

POLICE AND CRIME PANEL

25th January 2018

REPORT OF THE POLICE AND CRIME COMMISSIONER FOR DERBYSHIRE

Update on Strategic Priorities 6 & 7 of the Police and Crime Plan 2016-21:

6. Working with the Constabulary to develop the policing family to be more representative of the diverse communities it serves;
7. Working with the Constabulary and partners to maximise the opportunities from developments in technology

1. PURPOSE OF THE REPORT

- 1.1 To provide the Police and Crime Panel with an update on the work undertaken by the Police and Crime Commissioner (PCC), and his office, towards delivering these strategic priorities.

2. BACKGROUND

- 2.1 The Police and Crime Plan for Derbyshire 2016-21 contains seven key strategic priorities.
- 2.2 In order that we are able to report on each priority during a performance year it was agreed that priorities six and seven would be reported on together. Whilst both priorities will have an impact on the public it is recognised that these two are more internally focused for the Force, hence reporting on them together.
- 2.3 Objective six relates to the diversity within the Derbyshire Constabulary 'policing family'. It states:

'Working with the Constabulary to develop the policing family to be more representative of the diverse communities it serves'

- 2.4 It is supported by five sub-objectives which are:
 - a) I will work with the Chief Constable to actively encourage and support those from under-represented groups to see Derbyshire Constabulary as an employer of choice
 - b) I will work with communities to understand the barriers to people joining Derbyshire Constabulary and try, wherever possible, to remove such barriers

Agenda Item 6

- c) I will challenge the Chief Constable to ensure that, where possible, the diverse communities the Force serves are represented throughout the workforce and across the rank structure
- d) I will seek to influence the national debate around issues of diversity within modern policing
- e) I will challenge the Chief Constable to continue to develop the volunteering opportunities afforded by the Force, both as Special Constables and Police Service Volunteers, and encourage people from all backgrounds to volunteer with Derbyshire Constabulary

2.5 Objective seven deals with the use of technology by the Force. It states:

‘Working with the Constabulary and partners to maximise the opportunities from developments in technology’

2.6 It is supported by four sub-objectives stating:

- a) I will work with the Chief Constable to ensure that all members of Derbyshire Constabulary, in whatever role, have access to the right technological equipment to allow them to do their job efficiently and effectively – this will include supporting the roll out of Mobile Office allowing police officers to spend more time out in communities
- b) I will work with the Constabulary, regional PCCs, the Police ICT Company and other partners to understand developments in technology and IT systems that will facilitate more efficient and effective working
- c) I will work with the Constabulary and partners to improve information sharing in relation to a number of priority areas, including the use of multi-agency systems where appropriate
- d) I will work with the Chief Constable to develop ways in which people can engage with us using social media, including developing digital engagement capabilities within my office

3. **Diversity**

- 3.1 It should be noted from the outset that the PCC’s desire to see greater diversity within the Derbyshire Constabulary ‘policing family’ is not limited to those from BME communities; rather it applies to all sections of the community who are currently under-represented within officers, staff and volunteers for the Force.
- 3.2 The inclusion of diversity within the Police and Crime Plan as a specific priority was a deliberate move to ensure that work to increase diversity was given the focus and attention it requires.
- 3.2 The 2011 Census data gives the ethnic diversity of Derbyshire as being 90.8% White British, with a 9.2% identifying as BME (this figure includes 2.5% people identifying as White Other, giving a non-white population of 6.7%). This gives Derbyshire a lower BME population than the East Midlands or National averages.

Agenda Item 6

- 3.3 The population of Derbyshire is recorded as 49.7% male and 50.3% female.
- 3.4 The ONS Sexual Identity Survey of 2016 shows the East midlands with a breakdown of 92.7% identifying as Heterosexual, 1% as Lesbian or Gay, 0.6% as Bisexual, 0.9% as Other and 4.9% either no knowing or refusing to answer.
- 3.5 Figures are not available for the number of people with a disability in Derbyshire, but a proxy measure from the 2011 Census sees 9.5% of the population describing themselves as finding 'Day to day activities limited a lot' could be used.
- 3.6 It should be noted that whilst these are the overall figures for Derbyshire they are not representative of the potential working population as they will include people who are not of working age.
- 3.7 The latest workforce data for Derbyshire Constabulary (January 2018) shows that there are:

	Police Officers	Police Staff	PCSOs	Specials	Apprentices	Volunteers
Male (%)	66.9	31.9	53	66.5	17.6	38.6
Female (%)	33.1	68.1	47	33.5	82.4	61.4
White (%)	96.4	94	91	92.3	82.3	70.1
BME (%)	3.4	4.5	6.6	7.2	5.9	5.5
Not Stated (%)	0.2	1.5	2.4	0.5	11.8	24.4

- 3.8 Data on the sexual orientation is not collated as part of this dataset, though questions on this were asked as part of the Staff Survey work. (It should be noted that this information is only provided by those who chose to complete the survey so do not necessarily represent the entirety of the Force.)

Heterosexual	88.3%
Gay or Lesbian	2.6%
Bisexual	1%
Other	2%
Prefer not to say	6.1%

- 3.9 As part of the PCC's challenge to the Chief Constable to develop a workforce that is more representative of the communities the Force serves, the Force have employed a positive action coordinator to work with those communities currently under-represented to encourage them to consider a role within the Derbyshire Constabulary Policing Family. The Force is also looking to understand best practice from other forces and is seeking peer review work of current local initiatives.
- 3.10 Whilst the Force is unable to positively discriminate to increase numbers of under-represented groups within the Force, it is able to engage with under-represented communities to encourage and support them during the recruitment

process.

- 3.11 Early results of work to date have shown where in the recruitment process those from under-represented groups are experiencing difficulties. This knowledge has allowed the Force to better understand how it can fairly support those applicants.
- 3.12 One change brought about by this understanding is a review of the entry requirements and policies to ensure recruitment is more inclusive for all.
- 3.13 Other work under this priority has included: the recruitment of Community Champions to work with community groups to make them aware of opportunities within the Force; the development of a Positive Action Twitter account and website; the recruitment of mentors within the Force to support people through the application process.
- 3.14 Work is not limited to recruitment. The Force have recognised that it is equally important to support those from minority groups once they become part of the workforce. The PCC and the Force continue to value the input from the various staff associations and networks within Derbyshire Constabulary. These include:
- Derbyshire Christian Police Association
 - Derbyshire Black Police Association
 - Derbyshire Constabulary LGBT Support Network
 - enABLE Disability Support Network
 - Gender Agenda

The work of these groups is also supported by the Police Chaplains, the Derbyshire Constabulary Colleague Supporters and a Confidential Care line that is available to all providing confidential information advice and a counselling service.

- 3.15 It is understood that it will take time to get to a point where the Force better represents the communities it serves and work will need to be kept under continuous review as the communities living within Derbyshire grow and change.
- 3.16 As part of his commitment to the agenda, the PCC is working to ensure that his grant making activity supports engagement with underrepresented groups. Announcements on the large grants process will be made soon.
- 3.17 As the Deputy Lead nationally for Equality, Diversity and Human Rights, the PCC is also playing his part on this agenda nationally as well as leading for PCCs on the issue of Hate Crime.

4.0 Technology

- 4.1 The PCC has set the Chief Constable a clear challenge to maximise upon the developments of new technology to support police officers and police staff in their jobs.

Agenda Item 6

- 4.2 With the challenges of policing budgets and the changes to the police estate (including the closure of police stations) the Force has needed to ensure that officers and staff are able to access Force systems even if they are not based in a physical office. This has seen the roll out of the Mobile Office programme that now sees all frontline officers and staff having mobile data devices that allow them to carry out their duties without the need to return to a 'base' to log crimes or type up statements.
- 4.3 The much heralded Niche system has been introduced into the Force which records incidents and crime reported to the Force. It allows officers to quickly access all available information held on an individual as a victim, perpetrator or witness to a crime and as it is part of the largest iteration of this system worldwide it allows data to be shared with colleagues in the region, who along with the City of London Police, are all on the same system. Through this system the five regional forces have been able to solve crimes that take place across borders in a fraction of the time and it has led to numerous positive outcomes for victims of crime in Derbyshire and the region.
- 4.4 The PCC and the Chief Constable are both on record as saying that one of the most significant threats facing the police service is that posed by Cyber Crime – either committed online, or enabled through technology. As the way in which people commit crime changes the Police are required to find ever more sophisticated ways to track and apprehend offenders.
- 4.5 Significant progress has been made regionally on ensuring that the five regional forces are able to respond to these challenges.
- 4.6 As part of the national agenda all Chief Officers are responsible for specific portfolios of work. In Derbyshire the Chief Constable leads nationally on the issue of Cyber Crime. This means that there is a detailed understanding of the threats both present and future and the PCC is regularly briefed by the Chief on such matters.
- 4.7 The world of technology is one that is ever changing and this means there will need to be significant, ongoing investment in this area of business. Recognising this and the importance attached to this area of business by the PCC, the Force have invested in a new Chief Superintendent with a responsibility for Technical Implementation. This will include developments in areas such as drone technology that will hopefully present huge opportunities for the Force to work more effectively and more safely. Funding for further investment in this area forms part of the PCC and Chief Constable's capital and reserves strategies.
- 4.8 As part of his commitment to this agenda the PCC has funded a case management system for all of the Community Safety Partnerships in the County to use to record incidents and work with those suffering from Anti-Social Behaviour. This system, ECINS, can also be used as a case management approach across partnership for other areas of business and discussions are underway to roll out this system to support other areas of partnership work.
- 4.9 As more and more people conduct their lives online, Derbyshire Constabulary were one of the first force areas in the country to develop the role of a Digital

Agenda Item 6

PCSO. This role has allowed safety information and advice to be given to those online, as well as offering reassurance to people that there is a police presence both in the real and virtual worlds.

7.0 **Recommendations**

- i That the report and the work that the PCC has undertaken on these objectives be noted.

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