



# KEEPING CUMBRIA SAFE

POLICE AND  
CRIME PLAN  
2021-2025



Peter McCall

[www.cumbria-pcc.gov.uk](http://www.cumbria-pcc.gov.uk)



# FOREWORD

I am pleased to present my second Police and Crime Plan. The Plan outlines how I will be working together with the Chief Constable and partner agencies to keep Cumbria safe.

Much has been achieved in the past five years and Cumbria remains a safe county. However, now is not the time to take the foot off the pedal. Members of the public regularly tell me the issues which affect them, such as dangerous driving, antisocial behaviour and drugs in their local communities. It is one of my key roles as Police and Crime Commissioner to make sure that these concerns are heard by the Constabulary and hold the Chief Constable to account for the performance of the police force. I will also be focusing on the causes of crime and initiatives to tackle early and repeat offending. As with the rest of the country, as outlined by the Home Office's 'Beating Crime Plan', I share the intention to Reduce murder and homicide; Reduce serious violence; Continue to disrupt drug supply and County Lines drug dealing; Reduce neighbourhood crime; Tackle cyber crime; Improve satisfaction for victims of crime and in particular victims of domestic abuse.

Another issue which residents raise with me is having visible policing in their local communities. With the additional police officers recruited as part of the national Operation Uplift, we will continue to focus on deploying dedicated officers in many local areas. To support this, I will be asking the Chief Constable to carry out a review to ensure that the police workforce is best placed to meet current and future demands, putting the most appropriate resources in the right places. It is important to understand that there is a balance between visible police presence and the need for detectives who are the

specialists in investigating crime.

I know that local people are also concerned about crimes that are hidden behind closed doors and that frequently cause the highest level of harm to their victims, such as domestic abuse, online exploitation and fraud. It is only by working together and developing support services that people will have the confidence to come forward and report such crimes.

We are living in unprecedented and challenging times. The Covid-19 pandemic has had, and continues to have, a massive impact on people living and working in Cumbria. The Constabulary will continue to be at the forefront of engaging, explaining, encouraging and enforcing the latest guidelines that emerge as we move forward. Once the longer-term consequences of the pandemic on people's finances, health and behaviours become clearer, we will need to adapt and respond to the impact on crime levels and to support the needs of victims.

We all need to play our part in keeping each other safe and in reducing the risk of crime in our area: 'We not They'. Part of this is continuing to support groups and organisations whose work in local communities helps to prevent crime and antisocial behaviour. Every member of the public can help by passing information to the Police if they witness crime or suspicious behaviour: information is the most vital element in both preventing crime but also bringing perpetrators to justice. By working together, we can keep Cumbria safe.

*Peter McCall*

**Peter McCall,  
Police and Crime Commissioner**



# COMMENTS FROM THE CHIEF CONSTABLE

I am pleased to have been involved in the development of this plan and remain committed to working with the Police and Crime Commissioner to deliver it. The Covid pandemic has brought some unique challenges for policing and I feel that it is even more imperative to continue to put emphasis on those priorities which have a significant impact on our communities.

Through focusing on crime and the causes of crime we can work with our partner agencies to establish the root cause of issues and tackle them from inception in a more proactive rather than reactive manner. By bringing officers back into our towns, we can be at the

forefront of tackling antisocial behaviour whilst providing a visible and effective police presence to keep our communities safe.

Our mission is to deliver an outstanding police service to keep Cumbria safe and I am confident that both delivery of the 'Big 3': tackling criminality, helping those in need and connecting with communities, whilst working together with the Police and Crime Plan, will achieve this.

*Michelle Skeer*

**Michelle Skeer QPM**

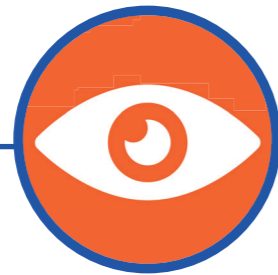


# POLICING AND CRIME OBJECTIVES



1

**A FOCUS ON  
CRIME AND  
THE CAUSES  
OF CRIME**



2

**A VISIBLE  
AND EFFECTIVE  
POLICE  
PRESENCE**



3

**A FOCUS  
ON VICTIMS**



4

**PREVENTING  
OFFENDING AND  
REDUCING  
REOFFENDING**



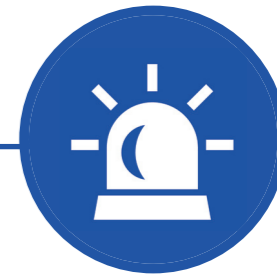
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**BE THE VOICE  
OF THE PUBLIC  
ON POLICING  
MATTERS**



6

**ENSURING THE  
POLICE ARE  
AT THE  
FOREFRONT OF  
THE RESPONSE**



7

**INTEGRATING  
BLUE LIGHT  
SERVICES**

## POLICING AND CRIME OBJECTIVES

This section of the Plan sets out the main areas of work for each objective. My role will be to listen to the issues which concern local people and to co-ordinate and drive the many areas of work which can only be achieved by agencies working together. My office will work with the Police, local communities and a range of public, private and community organisations to develop and commission projects and services set out in this Plan. I will also ask the Chief Constable to focus on the policing objectives in this Plan and hold them to account for their delivery.



## 1 A FOCUS ON CRIME AND THE CAUSES OF CRIME

Work with the local community, the Police and partner agencies to:

- Develop projects and support policing activities which aim to prevent people from becoming involved in illegal drug taking and which target organised drug crime, including County Lines, to prevent the harm this has in local communities;
- Play a leading role in coordinating the new public health duty to prevent serious violence;
- Continue to develop the Police Cyber and Digital Crime Unit and run public awareness campaigns to help keep local communities safe online, particularly children and vulnerable people;
- Promote safer driving, address causes of death and serious injury on our roads and encourage reporting of dangerous or antisocial driver behaviour;
- Develop campaigns to raise awareness of rural crime and to encourage those affected to report it and to access support;
- Develop initiatives which help to reduce violence against women and girls;
- Support activities which provide positive opportunities for young people and which prevent young people at risk of exploitation or offending from being drawn into committing crime and antisocial behaviour;
- Support and enable community groups to prevent and tackle crime and antisocial behaviour in their areas;
- Encourage the development of services for people with mental health difficulties, to reduce vulnerability to becoming victims of crime.



## 2 A VISIBLE AND EFFECTIVE POLICE PRESENCE

Work with the Police and partner agencies to:

- Continue to recruit and train more police officers as part of the national Operation Uplift;
- Look at the impact of basing officers in local towns and villages, which has been made possible as a result of increases in police officer numbers;
- Commission a review to understand the policing tasks needed to meet future demands on the service, to make sure the police force has the right people in the right role, in the right place;
- Develop child-centred policing approaches to help to keep children safe;
- Put in place initiatives which help people feel safer in local communities, including at night;
- Support improved ways of working to help to solve crimes and bring offenders to justice.



## 3 A FOCUS ON VICTIMS

Work with partner agencies, the Police and support organisations to:

- Commission services to support victims of crime and abuse to help them to cope and recover;
- Ensure victims of crime are offered their entitlements under the national Code of Practice for Victims of Crime;
- Keep improving how the Police deal with victims of crime and antisocial behaviour, to make sure there is a high level of satisfaction with the service;
- Continue to support the role of women's centres in working with women and young people who have experienced or are involved with crime or domestic abuse;
- Develop support for children and young people who witness domestic abuse;
- Continue to develop and commission services for victims of sexual assault and sexual abuse;
- Review the processes for bringing suspects of rape and serious sexual assault to justice, to understand why cases do not progress to prosecution and where improvements can be made;
- Encourage awareness and reporting of crime and abuse, particularly crimes such as domestic abuse, sexual assault, hate crime and modern slavery, where victims find it difficult to come forward;
- Offer victims the opportunity to tell the person who committed the crime about the impact it had on them and others.





## 4 PREVENTING OFFENDING AND REDUCING REOFFENDING

Work with the Police and partner agencies to:

- Develop interventions aimed at encouraging a change in behaviour for young people who are at risk of, or have committed, a crime or antisocial behaviour;
- Commission early intervention with adults to prevent them getting into a cycle of offending, including domestic abuse and hate crime;
- Support partnership approaches that target offenders of neighbourhood crimes such as burglary and theft;
- Develop a programme which works with those who pose a high risk of harm through domestic abuse;
- Put in place new ways of delivering services which work with female offenders and female victims to make them available across more areas.



## 5 BE THE VOICE OF THE PUBLIC ON POLICING MATTERS

Work with partner agencies to:

- Provide members of the public and businesses with the opportunities to speak to the Police and Crime Commissioner face-to-face and online, at events and surgeries;
- Collect feedback from the public in Cumbria to understand the policing and crime issues that have affected them;
- Review public concerns raised about the Constabulary and the quality of the service received;
- Regularly listen to the lived experiences of victims of crime and ensure this is taken into account by criminal justice and support agencies;
- Represent the concerns and issues raised by local communities with the Government, national bodies, the Police and local partner agencies.



## 6 ENSURING THE POLICE ARE AT THE FOREFRONT OF THE RESPONSE

Work with the Police and partner agencies to:

- Understand and deal with the impacts of the Covid-19 pandemic to support recovery in the county;
- Make sure the Police are ready to deal with threats which develop in or affect a wider area than Cumbria, including civil emergencies, natural disasters, terrorism, cyber attacks, organised crime and public order.



## 7 INTEGRATING BLUE LIGHT SERVICES

Work with the Police and partner agencies to:

- Continue to build relationships between blue light services (Police, Fire and Ambulance services) to ensure they are run as efficiently as possible;
- Understand the implications of Local Government Reorganisation for policing and other local services.



# HOW WE WILL WORK



## WORKING IN PARTNERSHIP

Partnership working has to be at the heart of any approach to tackling crime and antisocial behaviour- where we all take responsibility for our part but also influence others to take theirs. As Commissioner, I do not deliver services but will support and try to influence others to focus on the issues that local people tell me are important. I chair the Safer Cumbria partnership, a countywide network of organisations involved in preventing and dealing with crime. To support this, partnership working by my office will coordinate and drive forward work to:

- Prevent crime and antisocial behaviour;
- Prevent the harm caused by abuse and criminal behaviour;
- Develop joined-up and appropriate support for victims;
- Prevent offending and reduce reoffending;
- Improve victims' experience of reporting to the Police and the court process;
- Oversee Cumbria Police working with other forces in the North West of England.

### We will do this by:

- Giving agencies feedback from the public, victims and other service users;
- Influencing partner organisations' plans to ensure they cover priorities within this Plan;
- Taking a lead on priority areas within this Plan, such as leading projects to join-up services;
- Finding out more about crime and antisocial behaviour issues in local areas from partnerships and agencies working across the county;
- Gaining feedback on how services are operating and driving progress, where needed;
- Discussing needs, gaps and potential approaches with partner organisations before buying new services, or working with partners to jointly set up projects;
- Making funds available to certain partnerships to support them to start joint projects which address needs that have been identified.

### Examples of how we are doing this include:

- Working with health, criminal justice and support services to join up services for victims of domestic abuse, sexual assault and sexual abuse;
- Supporting and developing the role of the three women's centres in the county, to provide a range of services for vulnerable women;
- Working together to tackle violence against women and girls;
- Speaking to victims, survivors of abuse and support organisations to understand their lived experiences following a crime and working with partner organisations to improve this;
- Providing leadership to develop a shared vision for greater collaboration between Blue Light emergency services;
- With a range of organisations, reviewing a number of cases which the Police have dealt with out of court to check that the right sanction has been given and to learn lessons.

### The Police also work with many other agencies and groups. Some examples include:

- Working with local Community Safety Partnerships to identify local concerns and projects which will address them, including reducing violence that may happen after a night out drinking;
- Helping to keep children and vulnerable adults safe by working with social care and support services;
- Preparing for severe weather and other major emergencies in the county, working with other emergency and public services;
- Working with support services for victims to make sure victims of crime get the right service when they are referred to them;
- Collaborating with North-West England police services to share their expertise and support their investigations;
- Working with the courts and Crown Prosecution Service to make the criminal justice process faster, more effective and more suitable for victims;
- Going into schools to help keep young people safe and deal with antisocial behaviour.



# HOW WE WILL WORK

## COMMISSIONING AND FUNDING

I will provide the following resources to the Police to deliver the policing set out in this Plan. The figures below show the amount of funding currently planned to be provided from the Commissioner to the Chief Constable for policing between 2021 and 2025. 2021-22 figures reflect the current year's budget. Future budgets may change and depend on the amount of Home Office Police Grant given to Cumbria.

	2021-2022	2022-2023	2023-2024	2024-2025
<b>Police Officer Pay</b>	97,139,153	97,777,271	97,038,027	99,657,439
<b>Police Staff Pay</b>	27,181,018	29,072,012	30,228,476	31,036,493
<b>Non-Pay Costs</b>	17,913,471	18,566,079	17,590,381	17,967,245
<b>Income</b>	- 5,260,984	- 5,106,493	- 5,158,104	- 5,318,071
<b>Total</b>	<b>136,972,658</b>	<b>136,308,869</b>	<b>139,698,780</b>	<b>143,343,106</b>

With funds I receive from the Government, I will also commission services in support of my statutory duties and to help address objectives within this Police and Crime Plan. This includes services which support victims. More information on how I will use funding is in my Commissioning Strategy. This is on my website at [www.cumbria-pcc.gov.uk](http://www.cumbria-pcc.gov.uk)

Any funding I make available to partner agencies or the public will be to support the priorities in this Police and Crime Plan. I have the following open grant scheme available at present:

- Police and Crime Commissioner's Property Fund** - This distributes funds accumulated in the Police Property Fund as a result of the disposal of property seized by the Police under the Proceeds of Crime Act. Police officers or staff must make the application on behalf of a community or local group for projects which support the Police and Crime Plan.

My open grant schemes are reviewed regularly. Each grant scheme has specific amounts of funding which can be applied for. Application packs and full grant criteria are on my website at [www.cumbria-pcc.gov.uk](http://www.cumbria-pcc.gov.uk)

## MONITORING THE PLAN

I will use a number of ways to check on how Cumbria Police is performing. These include:

- Regular meetings with the Chief Constable to discuss current issues and areas for improvement;
- Six-monthly updates from the Police on crime levels, public satisfaction and other data and a focus on themes from this Plan, such as roads policing, at my Public Accountability Conferences;
- Receiving updates and gaining assurance on areas of work of public interest, such as investment into information technology and diversity in the police workforce;
- Publishing information on my website about how Cumbria Police is performing and about inspections of the police force;
- Speaking to local people and getting feedback on their experience of policing in Cumbria and issues that concern them;
- Considering public surveys to see how respondents feel about their safety and the police service;
- Making sure that the Police implement a plan for inclusion and race equality, including any learning from the review they commissioned to identify and address any racial disparities for anyone interacting with the Police;
- A Victims' Consultation Group, where the members, from across the county, talk about their experience of the criminal justice system and give views on new proposals;
- Working with partners to understand what is and is not working well;
- Meetings with Her Majesty's Inspectorate of Constabulary and the Fire and Rescue Services after their inspections to understand what is working well and where the Police need to improve;
- Reviews by our internal audit service and external financial audits which give valuable feedback and make recommendations on governance and financial processes against an agreed audit plan;
- The Joint Audit Committee, which provides independent assurance in respect of my own and the Police's organisational governance;
- The Ethics and Integrity Panel, which promotes high standards of ethical performance in all aspects of policing, by reviewing and constructively challenging police processes and performance. The Panel also has this role in relation to the work of the Police and Crime Commissioner's office.
- An Independent Custody Visitor Scheme, which involves volunteers checking on the welfare of people held in police custody through unannounced spot checks.

Further details of meetings held in public and online are available at [www.cumbria-pcc.gov.uk](http://www.cumbria-pcc.gov.uk)

In turn, I will work with the Police and Crime Panel who have a remit to scrutinise and support me on delivering the Police and Crime Plan.

# TOP LOCAL ISSUES IDENTIFIED IN THE POLICE AND CRIME PRIORITIES SURVEY



## IDENTIFYING THE PRIORITIES FOR THIS PLAN

In producing this plan, I have looked at many sources of information to identify what the priorities need to be. This includes local people's concerns and the issues identified by partner organisations that are working to keep communities safe in Cumbria. The national priorities for policing have also been considered, such as the Policing Vision 2025, the Beating Crime Plan and those issues monitored nationally through the Crime and Policing Measures framework. Local needs have been looked at, alongside the potential regional and national requirements for support from Cumbria Constabulary in times of major emergency or public unrest, which are set out in the Strategic Policing Requirement.



If you would like this information in braille, audio, large print, easy read or in another language, please contact the Police and Crime Commissioner's office on

**01768 217734**

or email

**[commissioner@cumbria-pcc.gov.uk](mailto:commissioner@cumbria-pcc.gov.uk)**

You can find out more information about how I am carrying out my role on my website:

**[www.cumbria-pcc.gov.uk](http://www.cumbria-pcc.gov.uk)**