Police and Crime Plan 2017-2021

Making Northamptonshire Safer
I am very proud to be your elected Police and Crime Commissioner. I consider it a huge honour and a crucially important role to help make Northamptonshire safer for us now and for the future.

One of the duties of the Police and Crime Commissioner is to produce and publish a Police and Crime Plan for the county. I do not want this plan to be empty words. I care about genuinely changing our county for the better. I have listened and learned a lot since being in this role and this has shaped my views on the key priorities for the county and how, with partners, they will be tackled.

I have worked closely with the Chief Constable and his wider team to understand the issues of greatest risk and threat that the police need to respond to. I have also visited and heard from many partners, community groups and members of the public. Over 2,000 people and organisations responded to my consultation on the draft version of this plan during October and November 2016. To all of you that took the time to respond, I thank you for helping to shape this final Plan.

I do not want this Plan to be seen as mine. I want it genuinely to be seen as being the plan that we all aspire to deliver in the county whether that is the Police, partners or the wider community. Fundamentally this is your plan to make Northamptonshire safer.

I will ensure that the public feel safe and thrive in Northamptonshire with fewer people involved in the Criminal Justice System, whether as a victim or as an offender by:

- Keeping Children and Young People Safe.
- Community Partnerships.
- Protecting People From Harm.
- Putting victims at the heart of justice.

This Plan inevitably produces a list of priorities. I want to make it clear that this does not mean that the Police will not continue to deal with a wide variety of crimes. This is rather about trying to prioritise where scarce resources are placed if there is a choice to be made about where they can be utilised. I need to balance those issues of public concern with the taking into account the challenges that are emerging and will continue into the future. These range from tightened public finances to the emergence of cyber-crime and heightened emphasis on previously ‘hidden’ crimes such as child sexual abuse and modern day slavery.

This is not a Plan just for the Police. Many of the issues that affect how safe we feel can be prevented or dealt with by other agencies other than the Police. I particularly believe that early intervention to prevent young people from becoming victims and perpetrators of the future is the central theme to the Plan. I will also invest in new technologies to provide frontline resources with the best equipment to enable them to be more effective in fighting crime, enabling them to spend more time Policing and less time filling in paperwork.

I believe that together we can make Northamptonshire safer and will strive every day in this role to deliver that single goal.

Yours sincerely,

Stephen Mold
Police and Crime Commissioner for Northamptonshire
Foreword from the Chief Constable, Simon Edens

The purpose of Northamptonshire Police is to protect people from harm and it is my belief that through fulfilling our purpose, the Force can make a huge contribution to the aims and objectives of this Police and Crime Plan.

We realise our purpose when we ensure that the most vulnerable in our society are better protected, by intervening early, preventing crime and reducing the impact of crime on the people of Northamptonshire.

We want to create a system that people can have trust and confidence in; where victims feel that they have the help and support they need from Northamptonshire Police and its partners to cope and recover when they have been harmed.

We are soon to implement a new model of policing which will be based on threat, harm and risk. This will mean that the Force will have become more evidence based in its approach that will better enable us to fulfil our purpose of protecting people from harm.

I am delighted that the PCC and his team have consulted the Force in the development of this Police and Crime Plan. To see so much of what is important to the Force reflected in this plan, whilst also setting out some stretching and challenging issues which will not only involve the Force but other partners in the County and beyond, provides an excellent basis on which to build upon our good work.

There is already evidence of some excellent partnership approaches in our county, evidenced by our nationally leading position around police and fire collaboration, in protecting our children from modern day threats posed online and some of our wider youth engagement work.

However, I believe that as a new vision for policing begins to unfold over the next five years, there is still much more that can be achieved by working collectively with the Office of the Police and Crime Commissioner, local government and the wider justice system to make Northamptonshire a safer place.

I look forward to working with all of you to help better protect the people of Northamptonshire.

“...We want to create a system that people can have trust and confidence in; where victims feel that they have the help and support they need from Northamptonshire Police…”

Simon Edens, Chief Constable

My Role as the Police and Crime Commissioner

I believe that the most important part of my role is to ensure that the services you receive from the Police and broader public agencies to keep you safe are effective and meet your expectations and needs.

I am in the role to be the public’s voice and representative. I want to listen to you on any issues you have about policing or community safety in Northamptonshire. I commit to working with you, the Police and partners to seek to address the issues that matter most to you. This process of listening to you does not stop now that I have a published Police and Crime Plan. I want to constantly be hearing from you to evolve what we do and how we do it.

I believe we need to support people at the earliest opportunity to provide the very best life chances for everyone in Northamptonshire. I will work with partners to address issues at the earliest stage to make them more likely to be resolved. Early intervention is a critical strand of this plan to ensure sustainable long term stage in the county.

I will work with partners in the public sector and beyond to seek to deliver the very best services for you. This includes working closely with the Chief Constable to deliver real and lasting change. The law requires that I hold the Chief Constable to account for the performance of the Force, and I will retain the ability to critically challenge the Chief Constable where necessary, but I want to work closely with him as I believe our collective leadership will deliver far stronger services for you.

I know the Chief Constable is equally committed to working closely to achieve our shared goal to make Northamptonshire safer.
Values and Ethos

It is important to me that not only do public sector agencies make Northamptonshire safer but that the things that are done are done in the right way. Everything that I commission will seek to adhere to the following values and ethos:

- **Ethical.** Everything we do will adhere to the highest standards
- **Diversity.** We will value all differences
- **Honest.** Your public servants should always act with honesty
- **Integrity.** I will ensure that things are always developed with probity and morally as well as legally correct.
- **Approachable.** Those providing service to the public should always be considered approachable.
- **Reliable.** If someone says they will do something for you then they will and they will do the right thing
- **Fair.** Everyone should be treated as an individual and treated with respect.
- **Learning.** Every member of the public sector should be developing all the time and this should be built into the culture of the organisations that serve you.
- **Wellbeing.** I want to ensure that not only do we look after members of the public but staff who are delivering against my plan are looked after and treated with the respect and fairness they deserve.
- **Prevention and Early Intervention.** I want to ensure that everything we do as organisations to deliver this plan seeks to prevent crime and anti-social behaviour and tackle their causes rather than reacting after the event.

Northamptonshire Demand

Nearly 730,000 people, with the county expected to continue growing at the fastest rate in the country.

- **308,000** Households
- **268** Parishes
- **2500** miles of roads
- **15%** non-white British
- Over **150,000** young people

How Does Policing Work?

The Public

You, the public ultimately hold policing to account.

At a national level, this is through voting for MPs and Government, while at a local level, you can vote for your Police and Crime Commissioner.

The Government

The Government set the national policing priorities, pass new laws and allocates a central pot of funding to each Police and Crime Commissioner.

Police and Crime Commissioner

Police and Crime Commissioners (PCCs) represent the public at local, county levels. It is the role of Stephen Mold, PCC for Northamptonshire, to:

- Set the strategic direction for policing through the Police and Crime Plan.
- Be responsible for the totality of policing in the county.
- Hold the Chief Constable to account, and to hire or fire the Chief Constable.
- Lead support services for victims and witnesses of crime.
- Decide how a budget of over £120million will be spent.
- Improve community safety and help evolve the criminal justice system.
- Contribute to resourcing national and international responses to threats.
- Maintain a scheme for the welfare of people in custody

Chief Constable

The Chief Constable of Northamptonshire Police is Simon Edens. His role is to lead the police force, and to:

- Carry out the strategy for policing set by the Police and Crime Commissioner.
- Lead the operational aspect of policing.
- Appoint and direct Officers.
- Allocate the finances given by the Police and Crime Commissioner.
- Manage complaints against the Force.
- Collaborate with other Forces and organisations to achieve strategic aims.

Police Force

Led by the Chief Constable, Northamptonshire Police are responsible for the operational side of:

- Public protection.
- Enforcing the law.
- The prevention of crime and anti-social behaviour.
A Month in the Life

On average, every month Northamptonshire Police deal with:

9,284 999 calls
25,187 101 calls

Attend 23 road traffic collisions

557 breath tests

Deal with...
☑️ 264 domestic burglaries,
☑️ 2,139 theft offences,
☑️ 477 vehicle crimes,
☑️ 1,258 violence offences,
☑️ 59 robberies; and
☑️ 135 sexual offences.

Record 635 domestic related crimes

613 incidents flagged as being associated with a person with mental health

Make 968 arrests

Issue 24 fixed penalty notices for using mobile phones whilst driving

Receive 154 missing persons reports and each will be missing on average for 74 hours.

STOP Undertake 102 stop and searches. 20 end in arrest.

Officers will deal with

3,174 ASB incidents

Issue 97 cautions, 97 community resolutions and 23 cannabis warnings.
Ongoing Demand
Safeguard the Public

Support 376 families enrolled in Troubled Families programme

Support 1,938

Manage 26 offenders through multi agency arrangements

Support 295 domestic abuse victims at Multi-Agency Risk Assessment Conferences

The Office of National Statistics estimated that there were 2.46 million cyber incidents and 2.11 million victims of cyber crime in the UK in 2015.

In 2015, the Internet Watch Foundation identified over 68,000 URLs containing child sexual abuse images.

Data derived from the new fraud and computer misuse offence questions (which continue to be published as Experimental Statistics) show there were an additional estimated 5.6 million incidents of fraud and computer misuse offences in the latest year’s survey (3.6 million fraud and 2.0 million computer misuse offences).
Keeping Children and Young People Safe

Young people are our future. They deserve those in positions of responsibility to make Northamptonshire a better place to live for their futures. Young people deserve to grow up in a place where they feel safe and protected and where they can grow and flourish.

Early intervention is critical to ensuring that children and young people have the best opportunities to achieve their potential. Evidence demonstrates that early support will significantly reduce the impact of negative experiences on emotional wellbeing and development.

This is the fundamental reason why I wanted to become your Police and Crime Commissioner. I am determined to do everything I can to reduce crime and increase the life chances of every young person in this county.

Our Area of Focus | What We Will Do
--- | ---
Increase awareness and reporting of child exploitation | • Building on previous engagement exercises (Teens and Online Safety), focus on engaging school children to equip them to raise concerns to adults and to understand what ‘acceptable’ behaviour looks like.

Intervening at the earliest opportunity to divert young people from being the victims or offenders of the future | • Seek to develop prevention and diversion from the youth justice system to stop as many first time entrants to the system as possible.
• Work with schools and social care to prevent risky behaviours becoming criminal behaviours.
• Focus on adolescents to provide diversion away from risky behaviours.
• Developing restorative practices within school settings to prevent the escalation of issues to crime.
• Work with partners to ensure that all services focus on the needs of young people and their families early to prevent concerns escalating to crisis.
• Consider ways to address the impact of missing people on policing.

Increase the safety of our young people online | • Educate young people and their parents to keep them safe online.
• Education on safe use of the Internet.
• Co-develop ideas for implementation with young people.

“More support for families in difficult areas.”

Suggestion from a member of the public

“Need more sharing of information between agencies. Some children can slip through the holes created by lack of communications...”

Feedback from a partner agency

“Active programmes of education in schools to ensure that children from the youngest age understand what behaviours are appropriate and what behaviours are inappropriate for them and others...”

Quote from our public consultation
Community Partnerships

The public have a fundamental role at the heart of policing in this country. The police cannot do their job without engagement and participation from every part of every community. It is fundamental to the principles of policing by consent.

“Give local areas more responsibility/accountability... to focus on local issues that are causing most damage to their communities.”

Recommendation from a member of the public

### What We Will Do

**Increase accessibility to and visibility of policing in both urban and rural areas**
- Enable police officers to spend more time on the frontline by providing them with enabling technology so that they have to spend less time on paper work and more time in our communities.
- Help communities to help themselves through building new and innovative ways to work with and build on existing relationships with Neighbourhood Watch, Speedwatch schemes and other volunteers in our communities.
- Reinvigorate engagement with community groups using both traditional and digital methods.
- Support local communities to develop their own solutions to keep themselves safe, addressing the issues that matter to them.
- Work with partners to collectively increase visibility through new modes of working.
- Ensuring that we are responsive to the needs of local people by being there when we are needed and ensuring we understand their needs when we do, whether that is in rural or urban areas.
- Improve how volunteers are used within policing, whether they are Special Constables or performing other roles.

**Tackle Anti-Social Behaviour and Hate Crime to make people feel and be safer**
- Seek to get beyond organisational boundaries to build better integrated solutions for the public.
- Work with partners to deliver the existing strategies for Anti-Social Behaviour and hate crime.
- Ensure public sector response to domestic incidents reduces impact and likelihood of further incidents.

**Increase Road Safety and the perceptions of safety in our county**
- Seeking to develop approaches to road safety that better educate and impact on preventing deaths and serious injuries on our roads.
- Work to change driver behaviours where they are a contributory factor in creating danger on the County roads.

**Improve the availability of reporting.**

Request from our consultation on the draft police and crime plan

**Be approachable allowing the public to report things without repercussions.**

Feedback from a member of the public

In an increasingly diverse county policing needs to ensure it continues to serve everyone in the county. Not only this but communities should be involved, understand, shape and take part in the delivery of their public services. I want partnerships, not only between the police and broader public sector, but to include the public directly. Only by approaching the future in this way will we achieve real and sustainable change.
Protecting People From Harm

I want the focus to be on preventing crime. The best thing we can do for the public is stop them becoming victims in the first place. The Force’s Mission is to Protect People from Harm. But this cannot be delivered solely by the Police. Indeed in intervening early, preventing crime and the causes of crime many other agencies and the wider society have roles to play.

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<tr>
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<td>Increasing confidence to report incidents of domestic and sexual abuse whilst reducing the level of sexual abuse including rape in the county</td>
<td>• Build campaigns to support victims of domestic abuse to report to the police. • Ensure that where domestic incidents occur that the response provided by the public sector reduces the impact and the likelihood of further incidents. • Develop operational plans to reduce the levels of rape in Northamptonshire.</td>
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<tr>
<td>Tackle Modern Slavery and Human Trafficking</td>
<td>• Work with partners to develop strategies to identify and reduce all forms of modern slavery and human trafficking. • Increase awareness within communities of what modern slavery and trafficking looks like and how to report it. • Provide effective support to victims of this type of criminality.</td>
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<td>Tackle the causes of crime: Drugs and Alcohol</td>
<td>• Work with Public Health to change the interventions to people with drug and alcohol issues to prevent people becoming entrenched ‘users’ wherever possible. • Work with a range of partners on both the night time economy and on/off licence trade to address issues of alcohol related harm.</td>
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<td>Addressing mental health issues to reduce vulnerability and offending</td>
<td>• Engage police workforce, victims and perpetrators to understand the issues with mental health to seek to develop approaches to reduce the impact of mental health issues in the county. • Develop campaigns with partners to address different elements of harm. • Develop ways to support the Force to ensure officer wellbeing.</td>
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<td>Ensure the county continues to be prepared for responding to national and international threats</td>
<td>• Ensure Northamptonshire meets the needs of the Strategic Policing Requirement and national Counter-Terrorism strategies. • Engage widely with communities to ensure that the national counter terrorism strategy is delivered locally, building trust and confidence in all communities in the county. • Raise public awareness of fraud and strengthen the response to all types of fraud.</td>
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<tr>
<td>Reduce the number of burglaries in the county</td>
<td>• Develop and deliver an ongoing burglary prevention and reduction campaign. • Provide prevention advice through better use of technological and digital tools. • Proactive operational policing to identify and tackle problem areas. • Focus on the reduction of burglary repeat victimisation.</td>
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<td>Increase investment to tackle cyber enabled crime</td>
<td>• Develop and/or enhance awareness and engagement approaches to reduce the likelihood of individuals and organisations becoming victims of cyber-enabled crime. • Seek to increase the capability of the Force to respond to these types of crimes.</td>
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“People who are drunk cannot protect themselves from danger and often become a danger to themselves.”

Thoughts of a member of the public

Putting Victims at the Heart of Justice

The Criminal Justice System should be service-orientated with the victim at the centre of all it does. Victims and witnesses of crime, anti-social behaviour and road traffic collisions deserve the very best treatment, service and outcomes possible to help them cope, recover and thrive.

A key reason for having a Police and Crime Commissioner is to put the victim first, something that I am determined to ensure occurs.

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<td>Improve services to victims of crime</td>
<td>• Build on the existing victims services in the county to ensure an ever more seamless service to victims and witnesses across agencies. • Engage victims and witnesses consistently to shape the services that are provided for them. • Work with partners to ensure specialist services are provided for the most vulnerable (for example domestic or sexual abuse and Female Genital Mutilation) or those who have experienced severe trauma (for example victims and witnesses of road traffic collisions). • Ensure that the Victims Code of Practice is built into how the police operate from the first point of contact onwards to the police service becomes victim-centric. • Ensure every victim gets the opportunity to take part in a restorative justice approach.</td>
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<tr>
<td>Ensure swift and sure justice</td>
<td>• Work with criminal justice system partners to seek to ensure that victims receive the best possible service and that fair trials are held as swiftly as possible. • Work with partners to rehabilitate offenders to reduce re-offending.</td>
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“More engaging with people to explain how they can help to protect themselves.”

Suggestion from member of the public

“Victims do need support and sometimes one visit or a phone call isn't enough.”

Feedback from our public consultation on the draft police and crime plan

“Identify and tackle issues that result in prosecutions being missed, where perhaps a minor procedural issues has blocked justice.”

Feedback from our public consultation on the draft police and crime plan

“Contact a victim as soon as possible so they know something is being done, that they are important.”

Request from a victim of crime
Transformational Change

We will also deliver a range of enabling and transformational programmes of work to improve frontline service delivery and capacity. In themselves these will not be seen by the public but these will be crucial and cross cutting in the delivery of the outcomes of this Plan.

Technology is fundamental to deliver this change through enabling better information sharing between police, partners and the public whilst also empowering victims and service users to gain effective online support.

“Technology is fundamental to deliver this change through enabling better information sharing...”

Stephen Mold, Police and Crime Commissioner

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| Improve and update technology systems and applications to increase efficiencies and interact with the public in new ways | • Develop new ways to communicate and engage with the public.  
• Increased use of cloud based services.  
• Further develop digital investigation and intelligence capture capability to maximise frontline police officer availability.  
• Review the number of computerised systems in operation to determine their effectiveness/fitness for purpose and identify new opportunities. |
| Increase data sharing across agencies to better target services to the needs of the people of Northamptonshire | • Enable sharing of information between councils, schools, aligned charities and other partners to support protection of the public, prevention of crime and swift justice. |
| Invest in Estates | • Policing has changed over the last 30 years and the estate that it operates from needs to change too.  
• The new Northern Accommodation Hub in Kettering / Corby will provide much needed countywide custody facilities as well as office accommodation.  
• Develop a comprehensive countywide estates strategy to ensure Northamptonshire Police is best located for the next 30 years.  
• Seek opportunities to share estate and co-locate with partners. |
| Implement a new Service Delivery Model for Policing in Northamptonshire | • The Chief Constable is bringing forward a new operational model for policing in the county – I will ensure that I monitor and oversee the implementation and operation of the new model for the benefit of the public.  
• Neighbourhood policing will remain core to the model .  
• The Special Constabulary will be better integrated into the model. |
| Collaboration and integration of local services | • Seek to lead work across organisations to bring together services in new ways that deliver the very best services for the public.  
• Breaking down traditional organisational boundaries to ensure the best interests of the public are served, not those of organisations. |
| Emergency Services Integration | • Build on our national leading position to further deepen the integration of police and fire and rescue services.  
• Use the enabling legislation being brought forward by the Government to develop a business case to make the case for the governance of the Fire and Rescue Service to move from the County Council to the PCC.  
• Work closely with the ambulance service to ensure whenever possible integration takes place across the three emergency services, particularly in relation to estates. |
| Force Collaboration | • Work with a range of other Forces to develop collaborative projects that deliver more efficient and effective services to people in Northamptonshire.  
• Broaden and widen existing collaborations with Leicestershire and Nottinghamshire Police where there is an economic and operational case to do so.  
• Examine all opportunities for collaboration and ensure that technology underpins any collaborative change.  
• Work towards developing a common IT infrastructure across Forces. |
| Ensure Value for Money | • This Plan is the principal means through which I identify and authorise outcomes and good value for money is using resources optimally to deliver these.  
• Assurance that plans will be developed and delivered is all part of ensuring good value for money.  
• I receive all money for policing in Northamptonshire and determine how to spend that money, including how much to delegate to the Chief Constable and I set out what the Chief is expected to deliver for the funding provided, to which I will hold him to account.  
• My medium term financial plan can be found at northants.police.uk/financialplan. Key pressures continue to be reductions in central government grant whilst at the same time dealing with emerging and changing crime landscape whilst also requiring to invest in future capabilities and capacity within the Force. |
| Enhance Engagement and Consultation | This will be central to ensuring that everything we do is evidence based, based on what our communities need.  
I will ensure that my office develops and delivers an engagement strategy that will include ensuring that we hear from hard to reach communities to shape services that we commission.  
I will encourage the police to develop how they engage with the public in daily interactions.  
I will develop a Youth Commission to ensure that young people in the county are heard and influence future services. |

“It’s not all about money – much better use could be made of existing resources.”

Suggestion submitted to our public consultation

Police and Crime Plan 2017-2021

A Safer Northamptonshire
Regional Collaboration

For over ten years forces and police authorities/PCCs within the East Midlands Region (Derbyshire, Leicestershire, Lincolnshire, Northamptonshire and Nottinghamshire) have collaborated on a wide range of activities, both formally and informally.

These collaborations have greatly enhanced specialist capabilities and resilience within the region as well as delivering significant savings to participating forces. Senior government officials have often cited the East Midlands’ approach to collaboration as best practice, challenging other areas to learn from our regional experience.

As the collaborative approach has matured we have been able to develop a mix of collaborative activity that sees two, three, four or all five forces taking part. Recently work was developed on IT collaboration which will allow all five forces to share intelligence data more efficiently and has already helped in detecting crime and prosecuting offenders.

As Commissioner I wish to build upon this strong foundation and work with my fellow Commissioners and policing colleagues in the East Midlands region to continue to explore ways in which forces can work together.

Driving the collaboration agenda are five guiding principles:

• That local policing remains local.
• That any collaboration helps deliver a more efficient and/or effective policing service for Northamptonshire.
• That all areas of business are considered.
• That decisions not to participate in a particular collaboration are reviewed regularly, as circumstances may change.
• That any costs and/or benefits are shared between participating forces.

The five regional Commissioners and Chief Constables will continue to meet regularly to discuss regional collaboration, reviewing existing collaborative work and understanding the business cases for future collaboration.

“Look at the opportunities to save costs in the county by collaborating with other Northamptonshire public bodies and recruitment, purchasing, vehicle maintenance, training, legal, HR, media PR etc. etc.”

Recommendation from a member of the public

National Perspective

Criminality does not stop at the borders of Northamptonshire. It is important that we support national agendas and inform and influence national debates on the future of policing and criminal justice.

The Home Secretary produces a Strategic Policing Requirement which outlines the resources and capabilities that are required for Northamptonshire to support any national efforts to prevent and deter threats to national security. I have a statutory duty to have regard to this and I will continue to ensure that Northamptonshire can contribute to the national agenda with appropriate levels of resourcing whenever required.

I believe a key part of my role is to highlight the good work that is ongoing in Northamptonshire at a national level, both to develop our national lead on various aspects, but also to lobby the Government for changes and funding that will make a difference to the safety of Northamptonshire. I will engage with the Government, in particular the Home Office and Ministry of Justice, to put forward Northamptonshire’s case for change, at every opportunity.

I will work with colleagues in the Association of Police and Crime Commissioners (APCC) to ensure that a collective voice is heard by Government and utilise the strength of the PCCs to lobby collectively for change that is beneficial to all our localities. I will seek to influence national policy through this approach.

A key part of this broader engagement will be seeking to bring additional funding to the county through the Government’s Transformation Fund. I intend to seek and influence decisions over the use of the Fund through the Police Reform and Transformation Board so that people in Northamptonshire benefit from the funding at every opportunity.

Her Majesty’s Inspectorate of Constabulary (HMIC) inspect police forces on a range of subjects and their judgements of Northamptonshire Police will help me to be informed on the efficiency, effectiveness and leadership that the Force has in place. I will work constructively with HMIC to ensure that residents in Northamptonshire get the very best police service.

“More communication between the emergency services. I am sure other services could pass on more information that will assist the Police.”

Advice from a member of the public
Holding to Account and Scrutiny

Holding the Chief Constable to Account

A key role of the Police and Crime Commissioner is to hold the Chief Constable to account for delivering an efficient and effective police function and delivering against this Plan. I will meet regularly with the Chief Constable and on a regular basis meet formally through the Accountability Board which will be minuted and the minutes made available for public scrutiny.

I will use a range of local performance information as well as national assessments such as Her Majesty’s Inspectorate of Constabulary assessments to assess Force performance. I will hold the Chief Constable to account for the delivery of an efficient and effective police force. This will include considering operational performance as well as whether the services provided offer the best value for money. I will ensure that the Chief Constable adheres to the duties described in the Equality Act 2010, including the need to publish specified information. I will also ensure that the Chief Constable is held to account for promoting ethical behaviour and embedding the College of Policing’s Code of Ethics.

Scrutiny of My Role

The Police and Crime Panel are there to scrutinise decisions I take. I will ensure that I work positively with the Panel to ensure that decisions and the reasons for them are transparent and that the Panel have the opportunity to scrutinise my decisions. I wish to develop a positive working relationship with the Panel to ensure we collectively deliver a safer Northamptonshire.
To contact the Police and Crime Commissioner:

Email: commissioner@northantspcc.pnn.police.uk

Tel: +44 (0) 1604 888113

Write to: Northamptonshire Police & Crime Commissioner, The West Wing, Force Headquarters, Wootton Hall, Northampton, NN4 0JQ

Or visit: www.northantspcc.org.uk