis
Chief Constable
CBE, QPM



Cllr Chris Matthews
Chairman, Humberside
Police Authority

In 2011/12 the Force will focus on:

- Improving responsiveness and answering your calls effectively; raising the satisfaction of victims and maintaining the focus on hate crime and domestic violence.
- Putting our neighbourhood resources where they are needed, reducing criminal damage and targeting those who cause most harm locally.
- Focusing on violent crime hot-spots, reducing serious acquisitive crime and reducing household burglaries as well as ensuring offenders are dealt with in the most appropriate way.
- Ensuring that our staff are there when needed, with the optimum level of public facing staff available. Improved working on regional and local collaboration.
- Making sure that we police public order situations appropriately working closely with our partner forces where necessary and continuing to deal with counter terrorism locally in an effective way.



Performance

The Home Secretary has now replaced all policing targets by providing a single objective – to cut crime. The Force is moving into a period of change. Indeed the planning has been ongoing for some time in response to the Government’s Comprehensive Spending Review (CSR) to ensure that whilst savings will be made, continuing to improve trust, local confidence, overall satisfaction, cutting levels of local crime and reducing levels of anti-social behaviour as well as responding to regional and national needs remains our focus. We will continue to use our resources to the best of our ability to underpin successes and continue to improve performance.



Over the years ahead Humberside Police will work to cut crime by protecting communities and targeting the criminal. Victims and witnesses will continue to be at the heart of our service development. We recognise that the coming years will be challenging for all public services. Humberside Police will contribute along with other public services to the reduction in public spending, but managed in a manner which makes the savings required and delivers policing services which are valued by local people.

March 2010 saw Her Majesty’s Inspectorate (HMI) launch the Police Report Card (PRC) in support of its mission to inspect policing in the public interest. This report provided members of the public with information on the risks where they live, how well the police perform in tackling these risks and their cost. In line with recent changes to the performance management landscape under the new coalition Government, this year HMI will introduce the successor to PRC. The new report will provide the public with a comparison of all forces in England and Wales under the following areas:

- Cost
- Size of Workforce
- Officer Availability
- Level of Crime

- Cutting Crime
- Level of Reported Anti-social Behaviour
- Level of Victim Satisfaction
- Serious Criminality

As part of the changes to the performance management landscape, information to the public at the more local level is now provided by street-level crime mapping. This is overseen by the National Policing Improvement Agency (NPIA) and the website was launched in February 2011. Find more about crime in your area by clicking this link: www.police.uk

The changes to the performance management landscape have also seen the end of the national confidence target. Over the duration of this target, Humberside Police have made a significant improvement in the public’s confidence in how the police and local councils were dealing with anti-social behaviour and crime issues that matter in this area. The British Crime Survey findings to September 2010 showed that 49.1% of residents have confidence in us; an improvement of 9.9 percentage points since the target introduction, the 6th largest improvement of all the police forces and the largest improvement of those forces classed as most similar to us. The Police Authority and the Force will continue to utilise local

confidence survey data to further understand what improves confidence in us and to monitor progress.

The level of victim satisfaction has continued to improve year-on-year since monitoring began in 2004/05, when 70.9% of victims of crimes and road traffic collisions were satisfied with Humberside Police’s service delivery. This level has since risen to 84.3% and the Force will continue to strive for further improvements, aspiring towards the Police Authority’s target of 9 out of 10 victims being satisfied with the overall service provided.

The level of crime in the Humberside Police area has continued to reduce. In the past year there has been a reduction

of 6.1% for all crime when compared to last year, a reduction of 4,475 victims of crime. Within this there has been a reduction of 11.5% for vehicle crime, 6.1% for robbery and 15.8% for criminal damage; issues that our communities have identified as being important to them. The Police Authority has set challenging targets for 2011/12 to ensure crime reduction, particularly around domestic burglary, violent crime and criminal damage, is maintained as a priority for Humberside Police.

For more information see the Strategic Aims and Targets 2011.

www.humberside.police.uk/assets/files/575

Performance		Forcewide	
		1 April 2010 - 28 February 2011	
All crime	Reduced by 4475 Offences	6.1%	↓
Domestic burglary	Increased by 229 Offences	5.6%	↑
Vehicle crime	Reduced by 695 Offences	11.5%	↓
Robberies	Reduced by 34 Offences	6.1%	↓
Assaults with less serious injury (ABH)	Reduced by 1065 Offences	14.3%	↓
Criminal damage	Reduced by 2582 Offences	15.8%	↓
Convicted offenders	19212	27.7%	Crimes detected
Domestic violence Offenders charged	50.9%		of all offenders charged or cautioned

Confidence		Forcewide	
Compared with March 2010		12 months ending September 2010	
The police and local council are dealing with ASB and crime issues that matter in this area	49.1% Agree	0.5%	↓

Satisfaction		Forcewide	
Compared with March 2010		12 months ending February 2011	
Ease of contact	95.0% Satisfied	1.1%	↑
Actions	80.2% Satisfied	0.2%	↓
Follow up	72.3% Satisfied	1.2%	↓
Treatment	92.6% Satisfied	0.4%	↓
Whole experience	84.3% Satisfied	1.3%	↑

CSR 2015

We are taking our work with regards Business and Workforce Modernisation (B&WFM), Choices (See page 14) and the Comprehensive Spending Review (CSR) savings needed, and including everything in one plan that we are calling CSR 2015. Follow an Inspection by HMIC into the force’s preparedness for the next four years, the Chief Constable and Chair of the Police Authority received favourable feedback on the plans.



In 2009 we commenced planning in preparation for budgetary changes. When the Government changed in May 2010 the Force extended this work with the aim of putting those plans through the Integrated Business Management model (IBM). There is now one business change process for the Force - decisions are not made in isolation.

Within IBM we look at all business areas split into 5 categories; Incident Response, Investigation, Neighbourhood Policing, Protective Services and Business Management. We reviewed each of these areas with a view to making our predicted budget savings.

Once we received the Government’s funding

announcement in December we knew how much we had to save and have fine tuned our plans. Lead reviewers were initially appointed for each area and their work has fed into a four year plan which will go through the IBM process over the first few weeks and months of 2011.

Savings that the force will make through the CSR2015 Plan looks like this:

- 2011/12 - £5.1M
- 2012/13 - £9.1M
- 2013/14 - £2.1M
- 2014/15 - £4.7M

The four year plan is going through IBM and each area highlighted as being able to make

savings will be reassessed and reviewed. A lead reviewer will be appointed, similar to the Choices Programme, but with a different methodology and timetable. The aim of these reviews is to work with the management teams in each of the areas to provide a solution to the funding gaps.

The plans have been made available to everyone to ensure they are aware of areas where we are looking at the possibility of making savings. All officers and staff are being encouraged to engage with the process throughout.

For year one of CSR 2015 which covers 2011/12, the following areas will be subject to a business change plan:

Within the Investigation area, the force will review the Major Investigation Team and Scientific Investigation (which is part of ongoing regional work to make savings). The investigative structure at divisions will be reviewed alongside the change of shifts in that area.

In the business area of Incident Response, we are looking at services provided by front office staff and combining this role with property officer responsibilities. Improving the force’s ability to have the right staff on duty at the right time to respond accordingly to the needs of our community is being addressed by a shift review and changes are being proposed in the Incident Handling arena.

Protective Services, which covers the force response to the threat of terrorism, serious crime and other major challenges both regionally and nationally to public safety, will also be subject to reviews. Shift patterns for the Dog Section will be subject to review and Choices research continues relating to how the force uses its Mounted Section, and Public Order response. In so far as roads policing is concerned the IBM process will also review the Roads Crime Section, Collision Investigation who investigate the most serious of road traffic collisions, Vehicle Investigation Branch and Roads Policing throughout the force.

The Business Support function of the force will see several reviews including a potential for one division to cover North and North East Lincolnshire and changes in the shift patterns in Custody Suites as part of the ongoing shift review. There will be wide ranging changes in the way we handle our vehicle fleet and savings will be made through our buildings programme. Human Resources Development will continue to undergo review.

Corporate Development will make budget reductions and an IBM review will take place following the announcement of the independent review of pay and conditions of service for police officers and staff undertaken by Tom Winsor. Finally, the Police Authority has also earmarked savings in the first year of the plan.

Your Police Authority...

The Police Authority, a group of 17 local people, has an important role in holding Humberside Police to account on behalf of communities. These are just some of the roles the Authority undertakes with the support of its Secretariat:

The Police Authority

- Consults with local communities to find out what you want from Humberside Police;
- Makes sure that the Chief Constable delivers a police service which balances your concerns with national requirements;
- Appoints the chief constable and senior police officers – and also checks on local complaints against police;
- Publishes this Strategic Policing Plan based on consultation with local people, setting out the

services that Humberside Police should deliver in the year ahead, and the targets it should achieve;

- Has a legal duty to promote equalities and good relations between different groups of people;
- Holds the local police budget and consults with local people before it sets police council tax to ensure you get value for money;
- Sets the strategic direction for Humberside Police to ensure that everyone benefits from a better police service;

- Makes sure that Humberside Police does everything it can to keep improving policing for your community.

The Authority is buying in services for its Legal Support from South Yorkshire Police Authority and its audit function from West Yorkshire Police Authority as well as continuing to invest in the Force estate which helps to rationalise it making best use of the estate and improving efficiency and sustainability.

Local partnerships are an important part of providing greater benefits to communities locally and the Authority are looking to work

with local authorities on issues such as Community Budgets, Total Assets/Total capital to explore ways of maximising those benefits of combining public sector spending.

The Police Authority recognises that the new role of the Police and Crime Commissioner will bring about substantial change in how the Police are called to account. To that end, the Authority is working hard to ensure that the transition from the current tripartite arrangements to the new system of accountability will be as smooth as possible.

STRATEGIC AIM 1: Improve local trust, confidence and overall satisfaction.

Focus for 2011-2012:

- Improving responsiveness – being there when needed and continuing to answer calls effectively
- Raising satisfaction of victims of crime
- Maintaining focus on hate crime and domestic violence



Local Priority Setting

There are 89 Neighbourhood Policing Teams in the Humberside Police area and 267 local priorities identified have remained unchanged.

Listening to the public locally is still an important function of Neighbourhood Policing and monthly public meetings are held with the local policing teams and partner agency representatives which provide us with the opportunity to understand what concerns people in their area. From this meeting local priorities are agreed and we report back to those meetings on our performance, making the

process transparent and open to scrutiny by the public who hold us to account for what we do to tackle local concerns.

Our modern call handling system, Customer Relations Management, identifies whether a call from a member of the public is a priority in their area which ensures that we give it the most appropriate response we can as soon as possible.

You can learn about your local priorities and information about your local Neighbourhood Policing Team at:

www.humberside.police.uk/my-neighbourhood

WE ARE WHERE YOU ARE – INCREASING CONFIDENCE ACROSS THE FORCE

Neighbourhood Policing Officers from across the force area have been raising their profiles and improving relations with the communities they serve at a string of events held around the region.



As well as policing the events and providing a reassuring high visibility presence,

Neighbourhood Officers and Police Community Support Officers have been working alongside their Marketing team in attending a variety of festivals, carnivals and local shows, engaging with the public and discussing their local crime issues. Events included Cleethorpes Carnival in North East Lincolnshire, Winterton Show and Barton's Picnic in the Park in North Lincolnshire, Beverley Races Family Fun Day and Driffild Show in East Yorkshire and the Veteran's Day and Freedom Festival in Hull.

A themed gazebo provided the focal point where officers spoke with visitors and residents while providing bespoke information

leaflets and crime prevention material. Promotional items were available, for example, police branded sweets, balloons and children's police helmets all to provide a friendly approach and support positive interaction in helping deliver information about neighbourhood policing and crime prevention.

Results from an independent Police Authority survey about levels of satisfaction and confidence in the police in Humberside revealed that the public's confidence in the force is continuing to grow. A sample of 6,000 independent people across the force area was recently asked by the Police Authority how confident they are in Humberside Police and 86 per cent said they were confident in the force.

Chief Constable Tim Hollis, said: "Whilst the previous Government target for confidence has been removed; having the confidence of local people in our team will always be important to me as the Chief Constable. So, I am particularly pleased that when the Police Authority recently asked local people as part of their public engagement:

"How confident are you in Humberside Police?" 86 per cent said they were confident in the force. This is testament to the outstanding service that is being delivered day in day out."

According to the Police Authority survey, the top three reasons given for this level of confidence in Humberside Police were the helpful nature of officers, the increase in visibility and the

speed of response.

All the events attended as part of the 'We Are Where You Are' campaign were well received by the public and more than 1,000 people agreed to take part in further surveys at the events helping to provide a snapshot of public opinion on policing. Public response was very positive, with an average of 79.3% agreeing that the police and local council were dealing with anti-social behaviour and crime issues in their area, whilst 96.6% felt that police presence at the events was a valuable use of resources.

To find out more about our community engagement activity and where we are going to be next in the local area visit www.wearewhereyouare.co.uk

HATE CRIME so do we

Don't tolerate it, REPORT IT!

If you have been a victim or witnessed abuse and you believe it was due to **Race, Beliefs, Immigration status, Age, Sexual Orientation, Transgender or Disability**, please report this crime using the details below.

Assistance can be provided for contacting us using languages other than English, or for persons with a disability.

Reporting Centres	Report Online	Useful Numbers
To find your local reporting centre, please visit: Website www.humberside.police.uk	E-mail hatecrime@humberside.pnn.police.uk	Emergency 999 Hate Crime Reporting Line (24hrs) 0300 123 4283 Mobile (Text only) Support Number 07772 867 343

Or request office location details to report in person

COMMUNITY SAFETY PARTNERSHIPS

It is a legal requirement to establish Community Safety Partnerships (CSPs) to work together to reduce crime, disorder and substance misuse.

Six organisations-known as Responsible Authorities-are required to form the core of each partnership. They comprise the local authority, police, police authority, fire service and health and probation service. CSP s also contain representation from other organisations in the public, private and voluntary sectors.

There is a CSP covering each of the four Humberside Police divisions. They set the strategy for the police and the partners in tackling the priority problems of concern to the public. These are just four of the 376 partnerships across England & Wales.

When the priorities are decided by the CSPs, Humberside Police take them into consideration when setting their local priorities. This priority setting allows the CSPs to effectively use joint resources to tackle crime, disorder and

substance misuse in their areas.

In North East Lincolnshire, for example, the partners are Humberside Police, Humberside Police Authority, North East Lincolnshire Council, Humberside Fire and Rescue Service, Humberside Probation Service and the North East Lincolnshire Care Trust Plus, Her Majesty's Courts Service, Voluntary Action North East Lincolnshire (VANEL) and Shoreline the local social housing provider. This format is replicated throughout the force area and is called Safer Neighbourhoods in North Lincolnshire, the Safer Communities Partnership in East Yorkshire, and the Hull One Citysafe in Kingston upon Hull.

More information can be found at the below website addresses:

CSPs for the Humberside Police area can be found at:

Safer Communities
(North East Lincolnshire)

Safer Neighbourhoods
(North Lincolnshire)

Safer Communities
(East Riding of Yorkshire)

Safe in the City
(Kingston upon Hull)

MUSICPORT 2010

Music4U – the Humber Region Youth Music Action Zone – took part in Musicport 2010 at the Bridlington Spa for the 3rd year running, with the support of Humberside Police.

Students from Headlands School, the Community Science College in Bridlington and more than 50 young people from across the Humber Region had the opportunity to work with musicians and media experts to create and record a musical performance that was performed on the main stage as part of the festival.

PCSOs from the Bridlington Neighbourhood Policing Team visited Headlands School and spoke with students from years eight and nine as part of the schools programme. While at the event, there was a police stand for

further engagement activity to help raise the profile of local officers and of the project. Bespoke leaflets about the local Neighbourhood Team and how they are tackling anti-social behaviour (ASB) was distributed to the festival audience, while the Music4U team helped explain the role of the police in the project and how these projects can impact on tackling anti-social behaviour in the local community.

MusicPort has been a great initiative in raising the profile of Humberside Police within a demanding school environment,

reaching the students, parents, teachers and ultimately an audience of thousands via the festival and the social media channels to spread the video content. Images and videos from the event were loaded onto the 'Not Just Noise' website, where those young people involved and throughout the school were encouraged to visit and view the contents.

Inspector Colin Waddington said: "Our 'Not Just Noise' programme actively encourages young people



to engage in positive activities across the Humber Region and is one of a number of successful initiatives run in conjunction with Humberside Police aimed at reducing antisocial behaviour in the community. Music4U's partnership with the Musicport Festival was an ideal and fun way for young musicians to make a positive contribution to the social and cultural activities in our region and we were delighted to support them."

STRATEGIC AIM 2: Tackling of anti-social behaviour

Focus for 2011-2012:

- Targeting neighbourhood resources where most needed (hot-spots)
- Significantly reducing criminal damage
- Dealing effectively with those who cause the most harm in our local areas (persistent offenders)

TACKLING ANTI SOCIAL BEHAVIOUR

The force recognises that nuisance and anti social behaviour (ASB) is an issue for our communities and is a significant factor in the response we have had from the public about how we can achieve our vision of providing outstanding policing. This focus will continue.

The community need to believe we are tackling this unacceptable form of behaviour along with reducing criminal damage in an effective way. One of the tools we will use is targeting those who cause the most harm to the local communities.

Being a victim of such behaviour can be distressing, but for it to happen more than once could cause lasting damage to families and communities. The force, along with its partners both statutory and voluntary, is committed to targeting those who are intent on causing this distress. The force has recorded a 37.1% drop in the number of repeat ASB victim incidents compare to the same period last year.

Vulnerable victims will be protected and the force aims to get it right the first time we receive the call for our assistance. The number of people in our community who perceive high levels of anti social behaviour in their area has dropped in the last five years by 4% to a recorded low of 13.2%, the best performance in our most similar group of forces.

OFFICERS KEEP CITY CENTRE SAFE

Retailers in Hull hail the success of Operation Yuletide over the festive season.

Police were made more visible throughout Hull City Centre between 21st November and 2nd January, to help keep both shoppers and retailers safe.

In total, police attended 110 incidents, arrested 79 people and issued 28 penalty notices for disorder. Officers in plain clothes also helped with the initiative, intervening in over 50 attempted shop thefts by identifying themselves to offenders.

Retailers from major shopping areas such as Princes Quay, St Stephen's and Whitefriargate were visited and offered advice on helping them to secure their shops and understand how to report known offenders.

To support the initiative, the force marketing team provided bespoke posters based on the 'we are where you are' public confidence campaign, which helped keep people informed of the extra police presence in the city.

Operation Yuletide helped to keep the city centre safe at a time when the streets are busier and the queues longer, perfect conditions for the potential thief.

Hull Business Improvement District (BID) part funded the Operation, and

were pleased with the results.

Kathryn Shillito, City Centre Manager, Hull BID said: "We are delighted the operation was such a success and that the statistics demonstrate this. Hull BID considers safety and security in the city a top priority and Operation Yuletide supported the retail sector at such a crucial time in their trading calendar."

Ivan Crosby (Boots, Prospect Centre)

"Regular shoplifters were definitely put off and the response times to any incident were fantastic."

Ben Wilson (Waterstones)

"This has been the quietest Christmas period in terms of retail crime that I can recall. I hope this operation goes ahead each year."

Wayne Scrowston (House of Fraser)

"I was aware of the increase in uniforms on the streets but also saw the effect that non-uniformed patrols within the store had in reducing thefts."



Humber Night Challenge

Humber Night Challenge is for young people aged 13 to 17 in teams of 5 who would under normal circumstances not get the opportunity to take part in such activity. Teams are drawn from throughout the Humberside Police area but particularly from youth & community projects which have been supported in some way over the years by the Tribune Trust. This year's competition will include sections of well known long distance footpaths all during the hours of darkness. Having originated as 'Nite Pilot' in the 1980's the Tribune Trust reintroduced the event in 2007.

Whilst remaining the principal sponsors the event has now been included in the highly successful Lifestyle (community project) and Rock Challenge (performing arts) programme adding the 3rd dimension of adventure and respect for the countryside. The Tribune Trust considers that its strength is not only the value that young people gain from it but also the strong partnerships with the emergency services, orienteering club and dozens of volunteers.

Over recent years fewer children and young people from



urban areas have experienced the skills real adventure can bring them. The natural world has become alien to many young people for a variety of reasons. Lifestyle Humber Night Challenge which is developing rapidly aims to improve that and at the same time build confidence and self esteem in young people while affording

them the potential to identify positive lifestyle choices. Along the 12 and a half mile route, there will be six tasks at varying points along the route and teams will be required to navigate after being given a set of map references. Basic map reading and navigation training will be provided prior to the competition by members.

Diversionsary Activities in North Lincolnshire:



Over the past four years and with the implementation of the RESPECT agenda in North Lincolnshire, the project has given local residents a dedicated patrol, staffed by officers from local Neighbourhood Teams who know the areas and problems, to call upon and attend reports of incidents of anti social behaviour. In conjunction with this a great deal of work has been conducted to put in place

diversionary projects, especially on a Friday night.

An 'On target' event is held in each of the five localities giving youngsters aged between 8 and 17 a chance to take part in sport, free of charge every Friday evening. This has been jointly funded by many agencies, led by North Lincolnshire Council and in partnership with Scunthorpe Football Club.

The uptake of these groups has been excellent and the two urban groups see numbers of up to 50 young people attending most weeks. These are supported by the Neighbourhood Policing Teams.

Sgt James Main said "This is an excellent example of a multi agency approach that offers the use of facilities to youngsters. The approach provides a wide

age range with an alternative of activities on the nights when they are needed most. We continue to support the council project Street Sports which sees staff attend locations to deliver sporting activities in areas where young people are and can vary in the type of sports delivered."

Alcohol Reduction

In North Lincolnshire as part of the Respect programme action continues to be taken on under age drinking, delivered by joint school lessons and the Respect patrols. Working closely with our partners in Trading Standards we conduct regular test purchasing in off licences and pubs to check necessary procedures are in place to avoid under age selling of alcohol with fines issued to those sales assistants responsible.

The number of cases is low as the majority of licensees are very responsible. Working together partners and residents can fight against anti social behaviour and by working closely together we can make a real difference. Over the last 12 months we have worked closely with local residents, councillors and North Lincolnshire Homes to tackle an off licence that was the catalyst of anti social problems within the area of Albert Marson Court. The result was the premises closed down and the licence handed in.

Eighteen is eighteen - however you dress it up.
Is your child buying alcohol illegally?

Humberside Police is committed to tackling underage drinking and the causes of anti-social behaviour.

You can have confidence that we will stop it when we see it. Respect your community.



Humberside Police | Protecting Communities, Targeting Criminals

HULL AGAINST GRAFFITI WEBSITE



graffiti across Hull, including offenders who have been brought to justice, as well as details of the impact that graffiti has on victims.

The site was developed to tackle the city wide graffiti issue where those responsible commit offences in various parts of the city and even travel from out of town to offend.

The system will also be used by Hull City Council environmental crime team and Humberside Probation Service to identify areas to be cleaned as part of the Community Payback scheme, which gets offenders with community orders to do work that benefits the local community. It is also being used to help partner agencies deal with local community priorities set in Myton and Longhill, to reduce graffiti across Hull.

Inspector Bill Grieve, from East and Park Neighbourhood Policing Team said: "Graffiti is a city wide problem that has a negative effect on communities and often makes the areas look run down as well as costing tax payers money to clean up. The Hull Against Graffiti website is a multiagency approach to tackling the problem in a proactive and coordinated way. It will help police to link offenders to all their tags regardless if they are committed in the city centre or on the outskirts of the city, therefore building stronger cases against those responsible which in turn will help increase prosecutions. I hope the public gets behind the police and council in tackling graffiti by visiting the user friendly website and reporting any information about those committing graffiti offences confidentially."

Humberside Police and Hull City Council working together with Community Wardens, OneHull, Crimestoppers and the Probation Service launched the 'Hull Against Graffiti' website.

The website is an online graffiti database which allows authorised personnel to upload photographs of graffiti (Tags) from across the city helping to identify offenders and areas that need cleaning.

Once uploaded members of the public can then view where offences are being committed in Hull at www.hullagainstgraffiti.co.uk.

At the site the public can also report information confidentially about those responsible for offences in the area, which in turn helps identify offenders and ultimately bring them to justice.

The site also has details about activity being undertaken to clean up



SAFER SCHOOLS PARTNERSHIP

North Lincolnshire saw a first for Humberside Police with the introduction of a Safer Schools Partnership Officer into Frederick Gough School last April. The aim of the partnership was to see a reduction in crime, anti social behaviour and to generally help support the learning environment.

A year later the project is blossoming.

PCSO Trudi Robinson works between six and ten hours per week from a base within the school and has established herself as an important part of the school team, addressing many issues from staff, young people and parents. The school has 1,200 students predominantly from two areas of Scunthorpe and by being based within the school enables her to access the sometimes perceived hard to reach group and build firm working relationships with many of the young people in and out of the school. Since the introduction of this project Anti Social Behaviour within the area of the school has reduced by 16.2%.

Chief Inspector Simon Walker, said:

"This project has proved very successful and is something I would like to see extended to other schools. It is an excellent way to engage with our community and young people. I am very impressed with the work Trudi has done and the relationship that has been built up within the school."

Sgt James Main is the project manager for the scheme, he said:

"The feedback and interaction we have with these young people is brilliant and extends into the community after school. It fits perfectly into our RESPECT agenda and helps with the partnership work we are doing in the wider community with our partners."

Since the introduction of the Safer Schools initiative in North Lincolnshire and the success this has seen in Frederick Gough School, a further four schools have now signed up to the project namely: Melior College, Brumby Engineering College, Foxhills Technology College and 7 KS all the schools of which have said they have benefited from the scheme, which has built on the already excellent relationship we had with these schools.

The PCSOs allocated to each of these schools now spend a regular number of hours each week in school and assist with a wide variety of interactions with the young people, school staff and parents and build further on the community partnership approach. Officers have commented that through the partnership it has helped them outside the school as well when on patrol, especially on a Friday evening and over the weekends.

Project Manager Sgt James Main stated:

"The uptake on this project has been excellent and we have seen some really positive work done in the schools, each school has its own unique issues which are addressed through the project. We have other schools already waiting in the wings to take up the project and as a whole it is an ideal opportunity to build on relationships with young people."

LIFESTYLE

The Humberside Police Lifestyle project is now entering its 23rd year; launched back in 1989 as a proactive method of crime prevention aimed at young people, encouraging them to get involved in community projects during the summer holidays.

Each year, the project attracts 4,200 young people aged between ten and 16 years old, throughout the Humberside Policing Area. Over the past fifteen years the Lifestyle team have also raised awareness of the dangers of drugs and alcohol through the highly successful Rock Challenge performing arts competition, engaging 42 schools who have committed to participate in events throughout our area in 2011.

A specific objective is to involve everyone - from police to businesses, local authorities, statutory and voluntary organisations, together with families and individuals - to work towards improving community spirit. Lifestyle provides young people in the area with a positive

way of spending their long summer break and in doing so, helps to stem the flow of minor crime and reduces the fear of crime, by encouraging young people to take an active role in improving the communities where they live.

The Humberside Police Lifestyle project fosters active citizenship, social responsibility and community spirit in the young people that take part every year. The project also acts as a successful vehicle to create positive contact between police and young people and since its inception, over 143,400 young people have taken part. Collectively they have worked an amazing 2 ½ million man-hours to improve the quality of life of local residents. Areas of



renovated scrubland, village ponds and pockets of wildlife havens across the whole of the Humberside Policing Area are a lasting legacy of the hard work and perseverance of young people, police teams and adult advisors working together over the last 22 years.

Lifestyle is supported by businesses, local authorities and other public sector organisations through financial contributions, donations and benefits in kind. Our stakeholders are keen to support the Project as they see it as a valuable contribution towards encouraging more young people to take part every year, in projects that benefit their local community. Their generous contributions go towards funding the holidays, trips and prizes,

including Silverstone, adventure experiences to Wales and France, and a holiday of a lifetime to Florida, that reward the young people for their excellent community work.

Every year, Lifestyle achieves substantial positive publicity for the scheme, and for Humberside Police, and we are keen to continue to develop Lifestyle and encourage more young people to take part every year. We have attracted new supporters for 2011 to build future success.

Last year Lifestyle was principally supported by local businessman Peter Shipp, Chairman and Chief Executive of East Yorkshire Coaches and is continuing his support for 2011.



STRATEGIC AIM 3: Reduce levels of local crime

Focus for 2011-2012:

- Focus on hot-spots for violence
- Prevent rises in serious acquisitive crime and reduce household burglary offences
- Ensure individuals causing most harm in local areas are dealt with via Integrated Offender Management, restorative justice and any other means

FARMERS HAIL CESAR

Agricultural crime in the East Riding is to be tackled via a new marking scheme introduced into the region by PC Julie Turrell.

Farmers across the East Riding have been suffering from an increase in agricultural crime with some reporting thefts of up to £100,000. To help combat this, CESAR, a national marking and registration scheme specifically designed for the construction and agricultural industry, was recently launched across the East Riding.

The scheme works by registering each item onto the CESAR database and then marking them discreetly with the code. It is hoped that this will act as a deterrent, and drive down thefts.

New technology is being introduced to mark the machinery, including the revolutionary Datatag 'DNA', a forensic solution which means that criminals may never know if they have completely removed the tag.

Each unit costs £120 to register, although funding from the East Riding of Yorkshire's 'Safer Communities' project has allowed two pieces of machinery to be marked as a part of the scheme's launch. Two farmers who have benefited from this have paid for another four pieces of equipment to be tagged.

PC Julie Turrell was instrumental in bringing the scheme to Humberside Police. She said: "This is a valuable opportunity to work with the local rural community in an attempt to reduce rural crime. When a piece of farming equipment is stolen it not only costs the farmer thousands of pounds to replace, but in some cases can also bring a business to a close."

For further information on how to register a piece of plant, or discuss farming and agricultural crime prevention, please contact your local Neighbourhood Policing Team or PC Julie Turrell on 0845 60 60 222, alternatively please visit the CESAR official website www.cesarscheme.org

Make it a Night of Two Halves

During the World Cup the Force launched a drinking awareness campaign: 'Make it a night of two halves'. It was about encouraging people to drink in moderation and to keep hydrated by alternating alcoholic drinks and soft drinks or water during matches rather than staying on alcohol all night long.

The campaign was supported through a mobile billboard advan located in the high footfall areas on the days of the three England group games, bus shelter advertising, and regular messages being aired as part of KCFM's "Summer of Football" programme.

The campaign message was also taken in to the heart of the football audience, supporting the frontline via posters and beer mats in licensed premises across the city.

The public were encouraged to visit www.onetoomany.org.uk to see if they recognise any of the characters and to find out more about responsible drinking.

Sergeant Andy Parsons said: "The 'two halves' campaign was geared towards supporting our frontline policing activity by raising awareness and asking people to drink responsibly and in moderation whilst they were out socially enjoying the football over the summer. People's safety is paramount and this campaign helped raise safety awareness whilst keeping the public informed about what was being done to keep them safe."



Post campaign analysis showed a significant drop in the number of violent crimes committed when compared with the previous two international football tournaments. On Princess Avenue, one of the major hotspots for football-related crime, three incidents of violent crime were reported at this year's tournament, compared to six in 2008, and ten in 2006. The campaign focused a huge amount of its energy on this area of the city, and it undoubtedly helped to raise an awareness of the causes of violent crime at such events. There was also a drop in violent crime across the region. 2,113 incidents occurred during the 2006 World Cup, compared to 1,596 this year. These figures would suggest that its presence has helped to limit the number of alcohol related violent crimes by ensuring that people in the

area are much more aware of their drinking habits.

Furthermore, when you bring together people from a number of different backgrounds at an emotional occasion like an international football tournament, conflict and friction is unfortunately inevitable. This means that instances of violent behaviour are much more likely to occur impulsively, and they are therefore much harder to pre-emptively stop. However, it would appear that the presence of this campaign created an awareness of the potential causes of this behaviour, and showed people that by reassessing their drinking habits, they could help to prevent themselves from becoming a part of it.

Glassings are a thing of the past

POLYCARBONATE glasses have had a massive impact in reducing the number of glassing incidents being reported in Hull and have been hailed a success by all involved.

Hull has recorded a reduction of more than 52 per cent glassing incidents, while health figures from the ophthalmic department who specialise in eye wound injuries at Hull Royal Infirmary showed a near 100% reduction in the two years since the polycarbonate glasses were launched in Hull. Initially 32,000 pint and 16,000 half pint super safe high quality polycarbonate glasses were ordered for pubs and clubs in the Hull City Centre and the surrounding area and paid for with One Hull funding, with a further £20,000 worth of the glasses funded by NHS Hull.

Licensing Officer PC Gordon Underwood said: "Polycarbonate glasses are very similar to real glasses and you may not even know you're drinking from one. On occasions when people are assaulted with a polycarbonate glass, experience shows they end up with bruising rather than lacerations or the loss of sight both of which last for life. Assaults with glasses can result in a massive cost to the Health Service, often running into the hundreds of thousands of pounds. These costs have been significantly reduced but most importantly people who would now have impaired vision do not. The polycarbonate project has

been partnership working at its best and provided excellent value for money to the people of Hull".

The cost of the glasses has also been recouped through real savings to all the agencies involved and the people of Hull. The incidents often resulted in a substantial cost to the public purse sometimes in excess of £500,000 per incident. Therefore the money invested in the scheme compared to the savings made by health services and the criminal justice system are very small.

Mr Craig Burnett, Consultant Ophthalmic Surgeon at Hull Royal infirmary said: "In 2007, in Hull, we had a record number of glassing cases with severe eye injuries. I personally had one case every week on call for that year - I think that's a national record! I was worried that this type of attack was becoming a trademark of Hull. However since the polycarbonates glasses were introduced we have had no further problems. This dramatic reduction in incidence is very similar to the drop in windshield injuries following the seat belt law."

As well as the obvious safety advantages, poly glasses are



also more durable than traditional glasses, due to being virtually unbreakable which will mean less breakages, fewer replacement costs and less time cleaning up smashed glass.

Paul Laing, Public Health Lead from NHS Hull said: "This project has had a massive impact on reducing alcohol related harm in Hull and has resulted in savings to the NHS of approximately £9,000,000 over the two years this has been in operation through the reduction in ophthalmic operations'. Glasses have been funded by NHS Hull for a fixed period, in the hope that pubs and clubs will then step

up and demonstrate their own social responsibilities by continuing this initiative. Although Polycarbonates are slightly more expensive than glass they are hard wearing, reducing replacement costs with a longer lifespan than glass. Additionally Polycarbonates are more environmentally friendly, using one-ninth of the energy in production compared with standard glasses and are 100% recyclable".

PC Gordon Underwood added "Whilst keen to promote the success of the original scheme we also want to encourage wider use of plastic bottles."

Working Together For A Safer And Stronger North East Lincolnshire

We know that resources are going to get tighter over the next few years and "the thin blue line is going to get thinner". In that sense "the job" is going to get harder. What we can say though is that the successes achieved over recent years by the police, partner agencies and our residents working together has put us in a far better position to go into this period of austerity than we otherwise would have been.

Although not without incidents 2010 was a very good year for us in North East Lincolnshire as we saw the lowest levels of crime since computerised records began in 1996 and has continued to fall over the last 3

years from 21,309 in 2008 to just 16,734 in 2010. We've achieved this in large part by working with partners to keep young people out of trouble in the first place and to really bear down effectively on the offenders who do most harm by repeat offending.

One of our officers, Pc Paul Caswell was awarded an MBE in the New Years Honours for his commitment to youth diversion activities. Paul would be the first to acknowledge that this honour reflects on the whole team approach to working with and supporting young people. We have already won a prestigious "Tilley Award" for this work which amounts to national

recognition of the good work that is being done locally in our area. The energy and commitment from everyone involved is impressive.

For those young people who do get into trouble for the first time we do our best with the Youth Offending Service to deal with them in a "restorative" way and avoid them going into the criminal justice system. The reductions compared to previous years have been dramatic. The real measure of the success of this approach is how many young people dealt with in this way come to notice again, or rather don't come to notice again - and it is proving to be very successful.

The work with partner agencies to tackle those persistent offenders who do the most harm to communities is called "Integrated Offender Management". The aim is to get the offenders to stop offending by whatever means is necessary. This may mean help with accommodation, drug problems, alcohol problems, mental health and even getting into employment for those that are willing to change. Equally it means prosecution and most often a return to prison for those that or not. This carrot and stick approach is really working. Again there is enormous energy and commitment from police and partners - with a strong sense of ownership of individual cases.

Integrated Offender Management – Better Together

The Integrated Offender Management programme has been one of the cornerstones of the crime reduction strategy over the last 18 months.

This uses police intelligence to determine a list of the most active criminals in the area, in priority order.

A huge amount of focus and resource is then placed on these select offenders across a range of key partners in the Police, Probation Service, Local Authority and drug and alcohol treatment services.

The process targets the criminal, not the crime, putting offenders under scrutiny, using a range of enforcement options coupled with intervention and support into what are often their chaotic lives.

The aim is simply to stop offending. If the criminal takes the offer of support, they are guided away from criminality. If they don't, the full weight of the law is brought against

them, which usually means a prison sentence.

Integrated Offender Management targets criminals committing house burglary, vehicle crime and robbery. In the last year, North East Lincolnshire saw reductions in these types of crime that places them in the top 5% of the country (ranked 16th out of 334 regions for crime reductions).

House burglary is down 34% since 2008 (539 fewer victims) and Theft of motor vehicles is half what it was in 2008 (296 fewer victims). 370 fewer people had their car broken into and 65 fewer people were robbed.

These are significant numbers when considering the impact these offences have on our communities.

Working in partnership with our local authority counterparts is proving more successful with each passing day highlighting the importance of working together.

This is not something that is reserved for agencies however as you, our public, also have a vital part to play by getting involved in problem solving through local neighbourhood watch groups, residents associations and the raft of other opportunities which form part of neighbourhood management.

To find out more about the latest in your area you can visit either www.police.uk or www.humberside.police.uk/my-neighbourhood or simply stop and talk to your local PCSO.



The process for a young first time offender

A suspect is arrested for a minor crime and taken home to be street bailed back to the Police.

The victim of crime is consulted to ascertain their views as to the appropriate sanction.

The young offender is then referred to the Youth Offending Service (YOS) that carries out a home visit with the suspect to assess the young person and their family.

Prior to the respect Court the young person attends a victim awareness lesson at the YOS and complete a 2 hour community payback project.

The young person then attends Scunthorpe Police Station with a parent or guardian and is booked in through the charge room, appears in the dock at the Magistrates court and answers to three Magistrates as in a 'real' court.

The final part of the process involves the issue of an acceptable behaviour contract.

Chief Inspector Simon Walker, project lead, said: *"We would not achieve such great results without support of our partners in this project. It has really helped young people turn a corner and stay out of crime. The project has been recognised nationally and commended as good practice."*

"We will continue the good work to bring the number of re-offenders down even further."

"It is our aspiration to share this process with other divisions in Humberside Police, so that they too can reap the rewards of this initiative."

37 victims, whose crime had been finalised by a Respect outcome, were surveyed. Results indicate that 100% were supportive of the process.

Respect Courts Cutting Re-Offending



North Lincolnshire's ground breaking Respect Court process, which is designed to prevent young people entering the criminal justice system, deliver restorative justice and prevent re-offending, has been a resounding success.

Since it began it has delivered substantial reductions in re-offending rates amongst young people.

In 2009, North Lincolnshire reprimanded 131 first time offenders, of those 29 re-offended within 12 months, committing a further 50 crimes. This equates to a 27% re-offending rate.

At the time of writing, 78 young offenders have

attended the Respect Court as an alternative to reprimand and a criminal record, of which five have re-offended committing five crimes. This equates to a 6.4% re-offending rate, a significant reduction from 2009.

The reduction in re-offending has also resulted in 45 fewer victims of crime. 124 young people have been referred to restorative justice and the respect courts as an alternative to reprimand to date.

The Respect Courts are now booked until April 2011 and have managed to meet and match demand by increased sittings of the Court.

The Board will achieve this by:

- Building and maintaining strong relationships across CJS Agencies, the wider Public Sector and the Voluntary and Community Sector;
- Providing strong and clear leadership for reducing reoffending;
- Exploiting opportunities to secure CJS efficiencies at a local and regional level;
- Keeping victims and witnesses supported, informed and engaged;

- Improving our understanding of local needs and developing the Criminal Justice System into a 'Service';
- Influencing change at a local, regional and national level.

As part of maintaining strong relationships, the Board recognises the need to work with the Humberside Police Authority. The Board have set out three priorities for the 2011-12 delivery period; Efficiency and Effectiveness, Supporting Victims and Witnesses and Reducing

Reoffending. The Board's Delivery Plan will be agreed in May 2011 and the Board seeks to ensure that its Delivery Plan complements those of our key partners, including Humberside Police Authority.

The Board's Reducing Reoffending priority seeks to reduce crime and in particular break the cycle of crime that characterises many offenders. The Board believe that actions on Reducing Reoffending will support the Strategic Aims of the Police Authority in that trust and satisfaction will improve, ASB levels will

reduce and overall crime will reduce.

The Board's work on Efficiency and Effectiveness, which includes increased collaboration at a regional level, supports the Strategic Aims of the Police Authority in that improved performance and best use of resources will be achieved.

Finally, the Board's work on Supporting Victims and Witnesses, which includes specific work on Domestic Violence, also supports the Authorities Strategic Aims

STRATEGIC AIM 4: Deliver improved performance through the best use of resources

Focus for 2011-2012:

- Linking availability to demand
- Ensuring optimal level of public-facing officers/staff
- Regional and local collaboration

CHOICES

The Choices Programme began in January 2009 following a requirement by the Police Authority to balance the budget by 2013/14. By 2010 this meant £15m of permanent savings had to be identified over 5 years.

The Force began a structured approach of reviewing each functional area of the organisation in order to make recommendations on where saving could be made. It was accepted that a reduction in Police Officers and Police Staff posts would be necessary in order to achieve the required savings and that in the future, the Force would have adopt

leaner and smarter ways of working in order to maintain a good standard of service delivery. To date, the Programme has completed reviews on 13 functional areas. A total of 190 recommendations have been approved by the Chief Constable and up to the end of February 2011, 45% of these recommendations had been completed. To ensure the

Force delivers against the recommendations, a project team was put in place to oversee the implementation and provide support to the functional areas undergoing change. In order to reach the £15m savings, the Force, through the Choices Programme had a target of £5.12m to meet by the end of the financial year (2010/11) which it has

successfully achieved. Although, the implementation of the completed reviews will continue, 2011/12 will see the Force commence the CSR2015 Programme which will replace the current Choices Programme and will incorporate all the business change required to make the savings that are necessary to perform within the reducing budgets.

Resources

Humberside Police employs 1920 Police Officers, 1356 Police Staff, 315 Police Community Support Officers 351 Special Constables and 137 Volunteers.

The Force and the Authority has worked hard to fully understand the wide ranging implications of the Government's Comprehensive Spending Review (CSR). Those challenges will span over the life of this Parliament and the force has a robust and flexible plan in place - CSR2015.

The budget set by the Police Authority for 2011/12 is £180.223m (NET). The force has a five year medium term financial strategy which governs the approach to managing resources over the same time scale, a process which is dynamic enough to identify expected funding and cost pressures at an early stage.

The Authority has not increased its precept/council tax for the financial year 2011/12 and has received a specific grant of £1.2m as a result. In doing so the Police Authority agreed, if required, to use up to £6m of its revenue to assist the Chief Constable in being able to manage the scale of the budget cuts in the next two years.

The strategy indicates that the expected funding for the following two years will be £172.139m for 2012/13 and £173.189m for 2013/14. The force's planned use of resources during this time is based on these budget expectations.

Integrated Business Management

The Integrated Business Management model (IBM) is the process that the force uses to make decisions on how best to achieve business change whilst fully understanding the implications on the organisation as a whole.

In the face of the significant financial challenges created by the Comprehensive Spending Review (CSR) in both the present and medium term we will be operating within a reduced budget and with fewer resources.

The IBM process identifies significant matters that will affect the force in the 4 to 48 month timescale. It forecasts the likely demand on the force

and where appropriate distributes resources to re-shape the organisation to meet those demands.

The force will meet the challenge by ensuring implications are assessed against the force priorities, strategic goals and agreed local priorities. This is a continuous management process which helps the force to remain ahead of the curve.

Ensuring benefits for Humberside Police

Set against the current financial climate it is important that the benefits of collaboration are checked against the financial commitment of the force.

The regional team provide a series of key performance indicators that measure and evaluates the outcomes.

The Joint Police Authorities Committee (JPAC) and the Regional Collaboration Board routinely assesses each element of regional collaboration.

JPAC commissioned and approved projects for i) Scientific Support and ii) Procurement. The remit of each project is the development of an implementation plan for a single

regional function with a minimum 25% cashable efficiency over the next four years.

We are currently considering collaboration on Fleet and Information Technology.

A further eight projects have been commissioned.

Improving public confidence, identifying and making sensible savings and disrupting criminality are just some of the benefits of regional working.

Value for Money

Value for Money will need to be a key consideration in the delivery of police business given the year on year reductions in police budgets announced in the government's recent Comprehensive Spending Review.

It is therefore vital that Value for Money is at the heart of everything that the Force does to ensure that we can continue to deliver what is important to the public of Humberside. This includes effective budget and resource management, ensuring efficiency in all processes and procedures and working in collaboration wherever it would be cost effective to do so.

Humberside Police and Humberside Police Authority have a Joint Value for Money strategy which states

'The aim of the Humberside Police and Humberside Police Authority is to continually strive for improved efficiency and value for money throughout the economic cycle. Using the skills of our people and resources in the most effective way, we will deliver the priorities that matter to local people while sustaining performance. Success in delivering this strategy will be measured by local levels of public confidence in Humberside Police along with the ability to maintain effective budgetary control'.

Regional Working

The forces and police authorities of Yorkshire and the Humber are at the leading edge of joint working, building a resilient regional capability, supporting neighbourhood policing teams and delivering value for money. This does not replace local policing but enhances it.

In order to improve capability in specialist policing services and make efficiency savings, the momentum for regional collaboration has increased.

Collaborative projects that started in 2010 were provision of Scientific Support and Procurement – this has now moved to implementation and the introduction of change managers has been agreed. The regional Roads Policing Team celebrated its second anniversary having achieved over 1000 arrests and the seizure of over £10 millions of assets.

Collaborative opportunities will continue to be explored in 2011/12 with our partners at the Crown Prosecution Service (CPS) and HM Courts Service for example. Significant savings are being planned for the next four years without reducing capacity through building on achievements so far, driving efficiencies through savings plans, progressing areas of specialist crime on a

four force basis and continuing to identify and implement regional working practices across all areas of policing to reduce costs while retaining capability.

Further regional work streams have been identified which are currently under consideration are: Fleet, Specialist Operations, Information Technology, Finance, Human Resources, Learning and Development and Estates

Human Resources are going through a harmonisation of policies and processes to streamline common processes across the four forces. South Yorkshire Police Authority is taking the role of lead employer for the regional workforce and will use an employment model to enable them to manage regional staff effectively.

In a pioneering and innovative move to deliver financial and practical efficiencies, Humberside and South Yorkshire Police

Authorities have announced that they will have a shared Assistant Chief Officer for Human Resources. Ian Watson, Assistant Chief Officer for Human Resources with Humberside Police who is also the regional Executive Lead Officer for Human Resources and Learning and Development has taken that role and will divide his time equally between the forces initially on an interim basis of up to 18 months.

The strategic focus for joint working in the Yorkshire and Humber region is:

- Building the capacity and capability of the region to tackle major incidents;
- Supporting local policing in tackling serious and organised crime and cross border criminality;
- Improving the service we provide to the public;
- Delivering value for money.

Her Majesty's Inspectorate Of Constabulary (HMIC)

Her Majesty's Inspectorate of Constabulary (HMIC) independently assesses police forces and policing activity in the public interest. HMIC provide information to allow the public to compare the performance of their force against others. The evidence they find is used to drive improvements in the service to the public.

HMIC will carry out a number of inspections of Humberside Police and Humberside Police Authority in 2011/12 including;

- 1. Value for Money**
This is the main focus for HMIC over the next 12-18 months. They will be ensuring that police forces are well positioned and have robust plans in place to meet the forthcoming budget reductions; that

maximum productivity is achieved and that forces operate as effectively and efficiently as possible in order to deliver a quality service to the public.

- 2. Protection from Serious Harm**
This inspection will look at the areas of Serious and Organised Crime, Major Crime, Child Protection, Domestic Violence and the management of sex

offenders. HMIC will be looking to ensure that the Force is providing the most appropriate protection to the most vulnerable members of our society.

- 3. Data Quality**
This review will assess the quality of crime and incident data provided by police forces including a focus on the quality of investigations and contact with victims. The aim of the review is to

ensure that police forces are providing accurate data to members of the public and providing them with a quality service when they are a victim of crime.

HMIC also have a role to play in assessing how police forces respond to anti-social behaviour, police performance in key areas of crime, collaboration with other police forces and reducing bureaucracy.

STRATEGIC AIM 5: Maximise the capability to respond to regional and national threats

Focus for 2011-2012:

- Mutual aid and inter-operability
- Ensure that local capability to deal with Counter Terrorism remains effective

Protective Services

A priority for the Force and the Authority is to ensure that, with its partners, it responds and deals effectively with the threat of terrorism, serious crime and other major challenges both regionally and nationally to public safety. These are often called 'Protective Services.'

Protective Services include counter terrorism and domestic extremism, serious organised and cross border crime, civil contingences and emergency planning, managing critical incidents, firearms, major crime, public order, strategic road policing and protecting vulnerable people.

The high profile Strategic Roads Policing Team is an excellent example of sharing a team across the forces which builds confidence in communities by disrupting organised crime and reducing road casualties. This is achieved through intelligence led policing and tasking as well as using Automatic Number Plate Recognition technology.

Contingency Planning is looking to improve the response to major incidents as well as identifying cost savings through improving procedures and reliable resources.

The Regional Intelligence Unit is mapping criminal activity and sharing intelligence with forces in the region to tackle serious crime and cross border criminality and to disrupt crime groups who work across the region.

In the arena of Public Order Policing, there are opportunities for cross-force procurement on equipment to make savings, standardise equipment and have mutual aid agreements in place.

The Yorkshire and Humber region has submitted a bid for support to develop an E Crime centre. Of 5.1 million residents, 3.2 have access to the internet, the area is the second biggest UK based financial centre outside of London and there are key government agencies established in the area. The E Crime centre is a proposal to build a unit supported by other regional resource that tackles threats to the public, to infrastructure and Government and to businesses in line with the national threat assessment.

Prevent

The Governments 'Contest' strategy i.e., reducing risk to the United Kingdom and its interests overseas from all forms of terrorism is done in part from reducing the threat via the 'Prevent' strategy. A challenge for the police and their partners is to identify and

stop those at most risk of becoming involved in such activity. It is important to balance the measures we take to ensure the safety and security of the public with the other rights we value in our society.

What 'Prevent' seeks to achieve is to undermine extremist ideology, disrupt those who promote violent extremism, and give support to those who are vulnerable to being recruited and importantly, to increase the resilience of our communities.

Through effective Neighbourhood Policing, we reduce crime and disorder; reduce the fear of crime and increase trust and public confidence. As a result, we can better understand our communities and what they need through community engagement.

OPERATION YANKEE – Jail time for cross border car crime gang

Fourteen members of an organised crime gang received a combined sentence of over 50 years on 22 December at Leeds Crown Court following a joint investigation by the four police forces of Yorkshire and the Humber and the Regional Policing Team.

Members of the gang admitted to their role in a sophisticated enterprise of stealing and selling on high value vehicles. They were sentenced for a combination of charges including conspiring to burgle, conspiring to handle stolen goods and conspiring to defraud.

The sentences were the result of Operation Yankee, a joint investigation involving the four police forces of Yorkshire and the Humber and supported by officers from Lancashire. The operation began in December 2009 as a regional 'car key' burglary investigation, after a team were identified as committing 'cross-border' residential burglaries and high value vehicle theft across the Yorkshire and Humber region.

Once the investigation had begun, it became clear that the scale of the thefts were not isolated to Yorkshire and the Humber, but that the gang were operating as far as the Midlands, Lincolnshire, Lancashire, and the North West.

In April a three-day strike was mounted by five police forces, including Humberside Police which saw 24 arrests and 13 warrants executed across 6 force areas. Rounds of ammunition were recovered, together with blank vehicle documents and over £100,000 of cash.

Operation Yankee established that Bradford based Matthew Holmes was the burglary team leader, he would then sell on the stolen vehicles to middle-man Nevada Smith from the travelling community.

The facilitators were Gary Swinden and his partner, Victoria Laws, who supplied high quality

cloned licence plates and documentation through their business Zebra Studios which would enable Smith to sell on the vehicles under false plates with forged vehicle documents.



Between July and November, high value vehicle thefts occurred across a number of addresses in North and West Yorkshire.

South Yorkshire Police executed a warrant at their lock up in Rotterdam in September. On entering the building several vehicles stolen in burglaries were recovered including a VW Passat, an Audi Q7, Mini Cooper and Nissan Navarra.

Detective Chief Inspector Lisa Atkinson, of West Yorkshire Police, was the Senior Investigative Officer for Operation Yankee and she said:

"The sentences reflect the true scale of this highly organised and highly sophisticated criminal gang. £4 million worth of vehicles have been stolen and later sold as a result of the actions of this gang."

The Humberside Operation was lead by Detective Sergeant Gavin Orsborne from the Serious and Acquisitive Crime Team.

He said, "Humberside Police was involved in the regional investigation, having recognised

that members of the community across the force have also fallen victim to this criminality.

This has included various operations; local intelligence gathering, high visibility policing, road policing, neighbourhood policing and the crime investigation team. Officers from Humberside have travelled throughout the country, resulting in the arrests and recovery of many vehicles that were believed to have been in the possession of these individuals.

Several victims from the East Riding have had their vehicles recovered and returned to them in the Pocklington, Wilberfoss and Holme-on-Spalding Moor area."

"In effect, they were running an extremely lucrative business, selling on stolen vehicles to unsuspecting purchasers, who lost their money once the true identity of the cars was revealed. I am delighted by the result achieved through the joint working of the four forces of Yorkshire and the Humber."

Without this combined effort supplying staff, resources, joint funding and shared knowledge, an investigation of this complexity would not have had such a successful outcome in such a short space of time.

