

The Annual Report

of the **Police and Crime Commissioner**



OPCC
Office of the Police &
Crime Commissioner
for Gloucestershire

2021 | 2022

1 April 2021 to 31 March 2022

We're on our way!

Strengthening your Constabulary

By Chris Nelson, PCC for Gloucestershire

Gloucestershire Constabulary will benefit from the Government Uplift programme with an additional 153 funded officers, in addition to the commitment that I have made to increasing staffing numbers.

Work has been ongoing to develop a programme of recruitment to ensure that these officers and staff are recruited and deployed into issues which affect the County, with a focus on areas including Serious Violence, Knife Crime, Neighbourhood Crime, County Lines and Drugs Related Violence and Serious Organised Crime.

In their initial period, officers are required to undergo a national programme of training, and locally the

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Doggy DNA – and a world first for the Constabulary in protecting your pooch

Protecting your pooch might sound like a slogan but there is no doubt it has become more urgent after the trade in stolen dogs prompted a new crime wave and made headlines around the world.

Just how far organised gangs were prepared to go was highlighted

when two of the American singer-songwriter and actor Lady Gaga's French Bulldogs were kidnapped and their walker shot in broad daylight.

Pet theft nationally was already on the increase and fears that what

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Constabulary has formed a dedicated Tutor and Assessment Unit which equips new officers with the knowledge and skills to deliver an effective service and keep the communities of Gloucestershire safe from harm.

Gloucestershire Constabulary's approach to tutoring and assessment is **unique within our region** as student officers are tutored in a dedicated unit by highly trained tutors.

This approach allows the tutors to make sure that our new officers are given the operational knowledge they require across a range of policing areas where they work closely with Neighbourhood Policing teams, response teams, CID and Sexual Offences teams to execute warrants, perform reassurance patrols and assist with the search and arrest of dangerous offenders. The Tutor and Assessment Unit has often been used as a proactive resource to support day to day policing.



The training programme exposes student officers to the following deployments:

- Investigations for three weeks
- response policing for 30 weeks
- neighbourhood or proactive policing for 9 weeks
- a further period in investigations for 13 weeks to consolidate their experience and knowledge.

The attachment to Neighbourhood Policing allows the local teams to concentrate on proactive operations, focussed on neighbourhood crime, knife crime and serious violence.

Uplift is having a considerable impact on deployable front line resources. In the week commencing 2 May 2022 there were:

- 65 extra officers supporting response policing
- 20 extra officers supporting neighbourhood policing
- 19 extra supporting investigations.

This frontline number increases further through the year. In October 2022 there will be 100 extra officers supporting response policing, 16 extra officers supporting neighbourhood policing and 16 extra supporting investigations.

Examples of good work...

- A suspect was arrested following the execution of a warrant by the Tutor Assessment Unit (TAU). The suspect was bailed and his devices downloaded and analysed. This warrant relates to a National Crime Agency referral following indecent images of children being uploaded through Yahoo. The TAU has assisted with the increased demand in referrals and have taken on a number of low risk cases
- **Officers were first on the scene when a person had jumped into water. She was blue with the cold and in such a drugged state she was ranting and crying and couldn't follow instruction or grab a 'throw line'. She was in danger and was submerged up to her chin in freezing cold water. Officers helped her out of the water - which was no easy task as they were also in the water. Their actions saved the person's life**

- Executed section 18 searches which led to the arrest of a sex offender by the Child Abuse Investigation Team
- **Located a vulnerable missing person and their child from 4 years ago, which was excellent work in helping to locate two people who had been missing for some time**
- Talked a vulnerable female down from the edge of a car park parapet – again, saving a life.

An external facilitator, new to the organisation, commented: "I am a new member of staff and I'd just like to say how impressed I am with the calibre and professionalism of the Student Officers at Gloucestershire Constabulary. The training and tutorship they receive is of an exceptional standard and their assessed work reflects this. My role is to manage the quality of the qualifications delivered within the TAU and in my 20 year career in Education and Quality, I've never seen such a high standard of work produced".

County's new Deputy PCC passes panel test

Forest of Dean District Councillor Nick Evans was appointed Gloucestershire's new Deputy Police and Crime Commissioner (DPCC) in July.

Mr. Evans, who is also a former Special Constable, was selected as the preferred candidate following a competitive interview process. An announcement was confirmed following consultation with the Police and Crime Panel.

He said, "I have always been driven by a sense of duty and public service, so I am thrilled to be joining Chris as his Deputy Commissioner.

"By delivering on our promises, and putting more officers on the beat, we can cut anti-social behaviour,

reduce rural crime and make sure our communities feel that the police are focusing on the issues that matter to them, whether they live in Lydney or Lechlade.

"I'm looking forward to working with organisations across the County to drive down crime, and make sure our residents feel safe and secure, wherever they live."

Mr. Evans is a public policy and communications professional with diverse experience spanning the public and private sector. Most recently, he served as an advisor to the Mayor of the West of England where he was a key part of the team planning the economic recovery from the Coronavirus pandemic for



a region of more than one million people. Previously, he worked for the Government's technology agency Innovate UK and was Head of Communications and Press Secretary to the Attorney General. He is also a district councillor in the Forest of Dean and a former Special Constable in the Metropolitan Police.

"Why I wanted a deputy" by PCC



I decided to have a Deputy for a number of reasons.

There is an obvious need for the role. My predecessor had a Deputy, as do most PCCs in other counties, which is not surprising given the work and responsibilities that Commissioners have. A Deputy PCC can help with that. But I see the role as far more than simply attending meetings I cannot make. This includes working closely with partners across our

County in developing a more 'public health approach' to tackling and preventing crime.

That means establishing strong relationships with those working in the NHS, local government, in education and in the voluntary sector. While we must reduce crime, the police cannot and should not be expected to do this alone.

Where local councils or communities are doing good and innovative things to reduce crime or anti-social behaviour, tackling the things that really matter to people, I want Nick to explore with others the opportunities for developing these as part of a county wide approach.

I shaped my manifesto based on what local people told me was

important and I want to remain in constant touch with them. I intend to be out and about each weekend, up and down the County, meeting the public in their high streets and listening to what they have to say about policing and crime. Nick will help me to do that and to explain how we are delivering our priorities of recruiting more police officers, PCSOs and Special Constables and a zero tolerance approach to antisocial behaviour. And where we can't do this in person I want to make much greater use of social media so we can have meaningful conversations online.

Nick has an impressive CV, with a background in local and national government and I am confident he will be an articulate advocate for our work.



Panel backs Commissioner's tax rise to increase police numbers

Gloucestershire's Police and Crime Panel unanimously backed Police and Crime Commissioner (PCC) Chris Nelson's plans for an increase in council tax that will enable him to continue his ambitious rebuilding programme.

An increase of 3.7% will add £10 to a band D householder's annual bill, the equivalent of just under 20p per week and raise an extra £3.1m.

It will enable the Constabulary to balance its books and the PCC to begin fulfilling the promises on which he was elected including:

- putting more police on the streets
- tackling anti-social behaviour
- making it quicker and easier to contact the Constabulary in times of need
- investing in the Citizens in Policing programme to build new links and partnerships within communities
- innovating in the use of Special Constabulary and volunteer Police Community Support Officers to bring the best of volunteering to keep communities safe
- continuing to support community projects aimed at reducing crime and anti-social behaviour through the Commissioner's Fund.

Chris explained, "My first budget will see the biggest increase in police officers and staff in a generation.

"Over the next two financial years the Constabulary will increase in size by more than 400 personnel, split roughly 50:50 between full time and volunteer officers and staff.

"The £10 rise in council tax takes account of the pressures on household finances and is much lower than the £13.9 average annual increase over the last few years.



262 a month
3,146 a year



12 murders
1 manslaughter over the last year

Homicides



272 physical assault's by a person this year



188 a month
2,256 a year



589 a month
7,064 a year

Domestic Abuse



2 a month
24 a year

Firearms

"I believe 20p per week extra, to correct historical under investment, is a measured and proportionate response to improve essential services, which the vast majority of people who voted for me said they wanted.

"In the first two years of the national uplift programme, the Constabulary increased the number of officers by 92; and over the next 12 months we will recruit another 61.

Planning this budget has been a challenge, having inherited a substantial deficit. Reserves had been depleted, ICT infrastructure and systems required updating and Her Majesty's Inspectorate had identified areas requiring urgent improvement. On top of that, the Constabulary gets some of the least centralised funding in the country, relying on council tax payers to make up the shortfall, and yet council tax increases have been limited.

"Providing the Chief Constable with the resources he needs is one of my biggest responsibilities and it is within that context that I recommended to the panel an increase in council tax for a Band D property of £10.00 this year".

Over the past 10 years, the proportion of central funding for policing in Gloucestershire has fallen from nearly two thirds in 2010 to just over half. The Government now meets just 53% of the cost of policing in the County compared to 66% in 2010. The remaining 47% comes from council tax payers, through a precept set each year by the PCC.

The Budget for 2022/23, which covers the period April 2022 – March 2023, will provide the resources to deliver the Police and Crime Prevention Plan and, over the next three years, enable the Constabulary to release more officers back to public facing duties.

Chief Constable Rod Hansen said, "I support the Government's commitment to increasing the number

SPENDING PLANS 2022/23

BUDGET REQUIREMENT	2021/22	2022/23
	£000	£000
Constabulary		
Police officers	71,296	73,346
PCSOs	4,252	4,752
Police Staff	32,429	36,641
Other running costs	29,367	32,957
Capital Financing	2,691	1,858
Expenditure	140,035	149,553
Interest and other income	-4,033	-5,268
Specific grants	-6,145	-6,453
Contribution from reserves	-	-455
Net Expenditure	129,857	137,378
Office of the PCC	1,254	1,437
Commissioner's Fund	1,300	1,170
Net Budget Requirement Funded by:	132,411	139,985
Government Grant	69,462	73,536
Collection fund surplus (deficit)	-156	209
Which leaves council tax payers to fund	63,105	66,240

The level of council tax	
The band D council tax you will pay this year for services provided by the Police and Crime Commissioner (PCC) is	£280.08
which is a increase compared to last year.	3.70%
The budget has increased by which is made up of:	5.72%
Pay rises and price inflation	3.05%
Costs for additional staff and officers	3.91%
Additional costs	1.03%
Other adjustments	-0.97%
Increased income	-0.81%
Efficiency plan	-0.48%
How many staff we employ	
The Commissioner has budgeted to employ the full-time equivalent of staff at 31 March 2023.	2,289
How the budget compares with last year	
BUDGET COMPARISON	£000
Budget 2021/22	132,411
Pay rises and inflation	4,033
Costs for additional staff and officers	5,175
Other additional costs	1,362
Capital costs	-832
Use of reserves	-455
Increased income	-1,078
Efficiency plan	-630
Budget 2022/23	139,985

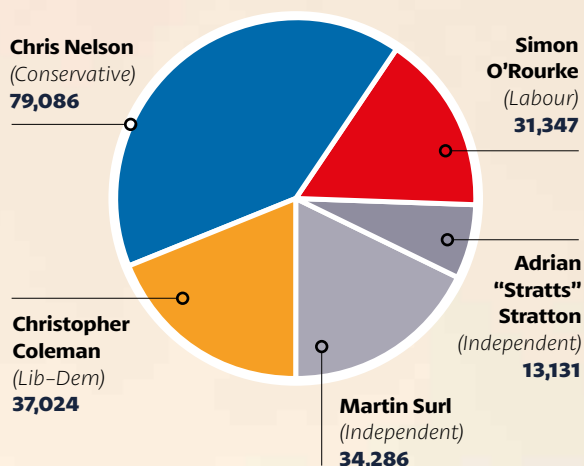
of police officers nationally by 20,000, and I would have welcomed the ability of the PCC to invest further beyond the £10 maximum that is allowed without a Referendum.

"I welcome the planning certainty offered by a three year overall settlement for policing whilst hoping that the national funding formula review adequately recognises the difficulties of small rural forces."

CHRIS NELSON ELECTED GLOUCESTERSHIRE POLICE AND CRIME COMMISSIONER

Conservative candidate Chris Nelson was elected Police and Crime Commissioner (PCC) for Gloucestershire in May.

FULL RESULT OF FIRST PREFERENCE VOTES:



Because no single candidate received more than 50 per cent of the vote, the count went to second preference votes.

Full result including second preference votes:

Christopher Coleman (Lib-Dem)

59,838

Chris Nelson (Conservative)

91,097

The total number of verified ballot papers was **200,578**, the highest it has ever been for a PCC election in Gloucestershire.



The turnout for the county was **40.9%** (in 2016 it was around 30.5%, and in 2012 it was just under 16%). Stroud had the highest turnout at **46.1%**, with the Forest of Dean the lowest at **37.2%**. In between was Cotswold at **42.9%**, Cheltenham at **42.9%**, Tewkesbury at **38.4%** and Gloucester at **37.4%**.



New tech will make streets safer for women and girls

Locally designed software is helping women and girls feel more secure on the streets of Gloucestershire.

The 'Flare' app can be installed on any mobile device and will enable women and girls to share their experiences, anonymously, of where and how they have felt unsafe as a warning to others and so authorities can take action.

It has been developed by Gloucestershire Police with the help of funding from the Home Office, and is being used by local partners who work under the umbrella of Safer Gloucestershire to make the County's streets safer.

Data gathered through 'Flare' can also be used to inform the deployment of 18 mobile cameras to areas where women and girls say they feel most vulnerable.

The cameras are the first tangible benefit to come from the one million pound grant, won by the office of Gloucestershire's Police and Crime Commissioner (OPCC) towards helping women and girls feel safer.

The OPCC and its partners, including Gloucestershire Constabulary, University of Gloucestershire, Gloucester City Council, and Gloucestershire Rape and Sexual Assault Centre (GRASAC), was successful with two bids for funding from the Home Office's Safer Streets Fund. One was for Gloucester City Centre, the other for the county as a whole.

Gloucestershire's Deputy Police and Crime Commissioner Nick Evans, who chairs Safer Gloucestershire, said: "Any incidence of violence, intimidation or harassment of women and girls on our streets should be reported to the police, but we know most are not. I want to turn that

around and for women to have the confidence that in Gloucestershire, we care about their safety. That's why information gained through the 'Flare' app – which is free and easy to use anonymously – will help us take direct action and place cameras in the very places they feel most at risk.

"Working together with our councils and with more police officers on our streets will, I hope, lead to women and girls feeling safer and start to tackle the unacceptable fear and abuse they face every day."



OPCC secures £1 million to safeguard women and girls

More than one million pounds of Government funding has been awarded to the Police and Crime Commissioner for Gloucestershire (OPCC) to help women and girls feel safer in the county.

It was the third-largest amount of money granted by the Home Office from its Safer Streets Fund with the aim of helping tackle Violence against Women and Girls – a priority of the PCC's Police and Crime Prevention Plan.

Gloucestershire OPCC, working with other partners including Gloucestershire Constabulary, University of Gloucestershire, Gloucester City Council, and Gloucestershire Rape and Sexual Assault Centre (GRASAC), were successful in two bids for funding.

The first countywide bid for £517,050 will pay for cameras which can be deployed where women and girls say they feel unsafe.

It will also help fund a bystander intervention training programme



which aims to make cultural change by giving people the confidence to call out inappropriate or misogynistic behaviour. Finally, the funding will support the Boost children's programme, which teaches supportive leadership skills to young people.

The second bid focused on Gloucester City Centre and resulted in £544,428 to fund cameras and lighting around Gloucester Park; a dedicated community engagement role to work on outreach with women and girls around the Gloucester Park area; and finally, financial support for The Nelson

Trust's Sex Worker Outreach programme, which helps vulnerable women in the City.

PCC Chris Nelson said, "My team and its partners have excelled themselves with innovative solutions, which I hope will start to tackle the systemic fear and abuse women and girls face every day".

Ruth Saunders, Gloucester City Council Head of Communities said, "We're delighted to be working with partners on this project which will help vulnerable women and girls in our city, as well as the wider community. It is important that people feel safe on our streets and that those facing considerable challenges in their lives have somewhere they go to for help and advice."

The total funding of £1,061,478 for Gloucestershire was more than for the whole of London combined. Gloucestershire OPCC was one of only a handful of applications successful in both of its bid submissions.

INTRODUCING 'BOOST' CHILD LEADERSHIP PROGRAMME

Gloucestershire Constabulary has run a successful Supportive Leadership programme for the last four years and has now introduced a child leadership scheme across the county called 'Boost'.

'Boost' is a flexible, transformational, self-leadership and empowerment programme that equips young people in Gloucestershire with the essential life skills they need to deal with challenges, today and in the future. So far the programme has reached well over 2,000 young people in the county and it is hoped that figure will be surpassed in 2022/23.

'Boost' is the idea of Chief Constable Rod Hansen who has gathered together some of the most influential people in the county including educators, psychologists, academics, the judiciary, third sector and business leaders to discuss the gap between what



young people learn through mainstream education and the skills they need in everyday life.

"'Boost' covers areas such as emotional intelligence, soft power, compassion, collaboration and humility", said Mr. Hansen. "It is being delivered to primary school children in Year 6 by their local sixth form students and is helping them prepare for the step change from primary to secondary school. It will also enhance the leadership skills and confidence of the sixth form students as they facilitate the learning of Year 6", said Mr. Hansen.

"If young people become more aware of the way they lead themselves they are more likely to thrive and make better life choice decisions. The hope is that they will be safer in our communities and less likely to become victims of crime."



Fire and police leaders promise new spirit of partnership



Some of the areas for greater collaboration will include:

- **road safety** – developing closer working through community safety partnerships
- **training and development** – sharing of leadership and management programmes and use of facilities to provide training for crews and police officers
- shared access to premises.

Cllr Dave Norman said: “So much of the invaluable work of the fire service and the police is closely linked, so a positive working relationship will be of great benefit to the county as a whole.” Chris Nelson, Police and Crime Commissioner for Gloucestershire, said: “There are many advantages to be gained from GFRS and the Constabulary working more closely together and enhancing community safety is our ultimate aim”.

Chris Nelson, Gloucestershire's new Police and Crime Commissioner, and Cllr Dave Norman, Gloucestershire County Council's cabinet member with responsibility for the Fire and Rescue Service and road safety, have re-launched the Emergency Services Collaboration Board.

Mr Nelson was elected to the post in May, while Cllr Norman

was re-appointed to his cabinet member position following the local elections.

Work is underway to formalise relationships between police and Fire to promote a closer working relationship between Gloucestershire Fire and Rescue Service (GFRS), Police and the Office of the Police and Crime Commissioner (OPCC).

NEW FUND LAUNCHED TO IMPROVE SAFETY OF COUNTY'S ROADS

A new fund has been launched to help create a greener, safer and healthier county, as part of a partnership between Gloucestershire County Council and the Office of the Police and Crime Commissioner (OPCC).

The £600,000 Community Speedwatch Safety Fund will give communities the tools they need to combat speeding in their areas.

The fund aims to make the county's roads safer for the pedestrians, cyclists and motorists that use them.

PCC Chris Nelson said, “Working closely with the Constabulary and County Highways, we have revamped the Community Speed Watch scheme to empower those wishing to tackle persistent speeding. The solution we have come up with involves the whole community and has been created to conform with data protection rules and the requirements of the surveillance camera commissioner.

“This developing partnership is, I hope, the magic ingredient required to get to grips with a problem that has been plaguing local communities for years.”

Cllr Dave Norman, Cabinet member responsible for road safety at Gloucestershire County Council, said: “I am delighted that we have been able to work with the OPCC to create this fund.

“The Community Speedwatch Safety Fund will have a positive impact on road safety in Gloucestershire and help to reduce road deaths and injuries.”

Mark Preece, Chief Fire Officer at Gloucestershire Fire and Rescue Service, said: “This fund is important to ensure our roads are safer for everyone that uses them.

“Emergency services will continue to work together to tackle this serious issue and keep people safe on our roads.”

PCC gets backing from Bishop in bid to block random sex licenses

Hundreds of supporters joined Gloucestershire's Police and Crime Commissioner in a campaign against sexual entertainment in the county.

PCC Chris Nelson targeted a loophole in the law that allows any licensed premises to offer sexual entertainment without official permission.

Mr. Nelson was previously frustrated when he joined other opponents to an application from a venue in Cheltenham to offer sexual entertainment during the National Hunt Festival, which takes place in March each year.

In January he launched a petition calling for the repeal of the part of the Policing and Crime Act 2009, which allows any licensed premises to offer sexual entertainment without first notifying the police, local council or local residents. He is hoping it will influence the Government to bring about an urgent change in the law.

"I understand how current legislation has made it difficult for councillors to refuse sexual entertainment applications in the past, especially when there is a legal precedent. But someone needs to take a lead in changing the culture of immoral behaviour towards lone women in the area", he said.

A survey commissioned by Cheltenham Borough Council found that 75% of women felt less safe on the town's streets during race week and 82% had suffered from some

form of sexual harassment.

"That is why I have made tackling violence and intimidation against women and girls a priority in my new Police and Crime Prevention Plan, and why I have launched this petition."

The first to endorse the PCC's petition, available at: <https://chnng.it/jzrKy7GKGS>, was the Bishop of Gloucester, the Right Reverend Rachel Treweek. "I fully support this petition and would urge people to sign it", she said.

"We need to take urgent action to tackle all violence against women and girls, and part of that is about making our streets and towns safer.

"Allowing any licensed premises to offer sexual entertainment objectifies women and exacerbates the risk of women and girls being abused."

Under current legislation, any licensed premises is allowed to provide a variety of sexual entertainment up to 11 times a year, providing there is at least one month apart. It is a loophole which means different venues can 'pop-up' randomly and offer similar entertainment without any outside regulation around conduct and safety.

Three local charities supporting vulnerable women, Gloucestershire Rape and Sexual Abuse Centre (GRASAC), the Nelson Trust and Cheltenham Guardians have all previously voiced their opposition to such clubs and have signed the petition.

PETITION TEXT

We, the undersigned, call for an end to the semi-public objectification and sexualisation of women in Gloucestershire and a reduction in the threatening environment for women and girls in the county by banning Strip Clubs and other Sexual Entertainment Venues in the County of Gloucestershire.

We ask the District Councils of the County, as licensing authorities, to follow the lead of towns like Blackpool, Exeter and Swansea and reduce to zero, the number of sexual entertainment venues permitted in their districts.

Further, to prevent the creation of unlicensed and unregulated Strip Clubs proliferating in the County without any consultation with local residents and potentially putting more women at risk, we call for the repeal of the provisions of the Policing and Crime Act 2009 which allow any licensed premises to offer 11 nights of sexual entertainment a year without notification to police, council or local residents.

With a recent survey showing that 70% of women surveyed felt unsafe in our Night Time economy, and that 82% had suffered some form of sexual harassment, the time has come to put words into action, and take the practical steps necessary to tackle violence and intimidation against women and girls in Gloucestershire.





PCC says lack of investment partly to blame for 101 call-line failures

A lack of investment and a failure to address persistent problems with crime recording by his predecessor contributed to failings highlighted in a report published in October by Her Majesty's Inspectorate of Constabulary, Fire and Rescue Services (HMICFRS), according to PCC Chris Nelson.

Among the areas judged 'inadequate' by the HMICFRS was the non-emergency 101 telephone service where it was taking an operator, on average, more than eight minutes to answer a call.

Mr. Nelson said, "The 101 service has not been good enough for some time, an issue my predecessor failed to grip. This Inspectorate report effectively covers the last few years in post of my predecessor, and does not cover performance since my election. Problems I have inherited will require investment primarily in people but also in technology.

"I promised more recruitment in my manifesto and that is now enshrined in my draft Police and Crime Prevention Plan with extra staff to go into the control room and other support services on top of my original pledge to recruit more officers.

"Austerity has definitely had an impact on the police nationally, which is why I am working so hard with this Government to

invest in the Constabulary. But this particular problem could have been addressed by my predecessor, if he had chosen to invest more in people rather than buildings."

The PEEL Inspection as it is known, which assesses the Constabulary on effectiveness, efficiency and legitimacy, concluded it was 'inadequate' in five of 10 categories under review and 'good' in four. The other was rated 'adequate'.

Responding to the report, the PCC, whose job is to hold the Chief Constable to account for the Constabulary's performance said, "I take the findings of the HMICFRS very seriously and five areas deemed inadequate is clearly not acceptable. However, there is almost an equal number rated

'good' so it's not all bad news and shows what can be achieved with extra investment.

"I also share the view that this report misses crucial context in some places, not least that the Force had to operate under the extraordinary circumstances of a pandemic when it continued to deliver its core duties whilst also enforcing lockdowns and dealing with people who were infectious with Covid at a time when no vaccines were available.

"But my job is to ensure the Constabulary operates to a high standard across the board and I have every confidence, not only in the Chief Constable, but also in the solutions that we have already put in place to achieve the high standards required by the Inspectorate and myself".

During the years of austerity between 2010 and 2017, the Constabulary lost £32 million of annual funding, resulting in the loss of 249 police officers, 79 staff and 32 Police Community Support Officers (PCSOs)



Commissioner's plans for a safer stronger Gloucestershire unveiled

Residents in the Cotswolds were among the first to hear how the new Police and Crime Commissioner (PCC) wants the police to operate.

PCC Chris Nelson launched his draft Police and Crime Prevention Plan in September at the Royal Agricultural University in Cirencester, the venue for the first of six roadshows to engage and empower communities on community safety in the County.

The plan, which is the blueprint for policing in the county, has now been adopted, and can be viewed on the Office of the Police and Crime Commissioner (OPCC) website. It explains the PCC's ideas on how the police, public and a range of other partners can work together to reduce all forms of crime, centring on the priorities (*right*).

Mr. Nelson said, "Empowering communities is, for me, about finding every opportunity to work with people, to identify issues early and prioritise them, so that we can find practical, effective solutions to tackle these problems as partners.

"My job is to engage with communities to ensure the public's policing needs are met effectively because the partnership between the police and the public is crucial to tackling crime in Gloucestershire".

The roadshow audience was made up of invited guests and members of the public with a number responding to the PCC's 'Call to action' by signing-up on the night for Neighbourhood Watch and Community Speed Watch schemes.

This is the link to the Police and Crime Prevention Plan:
www.gloucestershire-pcc.gov.uk/police-and-crime-plan-priorities/

Police and Crime Prevention Plan Priorities (At a glance)

- Creating safer communities**
 Reducing crime and anti-social behaviour and increasing feelings of safety

- Tackling violence against women and girls**
 Challenging unacceptable attitudes and behaviour

- Strengthening your Constabulary**
 A trusted, visible and responsive policing family

- Targeting the causes of crime**
 Prioritising those most at risk of harm

- Supporting victims and reducing reoffending**
 A people centred justice system

- Empowering local communities**
 Giving you a voice in policing




Terrified and intimidated: *The untold story of hare coursing*

Knives dripping in blood left outside the house; farmers chased-down in fields by night; families left terrified of repercussions. This is the reality of life for the victims of hare coursing in Gloucestershire – a practice where hares are hunted by organised crime gangs, threatening families and destroying crops and farmland in the process.

This shocking tale was told by a local farmer, as part of a video produced by Gloucestershire's Office of the Police and Crime Commissioner to highlight the severity of rural attacks in the county.

View the video here:

<https://youtu.be/z-hlBpXSzlo>

The farmer, who wished to remain anonymous, has been working with Gloucestershire Constabulary's rural crime team for a number of years and says his farm was targeted 44 times last winter alone.



"We've had knives left outside the house. They've killed hares just outside the girls' bedrooms and there are reports that these people carry firearms with them too.

"It's no longer a case of poaching the odd rabbit here or there. These are dangerous gangs coming out with lurchers, two or three times per week. They film the hare coursing and sell the pictures to make money."

The farmer's testimony was seen at the Department of Environment Food and Fisheries (DEFRA) and later

used to support the Government's plans to strengthen the powers and penalties available to tackle hare coursing.

In amendments tabled to the Police, Crime, Sentencing and Courts Bill, the Government set out measures to strengthen law enforcement for hare coursing by increasing penalties, introducing new criminal offences and creating new powers for the courts to disqualify convicted offenders from owning or keeping dogs – this includes an order to reimburse the costs incurred when dogs are seized in kennels.

Chris Nelson, Gloucestershire's Police and Crime Commissioner, said: "Before I was elected, victims of rural crime often told me they felt like 'second class citizens.' Their homes and businesses are remote, leaving them vulnerable to attacks from organised criminal groups looking to target their machinery or destroy their land.

"But it's not just the inconvenience to their livelihood that's the issue. Farmers are facing threats, their family homes are attacked late at night, and sometimes farmers are chased by crime groups in vehicles for trying to protect their land. It leaves farming families anxious and scared, and this is simply not acceptable.

"I have asked the Chief Constable to prioritise rural crime as part of my Police and Crime Prevention Plan, and I hope this means the hard-working rural crime team will get the support and resources they need to make a difference to the lives of those living in rural areas."

GOVERNMENT'S PROPOSALS INCLUDE:

- Increasing the maximum penalty for trespassing in pursuit of game under the Game Acts (the Game Act 1831 and the Night Poaching Act 1828) to an unlimited fine and introducing – for the first time – the possibility of up to six months' imprisonment
- two new criminal offences: firstly, trespass with the intention of using a dog to search for or pursue a hare; and secondly, being equipped to trespass with the intention of using a dog to search for or pursue a hare both punishable on conviction by an unlimited fine and/or up to six months' imprisonment**
- new powers for the courts to order, on conviction, the reimbursement of costs incurred by the police in kennelling dogs seized in connection with a hare coursing-related offence
- new powers for the courts to make an order, on conviction, disqualifying an offender from owning or keeping a dog.**

Doggy DNA – and a world first for the Constabulary in protecting your pooch

Continued from page 1

happens in America reaches the UK eventually, put anxious owners from Los Angeles to London, Longlevens to Littledean on their guard as dog walkers went out in twos.

With science leading the fight back, Gloucestershire became the first police force in the world to use DNA to deter the dog thieves.

A scheme known as 'DNA Protected' uses a DNA marker system that has been developed by the court approved DNA testing laboratory Cellmark for forensic analysis to help investigate criminal cases involving the theft of dogs.

Two important aspects in protecting pet dogs are awareness raising and crime prevention. Storing a dog's DNA profile on Cellmark's forensic dog DNA database makes it easily accessible to Police forces and could help ensure the dog's safe return if it is lost or stolen.

Chief Inspector Emma MacDonald, the liaison between the Office of the Police and Crime Commissioner Constabulary for dog theft said: "There has been a national rise in dog thefts since the beginning of the Coronavirus pandemic and I am hopeful that this initiative will help to reassure owners and protect the dogs of Gloucestershire.

"All of our police dogs have been profiled and given new Velcro patches for their harnesses which shows our confidence in the scheme."

DNA Protected products are available on the OPCC and Constabulary Neighbourhood Engagement Vehicles but it is available to purchase by visiting the DNA Protected website at www.dnaprotected.co.uk/.

Kits are £74.99 and dog owners can also purchase branded collars and leads to show that their dog has been protected.

Chris Allen, Gloucestershire Constabulary's Head of Forensic Services said: "DNA is unique and a fact that has enabled Forensic Services to identify criminals for many years. With the application of the same processes used for human identification, the DNA Protected service promises a searchable database of canine DNA information".

David Hartshorne, Managing Director for Cellmark Forensic Services said: "Cellmark has been at the forefront of forensic DNA profiling for over 30 years and we are pleased to be assisting Gloucestershire Constabulary to prevent and investigate dog theft.

"We developed the DNA Protected service to assist with crime prevention and to help the police return stolen or lost dogs to their owners and it's great that our forensic DNA tools, which have been used for many years to identify people and investigate crime, will now be used to help combat dog theft."

Police and Crime Commissioner Chris Nelson said, "Gloucestershire has been at the forefront of moves to recognise the status of all animals. I congratulate the Constabulary on leading the way in the introduction of DNA technology and I'm sure many other forces will follow its example".

CONGRATULATIONS TO OUR FRIENDS IN THE NORTH



Congratulations to Cotswold Friends, the local charity recognised in the Queen's Birthday Honours List.

Cotswold Friends helps and supports older and vulnerable people in the North Cotswolds and received The Queen's Award for Voluntary Service, which is the highest award a voluntary group can receive in the UK.

With more than 350 volunteers, Cotswold Friends provides Community Transport, Befriending, Carer Support and Community Activities to over 2,000 clients and has been supported since 2014 through the Commissioner's Fund.

PCC Chris Nelson said, "This is an outstanding achievement. The pandemic inflicted unprecedented challenges on many charities and Cotswold Friends' volunteers worked tirelessly to maintain the services they provide and protect and support those who rely on them.

"To receive the highest award possible for voluntary service is wonderful recognition and no less than they deserve".

You can find out more about Cotswold Friends at www.cotswoldfriends.org/



Paw-some update on Police dog welfare

The scheme to help ensure Gloucestershire's police dogs are properly cared-for is now up and running after a delay caused by Covid.

Launched in February 2020, the coronavirus pandemic meant that the selected volunteers were unable to take up their in-person training safely, until July last year.

Training completed, Animal Welfare Scheme volunteers have been making visits to the Dog Unit's training days once a month since December, and so far have been able to meet and observe 11 of Gloucestershire's police dogs and their handlers. Part of their role is to ensure that the five welfare needs under section 9 of the Animal Welfare Act 2006 are being met and fed back to the Office of the Police and Crime Commissioner (OPCC) on a report form.

OPCC officer Kezia Lane, who manages the group, said: "Our volunteers have observed and learnt about the training methods of police dogs and have even been able to get involved at times, which has been a wonderful experience for them.

"They have been able to see the interaction between the handlers and their dogs as well as witnessing the positive and supportive relationships between dog handlers, the trainer and other officers".

Under the scheme, volunteers visit police dog training centres, accommodation and police stations to observe and report on the conditions under which police dogs are housed, trained and transported. The scheme covers anyone who interacts with police dogs, such as trainers, handlers and kennel staff.

Dogs Trust manages the Animal Welfare Independent Visitors Scheme nationally, while locally the Chief Constable will manage it, and the PCC will be responsible for the selection of the Independent Visitors

Gloucestershire's Police and Crime Commissioner, Chris Nelson said: "Our Force's commitment to animal welfare is clear. Between my pledge to tackle dog theft in Gloucestershire, the Force becoming the first to back a DNA protection scheme for dogs, and our animal welfare Independent Visitors Scheme, this is a Constabulary that cares about animals.

"Our police dogs are loved and valued by the public. They put themselves in harm's way on a daily basis to help keep the public safe, and it is important we offer them the highest levels of care."

In addition to rolling out the scheme, Gloucestershire's police horses and dogs now have their own ID cards and collar numbers in line with the Animal Welfare (Service Animals) Act 2019 – also known as Finn's Law. The Law is named after Hertfordshire police dog, PD Finn, who was seriously injured in the line of duty.



County police chiefs reaffirm their support for the military

Gloucestershire's Police and Crime Commissioner (PCC) and Chief Constable have pledged continued support for the armed forces.

PCC Chris Nelson and Chief Constable Rod Hansen signed the Armed Forces Covenant, which promises that those who serve or who have served in the armed forces should be treated with fairness and respect in the communities, economy and society they serve with their lives.

The Constabulary originally signed the Armed Forces Covenant in 2011. It has now been updated to include the Office of the Police and Crime Commissioner and also relates to the families of those serving in the armed forces.

It focuses on helping members of the armed forces community to have the same access to government and commercial services and products as any other citizen.

PCC Chris Nelson said, "As a former military man myself, I am delighted to be able to pledge continued support for the many others who have served their country. The Armed Forces Covenant is a promise from the nation that those who serve or have served in the armed forces, and their families, are treated fairly".

Chief Constable Rod Hansen said, "Our armed forces stand ever-ready to protect our country, and all we believe in, with pride, honour, courage and commitment.

"In joining other signatories to the covenant we acknowledge the special place they hold in the public's heart and our obligation to see that they are treated with fairness and respect".



GLOUCESTERSHIRE PROVIDES INSIGHT INTO RESTORATIVE JUSTICE FOR NATIONAL INQUIRY

A Gloucestershire-based expert in restorative justice (RJ) provided what has been described as 'amazing' and 'compelling' evidence to a national inquiry into the practice.



The All-Party Parliamentary Group for Restorative Justice heard from Becky Beard, who currently works as local Criminal Justice Board Manager in the Office of the Police and Crime Commissioner, and has 10 years of experience of Restorative Justice Service as Restorative Gloucestershire Manager.

She gave evidence in her role as trustee for the National Restorative Justice Council and called for restorative practices to be used more widely in schools, care homes, secure custodial settings, and within the health service.

Speaking at the inquiry in July 2021, Becky challenged the amount of funding that's made available to standardise the wide variety of RJ provisions across the country.

She said: "The majority of funding for RJ pays for a manager and maybe one or two practitioners for an entire PCC area. In Gloucestershire we have a number of complex and serious cases that can take over a year to complete, and because we have no local prison, practitioners are often travelling across the country to work with individuals – it puts a considerable amount of pressure on a small team."

The national charity Why me? which delivers and promotes Restorative Practice described Becky's evidence as 'compelling' and 'amazing'.

Restorative justice brings people harmed by crime or conflict and those responsible into communication. Working alongside practitioners, everyone affected can play a part in repairing the harm to find a positive way forward. It is part of a wider field called restorative practice.

The Restorative Justice All-Party Parliamentary Group was formed in April 2021 to drive forward cross-party conversations on restorative justice and raise awareness about its principles.

For more information:

www.restorativegloucestershire.co.uk/
www.restorativejustice.org.uk/



Who you gonna call? – Independent Reviews of Public Complaints

The Policing and Crime Act 2017 mandated that Local Policing Boards (Police and Crime Commissioners) should take responsibility for reviewing the outcome of public complaints after their completion by the local police service.

As of 1 February 2020, the Police (Complaints and Misconduct) regulations came into force. From that date onwards, the PCC has been responsible for addressing requests for reviews made by members of the public following the completion of their complaints handled by Gloucestershire Constabulary. The PCC's PCC Independent Review Officer (IRO), has been specifically tasked to determine whether the outcome and the handling of the complaint by Gloucestershire Constabulary was reasonable and proportionate.

In the year April 2021 until now, the IRO has received 62 requests from members of the public to have their complaint reviewed.

Of the requests received:

- 4 are ongoing
- 10 were invalid
- 11 were upheld
- 37 were not upheld.

This means of the 48 completed requests, 22.9% of the valid review submissions were

upheld, meaning the IRO was satisfied that the outcome and /or handling of the complaint by the constabulary was not reasonable and/or proportionate in the circumstances.

Of the invalid requests:

- 2 were sent to the incorrect review body
- 8 indicated that they would like a review, but failed to return their forms.

By upholding a review, the IRO can make recommendations to the Constabulary and in a number of cases, has done so. In addition, where it has been appropriate, the IRO has also advised the Constabulary in respect of operational procedures in order to enhance the level of service provided by officers and staff alike.

In addition the OPCC is in the process of setting up a formal Scrutiny Panel consisting of members of the public who will be tasked with regularly reviewing the complaints handling process, outcomes and systems and to provide feedback to the Constabulary. All part of the work undertaken by the PCC to hold the Chief Constable to account.

The PCC is also the Appropriate Authority for complaints made against the Chief Constable.

Commissioner's fund re-opens and is looking out for new ideas

It is not quite 'a new broom', but the new-look Commissioner's Fund is heading in a new direction in the search for fresh ideas to reduce crime and anti-social behaviour and bring communities even closer together.

Created in 2012, the Commissioner's Fund has awarded grants to hundreds of community and voluntary organisations, including 500 local projects working to break the cycle of offending.



Applications for the current funding cycle closed in February.

PCC Chris Nelson said, "What makes our planning unique, is that it has mobilised entire communities to help themselves in the knowledge the Police cannot bring about the change residents often desire on their own.

"I firmly believe in better connected communities, where by utilising our collective assets, we can work together to make life better".

The Commissioner's Fund is open to voluntary or Registered Charities, charity community organisations, constituted groups or clubs, Community Interest Companies (CIC), social enterprises, schools and statutory bodies (including parish and town councils).

In order to be considered, projects must take place in Gloucestershire, be linked to one or more of the PCC's priorities and support crime reduction and community safety work.



Grants cover a range of costs such as practical work, group or partnership development, awareness raising, training, equipment and materials.

'Dying for a fix' – kids video lifestyle lesson goes viral



A life defined by crime, a body destroyed by drugs; all laid bare before school kids in a lifestyle video filmed and produced by the Office of the Police and Crime Commissioner (OPCC) and currently received/viewed by more than half a million people around the world.

After gaining tabloid notoriety as the UK's most prolific burglar, Stuart McCormick from Cheltenham wanted to go into schools as a warning to others and be a living example to youngsters of what not to do with their lives.

But the drugs have taken their toll on his health to such an extent that personal appearances are no longer viable. Instead, he told his story in **"Dying for a fix"** a seven minute video that many will find shocking.

"If I could turn back time I would.

'Dying for a fix' has seen huge social media engagement, it has:

- Reached more than 573,775 people of all ages worldwide
- had more than 3.4 thousand engagements
- 492 shares
- 427 comments and
- 2.3 thousand 'likes'.

And has been viewed around the world including the United States, Australia, Canada, New Zealand, South Africa and most European countries.

I mean, I regret everything I've done", confesses Stuart, 43, with searing honesty. "I've lost everything, basically. Friends, family, my health. I've lost most of my life due to

prison. It's just destroyed me".

"Dying for a fix" was produced by the (OPCC) and Gloucestershire Constabulary to be shown in schools around the county as part of the PCC's 'public health' approach to preventing crime.

Deputy Police and Crime Commissioner Nick Evans said: "You cannot help but be moved by the compelling testimony in this video. It is a clear demonstration of how drugs ravage your body, create misery and lead to criminality that creates yet more victims.

"I don't want more people to suffer in the way that Stuart and the victims of his crimes have. That's why we're sharing this video as part of our public-health approach to crime prevention which intervenes early and stop problems escalating".

"HE DOESN'T LOOK LIKE THE SAME PERSON AT ALL!" – YEAR 11 STUDENT

Year 11 students at Archway School, Stroud, watched spellbound as they became the first to see the **"Dying for a Fix"** video during a special assembly. This is what some of them had to say:

'I can't believe how difficult he looked from before. He looks like a completely different person. I was really shocked that he had admitted to all those crimes'.

'The video made me more aware of the affects drugs can have on you. It also made me think how much pain he must have experienced to go down that route'.

'I think the video is really good to show how people are really struggling with taking drugs and how it can change your life completely. He doesn't look like the same person at all. It's quite shocking that drugs can have a hold on your life like that'

'The video helps to show people what damage drugs can do, because before he took the drugs he looked so healthy and now he looks so weak and nothing like he did before'.



'I haven't experienced anything with drugs but I am aware that there is a drug problem. The video is a great way to get the message out about how drugs can take a hold of your life'.

Head Teacher Kieran Smith said, "I think it has been entirely impactful on the students. They have watched an extremely powerful story from the actual person who's experienced it.

"It's all very well hearing it third hand from another adult but hearing the story from the person is extremely powerful and you could see from the faces of the students this morning, they were transfixed by his story.

"This is the reality of life, isn't it. If students can be educated first hand by somebody who's made those choices and regrets them, if they can be encouraged to make the right choices by seeing the experiences of somebody else, I would absolutely support showing the video in schools".



Force is still ‘officially’ the greenest in the land



Gloucestershire Constabulary has retained its reputation as probably the ‘greenest’ police force in the country.

Following its latest inspection, it remains the only one in the UK to have secured international recognition for its continuing environmental management and commitment to measuring energy consumption and reducing waste.

The Constabulary is inspected every six months by an external expert to ensure that it continues to meet its demanding standards. To retain the International Organisation for Standardisation (ISO) 14001:2015 Certification for Environmental Management, it undergoes a more stringent inspection every three years.

Police and Crime Commissioner Chris Nelson said, “By maintaining its position as the only force in the

UK to hold ISO 14001 certification, we are showing our continuous improvement in environmental issues and setting an example for other forces in the country to follow.

“I want the Constabulary to aspire to be an exemplar in as many areas of its business as possible because that is the best way to drive improvement across the board.

“Protecting the planet is one of the big issues of the day and one in which we can all play a part. This award, which recognises the Constabulary’s contribution towards environmental management, is an achievement of which everyone involved in the process can be very proud”.

ISO certification is a demanding process where an organisation has to demonstrate how it deals with the whole range of environmental

management issues. For the Constabulary, it includes how it handles its waste, how it manages its fleet to reduce carbon output and how it manages other related policies.

Gloucestershire’s fleet of 435 vehicles comprises a combination of internal combustion, hybrid, and fully electric vehicles. With 21% of its fleet made up of fully electric vehicles, it is the largest full electric fleet in the country, by way of percentage.

While none of the vehicles are used as response vehicles, the majority are used by local investigation teams to help deliver savings of 283 tonnes of CO₂ per year. 11 of the vehicles are fully marked up as traditional police cars with ‘zero emission’ labelling which spreads the message to the public and will help to save money for the force too, with estimated savings of around £140,000 per year as a result of decreased fuel costs and savings to servicing, in comparison to diesel vehicles.

Gloucestershire Constabulary is the only force in the country to hold the environmental certification ISO 14001 – the international standard for environment management systems, which was awarded to the force in 2007, and has just been recertified for the fifth time.

The Constabulary’s Environmental Manager Mandy Gibbs, said: “I am extremely proud that the Constabulary has this formal recognition and can call itself a national champion. Our ambition now is to show our continuous improvement by achieving carbon net zero by 2035”.



PCC backs Chief Constable's case to retain mounted police

Gloucestershire Constabulary's Mounted Unit is a unique resource that adds value to the service. But there are no plans to expand it, despite the findings of a review carried out by the Office of the Police and Crime Commissioner (PCC).

Instead, PCC Chris Nelson challenged the Constabulary to maximise the use of its horses in areas where they are proven, including neighbourhood policing and providing greater visibility.

Despite considerable academic and anecdotal evidence in support, the unit has continued to divide opinion since its reformation in 2017. A review, requested by the PCC following his election, resulted in a 36-page report into its merits and how it operates.

Mr. Nelson said, "I know there are many who are of the opinion that the money devoted to the mounted section could be better-spent elsewhere, but I have kept an open mind while analysing the information put before me.

"From the extensive review carried out by the OPCC, conversations with Chief Constable Rod Hansen who is the national lead on police horses and taking evidence not just from our own force, but from others around the country, it is clear that the Mounted Section is an asset that provides an opportunity for enhanced visibility, engagement and reassurance in communities, but there are lessons to be learned from their introduction.

"There has always been compelling evidence that horses have a positive role to play in improving neighbourhood policing, which is key to my policy of zero tolerance towards anti-social behaviour. However, they should be having a greater impact on neighbourhood policing and the night time economy as well as in the more well-known public order role at sports events and demonstrations.

"The section is used proactively in problem solving activities in

communities suffering increased crime, anti-social behaviour or community tension. I want to see more tangible intelligence emanating from these patrols".

The Constabulary now has six horses, which are used regularly for patrolling the streets of Gloucester and Cheltenham on Friday and Saturday evenings. They have also been involved in a number of high profile operations and investigations including the county's mutual aid contribution at COP 26 and, locally, providing reassurance after the murder in Walton Cardiff and other community concerns in Frampton on Severn.



www.gloucestershire-pcc.gov.uk/pcc-backs-chief-constables-case-to-retain-mounted-police/



What's App? Proof that Neighbourhood Watch works

The changing face of Neighbourhood Watch is a young one. The stereotypical image behind the curtain is being replaced by a younger generation of community volunteers.

Kingsway Village in Gloucester has demonstrated how Neighbourhood Watch groups are turning to digital technology to keep their neighbourhoods safe and informed.

The estate in Quedgeley, saw a number of anti-social behaviour incidents during October and November 2020. Problems included motorcycles riding on paths, drug dealing and young people loitering. Following public meetings called by concerned local residents, police increased their patrols and worked with the community to help launch 17 new Neighbourhood Watch groups in just six months.

People living in the area say they now feel safer, knowing they have the support of a local group and a direct link to police.

Rob May is a Neighbourhood Watch Co-ordinator in Kingsway: "It feels safer now, with the newsletters and the police action, it really feels like the police are invested in making this a safer area."

Helen Hoy, who also runs a scheme in the area, said it was about more than crime: "It's definitely about the community. If you spend time into building up the community, you reduce the crime. We use a WhatsApp group and our neighbours all look after each other. People want to make a difference and make it a nice area to live in."

To mark Neighbourhood Watch



Week, the PCC Chris Nelson released a video about the changing face of Gloucestershire's neighbourhood watch. As the organisation aims to shed its 'curtain twitching' stereotype, it hopes for recognition as a way for families to engage with their neighbours and to build relationships in their communities.

Neighbourhood Watch Officer, Bob Lloyd said: "It gives communities a sense of security and togetherness, which are equally as important as trying to reduce crime and the fear of crime. So, what Neighbourhood

Watch really promotes is connectivity – it's something that reaches far wider than just policing."

To find out more or to register to join a neighbourhood watch group in your area, visit: www.ourwatch.org.uk



Since May 2021, 80 new schemes have been launched in Gloucestershire, bringing the total number of schemes operating to 2007. These schemes now bring the number of households covered by schemes and contactable by our messages through Your Community Alerts to 55314. This represents just over 20% of the county's houses.

Bob Lloyd said "Setting up Neighbourhood Watch is very easy. We will provide all the resources and assistance you need to get going and join the largest voluntary crime reduction initiative in the UK."

Neighbourhood Watch celebrates its 40th year in the UK in 2022.

YOUR COMMUNITY ALERTS

A police service that is accessible and accountable is one of the key priorities of the Police and Crime Prevention Plan. To help us provide information to local communities in a timely and targeted way, Gloucestershire Constabulary and the Office of the Police and Crime Commissioner (OPCC) operate a community messaging system called **Your Community Alerts**.

Your Community Alerts will help you keep informed about policing activity in your local area as well as the latest news from the OPCC; and with its two-way messaging feature we can also listen to what you have to say. Whether it's an alert, an appeal or simply a reassurance message **Your Community Alerts** will message people either by email, text or voicemail dependent on your preference.

Signing up is free and only takes a few minutes by visiting: www.yourcommunityalerts.co.uk



ICVs are the epitome of the 'unsung hero'

Independent Custody Visitors (ICVs) are volunteers who ensure the welfare, rights and entitlements of detainees. It is a statutory role and a vital part of the Office of the Police and Crime Commissioner's job to ensure the police service is open and accountable to the people it serves.



Having had 'key worker' status conferred upon them by the Home Office, and with extra measures put in place to adhere to social distancing guidelines, ICVs continued to visit detainees throughout the height of the Pandemic.

OPCC officer Kezia Lane, who manages the group, said: "Independent Custody Visitors are crucial to the welfare of detainees. While we are grateful to them for giving up their time, their dedication to this voluntary role was even more notable during the uncertainty of Covid.

"With the introduction of vaccinations and boosters, more of our ICVs felt comfortable returning to visits to the custody suite.

"And when they weren't able to visit detainees they have all been able to stay involved with what's happening in the world of custody with monthly meetings, when they were able to speak with the Chief Inspector of Custody and ask important questions about detainee welfare.

"ICVs are pivotal to the PCC's role of holding the Constabulary to account, and make an important contribution to the criminal justice system in Gloucestershire".

"ICVs are pivotal to the PCC's role of holding the Constabulary to account, and make an important contribution to the criminal justice system in Gloucestershire".

The OPCC is responsible for recruiting, training, managing and supporting all volunteers appointed to Gloucestershire's Independent Custody Visiting Scheme.

You can find out more about ICVs here:

www.gloucestershire-pcc.gov.uk/what-is-independent-custody-visiting/

PCC ON THE ROAD TO SELL VOLUNTEERS PLAN

Gloucestershire's Police and Crime Commissioner (PCC) reached out to local communities to help him deliver one of his key election pledges.

Following his election victory, PCC Chris Nelson embarked on a series of meetings with parish and town council representatives and local residents to explain his ideas for expanding the county's volunteer teams.

Roadshows were held in each of the county's electoral districts between September and October 2021.

The PCC was accompanied by the Deputy Police and Crime Commissioner Nick Evans, Chief Constable Rod Hansen and chief officers from each of the local policing areas. As well as discussing local issues, one of the main aims was to inspire a new generation of Citizens in Policing who will act as 'community volunteers'.

Mr. Nelson said, "Parish councils are at the grass roots of our democracy. They understand their communities better than anyone and I am keen to tap into their knowledge and influence. I want to empower them in areas that I know concern them.

"Working together, I believe we can make the police more visible by recruiting what I call local volunteers through the 'Citizens in Policing' initiative. People from the community working within their community. Dealing with persistent speeding with a range of technical and people-orientated solutions, and making better use of Neighbourhood Watch and the Community Alerts system".

You can find out more about Citizens in policing here:

www.citizensinpolicing.net/





PCC welcomes new law that will mean jail for dognappers

Police and Crime Commissioner (PCC) Chris Nelson, who has campaigned for tougher penalties, was among the first to welcome new legislation targeting the 'heartless trade' in stolen animals.

A Government taskforce, of which Mr. Nelson was a member, recommended that thieves are charged under a new offence of 'pet abduction' that will lead to longer prison sentences.

The tougher law is being introduced to reflect the growing trade in stolen animals and that 'cherished' pets mean as much, and often more,



than other household property families lose in a burglary. It also recognises that the animals suffer too.

The key recommendations in the Pet Theft Taskforce report published in September:



- **The creation of a new 'pet abduction' offence** – Pet theft is currently treated as a loss of property to the owner, but we know that does not reflect the true severity of this crime. The new offence will prioritise the welfare of our pets as sentient beings and

Online – the new front line?

"Online is the new front line", said Police and Crime Commissioner Chris Nelson when he opened the University of Gloucestershire's latest facility in November.

The University is the only provider in the South West Policing Region licensed by the College of Policing to deliver the BSC (Hons) Professional Policing degree. Its Maidenhorn Teaching and Learning amenity provides students with a real-life modern policing experience in a safe environment.

PCC Chris Nelson, who performed the ribbon-cutting ceremony with the University's Deputy Vice-Chancellor, Professor Jackie Labbe (pictured), said: "With the nature of law enforcement becoming ever more complex, officers are now just as likely to be patrolling 'online' as on the street".

After the ceremony and a tour of the building, the PCC answered questions on his role and recent changes in policing with first-year Professional Policing degree students.



John Clay-Davies, Senior Lecturer and Academic Course Leader for Professional Policing, said: "The Q&A session was a great opportunity for our first-year students on the Professional Policing programme to find out more about Chris' role and responsibilities as PCC and important developments within policing".



recognise the emotional distress to the animal in addition to its owner

- **identifying and tracking cases**
 - Reliable data on pet theft is limited and improved recording and data collection about these crimes will build a stronger evidence base about the problem
- **improving the recording of keepership and transfer data**
 - New requirements to register additional details and a single point of access to microchipping databases will support tracking lost and stolen dogs
- **tackling the fear of crime**
 - Police will work together with partner agencies to raise awareness about police initiatives and prevention measures.

Mr. Nelson said, "I am extremely pleased that all my campaigning on Pet Theft, my constant lobbying of the Prime Minister and senior ministers, and my detailed work on the national Pet Theft Taskforce has produced some strong recommendations to protect our much loved pets. In particular, the plan to introduce a new pet abduction offence, something I have wanted to see for a long time".

Launched in May 2021, the Pet Theft Taskforce was made up of Government officials from Defra, the Home Office and the Ministry of Justice along with operational partners including the police.

Safer Gloucestershire



Safer Gloucestershire is a body developed to enhance public safety in Gloucestershire. It calls on the expertise and leadership of senior managers from a range of agencies across the county whose job is to anticipate potentially dangerous or harmful situations and plan solutions should they arise.

Community safety, should be everyone's concern and our 'Public Health' approach is all about understanding what leads people into crime so that we can prevent it before it happens. We aim to tackle countywide issues by sharing best practice to reduce the impact of criminality.

Safer Gloucestershire supports those agencies with statutory responsibilities and others to meet the expectations of the Crime and Disorder Act 1998 to do all that they can to reduce crime, disorder, anti-social and environmental anti-social behaviour in their communities as per section 17 of the Act.

2021 saw the continuation of the Coronavirus pandemic which again meant a reduction in the number of meetings undertaken by the Safer Gloucestershire Board.

The year also saw the election of a new Police and Crime

Commissioner, Chris Nelson and the appointment of Deputy PCC, Nick Evans and subsequent development of the new Police and Crime Prevention Plan.

The Safer Gloucestershire Board continued to work to improve its effectiveness and during the latter part of the year saw the appointment of a full-time Safer Gloucestershire Coordinator who will work closely with partner agencies to deliver successful community safety outcomes for Gloucestershire.

Following a successful bid for Home Office 'Safer Streets' funding, the board was able to oversee the introduction of the Flare app (see page 6) and additional mobile CCTV cameras (see page 7) to improve feelings of safety for women and girls.

With the Government advice around the need 'to live with Covid' and subsequent public restrictions coming to an end, the Safer Gloucestershire Board has re-established a timetable of meetings. These will be concentrating on improving our response to anti-social behaviour (ASB), Locality Based Crime, Domestic abuse/ sexual violence, Serious violent crime and continuing to improve the effectiveness of Safer Gloucestershire.

DOMESTIC HOMICIDE REVIEWS

Safer Gloucestershire has since had oversight of 15 Domestic Homicide Reviews (DHRs) in Gloucestershire. These include cases of suicide where domestic abuse has been a significant factor in the death of the individual.

At the time of publication of this review, eight reviews had been published following Home Office Quality Assurance and local sign off, and seven DHRs are progressing as per the statutory guidelines.

Once Home Office approval has been received, Safer Gloucestershire will look to publish these reviews and monitor the implementation of action plans and ensure the need for wider systemic change is considered in our response to domestic abuse to drive forward positive change.



PCC's office wins almost £600k funding to support domestic abuse and sexual violence victims in Gloucestershire

In May, victims of sexual or domestic violence in Gloucestershire learned they would have access to a greater network of support, thanks to a successful funding application by Gloucestershire's Office of the Police and Crime Commissioner.

The priorities of the Police and Crime Prevention Plan include creating safer communities, tackling Violence against women and girls and Supporting victims. The Ministry of Justice confirmed that Gloucestershire would receive £469,363 to fund two Independent Sexual Violence Advisors (ISVAs) and five Independent Domestic Violence Advisors (IDVAs) over the next two years.

This was in addition to two ISVA posts also secured by the office in 2020, totalling £597,950 of investment to support domestic abuse and sexual violence in the county.

The latest roles included two posts dedicated to supporting young people.

Head of OPCC Commissioning Kirsten Fruin, said: "2020 was a tough year for many families who weren't safe at home. Sadly, we saw the risk of domestic abuse and sexual violence increasing due to lockdown, so funding this additional support is incredibly important.

"I'm glad the MoJ recognised the value of our bid. This money will fund seven new posts which will in turn help hundreds of victims and survivors across the county."

Nationally, the Ministry of Justice released £16 million pounds of funding to support victims across the country, but following the tragic murder of Sarah Everard in

March 2021, a further £11 million of funding was released, bringing the national pot to £27 million.

In August, three organisations who support victims of sexual violence and domestic abuse in Gloucestershire shared more than £50,000 in funding from the Ministry of Justice

TIC+, the Nelson Trust and Gloucestershire Counselling Service were supported through the bidding process by the Office of the Police and Crime Commissioner (OPCC).

The unexpected windfall money from the MoJ's Critical Support Fund followed a national rise in incidents during the pandemic.

Job Role	Supporting	Organisation
Children and Young Person Independent Sexual Violence Advisor (CYP ISVA)	Young people up to 18	GRASAC
Independent Sexual Violence Advisor	Adults 18+	GRASAC
Children and Young Person Independent Domestic Violence Advisor	Young people aged 13 - 19	West Mercia Women's Aid (operating STREET in Gloucestershire)
Independent Domestic Violence Advisor (x2)	16+	GDASS (working with Police)
Independent Domestic Violence Advisor (x2)	16+	GDASS (working with health)

REPORT HIGHLIGHTS THE 'EPIDEMIC OF VIOLENCE AGAINST WOMEN'

Gloucestershire's Police and Crime Commissioner (PCC) welcomed a report calling for urgent, radical, cross-sector reform to protect women and girls from violence.

According to The report by Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS), in the year up to March 2020, there was an estimated 1.6 million female victims of domestic abuse and more than 1.5 million female victims of sexual assault and stalking.

Deputy PCC Nick Evans, who is co-ordinating action across Gloucestershire to introduce a new 'public health' approach to crime prevention generally and violence against women and girls in particular said, "This is a societal-wide issue and only by working together will we change attitudes and behaviour.

"I am determined that Gloucestershire's streets and homes become safe places for women and girls and will work with Government, victims groups and wider partners to make a real difference for the community I serve".

The HMICFRS report, commissioned by the Home Secretary, says that while vast improvements have been made by the police in their response to Violence against Women and Girls (VAWG) over the past decade, reform across many sectors – including policing, health and education – is vital to bring about change for the better.

Its comments follow a Government study earlier in the year, which revealed that the prosecution rate for reported rape is less than 2% and another survey that showed 50% of women now feel unsafe in public spaces.

Parents praise presenters as road safety lesson reduces kids to tears

It has reduced some to tears, caused others to faint and is definitely a hard watch. But parents believe students who sat through the road safety presentation "What if?" have learned a lesson that might one day save their children's lives.

'What if?' features the film 'Invincible Minds', which tells the story of how two students survived a catastrophic car crash which almost killed them. Their first-hand accounts, and those of professionals involved in the aftermath of fatal incidents, are the basis of the hard-hitting road safety multi-media presentation, which was developed for schools by the Office of the Police and Crime Commissioner (OPCC) and Gloucestershire Fire and Rescue Service (GFRS).

More than 25,000 pupils aged 16-19 from schools and colleges around the county have seen 'What if?' since it was launched in 2016. Lockdown during the Pandemic caused a 12 month break but now new schools and colleges have signed-up taking the number to 38 who have it on their personal, social, health and economic (PSHE) curriculum.

Like many before them, students at recent showings have found it harrowing but as a result more determined to treat the roads with more respect and care.

Heather Davies has been a regular

This is what some of parents said after recent showings in local schools:

"My son was in the audience and it really made him think about what he should be doing. He is currently learning to drive and I think this is a fantastic programme".

"My daughter was in the audience and it helped her to understand why I worry so much when she is out and about in her car".

"It made a real impact [on my daughter]. She thought it was going to be another boring lecture but said it was really hard-hitting and thought provoking".

"What if?" presenter following the death of her daughter Leanne, 19, in a car crash in 2013. She said, "I also had students approach me at the end of the first and second show.

"The first girl said 'your daughter is very beautiful, I am so sorry. Thank you so much'. And after the second show a girl came up to me in tears and just asked if she could hug me and also a teacher asked if she could hug me too and said she was very grateful for my story and told me it was very powerful.

"I think it definitely shows that the project does have an impact as the students were still talking about it once they got home".



It was one of the least expected but most criticised aspects of the pandemic. So it was not surprising that a survey of Gloucestershire's town and parish councils confirmed 'speeding traffic' to be one of the foremost concerns within local communities.

The main results of surveys and data reviews carried out by the Office of the Police and Crime Commissioner (OPCC) were:

- 25% of people taking part felt unsafe or very unsafe on roads where they lived
- grass roots councils not knowing where to go to get advice and not having the power to deal with what is a community problem
- speed was identified by the police as a consistent factor in many fatal crashes
- there was a feeling that action would only be taken to make roads safer after a fatality or serious injury
- community SpeedWatch and camera data indicating those regularly speeding lived within the local community
- communities disenfranchised as they did not have a road safety campaigner on their council, and/or sufficient funds to implement road safety initiatives.



Making Gloucestershire's roads safer is one of Police and Crime Commissioner (PCC) Chris Nelson's priorities.

He said, "Speeding is one of the issues that people want to talk to me about the most when I am out and about, not least because it seems to have got worse during lockdown when the roads were generally quieter.

"It remains a major concern for our communities, and whilst they do undertake some road safety activity there is a challenge to Gloucestershire County Council and the police amongst others to do more to support them in their endeavours.



a responsibility to do something about it".

The OPCC report included information gained through interviews with community campaigners, representatives from the statutory and third sectors and a study of available data also revealed the significant impact on the new normal road landscape.

Detective Superintendent Paul Keasey, who leads on roads policing at Gloucestershire Constabulary said, "A wide ranging, intelligence led review is already in progress to enhance police education and enforcement activity, and to support communities in local initiatives. Many actions are already operational.

"However, at the heart of the issue is a need for a fundamental change in behaviour, and for society to embrace that speeding is totally unacceptable."

The results of the OPCC will be Taken forward by the Road Safety Partnership, which includes DPCC Nick Evans, to help inform their new work plan.

The aim is to establish a consistent, countywide strategy to make Gloucestershire's roads safer.

"At the request of local communities and road safety groups, the number of mobile speed camera locations managed by the Constabulary has now more than doubled and the police will enforce when necessary, but everyone who uses our roads can help. If a high number of serial speeders come from within the community, part of the answer is on our own doorstep.

"Motorists have a responsibility to

treat other road users with respect and it is disappointing that despite all the evidence and warnings of the dangers involved so many drivers think it is still ok to go over the limit, putting themselves and others at risk.

"We have to be very concerned at what communities are telling us. For one in four to feel unsafe or very unsafe is extremely concerning, and we must do better. We all have

This concern about speeding is reflected nationally

- Speeding is one of the 'Fatal Four' in terms of contributors to road accidents, causing more than 4,400 casualties on UK roads – an average of 12 people killed or injured every day
- In a British Crime Survey, speeding traffic was rated across all age groups as the most serious of 16 social problems.





Want
to know
more?

For publically available crime statistics for your area go to **www.police.uk** and click on 'Find your neighbourhood'

The **Police and Crime Prevention Plan** in full, together with more information relating to the annual report is available by:

Visiting: www.gloucestershire-pcc.gov.uk

Emailing: pcc@gloucestershire.pnn.police.uk

Phoning: 01452 754348

Writing to: The Office of the
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