

*Hampshire Police Authority
& Hampshire Constabulary*

Local Policing Plan 2006/07



Hampshire
POLICE AUTHORITY

*for Hampshire
and the
Isle of Wight*

Foreign Languages Version

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Arabic

إذا رغبت في الحصول على ترجمة لأي جزء من هذه الوثيقة، فالرجاء الاتصال هاتفياً على الرقم 01962 871595 مبيناً اللغة المطلوبة والجزء الذي ترغب في ترجمته لك.

Bengali

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Chinese

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Farsi

اگر به ترجمه هر بخشی از این نوشته نیاز دارید، لطفاً با شماره تلفن 01962 871595 تماس بگیرید و اعلام کنید کدام قسمت آن به چه زبانی ترجمه شود.

Hindi

यदि आप इस दस्तावेज़ के किसी भी विभाग का अनुवाद चाहते हैं, तो कृपया 01962 871595 पर फ़ोन करें और बताएं कि किस भाषा में और किस विभाग का अनुवाद चाहते हैं।

Pashto

که تاسو په دې سندکې د کومې برخې ترجمه غواړه، لطفاً په دې شمیره 01962871595 تلفون اوکړئ د ترجمې ژبه او هغه برخه څرگنده.

Polish

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Punjabi

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Russian

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Sorani

ئەگەر دەتەوێت وەرگیرای هەر بە شیکێ ئه م به لگه نامه یه ت به دهست بگات، تکایه پێوهندی به م ژماره ته له فۆنه وه بکه 01962 871595 و ئاماژه به و زمانه بکه که پێویستیت پێی هه یه و هه روه ها ئه و به شه ش دهستنیشان بکه که چه ز ده که یت بۆت وهر بگێردریت.

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¹ The languages listed have been identified as among the most commonly spoken, after English, within Hampshire and the Isle of Wight. The list was compiled from information gathered from a range of sources, including the Hampshire Constabulary Consultative Group (a group of individuals from minority ethnic groups who advise the Constabulary on the race relations implications of our policies and procedures). Views were also sought from other organisations and various representatives of minority ethnic communities.



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Joint Foreword



Mike Attenborough-Cox
Chair
Hampshire Police Authority



Paul Kernaghan CBE, QPM
Chief Constable
Hampshire Constabulary

2006/07 promises to be a challenging time with the introduction of a number of changes to the way policing in Hampshire and the Isle of Wight is delivered.

This year we are investing an extra £5.1m to strengthen the services we provide to make the communities of Hampshire and the Isle of Wight even safer places to live, work in and visit. We will be making improvements across the board from local community policing to protective services.

We are to welcome 514 additional Police Community Support Officers (PCSOs) over the next two years with 219 to be recruited by March 2007. The PCSOs will help us to reduce crime and disorder and increase public reassurance through the provision of additional high visibility patrols.

The PCSOs will play a vital role in the implementation of the Government's neighbourhood policing initiative. The aim of neighbourhood policing is to make communities feel safe and secure by reducing crime and anti-social behaviour in their local areas through dedicated resources and stronger relationships between local people and the police.

It is not just local policing that will see change; investment and improvements are also to be made to Hampshire Constabulary's protective services (services relating to areas such as serious and cross-border crime, counter terrorism, critical incident management, public order and emergency planning).

On 20 March 2006 the Home Secretary announced that Hampshire Constabulary will stand alone as a 'Strategic Force'. This decision is an endorsement of previous command decisions to invest in protective services in Hampshire over a prolonged period of time. It also proves that the business proposals under the current in-force re-structuring project 'Forward Together' have been accepted by the Home Office in terms of their ability to protect the communities of Hampshire and the Isle of Wight whilst also delivering strong neighbourhood policing.

Hampshire Constabulary's police officers, special constables, police staff and PCSOs provide a professional service to the communities of Hampshire and the Isle of Wight. We remain proud of what they achieve and would like to thank them for their dedication to making the two counties safer places.





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Update – June 2006

In common with other public service organisations and agencies, Hampshire Police Authority has set itself more detailed aims and objectives. It has based these on its consultation with the public and on its own strategic assessments of the significant challenges facing Hampshire Constabulary over the next five years. They will be updated annually and the ones for 2006/07, published in June 2006, can be found at: http://www.hampshirepoliceauthority.org/aims_and_objectives_06-07.doc

These aims and objectives replace the statement of purpose and the three local objectives that appear in this Local Policing Plan, which was first published in March 2006.

Statement of Purpose

Role

The members of the Authority represent the voice of the public on policing.

Aim

To secure Hampshire and the Isle of Wight as safe places.

Methods

- To safeguard policing by consent.
- To work with integrity, honesty and openness and perform independently of Hampshire Constabulary.
- To support and challenge the Constabulary, aiming for their continuous improvement.
- To develop and maintain effective partnerships with local authorities, public and private agencies, and stakeholders.
- To guard public interest in policing.
- To ensure the demands and needs of the public are reflected in policing policies.
- To maintain ethical standards in policing.

Accountability

The police are accountable to the Authority and the Home Secretary. The Authority and Constabulary are also responsible and accountable to the communities they serve.

Police Authority Objectives

These objectives have been set by the Authority for itself.

To ensure policing by consent through effective consultation with the communities of Hampshire and the Isle of Wight

Hampshire Police Authority will:

- provide effective and innovative forms of community engagement within the resources available;
- challenge the Constabulary on its response to the results of community engagement;
- incorporate local community priorities into the Local Policing Plan;
- feedback results of consultation through Crime and Disorder Reduction Partnerships (CDRPs); and
- ensure the joint consultation strategy with Hampshire Constabulary is up-to-date to avoid duplication and consultation fatigue.

Hampshire Police Authority consults with residents from across the two counties regardless of race, age, gender, ability or lifestyle. It considers community consultation and engagement very important because by listening to the views of residents from across the two counties the Authority can make sure that policies reflect the services people want.

For 2006/07 the Authority will consult with residents, partners and other interested groups from Hampshire and the Isle of Wight. Topics will include: local policing issues, stop and search/stop and account, protective services and council tax.



Hampshire Police Authority Purpose

The Authority will achieve this through independent focus groups (often referred to as citizens juries), partnership working and e-consultation via the Authority's new website. The Authority will also publish a Local Policing Summary to keep communities informed.

The Authority's Community Affairs Committee receives regular reports on the results of consultation activities and uses this information to challenge the Constabulary on issues that are important to the local community and help establish local policing priorities.

The local priorities identified through consultation and included in the Local Policing Plan 2006/07 are to:

- reduce anti-social use of the roads;
- improve feedback to victims of vehicle crime;
- achieve at least one grade better on NCRS compliance than 2005/06;
- reduce BCS comparator crime in conjunction with CDRPs; and
- increase sanction detection rates for class A drug supply.

To challenge the Constabulary to achieve the top quartile in all 'Most Similar Force' (MSF) performance indicators

Hampshire Police Authority will:

- work with the Local Criminal Justice Board (LCJB) and Crime and Disorder Reduction Partnerships (CDRPs) to ensure that performance targets are aligned and are concentrated on the critical few to reflect Hampshire and Isle of Wight priorities;
- encourage and support the Constabulary to continue to be a high performing force;
- acknowledge good performance and ensure that learning from it is spread throughout the Constabulary;
- hold to account the Chief Constable and senior officers for the performance of the Constabulary through robust questioning and follow up any poor performance; and

- ensure that Authority members linked with Operational Command Units (OCU) and their Commanders support and challenge local police performance.

Police performance is judged by a number of different measures agreed by police authorities, the Home Office and police forces.

Important measures include whether crime is reducing, how well the police solve crime, how quickly police respond to phone calls and incidents and what the public think about their force.

There are many other measures in place. Police forces with a similar number of residents and a similar mixture of rural areas and cities are grouped together as 'most similar forces' (MSF) and their scores on the performance measures are compared to each other as well as to national targets.

Performance during 2005/06 is likely to show a temporary one year reduction in results due to data problems with the implementation of a new IT system, but the Constabulary is fully committed to restoring its position as one of the top performing forces by April 2006.

The performance measures and scores are published monthly on the Constabulary website, annually by the Home Office and in the Authority's Performance Committee papers.

Working in partnership to improve safety for the communities of Hampshire and the Isle of Wight

Hampshire Police Authority will:

- strengthen partnership working by better engagement with CDRPs;
- strengthen links with OCU Commanders through regular contact;
- avoid duplication by using the work and findings of the CDRPs to assist shaping the Local Policing Plan; and
- provide feedback to partners and the community on consultation events held.



Hampshire Police Authority recognises that it can bring a wealth of experience to partnership working and can benefit from the knowledge and expertise of other partner agencies. The Authority looks forward to building on existing relationships and forming closer ties with other agencies and organisations in the coming year.

Promoting Equality and Diversity

Hampshire Police Authority has a duty to carry out its functions with due regard to the need to:

- eliminate unlawful discrimination;
- promote equality of opportunity; and
- promote good relations between people of different racial groups.

The Authority has a duty to monitor employment procedures and practices to ensure the elimination of unlawful discrimination.

In May 2005, the Authority updated its Race Equality Scheme (RES) and is currently looking to produce by December 2006 a diversity and equality strategy to encompass the RES, a gender equality scheme and a disability equality scheme. Additionally, as part of its role in securing an efficient and effective police service, the Authority must ensure that the Constabulary complies with these duties.

Hampshire Police Authority seeks to ensure that all communities of Hampshire and the Isle of Wight have trust and confidence in policing. In 2006/07 the Authority will be raising awareness of stop and search/stop and account rights and will develop its equality and diversity strategy.

Crime Prevention

Hampshire Police Authority has a specific committee that considers crime prevention issues in Hampshire and the Isle of Wight and promotes best practice in crime risk management and its co-ordination.

The Crime Prevention Committee promotes the extension of the multi-agency approach to crime prevention involving the community safety partnerships and other agencies and makes grants in support of crime prevention initiatives.

Statement of Purpose and Values

Hampshire Constabulary aims to make Hampshire and the Isle of Wight safer places in which to live, work, visit, grow up and grow old.

The Constabulary is committed to upholding the law fairly but firmly; to preventing crime; to pursuing and bringing to justice those who break the law; to keeping the Queen's peace; to protecting, helping and reassuring; and to be seen to do all this with integrity, common sense and sound judgement. The Constabulary will ensure that people are treated fairly, regardless of their age, gender, disability, race, colour, ethnic or national origins, sexual orientation or religion. Hampshire Constabulary's policies are designed not to discriminate against any group or individual. The Constabulary will also seek to respond sensitively to any special needs experienced by particular groups.

Hampshire Constabulary will be compassionate, courteous and patient, acting without fear or prejudice to the rights of others. The Constabulary will be professional, calm and restrained in the face of violence and apply only that force which is necessary to accomplish the lawful duty.

The Constabulary will strive to reduce the fears of the public and, so far as possible, reflect the public's priorities in the actions taken. Any well founded criticism will be responded to by a willingness to change.

Hampshire Constabulary will strive for continuous improvement in making efficient use of resources and in responding to the needs of the public, all of which will be done in an environmentally sensitive manner.

Policing Hampshire and the Isle of Wight

Hampshire Constabulary serves 1.8 million people across the two counties. The Constabulary provides this police service from 50 police stations with 3786 police officers, 2390 police staff, 387 special constables and 30 Police Community Support Officers (PCSOs)².

In addition to police employees, the Constabulary is supported by 85 Accredited Community Support Officers (ACSOs).

Staff are allocated across Hampshire and the Isle of Wight according to a combination of community need and resource demand.

This year Hampshire Police Authority intends to spend £304.2m to ensure that a high quality police service is maintained for Hampshire and the Isle of Wight.

Local Policing Plan

The Local Policing Plan sets out the policing objectives and priorities for the forthcoming year. It has been developed in partnership by Hampshire Police Authority and Hampshire Constabulary using the results of community consultation and intelligence-based assessments³ about current and emerging issues as well as ongoing assessment of resources and performance.

By reading this plan residents of Hampshire and the Isle of Wight can find out how the police will go about addressing their concerns. The Local Policing Plan acts as a public statement, which local people and external auditors can use to judge the performance of the Authority and Constabulary.

² These staffing figures are correct as of April 1, 2006

³ Using the National Intelligence Model (NIM)



It is a statutory requirement to produce a Local Policing Plan each year and the Plan must include the annual policing objectives and priorities, plus information on performance, finance and audit. Hampshire Police Authority, in consultation with the Chief Constable, determines the strategic priorities and local objectives for Hampshire Constabulary.

Strategic Plan

Every three years the Authority and Constabulary have a statutory duty to produce a three year strategic plan which takes a long-term view on the direction of policing in Hampshire and the Isle of Wight.

The results of community consultation are incorporated into the strategic planning process and development of three-year objectives along with the strategies of local Crime and Disorder Reduction Partnerships (CDRPs) and Criminal Justice Boards.

In addition to local objectives and strategic priorities, the Home Secretary sets national priorities, which all forces and authorities must reflect in their three-year strategies and local policing plans. The strategic priorities and local objectives set by Hampshire Police Authority and Hampshire Constabulary are consistent with these national priorities where they are relevant to the people of Hampshire and the Isle of Wight.

National Policing Priorities

The Government's five key priorities for the police service for 2006-09 are to:

- reduce overall crime by 15 per cent by 2007/08 and more in high crime areas;
- bring more offences to justice in line with the Government's Public Service Agreement (PSA);
- provide every area in England and Wales with dedicated, visible, accessible and responsive neighbourhood policing teams, and reduce public perception of anti-social behaviour;

- tackle serious and organised crime including through improved intelligence and information sharing between partners; and
- protect the country from both terrorism and domestic extremism.

Planning Cycle Chart

January	Draft of Local Policing Plan prepared
February	Gain approval for the budget, precept and Local Policing Plan
March	Precept notice sent out
April	The Chief Constable's Strategic Conference Review of crime and disorder issues
May	Strategic assessment set
June	Control Strategy reviewed from the Force Strategic Assessment Local Policing Plan and Annual Report of Authority published
July	Annual Report of Hampshire Constabulary published
October	The Chief Constable's Strategic Conference
November	Strategic Assessment set Budgetary Planning National Priorities issued
December	Control Strategy set from the Force Strategic Assessment ⁴

⁴ The National Intelligence Model (NIM) is a method for forces across the country to gather and analyse the wealth of intelligence about crime and criminals received on a daily basis. The NIM provides an intelligence-led response to issues and ensures that resources are directed where they are most needed.

The NIM Force Strategic Assessment provides a comprehensive overview of key policing challenges in Hampshire and the Isle of Wight. This overview, called the Control Strategy, will shape the Constabulary's response to current crime, and help plan ahead for the crime and problems of tomorrow.

In addition to the twice yearly Force Strategic Assessments, an OCU level Tasking and Co-ordinating Group (TCG) will prioritise tactical activity within each OCU on a fortnightly basis and ensure that the priorities are aligned within the Force Control Strategy.

The Constabulary conducts a six-monthly strategic assessment of current and emerging issues within Hampshire and the Isle of Wight. The results of community consultation within the two counties are taken into account as part of this intelligence-based assessment. As a result of the strategic assessment, the Authority and Constabulary agree key priorities for the forthcoming six to twelve months, namely Service Delivery Priorities and Crime Reduction Priorities set out below.

Service Delivery Priorities

Neighbourhood Policing, Reassurance and Citizen Focus

Best Use of Resources

Offences Brought to Justice

Neighbourhood Policing, Reassurance and Citizen Focus

Neighbourhood Policing

Neighbourhood policing is a key component of the police reform programme.

The aims of neighbourhood policing are to achieve: the right people, at the right place, in the right numbers, in order to create neighbourhoods that are safe and feel safe.

Successful implementation and sustainable operations rely upon three guiding themes:

- 1) Dedicated and accountable resources with geographic ownership.
- 2) Intelligence led targeting of the issues that matter most to the public.
- 3) Joint action by the police, partner agencies and the public.

Neighbourhood policing is, in particular, concerned with maximising the opportunities for police staff, collaborative partnerships and public support in order to increase the collective influence for resolving public concerns.

The national neighbourhood policing programme is working to achieve a dedicated, visible, accessible and responsive neighbourhood policing team in every area of England and Wales by April 2008; and the Government has committed to raising the number of Police Community Support Officers (PCSOs) to 24,000 by that date. Hampshire Constabulary's share of the proposed uplift in PCSO numbers is 539 over two years, and the Authority supports the Constabulary's proposal to achieve this level of recruitment by March 31, 2007.

Currently a programme of operational research is being conducted in 43 pathfinder commands across the country. The Hampshire Constabulary Pathfinder OCU is Portsmouth, and in April 2006 it will begin operating under the locally developed neighbourhood policing model.

The learning derived locally and nationally from the pathfinder OCUs will feed into the force neighbourhood policing project, managed through a Programme Board which has representation from the Authority and is chaired by the Assistant Chief Constable Territorial Operations. The force neighbourhood policing project is working towards the development of a Hampshire Constabulary Neighbourhood Policing Strategy for full implementation across the Constabulary area beginning in April 2007.

Rural Policing

In comparison with the cities, rural areas have relatively low crime levels. However the crimes committed can be serious and have a significant impact on the community. Rural areas do suffer from crime and disorder issues and there can be a substantial fear of crime.

The aims of the Rural Policing Strategy are:

- to ensure visible and effective policing delivery to rural areas by local officers;
- to adopt a problem solving approach to issues, involving partnership with local problem solvers and authorities;



- to put in place crime reduction initiatives; and
- to provide accessibility and reassurance to persons living in rural areas.

The following initiatives will

- continue to be supported from the rural policing budget;
- Operation Whinwhistle – public reassurance by high visibility patrols and visits;
- use of mobile police stations visiting remote villages;
- Operation Magpie – directed patrols in areas subject to crime, particularly burglary and theft;
- setting up and maintaining FarmWatch in some areas;
- Operation Cobra – focussing on thefts from rural car parks;
- setting up and maintaining PubWatch where theft from pub car parks occur; and
- policing of hunts.

Equine liaison and HorseWatch will continue, as will local initiatives targeting rural crime and anti-social behaviour such as Operation Fenner in the Bishops Waltham area.

The Constabulary will continue to work with other agencies in reducing crime such as English Nature, where it has the co-operation of the warden at Old Winchester Hill/Beacon Hill. The warden keeps the crime warning notices in situ, replacing them when necessary and passing on information. This initiative will be extended wherever possible.

The Constabulary will also be involved in multi-agency meetings to tackle poachers, juvenile nuisance and other social problems. All these have a detrimental effect on the quality of people's lives.

For more details about the Rural Policing Strategy visit www.hampshire.police.uk

Accredited Community Support Officers (ACSOs)

The accreditation schemes continue to expand in Hampshire. Currently there are 34 accredited community support officers (ACSOs) employed by Hampshire County Council who are based at Basingstoke, New Forest, Gosport and Havant. Hampshire County Council intends to employ a further eight ACSOs in the near future and Southampton City Council currently employs 21 ACSOs. Portsmouth City Council has 25 accredited wardens with plans to accredit their five enforcement officers and Rushmoor Borough Council is working towards their five park rangers being accredited. There are also four Vehicle Operator and Services Agency (VOSA) staff accredited under the national accreditation scheme in Hampshire with an application for one further member of staff to be accredited. The local authorities work closely with Hampshire Constabulary in these areas and continue to be successful in jointly tackling anti-social behaviour.

Police Community Support Officers (PCSOs)

The 26 PCSO posts created in April 2005 continue with a further 514 PCSO posts to be created in Hampshire and the Isle of Wight for 2006-08. Two hundred and nineteen PCSOs will be in post by April 2007. Deployment of further PCSOs is still being discussed. However, it has been agreed that 36 will be recruited in April 2006 and will be deployed to Portsmouth Operational Command Unit (OCU). The deployment of PCSOs throughout the two counties will be under the neighbourhood policing model and they will perform high visibility patrols, tackle anti-social behaviour and engage with the community. As Portsmouth is the pathfinder OCU in Hampshire for neighbourhood policing, they will have PCSOs deployed in their area first.

Anti-social Behaviour Strategy

In 2005 an Anti-social Behaviour Strategy was developed, building on the strength of local partnership working arrangements and identifying aims and objectives for the Constabulary. Alongside the Strategy's procedures, direction and materials have been provided to OCUs to ensure ready access to the wide range of tactical options to tackle anti-social behaviour at the local level.

The Strategy will be used in 2006/07 as the basis for:

- developing a common approach to perpetrators across the Constabulary area;
- revising the current Court Service Level Agreement that includes the Crown Prosecution Service (CPS), to address issues from recent court decisions and changes in work practices;
- ensuring the full width of tactical options are available to local officers and partnerships;
- improving the exchange and use of information in the Constabulary and throughout partnerships through a partnership business model; and
- using tactics and systems previously exclusively dedicated to priority crimes to tackle anti-social behaviour issues.

Quality of Service Commitment

Implementation of the Constabulary's Quality of Service Commitment is now underway. This commitment is a statement of the minimum standards the public have a right to expect in their contact with the Constabulary. The implementation plan cross cuts a number of business areas within the Constabulary, all with the single aim of further enhancing the service the Constabulary provides to the public.

This plan, which is to be implemented by November 2006, includes actions under the following headings:

- making it easier for the public to contact the Constabulary;
- providing a professional and high quality service;
- dealing with initial enquiries;
- keeping the public informed of the progress of enquiries;
- ensuring the public's voice counts;
- dealing with victims of crime according to the Victims' Code of Practice;
- listening and responding to the public's concerns and complaints; and
- complying with all other formal service commitments such as the Freedom of Information Act and the Data Protection Act.

Communication and Citizen Focus

The work, which commenced in 2005, on the themes of communication and citizen focus has led to the development of a Corporate Communication Strategy. This strategy has set out how Hampshire Constabulary should communicate both internally and externally. Further work is now underway to implement a number of actions to compliment and improve the citizen focus of the Constabulary. Key aims include:

- ensuring the public are better informed about policing issues in their local area;
- involving communities and citizens in deciding how police resources are used and providing feedback on action taken;
- setting clear standards of the level of service citizens can expect from their local police;
- improving the way the Constabulary deals with victims of crime and witnesses; and
- letting people know who their local police officer is and who is in charge locally.



Accessibility to Police Stations

Changes in relation to improved public accessibility proposed in the 2005/06 Local Policing Plan are continuing. Due to the huge number of major public events in the Solent area during 2005 and the need to keep all stations in the area operational throughout, some works were postponed for six months but are now nearing completion. Another seven stations on the mainland that are already accessible will have further improvements during 2006/07 to meet the latest legislative requirements.

Children and Young Persons Plan

The Children and Young Person's Plan (CYPP) is an important element of the reforms underpinned by the Children Act 2004. On the basis of a new statutory duty the Government intends that all areas should produce a single, strategic, overarching plan for all local services for children and young people. The CYPP must cover services for children and young people from birth to nineteen years of age and for those who are care leavers or have learning difficulties the ages are extended beyond nineteen.

Within the Constabulary area there will be four plans: Hampshire, Isle of Wight, Portsmouth and Southampton. These plans must be in place for April 2006. The CYPP will replace existing plans such as: Behaviour Support Plan, Children's Services Plan, Early Years Development and Childcare Plan, Education Development Plan, Area Child Protection Committee Business Plan, Teenage Pregnancy Strategy and Youth Service Plan.

However, plans like the Youth Justice Plan, CDRP Strategy and School Development Plan, although separate from CYPP, are expected to be aligned with the CYPP.

Full details of all four plans can be found on the Constabulary's website, www.hampshire.police.uk

Race Equality Scheme (RES)

The Constabulary's Race Equality Scheme (RES) has been reviewed and re-written. The latest version of the RES meets national standards and will cover the period from May 2005 to April 2008. The Constabulary is following the National Race Equality Programme for the police service, which is a comprehensive plan of activities designed by the Police National Diversity Team (PNDT) to incorporate the findings of a number of reports, reviews and investigations.

A copy of the RES can be obtained from the Constabulary's website, www.hampshire.police.uk

Hate Incidents

Hate Incidents include any incident where (classified as a crime or not) prejudice against an identified group of people is a factor in determining who is victimised. These include issues surrounding disability, homophobia, race, and religion or transgender phobia.

The Constabulary will introduce hate crime coordinators within the new OCU framework to monitor local quality of service and provide a reference point for victims.

The Constabulary will continue to roll out the True Vision self and third party reporting scheme across the two counties. The 'True Vision' project is a new national police campaign aimed at raising the public's awareness of hate incidents. It centres on a pocket sized information pack that provides advice and support, together with a self-reporting form to report hate incidents.

The pack, which is similar to a CD case in size, has a very distinctive eye logo and separate packs have been produced for homophobic and transgender phobia hate incidents and racial and religious hate incidents. To find out more about True Vision visit the website at, www.report-it.org.uk

Hampshire Constabulary will continue to promote the use of secure online reporting of hate incidents through the Police Information Technology Office (PITO) website at: www.online.police.uk

Incidents reported in this way will be electronically forwarded to the Hampshire Constabulary Crime Reporting Bureau (CRB) for recording on the Record Management System (RMS). The CRB will allocate the incident to a local police unit for an investigation assessment.

Best Use of Resources

Records Management System (RMS) Review

Since the launch of the Records Management System (RMS) on April 1, 2005 the whole force has worked to consolidate its use and to resolve some initial difficulties. Data quality, for example, has improved as users have become more familiar with the system. Now, in respect to phase one, we are developing the current functions to meet the needs of new legislation in areas such as anti-social behaviour. Further work is being undertaken to ensure RMS compliance with the Forward Together Project and this change will be achieved in time for the Force restructuring in April 2006.

Phase two will introduce new functions in June 2006, bringing case, custody and warrant management into the one system.

The project team is in the initial stages of developing plans for phase three, which will be implementation of the residual RMS business functions, including firearms management and licensing.

The project will oversee the implementation process through to the final stage which will include licensing and property. The management of RMS will be handed over to the RMS Business Support Team by the end of 2006.

Work is underway nationally to join up the criminal justice organisations and bring about improved working practices and IT. This will result in court files being

transferred to the Crown Prosecution Service (CPS) electronically and court information being exchanged between the police and the magistrates courts much more quickly. This will ensure the police are aware of bail conditions and court results thereby improving our service to victims and witnesses.

The joining up of the IT applications will bring about significant savings by reducing the amount of information that has to be input by each organisation, much of the burden of which falls onto the police. Hampshire Constabulary is working to be a pilot force for this work, ensuring the Constabulary benefits from these efficiencies at the earliest opportunity.

Force Review

In April 2006, Hampshire Constabulary will launch its new six Operational Command Unit (OCU) structure. As a result of more than 12 months work by the Force Review Team and extensive consultation and research, Hampshire Constabulary will move from the structure of ten Basic Command Units (BCUs) to six OCUs. Each OCU will be headed by a chief superintendent. The introduction of district chief inspectors, each with responsibility for a local authority area, will enhance the Constabulary's delivery of neighbourhood policing and will build on the excellent existing partnership working.

The introduction of the Critical Incident Cadre, comprising six superintendents with sole responsibility for critical incident management on a 24 hour basis, will place the Constabulary at the forefront of this important area of policing. Hampshire Constabulary is the first in the country to adopt such an approach.

This structure will provide Hampshire Constabulary with a solid platform from which to provide a police service fit for purpose for the 21st century.



Offences Brought to Justice

No Witness No Justice

The No Witness No Justice (NWNJ) project is a nationally led initiative aimed at increasing public confidence in the criminal justice system by improving the service provided to victims and witnesses.

Working in partnership with the Crown Prosecution Service (CPS), the Constabulary has delivered to the deadline of establishing jointly staffed dedicated Witness Care Units (WCUs) throughout the force area. These WCUs are part of the structure of the newly established criminal justice department, which works closely with the Local Criminal Justice Board (LCJB) to achieve the preferred standards of NWNJ project, which are:

- appropriate management of victim and witness needs, from first court hearing to conclusion of case;
- initial needs assessment by officer taking evidential statement;
- victims and witnesses provided with single point of contact;
- method of contact to be that requested by victims and witnesses as preferred form of contact;
- full needs assessment conducted by WCUs for all victims and witnesses required to attend court;
- victims and witnesses provided with the outcome and sentencing information in a timely fashion and thanked for their contribution; and
- increased frequency of information provided to victims and witnesses throughout the life of the case.

The NWNJ project will become formalised within the Victim Codes which take effect as of April 1, 2006 and these will be implemented by the Constabulary at that date.

Statutory Charging Scheme

The Statutory Charging Scheme has been successfully implemented across Hampshire and the Isle of Wight. The Crown Prosecution Service (CPS) has taken over responsibility for decisions in respect of the charging of suspects and this is primarily aimed at reducing ineffective trials and leading to more offences being brought to justice.

An inspection in November 2005 by the national charging team found that the Hampshire and Isle of Wight area was progressing well under the statutory scheme and recognised the excellent joint working between the CPS and the Constabulary. The national charging team concluded that there was not a need for any further reviews within the Hampshire and Isle of Wight area.

The initial outcomes show ineffective trials falling from 35 per cent to 25 per cent in the magistrates' courts and 25 per cent to 20 per cent in the Crown Court and offences brought to justice rising by 18 per cent.

Hampshire and Isle of Wight performance against the Offences Brought to Justice (OBTJ) target has improved steadily since 2002 and is currently outperforming the desired trajectory by a healthy margin.

Prolific and other Priority Offenders (PPOs)

This scheme originates from the Home Office, the Criminal Justice Board and the Prolific and Priority Offender Strategy. The strategy allows local areas to identify and select offenders using the following criteria:

- the nature and volume of the crimes they are committing;
- the nature and volume of other harm they are causing (for example by virtue of their gang leadership or anti-social behaviour); and
- other local criteria based on the impact of the individuals concerned on their local communities.

Consequently the Constabulary, together with its partners, can identify those individuals who are the most prolific offenders, the most persistently anti-social in their behaviour and those who are perceived to pose the greatest threat to the safety and confidence of the communities within the two counties.

The Constabulary will continue to work with Youth Offending Teams (YOTs), Crime and Disorder Reduction Partnerships (CDRPs), HM Prison Service and Probation Service to achieve the three key strands of the scheme, namely:

- prevent and deter;
- catch and convict; and
- rehabilitate and resettle.

The scheme is managed by each CDRP with the LCJB maintaining a watching brief.

To date 216 PPOs have been identified within Hampshire and the Isle of Wight using the National Intelligence Model (NIM). PPO officers are being appointed in each OCU to oversee the targeting and monitoring of the scheme with effect from April 2006.

Forensic Analysis

Scientific Services Department (SSD) is committed to providing the highest standards of forensic investigation into volume, serious and major crime. This is reflected in the HMIC grading for forensic management as 'excellent' for the last two years. SSD has responsibility for the provision of all forensic crime scene examinations across Hampshire and the Isle of Wight. It also provides a range of specialist forensic services via the Fingerprint Bureau, Forensic Resource Management Unit, Chemical Treatment Unit and the Imaging Unit. Access to external forensic science suppliers and experts is also available via SSD.

2006/07 will see SSD focus on increased support for local and cross border investigations by implementing the following:

- Crime Scene Investigators (CSIs) will forensically examine a higher proportion of motor vehicle and burglary crime scenes in order to identify more offenders responsible for acquisitive crime;
- working in conjunction with community safety teams, CSIs will also forensically examine scenes of criminal damage, nuisance behaviour and other anti social activities to identify those responsible;
- the introduction of a new shift pattern for CSIs and flexible deployment via the Forensic Resource Management Unit (FRMU) will provide a more timely response to the victims of crime;
- a number of CSIs will be trained in covert forensic examination techniques in order to provide more effective support for level 2 investigations;
- the Fingerprint Bureau will now provide all fingerprint identification services seven days per week, increasing the ability of the organisation to detect crime in a more timely manner; and
- new service level agreements are being implemented with OCUs. These will provide a more effective framework for the processing of forensic identifications with the aim of decreasing the current end to end forensic product timescales.

These developments are aimed at improving service delivery to the victims of crime, Operational Command Units (OCUs) and specialist operations departments by identifying more persons for more crime types in a timelier manner.



Operational Priorities

Crime Reduction Priorities

Reduce Overall Crime by 15 per cent

Class A Drugs

Acquisitive Crime

Counter-terrorism and Domestic Extremism

Roads Policing

Tackle Serious and Organised Crime

Violent Crime

Class A Drugs

The Constabulary Drugs Strategy details the approach that the Constabulary will adopt in its response to the National Drugs Strategy, Tackling Drugs to Build a Better Britain. It also forms an important strand in the Safer Streets initiative⁵, given the clear links between drugs misuse, violent and acquisitive crime and anti-social behaviour.

The strategy is designed to enable closer working with our partners to encourage those afflicted by addiction into treatment, be tough on those who supply drugs and to help young people to avoid the dangers of drugs in the first place.

The focus of the strategy is primarily upon highly addictive and harmful Class A drugs such as heroin, cocaine and crack, to which the Constabulary has added the emerging threat of methylamphetamine. It is these drugs which cause particular disruption to the safety of the community.

In the Constabulary's work with young people this remit is widened to include all areas of substance misuse.

The primary objectives of the strategy are to:

- achieve significant reductions in the level of drug-related crime and disorder;
- maximise the disruption of drug markets and trafficking networks;

- minimise the harm caused by drugs to the communities of Hampshire and the Isle of Wight, including to drug users themselves; and
- create safer communities within Hampshire and the Isle of Wight.

To achieve these objectives, Constabulary priorities for 2006/07 will include:

- maximising the potential of drugs intelligence via a new drugs control desk;
- targeting drug misusing offenders as part of the Prolific and other Priority Offender Strategy;
- targeting Class A drugs suppliers, importers and distributors including serious and organised crime networks;
- increasing the use of the Proceeds of Crime Act legislation to seize assets from offenders involved in drug activity;
- high visibility patrolling of drug hotspots;
- employing consolidation techniques, such as high visibility patrolling of drug hotspots, in all pre planned drug operations to prevent the re-establishment of drug markets;
- working with Drug Action and Alcohol Teams (DAATs) and utilising drug referral schemes;
- working with the media to increase the awareness of the risks associated with drug misuse;
- promoting the use of CCTV and lighting in vulnerable areas;
- providing proactive involvement in the policing of licensed premises and the night time economy;
- providing support for schools and other youth organisations to ensure the diversion of young people from drugs misuse; and
- targeting the most active Class A acquisitive offenders with a view to breaking the cycle of drugs misuse, through Operational Command Unit (OCU) prolific offender management projects.

⁵ For details of all the Safer initiatives visit: www.hampshire.police.uk

Acquisitive Crime

Acquisitive crime includes domestic burglary and vehicle crime including: taking a vehicle without consent; theft from a motor vehicle and vehicle interference; personal robbery; theft from a person; and theft of a cycle.

Hampshire Constabulary's Safer Homes Strategy details how the Constabulary will reduce the level of domestic burglary and make the homes of the residents of Hampshire and the Isle of Wight safer. Safer Homes also includes strategies to tackle domestic abuse.

The emphasis in the past year has been on improving the service to victims of distraction burglary. Various initiatives have taken place during 2005 including:

- Distraction Burglary Week in March 2005, which included target hardening programmes designed to encourage people not to let anyone they do not know, and are not expecting, into their home;
- improved partnership working, and a new memorandum of understanding and training with Trading Standards to reduce and enforce doorstep crime offences;
- the setting up of a burglary control desk within the Intelligence Directorate and development of regional and national intelligence co-ordination;
- the development of an enhanced burglary pack for the benefit of victims and investigating officers; and
- Secured by Design and handling stolen goods initiatives took place in June, followed up by an Impact of Secured by Design conference in November for police and partner agencies.

The priorities for 2006/07 will include:

- continued review and development of the minimum standards of investigation outlined in the Safer Homes Strategy;
- investigating significant cross-border crime series, especially distraction burglaries and disrupting targets and offenders;

- improved use of forensic techniques to gather evidence and maximise the number of arrests and offenders brought to justice;
- targeting and investigating prolific offenders and their networks;
- engaging with Crime and Disorder Reduction Partnerships (CDRPs) to design out crime in vulnerable locations;
- continuing the partnership working with Trading Standards joint operations and no cold-calling zone pilots to reduce doorstep crime;
- working with Hampshire Bobby Trust to protect the more vulnerable victims within the community;
- utilising the Safer Homes media campaign to focus on potential and repeat victims and to highlight crime series; and
- further development of the Constabulary website to act as a source of reference for the community for home security and crime reduction advice.



Vehicle Crime

The Constabulary's Safer Vehicles Strategy details how the Constabulary will reduce the levels of vehicle crime and detect offences that do occur. The strategy covers the initial response to vehicle crime, enhanced forensic provision, minimum standards for investigation, prisoner handling, targeting and crime reduction activity.

Year-on-year the incidence of vehicle crimes per 1000 residents has reduced from 12.4 in 2002/03, and 11.6 in 2003/04, to 9.2 in 2004/05. Currently the incidence of vehicle crime is at its lowest for more than twenty years.

The reduction in vehicle crime has also been accompanied by a reduction in the fear of vehicle crime. Hampshire residents highly worried about car crime has reduced from 14 per cent in 2002/03 and 13 per cent in 2003/04 to 12 per cent in 2004/05.

The force's Safer Vehicles Strategy draws on Home Office guidance and local good practice, notably Operation Cobra. This was developed in Portsmouth OCU utilising the Problem Resolution In a Multi-agency Environment (PRIME) problem solving methodology to tackle vehicle crime by looking at all aspects of offenders, victims and locations.

Counter-terrorism and Domestic Extremism

Hampshire Constabulary will continue to maintain an efficient local Special Branch working in support of all agencies concerned with counter-terrorism.

The Constabulary recognises that the public hold the key to defeating terrorism. Terrorists are individuals who need to hide within communities so the Constabulary and the public must work together to prevent further atrocities.

The priorities for 2006/07 will build on current structures and will include:

- creation of a new public face to Special Branch with the introduction of a community contact officer role. This role will provide a presence within the new Operational Command Unit structure to foster better links with the community;
- a review of investigative structures for response to varying acts of terrorism;
- ensuring that sufficient resources are available to support a local, regional and national response to terrorism in whatever form it takes;
- the re-alignment of the Force Counter-terrorist Tasking and Coordination Group with regional and national elements to provide a cohesive response to any terrorist threat;
- the enhancement of the Constabulary's proactive patrol strategy (Operation Rainbow) to deter and prevent terrorist activity. The Hampshire and Isle of Wight office will continue to develop the Constabulary's directory of tactical options in light of the changing threat;
- a focus on preparedness by ensuring counter-terrorist exercises are undertaken; and
- tackling the criminality of extremists who intimidate and attack those involved in legitimate animal research and testing.

These priorities will progress long term plans to improve community intelligence and to maintain a protective service against terrorism that is fit for purpose.

Roads Policing

Reducing Road Casualties

The Constabulary is currently on target to achieve the challenging ten year casualty reduction targets set by the Department for Transport. These are more commonly known as RCR 2010 targets. Work will continue with partner agencies, Operational Command Units (OCUs), neighbouring forces and local communities to identify and implement local solutions. This will help to reduce collisions and casualties and ensure that these targets are met. Work will focus specifically on vulnerable road users. The Roads Policing Unit (RPU) will continue to develop initiatives in accordance with the National Intelligence Model (NIM), ensuring the Constabulary's assets are appropriately deployed.

Tackling Criminality on the Roads

The RPU continues to expand its Automatic Number Plate Recognition (ANPR) capability to maximise the use of technology to support its aim of denying criminals the use of the road. This will happen by increasing the number of ANPR units and increasing the numbers of methods by which ANPR can be utilised.

The RPU will continue to use ANPR to support OCUs and other specialist units in carrying out operations that work towards the Constabulary's strategic aims.

The RPU will constantly develop, evaluate and review ANPR tactics and deployments to assess their effectiveness and proportionality in relation to emerging technical developments, operational needs and threats to the community.

Safety Camera Partnership

Since 2002 the Constabulary has played a key role in the partnership, working closely with the Highways Authority to reduce road casualties. This work has resulted in casualty savings on camera routes that are significantly higher than the county average.

Surveys indicate that the public continue to support the judicious use of speed cameras and that they are more aware of speed limits than ever before, boding well for casualty reductions in the future.

As expected, the number of new sites identified for camera deployment has slowed year on year and the Constabulary is considering only a small amount of new sites for the coming year. Enforcement is intelligence-led, with the highest casualty routes benefiting from most targeted enforcement. The partnership continues to engage with its partners in a wide range of casualty-reduction activities across the two counties, over and above its core work of enforcement and education.

Other Multi-agency Work

The Constabulary will continue to work in partnership with other agencies as part of the Hampshire Strategic Casualty Reduction Partnership (SCRCP). This multi-agency group considers the wider aspects of road safety initiatives and projects, with the aim of reducing road casualties across the two counties.

The SCRCP is currently focussing on young drivers in an effort to reduce the number of people aged between 17 and 25 being killed on roads across the two counties. In 2004, 44 per cent of people killed on roads across the two counties were in this age group. The partnership will continue to focus its educational resources at this vulnerable group of road users to help reduce the number of people killed or seriously injured on the roads.

The RPU's traffic management officers will also continue to develop casualty reduction opportunities from a multi-agency perspective. These officers work closely with highways engineers in the design of new road schemes and safety audit existing road schemes.



Enhancing Public Confidence and Reassurance

The RPU has established a Community Reassurance Team (CRT) to tackle road related problems that people experience, such as speeding and anti-social use of vehicles. The team provides a personal approach, visiting and keeping people informed about the progress being made. The CRT was trialled in Totton in 2005 and proved very successful. Teams are now being introduced at the remaining RPU bases.

Tackle Serious and Organised Crime

Asset Recovery

The Constabulary will build on the success of pro-active operations such as Operation Payback, aimed at taking the profit out of crime. Operation Payback involved the simultaneous seizure of the assets of a number of persons identified as being involved in serious and organised crime. Each OCU will have stretching targets for asset seizure and achievement toward these targets will be the subject of regular review at force performance meetings. The recommendations of Her Majesty's Inspectorate of Constabulary (HMIC) thematic report Payback Time will be reviewed as part of the specialist operations strategy and further initiatives will be undertaken where appropriate. The Constabulary aims to increase the risk to criminals in conducting their business in this area.

Critical Incidents

Following a considerable amount of work during 2005, the Critical Incident Management Guide was published in January 2006. It offers practical guidance to all members of the Constabulary in dealing with critical incidents and incidents which may become critical. The Critical Incident Steering Group meets regularly and is chaired by the Assistant Chief Constable Specialist Operations.

Organised Immigration Crime (Operation Lynx)

Illegal immigration into the UK has grown year-on-year. Increasingly sophisticated methods are being employed, with worldwide profits estimated at in excess of £8 billion. Law enforcement agencies now consider immigration crime to be on the same level of threat to the UK as Class A Drugs.

The National Crime Intelligence Service (NCIS) ranks Organised Immigration Crime (OIC) as one of the top four threats to the UK and has been highlighted by the Home Office as a national priority. The Government has set up an inter-agency group known as Reflex to combat organised immigration crime affecting the UK and this group is chaired by the National Crime Squad (NCS). Hampshire Constabulary received funding from the Reflex Secretariat to cover the financial year 2005/06, which has been allocated to form a joint intelligence unit named Operation Lynx.

OIC includes both people trafficking and human smuggling, as well as other issues such as illegal working which encompasses document and identity fraud, prostitution, money laundering, bonded labour and child exploitation. The Constabulary remains committed to tackling OIC and plans to increase operational capacity in this area in line with its desire to reduce harm to communities.

Major and Serious Crime

The Major Crime Department will continue to develop plans to reduce harm and prevent homicide through the introduction of a series of measures and interventions in identified high risk circumstances. These plans will follow a recognised crime prevention model, will involve partners in identifying risk and implementing solutions and will be compliant with the National Intelligence Model (NIM). In addition, a review capability for homicides and serious crimes will be developed under the professional guidance of an experienced Senior Investigating Officer (SIO) of detective superintendent rank. The focus of the review will be to debrief, measure and improve.

Violent Crime

Rape and Serious Sexual Assault

In line with a pledge not to re-traumatise victims of rape and serious sexual assault during the collection of evidence, the Constabulary has spent considerable time and effort in upgrading the examination facilities for the victims of serious sexual assaults and improving the specialist chaperone service of Sexual Offences Investigation Trained (SOIT) staff.

The Constabulary will continue to use the managed sexual offence service provided by the Forensic Science Service (FSS). This allows the investigator to agree a forensic strategy with a scientist very early on into an investigation and subsequently allows for a more focussed examination of relevant material. Analysis of three years worth of data has led to the emergence of an investigative harm reduction model, which embraces problem orientated policing, aligned to the NIM. The NIM has been introduced to many of the existing community safety partnerships in Hampshire and the Isle of Wight as a way to reduce the incidence of these most serious of offences.

Domestic Abuse

The Constabulary appointed a new full-time domestic abuse co-ordinator in April 2005, to coordinate activity around all aspects of domestic abuse, serving to underline the commitment and importance given to this policing priority.

The co-ordinator has responsibility for most of the actions and recommendations in the Best Value Review into Domestic Abuse, published in spring 2005, as well as implementing best practice highlighted in the National Centre for Policing Excellence (NCPE) doctrine, *Guidance on Investigating Domestic Violence*, also published earlier in 2005.

Priorities for 2006/07 will be to:

- fully develop and publish a new force policy and accompanying procedures for responding to and investigating incidents of domestic abuse, with particular emphasis on children;
- work with the Training Department to introduce a revised domestic abuse awareness training package for the Constabulary, including the forthcoming Initial Police Learning Development Programme (IPLDP)⁶;
- introduce a two-tier generic victim risk assessment process to help early identification of particularly vulnerable people;
- continue to develop strong strategic partnership activities with a view to introducing the Multi-agency Risk Assessment Conference process across the Constabulary area; and
- seek ways to proactively identify repeat victims of domestic abuse and offer appropriate levels of intervention; and
- work with the Constabulary Crime Reduction Officer (CRO) to identify opportunities to offer CROs at Operational Command Unit level domestic abuse awareness training packages.

⁶ IPLDP is the modernisation of probationer training initiated by the Home Office.



Appendix A

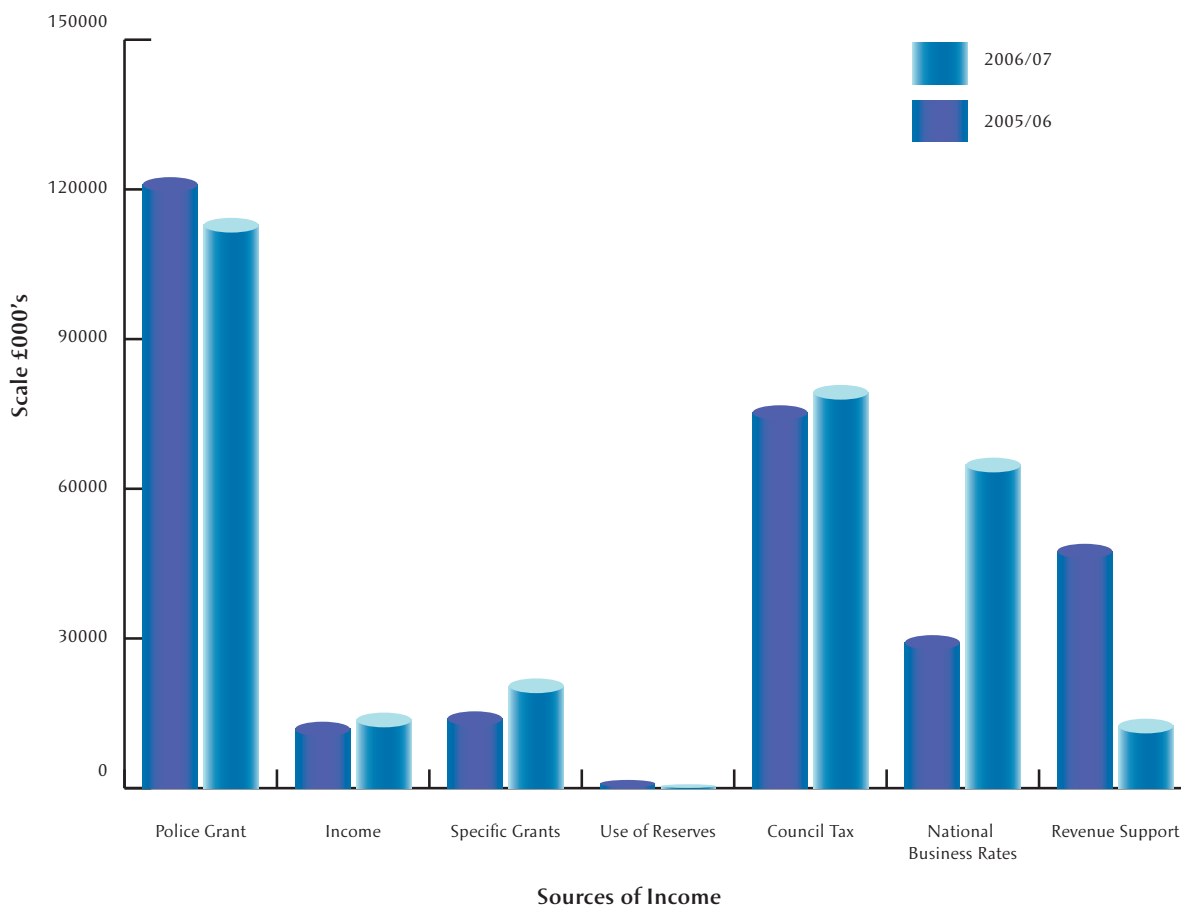
Financial Information

Allocation of Resources Available

Hampshire Police Authority has set a budget to be met from grants, local taxes and other income for 2006/07 which will allow it to incur gross expenditure of £304.2m (2005/06 £299.9m). £13.7m (2005/06 £12m) will come from service income and earned interest on surplus cash; £20.5m (2005/06 £14) will come from additional Government grants, mainly to fund additional police officers, forensic testing, counter-terrorism and partnership working; £190.41m will come from other central Government grants (including the Authority's share of the national business rate). The balance of £79.3m will be met from the precept on the billing authorities' collection funds.

These charts compare the relative sources of income for the Authority for the financial year 2005/06 and 2006/07.

	£000 budget 2005/06	£000 budget 2006/07
Police Grant	121,045	113,020
Income	12,018	13,711
Specific Grants	14,000	20,473
Use of Reserves	990	318
Council Tax	75,209	79,313
National Business Rates	29,197	64,867
Revenue Support Grant	47,438	12,522
Total	299,897	304,224



How the Money will be Spent

In 2006/07 the revenue requirement will be £269.7m, with planned expenditure in the following areas:

	Budget 2005/06 £000s	Budget 2006/07 £000s	Change £000s	Change %	Note
Employees and Training	206,187	250,724	44,537	21.6	1
Police Pensions	36,453	0	-36,453		2
Running Costs	51,919	48,763	-3,156	-6.1	3
Capital Financing	833	807	-26	3.1	
Provision for Inflation	4,505	3,930	-575	-12.8	
Gross Revenue Expenditure	299,897	304,224	-4,327	1.4	
Income	-12,018	-13,711	-1,693	14.1	4
Specific Grants	-14,000	-20,473	-6,473	46.2	5
Reserves	-990	-318	672	67.9	6
Budget Requirement	272,889	269,722	-3,167	1.2	

Note 1

The increase assumes a three per cent pay increase for employees (£5.8m). New police officers and police staff posts have been approved following a restructuring of the Constabulary. These posts will be in the areas of neighbourhood policing, community safety and protective services.

Note 2

The police pension scheme is now the subject of centralised accounting and not a separate part of the general revenue account. Employees contributions towards Police Pensions are now included within Employees and Training.

Note 3

Savings in IT, transport and general running costs.

Note 4

Targets set for increased seizure of criminals' assets and increased cost recovery from the policing of special events. Additional income is available for employees funded through partnerships.

Note 5

New specific grants are in respect of counter-terrorism, PCSOs and initial training.

Note 6

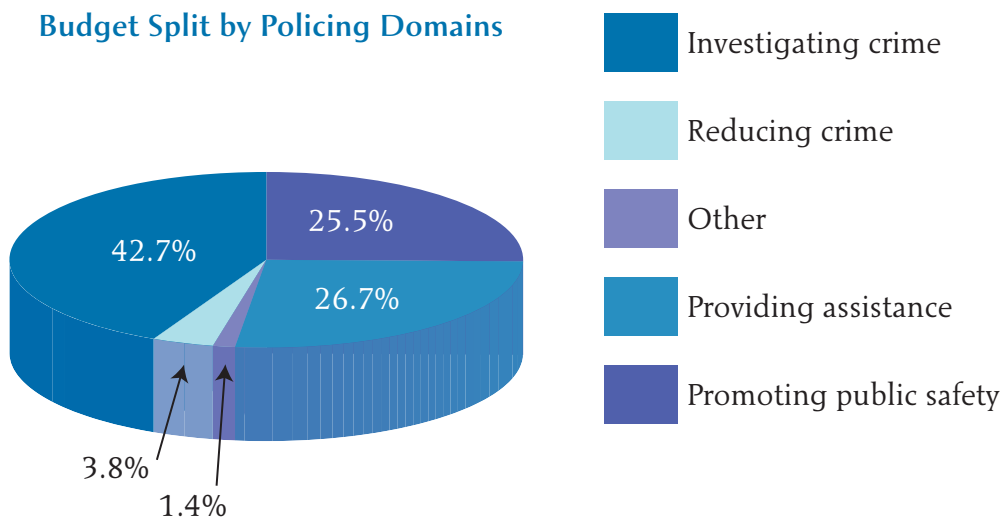
Use of reserves to reduce impact on council tax.



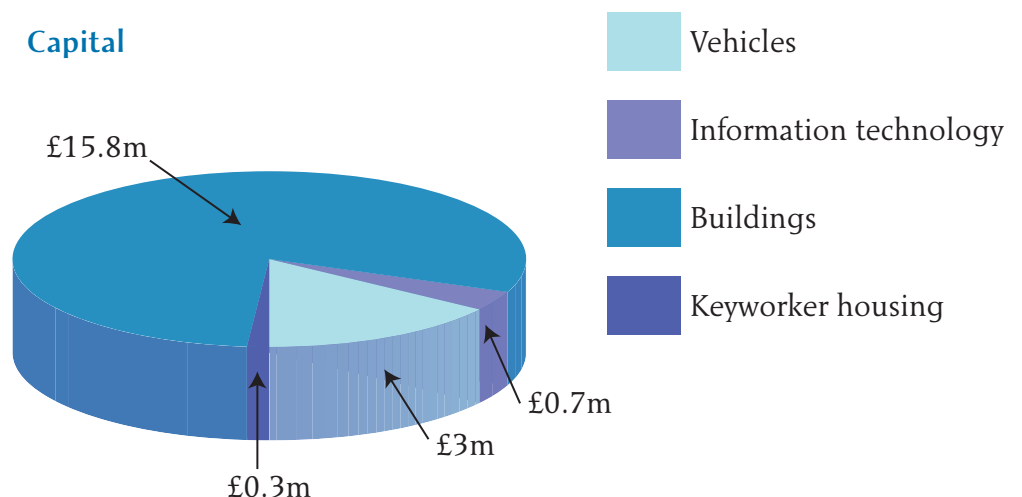
How Resources will be Spent on Police Activities in 2006/07

The pie chart below uses the Constabulary's Activity Based Costing (ABC) data to give an indication of how the 2006/07 budget is planned to be spent across the Home Office Police Performance Assessment Framework (PPAF) domains.

Budget Split by Policing Domains



Capital



In 2006/07 Hampshire Police Authority will invest a further £19.8m in its capital assets. This will be spent on maintaining an up-to-date efficient vehicle fleet, delivering a complete operational information system and enhancing existing police buildings, as well as on early costs associated with a new police station in Southampton.

2006/07 Estimated Capital Expenditure

The estimated capital expenditure in 2006/07 is £19.8m. Actual capital expenditure in 2005/06 will be known in June 2006.

Medium Term Strategy

The Authority considered its medium term strategy for both revenue and capital in October 2005. Updates were given at the February 2006 meeting.

This provides a link between the budget process and the ongoing work on the strategic planning process. It also ensures that the Best Value process links in with the spending plans and the strategic planning arrangements.

Hampshire Police Authority ensures that its budget recognises the Best Value reviews that have taken place and that are due to take place, providing links to the efficiency plan and activity based costing calculations.

These arrangements comply with the Chartered Institute of Public Finance and Accounting (CIPFA) Prudential Code on forward planning and borrowing.

Hampshire Police Authority approved the 2006/07 budget and police precept at its February 2006 meeting. Details are set out in the precept notice sent to all households and on previous pages.

The budget for 2006/07 has increased by 3.8 per cent. This amount includes the impact of the costs of police reform and the new technology required to improve policing performance. The increase has been reduced by identifying £7.5m worth of savings. In addition £0.32m has been taken from reserves to reduce the impact on council tax.

At £119.43, the council tax band D has increased by £5.67 per annum or 4.98 per cent.

Statement on Internal Control

A full statement on internal control will be included within the 2005/06 Statement of Accounts. This will identify the Authority's obligations and objectives, the controls in place to mitigate those risks and evidence to ensure that the controls are working.

Activity Based Costing (ABC)

The Home Office requires ABC returns containing data from all forces. The Constabulary will use the data to attempt to identify potential efficiencies and savings. The data will also be used to inform the budgeting process.

Efficiency Plan

The Constabulary has prepared an efficiency plan in response to the Home Secretary's annual requirement to prove year on year savings. Since the inception of efficiency plans, forces have had an annual target of two per cent of their net revenue expenditure. This target has now increased to three per cent per year from 2005/06 to 2007/08. Half the gains are to be cashable, for recycling to support police activity. For 2006/07, three per cent efficiency gains equates to a target of £8.2m.



Summary of Initiatives 2006/07

The total of non-cashable savings amounted to £5m which included areas such as the benefits from RMS and airwave business benefits.

The total cashable savings amounted to £7.5m and included areas such as staff turnover, vehicle running costs, office and operational equipment procurement, uniform budget, computer hardware replacement and new stationery contract.

This brings the total non-cashable and cashable savings for 2006/07 to £12.5m.

Appendix B

Summary of Personnel Plan

The Personnel Department contributes to the achievement of Constabulary goals by ensuring that:

- police officers and staff are recruited and developed to use their skills to deliver an excellent policing service;
- staff value the contribution of others and treat others with dignity and respect at all times;
- a framework of policies and procedures is in place that translates the Constabulary's targets into practical processes which are fair and reasonable and comply with employment legislation;
- a culture of high performance exists, making best use of resources;
- a culture of well-being and a safe and healthy working environment exists; and
- systems are in place to support staff who experience difficulties that affect their ability to work, either through health, personal circumstances or workplace issues.

Summary of Initiatives for 2006/07

Forward Together - The Force Review

The Personnel Department continues to have a key role in the management of change within the force, particularly with implementation of the Forward Together Review in readiness for April 1, 2006. The restructured personnel function will provide operational support locally as well as a centralised strategic resource.

Recruitment

The Recruiting Department has a number of key priorities over the coming year:

- to continue to run regular assessment centres to ensure the Constabulary recruits the number of officers and staff required to meet policing needs;
- to begin the recruitment and training of more than 500 new posts of Police Community Support Officers (PCSOs);
- to maximise e-opportunities within the recruitment process; and
- to further develop positive action work to ensure the Constabulary maximises opportunities for minority communities to work within the Constabulary.

Well-being and Performance

A proactive well-being initiative will be taken forward during the year to build on the progress made on the management of absence and performance in recent years. It will seek to:

- support the Constabulary's commitment to work/life balance and flexible working;
- introduce measures to support the retention of officers and staff;
- seek continuous improvement in how the Constabulary works; and
- ensure the commitment of all to a healthy and safe working environment.

Diversity

Action on equality and diversity issues will be enhanced through a number of measures including the implementation of Forward Together.

- Personnel managers will be local champions for the Strategic Diversity Action Plan.
- The central Performance and Diversity Team will develop and drive forward new initiatives.
- Positive action will be further developed to build on improvements in the percentages of Black and Minority Ethnic (BME) and female police officers recruited and retained by the Constabulary.
- The Constabulary will strive to be an employer of choice for all sections of the population.

Police Officer Actual Strength (Full-time Equivalents)

Rank	31 March 1995		1 April 2005		1 April 2006	
	Male	Female	Male	Female	Male	Female
Constable	2089	413	2139.55 (37)	737.59 (9)	2097.7 (40)	762.43 (15)
Sergeant	477	25	479.15 (9)	106.33 (1)	485.55 (10)	111.74 (1)
Inspector	147	7	169 (2)	19.85	158 (2)	25.75
Chief Inspector	45	1	41	8 (1)	36	8 (1)
Superintendent	37	0	24	5	26	3
Chief Superintendent	6	0	8	0	11	2
Assistant Chief Constable	3	0	2	0	2	0
Deputy Chief Constable	1	0	1	0	1	0
Chief Constable	1	0	1	0	1	0
Sub Total (male/female)	2806	446	2864.7	876.77	2818.25	912.62
Total	3252		3741.47		3731.17	

Numbers in brackets equal the number of Black and Minority Ethnic (BME) officers (no data for 1995)



The staffing figures show police officer and police staff actual strength (the full-time equivalents) including all personnel in temporary ranks, but excluding staff currently seconded out of the force area.

Police Staff Actual Strength (Full-time Equivalents)

31 March 1995		1 April 2005		1 April 2006	
Male	Female	Male	Female	Male	Female
		787.8 (14)	1312.29 (21.6)	857.59 (19)	1377.16 (20.86)
Not available		2100.1		2214.94	

Numbers in brackets equal the number of Black and Minority Ethnic (BME) police staff

Force Summary 2006/07

	Police and Staff	Police	Police Staff
Operational	4033.62	3477.9	555.72
Operational Support	1011.96	242.1	769.86
Organisational	830.36	25	805.36
Total	5875.95	3745	2130.95

Appendix C

Summary of Training Plan 2006/07

Training Package	Timescales	Target
Neighbourhood Policing, Reassurance and Citizen Focus		
Launch Initial Police Learning and Development Programme (IPLDP) 15 May including the introduction of individual community placements at an early stage and design based on increased community involvement in all aspects of the training cycle.	2006/07 and onwards	Estimated 250 student officers per annum
Identify opportunities to incorporate new features of IPLDP into the roll-out of existing Probationer Training Programme (PTP) to 2008.	2006-08	To be agreed
Develop and deliver Vulnerable Witness Interviewing training to meet identified needs of new OCU Community Safety Teams under Forward Together.	2006/07	To be confirmed
Deliver training to Police Community Support Officers (PCSOs) with early intake of 36 to support Neighbourhood Policing Pathfinder – evaluation results will feed into development of strategy for Force-wide roll-out of Neighbourhood Policing.	2006/07	12 courses
Consult with key stakeholders to support the Neighbourhood Policing Pathfinder with training needs analysis, design, development, delivery and evaluation of appropriately tailored programme. To be delivered in collaboration with Portsmouth City Council.	2006/07	To be agreed
Lead force to pilot newly developed Neighbourhood Policing module of Core Leadership Development Programme (CLDP) in Pathfinder and provide feedback to National Project.	2006/07	10 courses
Deliver PRIME training, with priority to Pathfinder.	2006/07	20 courses
Develop and deliver training for Single Non Emergency Number (SNEN).	2006/07	22 courses
Deliver child protection courses in partnership with local authorities.	2006/07	2 courses
Best Use of Resources		
Force-wide CLDP launch with effect from April, of self-paced workbooks and combined Performance and Development Review (PDR) and learning and development workshops. Target audience: sergeants, inspectors and chief inspectors and equivalent police staff. Continue to update role profiles in line with Forward Together changes to support improved PDR practices.		216 courses
Deliver 12 e-Learning (mandatory) packages to support legislative and operational changes and improvements, adopting a blended learning approach where appropriate with frontline training and other classroom based courses.	2006/07	1 per month
Deliver suite of core RMS modules for new recruits and to meet role-based access criteria.	2006/07	110 courses
Deliver crime skills training to detective inspectors.	2006/07	2 courses
Continue to deliver Initial Crime Investigators Development Programme (ICIDP) courses.	2006/07	6 courses
Offences Brought to Justice		
Delivery of investigative interviewing courses.	2006/07	26 courses
Class A Drugs		
The quality assurance and delivery of ICIDP supports test purchase training.	2006/07	See above



Training Package	Timescales	Target
Counter-terrorism and Domestic Extremism		
Administer, quality assure and contribute to delivery of surveillance training for Special Branch and to improve force surveillance capacity.	2006/07	1 course
Roads Policing		
Confirm accreditation of Centre Approval (only one of four forces) to deliver the Prohibition course. Issue nationally recognised certification to RPU officers.	2006/07	2 courses
RPU Training Needs Analysis Report (2005/06) recommended modularisation of courses. Delivery of new suite of prioritised modules.	2006/07	53 courses
RPU trainers to train and assess nominated individuals on each OCU to cascade training for Automatic Number Plate Recognition (ANPR).	2006/07	To be confirmed by OCU demand
RPU to provide training in dealing with road deaths for Senior Investigating Officers (SIOs).	2006/07	2 courses
Tackle Serious and Organised Crime		
Ensure detective inspectors and above are trained in all Senior Investigating Officer (SIO) modules as part of the requirements of Professionalising the Investigation Process (PIP).	2006-08	
Deliver training in source handling (1 x level 1, 2 x level 3).	2006/07	3 courses
Violent Crime		
Identify demands from Forward Together and develop and deliver MAPPA training to detectives, in collaboration with other external agencies.	2006/07	To be agreed
Deliver Sexual Offences Investigation Trained (SOIT) courses to Community Safety Teams in line with Force Investigative Interviewing Strategy.	2006/07	6 courses

Appendix D

Best Value 2006/07

Best Value is based on the provision of a performance management framework that will allow assessment and comparison of the way in which the Constabulary works. While financial savings may result, it is not the main objective. The emphasis is on producing a quality of service, at an appropriate cost, which balances the expectations of everyone from local communities to the Home Secretary.

The Authority reviews its services by subjecting them to what has become known as the 'four Cs', that is: consult, challenge, compare and compete. To ensure that all the ways of providing a service are fully considered the Authority also subjects services and functions under review to a fifth C: collaboration.

When assessing the value and quality of its services, consultation with appropriate stakeholders, other Best Value authorities and the commercial sector is essential. This is undertaken by a variety of techniques which include focus groups, face-to-face interviews, citizens panels, meetings and surveys of both internal and external customers of services, as well as victims of crimes. This work is conducted by the Constabulary's Consultation and Research Team and the process they use has been identified as effective by HMIC inspections.

The reason for providing a service, the level of that service, the way in which it is delivered and the service objectives are challenged.

The Authority compares its performance with other organisations that provide similar services by using performance indicators, by benchmarking and by identifying best practice.

The Authority must be competitive in terms of economy, efficiency, effectiveness, equity and environmental considerations. This is being achieved by reference to similar services or functions provided by other Best Value authorities, the commercial sector and other businesses.

The Best Value Review Programme

Hampshire Police Authority has adopted a risk assessment based approach to programming Best Value Reviews that is specifically tailored to meet the needs of the Authority, the Constabulary and the public. Consequently the Best Value Review Programme is itself reviewed annually to take into account changes in priorities and other strategic drivers. Each year the Programme is based on consultation with Authority members and Constabulary staff and also takes into consideration external reports, for example HMIC reports, legislation, performance information and issues emerging from internal reviews and assessments. This approach allows Hampshire Police Authority to determine the areas for review in the forthcoming years that are likely to have the biggest impact in terms of service improvement and value for money.

The issues arising from the consultation and from the other sources listed are considered along with Audit Commission advice that reviews should be large and strategic in nature. Consequently other factors considered include the National Policing Plan (now part of the National Community Safety Plan), local policing priorities, the Policing Performance Assessment Framework (PPAF) indicators and Home Office guidance. An assessment is then conducted to identify areas that present significant risk to service delivery in terms of performance and efficiency.



A new programme of reviews commenced in April 2004 with domestic abuse as the first area under scrutiny. The review programme has continued to run since then using the annual review process previously outlined with the area of procurement being the chosen topic for 2005/06.

Best Value reviews are led by a manager related to the service under review supported by a team at police headquarters. Independence is assured by inclusion of Authority members, specialists from other areas or departments, and participants from other sectors and organisations. For example, the Procurement Review Team included an independent specialist procurement consultant who was specifically selected on the basis of their private sector experience and expertise.

The team at police headquarters coordinates, assists, project plans and monitors the reviews and provides expertise in the use of the review tools (for example process mapping, activity analysis, use of quality tools and techniques). This team has a core of experience of conducting Best Value Reviews and, following a recommendation from the Audit Commission, has established a structured system for recording lessons learnt to assist and improve the conduct of future reviews

A Review Scrutiny Board comprising of the Chair of the Authority's Performance Committee, the Chief Constable, the Clerk to the Police Authority, the Director of Finance and a senior manager not directly involved in the review, exists to approve the proposals for each review and the personnel for the evidence gathering team. It also assesses and challenges the results and action plans arising from the review, before recommending the final action plan to the Authority for approval. The final action plans recommend activities to be undertaken to bring about the required improvements and specify how progress will be delivered and what time scales have been set to achieve them.

These action plans are monitored on a quarterly basis by the Authority Performance Committee until every action recorded on the plan for a review has been completed. Every action on every action plan has an outcome section to give stakeholders a clear understanding of the desired effect of the recommendation and how both the implementation and outcome can be measured. Financial implications are also indicated in these action plans by showing whether any associated costs are actual or opportunity costs and whether any associated savings are cashable or non-cashable. There is also an indication whether costs and savings are one-off or year-on-year.

Recommendations contained on these action plans are also subject to a priority rating system (high, medium or low) and associated risks attached to implementing recommendations are also identified within these plans. There is also an assessment of the likelihood of predicted outputs and benefits being achieved. This assessment uses the following definitions:

- definite - where the outcome can be stated with certainty;
- probable - where the outcome is considered likely based on substantiated evidence;
- expected - where the outcome is considered likely based on practical knowledge/experience; and
- intangible - where the outcome cannot be proven but is logical.

Completed Best Value Reviews and Associated Recommendations

Since the publication of last year's Local Policing Plan the Best Value Review of Procurement has been concluded. A synopsis of the approach to the five Cs and of the key recommendations for this review is shown overleaf.

Procurement

The overall **challenge** element was conducted using maturity matrices and was enhanced by the close involvement of external members of the Review Team.

Extensive **consultation** was carried out to gauge the views and perceptions of staff, customers and other stakeholders. This highlighted a need for a more standardised approach with dedicated points of contact.

A **competition** scoring matrix was applied and demonstrated that the procurement function is suitable for outsourcing, but this could create difficulties in supporting the national Association of Chief Police Officers (ACPO) procurement agenda.

A number of **collaborative** contracts are currently used and there are numerous additional opportunities to procure via regional and/or national arrangements.

Comparison was made with other forces and local authorities using a benchmarking questionnaire. This demonstrated that there are currently few similarities between the ways different forces fulfil the procurement function.

- The key recommendations of the review were:
- a marketing strategy and programme for the Procurement Department should be developed;
- a communication strategy for procurement should be developed;
- a project should be established to evaluate the use of e-procurement and Government procurement cards;
- the procurement department should annually review process maps to ensure they remain aligned with Force Policies and Procedures (FPPs);
- formal procedures should be established to ensure that customers are involved throughout the procurement process;
- a process should be established to annually assess the maturity of the procurement function with the force; and
- the procurement department should assess the extent of and pursue collaboration with the police service at every opportunity.

Appendix E

Audits and Inspections

Her Majesty's Inspectorate of Constabulary (HMIC)

Her Majesty's Inspectorate of Constabulary (HMIC) is tasked with promoting the efficiency and effectiveness of policing in England, Wales and Northern Ireland to ensure:

- agreed standards are achieved and maintained;
- good practice is spread; and
- performance is improved.

HMIC inspection activity, in the last 12 months, has included the force level baseline assessment (2004/05) and an inspection of Havant BCU.

Hampshire Constabulary has also been inspected as part of national thematic inspections of level two protective services, public protection, professional standards, 'first contact' and the Police National Computer (PNC).

The national inspection of level two services informed the HMIC report Closing the Gap which recommends a reduced number of bigger strategic forces. In addition there has been an audit of force arrangements for the PNC, follow-up inspections at several BCUs and one BCU, Solent East, was asked by HMIC to conduct a self-assessment.

Full details of all HMIC inspections can, when published, be found on the HMIC website, www.inspectorates.homeoffice.gov.uk/hmic/

Baseline Assessment

For the 2004/05 baseline assessment, HMIC assessed forces performance across 27 areas of business. The assessment takes into account key performance indicators and judgement on quality of processes. Overall the report on 2004/05 was very positive and compared very well with those received by other forces. Of particular note were the 'excellent' grades awarded in the areas of Forensic Management, Roads Policing and Call Management. A summary of HMIC judgements is reproduced in the table opposite:



Summary of Judgements	Grade	Direction of Travel
Citizen Focus		
Fairness and Equality	Fair	
Neighbourhood Policing and Community Engagement	Fair	Improved
Customer Service and Accessibility	Good	Improved
Professional Standards	Not Graded	
Reducing Crime		
Reducing Hate Crime and Crimes against Vulnerable Victims	Fair	Stable
Volume Crime Reduction	Good	Improved
Working with Partners to Reduce Crime	Good	Improved
Investigating Crime		
Investigating Major and Serious Crime	Good	
Tackling Level 2 Criminality	Fair	
Investigating Hate Crime and Crimes against Vulnerable Victims	Good	Stable
Volume Crime Investigation	Good	Improved
Forensic Management	Excellent	Stable
Criminal Justice Processes	Fair	Improved
Promoting Safety		
Reassurance	Good	Improved
Reducing Anti-social Behaviour and Promoting Public Safety	Good	Improved
Providing Assistance		
Call Management	Excellent	Improved
Providing Specialist Operational Support	Fair	Stable
Roads Policing	Excellent	Improved
Resource Use		
Human Resource Management	Good	Stable
Training and Development	Fair	Improved
Race and Diversity	Good	
Resource Management	Good	Improved
Science and Technology Management	Good	Stable
National Intelligence Model	Good	Stable
Leadership and Direction		
Leadership	Good	
Strategic Management	Good	Stable
Performance Management and Continuous Improvement	Good	Stable

BCU Inspections

HMIC BCU inspections concentrate on leadership and performance issues. They recognise good practice and make recommendations in areas where HMIC believes improvement can be made.

Havant BCU

This inspection was a very positive one. Havant was recognised as a very well led BCU: ‘Havant BCU benefits from a high level of clear and effective leadership’ and one which performs well: ‘Havant BCU is a well performing BCU, morale amongst staff is high and it is seen as a place of choice to work at’.

The report recognised six areas of good practice and made five local recommendations, which were:

- 1) a senior manager should be nominated as single point of contact for PCSOs;
- 2) implement a vision, strategy and marketing plan to improve the understanding of, and relationship with, members of minority groups within the community;
- 3) set up facilities for third party reporting of domestic abuse;
- 4) nominate a member of staff at inspector level or above, to develop and improve the delivery quality of shift briefings; and
- 5) review the initiative of a detective in custody, and if found to be cost effective, considers ways of extending it.

The BCU has responded by taking action to address all these points.

Audit Commission

In 2005/06, the Audit Commission undertook a variety of reviews and produced output such as the audit plan, report on efficiency savings, opinion on best value performance plan, interim audit memorandum, report charged to those with governance, opinion on the financial statements, Value For Money conclusion, crime data recording, Activity Based Costing and the Annual Audit Letter. The Authority and Force will implement the actions agreed, resulting from the recommendations in these publications. The main area of interest from these reviews is the improvements required within crime data recording. Further summary information on the above can be obtained from the Annual Audit Letter.*



Appendix F

Performance Information

Performance Indicator	Performance Measurement	Achieved	Family Average	2005/06		Target
		2004/05	2004/05	Target	Achieved	2006/07
Citizen Focus - Satisfaction - Satisfaction of victims of domestic burglary, violent crime, vehicle crime and road traffic collisions with respect to:						
<i>Key = i) completely or very satisfied, ii) completely, very or fairly satisfied</i>						
SPI 1 (a)	Making contact with the police.	i) 73% ii) 90%	i) no data ii) 89%	i) >70% ii) >89%	i) 71% ii) 89%	i) >70% ii) >90%
SPI 1 (b)	Action taken by the police.	i) 65% ii) 81%	i) no data ii) 77%	i) >62% ii) >78%	i) 52% ii) 69%	i) >62% ii) >78%
SPI 1 (c)	Being kept informed of progress.	i) 46% ii) 62%	i) no data ii) 59%	i) >50% ii) >70%	i) 52% ii) 69%	i) >50% ii) >70%
SPI 1 (d)	Their treatment by staff.	i) 77% ii) 90%	i) no data ii) 88%	i) >75% ii) >89%	i) 72% ii) 86%	i) >75% ii) >89%
SPI 1 (e)	The overall service provided.	i) 63% ii) 81%	i) no data ii) 78%	i) >65% ii) >84%	i) 55% ii) 74%	i) >65% ii) >84%
Citizen Focus - Confidence						
SPI 2 (a)	Using the British Crime Survey, the percentage of people who think their local police do a good job.	53%	48%	>55%	51%	>55%
Citizen Focus - Fairness and Equality						
<i>Key = i) completely or very satisfied, ii) completely, very or fairly satisfied</i>						
SPI 3 (a)	Satisfaction of victims of racist incidents with respect to the overall service provided.	i) 60% ii) 74%	i) no data ii) 75%	i) >62% ii) >76%	i) 61% ii) 78%	i) >62% ii) >76%
SPI 3 (b)	From SPI 1(e), the comparison of satisfaction for white users and users from minority ethnic groups with respect to the overall service provided.	White i) 58% ii) 77% Minority ethnic i) 56% ii) 76%	N/A N/A	Equality between groups	White i) 55% ii) 74% Minority ethnic i) 51% ii) 72%	Equality between groups
SPI 3 (c)	Percentage of PACE searches which lead to arrest by ethnicity of the person searched.	White 11% Minority ethnic 15%	N/A	White 15% Minority ethnic 15%	White 9.8% Minority ethnic 10.4%	Equality between groups
SPI 3 (d)	Comparison of sanction detection rates of violence against the person offences by ethnicity of the person.	White i) 49% Minority ethnic ii) 42%	N/A	Equality between groups	White i) 33% Minority ethnic ii) 30%	Equality between groups

Performance Indicator	Performance Measurement	Achieved	Family Average	2005/06		Target
		2004/05	2004/05	Target	Achieved	2006/07
Citizen Focus - Fairness and Equality						
<i>Key = completely or very satisfied, ii) completely, very or fairly satisfied</i>						
SPI 3 (e)	Proportion of police recruits from minority ethnic groups compared to the proportion of people from minority ethnic groups in the economically active population.	2.8%	N/A	>3%	5.0%	>3%
SPI 3 (g)	Percentage of female police officers compared to the overall force strength.	23.7%	21.2%	>24%	24.5%	>24.5%
Reducing Crime						
SPI 4 (a)	Using the British Crime Survey, the risk of personal crime.	5.5%	7%	<7.3%	5.1%	<5%
SPI 4 (b)	Using the British Crime Survey, the risk of household crime.	16.9%	17.7%	<19.2%	13.4%	<14%
SPI 5 (b)	Violent crimes per 1000 population.	23.2	20.2	<20.1	23.6	<18.7
SPI 5 (e)	Life threatening crime and gun crime per 1000 population.	0.2	0.4	No target Set (NTS)	0.21	<0.25
SPI 5 (f)	Acquisitive crime per 1000 population.	17.9	Not known	NTS	19.4	<18
Investigating Crime						
SPI 6 (b)	Percentage of offences brought to justice.	22.1%	20.4%	>21%	20.9%	>23%
SPI 7 (a)	Percentage of notifiable offences resulting in a sanction detection.	23.2%	21.4%	>25%	14.4%	>25%
SPI 8 (a)	Percentage of domestic violence incidents where an arrest was made related to the incident.	46%	61%	>50%	53%	>60%
SPI 8 (c)	Value of cash forfeiture orders and confiscation orders per 1000 population.	£615	No data	NTS	£1023K	£1056K



Performance Indicator	Performance Measurement	Achieved	Family Average	2005/06		Target
		2004/05	2004/05	Target	Achieved	2006/07
Promoting Public Safety						
SPI 9 (a)	i) the number of people killed in under 30 days or seriously injured in road traffic collisions* and ii) per 100 million vehicle kilometres travelled.	i) 986 ii) 5.4	i) N/A ii) 5.8	i)<1080 ii)<6	i) 852 ii) 4.7	i)<1032 ii)<5.8
SPI 10 (a)	Using the British Crime Survey, fear of crime: a) domestic burglary b) vehicle crime c) violent crime.	a) 9% b) 12.2% c) 13.6%	a)10.2% b)11.4% c)15.1%	a)<9% b)<11% c)<11%	a) 9.2% b) 9.2% c) 14%	a)<8.2% b)<9.7% c)<10.5%
SPI 10 (b)	Using the British Crime Survey, perceptions of anti-social behaviour.	17.8%	15%	<17%	13.5%	<15.8%
SPI 10 (c)	Using the British Crime Survey, perceptions of local drug use/ drug dealing.	No Historical Data (NHD)	NHD	NTS	22.5%	<20%
Providing Assistance						
SPI 11 (a)	Percentage of police officer time spent on frontline duties.	65.7%	63.8%	>66.3%	67.3%	>67.6%
Resource Use						
SPI 12 (a)	Delivery of cashable and non-cashable efficiency targets.	Yess	No Data	Yes	Yes	Yes
SPI 13 (a)	Average number of working hours lost per annum due to sickness per police officer.	73.9hours (8.2days)	73.1hours (8.1days)	<72hours (<8days)	65.8hours (7.3days)	<67.5hours (<7.5days)
SPI 13 (b)	Average number of working hours lost per annum due to sickness per police staff member.	53hours (7.1days)	65.1hours (8.7days)	<60hours (<8days)	55.5hours (7.4days)	<56.2hours (<7.5days)

* Also intended as a community safety indicator shared with local authorities

Performance Indicator	Performance Measurement	Achieved	Family Average	2005/06		Target
		2004/05	2004/05	Target	Achieved	2006/07
Local Performance Indicators						
L1	Achieve at least one grade better on NCRS compliance than 2005/06.				Fair	
L2	Improve the 'being kept informed of progress' satisfaction for victims of vehicle crime.	36%		NTS	33%	>50%
L3	Reduce BCS comparative crime in conjunction with CDRPs.	99274	NA	<96063	101877	Not set
L4	Increase sanction detections for class A drug supply.	315	No data	>344	518	>400

Appendix G

Hampshire Police Authority Structure and Membership

Members

In accordance with the Police Act 1996, Hampshire Police Authority has 17 members. There are nine councillor members, five independent members and three magistrate members.

Councillor members are appointed by a joint committee which is independent of the Authority and consists of seven people from Hampshire County Council, Isle of Wight Council, Portsmouth City Council and Southampton City Council. The joint committee must ensure that the political balance among the councillor members of the Authority reflects the political proportionality of the four councils taken as a whole.

Independent members are appointed following a process that begins with adverts being placed in newspapers circulating across the two counties. A selection panel (comprising of one individual nominated by the Home Office, one nominated by the Police Authority and one nominated by the other two members of the selection panel) then consider the applications and send a list of names to the Home Secretary who then returns a shortlist to the Authority. The councillor and magistrate members of the Authority then appoint to the vacancies using this shortlist.



Magistrates are appointed by a selection panel comprised of an individual appointed by the councillor and independent members of the Authority, an individual appointed by the Home Secretary and a third person appointed by those two. The selection panel for magistrates, after sifting applications, send a short list that is twice the number of appointments to be made to the Authority which decides who to appoint. There is no requirement to submit the shortlist to the Home Secretary for consideration.

The current membership of the Authority can be found at: www.hantspa.org

Meeting Structure

The majority of Hampshire Police Authority meetings are held in open session; therefore members of the public are welcome to attend. A list of meetings, relevant papers and committee membership and terms of reference can be found on the Authority's website, www.hantspa.org

In addition to meetings of the whole Authority, there are eight committees that meet regularly and are open to the public:

- Community Affairs Committee
- Crime Prevention Committee
- Complaints and Professional Standards Committee
- Finance Committee
- IT Committee
- Performance Committee
- Personnel Committee
- Standards and Governance Committee

Members of the Authority attend other local and national meetings and events to represent the Authority and the interests of the communities of the two counties.

The Authority appoints 'link members' to each of the Crime and Disorder Reduction Partnerships (CDRPs) and the police Operational Command Units (OCUs). These 'link members' are

responsible for maintaining contact with that CDRP or OCU to promote joint working in making communities safer and for representing the role and purpose of the Authority.

Support

Hampshire Police Authority is assisted by a team of advisers and administrators who provide specialist support to the Authority and its committees. Details can be found on the website, www.hantspa.org

Publications

All Hampshire Police Authority documents are published on its website and hard copies are available on request by contacting the Authority's office.

Publications include:

- Hampshire Police Authority and Hampshire Constabulary Local Policing Plan/Three Year Strategy
- Hampshire Police Authority and Hampshire Constabulary Annual Report
- Statement of Accounts
- Precept notice
- Crime Prevention Committee Annual Review

The Authority now has a duty to produce a Local Policing Summary, which for 2006/07 will be available on the website in July and will be distributed to households via council publications in the autumn (Hampshire Now, Wight Insight, Flagship and City View).



Contact Details

Hampshire Police Authority

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Winchester, Hampshire SO23 8AW
Tel. 01962 871595
Email: police.authority@hampshire.pnn.police.uk
Web: www.hantspa.org

Hampshire Constabulary

Strategic Planning Team, Police Headquarters,
West Hill, Winchester, Hampshire SO22 5DB
Tel. 0845 045 45 45
Email: strategicplanning@hampshire.pnn.police.uk
Web: www.hampshire.police.uk

Southern Support and Training Headquarters,
Hamble Lane, Hamble, Southampton,
Hampshire SO31 4TS
Tel. 0845 045 45 45

Chief Officers

Tel. 0845 045 45 45

Chief Constable P Kernaghan, CBE QPM

Deputy Chief Constable I R Readhead

Assistant Chief Constable,
Specialist Operations S Watts

Assistant Chief Constable,
Territorial Operations S Cole

Director of Personnel M Adamson

Director of Finance M Coombes

Operational Command Units (OCUs)

Tel. 0845 045 45 45

North East OCU Commander

Chief Superintendent P Netherton
Wellington Avenue, Aldershot, GU11 1NZ

Central OCU Commander

Chief Superintendent P Goodall
Quay Street, Fareham, PO16 0NA

Western OCU Commander

Chief Superintendent A Wakefield
Pikes Hill, Lyndhurst, SO43 7NR

Southampton OCU Commander

Chief Superintendent P Stickler. Civic
Centre, Southampton, SO14 7LG

Portsmouth OCU Commander

Chief Superintendent J Campbell
Kingston Crescent, Portsmouth, PO2 8BU

Isle of Wight OCU Commander

Chief Superintendent S Morgan
High Street, Newport, Isle of Wight, PO30 1SZ



Other useful contacts

- P**hone 999 only if..
- O**ffenders are nearby
- L**ife is at risk
- I**njury is caused or threatened
- C**rime and disorder are in progress
- E**verything else, 0845 045 45 45

Crimestoppers

Tel. 0800 555111

Web: www.crimestoppers-uk.org

Call anonymously if you have information relating to any crime anywhere in the UK.

Victim Support

Tel. 0845 3030900

Web: www.victimsupport.com

Victim Support offers free and confidential advice to people affected by crime.

Single Non Emergency Number (SNEN)

Tel. 101

Web: www.snen.homeoffice.gov.uk

101 is a new service that provides the public with direct access to advice, information and action for community safety issues, including non-emergency crime, policing and antisocial behaviour. The new, easy-to-remember, three-digit number puts callers directly in touch with specially trained advisers for non-emergency matters. The service is available 24 hours a day.

Recruitment of Police Officers, Special Constables or Members of Police Staff

The Hampshire Constabulary website www.hampshire.police.uk contains information on the application process and pre-requisites needed to join the organisation.

Eligibility can be checked by completing a self selection questionnaire online at: www.policecouldyou.co.uk

Once eligibility has been established, applications can be completed on the force website. Alternatively to receive an application form by post, please contact the Recruiting Department on 0800 0280 222 or email: recruiting@hampshire.pnn.police.uk

Central Ticket Office

PO Box 112, Winchester

Tel. 01962 871268

Emergency Text Service (SMS) for the Deaf and Speech Impaired

Text: 80999 with information such as:

What? What the problem is.

Which? Need Police/Fire. Rescue/
Ambulance/Coastguard

Where? Give name of road and town.

Reporting Non-urgent Crime

The reporting of non-urgent crime is available online at: www.online.police.uk

ABC	Activity Based Costing	NIM	National Intelligence Model
ACSO	Accredited Community Support Officer	NWNJ	No Witness no Justice
ANPR	Automatic Number Plate Recognition	OBTJ	Offences Brought To Justice
BCU	Basic Command Unit	OCU	Operational Command Unit
BME	Black and Minority Ethnic	OIC	Organised Immigration Crime
CDRP	Crime and Disorder Reduction Partnership	PCSO	Police Community Support Officer
CIPFA	Chartered Institute of Public Finance and Accounting	PDR	Performance and Development Review
CLDP	Core leadership Development Programme	PIP	Professionalising the Investigation Process
CPS	Crown Prosecution Service	PITO	Police Information Technology Office
CRB	Crime Recording Bureau	PNC	Police National Computer
CRO	Crime Reduction Officer	PNDT	Police National Diversity Team
CRT	Community Reassurance Team	PPAF	Police Performance Assessment Framework
CYPP	Children and Young Persons Plan	PPO	Prolific and other Priority Offender
DAAT	Drug Action and Alcohol Team	PRIME	Problem Resolution in a Multi-agency Environment
FPP	Force Policies and Procedures	PSA	Public Service Agreement
FRMU	Forensic Resource Management Unit	PTP	Probationer Training Programme
FSS	Forensic Science Service	RES	Race Equality Scheme
HMIC	Her Majesty's Inspectorate of Constabulary	RMS	Records Management System
ICIDP	Initial Crime Investigators Development Programme	RPU	Roads Policing Unit
IPLDP	Initial Probationer Learning Development Programme	SCRP	Strategic Casualty Reduction Partnership
LCJB	Local Criminal Justice Board	SIO	Senior Investigating Officer
MAPPA	Multi-Agency Public Protection Arrangements	SNEN	Single Non Emergency Number
MSF	Most Similar Force	SOIT	Sexual Offences Investigation Trained
NCIS	National Criminal Intelligence Service	SSD	Scientific Services Department
NCPE	National Centre for Policing Excellence	VOSA	Vehicle Operator and Services Agency
NCS	National Crime Squad	WCU	Witness Care Unit
		YOT	Youth Offending Team

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