



STAFFORDSHIRE
POLICE

Public Performance Meeting

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Foreword

The impact of the national lockdowns and ongoing restrictions on crime levels across Staffordshire and Stoke-on-Trent has been striking. Like most forces, Staffordshire Police has seen significant reductions, as crime levels fell by 20% between 16 March and 31 December compared to 2019. Whilst these figures reflect the impact of the Covid-19 restrictions, there had been a sustained decrease of crime across the county going into the pandemic

This includes big drops in domestic burglary of 31%, robbery by 37%, serious sexual offences and rape by 28% and 27% respectively and vehicle crime by 33%. Domestic Abuse (DA) crimes have fallen slightly by 2% and the force has continued to focus its attention on protecting victims of domestic abuse from harm and dealing with perpetrators. A proactive communications campaign has encouraged victims to report and has highlighted how they can access the support they need. Working closely with partners, services for victims have been enhanced through lockdown including the introduction of online reporting services. The force's Harm Reduction Hubs have also proactively contacted repeat victims who had been silent in lockdown to check on their welfare, and provide advice and support. These Hubs are now embedded in all Neighbourhood Teams to reduce repeat victimisation and support and protect vulnerable victims.

While the lockdown has driven reductions in most crime types, there has been a significant increase in ASB which is strongly linked with the trend in recorded Covid-19-restriction breaches. We are working closely with partners and communities to identify the root causes of ASB and tackle the issues that matter to them.

The pandemic has also seen an increase in internet usage which in turn has seen cyber criminality and fraud rise. Staffordshire's approach is to prevent the crime from occurring, reduce the impact if it does and disrupt further offending. Working closely with partners, the force has a strong victim focus which is focused around education and prevention measures.

While we know the pandemic has impacted on crime levels across the region, Staffordshire Police is one of a handful of forces that had seen sustained reductions in crime in the year prior to this. The lockdown restrictions have given us an opportunity to build on that and we are determined to continue to bear down on crime and harm, and bring those responsible to justice.

Violent crime continues to be a priority for us and all too often police see the effects of violence on individuals and communities. While levels of serious violence in the county remain relatively low compared to other areas across the UK, we are working with partners to adopt a Public Health based approach to tackling it. This approach aims to strengthen the visibility, early identification and partnership response to prevent serious violence and its associated harms. Work is progressing to develop a Violence Reduction Unit (VRU) that will serve as a centre of excellence in tackling serious violence, and will plan and deliver a range of services and activities across the strategic priorities.

The force has also made good progress in tackling Serious Acquisitive Crime with many successful operations and activity resulting in significant reductions across all crime types. Burglary is down 25% and theft of a motor vehicle by 20%. Personal robbery – another area of operational focus for the force, and a crime that has a significant impact on the confidence of our communities and how safe they feel - has seen reductions of 35%.

Some excellent policing work has seen dozens of dangerous OCG members and other criminals jailed for their role in car-jackings, distraction burglaries and modern day slavery – bringing an end to the misery they have caused to victims and communities across the county.

Work continues to improve positive outcomes and this remains a priority for the force through improving the quality of investigation, files and victim care. We continue to remain concerned about the backlog in the courts and will work closely with criminal justice partners to help overcome the potential risks and ensure that justice can be served.

Despite all of the obvious hurdles, we have also continued to make strong progress during the past year with police officer recruitment activity, as part of the national uplift programme. These additional officers are focused on areas where they will make the greatest impact on preventing and tackling crime and helping to improve service and outcomes for local communities. This recruitment activity also brings with it an opportunity to make the force more representative of the communities we serve. This is an integral part of the Diversity and Inclusion delivery plan which forms part of the Modern Policing strategy.

Against the backdrop of the current national lockdown restrictions, it is important to highlight how the force has continued to adapt to implement ways of working which minimise the risk for colleagues and enable us to maintain the resilience of teams and the service we provide for communities. This includes working from home where possible, moving away from in person meetings unless necessary and primarily operational, and taking personal responsibility for applying robust rules on social distancing, personal hygiene and use of personal protective equipment. We have rolled out more laptops to enable people to work flexibly from home. To help protect colleagues who need to be physically at work, we have introduced rapid Covid testing, also known as lateral flow testing, to officers and staff across the force. These tests help to identify Covid-19 in people who aren't showing symptoms which breaks the chains of transmission and helps to stop the spread of the virus. This scheme was piloted locally last year and over 1,750 officers and staff, predominantly those who are working in frontline roles, have now been trained in how to use the kits to enable asymptomatic testing to be completed at home. As we emerge from the pandemic we will continue to identify what lessons and good practice can be captured and retained for the future.

I am proud of the progress that the force continues to make in these challenging and uncertain times. I am confident that the force will continue to work together with partners and communities to make progress on the delivery of its vision of a safer Staffordshire.

Gareth Morgan

Chief Constable

Section 1: Performance Overview

During the Covid-19 period 16 March to 31 December 2020, crime reduced across Staffordshire by 20% when compared to the same period in 2019.

Offences of domestic burglary have fallen by 31%, robbery by 37%, serious sexual offences and rape by 28% and 27% respectively and vehicle crime by 33%. Domestic Abuse (DA) crimes have fallen slightly by 2%.

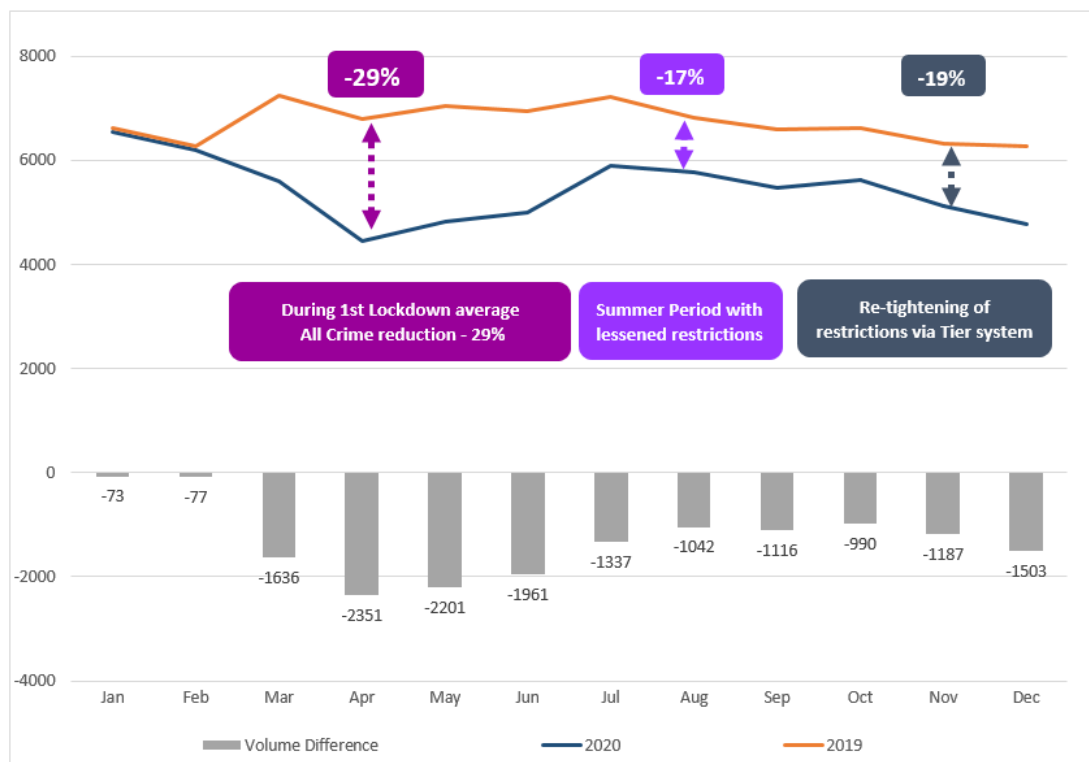
Although overall crime has reduced significantly calls for service have only reduced by 4%. This is primarily due to increased contact from the public concerned about Covid-19 related matters, most notably Anti-Social Behaviour (ASB) and non-compliance with Government imposed restrictions. Reports of groups of people gathering, people breaching self-isolation and house parties have resulting in a 39% increase in recorded ASB. This was most notable during the first lockdown when the force experienced a 66% increase in ASB, when compared to 2019.

The below table illustrates the three main periods of the pandemic, as experienced in Staffordshire, the impact on crime and calls for service.

Period	Key Dates	Staffordshire Picture
Period One: First National lockdown	16 March to 3 July 2020	Crime reduction of around 30% ASB (including Covid-19) increase 66% Calls for Service sustained (significant change in how members of the public are contacting the police by utilising online channels i.e. Twitter and the web far more than previous) Small decrease in incidents recorded Several crime types had large reductions, particularly Serious Acquisitive Crime (burglary, robbery and vehicle crime) and Serious Sexual Offences.
Period Two: Lockdown Withdrawal	4 July to 30 September 2020	Crime reduced (by 16%) Quicker return to 2019 levels Total Calls for Service comparable to 2019 with an increase in 999 calls in August. ASB returns to normal levels
Period Three: Tier System from 14th October Stoke & Staffordshire Tier 3 from 26 th November – 30 th December moved to Tier 4 National Lockdown from 5 November to December 2 nd	1 October to 31 December 2020	ASB started to increase in October when local lockdowns occurred and average levels were reported throughout the following months (with this heavily linked to Covid-19 non-compliance incidents which are classed as ASB in force). Non Covid-19 ASB incidents dropped significantly over the same period The majority of crime that had begun to report slight increases after lockdown withdrawal began again to experience decreases during the tiered approach

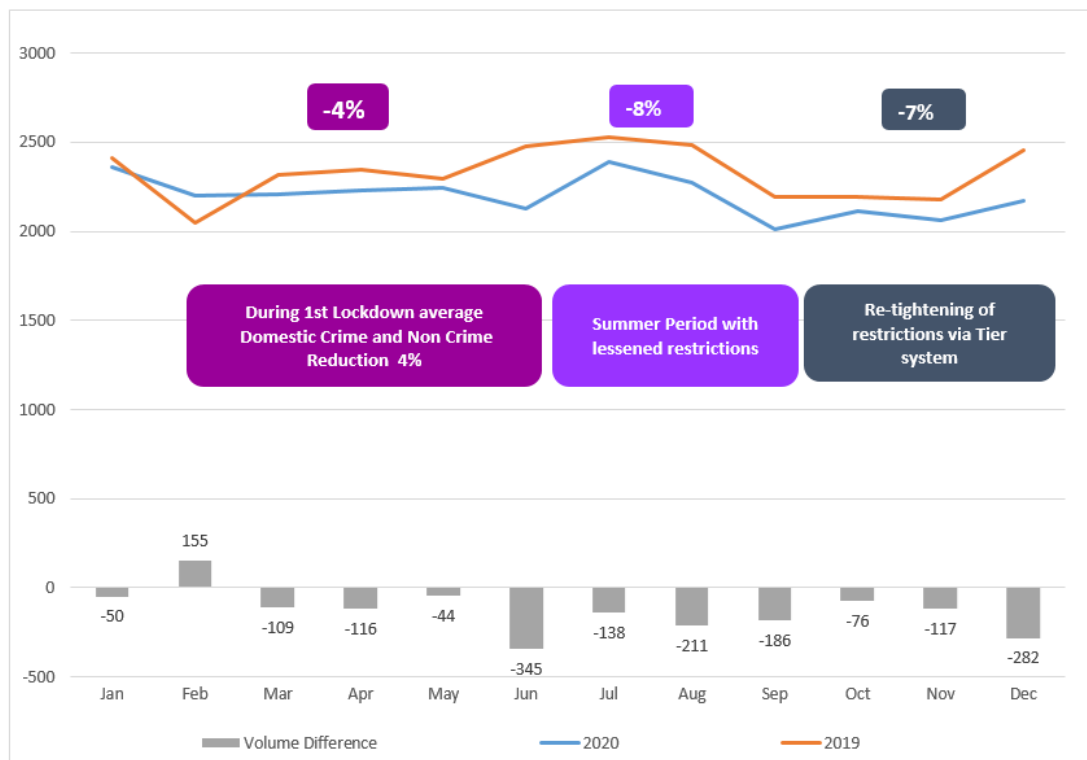
All Crime

In the last 12 months' (up until the end of December 2020) crime volume has reduced by 18% overall and all Neighbourhood Policing areas in Staffordshire have recorded decreases. Crime reduced considerably in March and April following the commencement of the first national lockdown across the UK. Crime volumes then began increasing in line with the easing of UK wide restrictions over the summer months but still reporting overall decreases when compared to the previous year and usual seasonal predictions. With the return of tightened restrictions across England in November and December further reductions have continued in Staffordshire.



Domestic – Crime and Non-Crime

Domestic Crime and Non Crime have decreased in January to December 2020 compared to the same period in 2019 by an overall 5% however this reduction is not to the same extent of many other offending types occurring across Staffordshire. The biggest decreases were experienced in the summer months as during 2019 volumes were seasonally higher. A similar pattern emerged with far less offences than normal during the seasonal peak in December (including the Christmas period).

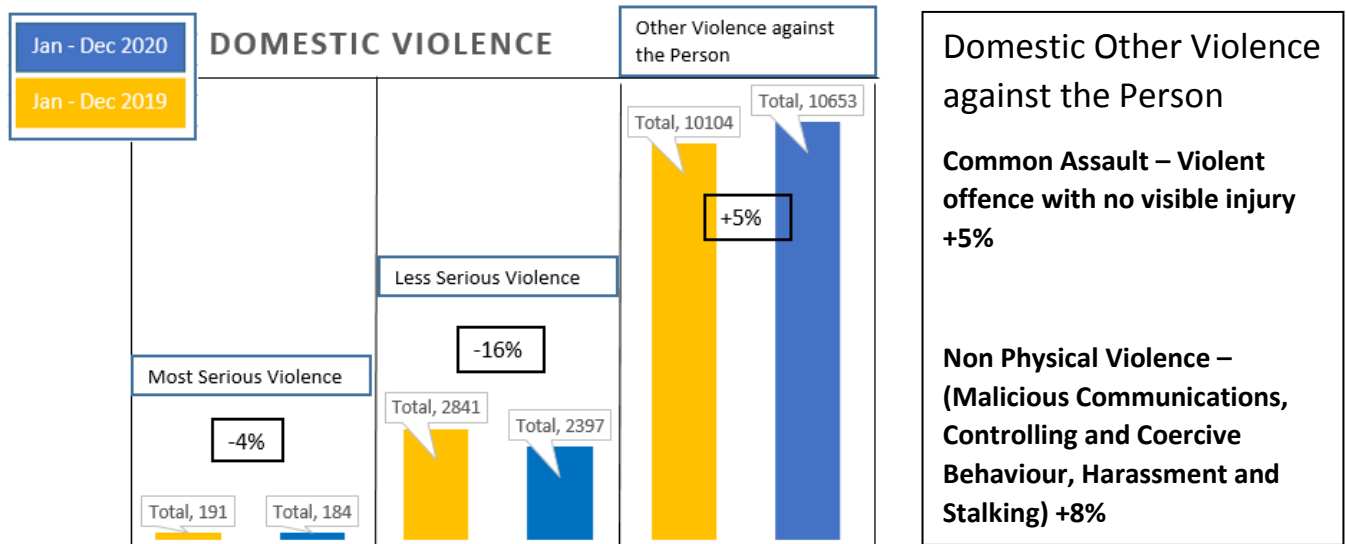


Although the force is reporting an overall decrease in Domestic Crime and Non Crime the volume of repeat victims remains static.

Domestic Abuse Repeat Victims	Jan - Dec	2019	Jan - Dec	2020	Change	
	Victims	% of Repeats	Victims	% of Repeats	Volume	Percentage
	5,004	31%	4,991	33%	-13	-0.3%

The force recognises that the repeat calls from victims is positive and demonstrates people still feel confident to call the Police. What we do know is the identity of the victims who repeatedly call us is changing along with the frequency of their calls reducing slightly. This demonstrates the safeguarding framework does make a difference but we recognise the need to continue to break the cycle of abuse.

Physical domestic violence has experienced decreases during the last 12 months with serious and less serious assaults reporting decreases of 4% and 16% respectively. Domestic Other Violence against the Person has reported an increase of 5% with the majority of this increase being within the non-violence categories (such as Harassment, Malicious Communications and Stalking).



Force lead response regarding the planned approach to Domestic Abuse

Domestic abuse continues to be a priority for the force in these unprecedented times. The force understands that at increasing times of uncertainty comes a greater vulnerability for those living with domestic abuse. The national media has reported significant increases in domestic abuse throughout the year which has not been seen in our region. The last 12 months is in line with what the force has experienced over the last 4 years with small variations in the calls for service similar to what we are seeing now.

It is a key objective of the force that we maintain our ability to respond as a force along with our partners to those suffering domestic abuse. To ensure we maintained the capacity and capability to respond to the needs of our communities the force implemented a multi-agency forum which focused on domestic abuse with our partners. This forum ensured we understood community concerns, could develop both national and regional media campaigns such as YOU ARE NOT ALONE, and provide sufficient services that could be agile to the impact of Covid-19.

To enhance the services through lockdown we developed our ability to report domestic abuse online which went live in December 2020. Our Harm Reduction Hubs proactively contacted repeat victims who had been silent in lockdown with our partners to check on their welfare, provide advice and support. The force and the Commissioner Office worked with the home office to develop the national ASK for ANI campaign to further improve the reporting opportunities for those suffering domestic abuse in our community.

We see in Domestic Abuse circumstances that while the reporting issue may be abuse, often behind it are complex and connected practical, behavioural and emotional issues. In these circumstances it is unlikely that one agency alone will have the ability to solve all issues so we must be able to effectively work together in a joined up approach that reassures and challenges those involved to effect change. Therefore, the force has invested in the implementation of the local MARAC (Multi Agency Risk Assessment Conference) structure to improve the response to our high risk victims, families and offenders with locally based partners and 3rd sector. The MARAC structure has an increased focus now on offender management through diversion or enforcement all lead by the offender's response to services.

Staffordshire continues to utilise enforcement powers, creating opportunities for diversion or intervention to manage the risk posed by offenders towards our vulnerable victims.

Domestic abuse is an integral part of the force's tactical meetings which allocates additional resources and has provided a focus on arresting outstanding offenders. It provides an increased accountability on managing offenders through the proactive use of bail conditions, charges, out of court disposals especially

the use of perpetrator programmes. This activity works in tandem with the safeguarding structure which is all about positive change to our victim's lives and the offender's behaviour.

Throughout the pandemic the Police domestic abuse safeguarding structures have been maintained thus ensuring we keep these victims safer. The Covid-19 pandemic has meant that we have had to adapt how we operate in a virtual as well as the real world. We are now providing to DA callers specialised domestic abuse apps for phones. These apps provide support to victims of abuse which is nationally approved safeguarding advice and signposting to services.

Organisationally to improve the life of children living with domestic abuse we are rolling out OP ENCOMPASS in early 2021. This project will allow us to notify schools who are signed up to the scheme that a child at their school has been present or is living with domestic abuse when the Police have been called. This is all in addition to the service we provide through enforcement, domestic violence disclosure schemes or domestic violence prevention orders all of which are integral to keeping our communities safe. I want to repeat the message that YOU ARE NOT ALONE and don't suffer in silence we are still there for our communities along with our partners.

Violent Crime (Non-Domestic)

The data shows that there was a large reduction in Non-Domestic Violent Crime aligned to the start of the first lockdown but crime volume increased in subsequent months due to the reopening of entertainment and night time economy venues, particularly in August when an increase was reported.

Levels of Serious Violence have remained below levels experienced in 2019 and, following the increase experienced in the summer months, levels have again started to reduce.



Force lead response regarding the planned approach to Violent Crime

Harm Reduction Hubs

In order to strengthen our ability to work with local partners to safe guard vulnerable people, the force has embedded Harm reduction Hubs across all Neighbourhood Policing areas. The hubs are tasked to identify those who are vulnerable to harm or repeatedly causing harm in our communities, through risk assessment, research and analysis, to work with our partners identifying the root causes of this harm and providing new solutions to build resilience and improve lives and to ensure that those repeatedly causing the most harm within our communities are supported to change their behaviour or swiftly brought to justice if they refuse. By focussing on these cohorts of high intensive users of service it will allow services to intervene earlier, thus reducing issues before they escalate. Thus, ultimately improving the safety within the communities in which we serve.

Serious Violence Strategy and VRU

Stoke on Trent and Staffordshire, in common with other towns and cities across the UK, have experienced incidents of knife crime and serious violence. The level of offending when compared to other areas across the UK remains relatively low. There are however deep-rooted social and familial factors across Stoke on Trent and Staffordshire that will increase the risk of a person to become the perpetrator of knife crime and serious violence. Those at risk of offending are often from poorer backgrounds, with familial links to violence and crime, and will often face limited opportunities to succeed in life.

Staffordshire Police, the OPCC and strategic partners have agreed to deliver a Serious Violence Delivery Plan, with the following aims -

“Working together to strengthen the visibility, early identification and partnership response to prevent serious violence and its associated harms”.

Serious violence and knife crime has reduced across Staffordshire and Stoke on Trent over the last year, we do however continue to see acts of violence involving weapons that are often linked to drug dealing and County Lines. We cannot be complacent, and are working with partners to tackle the longer term root causes of violence through the development of Violence Reduction Unit (VRU) that will serve as a centre of excellence in tackling serious violence, and will plan and deliver a range of services and activities across the strategic priorities.

The development of the VRU is intended to present a multi-agency Public Health based approach to tackling violence through the following themes –

- Primary Prevention – seeking to prevent the onset of serious violence or to change behaviour so that serious violence is prevented from happening
- Secondary Prevention – halting the progression of serious violence once it is established. This is achieved by early identification followed by prompt, effective support
- Tertiary Prevention – rehabilitating people with established serious violent behaviour, or supporting victims
- Enforcement and Criminal Justice – developing innovative criminal justice practices that reduce offending behaviour and recidivism
- Attitudinal Change – changing attitudes and behaviours towards all types of serious violence at a societal, community and personal level

We have already made significant progress in assembling the unit in collaboration with a range of statutory and non-statutory services across the county who are involved in safeguarding and violence prevention, and have recruited of a strategic programme manager and PHSE coordinator, forged strong links with educational establishments and recruited a dedicated Police team.

Serious Acquisitive Crime

The graph below illustrated there was a large reduction in Serious Acquisitive Crime following the start of the first lockdown. The trend slightly increased in the summer months with the removal of restrictions however crime volume has remained below levels experienced in 2019 with more reductions during the Tier system restrictions.



Serious Acquisitive Crime

Reductions

January to December 2020 compared to January to December 2019

Residential Burglary -25%

Business Burglary and Community -36%

Theft of a Motor Vehicle -17%

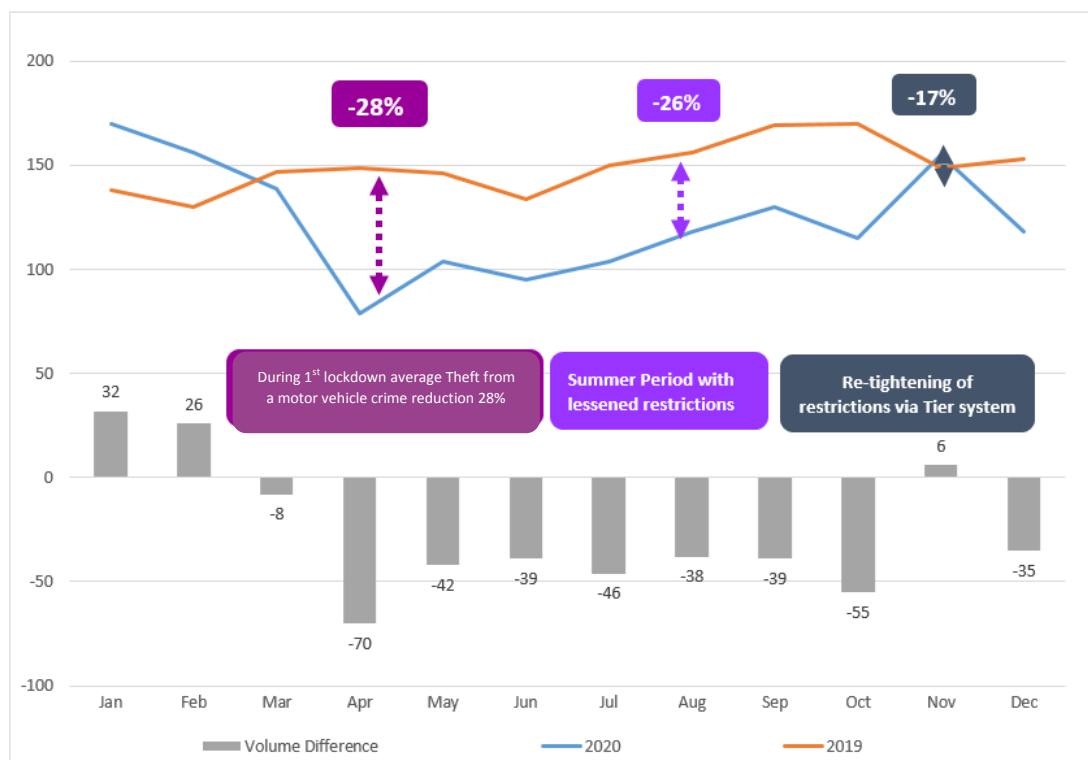
Theft from a Motor Vehicle -27%

Personal Robbery -35%

Business Robbery -27%

Theft of a Motor Vehicle

The graph below illustrated there was a large reduction in Theft of a Motor vehicle following the start of the first lockdown. The trend has continued over the last few months with volumes overall lower than 2019 but the percentage reduction has reduced over the most recent months.



Force lead response regarding the planned approach to Theft of a Motor Vehicle

Vehicle Crime has a significant economic impact on the victim and their wellbeing, which often results a loss of mobility or the ability to work. After their home, a vehicle is often the second most valuable asset a person owns. Therefore, Vehicle crime is a force priority with numerous operations designed to tackle this criminality, with significant resource having been put towards this crime type.

The continued aim for Staffordshire Police is to develop a more agile response to Vehicle Crime, maximizing the opportunities to identify crime series and bring offenders to justice. The force wants to improve victim satisfaction and to use a full range of preventative measures to continue with the positive trend of reductions during Covid-19. The focus on this crime type increases Officers' awareness of requirements to support victims by providing more up-to-date advice regarding forensic opportunities and crime prevention advice.

Regionally there is joint working with border police forces to manage offenders and targeted operations to arrest significant offenders. Intelligence briefs go out that identify potential offenders and hotspot areas. Co-ordinated activity combined resources from Staffordshire Police, West Midlands Police and the Central Motorway Policing Group focus on cross-border criminality, which has generated increased visibility and prevention, which has resulted in overall disruption

Early intervention processes are in place with the EIPU team (Early Intervention and Prevention Unit) that are driving demand reduction through prevention and problem solving with partners with the aim to raise awareness with car owners of the potential risks and how they can prevent crime, through the force's control room, where call takers are able to provide advice. Police Community Support Officers support communities regarding awareness of this criminal activity and they have received training in relation to smart alert technology. Staffordshire Smart Alert helps residents and businesses receive timely, local information – such as update on crimes and incidents, in addition to useful community safety information - from both Police and partners via e-mail, through a website or directly from a smartphone App. Alerts can be tailored to suit an individual's chosen location or area of interest

The establishment of the Roads Policing Unit has been utilised for both crime and safety purposes across the force and gives an added capacity to focus on force priorities, including vehicle crime. The unit has been involved in a number of operations which have targeted both Organised Crime Groups and local criminality, and also supported a road safety Operation Lightning. Whilst tackling road safety, this in itself adds support to tackling travelling criminality on our roads.

Current activity for prevention includes;

- To continue to target harden with regards to keyless car thefts including the use of Faraday Bags.
- To continue with media releases to account for the winter seasonal offence types such as cars being stolen whilst outside the owners' house defrosting.
- To map and investigate crimes with a specific offending type such as certain types of vehicles being targeted for parts (for example the Fiat 50 motor vehicles).
- The principle threat is cross border criminality from the West Midlands, with South Staffordshire, Cannock, Tamworth and Lichfield being affected. The CID Priorities Team and Local Commanders share intelligence and continue with proactive operations and reactive investigations.

Fraud and Cyber Related Crime

Staffordshire Police like the rest of the country is ensuring fraud is taken seriously and treated as a priority despite some perceptions of it being a victimless crime. During the Covid-19 pandemic the increase in internet usage has seen cyber criminality rise, so the focus is on how we keep people of Staffordshire safe from fraudsters and cyber criminals.

In March 2020, people increasingly turned towards online platforms to enable them to stay better connected to work, family and friends due to the Coronavirus pandemic, this, in turn, gave more opportunity for cyber criminals to attack. In April 2020, the National Cyber Security Centre (NCSC) launched their 'Cyber Aware Campaign', which is a national campaign, in response to this increased usage of the internet and digital devices. Local PROTECT messaging has, and continues, to promote and support Cyber Aware and its 'Six Top Tips', which purposes to improve a user's cyber security behaviour and reduce their risk of becoming affected by this type of criminality.

Part of Cyber Aware campaign saw the launch of the new Suspicious Email Reporting Service (SERS). PROTECT messaging endeavours to encourage the public to report suspicious emails by forwarding them into SERS, where if an email is 'found to link to malicious content, it will be taken down or blocked, helping prevent future victims of crime. Latest figures show that 10% of the scams were removed within an hour of an email being reported, and 40% were down within a day of a report. As of 31st January 2021 the number of reports received stand at more than 4,500,000 with the removal of more than 30,000 scams and 55,000 URLs'.

NCSC

These results from SERS are as a result of the combined national effort of protect network – local, regional, national - who encourage the public to join the response to tackle to cybercrime, the figures here highlights the power of reporting and the great work this is enabling at national level.

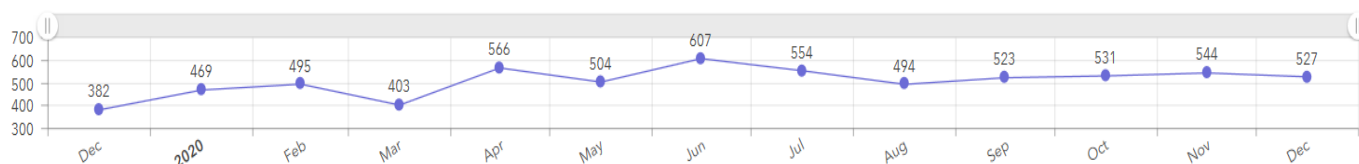
Within Staffordshire the PROTECT messages are promoted through our Cyber Champion network, partners, key stakeholders and the community, supporting national and regional campaign material together with monthly distribution of Cyber Top Tips, all offering awareness on current threats and delivering, cohesive, preventative messaging.

Action Fraud Data

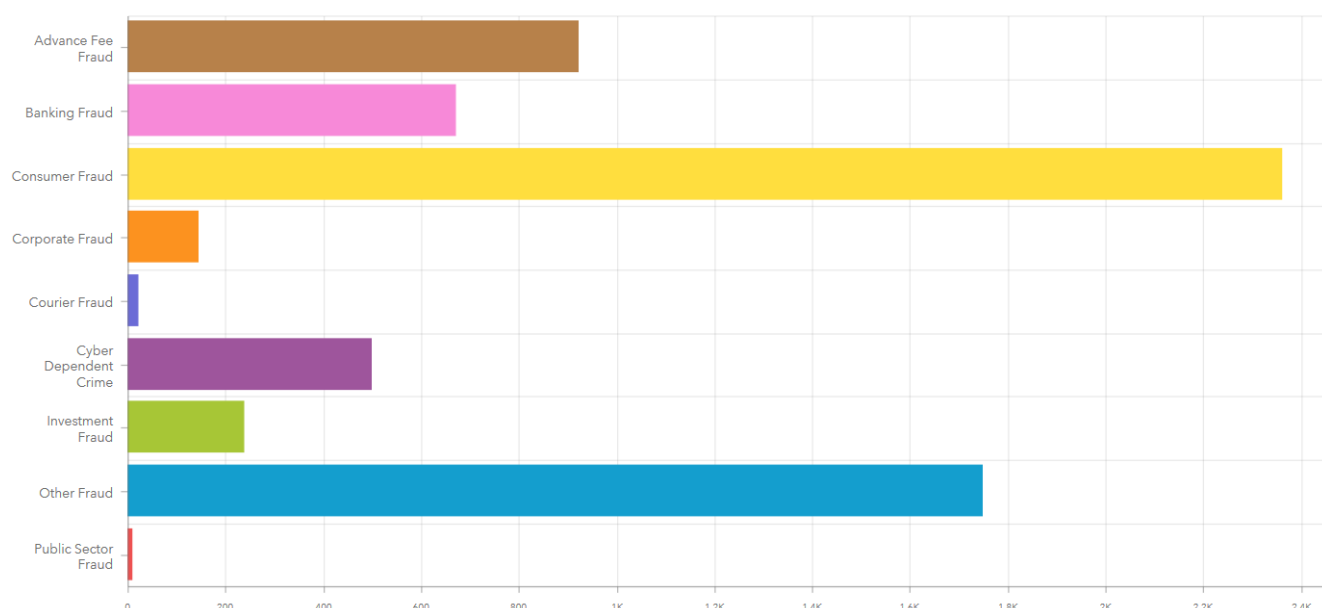
Action Fraud is the UK's national reporting centre for fraud and cyber-crime where victims should report fraud if they have been scammed, defrauded or experienced cyber-crime.

Statistics from Action Fraud report that in the last 13 months 6,599 reports have been received from victims of fraud within Staffordshire that is estimated to account for £15.8 million pounds in losses. This compares to 413,299 reports in the UK with £2.2 billion pounds of reported losses. These reports are assessed by the National Fraud Intelligence Bureau (NFIB) that sits alongside Action Fraud within the City of London police to determine the most appropriate course of action, which can include disseminating these crimes to individual police forces for investigation

Action Fraud data over the last 13 months does demonstrate an increase from the months prior to Covid-19 in terms of reports, with a peak in July 2020. Most reports come from individuals (89%) with the remainder (11%) from an organisation.



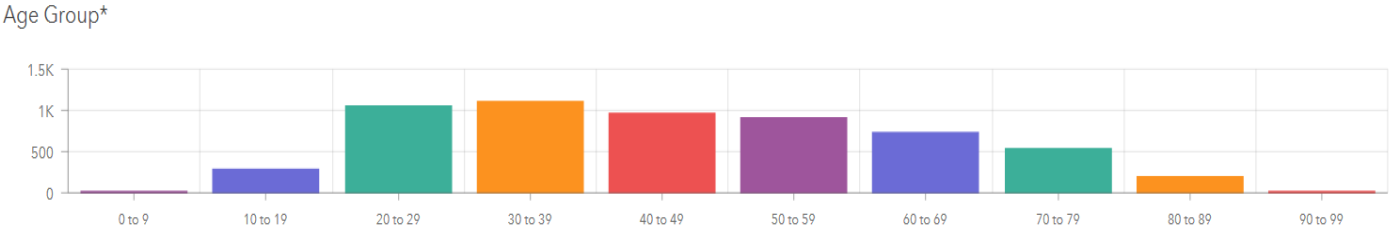
The below bar chart identifies the main types of Fraud that are reported into Action Fraud with Consumer Fraud being the most common (which includes shopping fraud). As the popularity of online shopping increases, particularly in this pandemic so do the number of complaints about transactions



Fraud is when trickery is used to gain a dishonest advantage, which is often financial, over another person.

Cybercrime is any criminal act dealing with computers and networks (called hacking). Additionally, cybercrime also includes traditional crimes conducted through the Internet.

Action Fraud data demonstrates that this crime type isn't restricted to certain age groups, and anyone can become a victim.



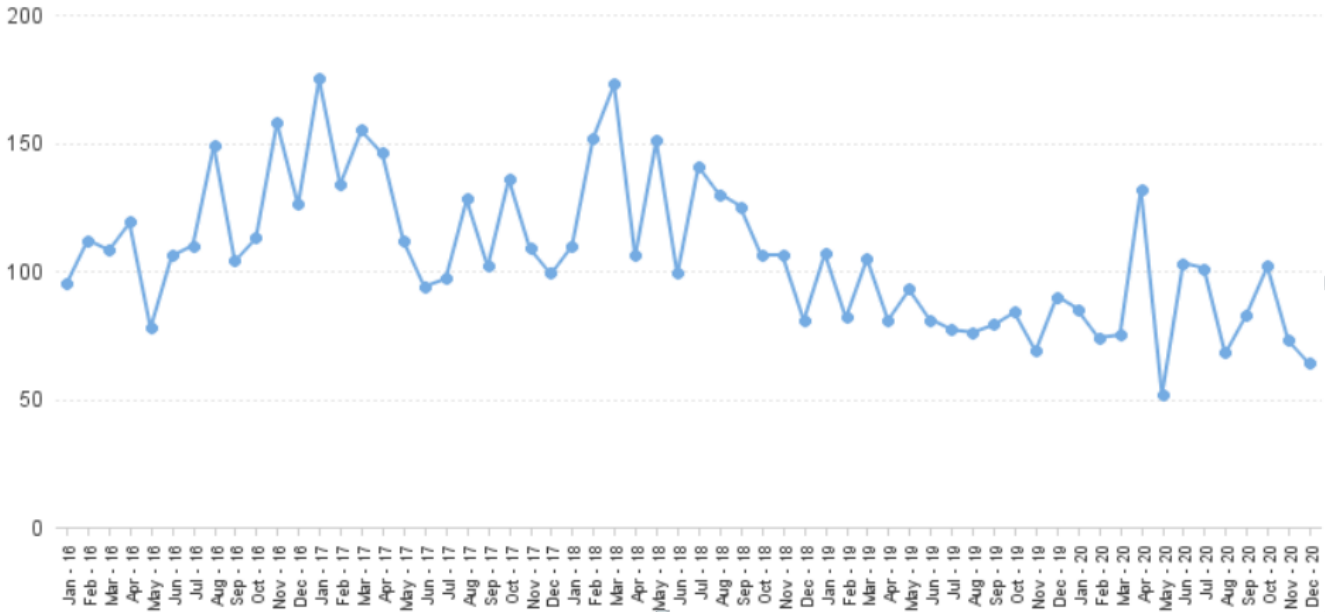
This is also a crime type that can have a significant impact on the victim with nearly half of the people who report to Action Fraud asking for support to deal with the incident.

Action Fraud – Staffordshire Police Referrals

After a report has been made to Action Fraud, it will be sent for assessment by the National Fraud Intelligence Bureau (NFIB). This assessment of fraud and cyber-crime reports from across the UK, helps to build a clear picture of where and how fraud and cyber-crime is being committed. Experienced Reviewers will assess the data contained in the crime reports to determine whether there is enough information to send to police forces.

A numbers of these crimes are then sent into the force from Action Fraud to investigate however volumes of these have been dropping since the end of 2018. There was an increase in April which does coincide with the Covid-19 national lockdown and numbers have remained slightly higher this year than the year before. There may be many reasons why volumes have not increased significantly in terms of those disseminated from Action Fraud to Staffordshire for example a suspect is located overseas however the force has a dedicated team to tackle this offending type and investigates fully those that come in to force.

Fraud Crime volume reported into Staffordshire Police from Action Fraud



Force lead response regarding the planned approach to Fraud and Cyber Crime

Staffordshire Police like the rest of the country is ensuring fraud is taken seriously and treated as a priority despite some perceptions of it being a victimless crime. During the Covid-19 pandemic the increase in internet usage has seen cyber criminality rise, so the focus is on how we keep people of Staffordshire safe from fraudsters and cyber criminals.

Strategically we have been engaged with the OPFCC office in developing documents for Business crime (Fraud) and we have developed a new strategic document for cyber-crime based offending as Fraud and cybercrime are intrinsically linked. Cybercrime is traditionally very difficult to prosecute due to the offender's ability to mask locations/accounts and the ability to operate from any geographical location. Staffordshire's approach is to prevent the crime from occurring, reduce the impact if it does and disrupt further offending. The force has a strong victim focus in order to educate how the crime occurred and measures that can be implemented to stop it happening again.

Cyber Protect methods

- The cyber champions program delivers training to businesses to enhance their knowledge around cybercrime and cyber frauds in order to make businesses much harder targets to attack.
- We are now developing links with the regional cyber resilience centre and work with the regional cybercrime unit to give advice and further support to businesses to test their capability against attacks.
- The cybercrime network developed through cyber champions, trained PCSOs and business networks has a huge reach and is another tool used to promote safety messages and advice.

Fraud prevention methods

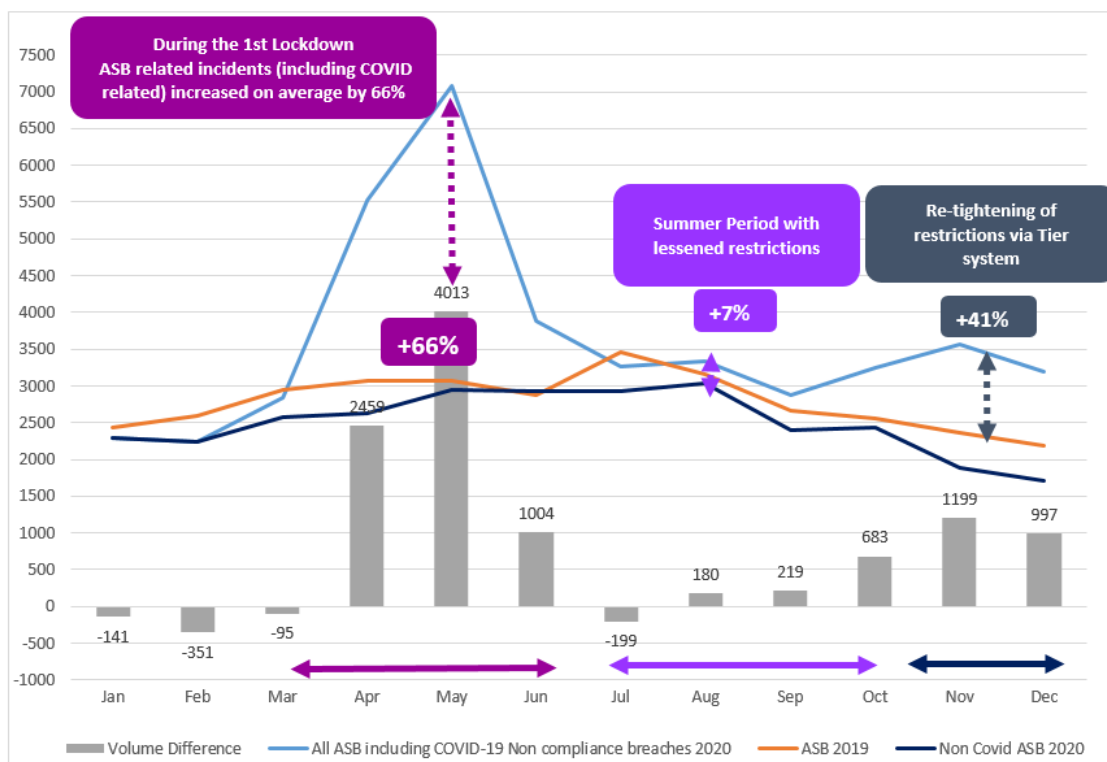
- Operation Signature gives an enhanced service to vulnerable victims of fraud ensuring a visit from an officer and bespoke prevention advice
- Take Five is the UK Finance and governments campaign to raise awareness of cyber scams. This is mostly electronic or voice messages/links that pertain to be an official source such as HMRC and con people into clicking in or moving money to the fraudsters.
- Operation Tonic was the romance fraud intensification week which saw targeted media campaigns, dedicated investigations and enhanced victim service to raise awareness and attempt to deter offenders. Its success was increased reporting, loss avoidance and in one case work triggered by the operation assisted a victim in recuperating nearly £90,000 lost to a romance fraudster. The media campaign made a family member aware what was happening and reported it to Staffordshire police.
- Intelligence from partners is used to identify victims of Fraud before the victim is aware and intervene when appropriate to prevent losses/further losses from occurring. Intelligence is also used to try and then locate and identify offenders.
- We have the access to services that can get phone lines removed, websites shut down and suspect bank accounts suspended.
- We attend a regional Fraud forum where fraud trends are discussed and national and regional campaigns are co-ordinated.

When a cyber-crime does occur, we have a Cyber Investigation Team who now work closely with the Enhanced Digital Intelligence Unit to seek evidential opportunities. This collaboration will get stronger on the back of the proposed new strategy. This gives a team of cyber security experts and cyber investigators who when working with the Regional Cyber Crime teams have been able to trace cyber-attacks to a point of origin in Eastern Europe.

We have an accredited counter fraud manager and qualified fraud investigator who triages the fraud reports, allocates and then advises on how to tackle the investigation. They also deliver training and inputs to investigators to ensure their expertise is shared across the force. When the complexity is significant they can utilise qualified fraud investigators and accredited financial investigators to effectively bring offenders to justice.

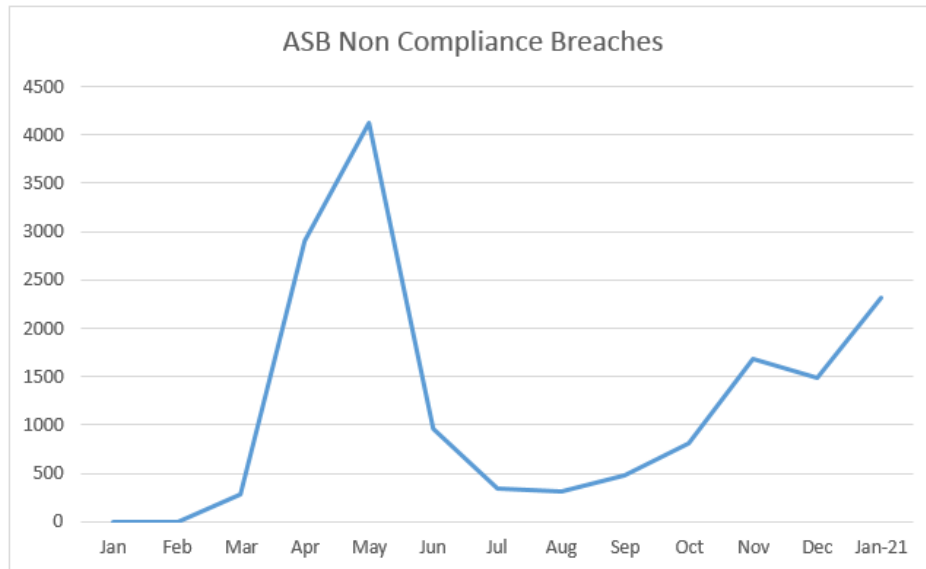
ASB Incidents – Including Covid-19 related

The significant increase in ASB is strongly linked with the trend in recorded Covid-19 related incidents (reports of restriction breaches) as this non-compliance behavior is classified as ASB. Examples of Covid-19 related ASB included business and licensed premises breaches, face covering breaches and groups and/or individual not adhering to the current rules. Nationally it is recognised that there is significantly higher ASB in forces that have been subject to local restrictions and, with the tiered approach and national lockdown, incidents are continuing to increase. Non Covid-19 ASB has reported below 2019 for the majority of the year with lower levels particularly over the winter period.



Covid-19 Related Incidents

Covid-19 related incidents significantly reduced during the summer period when restrictions were reduced however this starting to rise again following the introduction of local restrictions and national lockdown.

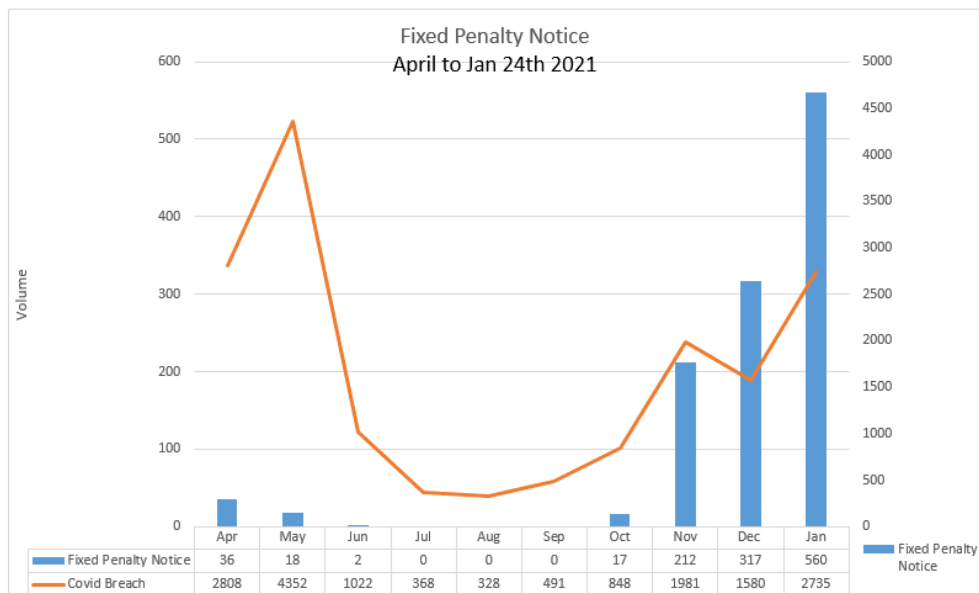


Covid-19 Enforcement

During the most recent phase of Covid-19 restrictions and in particular the current national lockdown, there has been an increase in the force's use of fixed penalty notices (FPN's) in order to tackle Covid-19 Non-compliance incidents.

During the first national lockdown the force's main approach to dealing with non-compliance breaches of Covid-19 was to focus on engaging and explaining the guidance to the public, encouraging compliance and only using enforcement if absolutely necessary. The graph below demonstrates this with low numbers of FPN's during April, May and June and then during the summer when breaches dropped dramatically the force did not issue any FPN's.

When national restrictions began to tighten again the force began to step up patrols and work closely with partners to ensure high levels of compliance with the rules. Most people followed these closely and made personal sacrifices to do so, but with higher levels of Covid-19 cases and hospital admissions across the county more enforcement activity was utilised more quickly to those who chose to ignore and flout the rules. This can be seen with volumes of FPN's increasing from November with January reporting the most FPN's since the outbreak began.



Force lead response regarding the planned approach to Anti-Social Behaviour

The vision of the Staffordshire ASB strategy is to create a framework that enables people to recognise, understand and respond in a timely, flexible and creative way to tackling ASB. We want to work together to share learning and best practice in tackling ASB to support safe, healthy, aspirational and thriving communities and help to make Staffordshire a safer place to be.

The aim is to;

- Prevent incidents of ASB occurring or escalating as a priority
- Protect those identified as vulnerable victims and influencing perpetrators to change
- Respond to the needs of communities where ASB is perceived as a problem

Prevention and reduction of ASB will be achieved through effective partnership and collaborative approaches that demonstrate:

- Strong leadership and direction
- An informed and timely understanding of the root causes of emerging local problems through improved recording and information sharing, Problem Solving Training and 'Top 10' ASB issues per NPT development by EIPU
- Effective use of collective resources and powers by statutory partners including greater use of Criminal Behaviour Orders and Community Protection Notices
- More integration, streamlining and co-ordination within existing programs of work including diversionary and development activities e.g. 'Space Program'
- Support for individuals and communities to become more resilient and able to take responsibility for dealing with ASB engaging with non-statutory agencies & third sector organisations such as *ASBHelp*
- By sharing the vision to prevent the occurrence and reduce the impact of incidents of anti-social behaviour we can collectively help local communities to keep themselves safe and feel reassured.

The force is aiming to;

Develop Public Confidence in Neighbourhood Policing with examples such as;

- Engaging the community to identify root causes of ASB and tackle issues that matter to them, putting the community at the heart of what we do. Recruitment of Key Individual Networks (KINS) and Neighbourhood Surgeries

- Introduction of an easy to use ASB 'on line 'reporting system

Support the community to be engaged and involved in tackling ASB with examples such as;

- Working with local communities to develop community resilience, community confidence and involve communities in problem solving through discussion and agreement from report to conclusion (e.g. Funding for CCTV)
- Use of social media and *Smart Alert* to reach a wider audience to allow wider communication of feedback and positive messages to and from communities

Ensure a consistent problem-solving approach is used

- Taking a problem-solving approach to ASB which places a greater focus on an understanding of the problem(s) rather than the symptoms and consequences

Utilise and share best practice for combating ASB across the force

- Capture the best and developing practice from across the force and where appropriate from outside the force areas.

Ensure robust process are in place to review and shape delivery through

- Local Neighbourhood Policing Teams
- Force and Partner ASB Working group
- Staffordshire Safer & Stronger Communities Strategic Group and Stoke on Trent Responsible Agencies Group

Section 2: Risks, Issues, Opportunities

Post EU Exit Impact

In the lead up to the UK leaving the EU at the end of December 2021 various associated risks to the public of Staffordshire have been monitored by the force's Strategic Risk Management Board and managed internally by a Gold Group which has direct links to external partners in the form of a Strategic Coordination Group, supported by the Local Resilience Forum.

To date there has been no linked increase in crime, ASB, disorder, protest or community tension. The supply chain remains uninterrupted, without any significant increase in costs. The negotiated outcome reached by the UK will ensure that the UK will maintain security and policing cooperation with the EU, thus allowing us to retain access to most of the EU cooperation tools and measures are in place to counteract the impact of loss/change to other tools.

Financial Planning and Precept

The net revenue budget for 2021/22 for the group is £222.051m following the Commissioner proposed precept rise of 5.99 % which was approved at the Police Crime & Fire Panel 1 Feb 2021. The force has committed to savings of £2.011m for the same period.

The force continues to use investments of both the precept and Police Uplift Programme to improve outcomes in line with its vision and policing plan priorities. This is underpinned by an ambitious capital and transformation programme (currently in the design phase) to enhance service improvement capability.

Disproportionality in policing

The Diversity and Inclusion Board, now chaired by Chief Constable Morgan, now sets the strategic direction for the force in respect of its approach to diversity and inclusion, aligning with the Modern Policing Strategy, and provides assurance regarding delivery of the agreed Diversity and Inclusion Plan.

Staffordshire Police have completed a self-assessment for the Regional Disproportionality Committee and currently await the results of a newly launched public confidence survey. These will form the basis of ongoing work to ensure that Staffordshire Police is inclusive and has a diverse workforce that better reflects and meets the needs of the communities that it serves.

Officer Recruitment

Police officer recruitment for 2021 continues to attract high levels of interest with a number of courses being oversubscribed and candidates being carried forward to courses later in the year.

There is continuing progress of police officer recruitment activity, as part of the national uplift programme, with over 250 police officers having being recruited since June 2019 through a variety of routes. These include the Police Education Qualifications Programme (PEQF) for new student officers through the Degree Holder Entry Programme route (Police Constable and Detective Constable), Police Constable Degree Apprenticeship (PCDA), Police

Now and transferees through lateral moves and promotion. Recruitment is set to continue at these levels for at least the next two years whilst the Police Uplift Programme continues. To support this, the force's Diversity, Equality & Inclusion team are undertaking Positive Action activity with candidates and working with Neighbourhood and Partnership Directorate colleagues to engage with local communities.

The good work undertaken in achieving progress on the recruitment of female officers has been recognised by the National Police Uplift Programme Diversity and Inclusion work stream. The force has been asked to contribute to a National Toolkit to share across the service.

Criminal Justice Review

A Review of the Criminal Justice Department has taken place with a focus on opportunities to improve effectiveness and outcomes for victims of crime. The review has included:

- Victim services and support provided by the police and partner agencies
- Suspect Management
- Solved crime and outcomes for victims
- Performance development
- Investigation and case file quality to bring offenders to justice

All of this links back into the policing plan strategies and are undertaken in the context of back logs within the Courts systems caused by the coronavirus pandemic.

The above areas have also been subject of digital review, the planned developments of IT links between the Police and Crown Prosecution Service through a two-way interface are ongoing and a pre-cursor to Digital Case File which is due for implementation in 2022. This will provide further digitisation and streamline the delivery of Criminal Justice between the police, Crown Prosecution Services and Her Majesty's Courts Service improving the efficiency of Justice.

Planning for 'victims' rights' under the revised Victims Code due to take effect in April have been completed with victim contracts being developed in the forces IT system and mobile data to deliver support the delivery of these rights. Further scoping work is underway to deliver text updates to all victims of crime containing basic information, including the crime number, guidance on support and where to access it, victims' rights under the code of practice and officer contact details.

The force is also completing pre-implementation testing of Mobile CRASH for the management and recording of road traffic collision information, this will enable real time information in relation to collision data which also informs partner agencies such as Highways and the Department for Transport in relation to road safety and planning future infrastructure to increase safety.

Section 3: HMICFRS and Inspection update

HMICFRS: Her Majesty's Inspectorate of constabulary and Fire and Rescue Services

All Force Police, Efficiency, Effectiveness and Legitimacy (PEEL) Inspection

Staffordshire's last PEEL inspection took place in 2019 which resulted in a published report in Early 2020 rating the force as good across all areas. The report included 7 areas for improvement (AFIs) which the force has made significant progress against and continues to track and monitor through its governance arrangements.

Moving into 2021 the HMICFRS PEEL programme will follow a more intelligence-led continuous assessment approach with a rolling programme of evidence collection. HMICFRS intend to make better use of all the evidence available about a force in their PEEL assessment, including Force Management Statements (FMS); findings from thematic inspections; crime data integrity findings; progress against causes of concern and areas for improvement; and Force Liaison Lead (FLL) knowledge and insight.

The assessment framework will cover the following areas:

- Service User Assessment
- Organisational Assessment
- Operational Assessment

HMICFRS have outlined their schedule to forces which covers a rolling programme spanning into early 2023. Staffordshire falls roughly in the middle of this programme of inspection and although precise dates are yet to be confirmed final evidence collection will take place during April 2022. The force will however work closely with the inspectorate during 2021 to support the continuous assessment approach and during this time HMICFRS will review the AFIs from 2019 and other key areas ahead of April 2022 date.

As part of the Service User Assessment element, forces will be notified whether they will be subject to a Crime Data Integrity inspection. Again, it is currently not confirmed whether this will be the case for Staffordshire. Staffordshire was last inspected in this area in 2016 and received a rating of good. Recent inspection publications for other forces around Crime Data Integrity have highlighted causes for concern. Staffordshire has a robust programme of internal review and assessment which considers wider findings from other forces and across the service and has already provided assurance to Chief Officers around crime recording and classifications standards. Data quality is also a force priority which has oversight at all levels across the organisation and has an entire programme of activity dedicated to addressing any quality issues identified.

The force also intends to utilise the PEEL framework to drive internal review and assessment across the organisational and operational inspection areas which will link directly into the monitoring and continuous improvement activity aligned to the delivery of the force's strategic priorities.