



Delivery Plan 2015-16

Foreword

Thames Valley Police is going through a time of change; change in leadership, change in budget, developments in technology and the crimes we police.

This change brings challenges which must not be underestimated; Thames Valley Police has already saved £58 million while protecting front line services but further savings will be required. We must rise to the challenges of policing emerging crime types such as cyber-crime and exploitation, without losing focus on more traditional crimes.

Change also brings opportunities. Opportunities to work collaboratively with other Forces and more closely with our partners while embracing technology to deliver more efficient and effective policing. We will also continue to invest in our staff to ensure that they have the necessary skills and professionalism to enable them to carry out their role.

We will continue to work to prevent crimes, protect the public and to maintain the high levels of satisfaction and the reduction in crime, of which we are rightly proud. We will work to create an innovative and modern police force which, at its heart, continues to focus on keeping our communities safe from harm.

Delivery Plan Aims

- To reduce domestic burglary
- To increase the volume of rape investigations which result in prosecution compared to the 31st March 2015
- Increase the percentage of rape prosecution files submitted to the Crown Prosecution Service assessed as trial ready
- To increase the volume of domestic abuse investigations which result in charge or caution compared to the 31st March 2015
- Increase the percentage of violence with injury (excluding domestic abuse) prosecution files submitted to the Crown Prosecution Service assessed as trial ready.

Diagnostic Indicators

- Monitor the repeat victimisation rate for domestic abuse related violent crime
- Monitor the proportion of domestic abuse investigations which do not result in a prosecution
- Monitor the proportion of rape investigations with an identified suspect which do not result in a prosecution
- Monitor victim satisfaction levels
- Monitor the level of rural crime based on NFU insurance claims
- Monitor the level of dwelling burglaries at the CSP (and Force) level
- Monitor the levels of violence at the CSP (and Force) level.

1 Cut crimes that are of most concern to the community

The main purpose of the police is to cut crime by working with partners on crime prevention and reduction and by effective investigation and enforcement. We will focus on reducing and solving crimes that are of most concern across Thames Valley.

	Action	ACPO Owner
1.1	Continue to prioritise burglary and violent crime.	DCC
1.2	Improve the investigation and case preparation of domestic abuse and rape offences.	DCC
1.3	Continue to promote safety in the night time economy through education and partnership working.	ACC NP&P
1.4	Support business communities in preventing and tackling fraud and retail crime.	ACC NP&P
1.5	Increase the use of analytical technology to prevent and detect crime and continue to explore the possibilities of prediction and benefits of Big Data.	ACC Crime
1.6	Improve the Force's response to Cyber crime.	ACC Crime
1.7	Develop our Crime Prevention capability around our key areas of harm and priority areas.	ACC NP&P
1.8	Work with rural communities to identify their concerns and reduce the risk of rural crime.	ACC NP&P

3

2 Increase the visible presence of the police

We are committed to increasing the availability and visibility of the police. To achieve this we will tailor patrol strategies according to analysis of where crime occurs and where uniformed presence will have greatest impact. We will continue to maximise the contribution of Special Constables to policing in the Thames Valley. We will use stop and search effectively and for the benefit of our communities.

	Action	ACPO Owner
2.1	Maximise the contribution that Special Constables make to policing.	ACC NP&P
2.2	Maximise patrol and operational deployment in the most efficient and operationally productive way.	ACC OPS
2.3	Take part in the Home Office Stop & Search pilot; Best Use of Stop and Search.	ACC NP&P
2.4	Deliver TVP's commitment to the Mental Health Crises Concordat partnership action plans.	ACC NP&P
2.5	Consider ways to improve focused engagement with our diverse communities in order to tackle crimes that affect them.	ACC NP&P
2.6	Implement the agreed recommendations from the Neighbourhood Policing Review.	ACC NP&P
2.7	Deliver the Force Single Equality Scheme action.	CC

3 Protect our communities from the most serious harm

We will work closely with our partners to protect the public from harm. We will identify and safeguard the most vulnerable people and communities and will tackle the criminals who prey on them. We will identify victims and perpetrators of child sexual exploitation and bring offenders to justice. We will work with other police forces and national agencies to tackle serious organised crime and other national threats.

	Action	ACPO Owner
3.1	Continue to maximise partnership working in the form of multi agency safeguarding hubs to protect the vulnerable.	ACC Crime
3.2	Encourage the victims of sexual assault to come forward and report. Provide the highest standards of investigation and improve the quality of service we give to those victims.	ACC Crime
3.3	Protect children from sexual abuse and provide the highest possible service levels to those children who have been subject to abuse and exploitation.	ACC Crime
3.4	Work with partners to develop strategies to encourage engagement and help vulnerable victims through the criminal justice process.	ACC NP&P
3.5	Work with other agencies and develop intelligence to target those individuals and Organised Crime Groups engaged in human trafficking and slavery.	ACC Crime
3.6	Develop an adult safeguarding strategy to protect vulnerable groups from Organised Crime Groups.	ACC Crime
3.7	Encourage FGM (Female Genital Mutilation) referrals by partners and develop preventative strategies, investigative strategies and community engagement.	ACC Crime
3.8	Work with communities to increase resilience to fraud and improve the process for victims.	ACC Crime
3.9	Target criminals by maximising our use of the Proceeds of Crime Act and asset recovery opportunities.	ACC Crime
3.10	Deliver the relevant parts of the Government's Serious and Organised Crime Strategy (SOCS).	ACC RC & CT

4 Improve communication and use of technology to build community confidence and cut crime.

We will continue to improve the way we communicate with the public and will publish more information about our services and outcomes. We will use technology to enhance our policing and keep our communities informed.

	Action	ACPO Owner
4.1	Use technology to provide the public, our staff and our partners with easy effective access to information and services.	DoI
4.2	Ensure we effectively communicate how we are performing and the outcomes of our work.	DoI
4.3	Use technology to effectively target crime prevention activities and information to those at risk and focus on protecting people as well as property.	DoI
4.4	Implement recommendations from the contact management programme to improve public contact with the police.	DCC
4.5	Further develop digital platforms to engage and inform the public and increase our diverse communities willingness to report crime.	DoI
4.6	Deliver the Digital Policing Programme in collaboration with Hampshire Constabulary.	ACC NP&P
4.7	Structure and manage our information to maximise safe, effective data sharing with partners.	DoI

5 Increase the professionalism and capability of our people

We will continue to reduce bureaucracy and improve our processes. We will provide high quality support and training to our staff so they have the professional expertise and the freedom and responsibility to deliver the best possible service to the public. We will work to ensure TVP remains an employer of choice.

	Action	ACPO Owner
5.1	Continue to promote an ethical culture and embed the Code of Ethics.	DoP
5.2	Continue to work with the College of Policing, make best use of research and implement evidence based practice.	DoP
5.3	Develop and implement a well being strategy for our staff.	DoP
5.4	Use evidence based research and practice to increase the representation of people from diverse backgrounds in our workforce to more closely reflect the population of the Thames Valley.	DoP
5.5	Continue to promote and enhance our reputation as an employer of choice.	DoP
5.6	Promote multiple entry routes to policing.	DoP
5.7	Simplify our policies and processes with due regard to Authorised Professional Practise.	DCC
5.8	Improve the effectiveness and efficiency of the criminal justice through improving the skills of our staff and exploiting technology.	ACC NP&P
5.9	Develop knowledge management strategy to support professional and effective operational service delivery by capturing learning from critical incident management, investigative review board and other oversight structures.	DoI
5.10	Develop problem solving skills of Officers to reduce recidivism and repeat victimisation.	ACC NP&P
5.11	Develop the investigative skills of our staff to reflect the changes in crime type.	ACC Crime

6 Reduce costs and protect the frontline

We will continue to work hard to improve the efficiency of our business. We will make further savings through our productivity strategy and our collaboration programmes and Priority Based Budgeting.

	Action	Chief Officer lead
6.1	Deliver the cost reductions identified in the productivity strategy for 2015/16.	DoF
6.2	Continue to develop the productivity strategy for 2016-17 to 2017-18.	DCC
6.3	Use a priority based budgeting approach to review the allocation of resources.	DCC
6.4	Identify new opportunities to enhance our service delivery through innovation, collaboration and partnership.	DCC
6.5	Rationalise our estate and optimise the use of space.	DCC
6.6	Reduce our carbon footprint.	DCC
6.7	Improve efficiency by enabling more agile working through appropriate working environments, equipment provision and removal of cultural obstructions.	DCC
6.8	Transform the Procurement function to facilitate working with the business to deliver significant contract/procurement savings.	DoF

Key to Abbreviations

DCC	Deputy Chief Constable
ACC RC & CT	Assistant Chief Constable Regional Crime and Counter Terrorism
ACC NP&P	Assistant Chief Constable Neighbourhood Policing and Partnerships
ACC Crime	Assistant Chief Constable Crime
DoP	Director of People
DoI	Director of Information
DoF	Director of Finance

Single Equality Scheme Objectives

In accordance with the Equality Act 2010 public bodies are required to publish four-year Equality Objectives. These Objectives are incorporated within the Thames Valley Single Equality Scheme Delivery Plan.

Equality Objective 1

To ensure Thames Valley Police employs a diverse workforce that more closely represents the communities in Thames Valley with a focus on BME representation.

Equality Objective 2

Improve confidence and trust in the service provided by Thames Valley Police through effective community engagement.

Equality Objective 3

To maintain a focus on the appropriate and effective use of Stop & Search, to ensure its use is understood & communicated to the communities of Thames Valley.

Equality Objective 4

To work with partners to improve the experience and outcomes of people experiencing mental ill health.

If you would like this document in a different language please contact:

Tel: 01865 846645

Email: tpv3@thamesvalley.pnn.police.uk

Jeśli chciał(a)byś otrzymać ten dokument w innym języku, prosimy o kontakt

ਇਹ ਨਾਟਕਾਰੀ ਪੰਜਾਬੀ ਵਿੱਚ ਵੀ ਮਿਲ ਸਕਦੀ ਹੈ । ਇਸ ਠਹੀ ਫੋਨ ਕਰੋ

لو بودک ان تری هذه الوثيقة بلغة مختلفة نرجو الاتصال:

यदि आपको यह दस्तावेज़ अन्य भाषा में चाहिए तो कृपया संपर्क करें :

Si vous aimeriez avoir ce document dans une langue differente, veuillez contacter

閣下如需這份文件另一種語言的版本，請聯絡：

如果你需要本文件的另一种语言版本，请联系：

اگر آپ اس دستاویز کو مختلف زبان میں چاہتے ہیں تو رابطہ کریں۔

Haddii aad dokumentigaan ku rabto luqad kale fadlan la xiriiir:

আপনি যদি বিভিন্ন ভাষায় এই নথিটি পেতে চান, তাহলে অনুগ্রহ করে যোগাযোগ করুন :

अगर आ दस्तावेज़ तमने जुदी भाषामां ज़ेठतो डोय तो कृपा करी संपर्क करो :

Wenn Sie dieses Dokument in einer anderen Sprache benötigen, melden Sie

Tel: 01865 846645

Email: tpv3@thamesvalley.pnn.police.uk



www.thamesvalley.police.uk

For more information and the latest version
go to: www.thamesvalley.police.uk