



Neighbourhood Policing in Derbyshire



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Neighbourhood Policing Vision

As Derbyshire Police and Crime Commissioner, one of my key priorities is to see strong local policing in every area of Derby and Derbyshire. This includes visible and identifiable Neighbourhood Policing Teams tackling the issues that matters most to the public including drug crime, burglaries, speeding and anti-social behaviour.

The public consistently tell me that they want their voices to be heard, they want to know who their local officers are and how to contact them. They want to feel better supported, with more confidence that the police will be there when they need them. I'm pleased to see that these matters are being addressed so affirmatively.

Since being elected, I have met many police officers, staff and PCSOs and I know that there is a strong commitment to serve the public in the best possible way. But the police cannot work in isolation and to be truly effective neighbourhood policing teams need to be fully engaged with local community groups, parish and district councillors and other local stakeholders. There needs to be an established two-way dialogue between communities and the officers policing their neighbourhood.

We all have a role to play in keeping our community safe; and I look forward to seeing a real partnership approach, sharing the responsibility, accountability, and ownership from all parties to deliver sustainable community relations.

Good and effective communication is key and residents want to know of issues that affect their areas and lives. Town and Parish Councils, community groups and voluntary organisations will form part of this information sharing process.

I am pleased to see the commitment that Derbyshire Constabulary have shown to this agenda, and I welcome this Strategy, which will drive up the standards, frequency, and effectiveness of communications with residents in the future.

This document is a pledge from Derbyshire Constabulary that they will engage and communicate with their community effectively in order to deliver strong local policing in the communities they serve.

Angelique Foster

Police and Crime Commissioner

Foreword

Safer Neighbourhood policing is critical to policing the communities of Derbyshire.

Local policing is crucial for building relationships, dealing with issues that matter to the public and tackling crime that most affects our communities.

This type of policing has been embedded in Derbyshire Constabulary now for more than a decade.

In that time a huge amount of work has been done by our SNTs to build relationships with our local communities, tackle issues such as ASB and strengthen work with business owners.

As a force we endeavour to work towards the Neighbourhood Policing Principles which were issued by the College of Policing and we will continue to build on and expand our foundations to allow this to happen.

By continuing to invest in Safer Neighbourhood policing across the county we will strive to deal with priorities and communicate what is being done to tackle these.

Rachel Swann
Chief Constable

Executive Summary

Since 2003 various forms of Neighbourhood Policing have been trialled across the country with varying success. In the 'State of Policing Report' 2015, and again in 2016, Her Majesties Inspectorate of Constabularies, Fire and Rescue Services (HMICFRS), highlighted Neighbourhood Policing was under threat and that there was no single national understanding of what Neighbourhood Policing was. HMICFRS did highlight the vital part that locally based teams had on understanding community risks and their wider influence in dealing with organised crime, violent extremism, police legitimacy and trust.

As a direct result of the HMICFRS review, a recommendation was made; that Neighbourhood Policing should be reviewed by the College of Policing (CofP), in collaboration with the National Police Chief's Council (NPCC) and the Association

of Police and Crime Commissioners (APCC) with the intention of recognising those elements of Neighbourhood Policing that were proven to work and create minimum standards for what effective Neighbourhood Policing is.

Guided by the findings of the HMICFRS, the work conducted by the CofP, and the Police & Crime Commissioner's Plan, this document will outline the strategy and tactical delivery that Derbyshire Police will implement in order to be at the forefront of Neighbourhood Policing. It will act as a guide for current officers, leading and engaged in Neighbourhood Policing and provide evidence for developments in this area. This document also clearly sets out our commitment to Neighbourhood Policing in support of the Police Vision 2025 and the local joint service agenda.

Strategy

The strategy consists of seven areas, all of which underpin the delivery of Neighbourhood Policing and include those areas reviewed during recent HMICFRS inspections. Each of these areas has also been reviewed against the available supportive academic literature and positive operational practices, through the College of Policing, to support the reason for their inclusion.

The **seven** areas that make up the Derbyshire Police Neighbourhood Policing Strategy

- 1 Engaging communities
- 2 Targeting activity
- 3 Solving problems
- 4 Building analytical capability
- 5 Promoting the right culture
- 6 Developing officers staff and volunteers
- 7 Developing and sharing learning

Each of these areas will be delivered by the tactical methods highlighted in this document. This document will guide operational practitioners and managers, inform our communities and partners and be the basis of police accountability to the communities of Derbyshire.

Our success in these seven areas is recognised as being key to providing an effective, consistent and productive neighbourhood policing approach; with teams who recognise the importance of building a relationship with our communities and increasing trust and confidence; connections that will link communities to specialist policing services, engagement being seen as a two-way dialogue, effective partnership working to provide collaborative problem-solving and sound evidence-based practice.

Engaging communities

Engagement and consultation with the public will remain pivotal to the development of Neighbourhood Policing and understanding those issues affecting all our communities. The use of proactive engagement opportunities will guide neighbourhood officers in the creation of local priorities and assist in identifying the issues that affect each community.

It is imperative innovation continues, to ensure the Police are accountable and able to respond to the needs of all our communities. Whilst traditional methods of communication may still be widely appropriate, there must always be considerations for alternative methods and platforms.

Derbyshire Police will continue to seek opportunities to engage and consult with the public and key stakeholders such as Parish, Borough, County and City Councils, community groups and voluntary organisations to better inform local policing.

In support of this strategic principle,

we will:

- Ensure each neighbourhood policing area is supported by a dedicated team. This team will be led by a Police Inspector, supported by staff that will be responsible for the delivery of Neighbourhood Policing.
- Ensure each neighbourhood has an identified and published member of staff with a geographical area of responsibility, accountability, and ownership

- Listen to the voice of the public about where we should be visible
- Highlight what we have done, what we are doing, what we plan to do and why
- Promote the use of Derbyshire Alert and Derbyshire Talking as an effective means of communication
- Ensure the consultation and engagement undertaken forms part of the decision making for priority setting.
- Consult with local residents using the wider policing family, including volunteers, to ensure a wider view of public opinion is received and considered when priority setting
- Utilise the method of consultation best suited to the demographic group which allows us to capture the widest views
- Work with key stakeholders such as Parish Councils to understand community concerns ensuring we provide regular updates and feedback on policing activity

Targeting Activity

We understand that policing activities within neighbourhoods need to be targeted according to the needs of different communities, taking account of threat, risk, harm and vulnerability. We are dedicated to reducing vulnerability. Due to their local understanding, neighbourhood teams play an important role in this area working with specialist policing teams dealing with issues such as modern slavery, children at risk of exploitation or counter terrorism.

Derbyshire Police recognise the work of volunteers in our communities is vital, providing prevention opportunities through successful schemes such as Neighbourhood Watch and Community Speedwatch.

In support of this strategic principle, **we will:**

- Clearly define the roles of our neighbourhood officers and staff so they can target those who are most vulnerable or cause the highest harm.
- Support communities to establish Neighbourhood Watch and Community Speedwatch
- Fulfil our statutory responsibilities to work in partnership, responding to emerging threats, risk and harm to facilitate a timely multi-agency response.
- Identify neighbourhood priorities through public consultation ensuring that we deal with what matters to local communities

- Work with young people to enable early intervention and long term prevention of crime and disorder.
- Work in partnership to manage those locations and individuals that cause most harm. This can be achieved through supportive interventions, preventative work or enforcement.
- Work in partnership during times of critical incidents, where additional resources are required to effectively protect the vulnerable or bring offenders to justice.
- Support the reduction of risk and demand associated with offenders, by assisting with the arrest of outstanding high-risk suspects at the earliest opportunity.
- Ensure Neighbourhood Policing continues to develop community intelligence, to further the information available to conduct local and national policing
- Signpost victims to the most appropriate support service

Embed effective problem solving to guide policing activity in the prevention and detection of crime, Anti-Social Behaviour (ASB) and protecting the vulnerable

Neighbourhood officers and staff will engage in a problem-solving approach to identify the causes and underlying issues of problems thereby supporting the reduction in risk of a re-occurrence.

This approach will be undertaken by accredited neighbourhood staff, who have received training from both internal and external providers. Communities will be actively encouraged to be involved in the problem-solving process, in addition to partners. This will ensure communities understand the approach taken and are able to support its delivery.

In support of this strategic principle, **we will:**

- Ensure a problem solving ethos and processes are prominent in and at the centre of Neighbourhood Policing.
- Adopt the 'SARA' Problem Solving model across Derbyshire so staff can be effectively trained in one consistent approach.

- Support and empower neighbourhoods and communities to create self-sustaining solutions and local programmes. Analyse information from a number of perspectives such as the harm caused, the community impact, individual impact and the general feelings of the community.
- Recognise success and enhance professional development in neighbourhood teams.
- Build relationships and processes with partners ensuring effective data sharing to allow all the information regarding a problem to be captured.
- Seek to involve the local community in identifying problems and dealing with problems.
- Identify best-practice and what-works, actively sharing it locally and nationally.

Promoting the right culture

We recognise the importance of the public trusting the police and recognition of our actions being legitimate. Public perception of procedural justice are particularly important when it comes to this area. To support this we must achieve sustainability in our policing areas, recognising that the public want to see neighbourhood policing maintained or increased.

When identifying local priorities and policing activity is undertaken, communities should be included wherever possible; to ensure policing occurs with the support of our communities and not against them.

In support of this strategic principle, **we will:**

- Ensure that our staff understands the need for proportionate policing and the part it plays in building positive relationships.
- Ensure that our staff understands the impact of unconscious bias, to ensure they undertake policing activity with fairness and impartiality.
- Be actively involved in police recruitment processes, in support of making the police service more representative of our population.

- Develop an accredited Neighbourhood Policing programme where staff understand and implement the principles of police legitimacy in all that we do
- Neighbourhood Profiles will be completed for every area outlining engagement plans to meet the needs of all our communities
- We will make use of different social media channels to ensure we have high levels of engagement with the community, and use community messaging system Derbyshire Alert to support two-way dialogues. The “Derbyshire Talking” survey tool will help to ensure enforcement activity is proportionate and necessary to the communities’ needs and is evidence based.

Building analytical capability

In a world where technology and methods of communication continue to develop, we need to ensure that we have the capability, resource and skills to enable our neighbourhood teams to provide an effective and efficient service.

Communication with communities needs to be reflective of the technological world we live in but we must also ensure we hear those who do not have access, or the knowledge of modern communication methods, so they are not left out or missed. Innovation is not only needed to keep pace of a modern-day society, but also to engage with those who are left vulnerable by a lack of access to it.

Through analytical opportunities our teams will have data available to them allowing a greater understanding of the areas needs.

In support of this strategic principle, **we will:**

- Ensure there is an accessible digital policing presence to communicate and engage with our on-line communities.
- Utilise innovative techniques to identify communities and capture the voice of those less heard communities.
- Develop and train our staff to use data to support a targeted approach to patrol strategies and identifying risk in local areas.
- Seek the opportunities to engage with partners, organisations and third sector to identify hidden risk and harm.

Develop officers, staff and volunteers

We will support and equip officers, staff and volunteers to work in neighbourhood policing and ensure they receive learning and continuing professional development on the areas identified in these guidelines.

This will ensure that our neighbourhood teams are trained in areas that support effective working practices, putting the wellbeing of our communities at the heart of everything we do.

In support of this strategic principle, **we will:**

- Train our neighbourhood staff and partners in the delivery of problem solving

- Support peer learning through online forums.
- Develop training that meets the needs of our neighbourhood staff in areas such as crime prevention.
- Provide co-ordinator support for volunteers within the Organisation in areas such as Neighbourhood Watch and Community Speedwatch, promoting and supporting local initiatives.

Developing and sharing learning

We will work with the College of Policing, the wider police service, partners and academia to identify and share learning about neighbourhood policing and current threats.

In support of this strategic principle, **we will:**

- Provide access to the knowledge hub which shares national and international best practice

- Create an online forum so our staff can share examples of good work which can then be used elsewhere
- Work with our academic establishments to improve our use of evidence based policing
- Evaluate work that we do so we have a strong rationale for what works.