

DERBYSHIRE POLICE AUTHORITY

BUSINESS PLAN – Our Vision, Priorities and Objectives

2009/10



1. INTRODUCTION

In the last 12 months there has been a great deal of change in the policing environment, particularly involving police authorities. The Policing Pledge has been published, a single confidence target has been set for each Force by the Home Secretary; the Policing and Crime Bill is progressing through Parliament and HMIC and the Audit Commission are finalising an inspection programme for police authorities which will start in the summer of 2009. Greater efforts are being placed on collaboration and police authorities will need to demonstrate further how they engage and consult with communities and how these views are reflected in the decision making process.

2. BACKGROUND

On 31 March 2009 the joint Derbyshire Police Authority and Derbyshire Constabulary Policing Plan was published. This document sets out our plan for achieving the aims of our 3 year policing strategy 2009-2012 together with our Annual Report for 2008/09.

The purpose of this Business Plan is to establish how the Authority wishes to conduct its business for 2009/10. It details its vision and mission, its values and beliefs, its priorities and objectives. This will enable the Authority to focus on and achieve its statutory duties in a measured and co-ordinated manner ensuring that the Force delivers to its Policing Plan and work towards its single confidence target.

3. VISION

All our communities feel safe and have confidence in policing in Derbyshire.

4. MISSION

To deliver public confidence and trust in the police to all our communities through the provision of a transparent and accountable governance framework providing an efficient and effective police force for Derbyshire.

5. DERBYSHIRE POLICE AUTHORITY BUSINESS PLAN - STRATEGIC PRIORITIES AND OBJECTIVES.

Our five strategic priorities and objectives are outcome focused, demonstrate value for money and are designed to make a difference.

Strategic Priorities

How will DPA add value?

1. Hold the Chief Constable rigorously to account for improving the operational performance of Derbyshire Police:

2. Build on our community engagement to help the people of Derbyshire secure more responsive policing



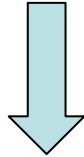
Strategic Objectives

What must the DPA achieve by the end of 2009/10?

- Has set clear and ambitious priorities for policing and ensured that they have been delivered. (*Corporate Governance Committee - Serial 10*)
- Has ensured through a rigorous approach to performance monitoring and data analysis that the force has delivered significant improvement to operational performance. (*Performance Management and Targeting Panel – Serial 1a*)
- Has ensured that that the force has fully responded to all inspection and audit reports. (*Corporate Governance Committee – Serial 6*)
- Has ensured that the force has built on capacity and improvements to protective services. (*Strategic Policing Committee – Serial 2 d*)
- That the force remains fully engaged with collaboration and joint working between forces and other local public service partners. (*Strategic Policing Committee – Serial 1*)

- Has secured and understood the views of local people about policing in Derbyshire especially the hard to reach groups and young people. (*Citizen Focus and Partnership Committee – Serial 3a*)
- That community concerns have been addressed by local teams at neighbourhood level leading to improvements in public confidence. (*Citizen Focus and Partnership Committee – Serial 4a*)
- Has provided feedback on how issues raised through consultation and communication have been considered. (*Citizen Focus and Partnership Committee – Serial 3c*)
- Has contributed towards achieving community safety priorities through effective partnerships. (*Citizen Focus and Partnership Committee – Serial 2a*)

3. Work with the force to continuously develop the service so everyone in Derbyshire can have confidence in policing.



- Has monitored the development of initiatives that impact on the capability and public profile of the force and public confidence including the Policing Pledge, the Single Confidence Target and the force's Professional Judgement initiative. *(Citizen Focus and Partnership Committee – Serial 8a)*
- Has monitored HR initiatives that impact on the recruiting, retention and absence of police officers and staff to ensure that they have a positive impact on performance and the organisation. *(HR Committee – Serial 2)*
- Has monitored the force's all encompassing approach that has led to a reduction in bureaucracy. *(Corporate Governance Committee – Serial 13)*
- Has set the force's 'local employment targets' following consultation with partners and has monitored their achievement. *(HR Committee – Serial 2 h)*
- Has ensured that the force continues to rigorously address professional standards and behaviour which can bring the force into disrepute. *(Professional Standards Panel)*

4. Work with the force to make sure it is making the most efficient and cost effective use of all its resources.



- Has monitored the force to ensure that they have used resources in line with identified risks and threats and resulting priorities and that they have achieved the appropriate balance between the force's four policing domains. (Neighbourhood policing, protective services, responsive policing and support services). *(Finance, Administration and Resources Committee – Serial 5)*
- Has regularly reviewed costs and overheads. *(Finance, Administration and Resources Committee – Serial 3).*
- Has ensured that the force has achieved local targets leading to greater efficiency and productivity. *(Performance Management and Targeting Panel – Serial 7))*
- Has delivered to a three-year financial plan that takes into account the outcome of the capping process and the anticipated future grant reduction and the increased efficiency target. *(Finance, Administration and Resources Committee – Serial 1 b)*
- Has provided authority influence and feedback on the major force project boards. *(Corporate Governance Committee – Serial 7)*

5. Deliver a fit for purpose efficient and effective Police Authority serving Derbyshire.



- That it is a fully engaged and skilled authority able to deliver its governance responsibilities. *(Standards Committee – Serial 8)*
- That there is a capacity and capability within the executive office to support members of the authority. *(Corporate Governance Committee – Serial 15 a)*
- Has collaborated and benchmarked with other authorities to deliver improved efficiency and effectiveness. *(Corporate Governance Committee – Serial 15 b)*
- Has delivered the action plan for the forthcoming HMIC inspection. *(Committee Chairs)*
- Has ensured that high professional and ethical standards are set and maintained. *(Standards Committee – Serial 4a)*

6. OUR VALUES AND BELIEFS

Our values mirror those of the Constabulary and describe how we will act while achieving our vision and mission.

- Integrity – we are open and honest, reliable; we support and respect each other and are accountable through transparent governance processes.
- Respect – we value difference whilst striving to understand and to learn from each other.
- Performance - acting as a critical friend to the Force, we are dedicated to excellence and to fulfilling the decisions of the police authority
- Responsibility – We accept responsibility for holding the force to account, fulfilling our statutory duties, and working as a team, and individually, representing our communities.
- Innovation – We continuously seek out ways to improve and add value.

7. OUR SPECIFIED TASKS AND THE WAY AHEAD

Our specified tasks which will deliver our strategic objectives will be delegated to either the committees or the Executive Office and Secretariat and will be taken forward within their action plans. Regular progress and update reports through the year will be provided to the Authority Chairman.

28 May 2009