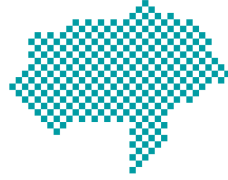


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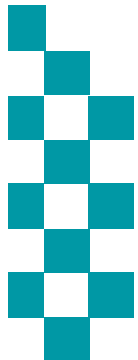
Police and Crime
Commissioner
North Yorkshire



Corporate Performance, Delivery & Scrutiny Board



Quarterly Outcomes Review – People
January 2016



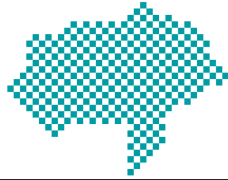
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BE SAFE
FEEL SAFE



STRATEGIC OVERVIEW

- Focus of presentation is People Outcomes
 - Across all seven workstreams
 - Based on the plans developed by each workstream lead
- Structure of presentation is on outcomes
 1. Communities are safer due to effective use of policing resources to reflect need
 2. Communities are safer by having a productive policing workforce
 3. Communities feel safer by having an accessible and engaged policing workforce

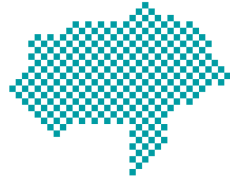


OUTCOME

Communities are safer due to effective use of policing resources to reflect need

Supporting Projects/Activities

- Established a new VEMT team (Vulnerable, Exploited, Missing and Trafficked) to strengthen our focus on tackling vulnerability
- Increased focus on developing intelligence – predictive analysis
- Investment in workforce technology and processes (eg. Mobile Asset Utilisation Deployment System (MAUDS) Threat, Harm, Risk, Investigation, Vulnerability and Engagement (THRIVE))
- Investment in partnership working (eg. Community Safety Accreditation Scheme (CSAS), Community Safety Hub (CSH) and Watch schemes)
- Investment in collaborative working programmes
- Training programme
- Welfare programme to protect officers and staff dealing with cases
- National lead on developing productivity and demand model
- New flexible/agile working processes to encourage a motivated, high performing and empowered workforce
- Development of a new skills framework



OUTCOME

Communities are safer by having a productive policing workforce

Supporting Projects/Activities

- Demand refresh
- Creation of Investigative Hubs
- Strengthening of Automatic Number Plate Recognition (ANPR)
- Improved partnership working using Information Sharing Agreements
- Skills matrix developed
- Succession planning
- Well-being



OUTCOME

Communities feel safer by having an accessible and engaged policing workforce

Supporting Projects/Activities

- Mobile working technology and practices
- Estates strategy
- Review and agree a cultural change approach to 'getting it right first time for victims
- Develop a compliance methodology to measure compliance with the Code of Practice for Victims of Crime
- Embed Code of Ethics
- Unified Communications
- Engagement Plan